



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

June 26, 2026
CPM-2026-09

Memorandum for Heads of Executive Departments and Agencies

From: Scott Kupor
Director

Subject: Final Regulations on Uniform Allowances

The U.S. Office of Personnel Management (OPM) is pleased to announce the issuance of final regulations amending the uniform allowance authority found at [5 U.S.C. 5901 through 5903](#) and [5 CFR part 591, subpart A](#). The authority applies to most Federal civilian employees who are required to wear uniforms in the performance of official duties. These regulations were published on Tuesday, April 14, 2026. The final rule will be effective Monday, July 13, 2026, as specified in the [Federal Register](#) and confirmed via a second [Federal Register Notice dated June 26, 2026](#).

Summary of Key Regulatory Changes

- Increases the maximum annual uniform allowance that may be paid to an employee or for furnishing of uniforms by an agency from \$800 to \$1,500.
- Clarifies the definition of “uniform.”
- Allows an agency to pay up to 4 percent of a uniform supplier’s service charges when uniforms are furnished to employees, as long as the sum cost of the uniforms and service charges do not exceed the new maximum annual uniform allowance permitted for an employee.
- Revises the requirement that agencies must maintain written policies when a uniform allowance is provided to employees, agencies furnish uniforms, or both.

Comprehensive information on the regulatory changes is available within the Federal Register notice. In addition, this memorandum’s attachments provide further information on the regulatory changes and frequently asked questions. OPM has also updated the Uniform Allowance Fact Sheet to reflect the regulatory changes. Finally, OPM plans to provide additional guidance in the future on implementing the final regulations. Agencies must review the regulations and update internal policies to

ensure compliance with 5 CFR part 591, subpart A, by the effective date: Monday, July 13, 2026.

Additional Information

Agency headquarters-level HR offices may contact OPM at paypolicy@opm.gov. Agency components and field offices should consult their headquarters-level HR office. Employees and supervisors should contact their agency HR office or uniform coordinator for additional information.

Attachments

- [Updates to 5 CFR Part 591](#)
- [Frequently Asked Questions](#)
- [Uniform Allowance Fact Sheet](#)

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, Human Resources Directors, and Deputy Human Resources Directors