DEPARTMENT OF THE NAVY
UNITED STATES NAVAL ACADEMY
ANNAPOLIS, MARYLAND 21402-5000

USNAINST 12552.6E
24/CPD
25 NOV 1991

USNA INSTRUCTION 12552.6E

From: Superintendent

Subj: ENVIRONMENTAL DIFFERENTIAL PAY ASSIGNMENTS FOR EXPOSURE TO VARIOUS DEGREES OF HAZARDS, PHYSICAL HARDSHIPS, AND WORKING CONDITIONS OF AN UNUSUAL NATURE

Ref: (a) FPM Supplement 532-1, Subchapter S8 and Appendix J (NOTAL)
(b) CMMI 532.S8 (NOTAL)

Encl: (1) Federal Wage System (FWS) List of Environmental Pay Differentials

1. Purpose. To define the authorized assignments of environmental differentials for wage grade employees per references (a) and (b).

2. Cancellation. USNAINST 12552.6D

3. Applicability. This instruction applies to Federal Wage System wage grade employees serviced by the Naval Academy's Civilian Personnel Department (CPD).

4. Information. Differential pay is authorized by reference (a) for wage grade employees who are assigned to certain work situations where the scheduled rate of pay is not considered fully compensatory. Such situations involve hazardous work, physical hardships, and working conditions of an unusually severe nature. Enclosure (1) lists and describes the authorized assignments, sets forth the hours during which differentials are compensable, and lists the percentages of differential pay authorized.

5. Action

a. Enclosure (1) will be amended as additions or deletions are identified. Management officials will forward additions to the Management-Employee Relations Division, CPD, provide a brief description of the situation, date the condition was determined to be a hazard, and specify the official authorized to certify time and attendance unless indicated otherwise on enclosure (1). This official will normally be the first level supervisor authorized to certify time and attendance. The first line supervisor is authorized to approve differential pay unless specified in enclosure (1). Requests for deletions of items should contain a brief statement as to how the situation has been corrected or eliminated. Supervisors have continuing responsibility to eliminate danger and risks which contribute or cause the hazard, physical hardship, or unusual working condition. (A

b. Payment of differential

(1) When an employee is entitled to an environmental differential paid on an actual exposure basis, that person will be paid a minimum of one hour's differential pay for the exposure. Beyond 1 hour, the employee will be paid in increments of one-quarter hour for each 15 minutes and portions thereof in excess of 15 minutes.

(2) If exposed at intermittent times during a day to a situation authorizing payment of the environmental differential for actual exposure, 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 the environmental pay may not exceed the number of hours of active duty by the employee on the day of exposure.

(3) When exposed to a severe hazard, physical hardship or unusual working condition for which an environmental differential is payable on a shift basis and on the same day is exposed to a condition for which the environmental differential is payable for an actual exposure basis at a higher rate, the person will be paid the environmental differential on the same basis of actual exposure for that exposure and the differential on the basis of the shift for the remaining hours in the pay status that day.

(4) When an employee is exposed to a severe hazard, physical hardship, or unusual working condition during an overtime period for which he/she is entitled to overtime pay, the employee will be paid no less than the minimum amount of environmental differential to which he/she would otherwise be entitled.

(5) When an employee is exposed to more than one category 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.

c. Environmental differential pay can only be made as authorized for the specific situations listed in enclosure (1) and all such payments are subject to post-audit by the Management Control and Review Department.

B. A. SPOFFORD
ACOS Operations

Distribution:
AA
CPD (50)
A) MCRD (5)
A) PWD (400)

FEDERAL WAGE SYSTEM (FWS)

LIST OF ENVIRONMENTAL PAY DIFFERENTIALS

The following list presents situations currently approved by the Office of Personnel Management for payment of an environmental pay differential for FWS employees and indicates those situations where local use has been approved. In situations other than the latter, concurrence must be secured from the Management-Employee Relations Division, Civilian Personnel Department, before payment is approved. The listing is described in two sections, those differentials paid for time actually involved and those paid for total hours in a pay status.

Part I Differentials Paid For Time Actually Exposed

Category for Which Payable	Differential Rate % WG-10, Step 2	OPM Effective Date	USNA Determination Date	Applicable USNA Situations Where Differential May Be Used Without Further Approval	Authorized Approving Official
1. High Work.	25%	1 Nov 70	18 Dec 74	1. Working in a boatswain's chair at 40 or more feet above the deck of boats.	Small Craft Operations and Repair General Foreman
a. Working on any structure of at lease 100 feet above the ground, deck, floor, or roof, or from the bottom of a tank pit;					
b. Working at a lesser height:				2. Working on the slate or tile sections only of roofs on apartments A-N and Halligan Hall, or where it is not possible for a safety line to be attached to the building, or when safe scaffolding cannot be used.	
(1) If the footing is unsure or the structure is unstable; or					
(2) If safe scaffolding, enclosed ladder or other similar protective facilities are not adequate (for example, working from a swinging stage, boatswain's chair, a similar support); or			18 Dec 74		
(3) If adverse conditions such as darkness, steady rain, high wind, icing, lightning or similar environmental factors render working at such heights hazardous.				3. Relamping lights in Bancroft Hall, Memorial Hall, other domed areas, when sure footing is not guaranteed. (The underside of structure where scaffolding and other walking/working surfaces cannot be erected).	(A
				4. Working on the NRTF radio towers at heights below 100 feet from the ground when conditions as described in 1(b) are not in place.	(A

Category for Which Payable	Differential Rate % WG-10, Step 2	OPM Effective Date	USNA Determination Date	Applicable USNA Situations Where Differential May Be Used Without Further Approval	Authorized Approving Official
2. Dirty Work. 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 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, etc.); or c. When the use of mechanical equipment, or protective clothing results in an unusual degree of discomfort.	4%	1 Nov 70	18 Dec 74	1. Removing slag or stone roofs when operating a powerful machine designed to remove by grinding or scraping slag or stone surfaced roofs.	
			16 Sep 77	2. Repairing roofs using cold methods or materials which do not require heating over 150 F (66.5 C) where application is made by use of rollers, brushes or spraying methods when subjected to contact either on clothing or skin by airborne splatter or spillage.	
			18 Dec 74	3. Cleaning and/or painting inside water storage tanks, water plant filtration tanks, water tank in third wing of Bancroft Hall and swimming pool filters.	

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2. Dirty Work (Continued)	4%		18 Dec 74	4. Cleaning sewage tanks, manholes, and sumps; removing stoppage from sewer lines, and cleaning storm-water manholes.	
			28 Aug 88	4a. Contact with sewage on YP's, Utility boats and Sail Craft.	Small Craft Operations and Repair General Foreman.
			16 Sep 77	5. Repairing or transporting submersible sewage pumps and ejectors prior to cleaning.	
			18 Dec 74	6. Rigging for repairs to and cleaning furnaces, boilers, stoves, etc., when in contact with combustion chamber, firebox, flue, stack, or other part of equipment being coated with soot, smoke, ash, or other waste products of combustion.	
			18 Dec 74	7. Cleaning garbage cans, trucks and equipment using steam jenny.	
			16 Sep 77	8. Repairing Bancroft Hall trash compactor assembly when area of work has not been properly cleaned.	
			18 Dec 74	9. Cleaning elevator pits and shafts.	
			18 Dec 74	10. Cleaning or repairing galley equipment when equipment has not been properly cleaned and when such work is performed in confined spaces inside of equipment including working beneath equipment.	
			10 Feb 91	11. Work engaged in modifying trash compactors for use as storage trailer when compactor is not adequately cleaned.	

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3. Cold Work.	4%	1 Nov 70	18 Dec 74		
a. Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (32 F) where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.		13 Mar 77	16 Sep 77	1. Working in or continuously having to go into and out of cold storage compartments where exposed to temperatures of 32 F or lower and complete protective clothing, to include head and foot gear, is not furnished or cannot be effectively used (such as not being able to use gloves while using hand tools or removing or installing small parts).	
4. Hot Work	4%	1 Nov 70			
a. Working in confined spaces wherein the employee is subjected to temperatures in excess of 110 F.				1. Working in confined spaces where temperatures are in excess of 110 F and adequate corrective measures are not provided while:	
b. Working in confined spaces wherein the employee is subjected to temperatures in excess of 110 F where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.			18 Dec 74	a. Working inside and on top of boilers, furnaces, and heaters in the heating and power plants.	
			18 Dec 74	b. Working inside steam generators, converters, hot water heaters, and storage tanks.	
			18 Dec 74	c. Working inside utility trenches and tunnels.	
			18 Dec 74	d. Working in food service areas (pot wash, galley, and/or bake shop).	

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5. Welding Preheated Metals. Welding of 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 F or more, and the discomfort is not alleviated by protective devices or other means, or discomforting protective equipment must be worn.	4%	1 Nov 70		1. NONE	
6. 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: a. If the footing is unsure or the structure is unstable; or b. If safe scaffolding, enclosed ladders or other similar protective facilities are not adequate (for example, working from a swinging stage, boatswain's chair, or a similar support); or c. If adverse conditions such as darkness, steady rain, high wind, icing, lightning, or similar environmental factors render working at such heights hazardous.	50%	22 Oct 74	18 Dec 74	1. Working on the NRTF radio tower at heights of 100 feet or more above the ground and conditions described in 6b are not in place.	(R

Category for Which Payable	Differential Rate for WG-10, Step 2	OPM Effective Date	USNA Determination Date	Applicable USNA Situation Where Differential May Be Used Without Further Aproval	Authorized Approving Official
7. 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.	6%	28 Feb 75	15 Mar 87	1. Sanding or grinding of fiber glass materials, creating a high concentration of dust particles.	Small Craft Operations and Repair General Foreman
			15 Mar 87	2. Working with or in close proximity to fibrous glass material which results in exposure to 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.	
8. 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.	50%	11 Apr 77	15 Mar 87	1. Working on energized electrical lines rated at 4,160 volts or more which are suspended from utility poles or towers, when adverse weather such as steady rain, high winds, icing, lightning, or similar environmental factors make the work unusually hazardous.	
9. 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 movement through at least 14 feet over and through obstructions including:	6%	18 Jan 78	15 Mar 87	1. 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:	

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9. (Continued) a. Welding, cutting, or burning in confined spaces. b. Access openings and baffles having dimensions which greatly restrict movements, and c. Irregular inner surfaces of the structural components.	6%		15 Mar 87	1. (Continued) a. Access openings and baffles having dimensions which greatly restrict movement, and b. Irregular inner surfaces of the structure or structural components.	

PART II PAYMENT ON BASIS OF HOURS IN PAY STATUS

Category for Which Payable	Differential Rate % WG-10, Step 2	OPM Effective Date	USNA Determination Date	Applicable USNA Situations Where Differential May Be Used Without Further Approval	Authorized Approving Official
1. 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 personal injury.	8%	1 Nov 70	18 Dec 74	1. When exposed to highly concentrated unpackaged poisonous substances while mixing solutions for spraying, dusting or fogging operations, or making baits, etc., for pest control operations.	
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.			11 Feb 77	2. When exposed to lead dust residuals while cleaning the indoor rifle/pistol ranges in Bancroft Hall. This includes changing the lead filters.	

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Poisons (toxic chemicals) - High Degree Hazard.	8%				
Examples (Continued):					
- Work relating to disposal of deteriorated material (exposure to conjunctivitis, pulmonary edema, blood infection, impairment of the nervous system, or possible death).			15 Mar 87	3. When grinding and sanding lead keel and lead parts of sailcraft.	Small Craft Operations and Repair General Foreman
- 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 used in the development, manufacturing, and processing of toxic or experimental chemical warfare agents.					
- Demilitarizing and neutralizing toxic chemical munitions and chemical agents.					

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Poisons (toxic chemicals) - High Degree Hazard.	8%				
Examples (Continued):					
- 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.					

Category for Which Payable	Differential Rate % WG-10, Step 2	OPM Effective Date	USNA Determination Date	Applicable USNA Situations Where Differential May Be Used Without Further Approval	Authorized Approving Official
2. Poisons (toxic chemicals) - Low Degree Hazards.	4%	1 Nov 70	18 Dec 74	1. When exposed to highly concentrated poisonous substances when packed or used in diluted form for spraying or fogging in pest control operations.	
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.					
b. Working with or in close proximity to poisons (toxic chemicals other than tear gas or semi-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 hazardous agents and wherein protective devices and/or safety measures have not practically eliminated the potential for personal injury.		13 Mar 77	15 Mar 87	2. When exposed to marine paints containing toxic substances such as organic tin compounds, isocyanates, etc., while mixing and spraying of such substances. 3. Pool and raw tank cleaning when hydrochloric acid is used in high concentrations.	Small Craft Operations and Repair General Foreman

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Poisons (toxic chemicals) - Low Degree Hazard (Continued): Example: - Handling for shipping, marking, labeling, hauling and storing loaded containers of toxic chemical agents that have been monitored.	4%		15 Mar 87	4. When working with hazardous waste for disposal, shipping, packing, or storage in Bldg 194 or at other locations.	
3. Microorganisms - High Degree Hazard. Working with or in close proximity to microorganisms 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.	8%	1 Nov 70		1. NONE	

Category for Which Payable	Differential Rate % WG-10, Step 2	OPM Effective Date	USNA Determination Date	Applicable USNA Situations Where Differential May Be Used Without Further Approval	Authorized Approving Official
Microorganisms - High Degree Hazard.	8%				
Examples:					
- Direct contact with primary containers of organisms pathogenic for man such as culture flasks, culture 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.					
4. Microorganisms - Low Degree Hazard.	4%	1 Nov 70		1. NONE	
a. Working with or in close proximity to microorganisms 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 tube, hypodermic syringes and similar instruments, and biopsy and autopsy material.					

Category for Which Payable	Differential Rate % WG-10, Step 2	OPM Effective Date	USNA Determination Date	Applicable USNA Situations Where Differential May Be Used Without Further Approval	Authorized Approving Official
Micro-organisms low degree hazard (Continued)	4%				
(b) Working with or in 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 tests tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material and wherein the use of safety devices and equipment and other measures have not practically eliminated the potential for personal injury.			13 Mar 77		
5. 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 could result in overexposure and/or illness during the time required to leave the space.	8%	1 Jul 72	18 Dec 74	1. Inspecting, cleaning or repairing fuel storage tanks when failure of applied breathing apparatus would result in serious injury or death within the time required to leave the tank.	

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6. Asbestos. Beginning 1 Apr 91, the following criteria apply: Working in an area where airborne concentrations of asbestos fibers in excess of 1/4 of the current OSHA permissible exposure limit (PEL), 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.	8%	9 Mar 75	15 Mar 87	1. When employees are engaged in the removal or encapsulation of asbestos material.		(R
				2. When accidental exposure occurs to friable asbestos due to working in the vicinity of disturbed asbestos.	Small Craft Operations and Repair General Foreman	
				3. If no airborne samples are taken and an employee is accidentally exposed to a substance which the Safety Office determines to contain asbestos in any concentration, environmental differential pay will be paid.	or 1st line supervisor other than for the Naval Station	(A