

CHAPTER 8 - UNIFORMS FOR NATURAL RESOURCES MANAGEMENT PROGRAM STAFF

8-1. Purpose. This chapter establishes the policy on uniforms for Natural Resources Management (NRM) personnel, and authorizes an initial uniform allowance and replacement allowances for personnel required to wear the uniform. Uniforms for NRM Maintenance Personnel and Lake Contract Maintenance Inspectors are specified in Chapter 14 of this regulation. This Chapter supersedes the 15 November 1996 edition of ER 1130-2-550, Chapter 8 and Appendices J, K and L.

8-2. Policy.

a. The following NRM personnel are authorized to wear the uniform and shall wear the prescribed uniform components on a daily basis when performing NRM duties:

- (1) Park Rangers
- (2) Park Aides, visitor center staff and guides.
- (3) Park/Resource/Lake Managers (unless authorized to wear appropriate civilian attire by the Chief, Operations Division).

b. The following NRM personnel are also authorized to wear the uniform:

(1) NRM specialists including but not limited to: foresters, fishery and wildlife biologists, outdoor recreation planners, environmental compliance coordinators and landscape architects working at water resource projects.

(2) District Office NRM staff as determined by the Chief, Operations Division.

(3) Administrative personnel at water resource projects who perform receptionist duties as determined by the Chief, Operations Division.

(4) Operations Managers who have citation authority and are performing NRM duties, as determined by the Chief, Operations Division.

c. Volunteers, contractors or Corps of Engineers personnel assigned to positions not included in the above list are not authorized to wear, and shall be prohibited from wearing all or any portion of the uniform.

d. Temporary personnel shall be provided the class of uniform (B, C, D) that is appropriate for their primary work assignment.

e. Uniform classes shall be designated B, C, and D in accordance with the following descriptions. See EP 1130-2-550, Chapter 8 for complete description of all uniform components and wear requirements for each uniform class. All Corps of Engineers NRM uniform items, badges, insignia, and patches are for official use, and only by persons authorized to wear the uniform. Personnel requiring or wanting a method to identify themselves as Corps of Engineers employees, and who are not authorized to wear the

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uniform may obtain a Corps of Engineers nameplate through the uniform contractor by local purchasing procedures.

(1) Class B - Duty Uniform. The Class B Duty Uniform is the prescribed daily uniform to be worn by authorized NRM personnel as identified in paragraph 8-2a and 2b. The Duty Uniform is divided into the following four categories: Daily Wear, Formal Wear, Ceremonies and Court, Maternity.

(2) Class C - Work Uniform. The Class C Work Uniform may be worn by NRM personnel at field office areas, only during special work situations, which are approved in advance on a case-by-case basis by the Park/Resource/Lake Manager. This uniform shall not be worn when meeting the public is the principal duty assignment. It is not to be considered as the daily uniform.

(3) Class D - Special Use Uniform. The Class D Special Use Uniform may be worn by NRM personnel at field areas only when engaged in the following specific work situations: boat patrol, beach patrol, bicycle patrol, and beach/boat interpretive programs, which are approved in advance on a case-by-case basis by the Park/Resource/Lake Manager.

f. Uniform procurement shall be by means of a centralized uniform distribution contract which provides a single source of uniform supply. The uniform supply contract shall be reviewed annually and updated as necessary by Headquarters, Natural Resource Management Branch (CECW-ON). Detailed guidelines on uniform procurement, accounting and other administrative requirements are contained in EP 1130-2-550, Chapter 8.

g. Uniforms shall be supplied through a credit allowance system managed by the centralized uniform distribution contractor. The allowance may or may not be sufficient to defray all uniform costs. Supervisors may require that personnel procure additional official uniform items from the approved supplier at their own expense. Initial and replacement allowances shall be provided in accordance with the provisions of PL 98-63, as amended.

h. Personnel authorized to wear the NRM uniform under this regulation are prohibited from wearing uniform components from other uniform programs, including the Operations and Maintenance Uniform Program as prescribed in Chapter 14 of this regulation. Outdated NRM uniform items are also prohibited. As uniform items are replaced, personnel will be notified by Headquarters, Natural Resource Management Branch (CECW-ON) when the replaced items are no longer authorized for wear.

i. Certain items of apparel such as shoes and safety equipment are not furnished or covered by uniform allowances. The field office, either through local purchase or District office central procurement, will provide those individuals authorized to wear the uniform with the following approved items or services as needed for the performance of their duties:

(1) Black, plain toe, polished, safety dress shoes or boots (suitable for both office and all weather field applications).

(2) Black, plain toe, all weather safety work boots for wear with Class C uniforms.

(3) Black deck/athletic shoes suitable for wear with Class B, C and D uniforms while on boat, beach, or bicycle patrol.

- (4) Black or white bicycle helmets for wear during bicycle patrol.
 - (5) High-visibility orange vests (snap-on, tie-on, etc.).
 - (6) U.S. Coast Guard approved flotation coat and/or life vests, high visibility orange color.
 - (7) Belt type key holder.
 - (8) Badge holder.
 - (9) Personal Protective Equipment (hard hats, ear protection, work gloves, etc.)
 - (10) Alterations of uniforms as deemed necessary by the supervisor and only when the employee has been unable to obtain a properly fitted uniform from the uniform supplier.
- j. New personnel who are required to wear the prescribed uniform shall obtain, or be furnished, the necessary uniform items as soon as practical after entering on duty. Applicants who are applying for a uniformed position shall be made aware of the uniform requirements prior to hiring.
- k. Uniformed individuals are responsible for their professional appearance and shall wear the uniform in a manner that commands respect for both themselves and the Corps of Engineers. Supervisory personnel are responsible for the enforcement of appearance standards as prescribed in this regulation and in EP 1130-2-550, Chapter 8. Wearing the uniform in accordance with these standards is a condition of employment, and shall be included as an element in the uniformed employee's Total Army Performance Evaluation System (TAPES) individual performance standards. The supervisor's enforcement responsibilities and personal uniformed appearance shall be included as evaluation elements on his or her TAPES performance standards.
- (1) Exceeding the element can be accomplished by consistently wearing the uniform in compliance with the regulation, and/or going beyond the standard. Examples of exceeding the standard include: regularly ironing and/or starching the uniform, consistently having polished shoes and wearing proper uniform components, and consistently presenting a professional uniformed ranger image.
 - (2) Meeting the element can be accomplished by regularly wearing the uniform in compliance with the regulation. All items are worn correctly and in the appropriate situations. Examples of meeting the standard include: occasionally having unpolished shoes, wrinkled shirts, and/or trousers without creases.
 - (3) Needs Improvement would result when the employee is often out of compliance with the uniform regulation. Examples include: Mixing of the different classes of uniforms (i.e. wearing the baseball cap with the duty uniform when not on boat patrol), failing to wear a tie with the long sleeve shirt when in formal situations and/or often having unpolished shoes, wrinkled or shabby uniforms.
 - (4) Failing the element would result when the employee is regularly out of compliance with the uniform regulation. Examples include: wearing unauthorized items with the uniform, wearing Class C or D uniforms on a daily basis, consistently wearing torn, soiled or shabby uniform components.

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l. The badge will be centrally procured and transferred from CECW-ON to each Major Subordinate Command/Division (MSC) and Division NRM office. Major Subordinate Commands and District offices shall maintain property records to assure the accountability of all assigned and unassigned badges. Individuals who are transferred to other positions outside of the MSC/District, or no longer have citation authority, shall return their badges to the issuing office. Badges that become unduly tarnished or scratched may, within local procurement procedures, be taken to a local vendor for refinishing. The cost of this service will be charged to the project.

m. The National Uniform Committee of the NRM Program shall function as an advisory committee. The committee shall provide field input and program recommendations to CECW-ON, submit draft regulation changes, and revise contract specifications.

(1) Each CONUS MSC (Continental United States Major Support Command) shall be represented on the committee. A mixture of MSC, District and Project personnel is required. Meetings shall be called on an as-needed basis. The committee members shall serve for a period of time determined by mutual agreement between the chairman and CECW-ON or for a period of six years. Replacement shall be on a rotational basis to avoid a large turnover of membership at any one time. The uniform committee chairman shall forward all nominations to CECW-ON for consideration and approval. The committee chairman shall serve for an indefinite period, with the length of duty to be determined by mutual agreement between the chairman and CECW-ON.

(2) Substitutions or deviations from the uniform specifications prescribed in EP 1130-2-550, Chapter 8 require prior approval of CECW-ON. Natural Resource Management personnel may recommend program changes, regulatory changes, specific substitutions or new uniform items to the District Uniform Coordinator. District Uniform Coordinators shall forward all appropriate comments to the division uniform committee representative for consideration at the next scheduled uniform committee meeting. After proper review, the proposal may be forwarded to CECW-ON for consideration.