

UNIFORM BOARD 213: BACKGROUND INFORMATION

Issue A: UNIVERSAL CAP

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

Background

1. The current male frame cap, with dress and service crowns (see enclosure (1)), have been the required uniform item since 1922 (see enclosure (2) for an evolution of the Marine Corps male cap). 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 enclosure (1)), 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.

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:
 - Male frame cap to Daly cap - male CRA increase \$22.40 per Marine (\$31 Dan Daly Cap - \$8.60 male frame cap CRA)
 - Female Bucket cover to Daly cap - female CRA decrease \$17.80 per Marine (\$48.80 current bucket cover CRA - \$31 Daly CRA)
 - 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.
- o Adopting the Dan Daly cap as the universal cap would increase to the FY15 enlisted CRA \$3,607,447 Military Personnel Marine Corps (MPMC) account. While the FY15 CRA for female Marines would decrease the by \$31,097 (1,747 female enlisted Marines x \$17.80), the CRA for male Marines would by \$3,638,544 MPMC (162,435 male Marines X \$22.40 difference between male frame cap and Daly cap CRA).
 - o Adopting the male frame cap as the universal cap would decrease the enlisted CRA by \$70,229.40 MPMC (1,747 female enlisted Marines x \$40.20).
- The below active duty enlisted accessions costs per individual are anticipated with the transition:
- o 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 \$234,336.00 (2,400 female recruits x \$97.64).
 - o Adopting the Dan Daly cap as the universal cap will increase the male Seabag \$1,484,435.00 (29,687 male recruits x \$50 difference in cost between male frame cap and Dan Daly cap). Adopting the Dan Daly cap as the universal cap will decrease the female Seabag \$114,336.00 (2,400 x \$47.64 cost difference between the female bucket cover and the Dan Daly cap). The total enlisted active duty Seabag costs associated with adopting the Dan Daly cap as the universal cap is \$1,370,099.00 MPMC.
- The below Reserve (RPMC) costs per individual are anticipated with the transition:
- o Adopting the Dan Daly cap as the universal cap would increase the drilling Reservists and recruits (male and female) costs \$3.2M Reserve Personnel Marine Corps (RPMC) **account** (5,512 recruits + 34,054 drilling reservists x \$82).
 - o Adopting the male service cap for Reserve recruits would affect cost as follows:
 - Reserve female recruit Seabag costs will decrease \$18,551.60 RPMC (\$97.64 x 190 female Reserve recruits).
 - Drilling female Reservists will have to replace their existing covers, at the Corps' expense, which will cost \$39,072.00 RPMC (\$32 for the cap x 1,221 drilling female Reservists).
 - 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 \$20,520.40 RPMC (\$39,072 - \$18,551.60).

TOTAL FISCAL REQUIREMENT PER OPTION

Fiscal Account	Universal Daly Cap (Option 1 below)	Universal Male Frame Cap (Option 2 below)
MPMC	Increase \$4,977,546.00 (\$3,607,447 CRA increase + \$1,370,099 Seabag increase)	Decrease \$304,565.40 (\$70,229.40 CRA decrease + \$234,336.00 Seabag decrease)
RPMC	Increase \$3,244,412.00 (39566 drilling Reservists/recruits x \$82)	Increase \$20,520.40 (\$39,072 drilling female Reservists cost - \$18,551.60 savings female Reserve Seabag)

Working Group Feedback: None of the Working Group members liked the idea of a universal cover for all Marines. When polled, all 12 voting members of the working group voted for gender specific caps (male frame cap for male Marines and Dan Daly cap for female Marines). The male Group members expressed a desire to maintain the current male frame cap, but agreed that it should be re-designed to improve the comfort of the cap. The Group members did not like the appearance of the Dan Daly cap on the male Marine. They said it looked like a "porter's" cap, and couldn't envision it with a broader crown. There was very little concern for the cost, as they were more concerned with the aesthetics. When they voted on a universal cap (either the Dan Daly cap or the male frame cap) it was a 50/50 split, with 6 members (5 males and 1 female) voting for the Dan Daly cap as the universal cap and 6 members (5 males and 1 female) voting for the male frame cap as the universal cap. The Working Group head (a female) provided the tie breaking vote in favor of the Dan Daly cap.

Voting History

Working Group:

- 7 voted for Option 1: Adopt the Dan Daly cap as the universal cap
- 6 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).

Recommendation: Provide a preference for one of the two options detailed below.

- **Option 1:** Adopt the Dan Daly cap as the universal cap, 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).