

FY-05 NRM Uniform Committee Meeting
October 18-22, 2004
Plymouth, MA

1. The NRM Uniform Committee met in Plymouth, Massachusetts the week of October 18 – 22, 2004. Attending were Barbara Cooper (SPD), Susan Haney (SWD), Sara Jernigan (SAD), Dean Bonifacio (LRD), Ralph Gendron (NAD), Jeff Rose (MVD), Mark Andreasen (NWD-CR), and Jim Runkles (Chair). Steve Austin (HQ) the COTR for the uniform contract was able to join us for the end of the week.
2. The US Fish and Wildlife Service and the National Park Service are our sister agencies on the uniform contract. The USF&WS committee joined us Oct 19-21. Due to budget restrictions, the NPS was represented only by the COTR. The new Contracting Officer Bruce Feirtag also joined us. The contractor, VF Solutions were also in attendance.
3. The Corps Committee met to discuss the questionnaire, potential changes to the ER/EP, and the upcoming new contract. A matrix of all the Division comments (separated by Division) was developed and is attached. Highlights include the following:
 - a. Items approved last FY are now available on the website.
 - i. Sun Hat. This embroidered wide brim hat can be worn under the same conditions as the baseball cap, i.e. Class C work situations, Class B Boat Patrol (only), and Class D Boat Patrol.
 - ii. Turtleneck. This layering item is to be worn with the long sleeve Duty Shirt in Class B Daily, and Class C Work uniforms.
 - iii. Cargo Pants. These trousers replaced the Work Jeans can be worn under the same conditions as the jeans, i.e. Class C work situations only. They are not to be worn on a daily basis.
 - iv. Winter Cap. This item replaces the Fur Trooper Hat and can be worn in the same conditions.
 - v. Nameplates. The contractor has now made the Nameplate available through the individual uniform accounts. Employees can order their own nameplates in the same way they currently order other uniform items.
4. The recommended increase in the Replacement Uniform Allowance for Permanent employees has been approved. Effective October 2004, this allowance increased from \$250 to \$350.
5. With the assistance of the National Park Service, the committee examined numerous mock-ups of a polo shirt for wear with Class C and Class D uniforms. Samples of the selected shirt will be developed for further consideration.
6. Clarification was sought on the issue of a Utility Belt. The committee, in conjunction with the Visitor Assistance Committee, agreed that a black nylon belt may be worn with the uniform. This item will not be provided through the uniform contract, but rather should be acquired through local purchasing authorities.

7. The committee examined the new duty shirt currently being wear tested. The wear test is to go through the end of January 2005. A decision on whether or not to adopt this shirt will be made in FY05.
8. New items discussed included:
 - a. Work Jacket. There is an identified need for a jacket to go along with the insulated bib overalls. In addition, this jacket could be worn with the cargo pants in other work situations. The committee examined the 10 oz. Duck Cloth Work Jacket currently in the National Park Service program. The committee recommended that this jacket be adopted for use with the Class C uniform. **[Follow up: Work Jacket was approved by HQ, specifications were delivered to the Contracting Officer and the Work Jacket is currently available on the website.]**
 - b. The issue of wearing additional pins, awards, decorations, etc. on the uniform was raised. After much discussion, the decision was made to **not** recommend additional items be worn on the uniform. Other than the nameplate and badge, the only items permitted on the uniform are the American Flag or the Length of Service pin. The latter two are to be worn on the left collar point of the shirt or the corresponding location on outerwear.
 - c. Turtleneck. It was suggested that the black turtleneck be modified to include an embroidered castle on the collar. The committee decided to investigate this further to determine the cost of such embroidery. (This could also increase cost of inventory. Current inventory is shared with the NPS.)
 - d. Website Regulations. It was suggested that the website be reformatted by uniform classes, i.e. to have all Class B Court items together, all Class B Daily Wear items together, all Class C Work items together, etc. The committee felt this was not consistent with the contract. The committee did recommend, and the contractor agreed, to locate the new uniform poster on the website. This demonstrates which items are permissible for each uniform class.
 - e. Campaign Hats. Two issues pertaining to the campaign hat were addressed. First, sizing is often difficult, i.e. whether to order a Size 7 regular or Size 7 long oval. The contractor agreed to assist the committee in locating cardboard hat templates. The committee will make every effort to make these available to the employees. Second, the leather internal band does not breath. Several years ago the contractor had shown to the committee a synthetic band that was softer and more absorbent. The committee recommended that the new band be pursued. **[Follow up: The new band was located, and adopted. These will be phased in with the new campaign hats.]**
9. The Uniform pages on the NRM Gateway were reviewed and corrections and updates were identified.
 - a. One such item identified were the Q&As on uniforms. Mark Andreasen volunteered to compile a series of questions and answers to be included on the site. (See Frequently Asked Questions.)

- b. A new item for the Gateway will be a list of uniform items which no longer part of the uniform program. Some of these can be worn until they are worn out, while some other items are no longer permissible to wear. A copy of this is attached.
10. The committee then went through the existing regulation (Chapter 8, ER/EP 1130-2-550) and updated the regulation to include the new uniform items, and how they are to be worn. The committee hopes to have a draft ready for review this Fiscal Year.
 11. For further information, please contact the undersigned at any of the numbers below.

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