



DEPARTMENT OF THE ARMY  
HEADQUARTERS, U.S. ARMY MATERIEL COMMAND  
5001 EISENHOWER AVENUE, ALEXANDRIA, VA 22333-0001

REPLY TO  
ATTENTION OF

AMCPE-F

25 APR 2002

MEMORANDUM FOR Colonel Edward W. Newing, Chief of Staff, U. S. Army Soldier  
and Biological Chemical Command, 5183 Blackhawk Road,  
Aberdeen Proving Ground, MD 21010-5424

SUBJECT: Civilian Clothing Allowance for Enlisted Military and Civilian Personnel

1. References:

- a. Memorandum, AMSSB-CS, 8 Nov 01, subject same as above.
- b. Department of Defense Regulation 7000.14-R, Volume 7A, Military Pay Policy and Procedures Active Duty and Reserve Duty, Chapter 29, Clothing Monetary Allowance
- c. DJMS Table 31, DODI 18.
- d. Department of Defense Manual 1400.25-M, subchapter 591, Standards for Furnishing Uniforms or Paying Uniform Allowances to DOD Employees.
- e. Title 5, United States Code, Section 5901.
- f. Title 5, Code of Federal Regulations, Part 591, Subpart A, Uniform Allowances.

2. IAW references 1.b. and 1.e., you are authorized a Type 5 Civilian Clothing Allowance (CCA) for enlisted military personnel without need for higher headquarters approval provided these personnel are otherwise eligible for same under provisions of the above cited references. In this regard, it should be understood that the enlisted military personnel should be on permanent duty assignment to the U. S. Army Technical Escort Unit (TEU) and directed by competent authority to dress in civilian clothing more than half the time when performing official duty, as a military requirement.

3. It is noted that the eligible enlisted military personnel of the TEU have a Type 8 CCA which is applicable to temporary duty of at least 30 days duration. If these personnel have actually been performing permanent duty with the TEU as cited in paragraph 2 above, they may have been underpaid for such duty and appropriate action should be taken to correct this underpayment condition.

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4. References 1.d., 1.e., and 1.f. address the requirements for a uniform allowance, as opposed to a civilian clothing allowance. Under current Federal regulations, uniforms for civilian employees are appropriate when it is necessary "to provide a distinctive and easily identifiable appearance" in performing a job, e.g., police officer, security guard, etc. Civilian employees should be expected to wear attire appropriate for the work they do. If escort duties dictate attire that blends well with the escorted individuals and/or their entourage, then civilian personnel can be expected to dress accordingly without additional compensation for same. Consequently, current Department of Defense and Department of Army policy is silent on civilian employee dress codes and any compensation for enforcing them for obvious reasons. Civilian employees can be expected to dress in such a fashion not to impact negatively on their performance nor on that of others they must work with. For these reasons, your request for clothing allowance for civilian employees in the TEU is not supportable.

5. Point of contact is Mr. C. Patrick Gentry, Chief, Field Support Division, Office of the Deputy Chief of Staff for Personnel, DSN 767-4551 or Commercial 703-617-4551.

FOR THE COMMANDER:



RICHARD A. HACK  
Major General, U.S. Army  
Chief of Staff