

Indian Health Service  
Rockville MD 20857

MAY 24 1991

*R. Gonzalez  
to coordinate  
E.S.W.S*

TO: Area Directors  
FROM: Director  
SUBJECT: Uniform Allowance Increase

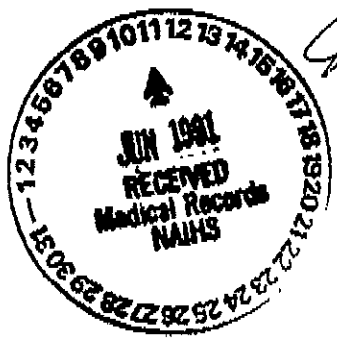
Under the provisions of the Federal Employees Pay Comparability Act (FEPCA) of 1990, a uniform allowance for approved positions may be paid at a cost not to exceed \$400.00 a year. This represents an increase over the previous uniform allowance maximum of \$125 a year. This provision does not apply to members of the Public Health Service Commissioned Corps. In order to implement the FEPCA uniform allowance provisions, I have determined the categories of positions eligible for an allowance based on information obtained from the Areas through the Regional Personnel Offices.

Positions in approved categories on the attached list will be paid a uniform allowance only when the employee is required to wear a uniform in the performance of his/her official duties. Areas should immediately review positions in approved categories and determine whether the employee is required to wear a uniform in the performance of his/her official duties. Requests to pay a uniform allowance to employees in positions not on the approved list will be reviewed by me on a case-by-case basis and exceptions may be granted if justified. Requests are to be submitted to Indian Health Service (IHS) Headquarters, Division of Personnel Management, for approval by the Director, IHS.

Area Directors will establish uniform allowance amounts based on whether a full uniform is required or only a partial uniform (i.e., Lab coat, smock, safety shoes) and based on the typical costs of uniforms in the employment location. Area Directors are not to automatically grant full uniform allowances unless such costs are fully supported. Uniform allowance increases may be made effective immediately after appropriate amounts are determined. Area Directors may consider raising or lowering allowances based on periodic reviews as warranted.

Please be mindful of your obligation under 5 U.S.C. Chapter 7, to consult or negotiate with recognized unions as appropriate.

*Everett R. Rhoades*  
Everett R. Rhoades, M.D.  
Assistant Surgeon General



Attachment

List of Approved Categories for Uniform Allowance in IHS

Positions in the categories below are eligible for a uniform allowance when the employee is required to wear a uniform in the performance of his/her official duties:

GS/GM

085 - Guard  
 602 - Medical Officer  
 603 - Physician's Assistant  
 610 - Nurse  
 620 - Practical Nurse  
 621 - Nurse Assistant  
 622 - Medical Aid (supplies)  
 630 - Dietitian  
 633 - Physical Therapist  
 636 - Rehabilitation Therapy Assistant  
 640 - Health Aid and Technician  
 644 - Medical Technologist  
 645 - Medical Technician  
 647 - Diagnostic Radiologic Technician  
 649 - Medical Instrument Technician  
 651 - Respiratory Therapist  
 660 - Pharmacist  
 661 - Pharmacy Technician  
 662 - Optometrist  
 669 - Medical Record Librarian  
 671 - Health System Specialist  
 675 - Medical Record Technician  
 679 - Medical Clerk  
 680 - Dental Officer  
 681 - Dental Assistant  
 682 - Dental Hygienist  
 683 - Dental Lab Aid and Technician  
 699 - Health Trainee  
 1712-Training Instructor (Dental)

WG/IL/WS

3105 - Fabric Worker  
 3566 - Custodial Worker  
 4749 - Maintenance Mechanic  
 5703 - Motor Vehicle Operator  
 6907 - Warehouse Worker  
 7304 - Laundry Worker  
 7404 - Cook  
 7408 - Food Service Worker