

UNIFORM BOARD 213 RESULTS

Date Signed: 12/16/2013

MARADMIN Active Number: 658/13

R 161151Z DEC 13

UNCLASSIFIED/

MARADMIN 658/13

MSGID/GENADMIN,USMTF,2007/CMC WASHINGTON DC DMCS(UC)/F002//

SUBJ/UNIFORM BOARD 213 RESULTS//

REF/A/DOC/CMC WASHINGTON DC MCUB/15NOV2013//

REF/B/DOC/CMC WASHINGTON DC MCUB/18MAR2008//

NARR/REF A IS CMC DECISION MEMO; UNIFORM BOARD 213/REF B IS MCO P1020.34G
CHANGE 1-5; THE MARINE CORPS UNIFORM REGULATIONS.//

POC/(b)(6)/YA2/MCUB/-/TEL:(b)(6) TEL:DSN (b)(6)/EMAIL

(b)(6) //

POC:(b)(6) /CTR/MCUB/-/TEL:(b)(6) TEL:DSN (b)(6) EMAIL:

(b)(6) /

GENTEXT/REMARKS/1. PER REF A, ON 6 NOV 2013, CMC RENDERED DECISIONS ON UNIFORM
BOARD NO. 213.

2. CMC DECISIONS ARE DETAILED BELOW.

A. AGENDA ITEM A: UNIVERSAL DRESS AND SERVICE CAPS

(1) RECOMMENDATION: ADOPT THE CURRENT MALE SERVICE AND DRESS FRAME CAP AS THE
UNIVERSAL CAP FOR ALL MARINES (WITH SOME MODIFICATIONS TO MAKE IT MORE
COMFORTABLE BUT MAINTAIN THE SAME DISTINCTIVE APPEARANCE).

CMC DECISION: APPROVED. FEMALE MARINES ARE AUTHORIZED TO WEAR THE CURRENT
MALE DRESS AND SERVICE CAPS IMMEDIATELY, BUT WILL NOT BE REQUIRED TO OWN THEM
UNTIL THE MANDATORY POSSESSION DATE AS DETAILED BELOW.

(2) FIELDING INFORMATION:

(A) FEMALE RECRUITS/CANDIDATES: INITIAL ISSUE/SEABAG - BEGINNING 1 APR 2014,
FEMALE RECRUITS WILL BE ISSUED THE CURRENT MALE DRESS AND SERVICE CAPS. THE
INITIAL ISSUE TO FEMALE RECRUITS AND CANDIDATES WILL BE CHANGED TO REFLECT; 1
CROWN, WHITE; AND 1 CROWN, GREEN. RECRUITS WHO ARE ISSUED THE CURRENT FEMALE
SERVICE AND DRESS CAPS ARE SUBJECT TO THE SAME MANDATORY POSSESSION DATES AS
THE ACTIVE DUTY AND RESERVE FEMALE MARINES, AS DETAILED BELOW.

(B) PRODUCT IMPROVEMENT: MARINE CORPS SYSTEMS COMMAND IS ENGAGED WITH
INDUSTRY ON IMPROVING THE QUALITY, FIT AND COMFORT OF THE EXISTING MALE FRAME
CAP (NOW KNOWN AS THE UNIVERSAL CAP). THE UNIVERSAL CAP IS PROJECTED TO BE
ISSUED TO RECRUITS BEGINNING 1 MAY 2015 AND WILL BE AVAILABLE FOR PURCHASE VIA
MARINE CORPS CLOTHING SALES STORES. THE MANDATORY POSSESSION DATE FOR ALL
MARINES AND OBSOLETION DATE FOR FEMALE DRESS AND SERVICE CAPS IS 1 MAY 2017
(MARINES WHO HAVE THE CURRENT MALE SERVICE AND DRESS FRAME CAP WILL MEET THE
MINIMUM REQUIREMENT AND ARE NOT REQUIRED TO REPLACE THEIR CAPS WITH THE
UNIVERSAL CAP UNTIL THEY ARE NO LONGER SERVICEABLE). THIS MANDATORY POSSESSION

DATE IS APPLICABLE TO THE MARINE FORCES RESERVE.

B. AGENDA ITEM B: PARTIAL MULTIPLE BRAIDS FOR FEMALE MARINES

(1) RECOMMENDATION: APPROVE A REGULATION CHANGE TO THE FEMALE BRAID GROOMING STANDARDS, FURTHER DEFINING MULTIPLE BRAIDS AND AUTHORIZING THE WEAR OF "PARTIAL MULTIPLE BRAIDS" IN UNIFORM.

CMC DECISION: APPROVED.

(2) THE BELOW CHANGES TO REF B ARE EFFECTIVE IMMEDIATELY. PARAGRAPHS 1004.7B(1) (B) AND 1004.7B(1) (B)1: "(B) HAIRSTYLES ... EXAMPLES OF HAIRSTYLES CONSIDERED TO BE FADDISH OR EXAGGERATED AND THUS NOT AUTHORIZED FOR WEAR IN UNIFORM ARE (THIS LIST IS NOT ALL-INCLUSIVE); LOCKS AND TWISTS (NOT INCLUDING FRENCH ROLLS/TWISTS), HAIR SCULPTING (ECCENTRIC DIRECTIONAL FLOW, TWISTS, TEXTURE OR SPIKING), BUNS OR BRAIDS WITH LOOSE HAIR EXTENDING AT THE END (EXCEPT AS AUTHORIZED BELOW) ..." "1. BRAIDS ... WHEN WORN, MULTIPLE BRAIDS SHALL BE OF UNIFORM DIMENSION, SMALL IN DIAMETER (APPROX. 1/8 TO 1/4 INCH), SHOW NO MORE THAN 1/8 OF AN INCH OF SCALP BETWEEN THE BRAIDS AND MUST BE TIGHTLY INTERWOVEN TO PRESENT A NEAT, PROFESSIONAL, WELL GROOMED APPEARANCE. FOREIGN MATERIAL (I.E., BEADS, DECORATIVE ITEMS) SHALL NOT BE BRAIDED INTO THE HAIR. BRAIDS MUST CONTINUE TO THE END OF THE NATURAL HAIR AND CAN BE WORN LOOSE FROM THAT POINT. WHEN WORN LOOSE, BRAIDS WILL COMPLY WITH MEDIUM OR LONG HAIR LENGTH GUIDELINES, OR BE SECURED TO THE HEAD IN ONE DIRECTION, IN STRAIGHT LINES (FORE AND AFT WHEN WEARING A BUN). THE HAIR FORMING THE BUN MAY BE UNBRAIDED. BUNS AND ENDS SHALL BE NEATLY AND INCONSPICUOUSLY FASTENED OR PINNED."

C. AGENDA ITEM C: SUPPLEMENTAL CLOTHING ALLOWANCE FOR MARINE CORPS DETACHMENT (MCD) NEWPORT

(1) RECOMMENDATION: CHANGE TO SUPPLEMENTAL CLOTHING ALLOWANCE FOR MCD NEWPORT AS REQUESTED.

CMC DECISION: APPROVED.

(2) SEPARATE CORRESPONDENCE WILL BE PROVIDED TO THE UNIT AND THE DEPUTY COMMANDANT FOR INSTALLATIONS AND LOGISTICS (LPC-3) REFLECTING THE APPROVED ALLOWANCE CHANGE. THIS CHANGE IS EFFECTIVE UPON RECEIPT OF THE AFOREMENTIONED CORRESPONDENCE.

5. RELEASE AUTHORIZED BY MAJOR GENERAL M. R. REGNER, STAFF DIRECTOR, HEADQUARTERS MARINE CORPS.//

CMC Decision
Brief

-No signed CMC
memo provided
yet (still in
staffing



UNIFORM BOARD

#213: CMC DECISION BRIEF

President:

(b)(6)

Facilitator:

(b)(6)



UNIFORM BOARD #213: CMC DECISION BRIEF



Issues

Issue A: Universal Service and Dress Caps

Issue B: Partial Multiple Braids for Female Marines

Issue C: Change to Supplemental Clothing Allowance; MCD Newport



UNIFORM BOARD #213: CMC DECISION BRIEF



Issue A: Universal Service and Dress Caps

Proposal:

Option 1: Adopt the Dan Daly cap as the universal cap at an MPMC cost **increase** of \$4.1M and RPMC cost **increase** of \$2.7M, or

Option 2: Adopt the current male cap as the universal cap (with some modifications to make it more comfortable but maintain the same distinctive look) at an MPMC cost **decrease** of \$676K and RPMC cost **increase** of \$11.1K.



UNIFORM BOARD #213: WORKING GROUP MEETING



Issue A: Universal Dress and Service Caps

Initial Fielding of Existing Male Dress/Service Caps

(to be known as the Universal Caps)

- Initial Fielding (Seabag): Current DLA contract for Male frame sizes covers the size range needed to issue to females.
- Size tariffs need to be adjusted to increase by ~245 frames a month.
- Initial fielding could begin 1 Mar 2014.
 - Current Female “Bucket” cap inventory runs out in Apr 14



UNIFORM BOARD #213: WORKING GROUP MEETING



Issue A: Universal Dress and Service Caps

Fielding Plan of Improved Universal Dress/Service Caps

Product Improvement: Product improvement efforts will take approximately 12 months. There are two fielding courses of action (COA):

- COA 1: DLA Contracting effort (requires an additional 12-18 months)
 - Improved universal caps could be available for Seabag/Reserve issue beginning **1 Mar 2016**
 - Improved universal caps could be available for purchase via MCCS **1 Mar 2016**
 - Mandatory possession date would be **1 Mar 2018**
- COA 2: USMC can make the initial purchase (requires an additional 6 months, with SYSCOM conducting sustainment until DLA contract in place).
 - Improved universal caps could be available for Seabag/Reserve issue beginning **1 May 2015**
 - Improved universal caps could be available for purchase via MCCS **1 May 2015**
 - Mandatory possession date would be **1 May 2017**



UNIFORM BOARD #213: CMC DECISION BRIEF



Issue A: Universal Service and Dress Caps

Recommendation:

Option 1: Adopt the Dan Daly cap as the universal cap, OR

➤ **Command Rep Vote:** 3,193

➤ **Uniform Board Vote:** (b)(5)

*CMC approved option
2 verbally*

Option 2: Adopt the current male frame cap as the universal cap (with some modifications to make it more comfortable but maintain the same distinctive look).

➤ **Command Rep Vote:** 31,163

➤ **Uniform Board Vote:** (b)(5)

*COA 2
fielding plan
approved
verbally*



UNIFORM BOARD #213: CMC DECISION BRIEF



Issue A: Universal Dress and Service Caps

Public Affairs Plan*

- **HQMC PAO** - release press statement announcing the change
- **HQMC Social Media** - publish via MC websites/Facebook pages/MOL.com... same press statement
- **MCUB MARADMIN** - announcing Board Results

**All of the above will be coordinated.*



UNIFORM BOARD #213: CMC DECISION BRIEF



Issue A: Universal Dress and Service Caps

Proposed Statement*

“Based on recommendations from Uniform Board #213, the Commandant of the Marine Corps has selected the traditional male cover as the universal service and dress cover for all Marines. A MARADMIN will be published in the near future that provides implementation planning guidance.”

“During the uniform board study, 91% of all Marines surveyed were in favor of adopting this cover over the “Dan Daly” version.



UNIFORM BOARD #213: CMC DECISION BRIEF



Issue B: Partial Multiple Braids for Female Marines

Proposal:

Authorize the wear of “partial multiple braids” in uniform and modify the Uniform Regulations appropriately.



UNIFORM BOARD #213: CMC DECISION BRIEF



Issue B: Partial Multiple Braids for Female Marines

- A braid is defined as three interwoven pieces/sections of hair.
- Paragraph 1004.7.b.1(b)1-2 allows the wear of hair extensions, as long as the extensions are the same basic color/texture as the individual's natural hair, and that when multiple braids are worn they must continue to the end of the hair.
- Paragraph 1004.7.b.1(a)2-3 states that the **bulk of the hair (as the hair lays flat on the head) cannot extend more than 2 inches from the scalp**, and that buns, when worn, cannot be **wider** than the head or extend out more **than 3 inches** from the head.



UNIFORM BOARD #213: CMC DECISION BRIEF



Issue B: Partial Multiple Braids for Female Marines

Recommended Regulation Change

(changes in **bold text**)

">Ch 5 (b) Hairstyles. Faddish and exaggerated styles to include shaved portions of the scalp other than the neckline, designs cut in the hair, unsecured ponytails (except during physical training), and unbalanced or lopsided hairstyles are prohibited... Examples of hairstyles considered to be faddish or exaggerated and thus not authorized... buns or braids with loose hair extending at the end (**except as authorized below**), hair styles with severe angles, and loose unsecured hair (not to include bangs) when medium/long hair is worn up.

1. Braids. Multiple braiding (defined as more than two braids) is authorized. **When worn, multiple braids** shall be of uniform dimension, small in diameter (approx. **1/8** to 1/4 inch), show no more than 1/8 of an inch of scalp between the braids and must be tightly interwoven to present a neat, professional, well groomed appearance. If multiple braids are worn they must encompass the whole head. Foreign material (i.e., beads, decorative items) shall not be braided into the hair. **Braids must continue to the end of the natural hair and can be worn loose from that point. When worn loose, braids will be secured to the head in one direction, in straight lines (fore and aft when wearing a bun). The hair forming the bun may be unbraided. Buns and ends shall be neatly and inconspicuously fastened or pinned.**



UNIFORM BOARD #213: CMC DECISION BRIEF



Issue B: Partial Multiple Braids for Female Marines

Recommendation:

*CMC approved
verbally*

Approve the regulation changes as detailed in the previous slides, further defining multiple braids and authorizing the wear of “partial multiple braids” in uniform.

- **Command Rep Vote:** 18,012 concurred;
15,900 non-concurred
- **Uniform Board Vote:** (b)(5) concur;
nonconcur



UNIFORM BOARD #213: CMC DECISION BRIEF



Issue C: Supplemental Allowance for Marine Corps District (MCD) Newport

Proposal:

Change the existing supplemental clothing allowance for MCD Newport Marine Corps drill instructors as requested (at a cost increase of \$1,412.37).



UNIFORM BOARD #213: CMC DECISION BRIEF



Issue C: Supplemental Allowance for Marine Corps District (MCD) Newport

Item	Qty	Note
COAT, COMBAT UTILITY: desert w/embroidered emblem and embroidered Desert MarPat name and service tape	2	New Item
COAT, COMBAT UTILITY: Woodland MarPat w/embroidered emblem and embroidered woodland MarPat name and service tape	2	
SHIRT, MEN'S: Polyester/wool, khaki, quarter length	2	Reduced from 3
SHIRT, MEN'S: Polyester/wool, khaki, long-sleeve	2	New Item
SHIRT, WOMEN'S: Polyester/wool, khaki, quarter length	2	New Item to reflect 2 female billets
SHIRT, WOMEN'S: Polyester/wool, khaki, long-sleeve	2	New Item to reflect 2 female billets
SLACKS, WOMEN'S: All-season polyester/wool gabardine, green, pair	2	
TROUSERS, COMBAT UTILITY: Desert MarPat w/embroidered woodland MarPat name tape	2	New Item
TROUSERS, COMBAT UTILITY: Woodland MarPat w/embroidered woodland MarPat name tape	2	
TROUSERS, MEN'S: All-season polyester/wool gabardine, green, pair	2	Reduced from 3



UNIFORM BOARD #213: CMC DECISION BRIEF



Issue C: Supplemental Allowance for Marine Corps District (MCD) Newport

Recommendation:

*cmc
approved
verbally*

Approve the change to the MCD Newport supplemental allowance as requested.

- **Command Rep Vote:** 23,027 concurred;
10,370 non-concurred
- **Uniform Board Vote:** (b)(5) concur;
nonconcur

UNIFORM BOARD 213: BACKGROUND INFORMATION

Issue A: UNIVERSAL DRESS AND SERVICE CAPS

Proposal: Adopt one dress and service cap for all Marines.

Background

1. The current male frame cap, with dress and service crowns (see the enclosure), have been the required uniform item since 1922. The enlisted male cap with crowns costs \$32 a Marine (officer caps will cost more).
2. The current female dress and service caps, also known as bucket covers (see the enclosure), have been the required uniform items since roughly 1952. The total projected cost of the current female caps (dress and service combined) is \$129.64 a Marine (officers caps will cost more).
3. In 2002 a Female Uniform Symposium identified the female dress and service caps (also known as the bucket cover) as items in need of improvement/redesign. Upon designing an alternate female cap a subsequent web survey was conducted in 2003, and 67% of the respondents preferred the design of the "improved female cap." The new cap is similar to the male cap, in that it has a single frame with interchangeable white and olive green crowns. In 2005, a prototype was developed and a wear test conducted. The wear test ended with an online survey, resulting in a majority of respondents in favor of the improved female cap with one frame and two interchangeable crowns. In April 2007, CMC approved the improved female cap as a replacement for the current cap.

In 2009, Marine Corps Systems Command (MCSC) identified a problem with the single frame design - distortions occurred when interchanging covers on the single frame. The Uniform Board recommended maintaining the popular new design, but with two separate caps, one service and one dress, and it was subsequently approved by CMC.

Per CMC direction, in 2012, all procurement efforts for the new cap conducted by the Defense Logistics Agency (DLA) were held in abeyance pending DoD mandated exploration of a "universal" (or unisex) cap. During FY12 and FY13, MarCorSysCom, conducted a "female only" field user evaluation (fit and function) comparing the existing male dress cap to the improved female cap, and another online survey (comparing the current cap to the improved female cap on female Marines). Several other extended wear tests (using recruiters, female band members, and most recently female personnel assigned to Marine

Barracks 8th&I during the FY13 summer parade season) were also conducted.

The final statistical outcome of the field user evaluation, the first several wear tests (recruiters and band members) and the online survey indicated that **67% of female Marines were in favor of the improved female cap, 17% were in favor of the male cap and 16% had no preference.**

The results of the final wear test, conducted by female personnel at Marine Barracks 8th&I participating in the FY13 summer parade season, compared the current female "bucket cover" to the current male dress cap only.

If a final cap decision is delayed too long, there is a possibility that there will be a shortage of dress and service caps and recruits will graduate Boot Camp without dress and/or service caps. Additional problems procuring the white vinyl could cause the price to increase significantly and will require a Berry Amendment waiver.

The total projected cost of the enlisted improved female caps (dress and service combined) is **\$82** a Marine (officers caps will cost more).

4. A byproduct of the fit and wear tests is that female Marines concurred with the often heard complaint from male Marines that the current male frame cap is not comfortable. The shape of the cap is round, while most Marines have oval shaped heads. The non-compatible shape of the standard cover causes undue pressure on both the forehead and the back of the head and a gap on the sides. Kingform Cap Company makes an optional cap with an oval frame. MarCorSysCom has been tasked by CMC to improve the comfort of the male frame cap and has reached out to industry for design improvements.

5. It was suggested, via the on-line survey process, that the improved female cap is very similar to the uniform cap worn by SgtMaj Daniel Daly (see enclosure (2)), and would make an acceptable "universal" cap for all Marines. The cap worn by Dan Daly was in the Marine Corps inventory from 1904-1918, but its shape dates back as far as 1897. From this point forward the improved female cap will be known as the "Dan Daly" cap.

Enclosure (1)

Discussion

1. The female "bucket cover" will soon become obsolete, as the sole manufacturer will no longer make the cap. DLA does not currently have a contract to manufacture any new bucket covers.

2. The Marine Corps (b)(5) DoD to standardize on a unisex/universal dress and service cap.

3. DLA already started the procurement process for the improved female cap and if a CMC decision is made to adopt the Dan Daly cap before the end of 2nd Quarter FY14, the caps will be available for issue at the Depots on 1 Oct 2014 (vice starting from scratch with a redesigned male cap - that will take at least 24 months).

4. The male cap, if chosen as the universal cap, requires some product improvements (redesign of the frame and possibly a downsized version of crown for female Marines).

5. Standardizing a universal cap (the Dan Daly cap) will address all uniformity concerns but will be an increased cost to the Corps. The male clothing replacement allowance (CRA) will increase (this is also the vehicle active duty Marines will use to purchase the items instead of physically giving each Marine the new cap) and the Seabag price will increase for male Marines. That will not be offset by any savings realized by the enlisted female population. The chart below outlines the cost associated with a transition to the universal Dan Daly cap.

	Total Cost (for both caps/crowns) per enlisted Marine	Total CRA Cost per Marine
Male frame cap	\$32	\$8.60
Dan Daly cap	\$82	\$31.00
Current Female Bucket Cover	\$129.64	\$48.80

Costs associated with transitioning from the current caps to the universal Daly cap (per Marine/recruit):

➤ **The below CRA costs per individual are anticipated with the transition:**

- o Male frame cap to Daly cap - male CRA **increase \$22.40** per Marine (\$31 Dan Daly Cap - \$8.60 male frame cap CRA)
- o Female Bucket cover to Daly cap - female CRA **decrease \$17.80** per Marine (\$48.80 current bucket cover CRA - \$31 Daly CRA)

Enclosure (1)

- Female Bucket cover to male frame cap - female CRA would **decrease \$40.20** (\$48.80 current bucket cover CRA - \$8.60 male frame cap CRA). There are no costs associated with the male CRA, as they already own the cap.
- Adopting the Dan Daly cap as the universal cap would increase to the FY15 enlisted CRA **\$2,946,722 Military Personnel Marine Corps (MPMC) account**. While the FY15 CRA for female Marines would decrease the by **\$190,353**, the CRA for male Marines would be **\$3,137,075 MPMC**.
- Adopting the male frame cap as the universal cap would decrease the enlisted CRA by **\$676,049 MPMC**.
- **The below active duty enlisted accessions costs per individual are anticipated with the transition:**
 - Adopting the male frame cap as the universal cap will not impose a cost to male recruits (other than costs associated with improving the item). The female Seabag price will go down \$97.64 each recruit for a FY15 cost savings of \$246,150.
 - Adopting the Dan Daly cap as the universal cap will increase the male Seabag \$1,277,150. Adopting the Dan Daly cap as the universal cap will decrease the female Seabag \$120,100. The total enlisted active duty Seabag costs associated with adopting the Dan Daly cap as the universal cap is **\$1,157,050 MPMC**.
- **The below Reserve (RPMC) costs per individual are anticipated with the transition:**
 - Adopting the Dan Daly cap as the universal cap would increase the drilling Reservists and recruits (male and female) costs **\$2,785,613 Reserve Personnel Marine Corps(RPMC) account**.
 - Adopting the male service cap for Reserve recruits would affect cost as follows:
 - Reserve female recruit Seabag costs will decrease **\$17,532 RPMC**.
 - Drilling female Reservists will have to replace their existing covers, at the Corps' expense, which will **cost \$150,060 RPMC**.
 - No costs associated with male reservists (drilling or recruit, as they already have this cap).
 - The total costs associated with transitioning the Reservists to the male frame cap is **\$11,111 RPMC**.

Enclosure (1)

TOTAL FISCAL REQUIREMENT PER OPTION

Fiscal Account	Universal Daly Cap (Option 1 below)	Universal Male Frame Cap (Option 2 below)
MPMC	Increase <u>\$4,103,772</u> (\$2,946,722 CRA increase + \$1,157,050 Seabag increase)	Decrease <u>\$676,049</u> (\$429,899 CRA decrease + \$246,150 Seabag decrease)
RPMC	Increase <u>\$2,785,613</u> (\$284,285 AR CRA & Seabag + \$2,501,328 one time isuse)	Increase <u>\$11, 111</u> (\$58,560 one time issue -\$47,449 AR CRA & Seabag)

Working Group Feedback: (b)(5)

(b)(5)

Command Representative Feedback: 34,356 Marines provided feedback on this question via their unit command representative. Of those Marines who answered this question, 31,996 were male Marines/3,116 were female Marines. 3,193 (9%) participants voted in favor of the Dan Daly cap as the universal cap. 31,163 (91%) voted in favor of the male frame cap as the universal cap. Comments provided verbally and via email to the Uniform Board indicated a level of (b)(5)

(b)(5)

(b)(5)

Marines again expressed concern over the comfort and fit of the male frame cap.

Enclosure (1)

Uniform Board Feedback: A representative from Marine Corps Systems Command provided a brief on the product improvement efforts for the male frame cap currently being considered. Members at the table identified some areas in need of improvement, and it was indicated that the lack of uniformity in the caps (optional versions of the cap are significantly different than the supply system caps) (b)(5) the appearance of Marines. The Marine Corps is a very image oriented organization and it was noted that while (b)(5)

(b)(5), the focus of the Marine Corps is to maintain and improve its overall image, and (b)(5) is a big area in need of improvement. Marines are Marines first, (b)(5)

The proportional size of the crown in comparison to the frame/headband was also discussed. It is recommended that the size of the frame cap crown be decreased proportionally to better fit the physique of the Marine wearing the cap (not just for female Marines, but for all Marines at either end of the size spectrum). Finally, the loss of the Marine Corps "brand" if we change to the Dan Daly cap was identified. If the Corps adopts the Daly cap, all graphic images currently being used by the Marine Corps would have to be redone.

(b)(5)

Voting History

Working Group:

- (b)(5) voted for Option 1: Adopt the Dan Daly cap as the universal cap
- (b)(5) voted for Option 2: Adopt the current male cap as the universal cap (with some modifications to make it more comfortable but maintain the same distinctive look).

Command Representative:

- 3,193 (9%) voted for Option 1: Adopt the Dan Daly cap as the universal cap
- 31,163 (91%) voted for Option 2: Adopt the current male cap as the universal cap (with some modifications to make it more comfortable but maintain the same distinctive look).

Enclosure (1)

**Some Marines provided feedback directly to the Uniform Board (vice using the command representative), which enabled the compilation of votes by gender. Of the individual votes, 10% of the males 47% of the female Marines voted in favor of the Dan Daly cap. 90% of the males and 53% of the females voted in favor of the male frame cap.*

Uniform Board:

- (b)(5) voted for Option 1: Adopt the Dan Daly cap as the universal cap
- (b)(5) voted for Option 2: Adopt the current male cap as the universal cap (with some modifications to make it more comfortable but maintain the same distinctive look).

Enclosure (1)

**Issue C: Supplemental Allowance for Marine Corps District (MCD)
Newport**

Proposal: Change the existing supplemental clothing allowance for MCD Newport Marine Corps drill instructors as detailed below.

Background

1. The table of organization for MCD Newport (UIC M3275) has been changed to include two permanent female drill instructors and the unit was moved from Pensacola, FL (a tropical environment) to Newport, Rhode Island, which has a warm summer and can experience very cold winters (necessitating additional winter uniforms). The command now has 2 female and 7 male billets.

The existing allowance is detailed below, with the new items bolded.

Item	Qty	Note
COAT, COMBAT UTILITY: Desert w/embroidered emblem and embroidered Desert MarPat name and service tape	2	
COAT, COMBAT UTILITY: Woodland MarPat w/embroidered emblem and embroidered woodland MarPat name and service tape	2	
SHIRT, MEN'S: Polyester/wool, khaki, quarter length	2	Reduced from 3
SHIRT, MEN'S: Polyester/wool, khaki, long-sleeve	2	New Item
SHIRT, WOMEN'S: Polyester/wool, khaki, quarter length	2	New Item to reflect 2 female billets
SHIRT, WOMEN'S: Polyester/wool, khaki, long-sleeve	2	New Item to reflect 2 female billets
SLACKS, WOMEN'S: All-season polyester/wool gabardine, green, pair	2	
TROUSERS, COMBAT UTILITY: Desert MarPat w/embroidered woodland MarPat name tape	2	New Item
TROUSERS, COMBAT UTILITY: Woodland MarPat w/embroidered woodland MarPat name tape	2	
TROUSERS, MEN'S: All-season polyester/wool gabardine, green, pair	2	Reduced from 3

Enclosure (1)

The current allowance for 9 male Marines is \$3,363.75. The proposed change with 7 male and 2 female Marines (with the additional long sleeve shirt and desert utilities) is \$4,776.12, a cost increase of \$1,412.37.

Discussion

1. The addition of female Marines to the T/O requires the addition of the female uniform items to the existing allowance. The request for the long sleeve khaki shirts and woodland utilities is a result of moving from a tropical climate to a temperate climate with traditionally cold/snowy winters.

2. Drill instructors at the Depots receive an organizational issue of 6 sets of utilities, 5 long sleeve khaki shirts, 8 short sleeve khaki shirts and 4 pairs of green trousers (females get the same except 6 green skirts and 2 pairs of slacks).

Working Group Feedback: (b)(5) with the proposed allowance change.

Command Representative Feedback: 33,397 Marines responded to this question via their command representatives. 23,027 Marines voted in favor of the allowance change and 10,370 voted against it.

Uniform Board Feedback: (b)(5)
(b)(5)

Voting History

Working Group:

- (b)(5) Concurred with the proposed change to the MCD Newport supplemental allowance as depicted above.
- (b)(5) Nonconcurred with the proposed change to the MCD Newport supplemental allowance as depicted above.

Enclosure (1)

Command Representative:

- 23,027 (69%) Concurred with the proposed change to the MCD Newport supplemental allowance as depicted above.
- 10,370 (37%) Nonconcurred with the proposed change to the MCD Newport supplemental allowance as depicted above.

**Some Marines provided feedback directly to the Uniform Board (vice using the command representative), which enabled the compilation of votes by gender. Of the individual votes, 62% of the males and 82% of the female Marines voted in favor of the change to the supplemental allowance.*

Uniform Board:

- (b)(5) Concurred with the proposed change to the MCD Newport supplemental allowance as depicted above.
- (b)(5) Nonconcurred with the proposed change to the MCD Newport supplemental allowance as depicted above.

Enclosure (1)

COMMAND REPRESENTATIVE VOTING RECAP*

UNIT	GENDER		ISSUE A: Universal Dress/Service Caps		ISSUE B: Partial Multiple Braids		ISSUE C: Supplemental Allowance MCD Newport	
	MALE	FEMALE	OPTION 1 Daly Cap	OPTION 2 Male Frame Cap	CONCUR	NONCONCUR	CONCUR	NONCONCUR
Totals	31,996	3,116	3,193 (9%)	31,163 (91%)	18,012 (53%)	15,900 (47%)	23,027 (69%)	10,370 (37%)

INDIVIDUAL MARINE RECAP

	Males		Female	
	Opt 1 (Daly Cap)/Concur	Opt 2 (Male Frame Cap)/Nonconcur	Opt 1 (Daly Cap)/Concur	Opt 2 (Male Frame Cap)/Nonconcur
Issue A: Universal Dress/Service Caps	5 (10%)	47 (90%)	8 (47%)	9 (53%)
Issue B : Partial Multiple Braids	26 (50%)	26 (50%)	16 (94%)	1 (7%)
Issue C: Supplemental Allowance MCD Newport RI	32 (62%)	20 (38%)	14 (82%)	3 (18%)

**Hard copy survey input is being maintained by the Uniform Board and is available if desired.*

Enclosure (1)

HEADQUARTERS MARINE CORPS ROUTING SHEET (5211)
NAVMC HQ 335 (REV. 09-03)

2 OPERATION CODE				1 DATE: 29 Oct 13																																																																																																																															
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2. Background. The following issues were reviewed by Uniform Board No. 213, and require CMC decision: <ul style="list-style-type: none"> ➤ Universal Dress and Service Caps ➤ Partial Multiple Braids for Female Marines ➤ Supplemental Allowance for Marine Corps District (MCD) Newport 				3. Action. Request DC P&R, DMCS, SMMC and ACMC review and CMC decisions on the attached memorandum.																																																																																																																															
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Subj: PROCEEDINGS OF MARINE CORPS UNIFORM BOARD NO. 213

voted in favor of the Dan Daly cap. 90% of the males and 53% of the females
voted in favor of the male frame cap.

<u>Voting Organization</u>	<u>Concur</u>	<u>Nonconcur</u>	<u>Abstain/Table</u>
ACMC	<input type="checkbox"/> _____	<input type="checkbox"/> _____	<input type="checkbox"/> _____
CMC Decision	<input type="checkbox"/> _____	<input type="checkbox"/> _____	<input type="checkbox"/> _____

b. Agenda Item B: Partial Multiple Braids for Female Marines

Recommendation: Approve the regulation changes as detailed in enclosure (1), further defining multiple braids and authorizing the wear of "partial multiple braids" in uniform for female Marines.

<u>Voting Organization</u>	<u>Concur</u>	<u>Nonconcur</u>	<u>Abstain/Table</u>
Command Representative	18,012 (see note 1 below)	15,900 (see note 1 below)	0
Uniform Board	(b)(5)		
DMCS	<input type="checkbox"/> _____	<input type="checkbox"/> _____	<input type="checkbox"/> _____
SMMC	<input type="checkbox"/> _____	<input type="checkbox"/> _____	<input type="checkbox"/> _____
ACMC	<input type="checkbox"/> _____	<input type="checkbox"/> _____	<input type="checkbox"/> _____
CMC Decision	<input type="checkbox"/> _____	<input type="checkbox"/> _____	<input type="checkbox"/> _____

Note 1: Some Marines provided feedback directly to the Uniform Board (vice using the command representative), which enabled the compilation of votes by gender. Of the individual votes, 50% of the males and 94% of the female Marines voted in favor of the regulation change authorizing partial multiple braids.

c. Agenda Item C: Supplemental Allowance for Marine Corps District (MCD) Newport, RI

Recommendation: Approve the change to the MCD Newport supplemental allowance as requested in enclosure (1).

Subj: PROCEEDINGS OF MARINE CORPS UNIFORM BOARD NO. 213

<u>Voting Organization</u>	<u>Concur</u>	<u>Nonconcur</u>	<u>Abstain/Table</u>
Command Representative	<u>23,027</u> (see note 1 below)	<u>10,370</u> (see note 1 below)	<u>0</u>
Uniform Board	(b)(5)		
DC P&R	<input type="checkbox"/> _____	<input type="checkbox"/> _____	<input type="checkbox"/> _____
DMCS	<input type="checkbox"/> _____	<input type="checkbox"/> _____	<input type="checkbox"/> _____
SMMC	<input type="checkbox"/> _____	<input type="checkbox"/> _____	<input type="checkbox"/> _____
ACMC	<input type="checkbox"/> _____	<input type="checkbox"/> _____	<input type="checkbox"/> _____
CMC Decision	<input type="checkbox"/> _____	<input type="checkbox"/> _____	<input type="checkbox"/> _____

Note 1: Some Marines provided feedback directly to the Uniform Board (vice using the command representative), which enabled the compilation of votes by gender. Of the individual votes, 62% of the males and 82% of the female Marines voted in favor of the change to the supplemental allowance.

2. The point of contact is (b)(6) A DSN (b)(6)

(b)(6)

President, Permanent
Marine Corps Uniform Board

UNIFORM BOARD 213: BACKGROUND INFORMATION

Issue A: UNIVERSAL DRESS AND SERVICE CAPS

Proposal: Adopt one dress and service cap for all Marines.

Background

1. The current male frame cap, with dress and service crowns (see the enclosure), have been the required uniform item since 1922. The enlisted male cap with crowns costs \$32 a Marine (officer caps will cost more).
 2. The current female dress and service caps, also known as bucket covers (see the enclosure), have been the required uniform items since roughly 1952. The total projected cost of the current female caps (dress and service combined) is \$129.64 a Marine (officers caps will cost more).
 3. In 2002 a Female Uniform Symposium identified the female dress and service caps (also known as the bucket cover) as items in need of improvement/redesign. Upon designing an alternate female cap a subsequent web survey was conducted in 2003, and 67% of the respondents preferred the design of the "improved female cap." The new cap is similar to the male cap, in that it has a single frame with interchangeable white and olive green crowns. In 2005, a prototype was developed and a wear test conducted. The wear test ended with an online survey, resulting in a majority of respondents in favor of the improved female cap with one frame and two interchangeable crowns. In April 2007, CMC approved the improved female cap as a replacement for the current cap.
- In 2009, Marine Corps Systems Command (MCSC) identified a problem with the single frame design - distortions occurred when interchanging covers on the single frame. The Uniform Board recommended maintaining the popular new design, but with two separate caps, one service and one dress, and it was subsequently approved by CMC.
- Per CMC direction, in 2012, all procurement efforts for the new cap conducted by the Defense Logistics Agency (DLA) were held in abeyance pending DoD mandated exploration of a "universal" (or unisex) cap. During FY12 and FY13, MarCorSysCom, conducted a "female only" field user evaluation (fit and function) comparing the existing male dress cap to the improved female cap, and another online survey (comparing the current cap to the improved female cap on female Marines). Several other extended wear tests (using recruiters, female band members, and most recently female personnel assigned to Marine

Barracks 8th&I during the FY13 summer parade season) were also conducted.

The final statistical outcome of the field user evaluation, the first several wear tests (recruiters and band members) and the online survey indicated that **67% of female Marines were in favor of the improved female cap, 17% were in favor of the male cap and 16% had no preference.**

The results of the final wear test, conducted by female personnel at Marine Barracks 8th&I participating in the FY13 summer parade season, compared the current female "bucket cover" to the current male dress cap only.

If a final cap decision is delayed too long, there is a possibility that there will be a shortage of dress and service caps and recruits will graduate Boot Camp without dress and/or service caps. Additional problems procuring the white vinyl could cause the price to increase significantly and will require a Berry Amendment waiver.

The total projected cost of the enlisted improved female caps (dress and service combined) is **\$82** a Marine (officers caps will cost more).

4. A byproduct of the fit and wear tests is that female Marines concurred with the often heard complaint from male Marines that the current male frame cap is not comfortable. The shape of the cap is round, while most Marines have oval shaped heads. The non-compatible shape of the standard cover causes undue pressure on both the forehead and the back of the head and a gap on the sides. Kingform Cap Company makes an optional cap with an oval frame. MarCorSysCom has been tasked by CMC to improve the comfort of the male frame cap and has reached out to industry for design improvements.

5. It was suggested, via the on-line survey process, that the improved female cap is very similar to the uniform cap worn by SgtMaj Daniel Daly (see enclosure (2)), and would make an acceptable "universal" cap for all Marines. The cap worn by Dan Daly was in the Marine Corps inventory from 1904-1918, but its shape dates back as far as 1897. From this point forward the improved female cap will be known as the "Dan Daly" cap.

Enclosure (1)

Discussion

1. The female "bucket cover" will soon become obsolete, as the sole manufacturer will no longer make the cap. DLA does not currently have a contract to manufacture any new bucket covers.

2. The Marine Corps is being "encouraged" by DoD to standardize on a unisex/universal dress and service cap.

3. DLA already started the procurement process for the improved female cap and if a CMC decision is made to adopt the Dan Daly cap before the end of 2nd Quarter FY14, the caps will be available for issue at the Depots on 1 Oct 2014 (vice starting from scratch with a redesigned male cap - that will take at least 24 months).

4. The male cap, if chosen as the universal cap, requires some product improvements (redesign of the frame and possibly a downsized version of crown for female Marines).

5. Standardizing a universal cap (the Dan Daly cap) will address all uniformity concerns but will be an increased cost to the Corps. The male clothing replacement allowance (CRA) will increase (this is also the vehicle active duty Marines will use to purchase the items instead of physically giving each Marine the new cap) and the Seabag price will increase for male Marines. That will not be offset by any savings realized by the enlisted female population. The chart below outlines the cost associated with a transition to the universal Dan Daly cap.

	Total Cost (for both caps/crowns) per enlisted Marine	Total CRA Cost per Marine
Male frame cap	\$32	\$8.60
Dan Daly cap	\$82	\$31.00
Current Female Bucket Cover	\$129.64	\$48.80

Costs associated with transitioning from the current caps to the universal Daly cap (per Marine/recruit):

➤ **The below CRA costs per individual are anticipated with the transition:**

- o Male frame cap to Daly cap - male CRA **increase \$22.40** per Marine (\$31 Dan Daly Cap - \$8.60 male frame cap CRA)
- o Female Bucket cover to Daly cap - female CRA **decrease \$17.80** per Marine (\$48.80 current bucket cover CRA - \$31 Daly CRA)

Enclosure (1)

- Female Bucket cover to male frame cap - female CRA would **decrease \$40.20** (\$48.80 current bucket cover CRA - \$8.60 male frame cap CRA). There are no costs associated with the male CRA, as they already own the cap.
- Adopting the Dan Daly cap as the universal cap would increase to the FY15 enlisted CRA **\$2,946,722 Military Personnel Marine Corps (MPMC) account**. While the FY15 CRA for female Marines would decrease the by **\$190,353**, the CRA for male Marines would by **\$3,137,075 MPMC**.
- Adopting the male frame cap as the universal cap would decrease the enlisted CRA by **\$676,049 MPMC**.
- **The below active duty enlisted accessions costs per individual are anticipated with the transition:**
 - Adopting the male frame cap as the universal cap will not impose a cost to male recruits (other than costs associated with improving the item). The female Seabag price will go down \$97.64 each recruit for a FY15 cost savings of \$246,150.
 - Adopting the Dan Daly cap as the universal cap will increase the male Seabag \$1,277,150. Adopting the Dan Daly cap as the universal cap will decrease the female Seabag \$120,100. The total enlisted active duty Seabag costs associated with adopting the Dan Daly cap as the universal cap is **\$1,157,050 MPMC**.
- **The below Reserve (RPMC) costs per individual are anticipated with the transition:**
 - Adopting the Dan Daly cap as the universal cap would increase the drilling Reservists and recruits (male and female) costs **\$2,785,613 Reserve Personnel Marine Corps (RPMC) account**.
 - Adopting the male service cap for Reserve recruits would affect cost as follows:
 - Reserve female recruit Seabag costs will decrease **\$17,532 RPMC**.
 - Drilling female Reservists will have to replace their existing covers, at the Corps' expense, which will **cost \$150,060 RPMC**.
 - No costs associated with male reservists (drilling or recruit, as they already have this cap).
 - The total costs associated with transitioning the Reservists to the male frame cap is **\$11,111 RPMC**.

Enclosure (1)

TOTAL FISCAL REQUIREMENT PER OPTION

Fiscal Account	Universal Daly Cap (Option 1 below)	Universal Male Frame Cap (Option 2 below)
MPMC	Increase <u>\$4,103,772</u> (\$2,946,722 CRA increase + \$1,157,050 Seabag increase)	Decrease <u>\$676,049</u> (\$429,899 CRA decrease + \$246,150 Seabag decrease)
RPMC	Increase <u>\$2,785,613</u> (\$284,285 AR CRA & Seabag + \$2,501,328 one time isuse)	Increase <u>\$11, 111</u> (\$58,560 one time issue -\$47,449 AR CRA & Seabag)

Working Group Feedback:

(b)(5)

(b)(5)

Command Representative Feedback: 34,356 Marines provided feedback on this question via their unit command representative. Of those Marines who answered this question, 31,996 were male Marines/3,116 were female Marines. 3,193 (9%) participants voted in favor of the Dan Daly cap as the universal cap. 31,163 (91%) voted in favor of the male frame cap as the universal cap. Comments provided verbally and via email to the Uniform Board indicated a level of (b)(5)

(b)(5)

(b)(5) Marines again expressed concern over the comfort and fit of the male frame cap.

Enclosure (1)

Uniform Board Feedback: A representative from Marine Corps Systems Command provided a brief on the product improvement efforts for the male frame cap currently being considered. Members at the table identified some areas in need of improvement, and it was indicated that the lack of uniformity in the caps (optional versions of the cap are significantly different than the supply system caps) causes degradation in the appearance of Marines. The Marine Corps is a very image oriented organization and it was noted that while (b)(5)

(b)(5)

(b)(5), the focus of the Marine Corps is to maintain and improve its overall image, and uniformity between the genders is a big area in need of improvement. Marines are Marines first, only after that should gender be a factor.

The proportional size of the crown in comparison to the frame/headband was also discussed. It is recommended that the size of the frame cap crown be decreased proportionally to better fit the physique of the Marine wearing the cap (not just for female Marines, but for all Marines at either end of the size spectrum). Finally, the loss of the Marine Corps "brand" if we change to the Dan Daly cap was identified. If the Corps adopts the Daly cap, all graphic images currently being used by the Marine Corps would have to be redone.

The Board (b)(5) of the male frame cap (with product improvements) as the universal cap.

Voting History

Working Group:

- (b)(5) voted for Option 1: Adopt the Dan Daly cap as the universal cap
- (b)(5) voted for Option 2: Adopt the current male cap as the universal cap (with some modifications to make it more comfortable but maintain the same distinctive look).

Command Representative:

- 3,193 (9%) voted for Option 1: Adopt the Dan Daly cap as the universal cap
- 31,163 (91%) voted for Option 2: Adopt the current male cap as the universal cap (with some modifications to make it more comfortable but maintain the same distinctive look).

Enclosure (1)

**Some Marines provided feedback directly to the Uniform Board (vice using the command representative), which enabled the compilation of votes by gender. Of the individual votes, 10% of the males 47% of the female Marines voted in favor of the Dan Daly cap. 90% of the males and 53% of the females voted in favor of the male frame cap.*

Uniform Board:

- (b)(5) voted for Option 1: Adopt the Dan Daly cap as the universal cap
- (b)(5) voted for Option 2: Adopt the current male cap as the universal cap (with some modifications to make it more comfortable but maintain the same distinctive look).

Enclosure (1)

Issue B: Partial Multiple Braids for Female Marines

Proposal: Change the Uniform Regulations to allow female Marines to wear partial multiple braids.

Background

1. Paragraph 1004.7.b.1(b)1 of the Uniform Regs states

"1. Braids. Medium and long hair may be braided. Multiple braiding (defined as more than two braids) is authorized. When worn, multiple braids shall be of uniform dimension, small in diameter (approx. 1/4 inch), show no more than 1/8 of an inch of scalp between the braids and must be tightly interwoven to present a neat, professional, well groomed appearance. Foreign material (i.e., beads, decorative items) shall not be braided into the hair. **Braids must continue to the end of the hair** in one direction, in a straight line, and can be worn loose per medium hair length guidelines or secured to the head in the same manner as described for medium or long length hair styles. Ends shall be secured only with inconspicuous rubber bands. If multiple braids are worn they must encompass the whole head. MARADMIN 504/07"

2. Paragraph 1004.7.b.1(b)2 allows the wear of hair extensions, as long as the extensions are the same basic color/texture as the individual's natural hair.

3. Paragraph 1004.7.b.1(a)2-3 state that the bulk of their hair (as the hair lays flat on the head) cannot extend more than 2 inches from the scalp, and that buns, when worn, cannot be wider than the head or extend out more than 3 inches from the scalp.

Discussion

1. As currently written, the Regulations state that braids must continue to the end of the hair, which is where female Marines who wear the multiple braid hairstyle are having trouble staying within the Regulations.

2. The purpose of the multiple braid hairstyle is to add long, straight length to an individual's hair. To add length to the hair requires hair extensions (natural or synthetic), which adds bulk. When wearing the braids long, the hair then needs to be secured up, following the long hair regulations. Most often this then violates the "bulk of the hair" regulations and the "big bun" regulations.

Enclosure (1)

3. While braids are not ethnic specific, the multiple braid hairstyle is one worn more frequently worn by Marines with naturally curly/kinky hair. Multiple braids are considered a good option for female Marines because they are versatile, easy to maintain and look good in and out of uniform. This hairstyle is also easier on the hair and scalp, as securing your hair into a bun daily is very hard on this texture of hair and results in a lot of breakage and sustained hair loss over time. The additional length added by braids provides enough length for the hair to be secured in a bun, cutting down on the daily rigor of maintaining short and medium hair when on a heavy PT schedule (daily washing, blow drying and curling can cause extensive damage to the hair).

4. To fully braid long hair takes a professional anywhere from 8 to 12 hours and costs roughly \$200-\$300 each time. To braid the hair to only the hairline, in what is known as a partial multiple braid hairstyle, takes a professional 3 to 8 hours and costs roughly \$80-\$250 each time.

5. The partial multiple braid hairstyle offers a neat and professional hairstyle that allows a Marine to stay within the bulk of the hair guidelines and acceptable bun dimensions. It is not a currently authorized hairstyle, but a popular one being worn by many Marines, because the braid doesn't continue the full length of the hair (it stops at the hairline/natural hair), and offers flexibility in styles and a professional look commensurate with all other ethnicities.

6. The recommended change to the Uniforms Regulations is provided below (changes are in bold):

">Ch 5 (b) Hairstyles. Faddish and exaggerated styles to include shaved portions of the scalp other than the neckline, designs cut in the hair, unsecured ponytails (except during physical training), and unbalanced or lopsided hairstyles are prohibited... Examples of hairstyles considered to be faddish or exaggerated and thus not authorized... buns or braids with loose hair extending at the end (**except as authorized below**), hair styles with severe angles, and loose unsecured hair (not to include bangs) when medium/long hair is worn up. MARADMIN 504/07

- 1. Braids. Multiple braiding (defined as more than two braids) is authorized. **When worn, multiple braids** shall be of uniform dimension, small in diameter (approx. 1/8 to 1/4 inch), show no
- Enclosure (1)

more than 1/8 of an inch of scalp between the braids and must be tightly interwoven to present a neat, professional, well groomed appearance. If multiple braids are worn they must encompass the whole head. Foreign material (i.e., beads, decorative items) shall not be braided into the hair. Braids must continue to the end of the natural hair and can be worn loose from that point. When worn loose, braids will be secured to the head in one direction, in straight lines (fore and aft when wearing a bun). The hair forming the bun may be unbraided. Buns and ends shall be neatly and inconspicuously fastened or pinned. MARADMIN 504/07"

Working Group Feedback: (b)(5) female Marines should be able to have a full head of braids ending in loose hair that can be secured in a bun. Changes to the proposed text were made to make it more easily understood and enforceable by everyone.

Command Representative Feedback: Of the 33,912 votes on this issue, 18,012 (53%) of the respondents voted in favor of the recommended change. 15,900 voted against the proposed regulation change.

Uniform Board Feedback: There was some concern about interpretation and enforcement of female grooming regulations. It was proposed that it is more a matter of education. If Marines are better educated on where to find grooming regulations and what they mean, the enforcement issue will improve significantly. (b)(5) since this would be a big quality of life improvement for female Marines, that it would improve the professional image of the Marine Corps, that it should be approved. (b)(5) favor of the regulation changes.

Voting History

Working Group:

- > (b)(5) Concurred with the proposed change to the female hairstyle regulations as detailed above.
- > (b)(5) Nonconcurred with the proposed change to the female hairstyle regulations as detailed above.

Command Representative:

- > 18,012 Concurred with the proposed change to the female hairstyle regulations as detailed above.

Enclosure (1)

**Issue C: Supplemental Allowance for Marine Corps District (MCD)
Newport**

Proposal: Change the existing supplemental clothing allowance for MCD Newport Marine Corps drill instructors as detailed below.

Background

1. The table of organization for MCD Newport (UIC M3275) has been changed to include two permanent female drill instructors and the unit was moved from Pensacola, FL (a tropical environment) to Newport, Rhode Island, which has a warm summer and can experience very cold winters (necessitating additional winter uniforms). The command now has 2 female and 7 male billets.

The existing allowance is detailed below, with the new items bolded.

Item	Qty	Note
COAT, COMBAT UTILITY: Desert w/embroidered emblem and embroidered Desert MarPat name and service tape	2	
COAT, COMBAT UTILITY: Woodland MarPat w/embroidered emblem and embroidered woodland MarPat name and service tape	2	
SHIRT, MEN'S: Polyester/wool, khaki, quarter length	2	Reduced from 3
SHIRT, MEN'S: Polyester/wool, khaki, long-sleeve	2	New Item
SHIRT, WOMEN'S: Polyester/wool, khaki, quarter length	2	New Item to reflect 2 female billets
SHIRT, WOMEN'S: Polyester/wool, khaki, long-sleeve	2	New Item to reflect 2 female billets
SLACKS, WOMEN'S: All-season polyester/wool gabardine, green, pair	2	
TROUSERS, COMBAT UTILITY: Desert MarPat w/embroidered woodland MarPat name tape	2	New Item
TROUSERS, COMBAT UTILITY: Woodland MarPat w/embroidered woodland MarPat name tape	2	
TROUSERS, MEN'S: All-season polyester/wool gabardine, green, pair	2	Reduced from 3

Enclosure (1)

The current allowance for 9 male Marines is \$3,363.75. The proposed change with 7 male and 2 female Marines (with the additional long sleeve shirt and desert utilities) is \$4,776.12, a cost increase of \$1,412.37.

Discussion

1. The addition of female Marines to the T/O requires the addition of the female uniform items to the existing allowance. The request for the long sleeve khaki shirts and woodland utilities is a result of moving from a tropical climate to a temperate climate with traditionally cold/snowy winters.

2. Drill instructors at the Depots receive an organizational issue of 6 sets of utilities, 5 long sleeve khaki shirts, 8 short sleeve khaki shirts and 4 pairs of green trousers (females get the same except 6 green skirts and 2 pairs of slacks).

Working Group Feedback: (b)(5) with the proposed allowance change.

Command Representative Feedback: 33,397 Marines responded to this question via their command representatives. 23,027 Marines voted in favor of the allowance change and 10,370 voted against it.

Uniform Board Feedback: It was (b)(5) that this is a parity issue for the females Marines. Because the male Marines get the supplemental allowance, the female Marines should as well. There was some discussion about the fairness of supplemental service uniform allowances, Corps-wide, especially as it is becoming the uniform of the day for many units (as the dress blue "C"/"D" uniforms are for recruiters and embassy security guard personnel). (b)(5)
(b)(5)

Voting History

Working Group:

- (b)(5) Concurred with the proposed change to the MCD Newport supplemental allowance as depicted above.
- (b)(5) Nonconcurred with the proposed change to the MCD Newport supplemental allowance as depicted above.

Enclosure (1)

Command Representative:

- 23,027 (69%) Concurred with the proposed change to the MCD Newport supplemental allowance as depicted above.
- 10,370 (37%) Nonconcurred with the proposed change to the MCD Newport supplemental allowance as depicted above.

**Some Marines provided feedback directly to the Uniform Board (vice using the command representative), which enabled the compilation of votes by gender. Of the individual votes, 62% of the males and 82% of the female Marines voted in favor of the change to the supplemental allowance.*

Uniform Board:

- (b)(5) Concurred with the proposed change to the MCD Newport supplemental allowance as depicted above.
- (b)(5) Nonconcurred with the proposed change to the MCD Newport supplemental allowance as depicted above.

Enclosure (1)

COMMAND REPRESENTATIVE VOTING RECAP*

UNIT	GENDER		ISSUE A: Universal Dress/Service Caps		ISSUE B: Partial Multiple Braids		ISSUE C: Supplemental Allowance MCD Newport	
	MALE	FEMALE	OPTION 1 Daly Cap	OPTION 2 Male Frame Cap	CONCUR	NONCONCUR	CONCUR	NONCONCUR
Totals	31,996	3,116	3,193 (9%)	31,163 (91%)	18,012 (53%)	15,900 (47%)	23,027 (69%)	10,370 (37%)

INDIVIDUAL MARINE RECAP

	Males		Female	
	Opt 1 (Daly Cap)/ Concur	Opt 2 (Male Frame Cap)/ Nonconcur	Opt 1 (Daly Cap)/ Concur	Opt 2 (Male Frame Cap)/ Nonconcur
Issue A: Universal Dress/Service Caps	5 (10%)	47 (90%)	8 (47%)	9 (53%)
Issue B : Partial Multiple Braids	26 (50%)	26 (50%)	16 (94%)	1 (7%)
Issue C: Supplemental Allowance MCD Newport RI	32 (62%)	20 (38%)	14 (82%)	3 (18%)

**Hard copy survey input is being maintained by the Uniform Board and is available if desired.*

Enclosure (1)

(b)(6)

From:

(b)(6)

ant:

Thursday, October 17, 2013 8:49

To:

(b)(6)

Cc:

(b)(6)

Subject:

Uniform Board

Attachments:

Voting Worksheets and Graphics.docx

Signed By:

(b)(6)

(b)(6)

Good morning! I hope this effort from (b)(6) will assist the board in the search for the uniformed selections. I talked to all available Marines this morning after we conducted morning formation. We had (b)(5) members to poll this survey. Demographics are as follows.

(b)(6)

All ethnic groups were involved.

All Marines had an opportunity to give their opinion and have a vote.

If you need any further information, please contact me directly.

Thank you.

Semper Fidelis

(b)(6)

(b)(5)

(b)(6)

**UNIFORM BOARD #213:
CONSOLIDATED COMMAND REP FEEDBACK WORKSHEET PER UNIT**

Unit (b)(6)

Command Representatives, please consolidate your units individual votes (using the "Individual Marine Voting Worksheet provided above) and record totals in the charts provided below. Please return this worksheet to the Uniform Board

(b)(6) no later than 25 October 2013.

	Gender	
	Male	Female
Demographics of Respondents	(b)(6)	

	Total Votes per Option	
Issue A: Universal Dress and Service Caps	(b)(5) Option A	(b)(5) Option B
Issue B: Partial Multiple Braids for Female Marines	(b)(5) Concur	(b)(5) NonConcur
Issue C: Supplemental Allowance Change for MCD Newport	(b)(5) Concur	(b)(5) NonConcur

(b)(6)



UNIFORM BOARD #213: WORKING GROUP MEETING



Uniform Board Mission Statement

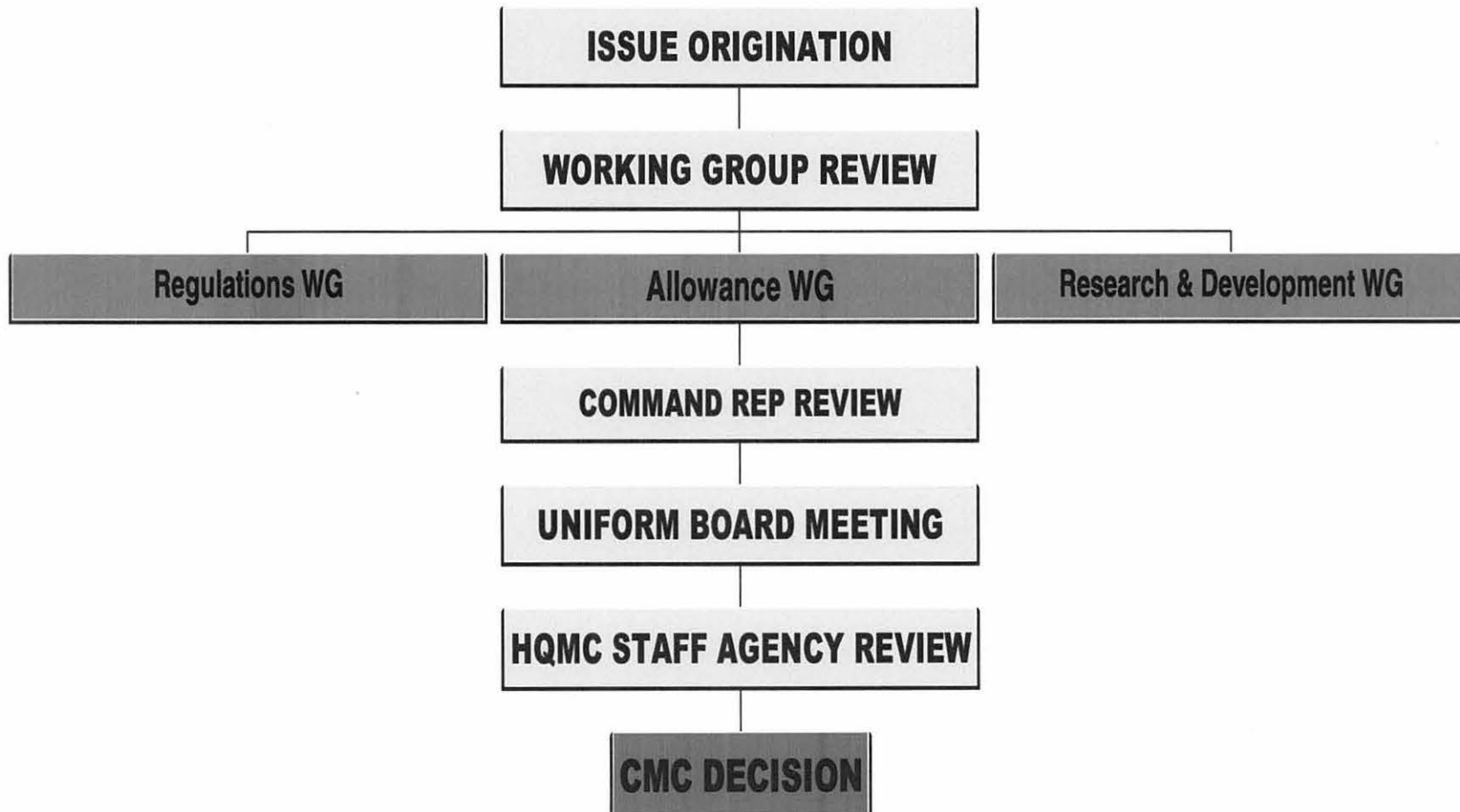
“To balance the individual Marine’s need for ‘best value’ clothing in terms of practicality, quality and cost within realistic supply, support and fiscal constraints to ensure the Marine Corps maintains functional, traditional and distinctive uniforms.”



UNIFORM BOARD #213: WORKING GROUP MEETING



Uniform Board Process





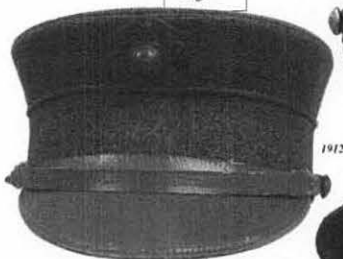
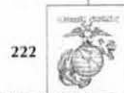
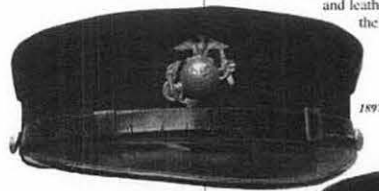
UNIFORM BOARD #213: WORKING GROUP MEETING



Issue A: Universal Service and Dress Caps Male Frame Cap History

Visual History of the Evolution of the EM Bell Crown Cap

The evolution of the EM Marine Corps bell crown cap is displayed in photographic format to provide a visual guide for the evolution that took place over the next 40 years. Note the subtle changes in the visor and crown portion from the 1897 pattern to the 1904 cap. See how the 1912 cap becomes more robust and the 1917 begins to show some flare in the crown. The 1922 and 1927 patterns show the final evolution that takes place providing the larger flare and expansion of the crown to far exceed the width of the frame of the cap. The 1937 pattern, being the final evolution, is more of a streamlining of the 1929 pattern with little major differences. More distinct differences such as type of side buttons and leather used on the visors are discussed in depth in the remainder of the text.





UNIFORM BOARD #213: WORKING GROUP MEETING



Issue A: Universal Service and Dress Caps

Cap Comparison



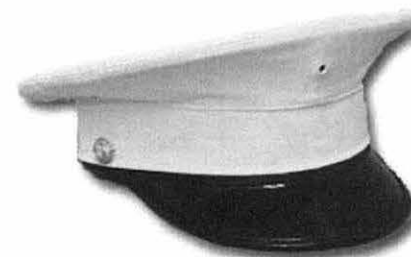
Male Service Frame Cap



Dan Daly Service Cap



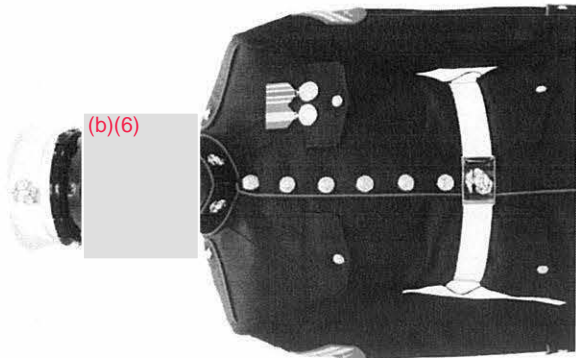
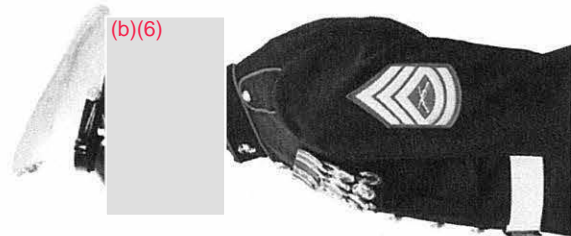
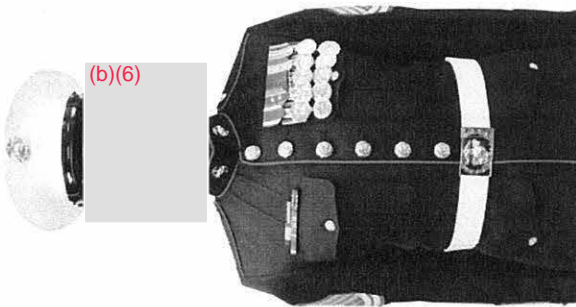
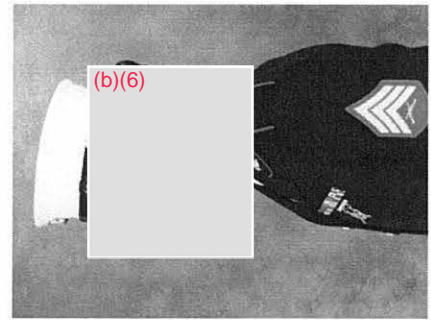
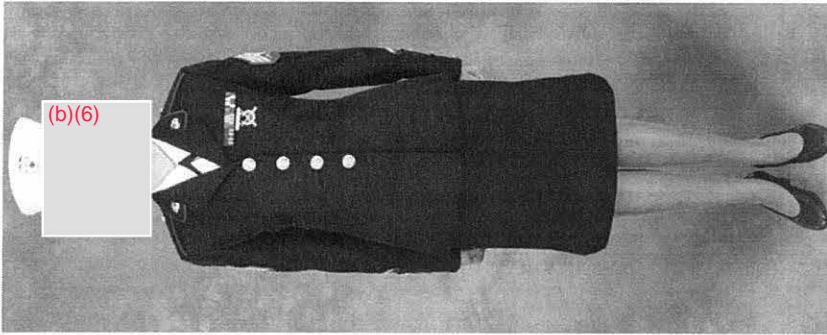
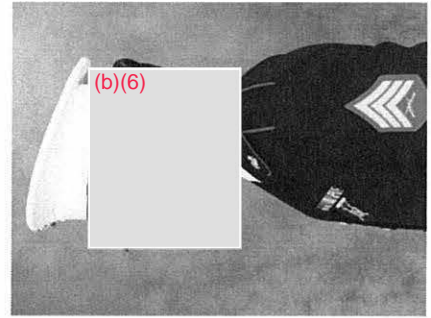
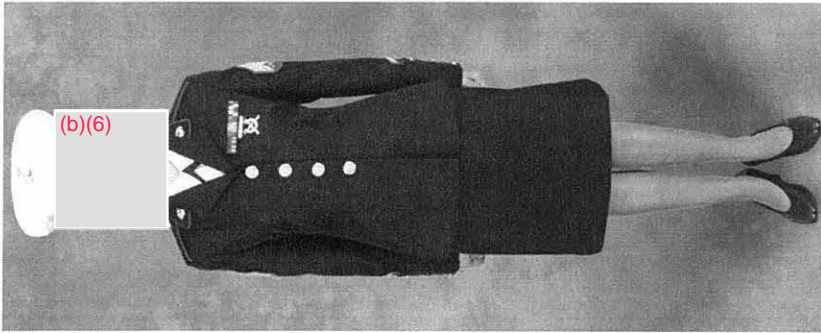
SgtMaj Dan Daly



Male Dress Frame Cap



Dan Daly Dress Cap⁷





UNIFORM BOARD #213: WORKING GROUP MEETING



Issue A: Universal Dress and Service Caps

Costs Associated with Change

	Total Cost (for both caps/crowns) per enlisted Marine	Total CRA Cost per Marine
Male frame cap	\$32	\$8.60
Dan Daly cap	\$82	\$31.00
Current Female Bucket Cover	\$129.64	\$48.80

Fiscal Account	Universal Daly Cap (Option 1 below)	Universal Male Frame Cap (Option 2 below)
MPMC	Increase <u>\$4,103,772</u> (\$2,946,722 CRA increase + \$1,157,050 Seabag increase)	Decrease <u>\$676,049</u> (\$429,899 CRA decrease + \$246,150 Seabag decrease)
RPMC	Increase <u>\$2,785,613</u> (\$284,285 AR CRA & Seabag + \$2,501,328 one time issue)	Increase <u>\$11, 111</u> (\$58,560 one time issue -\$47,449 AR CRA & Seabag)



UNIFORM BOARD #213: WORKING GROUP MEETING



DISCUSS

(b)(5)



UNIFORM BOARD #213: WORKING GROUP MEETING



Issue A: Universal Service and Dress Caps

Recommendation:

Option 1: Adopt the Dan Daly cap as the universal cap, OR

Votes for:

(b)(5)

Option 2: Adopt the current male frame cap as the universal cap (with some modifications to make it more comfortable but maintain the same distinctive look).

Votes for:

(b)(5)



UNIFORM BOARD #213: WORKING GROUP MEETING



Issue B: Partial Multiple Braids for Female Marines

Proposal:

Authorize the wear of “partial multiple braids” in uniform and modify the Uniform Regulations appropriately.



UNIFORM BOARD #213: WORKING GROUP MEETING



Issue B: Partial Multiple Braids for Female Marines

Paragraph 1004.7.b.1(b)1 of the Uniform Regs states:

“1. Braids. Medium and long hair may be braided. Multiple braiding (defined as more than two braids) is authorized. When worn, multiple braids shall be of uniform dimension, small in diameter (approx. 1/4 inch), show no more than 1/8 of an inch of scalp between the braids and must be tightly interwoven to present a neat, professional, well groomed appearance. Foreign material (i.e., beads, decorative items) shall not be braided into the hair. **Braids must continue to the end of the hair** in one direction, in a straight line, and can be worn loose per medium hair length guidelines or secured to the head in the same manner as described for medium or long length hair styles. Ends shall be secured only with inconspicuous rubber bands. If multiple braids are worn they must encompass the whole head. *MARADMIN 504/07*”



UNIFORM BOARD #213: WORKING GROUP MEETING



Issue B: Partial Multiple Braids for Female Marines

- A braid is defined as three interwoven pieces/sections of hair.
- Paragraph 1004.7.b.1(b)2 allows the wear of hair extensions, as long as the extensions are the same basic color/texture as the individual's natural hair.
- Paragraph 1004.7.b.1(a)2-3 states that the **bulk of the hair (as the hair lays flat on the head) cannot extend more than 2 inches from the scalp**, and that buns, when worn, cannot be **wider** than the head or extend out more **than 3 inches** from the head.



UNIFORM BOARD #213: WORKING GROUP MEETING



Issue B: Partial Multiple Braids for Female Marines

Problem:

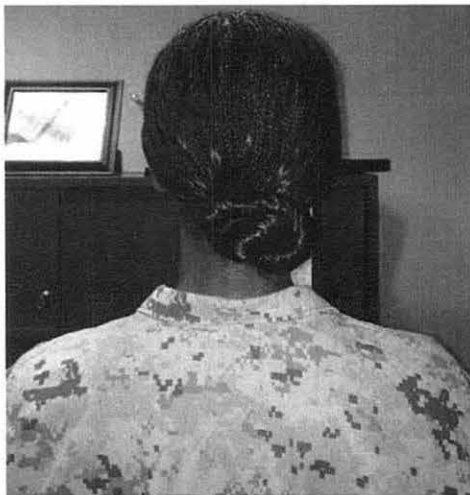
- Multiple braids is defined as more than two braids. Extensive guidance is provided on the dimensions/design of multiple braids in the Regs. Full multiple braids add too much bulk to the hair and when pulled up into a bun, supersize the bun.
- Full multiple braids are very expensive and time consuming to put in, and are hard on the hair.
- Partial multiple braids (to the hairline only, then worn loose) are less expensive and time consuming and allow flexibility in hairstyles. They present a neat and conservative appearance.



UNIFORM BOARD #213: WORKING GROUP MEETING



Issue B: Partial Multiple braids for Female Marines

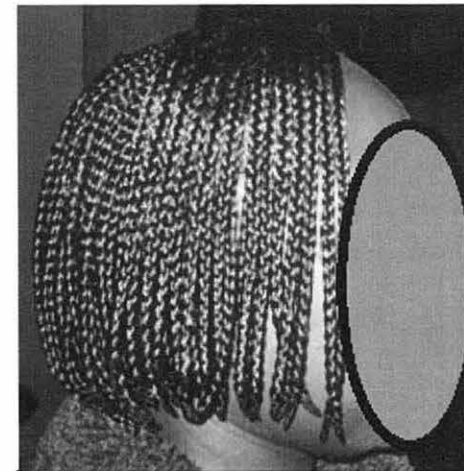


**Partial Multiple
Braids**

(not currently
authorized and should
encompass whole
head, not some hair)



**Full Multiple Braids (out
of regs because super-sized
bun)**



**Medium Length
Multiple Braids,
Authorized**



UNIFORM BOARD #213: WORKING GROUP MEETING



Issue B: Partial Multiple Braids for Female Marines

Recommended Regulation Change (changes in **bold text**)

">Ch 5 (b) Hairstyles. Faddish and exaggerated styles to include shaved portions of the scalp other than the neckline, designs cut in the hair, unsecured ponytails (except during physical training), and unbalanced or lopsided hairstyles are prohibited... Examples of hairstyles considered to be faddish or exaggerated and thus not authorized... buns or braids with loose hair extending at the end (**except as authorized below**), hair styles with severe angles, and loose unsecured hair (not to include bangs) when medium/long hair is worn up.

1. Braids. Multiple braiding (defined as more than two braids) is authorized. **When worn, multiple braids** shall be of uniform dimension, small in diameter (approx. **1/8** to 1/4 inch), show no more than 1/8 of an inch of scalp between the braids and must be tightly interwoven to present a neat, professional, well groomed appearance. If multiple braids are worn they must encompass the whole head. Foreign material (i.e., beads, decorative items) shall not be braided into the hair. **Braids must continue to the end of the natural hair and can be worn loose from that point. When worn loose, braids will be secured to the head in one direction, in straight lines (fore and aft when wearing a bun). The hair forming the bun may be unbraided. Buns and ends shall be neatly and inconspicuously fastened or pinned.**



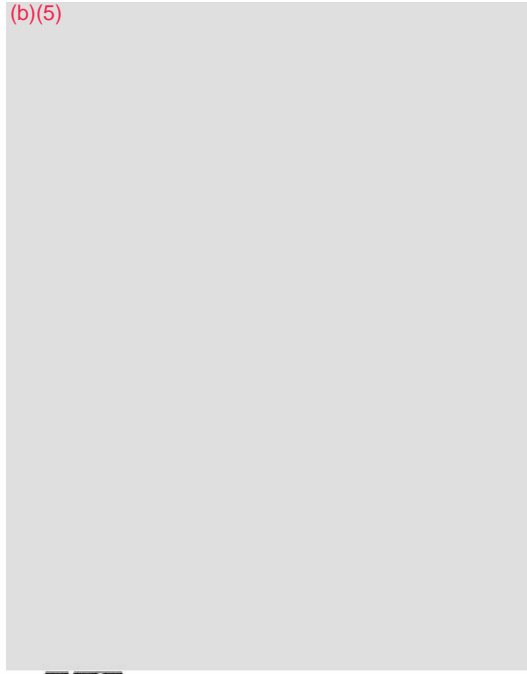
UNIFORM BOARD #213: WORKING GROUP MEETING



Issue B: Partial Multiple Braids for Female Marines

DISCUSS

(b)(5)





UNIFORM BOARD #213: WORKING GROUP MEETING



Issue B: Partial Multiple Braids for Female Marines

Recommendation:

Approve the regulation changes as detailed in the previous slides, further defining multiple braids and authorizing the wear of “partial multiple braids” in uniform.

Concur: (b)(5) Nonconcur: (b)(5)



UNIFORM BOARD #213: WORKING GROUP MEETING



Issue C: Supplemental Allowance for Marine Corps District (MCD) Newport

Proposal:

Change the existing supplemental clothing allowance for MCD Newport Marine Corps drill instructors as requested.



UNIFORM BOARD #213: WORKING GROUP MEETING



Issue C: Supplemental Allowance for Marine Corps District (MCD) Newport

- The table of organization for MCD Newport (UIC M3275) has been changed to include two permanent female drill instructors and the unit was moved from Pensacola, FL (a tropical environment) to Newport, Rhode Island.
- The unit needs a supplemental issue to account for the female Marines and the new temperate/cold weather environment they are working in.



UNIFORM BOARD #213: WORKING GROUP MEETING



Issue C: Supplemental Allowance for Marine Corps District (MCD) Newport

Item	Qty	Note
COAT, COMBAT UTILITY: desert w/embroidered emblem and embroidered Desert MarPat name and service tape	2	New Item
COAT, COMBAT UTILITY: Woodland MarPat w/embroidered emblem and embroidered woodland MarPat name and service tape	2	
SHIRT, MEN'S: Polyester/wool, khaki, quarter length	2	Reduced from 3
SHIRT, MEN'S: Polyester/wool, khaki, long-sleeve	2	New Item
SHIRT, WOMEN'S: Polyester/wool, khaki, quarter length	2	New Item to reflect 2 female billets
SHIRT, WOMEN'S: Polyester/wool, khaki, long-sleeve	2	New Item to reflect 2 female billets
SLACKS, WOMEN'S: All-season polyester/wool gabardine, green, pair	2	
TROUSERS, COMBAT UTILITY: Desert MarPat w/embroidered woodland MarPat name tape	2	New Item
TROUSERS, COMBAT UTILITY: Woodland MarPat w/embroidered woodland MarPat name tape	2	
TROUSERS, MEN'S: All-season polyester/wool gabardine, green, pair	2	Reduced from 3



UNIFORM BOARD #213: WORKING GROUP MEETING



Issue C: Supplemental Allowance for Marine Corps District (MCD) Newport

The current allowance for 9 male Marines is \$3,363.75. The proposed change with 7 male and 2 female Marines (with the additional long sleeve shirt and desert utilities) is \$4,776.12, a cost increase of \$1,412.37.



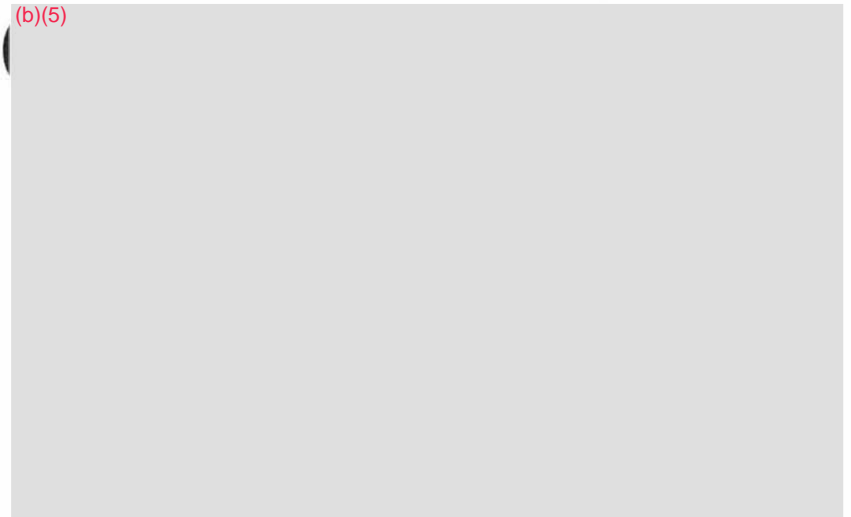
UNIFORM BOARD #213: WORKING GROUP MEETING



**Issue C: Supplemental Allowance for Marine
Corps District (MCD) Newport**

DISCUSSION

(b)(5)





UNIFORM BOARD #213: WORKING GROUP MEETING



Issue C: Supplemental Allowance for Marine Corps District (MCD) Newport

Recommendation:

Approve the change to the MCD Newport supplemental allowance as requested.

Concur: (b)(5) ; Nonconcur (b)(5)

UNIFORM BOARD 213: BACKGROUND INFORMATION

Issue A: UNIVERSAL DRESS AND SERVICE CAPS

Proposal: Adopt one dress and service cap for all Marines.

Background

1. The current male frame cap, with dress and service crowns (see the enclosure), have been the required uniform item since 1922. The enlisted male cap with crowns costs \$32 a Marine (officer caps will cost more).
2. The current female dress and service caps, also known as bucket covers (see the enclosure), have been the required uniform items since roughly 1952. The total projected cost of the current female caps (dress and service combined) is \$129.64 a Marine (officers caps will cost more).
3. In 2002 a Female Uniform Symposium identified the female dress and service caps (also known as the bucket cover) as items in need of improvement/redesign. Upon designing an alternate female cap a subsequent web survey was conducted in 2003, and 67% of the respondents preferred the design of the "improved female cap." The new cap is similar to the male cap, in that it has a single frame with interchangeable white and olive green crowns. In 2005, a prototype was developed and a wear test conducted. The wear test ended with an online survey, resulting in a majority of respondents in favor of the improved female cap with one frame and two interchangeable crowns. In April 2007, CMC approved the improved female cap as a replacement for the current cap.

In 2009, Marine Corps Systems Command (MCSC) identified a problem with the single frame design - distortions occurred when interchanging covers on the single frame. The Uniform Board recommended maintaining the popular new design, but with two separate caps, one service and one dress, and it was subsequently approved by CMC.

Per CMC direction, in 2012, all procurement efforts for the new cap conducted by the Defense Logistics Agency (DLA) were held in abeyance pending DoD mandated exploration of a "universal" (or unisex) cap. During FY12 and FY13, MarCorSysCom, conducted a "female only" field user evaluation (fit and function) comparing the existing male dress cap to the improved female cap, and another online survey (comparing the current cap to the improved female cap on female Marines). Several other extended wear tests (using recruiters, female band members, and most recently female personnel assigned to Marine

Barracks 8th&I during the FY13 summer parade season) were also conducted.

The final statistical outcome of the field user evaluation, the first several wear tests (recruiters and band members) and the online survey indicated that **67% of female Marines were in favor of the improved female cap, 17% were in favor of the male cap and 16% had no preference.**

The results of the final wear test, conducted by female personnel at Marine Barracks 8th&I participating in the FY13 summer parade season, compared the current female "bucket cover" to the current male dress cap only.

If a final cap decision is delayed too long, there is a possibility that there will be a shortage of dress and service caps and recruits will graduate Boot Camp without dress and/or service caps. Additional problems procuring the white vinyl could cause the price to increase significantly and will require a Berry Amendment waiver.

The total projected cost of the enlisted improved female caps (dress and service combined) is **\$82** a Marine (officers caps will cost more).

4. A byproduct of the fit and wear tests is that female Marines concurred with the often heard complaint from male Marines that the current male frame cap is not comfortable. The shape of the cap is round, while most Marines have oval shaped heads. The non-compatible shape of the standard cover causes undue pressure on both the forehead and the back of the head and a gap on the sides. Kingform Cap Company makes an optional cap with an oval frame. MarCorSysCom has been tasked by CMC to improve the comfort of the male frame cap and has reached out to industry for design improvements.

5. It was suggested, via the on-line survey process, that the improved female cap is very similar to the uniform cap worn by SgtMaj Daniel Daly (see enclosure (2)), and would make an acceptable "universal" cap for all Marines. The cap worn by Dan Daly was in the Marine Corps inventory from 1904-1918, but its shape dates back as far as 1897. From this point forward the improved female cap will be known as the "Dan Daly" cap.

Enclosure (1)

Discussion

1. The female "bucket cover" will soon become obsolete, as the sole manufacturer will no longer make the cap. DLA does not currently have a contract to manufacture any new bucket covers.
2. The Marine Corps is being "encouraged" by DoD to standardize on a unisex/universal dress and service cap.
3. DLA already started the procurement process for the improved female cap and if a CMC decision is made to adopt the Dan Daly cap before the end of 2nd Quarter FY14, the caps will be available for issue at the Depots on 1 Oct 2014 (vice starting from scratch with a redesigned male cap - that will take at least 24 months).
4. The male cap, if chosen as the universal cap, requires some product improvements (redesign of the frame and possibly a downsized version of crown for female Marines).
5. Standardizing a universal cap (the Dan Daly cap) will address all uniformity concerns but will be an increased cost to the Corps. The male clothing replacement allowance (CRA) will increase (this is also the vehicle active duty Marines will use to purchase the items instead of physically giving each Marine the new cap) and the Seabag price will increase for male Marines. That will not be offset by any savings realized by the enlisted female population. The chart below outlines the cost associated with a transition to the universal Dan Daly cap.

	Total Cost (for both caps/crowns) per enlisted Marine	Total CRA Cost per Marine
Male frame cap	\$32	\$8.60
Dan Daly cap	\$82	\$31.00
Current Female Bucket Cover	\$129.64	\$48.80

Costs associated with transitioning from the current caps to the universal Daly cap (per Marine/recruit):

➤ **The below CRA costs per individual are anticipated with the transition:**

- o Male frame cap to Daly cap - male CRA **increase \$22.40** per Marine (\$31 Dan Daly Cap - \$8.60 male frame cap CRA)
- o Female Bucket cover to Daly cap - female CRA **decrease \$17.80** per Marine (\$48.80 current bucket cover CRA - \$31 Daly CRA)

Enclosure (1)

- Female Bucket cover to male frame cap - female CRA would **decrease \$40.20** (\$48.80 current bucket cover CRA - \$8.60 male frame cap CRA). There are no costs associated with the male CRA, as they already own the cap.
- Adopting the Dan Daly cap as the universal cap would increase to the FY15 enlisted CRA **\$2,946,722 Military Personnel Marine Corps (MPMC) account**. While the FY15 CRA for female Marines would decrease the by **\$190,353**, the CRA for male Marines would by **\$3,137,075 MPMC**.
- Adopting the male frame cap as the universal cap would decrease the enlisted CRA by **\$676,049 MPMC**.
- **The below active duty enlisted accessions costs per individual are anticipated with the transition:**
 - Adopting the male frame cap as the universal cap will not impose a cost to male recruits (other than costs associated with improving the item). The female Seabag price will go down \$97.64 each recruit for a FY15 cost savings of \$246,150.
 - Adopting the Dan Daly cap as the universal cap will increase the male Seabag \$1,277,150. Adopting the Dan Daly cap as the universal cap will decrease the female Seabag \$120,100. The total enlisted active duty Seabag costs associated with adopting the Dan Daly cap as the universal cap is **\$1,157,050 MPMC**.
- **The below Reserve (RPMC) costs per individual are anticipated with the transition:**
 - Adopting the Dan Daly cap as the universal cap would increase the drilling Reservists and recruits (male and female) costs **\$2,785,613 Reserve Personnel Marine Corps (RPMC) account**.
 - Adopting the male service cap for Reserve recruits would affect cost as follows:
 - Reserve female recruit Seabag costs will decrease **\$17,532 RPMC**.
 - Drilling female Reservists will have to replace their existing covers, at the Corps' expense, which will **cost \$150,060 RPMC**.
 - No costs associated with male reservists (drilling or recruit, as they already have this cap).
 - The total costs associated with transitioning the Reservists to the male frame cap is **\$11,111 RPMC**.

Enclosure (1)

TOTAL FISCAL REQUIREMENT PER OPTION

Fiscal Account	Universal Daly Cap (Option 1 below)	Universal Male Frame Cap (Option 2 below)
MPMC	Increase <u>\$4,103,772</u> (\$2,946,722 CRA increase + \$1,157,050 Seabag increase)	Decrease <u>\$676,049</u> (\$429,899 CRA decrease + \$246,150 Seabag decrease)
RPMC	Increase <u>\$2,785,613</u> (\$284,285 AR CRA & Seabag + \$2,501,328 one time isuse)	Increase <u>\$11, 111</u> (\$58,560 one time issue -\$47,449 AR CRA & Seabag)

Working Group Feedback: (b)(5)

(b)(5)

(b)(5)

Command Representative Feedback: 34,356 Marines provided feedback on this question via their unit command representative. Of those Marines who answered this question, 31,996 were male Marines/3,116 were female Marines. 3,193 (9%) participants voted in favor of the Dan Daly cap as the universal cap. 31,163 (91%) voted in favor of the male frame cap as the universal cap. Comments provided verbally and via email to the Uniform Board indicated a level of (b)(5)

(b)(5)

(b)(5)

Marines again expressed concern over the comfort and fit of the male frame cap.

Enclosure (1)

**Some Marines provided feedback directly to the Uniform Board (vice using the command representative), which enabled the compilation of votes by gender. Of the individual votes, 10% of the males 47% of the female Marines voted in favor of the Dan Daly cap. 90% of the males and 53% of the females voted in favor of the male frame cap.*

Uniform Board:

- (b)(5) voted for Option 1: Adopt the Dan Daly cap as the universal cap
- (b)(5) voted for Option 2: Adopt the current male cap as the universal cap (with some modifications to make it more comfortable but maintain the same distinctive look).

Enclosure (1)

Issue B: Partial Multiple Braids for Female Marines

Proposal: Change the Uniform Regulations to allow female Marines to wear partial multiple braids.

Background

1. Paragraph 1004.7.b.1(b)1 of the Uniform Regs states

"1. Braids. Medium and long hair may be braided. Multiple braiding (defined as more than two braids) is authorized. When worn, multiple braids shall be of uniform dimension, small in diameter (approx. 1/4 inch), show no more than 1/8 of an inch of scalp between the braids and must be tightly interwoven to present a neat, professional, well groomed appearance. Foreign material (i.e., beads, decorative items) shall not be braided into the hair. Braids must continue to the end of the hair in one direction, in a straight line, and can be worn loose per medium hair length guidelines or secured to the head in the same manner as described for medium or long length hair styles. Ends shall be secured only with inconspicuous rubber bands. If multiple braids are worn they must encompass the whole head. MARADMIN 504/07"

2. Paragraph 1004.7.b.1(b)2 allows the wear of hair extensions, as long as the extensions are the same basic color/texture as the individual's natural hair.

3. Paragraph 1004.7.b.1(a)2-3 state that the bulk of their hair (as the hair lays flat on the head) cannot extend more than 2 inches from the scalp, and that buns, when worn, cannot be wider than the head or extend out more than 3 inches from the scalp.

Discussion

1. As currently written, the Regulations state that braids must continue to the end of the hair, which is where female Marines who wear the multiple braid hairstyle are having trouble staying within the Regulations.

2. The purpose of the multiple braid hairstyle is to add long, straight length to an individual's hair. To add length to the hair requires hair extensions (natural or synthetic), which adds bulk. When wearing the braids long, the hair then needs to be secured up, following the long hair regulations. Most often this then violates the "bulk of the hair" regulations and the "big bun" regulations.

Enclosure (1)

3. While braids are not ethnic specific, the multiple braid hairstyle is one worn more frequently worn by Marines with naturally curly/kinky hair. Multiple braids are considered a good option for female Marines because they are versatile, easy to maintain and look good in and out of uniform. This hairstyle is also easier on the hair and scalp, as securing your hair into a bun daily is very hard on this texture of hair and results in a lot of breakage and sustained hair loss over time. The additional length added by braids provides enough length for the hair to be secured in a bun, cutting down on the daily rigor of maintaining short and medium hair when on a heavy PT schedule (daily washing, blow drying and curling can cause extensive damage to the hair).

4. To fully braid long hair takes a professional anywhere from 8 to 12 hours and costs roughly \$200-\$300 each time. To braid the hair to only the hairline, in what is known as a partial multiple braid hairstyle, takes a professional 3 to 8 hours and costs roughly \$80-\$250 each time.

5. The partial multiple braid hairstyle offers a neat and professional hairstyle that allows a Marine to stay within the bulk of the hair guidelines and acceptable bun dimensions. It is not a currently authorized hairstyle, but a popular one being worn by many Marines, because the braid doesn't continue the full length of the hair (it stops at the hairline/natural hair), and offers flexibility in styles and a professional look commensurate with all other ethnicities.

6. The recommended change to the Uniforms Regulations is provided below (changes are in bold):

">Ch 5 (b) Hairstyles. Faddish and exaggerated styles to include shaved portions of the scalp other than the neckline, designs cut in the hair, unsecured ponytails (except during physical training), and unbalanced or lopsided hairstyles are prohibited... Examples of hairstyles considered to be faddish or exaggerated and thus not authorized... buns or braids with loose hair extending at the end (**except as authorized below**), hair styles with severe angles, and loose unsecured hair (not to include bangs) when medium/long hair is worn up. MARADMIN 504/07

- 1. Braids. Multiple braiding (defined as more than two braids) is authorized. **When worn, multiple braids** shall be of uniform dimension, small in diameter (approx. 1/8 to 1/4 inch), show no
- Enclosure (1)

more than 1/8 of an inch of scalp between the braids and must be tightly interwoven to present a neat, professional, well groomed appearance. If multiple braids are worn they must encompass the whole head. Foreign material (i.e., beads, decorative items) shall not be braided into the hair. Braids must continue to the end of the natural hair and can be worn loose from that point. When worn loose, braids will be secured to the head in one direction, in straight lines (fore and aft when wearing a bun). The hair forming the bun may be unbraided. Buns and ends shall be neatly and inconspicuously fastened or pinned. MARADMIN 504/07"

Working Group Feedback: (b)(5)

(b)(5) ending in loose hair that can be secured in a bun. Changes to the proposed text were made to make it more easily understood and enforceable by everyone.

Command Representative Feedback: Of the 33,912 votes on this issue, 18,012 (53%) of the respondents voted in favor of the recommended change. 15,900 voted against the proposed regulation change.

Uniform Board Feedback: (b)(5)

(b)(5) If Marines are better educated on where to find grooming regulations and what they mean, the enforcement issue will improve significantly. The Board members agreed that since this would be a big quality of life improvement for female Marines, that it would improve the professional image of the Marine Corps, that it should be approved. The Board (b)(5) in favor of the regulation changes.

Voting History

Working Group:

- (b)(5) Concurred with the proposed change to the female hairstyle regulations as detailed above.
- (b)(5) Nonconcurred with the proposed change to the female hairstyle regulations as detailed above.

Command Representative:

- 18,012 Concurred with the proposed change to the female hairstyle regulations as detailed above.

Enclosure (1)

- 15,900 Nonconcurrent with the proposed change to the female hairstyle regulations as detailed above.

**Some Marines provided feedback directly to the Uniform Board (vice using the command representative), which enabled the compilation of votes by gender. Of the individual votes, 50% of the males and 94% of the female Marines voted in favor of the regulation change authorizing partial multiple braids.*

Uniform Board:

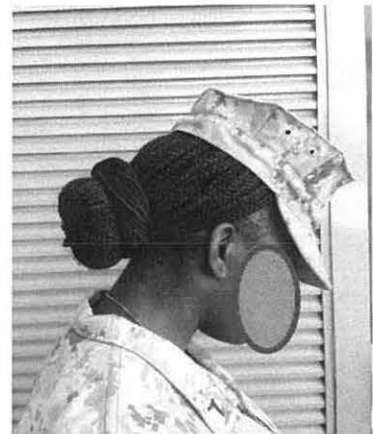
- (b)(5) Concurred with the proposed change to the female hairstyle regulations as detailed above.
- (b)(5) Nonconcurrent with the proposed change to the female hairstyle regulations as detailed above.



Partial Braids mixed with un-braided hair (unauthorized)



Multiple Braids in a bob hairstyle, Authorized



Full multiple braids (out of regs because the bun is way too big.

Enclosure (1)

**Issue C: Supplemental Allowance for Marine Corps District (MCD)
Newport**

Proposal: Change the existing supplemental clothing allowance for MCD Newport Marine Corps drill instructors as detailed below.

Background

1. The table of organization for MCD Newport (UIC M3275) has been changed to include two permanent female drill instructors and the unit was moved from Pensacola, FL (a tropical environment) to Newport, Rhode Island, which has a warm summer and can experience very cold winters (necessitating additional winter uniforms). The command now has 2 female and 7 male billets.

The existing allowance is detailed below, with the new items bolded.

Item	Qty	Note
COAT, COMBAT UTILITY: Desert w/embroidered emblem and embroidered Desert MarPat name and service tape	2	
COAT, COMBAT UTILITY: Woodland MarPat w/embroidered emblem and embroidered woodland MarPat name and service tape	2	
SHIRT, MEN'S: Polyester/wool, khaki, quarter length	2	Reduced from 3
SHIRT, MEN'S: Polyester/wool, khaki, long-sleeve	2	New Item
SHIRT, WOMEN'S: Polyester/wool, khaki, quarter length	2	New Item to reflect 2 female billets
SHIRT, WOMEN'S: Polyester/wool, khaki, long-sleeve	2	New Item to reflect 2 female billets
SLACKS, WOMEN'S: All-season polyester/wool gabardine, green, pair	2	
TROUSERS, COMBAT UTILITY: Desert MarPat w/embroidered woodland MarPat name tape	2	New Item
TROUSERS, COMBAT UTILITY: Woodland MarPat w/embroidered woodland MarPat name tape	2	
TROUSERS, MEN'S: All-season polyester/wool gabardine, green, pair	2	Reduced from 3

Enclosure (1)

The current allowance for 9 male Marines is \$3,363.75. The proposed change with 7 male and 2 female Marines (with the additional long sleeve shirt and desert utilities) is \$4,776.12, a cost increase of \$1,412.37.

Discussion

1. The addition of female Marines to the T/O requires the addition of the female uniform items to the existing allowance. The request for the long sleeve khaki shirts and woodland utilities is a result of moving from a tropical climate to a temperate climate with traditionally cold/snowy winters.

2. Drill instructors at the Depots receive an organizational issue of 6 sets of utilities, 5 long sleeve khaki shirts, 8 short sleeve khaki shirts and 4 pairs of green trousers (females get the same except 6 green skirts and 2 pairs of slacks).

Working Group Feedback: All of the Group (b)(5) with the proposed allowance change.

Command Representative Feedback: 33,397 Marines responded to this question via their command representatives. 23,027 Marines voted in favor of the allowance change and 10,370 voted against it.

Uniform Board Feedback: It was agreed by the Board members that this is a parity issue for the females Marines. Because the male Marines get the supplemental allowance, the female Marines should as well. There was some discussion about the fairness of supplemental service uniform allowances, Corps-wide, especially as it is becoming the uniform of the day for many units (as the dress blue "C"/"D" uniforms are for recruiters and embassy security guard personnel). It was decided that was an issue best saved for another day.

Voting History

Working Group:

- (b)(5) Concurred with the proposed change to the MCD Newport supplemental allowance as depicted above.
- (b)(5) Nonconcurred with the proposed change to the MCD Newport supplemental allowance as depicted above.

Enclosure (1)

Command Representative:

- 23,027 (69%) Concurred with the proposed change to the MCD Newport supplemental allowance as depicted above.
- 10,370 (37%) Nonconcurred with the proposed change to the MCD Newport supplemental allowance as depicted above.

**Some Marines provided feedback directly to the Uniform Board (vice using the command representative), which enabled the compilation of votes by gender. Of the individual votes, 62% of the males and 82% of the female Marines voted in favor of the change to the supplemental allowance.*

Uniform Board:

- (b)(5) Concurred with the proposed change to the MCD Newport supplemental allowance as depicted above.
- (b)(5) Nonconcurred with the proposed change to the MCD Newport supplemental allowance as depicted above.

Enclosure (1)

COMMAND REPRESENTATIVE VOTING RECAP*

UNIT	GENDER		ISSUE A: Universal Dress/Service Caps		ISSUE B: Partial Multiple Braids		ISSUE C: Supplemental Allowance MCD Newport	
	MALE	FEMALE	OPTION 1 Daly Cap	OPTION 2 Male Frame Cap	CONCUR	NONCONCUR	CONCUR	NONCONCUR
Totals	31,996	3,116	3,193 (9%)	31,163 (91%)	18,012 (53%)	15,900 (47%)	23,027 (69%)	10,370 (37%)

INDIVIDUAL MARINE RECAP

	Males		Female	
	Opt 1 (Daly Cap)/Concur	Opt 2 (Male Frame Cap)/Nonconcur	Opt 1 (Daly Cap)/Concur	Opt 2 (Male Frame Cap)/Nonconcur
Issue A: Universal Dress/Service Caps	5 (10%)	47 (90%)	8 (47%)	9 (53%)
Issue B : Partial Multiple Braids	26 (50%)	26 (50%)	16 (94%)	1 (7%)
Issue C: Supplemental Allowance MCD Newport RI	32 (62%)	20 (38%)	14 (82%)	3 (18%)

**Hard copy survey input is being maintained by the Uniform Board and is available if desired.*

Enclosure (1)



DEPARTMENT OF THE NAVY
HEADQUARTERS US MARINE CORPS
PERMANENT MARINE CORPS UNIFORM BOARD
2200 LESTER STREET
QUANTICO VA 22134

In reply refer to:
1020
MCUB
29 OCT 13

DECISION MEMORANDUM
FOR THE
COMMANDANT OF THE MARINE CORPS

Subj: PROCEEDINGS OF MARINE CORPS UNIFORM BOARD NO. 213

Encl: (1) Background Package and Command Representative Feedback
(2) Graphics

1. The following Uniform Board items require CMC decision. Enclosure (1) provides amplifying information if required/desired. Due to time constraints, an electronic query of the Headquarters Marine Corps Staff Agencies was not conducted, but the package will be routed via the Deputy Commandant for Programs and Resources. Please provide a recommendation/decision in the appropriate block on the voting matrix (table format) for each issue below. Graphics are provided at enclosure (2).

a. Agenda Item A: Universal Dress and Service Caps

Recommendation: If required to adopt a universal cap, adopt the current male cap, with product improvements for fit and appearance for male and female Marines, as the universal dress and service cap for the Marine Corps.

<u>Voting Organization</u>	<u>Option 1 (Dan Daly cap)</u>	<u>Option 1 (male frame cap)</u>	<u>Abstain/Tabl</u>
Command Representative	<u>3,193</u> (see note 1 below)	<u>31,163</u> (see note 1 below)	<u>0</u>
Uniform Board	<u>0</u>	<u>14</u>	<u>1</u>
DC P&R	<input type="checkbox"/> _____	<input type="checkbox"/> _____	<input type="checkbox"/> _____
DMCS	<input type="checkbox"/> _____	<input type="checkbox"/> _____	<input type="checkbox"/> _____
SMMC	<input type="checkbox"/> _____	<input type="checkbox"/> _____	<input type="checkbox"/> _____

Note 1: Some Marines provided feedback directly to the Uniform Board (vice using the command representative), which enabled the compilation of votes by gender. Of the individual votes, 10% of the males 47% of the female Marines