

**Memorandum of Understanding  
Between  
U.S. Customs and Border Protection  
And  
National Border Patrol Council**

**Standard Outer Garment Carrier  
Performance Patrol Shirt**

This Memorandum of Understanding (MOU) documents the agreement between U.S. Customs and Border Protection, U.S. Border Patrol (CBP or the Agency) and National Border Patrol Council (NBPC or Union) over the procedures by which the Performance Patrol Shirt (PPS) and Standard Outer Garment Carrier (SOGC or Body Armor) are standardized as uniform items and the roles of management and NBPC.

- A. This agreement is limited to the application of the PPS as a uniform item in combination with the SOGC and, unless otherwise stated in this agreement, does not affect the Uniform and Grooming Standards Policy.
- B. This MOU is applicable to all eligible bargaining unit employees.
- C. The SOGC is a ballistic outer carrier, intended to be worn over the Class C Rough Duty Uniform (RDU) or plainclothes. It provides a platform for the carriage of ballistic panels and the attachment of identification placards and accessories.
  - 1. The required uniform nametape will be affixed to the upper front right Velcro section of the SOGC, positioned directly above the required front panel placard.
  - 2. The only authorized badge, which is mandatory on the SOGC, is the issued yellow/gold colored "CBP Border Patrol Badge," and will be affixed to the upper front left Velcro section of the SOGC.
  - 3. Only placards approved by the Chief are available for wear. Approved placards are mandatory items.
  - 4. Medical-related insignia (medic cross patch or IFAK patch) with conservative colors is permitted on pouches containing medical supplies, such as an individual first aid kit (IFAK) to indicate to others that medical supplies are contained within. No other badges, patches, pins, or insignia are permitted unless explicitly authorized.
  - 5. Accessory items that may be attached, affixed, or displayed on the SOGC, may be solid black or green in color only; green accessories should be similar to the RDU green.
  - 6. Agents will be provided all necessary placards.
- D. The PPS is a Class C RDU uniform item, intended to be worn under the SOGC, which may be purchased and worn voluntarily as outlined in this agreement.

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1. The item will be made available to the field via the DHS/CBP online uniform ordering system and a survey will be conducted within 6-12 months from signature of this document.
2. The PPS is available in a long sleeve and a short sleeve shirt, which is constructed of moisture wicking/breathable materials. It has a collar to maintain the appearance of the RDU. The long sleeve shirt has zippered pockets underneath the patches on both sleeves. The short sleeve does not have pockets.
3. When wearing the PPS, it is mandatory that the issued SOGC, with ballistic panels inserted, be worn, and the badge and nameplate are to be affixed to the SOGC as required.
4. Modifications to the PPS are prohibited.

**E. The survey questions will be generated from a workgroup comprised of Agency and NBPC representatives.**


1. An equal number of representatives is authorized.

**F. The survey results will be utilized by management as a method of determining suitability of the item for future use.**

1. A copy of the survey results is to be provided to NBPC upon request.


**G. This MOU will become effective upon the date of the last signature obtained below, subject to the requirements of Agency Head Review under 5 USC § 7114 (c), and may be modified upon written agreement between both parties at any time.**

Signatures:  
For the Agency:

  
 \_\_\_\_\_  
 Benjamin C. Huffman      Date  
 Directorate Chief  
 U.S. Border Patrol

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For NBPC

  
 \_\_\_\_\_  
 Brandon L. Judd      Date  
 President  
 National Border Patrol Council

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GABRIELA A  
SMITH

Digitally signed by GABRIELA A SMITH  
DN: cn=GABRIELA A SMITH, o=U.S. Department of Homeland Security, ou=U.S. Customs and Border Protection, email=gsmith@cbp.dhs.gov, c=US

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 Gabriela Smith      Date  
 Human Resource Specialist  
 Office of Human Resources Management