



UNITED STATES MARINE CORPS
MARINE CORPS BASE
QUANTICO, VIRGINIA 22134-5001

MCBO 12532.1
C 017/p
22 May 89

MARINE CORPS BASE ORDER 12532.1 w/Ch 1

From: Commanding General
To: Distribution List

Subj: PAYMENT OF ENVIRONMENTAL DIFFERENTIALS TO FEDERAL WAGE
SYSTEM EMPLOYEES

Ref: (a) FPM Supplement 532-1, Subchapter S8-7 (NOTAL)
(b) FPM Supplement 532-1, Appendix J (NOTAL)
(c) MCCDCO P7000.1

Encl: (1) Categories of Environmental Differential Paid for
Actual Exposure
(2) Categories of Environmental Differential Paid for
Hours in Pay Status

1. Purpose. To provide the authority for approving payment of environmental differentials to Federal Wage System (ungraded) employees, to list categories and specify the differentials payable for each category, and to identify the conditions under each category for which payment is authorized.

2. Cancellation. MCCDCO 12532.1.

3. Policy. It is the policy of this Command to eliminate or reduce to the lowest possible level all hazards, physical hardships, and working conditions of an unusual nature. Payment of an environmental differential is warranted and authorized only when all efforts to eliminate or reduce the hazard, physical hardship, or working condition have failed. The authority to grant payment of environmental differential is not intended in any way to relieve supervisors and managers of their responsibility to seek new methods and practices which can reduce or eliminate hazards or severe working conditions.

4. Information

a. Payment of Environmental Differentials

(1) Reference (a) authorizes the Commanding General to pay Wage Grade employees an environmental differential for exposure to hazards, physical hardships, and working conditions of an unusually severe nature.

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(2) Reference (b) limits the Commanding General's authority to specific work situations and rates of differential which have been reviewed and approved by the Office of Personnel Management.

(3) Enclosures (1) and (2) describe those work situations and qualifying criteria which have been approved for payment of environmental differentials.

(4) Federal Wage System employees exposed to hazards, physical hardships, or severe working conditions which were credited in the grading of their positions cannot receive additional compensation for such exposure.

(5) An employee subjected concurrently to more than one hazard, physical hardship, or working condition of an unusually severe nature shall be paid only for that exposure which results in the highest rate of differential.

(6) Environmental differentials will be paid either for the period of actual exposure or for hours in pay status. Reference (c) contains additional information on coding of time cards.

(a) Payment for Actual Exposure. When an employee is entitled to an environmental differential described in enclosure (1), the employee will be paid a minimum of one hour's differential for the exposure. For exposure beyond one hour, the employee will be paid in increments of six minutes for each additional one-tenth hour or portion thereof. When an employee is exposed at intermittent times during a day, each exposure will be considered separately. The total number of hours for which a differential is paid, however, may not exceed the number of hours of active duty by the employee on the day of the exposure.

(b) Payment for Hours in Pay Status. When an employee is entitled to a differential described in enclosure (2), the employee will be paid the differential for all hours in pay status on the day during which the exposure occurred.

b. When a local situation is not described by one of the authorized categories in enclosures (1) and (2), but is considered to be so unusual in nature that it appears to warrant payment of an environmental differential, the cognizant supervisor or manager will promptly submit a written request for authorization of such payment to the Commanding General, Marine Corps Base (C017) via the appropriate organization head. Such requests must identify the affected employee, associated job description, hardship or hazardous working condition to which exposed, efforts taken to minimize or eliminate subject condition, and the new category and definition

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thereof under which management recommends inclusion. A proposed amount of differential and method of payment may also be included. The Civilian Personnel Officer will assess such requests per the provisions of references (a) and (b).

* c. This Order will be amended as additional conditions are identified which warrant payment of environmental differentials. All recommended changes will be submitted via the Environmental Pay Review Committee (Attn: Director, Facilities Division).

5. Action. Activity heads will:

a. Take appropriate action to eliminate or reduce to the lowest possible level all hazards, physical hardships, or unusual working conditions.

b. Ensure dissemination of this Order to subordinate supervisors and to personnel exposed to conditions outlined herein.

c. Ensure that job descriptions of subordinate employees reflect the assignment of any duties involving exposure to hazards, physical hardships, or working conditions of an unusual nature which may warrant payment of environmental differentials.

d. Approve payment of environmental differentials for subordinate wage grade employees per criteria in enclosures (1) and (2). When the assignment of a wage employee is determined to meet such criteria, the cognizant supervisor will ensure that the employee's labor distribution and time card are annotated to reflect the appropriate environmental differential per payroll codes established in reference (c).

GAIL M. REALS
Deputy Commander for Support

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Ch 1 (8 Feb 90)



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MARINE CORPS BASE
QUANTICO, VIRGINIA 22134-5001

MCBO 12532.1 Ch 1
C 032/p
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MARINE CORPS BASE ORDER 12532.1A Ch 1

From: Commanding General
To: Distribution List

Subj: PAYMENT OF ENVIRONMENTAL DIFFERENTIALS TO FEDERAL WAGE
SYSTEM EMPLOYEES

Encl: (1) New page insert to MCCDCO 12532.1A

1. Purpose. To transmit a new page insert to the basic Order.
2. Action. Remove page 3 of the basic Order and replace with the corresponding page contained in the enclosure hereto.
3. Change Notation. Paragraph denoted by an asterisk (*) symbol contains change not previously published.

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Deputy Commander for Support

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CATEGORIES OF ENVIRONMENTAL DIFFERENTIAL
PAID FOR ACTUAL EXPOSURE

1. High Work (Differential Rate of 25 Percent)

a. This category includes:

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

(2) Working at a lesser height when:

(a) The footing is unsure or structure unstable;

(b) Safe scaffolding, enclosed ladders or other similar protective facilities are not adequate (e.g., working from a swinging stage, boatswain chair, or similar support); or

(c) Adverse conditions such as darkness, steady rain, high wind, icing, lightning, or similar environmental factors render working at such heights hazardous.

b. The following local conditions have been approved for payment of environmental differential:

(1) Maintenance, repair, or inspection on water towers exceeding 100 feet in height and in areas without normal safety guards, usually inside tanks.

(2) Climbing athletic field lighting poles with open ladders for maintenance and repair where safety belts cannot be used for ascent or descent. Performing emergency repair work on energized electrical distribution lines during steady rain, high winds, icing, lightning, or snow storms when climbing poles or during hours of darkness.

(3) Employees engaged in trimming, pruning, or removing branches or foliage from trees when the employee is at least eight feet above ground level and when the footing is unstable and the use of safety devices is impractical.

2. Dirty Work (Differential Rate of 4 Percent)

a. This category includes performing work which subjects the employee to soil of body or clothing beyond that normally expected in performing the duties of the classification and which meets at least one of the following criteria:

(1) The condition is not adequately alleviated by the use of mechanical equipment or protective devices which are readily

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available, or the use of such equipment or devices is not feasible due to other health considerations (e.g., protective devices produce excessive heat).

(2) The use of mechanical equipment, protective devices, or protective clothing results in an unusual degree of discomfort.

b. The following local conditions have been approved for payment:

(1) Maintenance or repair of sewage system equipment that requires the employee to enter wet wells, sludge collectors, digesters, etc., and to come into physical contact with raw sewage or residue. Also included is work involving repair of equipment from sewage areas.

(2) Spray painting in confined or unconfined spaces which exposes clothing and body to strong cleaning solutions and paint, thereby ruining clothing.

(3) Performing work in the heating plants which subjects body and clothing to soil beyond that normally expected, such as working in or on coal elevators, conveyors, and hoppers; cleaning fuel oil heaters, condensate tanks, makeup tanks, feedwater heaters, or fuel tanks; or working inside boilers.

(4) Operating refuse collection and oil tanker trucks when the employee is subjected to excessive soiling of body or clothing.

(5) Equipment maintenance or repair work which causes the employee to come into physical contact with trash or raw sewage which produces excessive soiling of body or clothing.

3. Cold Work (Differential Rate of 4 Percent)

a. This category includes working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (32 degrees Fahrenheit).

b. Local conditions approved for payment include working in or continually entering and exiting cold storage compartments where temperatures are maintained at or below freezing to receive, store, or stock frozen food items.

4. Hot Work (Differential Rate of 4 Percent)

a. This category includes working in confined spaces wherein the employee is subjected to temperatures in excess of 110 degrees Fahrenheit.

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b. Local conditions approved for payment include repairing steam and condensate lines in steam tunnels and steam pits where temperatures exceed 110 degrees.

5. Unshored Work (Differential Rate of 25 Percent)

a. This category includes working in excavation areas before the installation of proper shoring or other securing barriers, or in catastrophic areas where there is a possibility of cave-in, building collapse, or falling debris when such exposure creates risk of significant injury or death.

b. Local conditions approved for payment include working adjacent to walls of an unshored excavation site at depths greater than six feet. Workers are engaged in such tasks as hand digging, pipe laying, cementing or sealing pipe joints, laying brick or block, pouring concrete, installing or removing shoring, operating pumps for removal of water or sewage, or repairing or installing sewer and water mains.

6. High Voltage Electrical Energy (Differential Rate of 50 Percent)

a. This category includes working on energized electrical lines rated at or above 4,160 volts which are suspended from utility poles or towers during periods of adverse weather conditions or when similar environmental factors make the work unusually hazardous.

b. Local conditions approved for payment include working on energized electrical lines during periods where such factors as steady rain, high winds, icing, lightning or snow storms serve to make the work unusually hazardous. Work assignments of this nature will be permitted only during bona fide emergencies.

7. Welding, Cutting, or Burning in Confined Spaces (Differential Rate of 6 Percent)

a. This category includes 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.

b. Local conditions approved for payment include repair or installation of pipes, fittings, and/or equipment in steam pits, steam tunnels, and crawl spaces under buildings.

8. Fibrous Glass Work (Differential Rate of 6 Percent)

a. This category includes working with or in close proximity to fibrous glass material which results in exposure of the skin,

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eyes, or respiratory system to irritating fibrous glass particles or slivers where exposure is not practically eliminated by the mechanical devices being used.

b. Local conditions approved for payment include repair or installation of air conditioning ducts in confined spaces.

ENCLOSURE (1)

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CATEGORIES OF ENVIRONMENTAL DIFFERENTIAL
PAID FOR HOURS IN PAY STATUS1. Explosives and Incendiary Material - High Degree Hazard
(Differential Rate of 8 Percent)

a. This category includes working with or in close proximity to explosives and incendiary material when potential exists for personal injury such as permanent, temporary, partial or complete loss of sight or hearing; partial or complete loss of any extremity; other partial or total disability of equal severity; or loss of life. In such cases safety measures either do not exist or do not practically eliminate the potential for personal injury of the types described above. Additionally, concomitant with the inherent threat of personal injury is the potential for extensive property damage which would necessitate reconstruction of facilities or replacement of equipment.

b. Local conditions approved for payment include all operations involving work within an impact area containing unexploded ordnance; placement, movement, or removal of tank or artillery targets; and maintenance, repair, or construction operations within designated sections of hazardous training areas.

2. Explosives and Incendiary Material - Low Degree Hazard
(Differential Rate of 4 Percent)

a. This category includes working with or in close proximity to explosives and incendiary material when potential exists for personal injury such as laceration of hands, arms, or face; minor irritation of the skin; or minor burns. Potential damage to the immediate or adjacent work areas is minimal.

b. Local conditions approved on payment include:

(1) Loading, unloading, transporting, issuing, blocking, bracing, or working in close proximity to Class A or B explosives, demolitions of all types, incendiary black powder, phosphorous, hand grenades, lythium sulfur dioxide batteries, flares, fuses, blasting caps, primer cord, or other ammunitions aside from those used with small arms.

(2) Working inside ammunition storage areas where grounding system tests involving high voltage current induction are being performed;

(3) Inspecting ammunition when such inspection requires opening of sealed containers, identifying defects or corrosion, and repacking;

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(4) Conducting inventory of fragmentation, phosphorous, grenades, dynamite, TNT, fuses, blasting caps, mines, rockets, 90MM and 105MM projectiles, mortar shells, or similar explosives other than small arms ammunition, when such work requires moving of open containers and removing contents to verify count, and when potential for injury exists; and

(5) Welding, burning, grinding, sanding, cutting, and use of power tools in the maintenance and repair of doors and ventilation ducts of magazines containing explosive material when such work requires the employee to work inside the magazine or to work on the doors of the magazine while they are open.

3. Poisons (Toxic Chemicals) - High Degree Hazard (Differential Rate of 8 Percent)

a. This category includes working with or in close proximity to poisons (toxic chemicals), other than tear gas or similar irritants, when potential exists for serious personal injury such as permanent, temporary, partial, or complete loss of faculties or loss of life. Such exposure to toxic chemicals, dust, or fumes of equal toxicity must be of an unusual degree and be generated 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 personal injury.

b. Exposure to these toxic chemicals on this base has been practically eliminated or the chemicals are not used. In the rare instances where exposure may occur, i.e., chemical spills of hazardous waste, a review will be made on a case-by-case basis.

4. Poisons (Toxic Chemicals) - Low Degree Hazard (Differential Rate of 4 Percent).

a. This category includes 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 performed does not require the degree of exposure to or direct contact with the more toxic agents described under high degree hazard and wherein protective devices and/or safety measures have not practically eliminated the potential for personal injury.

b. Local conditions approved for payment include:

(1) Transporting, mixing, applying, handling, or working in close proximity to those agents identified in paragraph 3b above in a dilute form;

(2) Handling open containers of poisons (toxic chemicals) such as isocyanates and polyurethane resins when such tasks result in exposure to fumes, vapors, and/or splashes; and

(3) Handling, loading, or unloading for storage purposes, containers of poisons and/or toxic chemicals such as Asbestos, Trichlorethlene, PCB, and Lithium.

5. Asbestos (Differential Rate of 8 Percent)

a. This category includes working in an area where airborne concentrations of asbestos fibers may expose employees to potential illness or injury and protection devices or safety measures have not practically eliminated the potential for such personal illness or injury.

b. Local conditions approved for payment include removing and/or sealing asbestos insulation or working in the immediate area where asbestos insulation is being removed and/or sealed.