

**ARKANSAS FORESTRY COMMISSION
UNIFORM POLICY
§ 115**

1. Persons employed in “Uniformed Positions” shall wear an approved AFC uniform while working.
2. The only appropriate use of a uniform allowance is to purchase prescribed uniform items. The prescribed items include, but are not limited to, leather boots, brown or black belt, shirts, green pants, green coat with AFC patch or emblem, silver or gold name tag, and hat with AFC emblem. Descriptions of these and other approved items are found below.
3. If the State Forester determines that funds are available, the AFC will disburse uniform allowances to full-time employees in uniformed positions in annual amounts not to exceed:
 - initial: \$400
 - annual maintenance: \$300
4. Uniformed allowance will be spent in the fiscal year that the allowance is provided. Employees will give receipts to the Unit Supervisor. Receipts will be maintained in a file by fiscal year for three fiscal years.
5. Uniformed Positions:

Assistant State Forester	Aviation Manager
Aviation Pilot	Baucum Nursery Supervisor
Baucum Nursery Mechanic	Baucum Nursery Reforestation Foreman
Baucum Nursery Technician	BMP Coordinator
Communications Systems Manager	Communications Electronic Technician
County Forester	Deputy State Forester
Dispatch Center Supervisor	Dispatch Center Adm. Office Supervisor
Dispatch Center Fire Weather	Dispatcher
District Forester	Firewise Coordinator
Firewise Public Information Specialist	Forest Entomologist
Forest Inventory Analysis Coordinator	Forest Inventory Specialist
Forest Rangers I, II, & County Forest Ranger	Investigator
Information Officer	PSSF Forest Manager
PSSF Forest Foreman	PSSF Forest Technician
Reforestation Manager	Tree Improvement Reforestation Foreman
Tree Improvement Technician	RFP Administrator
RFP Coordinator	RFP Training Instructor
RFP Screener	Staff Forester
State Forester	Training Officer
Urban Forestry Coordinator	Urban Forestry Partnership Coordinator
Others as required by State Forester	

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6. Newly hired full-time employees in uniformed positions may receive the initial uniform allowance after six months.
7. Former employees rehired to uniformed positions may receive the annual uniform maintenance allowance.
8. Employees may purchase approved personal protective equipment-shirts, pants and coveralls with uniform allowance.
9. Only hats with AFC logo may be worn. AFC logo may be worn on hats in hunter safety colors only while working in the field. Camo hats are not allowed.
10. Green pants and silver tan shirts comprise the dress uniform.
11. Class A approved dress pants are Elbeco Response forest green trousers, Flying Cross Command Wear green trousers, or similar four pocket forest green or O.D. green pants. Uniform pants in jean style are Wrangler, Dickie and Carhartt. BDU/TDU style pants are Blauer, Propper, and 5.11 or similar green jeans or BDU/TDU pants.
12. Approved dress or field duty shirts are Horace Small, Flying Cross, Blauer, and Elbeco Classic or similar shirt in the silver tan color. The AFC patch will be fixed below the left shoulder seam. The patch designating the employee's position will be fixed below the right shoulder seam. A silver or gold name tag may be worn centered and positioned along the top of the right pocket.
13. The dress uniform or business casual collared shirt with AFC logo will be worn at public meetings with business casual dress khaki style pants or neat in appearance blue jeans.
14. When in uniform for a public event, employees will be neat in appearance.
15. A tee shirt with AFC logo and jeans may be worn for field work.
16. The following uniformed positions are required to carry the AFC-issued badge and approved identification in the billfold cases provided:
 - County Forest Ranger
 - Assistant State Forester, Protection Fire Management
 - Officer Investigator
 - District Law Enforcement Officer
 - Other positions approved by State Forester
17. Investigators and District Law Enforcement Officers will follow the dress code in the AFC Law Enforcement Handbook.

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18. This Policy supersedes all earlier uniform policies and interpretive memoranda, which are hereby repealed.