

Andy - Not good - I guess we need to get more on + get five to identify what their uniform would be



United States Department of the Interior

BUREAU OF LAND MANAGEMENT
Washington, D.C. 20240
<http://www.blm.gov>

APR 26 1999

Memorandum

To: State Director, California
From: Director *withheld*
Subject: Request for Uniform Waiver.

To	Initial	Date
1 SD	<i>[initials]</i>	
2 ASD	<i>[initials]</i>	
EA		
ECO		
LE		
MIN		
3 SS	<i>[initials]</i>	
Return To _____		
Library _____		

I have reviewed your request for a waiver to the new uniform program for all California employees, and find that I cannot grant that waiver.

There will be one exception to the new uniform. Bureau law enforcement personnel must maintain a distinctive appearance. For this reason they have been exempted from this uniform program and will continue to wear the existing uniform.

I must stress the need to limit exceptions. Because our program is nonmandatory, the number of uniform components purchased per year are relatively insignificant compared to the much larger uniform programs of the Forest Service, National Park Service, U.S. Fish and Wildlife Service and other government uniform programs. The small Bureau program severely limits the number of contractors interested in bidding on our contracts. In 1993, only one contractor submitted a bid on our Request for Proposal.

To encourage additional bids, the 1998 Uniform Request for Proposal cut back on the number of components required, permitted contractors to offer alternative styles and colors, and allowed them to use commercial "stock items." Even with these changes only three offers were received. Lion Apparel, our previous contractor, did not respond to our 1998 Request for Proposal. In October 1998, contracts were awarded to WearGuard, Inc., who provides the majority of items (shirts, slacks, jeans, sweaters, etc.) and R&R Uniforms Inc., who provides the parka, rain pants, belt, and name tags. Exceptions such as the one you have requested could result in a program so small that no contractors would respond to our bid requests. If granted, the exception you ask for might even trigger a claim from our current contractors.

The selection criteria for the uniform acquisition were designed to be consistent with the desire to provide a contemporary new look for BLM uniforms. This desire was based on requests from many BLM managers who wanted to encourage more employees to wear the uniform. Aside from the law enforcement program, the BLM has a nonmandatory program for its employees.

Consequently, the selection of the various components was based, in part, to appeal to a larger part of BLM's workforce. It is too soon to reach a definite opinion on the acceptance of the new uniform. However, I am encouraged by the news that California field employees have placed numerous orders with at least one of the new vendors.

The new uniform, while different from the old one, provides a professional as well as an updated look. In addition to the jeans, slacks are available; BLM emblems are embroidered on all upper garments; and, name tags are still worn. A shirt is available with a button down collar and a pocket on the left front with the BLM emblem embroidered above it. A dark brown tie can be ordered that will provide a more formal look for this shirt.

A consistent appearance among uniformed employees is also my goal. I do not anticipate or desire continuous changes with the BLM uniform. The new uniform, when acquired on a large scale, will provide that consistency.

For the reasons listed above, your request for a waiver to purchase uniforms is denied.