NEW MEXICO ARMY AND AIR NATIONAL GUARD
OFFICE OF MILITARY AFFAIRS
OFFICE OF THE ADJUTANT GENERAL
SANTA FE, NEW MEXICO 87502-4277

AGONM Technician Personnel
Regulation Number 532-1

15 SEPTEMBER 1992

TECHNICIAN PERSONNEL (ARMY & AIR)

ENVIRONMENTAL DIFFERENTIAL PAY (EDP)

This Regulation supersedes AGONM TPR 532-1, dated 20 February 1976. References and excerpts are from U.S. Office Of Personnel Management Federal Personnel Manual (FPM) Supplement 532-1, Subchapter 8-2, Subchapter 8-7, Pay Administration, dated 6 February 1992; NGB TPR 532-1, C1 to Subchapter 8. Pay Administration, dated 9 July 1984.

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ENVIRONMENTAL DIFFERENTIAL PAY PLAN
CHAPTER 1 - GENERAL

1-1. References: FPM Supplement 532-1, Subchapter S8-7 and Appendix J and NGB TPR 532-1, Subchapter S8, Change 1.

1-2. New Mexico Army and Air National Guard technicians paid under a Federal Wage System (FWS) wage schedule are authorized Environmental Differential Pay (EDP) as indicated in Sections 3 and 4 of this regulation. If a Differential is authorized for a particular category listed in Appendix J of FPM Supplement 532-1 (Attachment 1), and the employee in fact is exposed to a situation under that category but the agency does not identify the situation to the category until a later date, the employee is entitled to the differential retroactive to the date the category was established in FPM Supplement 532-1.

1-3. Documentation for substantiating and authorizing entitlement to EDP will be in accordance with Section 5 of this regulation.

1-4. EDP for wage system technicians will be computed in accordance with instructions contained in FPM Supplement 532-1, S8-7e, j and k.

1-5. EDP is included as part of the technician's basic rate of pay and will be used to compute premium pay (pay for night shift differential, holiday or Sunday work) or the amount from which retirement deductions are made, and upon which group life insurance is based if in this status at end of pay period.

1-6. DEFINITION: Environmental differential means additional pay that has been authorized wage system (WG, WL, WS) technicians as specified in FPM 532-1, S-8, Appendix J (Attachment 1) for a duty involving unusually severe hazards or unusually severe work conditions.

CHAPTER 2 - DUTIES AND RESPONSIBILITIES

2-1. The primary objective is to provide the basis for orderly and efficient management of the payment of EDP. An EDP committee will be established to aid in this management. This committee will assist the Support Personnel Management Office (SPMO) by reviewing, on an as needed basis, request(s) for the establishment of a locally required category.

2-2. The identification of hazards, working conditions, or physical hardships of an unusual nature will be an on going task. When local situations or circumstances arise which are identified as potentially warranting entitlement to EDP under Appendix J, FPM Supplement 532-1 (Attachment 1), a request shall be submitted in accordance with paragraph 2-3 of this regulation. The SPMO will refer the request to the EDP Committee for evaluation. This committee, in coordination with safety and bioenvironmental personnel, will review the request and file a report with the SPMO. This report will contain a review of the request to determine if the exposure is listed on the schedule contained within the FPM, if the information as provided in para 2-3 of the regulation is accurate and complete and will contain a recommendation on whether the request should be approved. This committee shall also, at the direction of the SPMO, conduct an annual

review of all previously established local categories to determine if continued payment for exposure should be authorized. These annual reviews will include coordination of safety and bio--environmental personnel. The SPMO, under authority delegated by the Adjutant General, will either approve or disapprove additions or deletions to the locally established category listing.

2-3. Request for EDP (ANG) are initiated in three copies by the first-line supervisor on AGONM Form 532-1. Item 1-13 are to be filled in. The first-line supervisor's name and signature will normally appear in items 10 and 11. The second-level or higher supervisor's name and signature will normally appear in Item 12 (Atch 1). Items 8 and 9 of the request may reference the category and percentage of differential requested. For GS employees, these may be found in Section 4. One copy of the AGONM Form 532-1 is held by the initiating unit, and two copies are sent to the SPMO for review.

2-4. All requests for the establishment of a locally identified payable EDP category (ARMY) will contain at a minimum, the following information: A description of the work situation; the location(s) of identical work situation; classification and grade levels of technicians performing the work; appropriate technical instructions; all applicable safety directives covering the work situation; safety and/or environmental health report on the work situation; a description of the unusually severe hazard, physical hardship, or working condition; and why it cannot be overcome or eliminated. If the work situation involves an explosive or incendiary device, hazard classification information must also be included. Accident records must be submitted if the EDP category is only payable when the hazard, physical hardship, or working condition of an unusually severe nature has not been practically eliminated by protective devices and/or safety procedures. Utilization of the AF 683 is also available to Army.

2-5. In addition to acting as the final approving authority, on all requests, the SPMO will also conduct an annual review of the EDP Plan and locally establish categories.

2-6. The SPMO will appoint in writing Air and Army individuals which represent the majority of activities in both services that will act as authorizing officials for the purpose of certifying exposure for payment of EDP.

2-7. Local procedures should be developed for supervisors to:

a. Assign technician to perform duties for which this additional pay is authorized.

b. Ensure that EDP is authorized only when the exposure warranting it is necessary and actually takes place.

2-8. When an employee is in a compensatory time duty status, and is exposed to a hazard, physical hardship or working condition normally warranting payment, the entitlement for the environmental differential pay does not exist. An employee <u>must</u> be in a pay status to receive EDP. Due to the nature of our law, 32 U.S.C. 709, in that overtime pay is not authorized, only compensatory time, payment for the exposure for the technician, therefore is not authorized.

The use of technicians who are working in an overtime status in a hazardous environment will be avoided as much as possible.

2-9. Section 5 of this regulation will be used as the only basis for installation/activity to request authorization for EDP when a technician is exposed to such conditions in his/her particular job assignment. This regulation should be explained to employees and a copy prominently posted on local bulletin boards.

CHAPTER 3 - ENVIRONMENTAL DIFFERENTIAL PAY FOR (FWS) EMPLOYEES

3-1. Pay is authorized for exposure to a hazard of an unusual nature which could result in significant injury, illness or death, or exposure to a physical hardship of an unusual nature under circumstances which cause significant physical discomfort or distress not practically eliminated by protective devices. Pay is authorized for exposure to a working condition of an unusual nature under circumstances involving exposure to fumes, dust, or noise which causes significant distress or discomfort in the form of nausea, skin, eye, ear, or nose irritation, or conditions which cause abnormal soil of body and clothing, etc., and where such distress or discomfort is not practically eliminated by use of safety procedures, devices or clothing. "Practically eliminated" refers to a situation where the risk due to exposure has been reduced to the point where the probability of an adverse effect is extremely low. (Reference: DOD Inspector General's Audit of EDP in DOD, dtd 1983)

3-2. Environmental differentials are stated as percentage amounts and are authorized for the categories of exposures as described in Appendix J of FPM Supplement 532-1. The amount of the environmental differential which is payable is determined by multiplying the percentage rate authorized for the described exposure by the second rate for Wage Grade 10 on the current non-supervisory wage schedule for the area. The resulting cent-an-hour amount is paid uniformly to each wage employee in the area who qualified for the authorized environmental differential, regardless of the grade level of the wage employee or the Federal Wage System wage schedule (WG, WL, or WS) on which the employee is paid.

3-3. When an employee is entitled to an environmental differential which is paid on an <u>actual exposure basis,</u> (Part I of Appendix J, FPM Supplement 532-1) the employee shall be paid in increments of 1/4 hour for each 15 minutes and portion thereof in excess of 15 minutes.

3-4. When an employee is exposed at intermittent times during the day to a hazard, physical hardship, or working condition for which environmental differential is paid on <u>actual exposure basis,</u> (Part I of Appendix J. FPM Supplement 532-1) each exposure is considered separately and the amount of time exposed is not added together before payment is made for exposure beyond one hour's duration, except that pay for environmental differential may not exceed the number of hours of pay by the employee on the day of exposure.

3-5. When an employee is exposed to a hazard, physical hardship, or working conditions for which an environmental differential pay is payable on a shift basis and on the same day he is exposed to a hazard, physical hardship or working condition for which an

environmental differential differential payable on an actual exposure basis at a higher rate is authorized, he/she shall be paid the environmental differential on the basis of actual exposure for that exposure and the environmental differential on the basis of the shift for the remaining hours in the pay status that day. Since by law technicians are not entitled to compensation (pay) for overtime work, they are therefore not entitled to environmental differential pay during this period. The determining factor for entitlement is that a technician must be in a pay status to be eligible for payment of environmental differential pay.

3-6. When an employee is exposed to more than one category listed in this schedule for which the environmental differential is payable on an actual exposure basis, each category is considered separately in computing the amount of environmental differential payable.

3-7. When exposure to the situation occurs during a continuous period extending over two days, it shall be considered to have occurred on the day on which the exposure began and the allowance differential shall be charged to that day.

3-8. When an employee is entitled to an environmental differential which is paid on the basis of hours in a pay status (Part II of Appendix J, FPM Supplement 532-1) the differential will be paid for the hours in a paid status. EXAMPLE: Exposure 0800-1100: work status 1100-1200 with no exposure; annual leave 1300-1700, equals 8 hours EDP entitlement.

CHAPTER 4 - ADMINISTRATION

4-1. EDP will be administrated in accordance with NGB PAM 37-105-J AFM 177-372 VOL 2, Technician Time and Attendance Procedures.

4-2. Performance of environmental duty for ANG technicians will be reported on AF Form 1278. Environmental duty performed by ARNG technicians will be reported on NGB Form 46, Time and Attendance Report and must be accompanied by a NGB Form 104, Certificate of Authorization for Environmental Differential Pay (Attachments 2 and 3). Time and Attendance Reports (NGB Form 46) must be forwarded to arrive at the appropriate Civilian Payroll Office no later than close of business, Monday following the end of the pay period.

a. NGB Form 46 (ARNG) - must be annotated to inform the payroll office that EDP entitlement has accrued:

(1) "EDP Accrued" is entered in the "Remarks" section.

(2) Total EDP hours for the pay period, and total EDP hours per day are entered in hour and quarter-hour increments. The following codes will be used to record quarters of hours:

1/4 hour is equal to .2
1/2 hour is equal to .5
3/4 hour is equal to .7

(3) Entries are referenced to entries on NGB Form 104, the form on which payroll section environmental pay calculations are based. (See Attachments 1 and 2).

b. NGB Form 104 - Category of Exposure column must reflect the locally approved category of exposure and differential rate.

(1) The letter code, NGB Form 104 "Summary of Environmental Differential Pay Hours" section will be used; code letters are keyed to Section 3 Part I and Part II categories and differentials.

(2) Exposure must be shown as it occurs each workday, even though the same exposure may occur on consecutive workdays.

(3) Exposure is entered by date, inclusive clock time, and actual elapsed time in hours for each exposure category shown.

(4) EDP is paid under Appendix J, on either the basis of actual exposure (Part I) Attachment 1 or on basis of hours in a pay status (Part II), Attachment 2.

(5) EDP is payable only when safety and health procedures have not practically eliminated the hazard.

CHAPTER 5 - COORDINATION WITH LOCAL UNION

5-1. COORDINATION WITH NFFE LOCAL 1636: The Support Personnel Management Office will coordinate with NFFE Local 1636 on program policy formulation, and will maintain an open line of communication with union representatives. This will assure cooperation and support of this regulation by the employees' federation. Supervisors and technicians are encouraged to discuss and seek assistance from the local union representative.

FOR THE ADJUTANT GENERAL:

RUDY F. GONZALES, GM-13
Personnel Officer

DISTRIBUTION:
A, B, C, F, G, Hs I
ANG - 100
NFFE Local 1636 - 25
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MATES - 6

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Appendix J.

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

PART I. PAYMENT FOR ACTUAL EXPOSURE

Differential rate	*Category for which payable*	*Effective date*[1]
100%	1. *Flying.* 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 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 500 feet and under in daylight and 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 500 feet; h. Low-level flights in an aircraft flying at altitudes of 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 2 gravity conditions.	Nov. 1, 1970
25%	2. *High work.* Working on any structure of at least 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	Nov. 1, 1970

See footnote at end of table.

Attachment One (12 pages)

PART I. PAYMENT FOR ACTUAL EXPOSURE (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
	(2) If safe scaffolding, enclosed ladders or other similar protective facilities are not adequate for example, working from a swinging stage, boatswain chair, 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.	Nov. 1, 1970
15%	3. *Floating targets.* 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.	Nov. 1, 1970
4%	4. *Dirty work.* Performing work which subjects the employee to soil of bo or clothing: a. Beyond that normally to be expected in performing the duties of the 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.	Nov. 1. 1970
4%	5. *Cold work.* a. Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (32 degrees Fahrenheit).	Mar. 13, 1977
	b. Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (32 degrees Fahrenheit) where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.	Nov. 1, 1970
4%	6. *Hot work.* a. Working in confined spaces wherein the employee is subjected to temperatures in excess of 110 degrees Fahrenheit.	Nov. 1, 1970
	b. Working in confined spaces wherein the employee is subjected to temperatures in excess of 110 degrees Fahrenheit where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.	Mar. 13, 1977
4%	7. *Welding preheated metals.* 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 150 degrees Fahrenheit or more, and the discomfort is not alleviated by protective devices or other means, or discomforting protective equipment must be worn.	Nov. 1, 1970
4%	8. *Micro-soldering or wire welding and assembly.* Working with binocular-type microscopes under conditions which severely restrict the movement of the em and impose a strain on the eyes, in the soldering or wire welding and assembly of miniature electronic components.	Nov. 1, 1970
25%	9. *Exposure to hazardous weather or terrain.* 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: *Examples:* —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 rock falls or avalanches.	July 1, 1972

See footnote at end of table.

PART I. PAYMENT FOR ACTUAL EXPOSURE (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
	—Traveling over secondary or unimproved roads to isolated mountain top installations at night, or under adverse weather conditions (snow, rain, or fog) which limits visibility to less than 100 feet, when there is danger of rocks, mud, or snow slides.	July 1, 1972
	—Traveling in the wintertime, either on foot or by vehicle, over secondary or unimproved roads or snow trails, in sparsely settled or isolated installations when there is danger of avalanches, or during "white-out" phenomenon which limits visibility to less than 10 feet.	
	—Working or traveling in sparsely settled or isolated areas with exposure to temperature and/or wind velocity shown to be of considerable or very great danger on the windchill chart (page J-6.02), and shelter (other than temporary shelter) or assistance is not readily available.	
	—Snowplowing or snow and ice removal on primary, secondary or other class or 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 ice-pack covering the snow.	
25%	10. *Unshored work.* 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:	July 1, 1972
	Examples:	
	—Working adjacent to the walls of an unshored excavation at depths greater than six 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 has been installed.	
	—Duty underground in abandoned mines where lining of tunnels or shafts is in a deteriorated condition.	
15%	11. *Ground work beneath hovering helicopter.* Participating in operation to attach or detach external load to helicopter hovering just overhead.	July 1, 1972
15%	12. *Hazardous boarding or leaving of surface craft.* 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 (three feet and above), and deck conditions and/or wind velocity in relation to the size of the craft introduce unusual risks to employees.	July 1, 1972
	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.	

See footnote at end of table.

PART I. PAYMENT FOR ACTUAL EXPOSURE (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
	—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.	
8%	13. *Cargo handling during lightering operations.* Off-loading 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.	July 1, 1972
15%	14. *Duty aboard surface craft.* Duty aboard a surface craft when 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 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 35 m.p.h., and/or when seas are in excess of 14 feet, or when working on outside decks when decks are slick and icy when swells are in excess of 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 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 (12-knot winds and 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.	July 30, 1972
50%	15. *Work at extreme heights.* Working at heights 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 state, 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.	Oct. 22, 1972

See footnote at end of table.

PART I. PAYMENT FOR ACTUAL EXPOSURE (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
6%	16. *Fibrous glass work.* 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.	Feb. 28, 1975
50%	17. *High voltage electrical energy.* 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.	Apr. 11, 1977
6%	18. *Welding, cutting, or burning in confined spaces.* 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 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.	Jan. 18, 1978

See footnote at end of table.

PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS

Differential rate	*Category for which payable*	*Effective date*[1]
50%	1. *Duty aboard submerged vessel.* Duty aboard a submarine or other vessel such as a deep-research vehicle while submerged.	Nov. 1, 1970
8%	2. *Explosives and incendiary material—high degree hazard.* Work 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 detonator mix. —Loading and assembling high-energy output flare pellets. —All dry-house activities involveing 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.	Nov. 1, 1970
4%	3. *Explosives and incendiary material—low degree hazard.* 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.	Nov. 1, 1970

See footnote at end of table.

PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
	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, assembly and packing or primers, fuses, propellant charges, lead cups, boosters, and time-train rings. —Weighing, scooping, loading in bags and sewing of ignitor 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 power 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.	Mar. 13, 1977
8%	4. *Poisons (toxic chemicals)—high degree hazard.* 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 personnel 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.	Nov. 1, 1970

See footnote at end of table.

PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
	—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 defect leaks in storage containers. —Transferring chemical agents between containers. —Salvaging and disposing of chemical agents.	
4%	5. *Poisons (toxic chemicals)—low degree hazard.* a. 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.	Nov. 1, 1970
	b. 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.	Mar. 13, 1977
8%	6. *Micro-organisms—high degree hazard.* 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 innoculation 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.	Nov. 1, 1970

See footnote at end of table.

PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
4%	7. *Micro-organisms—low degree hazard.* a. 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.	Nov. 1, 1970
	b. 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.	Mar. 13, 1977
8%	8. *Pressure chamber and centrifugal stress.* Exposure in pressure chambers 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.	July 1, 1972
	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 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 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° at rotation rates greater than 15 r.p.m. for periods exceeding three minutes.	
8%	9. *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.	July 1, 1972
	10. *Firefighting.* Participating or assisting in firefighting operations on the immediate fire scene and in direct exposure to the hazards inherent in containing or extinguishing fires.	July 1, 1972
25%	*High degree*	
	—Fighting forest and range fires on the fireline.	
9%	*Low degree*	
	—All other firefighting.	

See footnote at end of table.

PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
8%	11. *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.	July 1, 1972
8%	12. *Land impact or pad abort of space vehicle.* 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.	July 1, 1972
4%	13. *Mass explosives and/or incendiary material.* 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 250,000 pounds net explosive weight (NEW) are present on a regular or recurring basis.	July 1, 1972
4%	14. *Duty aboard aircraft carrier.* 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.	July 1, 1972
8%	15. *Participating in missile liquid propulsion or solid propulsion situations.* Participating in research and development, or preoperational test and evaluation situations involving missile liquid or solid propulsion systems where a 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 tract 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.	Mar. 4, 1974

See footnote at end of table.

PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS (Continued)

Differential rate	*Category for which payable*	*Effective date*[1]
	—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.	
8%	16. *Asbestos.* 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.	Mar. 9, 1975

[1] Effective date is the beginning of the first pay period on or after the date specified.

Exhibit 1. Windchill Chart

WINDCHILL CHART

Wind Speed (MPH)	Local temperature (° F)										
	32	23	14	5	−4	−18	−22	−31	−40	−49	−58
Calm ...	32	23	14	5	−4	−13	−22	−31	−40	−49	−58
5	29	20	10	1	−9	−18	−28	−37	−47	−56	−65
10	18	7	−4	−15	−26	−37	−48	−59	−70	−81	−92
15	13	−1	−13	−25	−37	−49	−61	−73	−85	−97	−109
20	7	−6	−19	−32	−44	−57	−70	−83	−96	−109	−121
25	3	−10	−24	−37	−50	−64	−77	−90	−104	−117	−130
30	1	−13	−27	−41	−54	−68	−82	−97	−109	−123	−137
35	−1	−15	−29	−43	−57	−71	−85	−99	−113	−127	−142
40	−3	−17	−31	−45	−59	−74	−87	−102	−116	−131	−145
45	−3	−18	−32	−46	−61	−75	−89	−104	−118	−132	−147
50	−4	−18	−33	−47	−62	−76	−91	−105	−120	−134	−148

Little danger	Considerable danger	Very great danger
For properly clothed persons		

Danger from freezing of exposed flesh

EXAMPLE

REQUEST FOR APPROVAL OF ENVIRONMENTAL DIFFERENTIAL PAY

I. REQUEST FOR APPROVAL

1. TO:	FROM: (Supervisor's Organization)	3. DATE OF REQUEST
NMAG-SPMO	150TH CAM SQ/MAFY	23 AUGUST 1992

4. POSITION TITLE, SERIES AND GRADE OF ALL POSITIONS AFFECTED:	5. POSITION NUMBER(S)
AIRCRAFT PNEUDRAULIC SYSTEMS MECHANIC	F4535200

6. DESCRIPTION OF WORK SITUATION (Continue on reverse if additional space is required)

The Main Fuel System of the F-16C/D aircraft consists of one bladder type fuel cell, the F-1, the forward and aft internal fuselage tanks, and two integral wing tanks. Total internal fuel for the F16C aircraft is 6,825 lbs and for the F-16D, 5,523 lbs. Six each fuel quantity probes located in the wings and C Model aircraft has eleven fuel quantity probes located in the fuselage tank while the D Model aircraft has ten fuel quantity probes. All fuel boost pumps, transfer components, refule/defuel components, crossfeed valves, and electrical wiring harness are located throughout the integral fuselage tanks. Material failures and age cause breakdowns of fuel quantity probes and fuel system components. Stress and breakdown of sealant will cause leaks in the integral fuselage (continued)

7. DESCRIPTION OF CORRECTIVE ACTION TAKEN TO ELIMINATE OR REDUCE SITUATION (e.g., if protective clothing, devices or equipment are provided, specify type, etc.) (Continue on reverse if additional space is required.)

Management attempts to lessen the risks to individuals during the maintenance of F-16 Fuel System by ensuring the proper training is accomplished for each technician. Management will also ensure all the necessary precautions are taken including the wear of proper protective clothing and equipment. The facilities used for fuel system maintenance will adhere to all applicable technical data and safety publications.

8. TITLE OF APPLICABLE CATEGORY REQUESTED	9. DIFFERENTIAL RATE
Fuel System Repair F-16 C and F-16D aircraft CAT II	8%

10. OFFICIAL AUTHORIZED TO ASSIGN WORK (Name, title and signature)
MSG Goodwrench, Fuel Shop Supervisor

11. OFFICIAL AUTHORIZED TO APPROVE PAYROLL DOCUMENTATION (Name, title and signature)
SMS Wingtip, Aerospace Systems Supervisor

12. RECOMMENDING OFFICIAL (Typed name, title and signature)	13. DATE
CMS Greatperson, ACFT Maintenance, General Foreman	23 AUGUST 1992

II. COORDINATION AND CONCURRENCE

TO: (Check One)	FROM:	DATE
☐ SE ☐ SG	DPC	

The above described hazard, physical hardship and/or working condition of an unusual nature has been reviewed

OFFICE	NAME AND TITLE OF REVIEWER	SIGNATURE	
SE			DATE ☐ CONCUR ☐ NONCONCUR
SG			DATE ☐ CONCUR ☐ NONCONCUR
DPC			DATE ☐ APPROVE ☐ DISAPPROVE

III. FINAL DISPOSITION

TO: (Check One)	FROM:	DATE OF FINAL DISPOSITION
☐ SE ☐ SG ☐ ACCOUNTING AND FINANCE UNION ☐ SUPERVISOR - ACKNOWLEDGE RECEIPT AND RETURN TO DPC AS OFFICE OF RECORD	DPC	

AGONM FORM 532-1 (8-92) Attachment 2 (a) (MAY BE REPRODUCED)

Request for Approval of Environmental Differential Pay

Block 4. Position Title, Series & Grade	Block 5. Position Numbers	Name	SSAN
(self explanatory)	(self explanatory	(self explanatory)	(self explanatory)

Block 6: (continued) tanks, which will require cleaning and resealing of areas or fasteners IAW T.O. 1-1-3. Stress, age wear will cause leaks in fuel cells that must be repaired or replaced. In addition, the aircraft can carry two 370 gallon external wing drop tanks and one 300 gallon center line tank.

a. Fuel cell maintenance and replacement of integral fuselage tank components requries defueling, depuddling, and purging of the F-1 fuel cell, integral fuselage tanks an drop tanks to remove fuel and toxic vapors present. Personnel must wear protective clothing and breathing apparatus as required to accomplish these tasks.

b. Replacement of the F-1 cell or its components (valves, fittings, fuel quantity probes, ets.) is accomplished in a confined area (inside the aircraft).

c. Replacement of external and centerline drop tank components and seals are accomplished in a confined area (inside the tank).

Block 10. Official Authorized to Assign Work

(immediate supervisor) _____

Block 11. Official Authorized to Approve Payroll Documentation

(immediate supervisor) _____

EXAMPLE

(May be reproduced)

REQUEST FOR APPROVAL OF ENVIRONMENTAL DIFFERENTIAL PAY

I. REQUEST FOR APPROVAL

1. TO:	FROM: (Supervisor's Organization)	3. DATE OF REQUEST

4. POSITION TITLE, SERIES AND GRADE OF ALL POSITIONS AFFECTED:	5. POSITION NUMBER(S)

6. DESCRIPTION OF WORK SITUATION (Continue on reverse if additional space is required)

7. DESCRIPTION OF CORRECTIVE ACTION TAKEN TO ELIMINATE OR REDUCE SITUATION (e.g., if protective clothing, devices or equipment are provided, specify type, etc.) (Continue on reverse if additional space is required.)

8. TITLE OF APPLICABLE CATEGORY REQUESTED	9. DIFFERENTIAL RATE

10. OFFICIAL AUTHORIZED TO ASSIGN WORK (Name, title and signature)

11. OFFICIAL AUTHORIZED TO APPROVE PAYROLL DOCUMENTATION (Name, title and signature)

12. RECOMMENDING OFFICIAL (Typed name, title and signature)	13. DATE

II. COORDINATION AND CONCURRENCE

TO: (Check One) ☐ SE ☐ SG	FROM: DPC	DATE

The above described hazard, physical hardship and/or working condition of an unusual nature has been reviewed

OFFICE	NAME AND TITLE OF REVIEWER	SIGNATURE	
SE			DATE ☐ CONCUR ☐ NONCONCUR
SG			DATE ☐ CONCUR ☐ NONCONCUR
DPC			DATE ☐ APPROVE ☐ DISAPPROVE

III. FINAL DISPOSITION

TO: (Check One) ☐ SE ☐ SG ☐ ACCOUNTING AND FINANCE UNION ☐ SUPERVISOR - ACKNOWLEDGE RECEIPT AND RETURN TO DPC AS OFFICE OF RECORD	FROM: DPC	DATE OF FINAL DISPOSITION

Request for Approval of Environmental Differential Pay

Block 4. Position Title, Series & Grade	Block 5. Position Numbers	Name	SSAN

Block 10. Official Authorized to Assign Work

_____

Block 11. Official Authorized to Approve Payroll Documentation

_____

(May be reproduce

ACTUAL EXPOSURE STATUS

CERTIFICATE OF AUTHORIZATION FOR ENVIRONMENTAL DIFFERENTIAL PAY

NAME	SSAN	UNIT AND LOCATION

I Certify below that this employee was exposed to the following hazard, physical hardship, or working condition category(ies) for the duration indicated, incidental to performing his assigned duties and is, therefore, authorized environmental differential pay in accordance with Subchapter S8-7 and Appendix J of FPM Supplement 532-1.

CAT EXPO	DATE	FROM	TO	TOTAL HOURS	SIGNATURE AND TITLE OF AUTHORIZING OFFICER
A	2 Jan	0830	0930	1:00	Intermittent Exposure-Record as 1.7 hours of
A	2 Jan	1400	1440	:40	EDP
A	3 Jan	0900	1100	2:00	Intermittent Exposure to Two Differentials at
D	3 Jan	0900	1100	2:00	Same Time, Highest Differential Only is
A	3 Jan	1400	1425	:25	considered Record as 2.5 Hours of EDP
D	3 Jan	1400	1425	:25	
A	6 Jan	0900	1045	1:45	Exposure to 3 Differentials - Highest only is
B	6 Jan	0900	1045	1:45	considered
D	6 Jan	1030	1045	:15	
A	14 Jan	0900	1100	2:00	Single Differential Exposure
D	15 Jan	1000	1010	:10	Single Differential Exposure - Paid minimum
					of one hour's differential for each
					exposure - record as 1 hour of EDP

SAMPLE

FOR PAYROLL USE ONLY

SUMMARY OF ENVIRONMENTAL DIFFERENTIAL PAY HOURS

CATEGORY I

RATE	CODE	HOURS
100%	A	
25%	B	
15%	C	
4%	D	

CATEGORY II

RATE	CODE	HOURS
50%	M	
8%	N	
4%	O	

NGB FORM 104
15 JUN 80

Attachment 3 (a)

U.S. Government Printing Office: 1980-810-005/4000

HOURS IN PAY STATUS
CERTIFICATE OF AUTHORIZATION FOR ENVIRONMENTAL DIFFERENTIAL PAY

NAME	SSAN	UNIT AND LOCATION

I Certify below that this employee was exposed to the following hazard, physical hardship, or working condition category(ies) for the duration indicated, incidental to performing his assigned duties and is, therefore, authorized environmental differential pay in accordance with Subchapter S8-7 and Appendix J of FPM Supplement 532-1.

CAT EXPO	DATE	FROM	TO	TOTAL HOURS	SIGNATURE AND TITLE OF AUTHORIZING OFFICER
II-3-0	2 Jan	0800	1100	3:00	Entitled to 8 hours EDP on all days
II-3-0	3 Jan	0800	1100	3:00	indicated, Including time in annual leave
II-3-0	5 Jan	1100	1200	1:00	status on days exposed to a Part II "Hours
II-3-0	8 Jan	0900	1200	3:00	in Pay Status" Entitlement
II-3-0	10 Jan	0800	1030	2:30	

SAMPLE

FOR PAYROLL USE ONLY

SUMMARY OF ENVIRONMENTAL DIFFERENTIAL PAY HOURS

CATEGORY I

RATE	CODE	HOURS
100%	A	
25%	B	
15%	C	
4%	D	

CATEGORY II

RATE	CODE	HOURS
50%	M	
8%	N	
4%	O	

NGB FORM 104
15 JUN 80

Attachment 3 (b)

U.S. Government Printing Office

CERTIFICATE OF AUTHORIZATION FOR ENVIRONMENTAL DIFFERENTIAL PAY

NAME	SSAN	UNIT AND LOCATION

I Certify below that this employee was exposed to the following hazard, physical hardship, or working condition category(ies) for the duration indicated, incidental to performing his assigned duties and is, therefore, authorized environmental differential pay in accordance with Subchapter S8-7 and Appendix J of FPM Supplement 532-1.

CAT EXPO	DATE	FROM	TO	TOTAL HOURS	SIGNATURE AND TITLE OF AUTHORIZING OFFICER

FOR PAYROLL USE ONLY

SUMMARY OF ENVIRONMENTAL DIFFERENTIAL PAY HOURS

CATEGORY I

RATE	CODE	HOURS
100%	A	______
25%	B	______
15%	C	______
4%	D	______

CATEGORY II

RATE	CODE	HOURS
50%	M	______
8%	N	______
4%	O	______