State of New Mexico
Office of Military Affairs
Human Resources Office
Santa Fe, NM 87508-4695

THE NEW MEXICO NATIONAL GUARD

MILITARY TECHNICIAN

ENVIRONMENTAL AND HAZARDOUS DUTY

PAY DIFFERENTIALS

EFFECTIVE 31 JULY 2003

This regulation supersedes
AGONM TPR 532-1
Dated 15 Sep 92

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ENVIRONMENTAL AND HAZARDOUS DUTY PAY DIFFERENTIALS

CHAPTER 1

GENERAL

1-1. Purpose: The purpose of this regulation is to establish policies and procedures for the implementation and administration of Environmental and Hazardous Duty (EDP/HDP) Pay Differentials.

1-2. Objective: The objective of the New Mexico National Guard Safety program is to eliminate or reduce to the lowest level possible all hazards, physical hardships, and working conditions of an unsafe nature. This regulation serves as a guide for the compensation of affected technicians when safety measures cannot practically eliminate a severe hazard, physical hardship, or unsafe working condition. In these situations, EDP/HDP may be warranted. Regardless of whether or not environmental or hazardous duty differential pay is authorized, supervisors must continue to do whatever is necessary to eliminate all dangers and risks which may cause a severe hazard, physical hardship, or unsafe working condition.

1-3. Definitions:

a. Environmental Pay Differential: A method of payment to a wage (WG, WL, or WS) technician who is exposed to a hazard, physical hardship, or working condition of an unusually severe nature listed under the categories in 5 CFR 532, Part 511, Subpart E, Appendix A, Parts I and II.

b. Payment for actual exposure: This type of payment is paid to a technician for the actual hours of exposure to the condition.

c. Payment for Hours in Pay Status: This type of payment is paid to a technician for all hours he/she was in a pay status during the day on which the exposure occurs, including hours in a paid leave status.

d. Hazardous Pay Differential: Additional pay for a General Schedule (GS) employee for the performance of irregular or intermittent hazardous duty or duty involving physical hardship listed under the categories in 5 CFR Part 550, Subpart I, Appendix A.

e. Hazardous Duty: A duty performed under circumstances in which an accident could result in serious injury or death.

f. Physical Hardship: A duty which may not in itself be hazardous but which causes extreme physical discomfort or distress and which is not adequately alleviated by protective clothing or mechanical devices.

g. Qualification for Payment: For a technician to qualify for EDP or HDP, a work situation must be approved by the NMNG Human Resources Officer (HRO). In certain instances, the HRO may authorize an approved situation to be used at more than one location in the State.

CHAPTER 2

EDP/HDP OVERALL PROGRAM RESPONSIBILITIES

2-1. General: Everyone at all levels must ensure every effort is made to protect employees from potential hazards or physical hardships. If a hazard or physical discomfort cannot be practically eliminated, then compensation must be provided to a technician through Environmental or Hazardous Duty Differential Pay.

2-2. Responsibilities:

a. The Adjutant General will appoint two separate State EDP/HDP committees (one Army and one Air) to review requests and make EDP/HDP recommendations to the Human Resources Officer (HRO).

b. The Human Resources Officer (HRO) will:

(1) Approve or disapprove all EDP/HDP situations.

(2) Designate a representative to be the Program Manager and a non-voting member for both State committees (usually the Classification Specialist).

(3) Ensure all EDP/HDP situations are reviewed and recertified at least annually by the Army and Air State EDP Committees.

c. Army and Air State EDP/HDP Committees will:

(1) Be appointed by The Adjutant General and will include, but are not limited to, representatives from the respective (Air and Army) Safety Office, Environmental Office, Logistics Office, Comptroller, and the labor organization. Additionally, each appointed member will ensure an alternate member is available to serve in his or her absence. Committee chairpersons will be the senior officers serving in their respective committee.

(2) The Committees will meet at the direction of the Human Resources Officer, or the direction of the committees' chairpersons to review requests for EDP/HDP pay differentials.

(3) The Committees will recommend to the HRO situations for approval/disapproval of EDP/HDP pay differentials.

(4) The Committees are advised that the attachments to this regulation were extracted directly from the Code of Federal Regulations, and the Committee members must ensure the attachments are current when deliberating payment of EDP/HDP.

CHAPTER 3

ENVIRONMENTAL DIFFERENTIAL PAY (EDP) FOR WAGE TECHNICIANS

3-1. Introduction: This chapter provides the details necessary to implement an Environmental Differential Pay (EDP) program in the New Mexico National Guard as authorized by 5 CFR 532, Part 511, Subpart E, Appendix A, Parts I and II, NGB TPR 500, and this regulation.

3-2. Coverage:

a. Environmental Differential Pay applies only to Wage Technicians (WG, WL, or WS). Personnel assigned to General Schedule (GS) positions are not tasked with situations covered under 5 CFR 532. Instead, GS technicians in hazardous working conditions must be evaluated for HDP under 5 CFR 550, Parts 901-906, Subpart I, which is covered in Chapter 4 of this regulation.

b. EDP will be paid in accordance with this regulation and only for those situations approved by the Adjutant General or his designated representative, the HRO.

3-3. Basis for EDP:

a. Environmental differentials are paid for those work situations in which a Wage technician is exposed to a potentially severe hazard which is likely to occur and where no adequate precautions or protection is available to minimize or eliminate physical injury, illness or death to the worker should the hazard occur. Examples of unusually severe hazards for which EDP could be authorized are:

(1) Work on high structures when the hazard is not practically eliminated by protective equipment such as scaffolding, enclosed ladders, etc.

(2) Work on high open structures when adverse conditions such as darkness, lightning, steady rain, snow, sleet, ice, or high winds exist.

(3) Working with or in close proximity to explosives and/or incendiary material wherein the potential for personal injury or death cannot be practically eliminated by safety devices, procedures, or protective equipment.

(4) Exposure to an unusually severe physical hardship under circumstances which cause significant physical discomfort or distress that cannot be practically eliminated by protective devices.

(5) Exposure to unusually severe working conditions involving exposure to fumes, dust, or noise that cause significant distress or discomfort in the form of nausea, skin, eye, ear, or nose irritation; or conditions which cause abnormal soiling of the body.

b. Environmental situations do not qualify for differential compensation solely because an element of hazard or discomfort has been identified in a work situation. The hazard must involve a real threat with no effective measures available to protect the technician from discomforts or threat of injury. A technician must experience significant actual discomfort

arising from the work situation with no effective means available to relieve the discomfort. The hazard or discomfort in a job situation must be such that the technician is exposed to unrelieved discomfort or to potential injury or harm significantly beyond that experienced by other technicians or the general population.

c. If no effective measures are available to protect the technician from the effects of the work environment, and the worker experiences real injury or serious discomfort, appropriate compensation through environmental differential pay must be provided. However, the essential requirement for the work assignment which involved potential hazard or serious discomfort must be determined first; available protection must be used to reduce the effect of the adverse environmental conditions as much as possible; and the number of technicians exposed to the potential hazard or severe discomfort should be limited to the absolute minimum necessary to accomplish the work assignment.

3-4. Payment for EDP Situations:

a. An environmental differential is paid to wage technicians who are exposed to a hazard, physical hardship, or working condition of an unusually severe nature for which an approved situation exists.

b. These payments are made only in those instances where the exposure, physical hardship or working conditions of an unusually severe nature are not taken into consideration in the job-grading process, and additional pay for exposure to these conditions is provided only through the authorized environmental differentials.

c. A technician subjected at the same time to more than one hazard, physical hardship, or working condition of an unusually severe nature shall be paid for the exposure which results in the highest differential but shall not be paid more than one differential for the same hours worked.

d. EDP is authorized only when technicians are in a pay status. Overtime that is worked for compensatory time off is not a paid status for this purpose. The Comptroller General has ruled that compensatory time worked is not a paid status. Therefore, EDP is not authorized to be paid to personnel who are in a compensatory pay status.

3-5. Establishment of Environmental Differentials:

a. Environmental differentials are stated as percentage amounts and are authorized for categories of exposures as defined in 5 CFR 532 Part 511, Subpart E, Appendix A, Parts I and II (Attachment 1 to this regulation). Part I of this Appendix describes work situations and the corresponding EDP percentages, in which a wage technician is entitled to an environmental differential on an ***Actual Exposure Basis***. Part II describes work situations and corresponding EDP percentages, in which a wage technician is entitled to an environmental differential on a basis of ***Hours in Pay Status***.

(1) In Part I situations (Actual Exposure Basis), a technician shall be paid a minimum of one hour's differential pay for the actual exposure. For exposure beyond one hour, the technician shall be paid in increments of one quarter hour for each 15 minutes or portion thereof in excess of 15 minutes. Entitlement begins with the first instance of exposure

and ends one hour later, except when that exposure continues beyond the hour, it shall be considered ended at the end of the quarter hour in which exposure actually terminated.

(2) In Part II situations (Hours in Pay Status), a technician is entitled to an environmental differential on the basis of hours in a pay status and shall be paid EDP for all hours the technician is in a pay status on the day in which he/she is exposed to the Part II situation.

b. Amount payable: Regardless of whether the technician is entitled to EDP under a Part I situation or a Part II situation, the technician will be paid the percentage rate authorized for the exposure multiplied by the second rate (step two) for grade WG-10 on the current regular nonsupervisory wage schedule for the area (counting one-half cent and over as a full cent). This hourly rate is multiplied by the EDP percentage of entitlement and results in the rate of EDP. This additional rate per hour is what the employee is paid for the actual hours of exposure for Part I situations, and for all hours a technician is in a pay status on the day or days that the Part II situation occurred.

CHAPTER 4

HAZARDOUS DUTY PAY (HDP)

4-1. Introduction: This chapter provides the details necessary to implement HDP in the New Mexico National Guard as authorized by 5 CFR 550, Parts 901-906, Subpart I, NGB TPR 500, and this regulation. HDP is in addition to any other pay and allowances to which a technician is entitled. It is not part of basic pay and may not be used to compute any additional pay which is payable under another law.

4-2. Restrictions: Hazardous Duty Pay (HDP) is only paid to General Schedule (GS) technicians. In order for an individual to be eligible for HDP, a GS technician must be performing hazardous duties or duties involving physical hardship. These situations will be established and approved by the Adjutant General of New Mexico. It should be noted that it is highly improbable that HDP situations will occur in the New Mexico National Guard. However, should such a situation arise, affected GS technicians will receive differential pay IAW the prescribed regulations.

4-3. Situations:

a. Duty involving physical hardship means a duty that may not in itself be hazardous, but causes extreme physical discomfort or distress, and is not adequately alleviated by protective or mechanical devices.

b. Situations that may qualify for HDP are:

(1) Duty requiring exposure to extreme temperatures for an excessive period of time.

(2) Duty involving hard physical exertion, such as a duty which must be performed in cramped conditions.

(3) Duty involving exposure to fumes, dust or noise, which may cause nausea, skin, eye, ear or nose irritation.

4-4. Limitations on use of HDP:

a. HDP will be terminated when adequate safety precautions have reduced the hazard to a negligible level.

b. HDP will not be paid for positions that include hazardous conditions that are recognized and compensated for in the technician's position description (usually identified in Factors 8 and 9 in the Position Evaluation Statement).

4-5. Payment of HDP:

a. Hazardous Pay Differentials may not exceed an amount equal to 25% of the technician's rate of basic pay.

b. HDP is paid to General Schedule (GS) technicians only when they are in a pay status. Compensatory time worked is not a paid status for this purpose.

CHAPTER 5

ESTABLISHING EDP/HDP SITUATIONS

5-1. General: Individuals or supervisors may initiate requests to establish EDP/HDP situations when they feel it is necessary.

5-2. To initiate a request:

a. All requests submitted will contain the following information:

(1) A current position description.

(2) The location(s) of identical work situations in the State of New Mexico (if known).

(3) Classification and grade levels of technicians performing the work.

(4) Technical operating instructions for the hazardous situation.

(5) All applicable safety directives covering the hazardous situation.

(6) Safety, industrial hygiene, and/or environmental health reports on the hazardous situation.

(7) A description of the unusually severe hazard, physical hardship, or working condition.

(8) An explanation or justification as to why the hazard, physical hardship or unusually severe working condition cannot be overcome or practically eliminated.

b. Consult 5 CFR 532, Part 511, Subpart E, Appendix A, Parts I and II for wage technicians (Attachment 1), or 5 CFR 550, Parts 901-906, Subpart I (Attachment 2) for GS technicians and select the appropriate category and differential rate.

c. Prepare NMTAG-EDP Form 1A outlining the basis for the request. All information should be complete and factual.

d. Submit the request to the technician's supervisor who will complete NMTAG-EDP Form 1B and forward the request to the Army or Air EDP/HDP committee.

e. The Army or Air EDP/HDP Committee will:

(1) Review each request by answering the following questions:

(i) Is the work described being performed in accordance with applicable technical and safety regulations?

(ii) Have safety and/or environmental health reports been prepared for this situation (are they attached)?

(iii) Has NMTAG-EDP Form 1A been completed and attached?

(2) Prepare a description of the situation on Part I of NMTAG-EDP Form 3.

(3) Provide recommendations on NMTAG-EDP Form 2.

f. The Human Resources Officer is the final approval authority for EDP/HDP situations.

g. The Army and Air State EDP Committees may return requests to originators for additional information.

REQUEST FOR

ENVIRONMENTAL DIFFERENTIAL/HAZARDOUS DUTY PAY DETERMINATION

TO:
Human Resources Officer
47 Bataan Blvd
Santa Fe, NM 87508-4695

FROM:
Name of Submitter
Unit or Organization
Location of Duty

The following local work situation is submitted in accordance with AGONM TPR 500 for determination of entitlement to differential pay under the provision:

_____ ENVIRONMENTAL PAY DIFFERENTIAL (Wage)

_____ HAZARDOUS DUTY PAY (General Schedule)

COMPLETE THE FOLLOWING ITEMS TO THE BEST OF YOUR ABILITY. USE A SEPARATE SHEET IF NECESSARY TO COMPLETE ALL ITEMS. WHEN COMPLETED, DELIVER THIS FORM TO YOUR IMMEDIATE SUPERVISOR.

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1. Provide a detailed description of the severe hazard, physical hardship, or working condition that is the subject of this request. (If more space is required, add sheets as needed.)

2. Indicate the Position Description Control Number, Classification, Series, and Grade level(s) of technician(s) performing the work.

3. Are you aware of an identical work situation within the immediate work area or the State? (If yes, please provide details.)

4. Provide explanation of the actions made to practically eliminate the above condition.

5. Indicate the length of time this situation is likely to exist (months, years, indefinite).

SUBMITTED BY: _____ DATE: _____
Typed/Printed Name and Grade

I have reviewed this request and do / do not concur. (If no, explain)

SUPERVISOR: _____ DATE: _____
Typed/printed Name, Grade, Title

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TO: NMTAG-HRO DATE

FROM: State EDP Committee (Air or Army)

The attached request for EDP/HDP pay differential has been reviewed and the following recommendations are submitted:

Recommend approval / disapproval. If approved, recommend the differential rate of_____ %, based on:

_____ Actual exposure (Part 1) (Wage Technicians)

_____ Hours in pay status (Part 2) (Wage Technicians)

_____ Hazardous Duty (GS only)

ADDITIONAL COMMENTS:

State EDP/HDP Committee Chairperson DATE

State EDP/HDP Committee Member DATE

State EDP/HDP Committee Member DATE

State EDP/HDP Committee Member DATE

State EDP/HDP Committee Member DATE

ENVIRONMENTAL/HAZARDOUS DUTY DIFFERENTIAL PAY

PART I (For State Army or Air EDP Committee use only)

Situation No. _____

CATEGORY OF EXPOSURE: (Part 1or 2 of Atch1 for wage technicians, or Atch 2 for GS technicians)

SITUATION: Fully describe situation. (Use additional sheets as appropriate).

PART II (For Human Resources Officer use only)

DIFFERENTIAL RATE: _____%

BASED ON: (Part 1or 2 of Atch 1 for wage technicians, or Atch 2 for GS technicians)

Projected Review Date: (In one year)

APPROVED / DISAPPROVED. DATE

Signature Block
Human Resources Officer

ENVIRONMENTAL/HAZARDOUS DUTY DIFFERENTIAL PAY

Situation No. _____

PART II (For Human Resources Officer use only)

ANNUAL REVIEWS:

Approved/Disapproved:_____(HRO Signature & Date)

Approved/Disapproved:_____(HRO Signature & Date)

Approved/Disapproved:_____(HRO Signature & Date)

Approved/Disapproved:_____(HRO Signature & Date)

Approved/Disapproved:_____(HRO Signature & Date)

Approved/Disapproved:_____(HRO Signature & Date)

Approved/Disapproved:_____(HRO Signature & Date)

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5 CFR 532 Part 511, Subpart E, Appendix A

Part I--Payment for Actual Exposure For Wage Employees

Schedule of Environmental Differentials Paid for Exposure to Various Degrees of Hazards, Physical Hardships, and Working Conditions of an Unusual Nature for Wage Technicians

This attachment lists the environmental differentials authorized for exposure to various degrees of hazards, physical hardships, and working conditions of an unusual nature for wage technicians.

Differential rate Category for which Payable	Effective Date	Percent
1. Flying.	1 Nov 70	100

Participating in flights under one or more types of the following conditions:

a. Test flights of a new or repaired plane or modified plane when the repair or modification may affect the flight characteristics of the plane;

b. Flights for test performance of a plane under adverse conditions such as in low altitude or severe weather conditions, maximum load limits, or overload;

c. Test missions for the collection of measurement data where two or more aircraft are involved and flight procedures require formation flying and/or rendezvous at various altitudes and aspect angles;

d. Flights deliberately undertaken in extreme weather conditions such as flying into a hurricane to secure weather data;

e. Flights to deliver aircraft which have been prepared for one-time flight without being test flown prior to delivery flight;

f. Flights for pilot proficiency training in aircraft new to the pilot under simulated emergency conditions which parallel conditions encountered in performing flight tests;

g. Low-level flights in small aircraft including helicopters at altitude of 150 meters (500 feet) and under, in daylight, and 300 meters (1,000 feet) and under, at night, when the flights are over mountainous terrain, or in fixed-wing aircraft involving maneuvering at the heights and times specified above, or in helicopters maneuvering and hovering over water at altitudes of less than 150 meters (500 feet);

h. Low-level flights in an aircraft flying at altitudes of 60 meters (200 feet) and under while conducting wildlife surveys and law enforcement activities, animal depredation abatement and making agricultural applications, and conducting or facilitating search and rescue operations; flights in helicopters at low levels involving line inspection, maintenance, erection, or salvage operations;

i. Flights involving launch or recovery aboard an aircraft carrier;

j. Reduced gravity light testing in an aircraft flying a parabolic flight path and providing a testing environment ranging from weightlessness up through 20 meters per second (2 gravity) conditions.

	Effective Date	Percent
2. High work.	1 Nov 70	25

a. Working on any structure of at least 30 meters (100 feet) above the ground, deck, floor or roof, or from the bottom of a tank or pit;

b. Working at a lesser height:

(1) If the footing is unsure or the structure is unstable; or

(2) If safe scaffolding, enclosed ladders or other similar protective facilities are not adequate (for example, working from a swinging stage, boatswain chair, similar support); or

(3) If adverse conditions such as darkness, steady rain, high wind, icing, lightning or similar environmental factors render working at such height(s) hazardous.

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3. Floating targets.

Effective Date	Percent
1 Nov 70	15

Servicing equipment on board a target ship or barge in which the employee is required to board or leave the target vessel by small boat or helicopter.

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4. Dirty work.

Effective Date	Percent
1 Nov 70	4

Performing work which subjects the employee to soil of body or clothing:

a. Beyond that normally to be expected in performing the duties of the (job) classification; and

b. Where the condition is not adequately alleviated by the mechanical equipment or protective devices being used, or which are readily available, or when such devices are not feasible for use due to health considerations (excessive temperature, asthmatic conditions, etc); or

c. When the use of mechanical equipment, or protective devices, or protective clothing results in an unusual degree of discomfort.

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5. Cold Work.

Effective Date	Percent
1 Nov 70	4

Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (0 degrees Celsius (32 degrees Fahrenheit)) where such exposure is not practically eliminated by the mechanical equipment or protective devices.

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6. Hot Work.

Effective Date	Percent
1 Nov 70	4

Working in confined spaces wherein the employee is subjected to temperatures in excess of 43 degrees Celsius (110 degrees Fahrenheit) where such exposure is not practically eliminated by the mechanical equipment or protective devices.

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7. Welding preheated metals.

Effective Date	Percent
1 Nov 70	4

Welding various metals or performing an integral part of the welding process when the employee must work in confined spaces in which large sections of metal have been preheated to 66 degrees Celsius (150 degrees Fahrenheit) or more, and the discomfort is not alleviated by protective devices or other means, or discomforting protective equipment must be worn.

8. Micro-soldering or wire welding and assembly.

Effective Date	Percent
1 Nov 70	4

Working with binocular-type microscopes under conditions that severely restrict the movement of the employee and impose a strain on the eyes, in the soldering or wire welding and assembly of miniature electronic components.

9. Exposure to hazardous weather or terrain.

Effective Date	Percent
1 Jul 72	25

Exposure to dangerous conditions of terrain, temperature and/or wind velocity, while working or traveling when such exposure introduces risk of significant injury or death to employees; such as the following:

--Working on cliffs, narrow ledges, or steep mountainous slopes, with or without mechanical work equipment, where a loss of footing would result in serious injury or death.

--Working in areas where there is a danger of rockfalls or avalanches.

--Traveling on secondary or unimproved roads to isolated mountaintop installations at night, or under adverse weather conditions (snow, rain, or fog) which limits visibility to less than 30 meters (100 feet), when there is danger of rock, mud, or snowslides.

--Traveling in the wintertime, either on foot or by vehicle, over secondary or unimproved roads or snowtrails, in sparsely settled or isolated areas to isolated installations when there is danger of avalanches, or during “whiteout” phenomenon which limits visibility to less than 3 meters (10 feet).

--Snowplowing or snow and ice removal on primary, secondary or other class of roads, when (a) there is danger of avalanche, or (b) there is danger of missing the road and falling down steep mountainous slopes, because of lack of snow-stakes, “whiteout” conditions, or sloping icepack covering the snow.

10. Unshored work.

Effective Date	Percent
1 Jul 72	25

Working in excavation areas before the installation of proper shoring or other securing barriers, or in catastrophe areas, where there is a possibility of cave-in, building collapse or falling debris when such exposures introduce risk of significant injury or death to employees, such as the following:

--Working adjacent to the walls of an unshored excavation at depths greater than 1.8 meters (6 feet) (except when the full depth of the excavation is in stable solid rock, hard slag, or hard shale, or the walls have been graded to the angle of repose; that is, where the danger of slides is practically eliminated), when work is performed at a distance from the wall which is less than the height of the wall.

--Working within or immediately adjacent to a building or structure which has been severely damaged by earthquake, fire, tornado or similar cause.

--Working underground in the construction and/or inspection of tunnels and shafts before the necessary lining of the passageway have been installed.

--Duty underground in abandoned mines where lining of tunnels or shafts is in a deteriorated condition.

11. Ground work beneath hovering helicopter.	Effective Date	Percent
	1 Jul 72	15

Participating in operation to attach or detach external load to helicopter hovering just overhead.

12. Hazardous boarding or leaving of surface craft.	Effective Date	Percent
	1 Jul 72	15

Boarding or leaving vessels or transferring equipment to or from a surface craft under adverse conditions of foul weather, ice, or night when sea state is high (0.9 meter (3 feet) and above), and deck conditions and/or wind velocity in relation to the size of the craft introduce unusual risks to employees. Examples:

--Boarding or leaving vessels at sea.

--Boarding or leaving, or transferring equipment between small boats or rafts and steep, rocky, or coral-surrounded shorelines.

--Transferring equipment between a small boat and a rudimentary dock by improvised or temporary facility such as an unfastened plank leading from boat to dock.

--Boarding or leaving, or transferring equipment from or to ice covered floats, rafts, or similar structures when there is danger of capsizing due to the added weight of the ice.

13. Cargo handling during lightering operations.	Effective Date	Percent
	1 Jul 72	8

Off-lading of cargo and supplies from surface ships to Landing Craft-Medium (LCM) boats when swells or wave action are sufficiently severe as to cause sudden listing or pitching of the deck surface or shifting or falling of equipment, cargo, or supplies which could subject the employee to falls, crushing, ejection into the water or injury by swinging cargo hooks.

14. Duty aboard surface craft.	Effective Date	Percent
	1 Jul 72	15

Duty aboard a surface craft when the deck conditions or sea state and wind velocity in relation to the size of the craft introduces the risk of significant injury or death to employees, such as the following:

--Participating as a member of a water search and rescue team in adverse weather conditions when winds are blowing at 56 km/h (35 m.p.h.) (classified as gale winds) or in water search and rescue operations at night.

--Participating as a member of a weather projects team when work is performed under adverse weather conditions, when winds are blowing at 56 km/h (35 m.p.h.), and/or when seas are in excess of 4.3 meters (14 feet), or when working on outside decks when decks are slick and icy when swells are in excess of 0.9 meter (3 feet).

--When embarking, disembarking or traveling in small craft (boat) on Lake Ponchartrain when wind direction is from north northeast or northwest, and wind velocity is over 7.7 meters per second (15 knots); or when travel on Lake Ponchartrain is necessary in small craft, without radar equipment, due to emergency or unavoidable conditions and the trip is made in dense fog run procedures.

--Participating in deep research vessel sea duty wherein the team member is engaged in handling equipment on or over the side of the vessel when the sea state is high (6.2-meter-

per-second (12-knot) winds and 0.9 meter (3-foot) waves) and the work is done on relatively unprotected deck areas.

--Transferring from a ship to another ship via a chair harness hanging from a highline between the ships when both vessels are under way.

--Duty performed on floating platforms, camels, or rafts, using tools equipment or materials associated with ship repair or construction activities, where swells or wave action are sufficiently severe to cause sudden listing or pitching of the deck surface or dislodgement of equipment which could subject the employee to falls, crushing, or ejection into the water.

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15. Work at extreme heights.

Effective Date	Percent
22 Oct 72	50

Working at heights 30 meters (100 feet) or more above the ground, deck, floor or roof, or from the bottom of a tank or pit on such open structures as towers, girders, smokestacks and similar structures: (1) If the footing is unsure or the structure is unstable; or (2) If safe scaffolding, enclosed ladders or other similar protective facilities are not adequate (for example, working from a swinging stage, boatswain chair, or a similar support); or (3) If adverse conditions such as darkness, steady rain, high wind, icing, lightning, or similar environmental factors render working at such height(s) hazardous.

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16. Fibrous Glass Work.

Effective Date	Percent
28 Feb 75	6

Working with or in close proximity to fibrous glass material which results in exposure of the skin, eyes or respiratory system to irritating fibrous glass particles or slivers where exposure is not practically eliminated by the mechanical equipment or protective devices being used.

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17. High Voltage Electrical Energy.

Effective Date	Percent
11 Apr 77	50

Working on energized electrical lines rated at 4,160 volts or more which are suspended from utility poles or towers, when adverse weather conditions such as steady rain, high winds, icing, lightning, or similar environmental factors make the work unusually hazardous.

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18. Welding, Cutting or Burning in Confined Spaces.

Effective Date	Percent
18 Jan 78	6

Welding, cutting, or burning within a confined space which necessitates working in a horizontal or nearly horizontal position, under conditions requiring egress of at least 4.3 meters (14 feet) over and through obstructions including: (1) access openings and baffles having dimensions which greatly restrict movements, and (2) irregular inner surfaces of the structure or structure components.

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Part II--Payment on Basis of Hours in Pay Status For Wage Employees

Differential Rate Category for which payable

1. Duty aboard submerged vessel.	Effective Date	Percent
	1 Nov 70	50

Duty aboard a submarine or other vessel such as a deep-research vehicle while submerged.

2. Explosives and incendiary material high degree hazard.	Effective Date	Percent
	1 Nov 70	8

Working with or in close proximity to explosives and incendiary material which involves potential personal injury such as permanent or temporary, partial or complete loss of sight or hearing, partial or complete loss of any or all extremities; other partial or total disabilities of equal severity; and/or loss of life resulting from work situations wherein protective devices and/or safety measures either do not exist or have been developed but have not practically eliminated the potential for such personal injury. Normally, such work situations would result in extensive property damage requiring complete replacement of equipment and rebuilding of the damaged area, and could result in personal injury to adjacent employees. Examples:

--Working with, or in close proximity to operations involved in research, in testing, manufacturing, inspection, renovation, maintenance and disposal; such as: screening, blending, drying, mixing, and pressing of sensitive explosives and pyrotechnic compositions such as lead azide, black powder and photoflash powder; manufacture and distribution of raw nitroglycerine; nitration, neutralization, crystallization, purification, screening and drying of high explosives; manufacture of propellants, high explosives and incendiary materials; melting, cast loading, pellet loading, drilling, and thread cleaning of high explosives; manufacture of primary or initiating explosives such as lead azide; manufacture of primer or detonator mix; loading and assembling high-energy output flare pellets; or all dry-house activities involving propellants or explosives.

--Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials.

--All operations involving fire fighting on an artillery range or at an ammunition manufacturing plant or storage area, including heavy duty equipment operators, truck drivers, etc.

--All operations involving regrading and cleaning of artillery ranges.

--At-sea shock and vibration tests. Arming explosive charges and/or working with, or in close proximity to, explosive-armed charges in connection with at-sea shock and vibration tests of naval vessels, machinery, equipment and supplies

--Handling or engaging in destruction operations on an armed (or potentially armed) warhead.

3. Explosives and incendiary material low degree hazard.	Effective Date	Percent
	1 Nov 70	4

a. Working with or in close proximity to explosives and incendiary material which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and possible adjacent employees; minor irritation of the skin; minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

b. Working with or in close proximity to explosives and incendiary material which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and possible adjacent employees; minor irritation of the skin; minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used and wherein protective device and/or safety measures have not practically eliminated the potential for such injury. Examples:

--All operations involving loading, unloading, storage and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard--see category 2 above.)

--Duties such as weighing, scooping, consolidating and crimping operations incident to the manufacture of stab, percussion, and low energy electric detonators (initiators) utilizing sensitive primary explosives compositions where initiation would be kept to a low order of propagation due to the limited amounts permitted to be present or handled during the operations.

--Load, assembling and packing of primers, fuses, propellant charges, lead cups, boosters, and time-train rings.

--Weighing, scooping, loading in bags and sewing of igniter charges and propellant zone charges.

--Loading, assembly, and packing of hand-held signals, smoke signals, and colored marker signals.

--Proof-testing weapons with a known overload of powder or charges.

--Arming/disarming or the installation/removal of any squib, explosive device, or component thereof, connected to or part of a solid propulsion system, including work situations involving removal, inspection, test and installation of aerospace vehicle egress and jettison systems and other cartridge actuated devices and rocket assisted systems or components thereof, when accidental or inadvertent operation of the system or a component might occur.

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4. Poisons (toxic chemicals)--high degree hazard.	Effective Date	Percent
	1 Nov 70	8

Working with or in close proximity to poisons (toxic chemicals), other than tear gas or similar irritants, which involves potential serious personal injury such as permanent or temporary, partial or complete loss of faculties and/or loss of life including exposure of an unusual degree to toxic chemicals, dust, or fumes of equal toxicity generated in work situations by processes required to perform work assignments wherein protective devices and/or safety measures have been developed but have not practically eliminated the potential for such personal injury. Examples:

--Handling and storing toxic chemical agents including monitoring of areas to detect presence of vapor or liquid chemical agents; examining of material for signs of leakage or deteriorated material; decontaminating equipment and work sites; work relating to disposal of deteriorated material (exposure to conjunctivitis, pulmonary edema, blood infection, impairment of the nervous system, possible death).

--Renovation, maintenance, and modification of toxic chemicals, guided missiles, and selected munitions.

--Operating various types of chemical engineering equipment in a restricted area such as reactors, filters, stripping units, fractioning columns, blenders, mixers, pumps, and the like utilized in the development, manufacturing, and processing of toxic or experimental chemical warfare agents.

--Demilitarizing and neutralizing toxic chemical munitions and chemical agents.

--Handling or working with toxic chemicals in restricted areas during production operations.

--Preparing analytical reagents, carrying out colorimetric and photometric techniques, injecting laboratory animals with compounds having toxic, incapacitating or other effects.

--Recording analytical and biological tests results where subject to above types of exposure.

--Visually examining chemical agents to determine conditions or detect leaks in storage containers.

--Transferring chemical agents between containers.

--Salvaging and disposing of chemical agents.

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5. Poisons (toxic chemicals)--low degree hazard. | Effective Date: 1 Nov 70 | Percent: 4

Working with or in close proximity to poisons (toxic chemicals other than tear gas or similar irritating substances) in situations for which the nature of the work does not require the individual to be in as direct contact with, or exposure to, the more toxic agents as in the case with the work described under high hazard for this class of hazardous agents and wherein protective devices and/or safety measures have not practically eliminated the potential for personal injury. Example:

--Handling for shipping, marking, labeling, hauling and storing loaded containers of toxic chemical agents that have been monitored.

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6. Micro-organisms--high degree hazard. | Effective Date: 1 Nov 70 | Percent: 8

Working with or in close proximity to micro-organisms which involves potential personal injury such as death, or temporary, partial, or complete loss of faculties or ability to work due to acute, prolonged, or chronic disease. These are work situations wherein the use of safety devices and equipment, medical prophylactic procedures such as vaccines and antiserums and other safety measures do not exist or have been developed but have not practically eliminated the potential for such personal injury. Examples:

--Direct contact with primary containers of organisms pathogenic for man such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material. Operating or maintaining equipment in biological experimentation or production.

--Cultivating virulent organisms on artificial media, including embryonated hen's eggs and tissue cultures where inoculation or harvesting of living organisms is involved for production of vaccines, toxides, etc., or for sources of material for research investigations such as antigenic analysis and chemical analysis.

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7. Micro-organisms--low degree hazard. | Effective Date: 1 Nov 70 | Percent: 4

Working with or in close proximity to micro-organisms in situations for which the nature of the work does not require the individual to be in direct contact with primary containers of organisms pathogenic for man, such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material and wherein the use of safety devices and equipment and other safety measures have not practically eliminated the potential for personal injury.

8. Pressure chamber and centrifugal stress.

Effective Date	Percent
1 Jul 72	8

Exposure in pressure chamber which subjects employee to physical stresses or where there is potential danger to participants by reason of equipment failure or reaction to the test conditions; or exposure which subjects an employee to a high degree of centrifugal force which causes an unusual degree of discomfort. Examples:

--Participating as a subject in diving research tests which seek to establish limits for safe pressure profiles by working in a pressure chamber simulating diving or, as an observer to the test or as a technician assembling underwater mock-up components for the test, when the observer or technician is exposed to high pressure gas piping systems, gas cylinders, and pumping devices which are susceptible to explosive ruptures.

--Participating in altitude chamber studies ranging from 5,500 to 45,700 meters (18,000 to 150,000 feet) either as subject or as observer exposed to the same conditions as the subject.

--Participating as subject in centrifuge studies involving elevated G forces above the level of 49 meters per second (5 G's) whether or not at reduced atmospheric pressure.

--Participating as a subject in a rotational flight simulator in studies involving continuous rotation in one axis through 360 degree at rotation rates greater than 15 r.p.m. for periods exceeding three minutes.

9. Work in fuel storage tanks.

Effective Date	Percent
1 Jul 72	8

When inspecting, cleaning or repairing fuel storage tanks where there is no ready access to an exit, under conditions requiring a breathing apparatus because all or part of the oxygen in the atmosphere has been displaced by toxic vapors or gas, and failure of the breathing apparatus would result in serious injury or death within the time required to leave the tank.

10. Firefighting.

Effective Date	Percent
1 Jul 72	8 - 25

Participating or assisting in firefighting operations on the immediate fire scene and in direct exposure to the hazards inherent in containing or extinguishing fires.

High degree. Fighting forest and range fires on the fireline.	25
Low degree. All other firefighting.	8

11. Experimental landing/recovery equipment tests.

Effective Date	Percent
1 Jul 72	8

Participating in tests of experimental or prototype landing and recovery equipment where personnel are required to serve as test subjects in spacecraft being dropped into the sea or laboratory tanks.

12. Land impact or pad abort of space vehicle.	Effective Date	Percent
	1 Jul 72	8

Actual participation in dearming and safing explosive ordnance, toxic propellant, and high-pressure vessels on vehicles that have land impacted or on vehicles on the launch pad that have reached a point in the countdown where no remote means are available for returning the vehicle to a safe condition.

13. Mass explosives and/or incendiary material.	Effective Date	Percent
	1 Jul 72	4

Working within a controlled danger area in, on, or around wharves, transfer areas, or temporary holding areas in a transshipment facility when explosives are in the process of being shifted to or from a conveyance. Such an area shall include land and sea areas within which it has been determined that personnel are subject to an unusual degree of exposure or liability to serious injury or death from potential explosive effect. A transshipment facility for this purpose is a port or sea terminal established for the marshalling or temporary assembly of explosives prior to shipment where amounts in excess of 113,400 kilograms (250,000 pounds) net explosive weight (NEW) are present on a regular or recurring basis.

14. Duty aboard aircraft carrier.	Effective Date	Percent
	1 Jul 72	4

Duty aboard an aircraft carrier when exposed to hazards connected with aircraft launch and recovery. Examples:

--Participating in carrier suitability trials aboard aircraft carriers when work is performed on the flight deck during launch, recovery and refueling operations.

--Operating or monitoring camera equipment adjacent to flight deck in the area of maximum hazard during landing sequence while conducting photographic surveys aboard aircraft carriers during periods of heavy aircraft operations.

15. Participating in missile liquid propulsion or solid propulsion situations.	Effective Date	Percent
	1 Jul 72	8

Participating in research and development, or preoperational test and evaluation situation involving missile liquid or solid propulsion systems where mechanical, or other equipment malfunction, or accidental combination of certain fuels and/or chemicals, or transient voltage and current buildup on or within the system when the system is in a “go” condition on the test stand, or sled, can result in explosion, fire, premature ignition or firing. Examples:

--Test stand or track tests, when adequate protective devices and/or safety measures either do not exist or have been developed but have not practically eliminated the potential for personal injury, under any of the following conditions:

a. Tanks are being pressurized above normal servicing pressure.

b. Assembly, disassembly, or repair of contaminated plumbing containing inhibited red fuming nitric acid and unsymmetrical dimethylhydrazine or other hypergolic fuels is required.

c. Fueling and defueling.

--Hoisting hypergolic liquid fueled systems into, or out of, a test stand, where the working area is confined, and external plumbing is present resulting in a situation where the plumbing may be damaged causing a leak.

--Tests on foreign missiles where technical data is questionable or not available.

--Manned test firings of small, close support missiles for which safety performance data are not yet available.

--Removal of a missile, propulsion system or component thereof from a test stand, fixture, or environmental chamber where there is reason to believe that the item may be unusually hazardous due to damage resulting from the test.

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16. Asbestos.

Effective Date	Percent
9 Mar 75	8

Working in an area where airborne concentrations of asbestos fibers may expose employees to potential illness or injury and protective devices or safety measures have not practically eliminated the potential for such personal illness or injury.

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17. Working at high altitudes.

Effective Date	Percent
2 Apr 99	8

Performing work at a land-based work site more than 3,900 meters (12,795 feet) in altitude, provided the employee is required to commute to the work site on the same day from a substantially lower altitude under circumstances in which the rapid change in altitude may result in acclimation problems.

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Appendix A to Subpart 1 of 5 CFR 550
Schedule of Pay Differentials for Hazardous Duty Under Subpart 1
General Schedule Employees

Duty	Rate of hazard pay differential (percent)	Effective date
Exposure to Hazardous Weather or Terrain:		
(1) Work in rough and remote terrain. When working on cliffs, narrow ledges, or near vertical mountainous slopes where a loss of footing would result in serious injury or death, or when working in areas where there is danger of rock falls or avalanches.	25	1 Jul 69
(2) Traveling under hazardous conditions. (a) When travel over secondary or unimproved roads to isolated mountain top installations is required at night, or under adverse weather conditions (such as snow, rain, or fog) which limits visibility to less than 30 meters (100 feet), when there is danger of rock, mud, or snow slides.	25	
(b) When travel in the wintertime, either on foot or by means of vehicle, over secondary or unimproved roads or snow trails, in sparsely settled or isolated areas to isolated installations is required when there is danger of avalanches, or during "whiteout" phenomenon which limits visibility to less than 3 meters (10 feet).	25	
(c) When work or travel in sparsely settled or isolated areas results in exposure to temperatures and/or wind velocity shown to be of considerable danger, or very great danger, and shelter (other than temporary shelter) or assistance is not readily available.	25	
(3) Snow or ice removal operations. When participating in snowplowing or snow or ice removal operations, regardless of whether on primary, secondary or other class of roads, when (a) there is danger of avalanche, or (b) there is danger of missing the road and falling down steep mountainous slopes because of lack of snow stakes, "white-out"	25	

conditions, or sloping ice-pack covering the snow.		
(4) Water search and rescue operations. Participating as a member of a water search and rescue team in adverse weather conditions when winds are blowing at 56 km/h (35 m.p.h.) (classified as gale winds) or in water search and rescue operations conducted at night.	25	
(5) Travel on Lake Pontchartrain. (a) When embarking, disembarking or traveling in small craft (boat) on Lake Pontchartrain when wind direction is from north, northeast, or northwest, and wind velocity is over 7.7 meters per second (15 knots); or.	25	
(b) When travelling in small crafts, where craft is not radar equipped, on Lake Pontchartrain is necessary due to emergency or unavoidable conditions and the trip is made in a dense fog under fog run procedures.	25	
(6) Hazardous boarding or leaving of vessels. When duties (a), (b), or (c) are performed under adverse conditions of foul weather, ice, or night and when the sea state is high (0.9 meter (3 feet) and above):		
(a) Boarding or leaving vessels at sea or standing offshore during lightering or personnel transfer operations.	25	7 May 70
(b) Boarding, leaving, or transferring equipment between small boats or rafts and steep, rocky, or coral surrounded shorelines.		
(c) Transferring equipment between a small boat and rudimentary dock by improvised or temporary facility such as an unfastened plank leading from boat to dock.		
(7) Small craft tests under unsafe sea conditions. Conducting craft tests to determine the seakeeping characteristics of small craft in a seaway when U.S. storm warnings normally indicate unsafe seas for a particular size craft.	25	28 Sep 72
(8) Working on a drifting sea ice floe. When the job requires that the work be	25	16 Mar 73

Duty	Rate of hazard pay differential (percent)	Effective date
performed out on sea ice, e.g., installing scientific instruments and making observations for research purposes.		
Exposure to Physiological Hazards:		
(1) Pressurechamber subject. (a) Participating as a subject in diving research tests which seek to establish limits for safe pressure profiles by working in a pressure chamber simulating diving or, as an observer to the test or as a technician assembling underwater mock-up components for the test, when the observer or technician is exposed to high pressure gas piping systems, gas cylinders, and pumping devices which are susceptible to explosive ruptures.	25	16 Feb 75
(b) Working in pressurized sonar domes. Performing checkout of sonar system after sonar dome has been pressurized. This may include such duties as changing transducer elements, setting of transducer turntables, checking of cables, piping, valves, circuits, underwater telephone, and pressurization plugs.	8	
(c) Working in nonpressurized sonar domes that are a part of an underwater system. Performing certification pretrial inspections, involving such duties as calibrating, adjusting, and photographing equipment, in limited space and with limited egress.	4	
(2) Simulated altitude chamber subjects. Observers. Participating in simulated altitude studies ranging from 5,500 to 45,700 meters (18,000 to 150,000 feet) either as subject or as observer exposed to the same conditions as the subject.	25	
(3) Centrifuge subjects. Participating	25	

as subject in centrifuge studies involving elevated G forces above the level of 49 meters per second (5 G's) whether or not at reduced atmospheric pressure.		
(4) Rotational flight simulator subject. Participating as a subject in a Rotational Flight Simulator in studies involving continuous rotation in one axis through 360 deg. or in a combination of any axes through 360 deg. at rotation rates greater than 15 r.p.m. for periods exceeding three minutes.	25	1 Jul 69
Hot Work--Working in confined spaces wherein the employee is subject to temperatures in excess of 43 deg. C (110 deg. F).	4	16 Feb 75
(5) Environmental thermal-chamber tests: Subjects and observers exposed to the hazards and physical hardships of an environmental chamber-thermal test which simulates adverse weather or sea conditions such as the exposure to subzero temperatures; high heat and humidiity; and cold water, spray, wind, and wave action.	25	4 May 88
(6) Working at high altitudes. Performing work at a land-based worksite more than 3,900 meters (12,795 feet) in altitude, provided the employee is required to commute to the worksite on the same day from a substantially lower altitude under circumstances in which the rapid change in altitude may result in acclimation problems.	8	11 Jan 99

Appendix A to Subpart 1 of 5 CFR 550
Schedule of Pay Differentials for Hazardous Duty Under Subpart 1
General Schedule Employees

Duty	Rate of hazard pay differential (percent)	Effective date
Exposure to Hazardous Agents, work with or in close proximity to:		
(1) Explosive or incendiary materials. Explosive or incendiary materials which are unstable and highly sensitive.	25	1 Jul 69
(2) At-sea shock and vibration tests. Arming explosive charges and/or working with, or in close proximity to, explosive armed charges in connection with at-sea shock and vibration tests of naval vessels, machinery, equipment and supplies.	25	
(3) Toxic chemical materials. Toxic chemical materials when there is a possibility of leakage or spillage.	25	
(4) Fire retardant materials tests. Conducting tests on fire retardant materials when the tests are performed in ventilation restricted rooms where the atmosphere is continuously contaminated by obnoxious odors and smoke which causes irritation to the eyes and respiratory tract.	25	
(5) Virulent biologicals. Materials of micro-organic nature which when introduced into the body are likely to cause serious disease or fatality and for which protective devices do not afford complete protection.	25	
(6) Asbestos. Significant risk of exposure to airborne concentrations of asbestos fibers in excess of the permissible exposure limits (PELS) in the standard for asbestos provided in Title 29, Code of Federal Regulations, Secs. 1910.1001 or 1926.58, when the risk of exposure is directly connected with the performance of assigned duties. Regulatory changes in Sec. 1910.1001 or 1926.58 are hereby incorporated in and made a part of this category, effective on the first day of the first pay period beginning on or after the effective date of the changes.	8	8 Jun 93

Appendix A to Subpart 1 of 5 CFR 550
Schedule of Pay Differentials for Hazardous Duty Under Subpart 1
General Schedule Employees

Duty	Rate of hazard pay differential (percent)	Effective date
Participating in Liquid Missile Propulsion Tests and Certain Solid Propulsion Operations:		
(1) Tanking and detanking. Tanking or detanking operations of a missile or the test stand "run" bottles with liquid propellants.	25	1 Jul 69
(2) Hoisting a tanked missile. Hoisting a tanked missile or a solid propellant propulsion system into and/or over the test stand.	25	
(3) Pressure tests. Pressure tests on loaded missiles, missile tanks, or run bottles during prefire preparations.	25	
(4) Test stand tests. Test stand operations on loaded missiles under environmental conditions where the high or low temperatures could cause a failure of a critical component.	25	
(5) Disassembly and breakdown. Disassembly and breakdown of a contaminated missile system or test stand plumbing after test.	25	
(6) "Go" condition test stand work. Working on any test stand above the 15-meter (50-foot) level or any stand work while the system is in a "go" condition.	25	
(7) Arming and dearming propulsion systems. Arming, dearming or the installation and/or removal of any squib, explosive device, or a component thereof connected to, or part of, any live or potentially expended liquid or solid propulsion system.	25	
(8) Demolition and destruct tests. Demolition, hazards classification, or destruct type tests where the specimen is nonstandard and/or unproven and the test techniques do not conform to standard or proven procedures.	25	

Appendix A to Subpart 1 of 5 CFR 550
Schedule of Pay Differentials for Hazardous Duty Under Subpart 1
General Schedule Employees

Duty	Rate of hazard pay differential (percent)	Effective date
Work in Fuel Storage Tanks:		
When inspecting, cleaning or repairing fuel storage tanks where there is no ready access to an exit, under conditions requiring a breathing apparatus because all or part of the oxygen in the atmosphere has been displaced by toxic vapors or gas, and failure of the breathing apparatus would result in serious injury or death within the time required to leave the tank.	25	1 Jul 69

Duty	Rate of hazard pay differential (percent)	Effective date
Firefighting:		
(1) Forest and range fires. Participating as a member of a firefighting crew in fighting forest and range fires on the fireline.	25	1 Jul 69
(2) Equipment, installation, or building fires. Participating as an emergency member of a firefighting crew in fighting fires of equipment, installations, or buildings.	25	
(3) In-water under-pier firefighting operations. Participating in in-water under-pier firefighting operations (involving hazards beyond those normally encountered in firefighting on land, e.g., strong currents, cold water temperature, etc.).	25	

Appendix A to Subpart 1 of 5 CFR 550
Schedule of Pay Differentials for Hazardous Duty Under Subpart 1
General Schedule Employees

Duty	Rate of hazard pay differential (percent)	Effective date
Work in Open Trenches:		
Work in an open trench 4.6 meters (15 feet) or more deep until proper shoring has been installed.	25	1 Jul 69

Duty	Rate of hazard pay differential (percent)	Effective date
Underground Work:		
Work underground performed in the construction of tunnels and shafts, and the inspection of such underground construction, until the necessary lining of the shaft or tunnel has eliminated the hazard.	25	1 Jul 69

Duty	Rate of hazard pay differential (percent)	Effective date
Underwater Duty:		
(1) Submerged submarine or deep research vehicle. Duty aboard a submarine or deep research vehicle when it submerges.	25	1 Jul 69
(2) Diving. Diving, including SCUBA (self-contained underwater breathing apparatus) diving, required in scientific and engineering pursuits, or search and rescue operations, when: (a) at a depth of 6 meters (20 feet) or more below the surface; or, (b) visibility is restricted; or, (c) in rapidly flowing or cold water; or, (d) vertical access to the surface is	25	

restricted by ice, rock, or other structure; or,
(e) testing or working with hardware which presents special hazards (such as work with high voltage equipment or work with underwater mockup components in an underwater space simulation study).

Duty	Rate of hazard pay differential (percent)	Effective date
Sea Duty Aboard Deep Research Vessels:		
Participating in sea duty wherein the team member is engaged in handling equipment on or over the side of the vessel when the sea-state is high (6.2 meter-per-second winds (12-knot winds) and 0.9-meter waves (3-foot waves)) and the work is done on deck in relatively unprotected areas.	25	1 Jul 69

Duty	Rate of hazard pay differential (percent)	Effective date
Collection of Aircraft Approach and Landing Environmental Data:		
When operating or monitoring camera equipment adjacent to flight deck in the area of maximum hazard during landing sequence while conducting photographic surveys aboard aircraft carriers during periods of heavy aircraft operations.	25	1 Jul 69

Appendix A to Subpart 1 of 5 CFR 550
Schedule of Pay Differentials for Hazardous Duty Under Subpart 1
General Schedule Employees

Duty	Rate of hazard pay differential (percent)	Effective date
Experimental Landing/Recovery Equipment Tests:		
Participating in tests of experimental or prototype landing and recovery equipment where personnel are required to serve as test subjects in spacecraft being dropped into the sea or laboratory tanks.	25	1 Jul 69

Duty	Rate of hazard pay differential (percent)	Effective date
Land Impact or Pad Abort of Space Vehicle:		
Actual participating in dearming and safing explosive ordinance, toxic propellant and high pressure vessels on vehicles that have land impacted or on vehicles on the launch pad that have reached a point in the countdown where no remote means are available for returning the vehicle to a safe condition.	25	1 Jul 69

Duty	Rate of hazard pay differential (percent)	Effective date
Height Work:		
Working on any structure of at least 15 meters (50 feet) above the base level, ground, deck, floor, roof, etc., under open conditions, if the structure is unstable or if scaffolding guards or other suitable protective facilities are not used, or if performed under	25	1 Jul 69

Duty	Rate of hazard pay differential (percent)	Effective date
adverse conditions such as snow, sleet, ice on walking surfaces, darkness, lightning, steady rain, or high wind velocity.		
Flying, participating in:		
(1) Pilot proficiency training. Flights for pilot proficiency training in aircraft new to the pilot under simulated emergency conditions which parallel conditions encountered in performing flight tests.	25	1 Jul 69
(2) Delivery of new aircraft for flight testing. Flights to deliver aircraft which has been prepared for one-time flight without being test flown prior to delivery flight.	25	
(3) Test flights of new modified, or repaired aircraft. Test flights of a new or repaired aircraft or modified aircraft when the modification may affect the flight characteristics of the aircraft.	25	
(4) Reduced gravity--parabolic arc flights--subjects/observers. Reduced gravity flight testing in an aircraft flying a parabolic flight path and providing a testing environment ranging from weightlessness up through +20 meters per second (+2 gravity conditions).	25	
(5) Launch and recovery. Test flights involving launch and recovery aboard an aircraft carrier.	25	
(6) Limited control flights. Flights undertaken under unusual and adverse conditions (such as extreme weather, maximum load or overload, limited visibility, extreme turbulence, or low level flights involving fixed or tactical patterns) which threaten or severely limit control of the aircraft.	25	
(7) Flight tests of expandable aircraft tires. Landing to test aircraft tires	25	

Duty	Rate of hazard pay differential (percent)	Effective date
designed to deflate upon retraction, undertaken to appraise the normal deflate-reinflate cycle and also to evaluate the capability to make a satisfactory landing with the tires deflated.		
(8) Landing and taking-off in polar areas. Landing in polar areas on unprepared snow or ice surfaces and/or taking-off under the same conditions.	25	
Duty	Rate of hazard pay differential (percent)	Effective date
Experimental Parachute Jumps:		
Participating as a jumper in field exercises to test and evaluate new types of jumping equipment and/or jumping techniques.	25	1 Jul 69
Duty	Rate of hazard pay differential (percent)	Effective date
Ground Work Beneath Hovering Helicopter:		
Participating in ground operations to attach external load to helicopter hovering just overhead.	25	11 Oct 69
Sling-suspended transfers. When performance of duties requires transfer from a helicopter to a ship via a sling on the end of a steel cable or from a ship to another ship via a chair harness hanging from a highline between the ships when both vessels are underway.		
Carrier suitability trials aboard aircraft carriers. Participating in carrier suitability trials aboard aircraft carriers when work is performed on the flight deck during launch, recovery, and refueling operations.		
Cargo handling during lightering	25	

operations. Off-loading of cargo and supplies from surface ships to Landing Craft Medium (LCM) boats involving exposure not only to falling cargo but such other hazards as shifting cargo within the LCM, swinging cargo hooks, and possibility of falling between the LCM and cargo vessel.

Duty	Rate of hazard pay differential (percent)	Effective date
Work in unsafe structures:		
Working within or immediately adjacent to a building or structure which has been severely damaged by earthquake, fire, tornado, flood, or similar cause, when the structure has been declared unsafe by competent technical authority, and when such work is considered necessary for the safety of personnel or recovery of valuable materials or equipment, and the work is authorized by competent authority.	25	11 Apr 76

Duty	Rate of hazard pay differential (percent)	Effective date
Tropical Jungle Duty:		
Work outdoors in undeveloped jungle regions outside the continental United States. Work must involve both of the following: (1) An unusual degree of physical hardship caused by high heat, humidity, or other inclement conditions; and (2) An unusual danger of serious injury or illness due to: (a) Travel on unimproved roads or rudimentary trails in rugged terrain (e.g., walking on narrow	25	14 Jun 89

trails in steep mountainous areas, fording deep, fast-moving rivers, and crossing deep crevasses via log or other unsafe means);

(b) Immediate presence of dangerous wildlife (e.g., venomous snakes, poisonous insects, and large carnivores); or

(c) Known exposure to serious disease for which adequate protection cannot be provided.
