



**FEDERAL WILDLIFE OFFICER
DRESS CODE, GROOMING, AND PERSONAL
PROTECTIVE EQUIPMENT HANDBOOK
(SUPPLEMENTS POLICY AT 470 FW 3)**

**U.S. FISH AND WILDLIFE SERVICE
National Wildlife Refuge System Law Enforcement**

May 2022

Version 1.0

Contents

1. GENERAL.....	3
A. PROGRAM STATEMENT	3
B. DERIVATION OF STANDARDS	4
C. PROGRAM AUTHORITIES	4
D. RELEVANT SERVICE POLICY	4
E. MANDATORY PARTICIPATION	4
F. EXCEPTIONS TO THE STANDARDIZED UNIFORMS.....	5
2. GUIDELINES.....	5
A. DESIGNATED UNIFORM OF THE DAY	5
B. PERSONAL PROTECTIVE EQUIPMENT	5
C. WEARING OF FIREARMS AND INTERMEDIATE WEAPONS	6
D. APPROVED INSIGNIA.....	7
E. UNIFORM APPEARANCE.....	8
F. GROOMING STANDARDS.....	9
G. PROHIBITED ACTIVITIES WHILE IN UNIFORM	9
3. UNIFORM COMBINATIONS/CLASSES	10
A. CLASS A DRESS UNIFORM	10
B. CLASS B FIELD UNIFORM.....	11
C. CLASS C SPECIAL DUTY UNIFORM.....	13
4. BADGES.....	14
5. OBTAINING UNIFORM COMPONENTS	15
A. INITIAL ISSUE OF UNIFORM COMPONENTS	15
B. POST ACADEMY UNIFORM ISSUANCE.....	15
C. ORDER PROCESS AND VENDOR	16
Appendix A: Class A Uniform Components	17
Appendix B: Class B Uniform.....	25

1. GENERAL

Appearance in uniform is a key element for how the public perceives the employees of the U.S. Fish and Wildlife Service (Service) Federal Wildlife Officer (FWO) corps, and how the Service officers honor their country and the Service. FWO personnel are responsible for maintaining their personal appearance and uniforms to reflect the long, proud history and traditions of the National Wildlife Refuge System (NWRS). FWO personnel in leadership positions at every level are responsible for promoting and ensuring high standards of uniform appearance. FWO personnel must maintain proper decorum and present themselves and the Service with pride and professionalism.

Personal appearance must be as neat and presentable as conditions and job duties permit. Clothing should not be wrinkled, excessively baggy, or tight; must not be faded; and must be free of worn areas, holes, or other indicators of excessive wear. Personnel may alter the Service uniform so that it fits appropriately.

This handbook:

- Supplements the Service Uniform Policy ([041 FW 4](#)) and the FWO Dress Code, Grooming, and Personal Protective Equipment policy (470 FW 3),
- Recognizes the significant need for functional uniform components for FWOs, and
- Provides consistent uniform and personal protective equipment standards that all FWOs must follow.

The roles and responsibilities of FWOs have undergone a tremendous expansion over the years. These officers are performing new and more difficult skills, while responding to dramatically increased numbers of investigations and law enforcement incidents at both the local and national level.

To meet the constant and growing challenges presented by this vast array of new and increasing job demands, the Service has developed and is implementing these appropriate and functional standard uniform components for law enforcement personnel.

Professionalism, personal pride, society, and recent court decisions all demand that FWOs be easily identifiable as law enforcement officers. The intent of this handbook is to ensure that all FWOs meet and follow the same standards.

Changes to the uniform and personal equipment requirements will be issued as addendums to the handbook.

A. PROGRAM STATEMENT

Uniform standards ensure that FWOs present a consistent professional law enforcement image based on industry standards, that they are easily identifiable as law enforcement officers, and that they are clearly distinguishable from other, uniformed employees of the Service.

B. DERIVATION OF STANDARDS

To develop this handbook, we reviewed the existing uniform programs of other Federal law enforcement agencies. We also considered health and safety issues and environmental conditions that FWOs find themselves in during the performance of their duties. Examples include allowing for uniform items and components for specific duties based on climate, location, and specific operations.

C. PROGRAM AUTHORITIES

- [29 CFR 1910.132\(a\)](#), *Occupational Safety and Health Standards Regarding Personal Protective Equipment*.
- [446 U.S. Department of the Interior \(Department\) Manual \(DM\) 11](#), *Passenger Airline Travel by Law Enforcement Officers*, section 11.7A(9), "...when in uniform, ensure their weapon is worn on their person."
- [446 DM 12](#), *Equipment and Vehicles*, section 12.5A, "Uniforms: The design, material, color, style, and wearing of the uniform is at the discretion of each bureau/office. For those personnel required to wear uniforms, more than one type of uniform may be approved by the Law Enforcement Administrator, provided standards for its use are prescribed in writing. The uniform, when worn, will be standardized, insofar as practicable, within the organization and display distinctive identification to ensure that those wearing such uniforms are easily recognized as law enforcement officers by the general public. Uniforms, when worn, will positively identify the wearer as a law enforcement officer. Badge, nameplate and bureau/office emblem must be visible at all times. Uniforms of all non-law enforcement personnel shall be plainly distinguishable from the uniforms of law enforcement officers."

D. RELEVANT SERVICE POLICY

- [041 FW 4](#), *Service Uniform Policy*.
- [470 FW 3](#), *Federal Wildlife Officer Dress Code, Grooming, and Personal Protective Equipment*.

E. MANDATORY PARTICIPATION

FWOs must participate in and comply with the FWO uniform policy. Adherence to the policy ensures a uniformed look across the FWO ranks. FWOs not adhering to this policy may face disciplinary action.

NWRS law enforcement leadership provides and distributes information and guidance for the proper wearing and purchasing of standard approved uniform components to help ensure that mandatory participation standards are met.

F. EXCEPTIONS TO THE STANDARDIZED UNIFORMS

FWOs must wear a standardized uniform while on duty except as otherwise provided/excepted by the Region. Supervisors may grant exceptions under the following situations:

- When the supervisor determines that the uniform is inappropriate for special duty or circumstances, including, but not limited to, surveillance, plain clothes operations, and extreme weather and environmental conditions;
- When the FWO is attending training or meetings, and the uniform is not necessary for identification;
- While the FWO is on administrative travel status;
- When the FWO is assigned to non-law enforcement patrol duties, such as Headquarters and Regional office staff positions and details; and
- When weather conditions or safety concerns demand the use of other types of protective clothing not identified by policy or this handbook.

2. GUIDELINES

A. DESIGNATED UNIFORM OF THE DAY

FWOs assigned to the same patrol area/station must wear a standardized class of uniform as designated by their supervisor, except as otherwise provided/excepted by the Region. This will generally be the Class B uniform (see [section 3.B](#)). To ensure standardization and uniformity, all FWOs assigned to a special event must wear the same uniform components. The law enforcement supervisor or FWO in charge of the team/event determines, designates, and enforces the uniform of the day.

B. PERSONAL PROTECTIVE EQUIPMENT

Protective vests and body armor for law enforcement officers provide coverage and protection primarily for the torso.

1. Requirements

- FWOs must wear approved body armor that meets or exceeds the National Institute of Justice Standard for Type IIA and Department requirements.
- FWOs must wear body armor beyond when required by policy when a supervisor requires it.
- FWOs must wear approved body armor when engaged in firearms training (see [442 FW 1](#), Firearms).
- Body armor requirements vary with the class of uniform worn (see [section 3](#)).
- The externally worn body armor carrier is a standardized fabric vest that carries body armor on top of the FWO uniform. We authorize FWOs to wear an approved external

body armor carrier for daily use with the Class B and Class C uniforms. (See [section 3.B](#) and [3.C.](#))

2. Special Conditions

Supervisors may exempt FWOs from wearing body armor, except as otherwise provided/excepted by the Region, under the following conditions:

- Office work, administrative travel, training, or any other function that is administrative in nature and where public contacts are unlikely; or
- When the supervisor has authorized and determined there is a specific health or safety risk to wearing the body armor that exceeds the risk of not wearing the body armor.

FWOs may wear additional personal protective equipment as necessary. These items are worn for special conditions to ensure safety, not to replace uniform items. Examples are sunglasses, waders, gas masks, protective clothing, and cold-water exposure suits.

C. WEARING OF FIREARMS AND INTERMEDIATE WEAPONS

Defensive equipment items offer the FWO sufficient means to protect themselves and the public.

1. Requirements

FWOs must carry defensive equipment according to standards (see [442 FW 1](#), Firearms). All FWOs must carry, at a minimum:

- One primary Service-issued firearm,
- Two ammunition magazines (in addition to the magazine in the firearm),
- A Conducted Energy Weapon (CEW, formerly referred to as an Electronic Control Device, see [442 FW 7](#)), which may be carried on the outer carrier,
- A set of handcuffs on their duty belt, and
- One additional approved intermediate weapon.

The Regional Chief of Law Enforcement (RCLE), NWRs, may grant exceptions to these standards based on specific circumstances. For example, the RCLE may approve any exception to wearing a CEW, such as when wearing waders.

FWOs are prohibited from wearing drop leg firearms holsters for Class A and B uniforms. Refer to [section 3.C](#) for additional guidance regarding approval for Class C uniforms.

2. Damage to Defensive Equipment







If items become damaged or lost, FWOs must take steps to immediately repair or replace them before returning to duty. If they are unable to repair or replace the items, FWOs must contact their supervisors.

D. APPROVED INSIGNIA

Law enforcement insignia denotes a badge, plate, or marking of authority, rank, honor or other distinguishing sign. Approved insignia include rank insignia, devices, awards, and mourning bands.

1. Rank Insignia

Using industry standard rank insignia, based on General Schedule (GS) scale, indicates an officer’s level of expertise, responsibility, and authority. In dynamic situations where events are occurring under pressure, requiring quick adaptation and identification of leaders and direction, rank insignia and their authority are easily recognizable among law enforcement partners. FWOs must wear approved rank insignia designating the FWO’s position within the NWRS law enforcement program on all Class A and Class B uniforms, if applicable, as follows:

Position	Rank Insignia Name and Image	
Chief (GS-15)	Gold eagle	
Deputy Chief, Regional Chief, Branch Chief (GS-14)	Silver oak leaf	
Headquarters Senior Law Enforcement Specialist, Supervisory Regional Law Enforcement Specialist/ Regional Deputy Chief (GS-13)	Gold oak leaf	
Patrol Captain, Regional Law Enforcement Specialist, Pilot FWO (GS-12)	Gold double bar	
Senior Federal Wildlife Officer (GS-11) (Easement, Canine, Manatee, Senior Field Training Officer, Senior Wildlife Officer, Regional Law Enforcement Specialist)	Gold chevron, double	
Field FWO (GL-5/7/9)	U.S. collar insignia	

FWOs must wear approved rank insignia designating the FWO’s position within the NWRS law enforcement program in accordance with the associated uniform class standards as provided within this handbook. Approved rank insignia pins may only be purchased through the Service-approved vendor.

Rank insignia on outerwear, such as a jacket or external body armor, must be a single, embroidered rank patch worn centered over the nameplate (see section [3.A](#), [3.B](#), and [3.C](#) for more information).

Rank insignia will be embroidered on rip-stop shirts from the Service-approved vendor. Metal rank insignia will be provided by Headquarters.

2. Devices

Approved devices are issued by unit as follows:

- Canine Officer metal device issued by the National Canine Unit;
- Service Honor Guard metal device issued by the Service Honor Guard;
- Field Training Officer metal device issued by the Branch of Training;
- Firearms Instructor metal device issued by the Branch of Training;
- Control Tactics metal device issued by the Branch of Training;
- Health and Fitness Instructor metal device issued by the Branch of Training; and
- CEW instructor metal device issued by the Branch of Training.

Devices are only to be worn on the Class A poplin uniform shirt. If the device type is one that attaches to the nameplate, it must be worn beneath the nameplate. If it is a separate device, it must be worn above the nameplate. All devices must be worn beneath the American flag.

If officers hold two or more designations, they may only wear one device at a time at their discretion.

3. Awards

FWOs may only wear Department-issued award ribbons, such as the Valor Award, on the Service uniform. Officers may wear an award ribbon designation device between the nameplate and American flag pin on the Class A uniform, centered on the right breast pocket. The American flag pin, when worn, must always be the uppermost device.

4. Mourning Bands

Mourning bands are worn on law enforcement badges as a symbol of support and respect to honor law enforcement officers killed in the line of duty. Mourning bands will be a solid black band and will be worn straight across the center of the badge. The width of the band should not exceed 1/2 inch.

Black mourning bands may be worn in the following circumstances:

- When notified of the line of duty death of the law enforcement officer. The mourning band will be worn until the end of the day of the funeral
- National Peace Officer's Memorial Day (May 15th)
- At the direction of your Regional Law Enforcement Chief or the Chief, National Wildlife Refuge System Law Enforcement

E. UNIFORM APPEARANCE

FWOs must ensure high standards of uniform appearance and are responsible for maintaining their personal appearance and uniforms to reflect the long, proud history and traditions of the NWRS law enforcement program. Clothing must not be excessively baggy or tight, and must be

free of worn areas, holes, or other indicators of excessive wear. FWOs must not wear damaged uniform items and must replace them as soon as possible. Personnel may alter the fit of the Service uniform so that it fits appropriately.

F. GROOMING STANDARDS

Grooming standards are based on several elements, including neatness, cleanliness, safety, image, and appearance. Supervisors and FWOs will engage in an interactive process to address aspects of an individual's appearance that create a potential hazard to the officer's safety or are distracting from an officer's law enforcement presence.

All hats, caps, and helmets must fit snugly, properly, and comfortably on the head without distortion or excessive gaps. The Chief of the Division of Refuge Law Enforcement, NWRS (referred to as the Chief of Law Enforcement, NWRS, throughout this handbook), and designees have the authority to establish more restrictive grooming standards for the Service Honor Guard members or recruits in trainee status.

FWOs must neatly trim mustaches and beards so that they do not interfere with the proper fit of a respirator. Per the [Occupational Safety and Health Administration \(OSHA\)](#): "...respirators shall not be worn when facial hair comes between the sealing surface of the facepiece and the face or that interferes with valve function. Facial hair is allowed as long as it does not protrude under the respirator seal, or extend far enough to interfere with the device's valve function. Short mustaches, sideburns, and small goatees that are neatly trimmed so that no hair compromises the seal of the respirator usually do not present a hazard, and therefore, do not violate paragraph [1910.134\(g\)\(1\)\(i\)](#) [in the regulations]."

FWOs must wear a respirator if personal exposures to people with respiratory disease, vapors, fumes, dusts, etc. exceeding applicable OSHA permissible exposure limits is likely to occur. See [242 FW 14](#) for respiratory protection program requirements.

Cleanliness is the standard and, when reporting for duty, the FWO should be free from strong or unusual body odors, be clean and unsoiled, and wear clean, properly maintained clothing/accessories.

G. PROHIBITED ACTIVITIES WHILE IN UNIFORM

While wearing any uniform components, it is the public's perception and assumption that the FWO is on duty. FWOs must not conduct the following activities while in uniform:

- Purchasing or consuming alcoholic beverages;
- Gambling in any form;
- Participating in or attending any demonstration or public event in a private capacity because the public could construe wearing the uniform as agency support for a particular issue, position, or political party; and
- Any other activity, by its appearance alone, that would bring discredit upon the U.S. Fish and Wildlife Service.

3. UNIFORM COMBINATIONS/CLASSES

A. CLASS A DRESS UNIFORM

Commonly referred to as the dress uniform, the Class A uniform is the Service-issued formal/ceremonial uniform worn in its entirety for ceremonies and public events such as National Law Enforcement Memorial Week, funerals, award ceremonies, and court appearances. The Class A uniform has summer, winter, and ceremonial options that FWOs wear at the discretion of the RCLE, the Law Enforcement Officer in Charge (LEOIC) of the ceremony, or designee. When more than one FWO is present, all FWOs at the event must wear the assigned option of the Class A uniform. Class A uniforms must be clean, pressed or steamed, polished where applicable, undamaged, and unfaded. A secondary metal badge attached to the duty belt is prohibited.

1. Standard Class A Uniform Components

The standard components below apply to all options of the Class A dress uniform (see [Appendix A](#)). Components specific to the summer, winter, and ceremonial uniforms are listed separately below. The LEOIC may determine seasonal variations for each ceremony. The RCLE, NWRS, may grant exceptions to these standards based on specific circumstances.

- Dress trousers, chocolate brown with black stripe on outside seam.
- Dress (poplin) shirt, double-patched with brown shoulder epaulets. (Refer to sections [3.A.2](#) and [3.A.3](#) for sleeve length.)
- Black polished footwear with black laces to be worn with brown socks.
- Tie, with Service-provided tie tack.
- A 2¼-inch wide, black, basket-weave leather belt with a rectangular adjustable brass buckle that is backed by two hooks and a tab.
- Leather keepers with brass snaps.
- Leather holster with handgun.
- Leather handcuff case with handcuffs.
- Leather magazine pouch with space for two magazines.
- When wearing the Class A uniform, FWOs must wear their body armor in a nonvisible manner under the uniform shirt. (See section [2.B.2](#) for authorized exceptions.)
- Metal badges attached to the duty belt are not authorized.
- Nameplate to be worn on the shirt and Ike jacket (if applicable).
- Metal “U.S.” collar insignia for GL-9 and below.
- Metal rank insignia for GS-11 and above.

- American flag commendation bar pin to be worn on the shirt and Ike jacket (if applicable).
- The Service-issued “Serving Since” banner may be worn under the metal nameplate.
- Designation device above the nameplate. If wearing an Ike jacket, refer to [section 3.A.1.4](#) below (Components Specific to the Ceremonial Class A Uniform).
- Optional Department-issued Award ribbon pin, e.g., Valor Award. If wearing an Ike jacket, refer to [section 3.A.1.4](#) below (Components Specific to the Ceremonial Class A Uniform).

2. Components Specific to the Summer Class A Uniform, as required

- Straw campaign hat with hatband and retention strap, hat cover if needed.
- Short-sleeve poplin shirt.
- Must not wear the tie with a short-sleeve poplin shirt.

3. Components Specific to the Winter Class A Uniform, as required

- Felt campaign hat with hatband and retention strap, hat cover if needed.
- Long-sleeve poplin shirt.
- Service-issued tie must be worn.

4. Components Specific to the Ceremonial Class A Uniform

- Ike jacket.
- Metal badge
- Nameplate
- American flag commendation bar pin
- Designation device above the jacket nameplate.
- Optional Department-issued Award ribbon pin, e.g., Valor Award on the jacket.

B. CLASS B FIELD UNIFORM

The Class B field law enforcement uniform is the Service-issued standard patrol uniform. FWOs must wear it while engaged in law enforcement activities in the public land setting, or when otherwise needed so that the public can recognize them as FWOs. The Class B patrol uniform includes a Federal Wildlife Canine Officer variation.

Class B uniforms must be serviceable, clean, and wrinkle-free at the beginning of each shift. FWOs must not wear subdued shoulder patches and badge on the Class B uniform (see [Appendix B](#)).

All FWOs assigned to the same station or patrol area, or to a special event, must wear the pre-determined variate of the Class B uniform, i.e., uniform of the day, as the supervisor/lead FWO determines.

1. Standard Class B Field Uniform Components

- Short- and long-sleeve tan uniform rip-stop shirt with the appropriate embroidered collar/rank insignia (see [Appendix B](#)).
- The external body armor carrier will be worn when wearing a polo as a Class B uniform.
- Battle Dress Uniform (BDU) brown rip-stop pants, which the FWO must not blouse over boots unless a safety concern exists, such as walking through a high-tick population area.
- Black duty belt.
- Black or brown field boots.
- Service-issued brown FWO ball cap with badge.
- Shoulder FWS patch. This should be the regular color patch. FWOs must not wear subdued shoulder patches and badge on the Class B uniform (see [Appendix B](#) illustration).
- Service-issued all-weather (watershed) jacket to include wind/rain pants for prevailing conditions with a cloth badge displayed over the left breast pocket and the name of the FWO over the right breast pocket of the jacket. FWOs at the GS-11 level or above must wear a rank insignia patch over the nameplate.
- FWOs must wear approved body armor, with the option to wear it in the approved external body armor carrier. All visible pockets on the outer carrier must have a plain front and be flat in nature. When worn, the outer carrier must be worn with a cloth badge patch over the left breast pocket with embroidery of the name over the right breast pocket. When worn with a polo shirt with no insignia on the collar, FWOs must wear an embroidered, patch rank insignia on the external carrier placed a quarter of an inch above and centered over the embroidered name.
- Visible undergarments (such as t-shirts and thermal underwear) must be white, black, or tan in color.
- FWOs must display a cloth embroidered nametape that states first initial, last name on their rip-stop uniform shirt and any outer garment worn over it, such as the all-weather jacket.
- Designation devices must be cloth over the nametape embroidered by a Service-approved vendor (see [section 5.C.](#)).
- FWOs may wear personal jewelry if it does not detract from the appearance and professionalism of the uniform and does not interfere with the safe performance of the assigned duties.
- FWOs may only wear eyewear frames, lenses, and retainer straps that do not detract from the appearance and professionalism of the uniform because of their color or style. Fully mirrored lenses are prohibited.

- FWOs may wear the sun hat or western straw hat purchased through Service-approved vendor. FWOs may not wear custom or aftermarket hatbands or personal adornments on hats.
- A secondary metal badge attached to the duty belt is prohibited.

2. Federal Wildlife Canine Officer Uniform

The Federal Wildlife Canine Officer uniform is like the Class B uniform but with canine-specific identifiers. (see [471 FW 1](#) and refer to the [National Canine \(K9\) Unit Manual](#)).

C. CLASS C SPECIAL DUTY UNIFORM

1. Assignments for the Class C Uniform

Special assignments and environmental conditions, such as extreme heat, cold, or wet, may require modifications to the field law enforcement uniform to accomplish the assigned task in a safe and effective manner. The Class C uniform is an as needed, case-by-case uniform option, not an everyday uniform. The Patrol Captain and the RCLE must approve wearing the Class C uniforms.

Examples of assignments for which FWOs may wear a Class C uniform or component include, but are not limited to:

- Service Honor Guard (see [470 FW 4](#) and refer to the Service [Honor Guard Operational Handbook](#));
- Special Operations Response Teams (SORT) engaged in SORT activities;
- Service-designated instructors. Polo instructor shirts must be the correct color, which depends on the discipline (see [C.2](#) below);
- FWO pilot and aircrew (flight suits); and
- Assignments such as surveillance, off-highway vehicle patrol, water patrol, bike patrol, aviation, extreme heat/desert conditions, and any other special events.

2. Approved Components of the Class C Uniform

Under such assignments or conditions, and with approval from the Patrol Captain and the RCLE, FWOs may wear the following:

- The long- and short-sleeve polo shirt, tan in color, with the FWO badge patch on the left front. “FEDERAL OFFICER” and “FISH & WILDLIFE SERVICE” are silk screened on the back for improved visibility in a field setting. The shirt must have the USFWS shoulder patch on both sleeves. The tan law enforcement polo shirt and brown uniform shorts may be worn when an FWO reasonably expects to conduct boat, bicycle, or beach patrol during field activities. If wearing shorts, the FWO’s socks must be brown. FWOs must not wear rank insignia on polo shirts.
- Tan-over-tan desert/heat rip-stop shirt and pants, and tan boots used in extreme heat, desert, or environmentally hazardous conditions. FWOs may only wear tan-over-tan uniforms at approved station-specific sites.

- FWOs may only wear subdued patches on camouflage uniform components for concealment purposes. We prohibit wearing subdued patches for routine uniform wear on any field law enforcement uniform (see [Appendix B](#) illustration).
- FWOs may wear camouflage pattern clothing in the field or while conducting surveillance where cover and concealment are necessary for crime detection or officer safety. FWOs must not wear camouflage clothing as routine uniform wear.
- Service-designated instructors may wear instructor polo shirts when conducting training. These shirts must be acquired through the Branch of Training to ensure consistency in design and color. Instructors may not wear rank insignia on instructor polo shirts. These polo shirts must be the correct color, which depends on the discipline:
 - Firearms: red,
 - Control tactics: dark green,
 - CEW: tan,
 - Health and fitness: gray,
 - FWO Basic Training Motorboat Operator Certification Course and ATV Course: dark blue, and
 - When wearing a polo during field training, the instructor can wear a black polo or plain clothes.
- FWOs may wear flight suits, snow suits, work or protective gloves, off-road vehicle safety apparel, and other protective clothing as climate and safety requirements dictate, and they must not be a color or design that would detract from the appearance and professionalism of the uniform.
- Cold weather face and neck guards, caps, and gloves worn with the Class B must not be a color or design that would detract from the appearance and professionalism of the uniform.
- The approved law enforcement uniform sweater must have Service shoulder patches affixed to both sleeves.

4. BADGES

Three metal uniform badges will be issued to each FWO upon completion of the Land Management Police Training at the Federal Law Enforcement Training Center.

The metal badge worn on the Class A and an embroidered badge worn on the Class B uniform must be affixed above the left breast pocket. To ensure uniformity, and to prevent loss or damage, FWOs must not wear a secondary metal badge attached to the duty belt while in the Class A or B uniform.

FWOs must carry their credentials with badge on their person when on duty unless there is a risk of damage or loss. A badge must be displayed whenever a firearm is visibly worn. In these cases, the FWO may clip the badge to the belt, hang it around the neck, or otherwise conspicuously display it.

Headquarters Refuge Law Enforcement will provide patch or direct embroidered badges. FWOs must store badges and credentials securely when not carried and not leave them overnight in vehicles. If an FWO can no longer wear a uniform item, the officer must remove any cloth badges and patches and either send them back to Headquarters or render them unusable, e.g., by cutting the patch into pieces.

When an FWO retires or leaves the Service, the supervisor must mail all metal badges back to Headquarters.

5. OBTAINING UNIFORM COMPONENTS

A. INITIAL ISSUE OF UNIFORM COMPONENTS

FWOs receive the following law enforcement uniform components at initial entry into the FWO corps:

- 3 BDU brown rip-stop pants;
- 2 long-sleeve, button-up poplin shirts;
- 2 short- and 2 long-sleeve, button-up BDU rip-stop Class B work shirts, tan;
- 2 short-sleeve, tan Class C polo shirts (FWO on back);
- 1 clip-on tie;
- 1 FWO ball cap;
- 1 brass name plate;
- 1 American flag pin;
- Metal Rank insignia;
- 3 brown boot socks;
- 1 leather pants belt; and
- 1 watershed law enforcement jacket.

B. POST ACADEMY UNIFORM ISSUANCE

Upon completion of the Refuge Law Enforcement Academy, Patrol Captains must ensure that each newly commissioned FWO obtains a full Class A uniform. This includes all required components except for the two, long-sleeve, button-up poplin Class A shirts that were issued at initial entry.

Each officer will receive an annual uniform allowance to order additional or replacement uniform components through the Service's approved vendor.

C. ORDER PROCESS AND VENDOR

The Service, via the Chief of Law Enforcement, NWRS, manages the law enforcement uniform acquisition process and selects approved vendors. FWOs must not purchase any uniform items, components, or devices from an unapproved vendor.

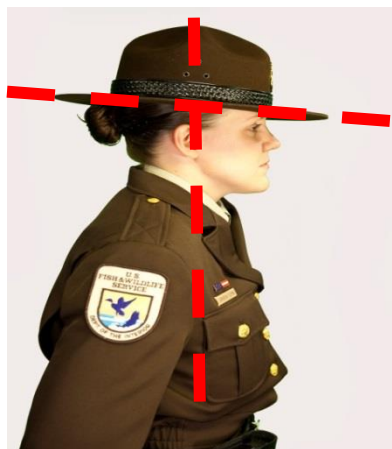
Appendix A: Class A Uniform Components

Illustration 1 – Frontal Photo of the Class A Uniform



Illustration 2 – Class A Felt Campaign Hat

Hat should be worn with brim tipped downward in the front.



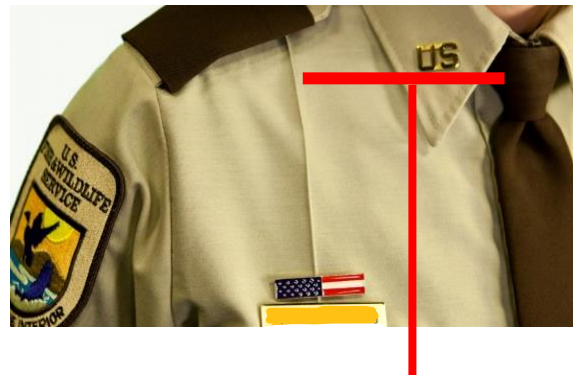
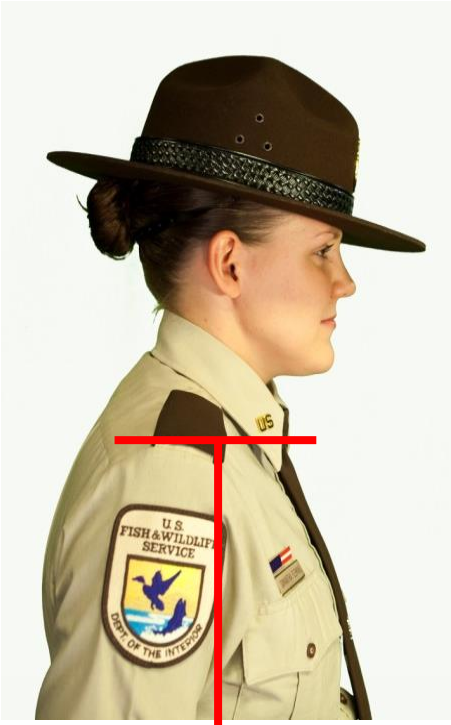
Hat band is positioned on the hat so the buckle is centered on the vent holes on the officer's left side.



Chin strap is wrapped around the front of the hat, goes through the strap holes in the brim, and then is buckled, centered behind the head. The band is positioned on the back slope of the officer's head.

Illustration 3 – Class A Collar Insignia Pins

Insignia must be placed on the collar so they will be perpendicular to the point in the collar when collar is buttoned and tie placed.



*Federal Wildlife Officer
Dress Code, Grooming, and Personal Protective Equipment Handbook*

When placing the collar and rank insignia pin on the Class A long-sleeve poplin uniform shirt, the lower left corner and lower right corner of the device must be equally spaced from the collar stitching. There should be a 1/4- to 3/8-inch space from the edge of the pin and the stitching.

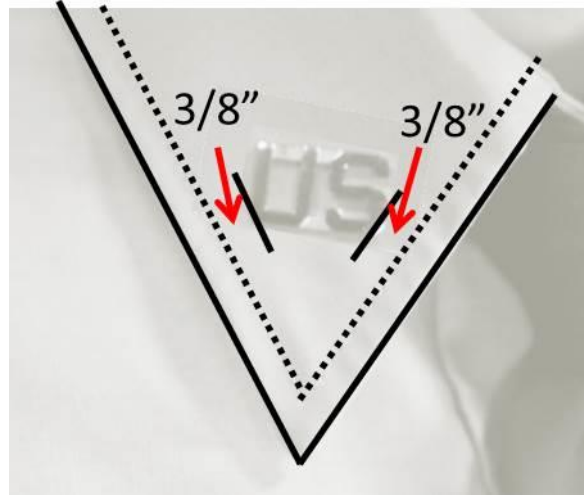
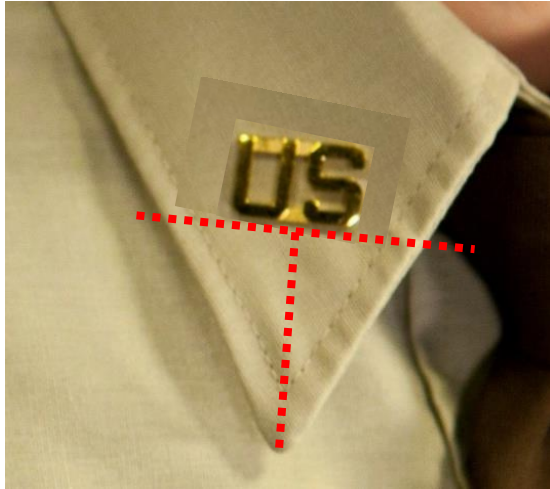


Illustration 4 – Class A Long-Sleeve Poplin Shirt

The Class A long-sleeve poplin shirt does NOT have the epaulets sewn down.

Epaulets are unbuttoned and shoulder bars are slipped over the epaulets and then buttoned.



Illustration 5 – Class A Nameplate and Flag Pin

The nameplate will be placed so the bottom of the plate is a quarter of an inch from the top of the pocket.

The flag pin will be placed so there is a ¼-inch space between the flag pin and name plate.

The metal nameplate may only display the FWO’s first initial and last name and will be high-gloss gold finish.



Illustration 6 – Class A Duty Belt Keepers

Duty belt keepers will be snapped over from the top.



The belt buckle will be oriented with prongs pointed towards magazine pouch, with it being centered on the gig line (center seam on the shirts and pants). Handcuff pouch is located on the nondominant side, magazine pouch is located on the dominant side with the pouch oriented horizontally (as indicated in photo). Brass will be polished and shined prior to use.



Appendix B: Class B Uniform

Illustration 1 – Class B Uniform Front



Illustration 2 – Class B With External Body Armor Carrier



Illustration 3 – Class B Embroidered Collar Rank Insignia

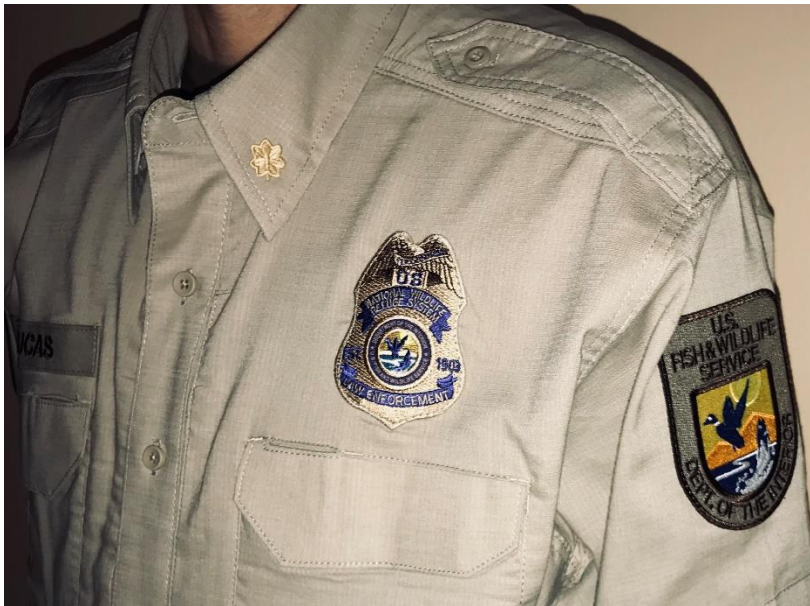
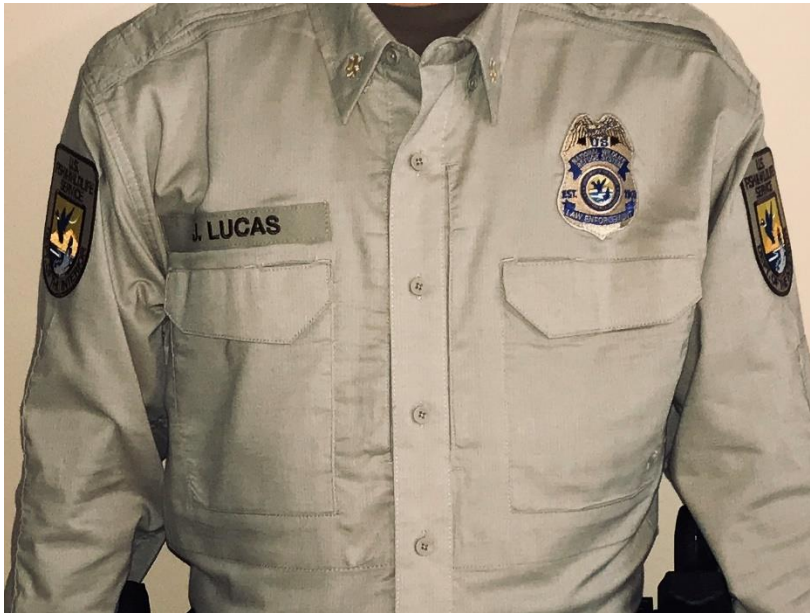


Illustration 4 – Class B Canine Officer Uniform Front, With and Without External Body Armor Carrier



Illustration 5 – Class B Canine Officer Uniform Back, With and Without External Body Armor Carrier



Illustration 6 – Class B Outerwear Rank Insignia*



***Exact location of rank insignia patch will be a quarter of an inch over nameplate and the color will match the gold or tan nameplate lettering.**