



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

Thursday, April 26, 2007  
CPM 2007-03

**MEMORANDUM FOR: Human Resources Directors**

FROM: Nancy Kichak Associate Director

Subject: Final Regulations on the Maximum Annual Uniform Allowance Rate

I am pleased to inform you the Office of Personnel Management (OPM) has issued final regulations to increase the maximum annual uniform allowance rate from \$400 to \$800. The regulations are available at [opm.gov/fedregis](http://opm.gov/fedregis). Under 5 U.S.C. 5902, OPM may, from time to time, adjust the maximum annual uniform allowance granted to employees for the cost of their uniforms. The rate has not been increased since 1991.

Although agencies will now be permitted to pay an annual uniform allowance rate up to a maximum rate of \$800 a year, it is not anticipated or expected that every employee who is required to wear a uniform will receive the maximum rate of \$800 per year. Agencies are in the best position to identify and manage the specific uniform allowance needs of their employees.

We note that although OPM has sole authority to adjust the maximum *annual* uniform allowance granted to employees for maintaining uniforms (5 U.S.C. 5902 and 5 CFR 591.103), agencies have discretionary authority to establish a higher *initial* maximum uniform allowance rate under 5 CFR 591.104. An agency must publish a notice in the *Federal Register* with a description and justification for establishing a higher *initial* maximum uniform allowance rate.

For further information, you may contact your agency's assigned OPM Human Capital Officer. Employees should contact their agency's human resources offices for assistance.