



## UNITED STATES MARINE CORPS

MARINE CORPS AIR BASES WESTERN AREA EL TORO  
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ABO 12532.1A  
1BF/100  
19 May 95

### AIR BASES ORDER 12532.1A

From: Commander  
To: Distribution List

Subj: ENVIRONMENTAL DIFFERENTIAL PAY PLAN FOR WAGE EMPLOYEES

Encl: (1) Categories of Environmental Differentials  
(2) List of Exception Codes

1. Purpose. To implement the Environmental Differential Pay Plan for wage employees under the Federal Wage System, within Marine Corps Air Bases Western Area (MCABWA), as per the guidelines of Subchapter S8 and Appendix J of the Federal Personnel Manual Supplement 532-1.

2. Cancellation. ABO 12532.1.

#### 3. Background

a. This Command's objective is to eliminate or reduce to the lowest possible level, all hazards, physical hardships and working conditions of an unusual nature. An environmental differential is warranted, and will be authorized only when all efforts have failed to eliminate or reduce the hazard, physical hardship or working condition and protective gear is not available. The existence of environmental differentials is not intended to condone unsafe work practices.

b. An environmental differential is paid to a wage employee who is exposed to a hazard, physical hardship or working condition listed under the categories stipulated in enclosure (1). Amount payable for environmental differential is dependent upon the degree of hazard, unusually severe physical hardship, working conditions and availability of protective clothing, and/or equipment. For several of the categories of environmental differential (fibrous glass, toxic chemical and asbestos) in enclosure (1), reference is made to use of protective clothing and/or equipment. It is the policy of MCABWA that employees will be required to wear and to use appropriate protective clothing and/or equipment prescribed by Occupational Health authorities before they perform work which will expose them to environmental hazards. Further, it is also the policy of MCABWA that employees who may be exposed to these environmental hazards be trained in the proper procedures to use should exposure occur and/or precaution to use when possible hazards exist.

4. Information

a. Approval and Certification. Approval and certification of time cards for environmental payment shall be restricted to Wage Supervisor I and above for differential rates of 6 percent or less. Wage Supervisor II or above will certify time cards for 8 percent or higher.

b. Payment. Payment is authorized only when the exposure is within the circumstances described for local application. The authorized pay differential for each category in enclosure (1) is expressed as a percentage for the 2nd step rate of WG-10. Enclosure (1) is divided into two parts. Entitlement to environmental differentials for each part, and rules for their payment follow:

(1) Part I - Payment for Actual Exposure

(a) When employees are entitled to a differential under this part, they shall be paid a minimum of 1 hour's differential for each exposure. Additional exposure within the same hour shall not be paid separately since it is covered within the minimum of 1 hour's duration. When entitlement continues beyond 1 hour, however, the employee will be paid in one-quarter hour increments for each 15 minutes and portion thereof in excess of 15 minutes. Intermittent exposures during different hours of the day will be considered separately and not added together before computation of payment is made. 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) When an employee is exposed to a hazard, physical hardship or unusual working condition during an overtime period for which he is entitled to overtime pay, he will be paid not less than the minimum amount of environmental differential described under subparagraph 4b(1)a, above.

(c) If more than one environmental differential applies at the same time, the employee will be paid for the exposure which results in the highest differential.

(2) Part II - Payment on Basis of Hours in Pay Status.

When employees are exposed to a situation for which an environmental differential is authorized under this part, they will be paid the differential for all hours in a pay status on the day on which he is exposed to the situation, regardless of the length of exposure time.

c. Employees on Leave. Environmental differential pay is not authorized for employees in non-work status for an entire day such as annual leave, sick leave, administrative excusals, or holiday pay. It is not authorized for employees on court leave (jury duty) or military active duty for training (ADT) who perform hazardous duty each day on a regularly scheduled basis.

d. Changes. Amendments to categories in enclosure (1) in the form of additions, changes, or deletions may be made by the Office of Personnel Management (OPM). Requests for changes, additions, or deletions of local working situations within the OPM's broad categories should be directed, through supervisory channels, to the Human Resources Office (HRO) at Marine Corps Air Station (MCAS) El Toro or MCAS Yuma.

5. Action. Squadron commanding officers/department heads and their subordinate supervisors are responsible for carrying out the policies and procedures contained in this Order.

a. Supervisors shall:

(1) Ensure that each wage grade employee who performs assigned work described in enclosure (1) is paid the appropriate environmental differential by entering the appropriate pay code on the time card as per enclosure (2).

(2) Ensure that each employee work assignment, compensated by an environmental differential pay, is necessary to carry out the assigned function of the organization.

(3) Evaluate each new or unusual work situation to establish criteria and submit the data to the HRO, MCAS El Toro or MCAS Yuma to initiate environmental pay.

(4) Supervisors responsible for work assignments will determine when an environmental differential applies to their employees. The supervisor is authorized to annotate the employee's time card by writing in the actual time and category involved by use of letter codes listed in enclosure (2).

b. The HRO, MCAS El Toro and MCAS Yuma shall:

(1) Provide pay rate codes.

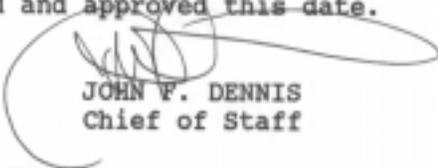
(2) Conduct periodic audits of payments made.

(3) Provide guidance and assistance in the local administration of the environmental pay plan.

c. The Safety Division shall provide consultation for all environmental differential pay situations.

6. Summary of Revision. This revision contains a substantial number of changes and must be completely reviewed.

7. Certification. Reviewed and approved this date.

  
JOHN F. DENNIS  
Chief of Staff

DISTRIBUTION: A less HRO, 1KM, 1LA, 1VA, 1XA, 1YA, 1ZA

19 May 95

CATEGORIES OF ENVIRONMENTAL DIFFERENTIALS  
PART I - Payment for Actual Exposure

HIGH WORK (25 Percent)

1. OPM Definition: Working on any structure at least 100 feet above the ground, deck, floor or roof, or from the bottom of a tank or pit. Working at a lesser height if the footing is unsure or the structure is unstable; or if safe scaffolding, enclosed ladders or other similar protective facilities are not adequate (for example, working from a swinging stage, boatswain chair, or similar support); or if adverse conditions such as darkness, steady rain, high wind, icing, lightning or similar environmental factors render working at such heights hazardous.

2. Local Application:

a. Working in through the truss of hangars at a minimum height of 100 feet above base level in tightening bolts, replacing defective members, roof sheeting, repairing or replacing components of fire sprinkler systems, and repairing or installing electrical wiring.

b. Working on elevated water storage tanks at heights above 100 feet from the ground to replace navigational warning light bulbs, repair constant level controls, inspect and flush tank, or repair railings, brackets, etc.

c. Working on roof surfaces 12 feet or above in height to repair or secure roofing when high or strong gusty wind conditions prevail. High winds in this situation are defined as over 40 mph. Strong, gusty winds involve gusts from 35 to 40 mph.

d. Working on poles, radomes, and beacon towers, less than 100 feet but more than 12 feet in height above ground when adverse working conditions exist such as steady rain, darkness, or high (40 mph) and gusty (35-40 mph) winds.

e. Working on overhead door systems at height of 40 feet, in high (40 mph) or gusty (35-40 mph) winds.

f. Assisting journeymen (e.g., positioning materials, moving equipment, etc.) who are engaged in roof repair or reroofing structures at elevations over 12 feet in height above ground when subject to high (40 mph) or gusty (35-40 mph) winds.

ENCLOSURE (1)

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DIRTY WORK (25 percent)

1. OPM Definition: Performing work which subjects the employee to soil of body or clothing beyond that normally to be expected in performing the duties of the classification, and 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 when the use of mechanical equipment, or protective devices, or protective clothing results in an unusual degree of discomfort.

2. Local Application:

a. Working in cramped crawl spaces under buildings when employee is subjected to excessive dust, dirt, cobwebs, mud, etc., to a point of requiring change of clothing each day.

b. Cleaning and sanitizing 6' square Pak-Mor cans in which fermented garbage has accumulated, requiring employee to enter dirty cans to scrape and steam clean with germicidal deodorizing detergent.

c. Working in sewage collection pits to clear stopped lines, or to repair, replace or overhaul valves, pumps, or piping, or to repair or replace electrical motors or controls where contact with sewage is involved.

d. Entering sewer manholes for removal of debris from sanitary sewers.

e. Applying liquid asphaltic roof coating by spray, brush, or roller, which subjects employee to unusual soil of body and work clothing.

f. Spray painting exteriors or interiors of buildings or structures, without use of cabinets, booth or water spray curtains. (Note: Operation of spray equipment specifically designed to apply paint and glass beads to stripe roads and runways does not subject operator to unusual soil of body or clothing. Therefore, a differential for dirty work is not authorized).

g. Applying epoxy-type paints, or sanding metal surfaces and spraying a vinyl-type paint to fuel tank interiors when employee is required to wear a forced air feed mask.

h. Repairing major malfunctions in high pressure boilers in central heating plant or low pressure boilers in other heating plants which subjects employee to unusual soil of body or clothing.

i. Working in water and mud in repairing water distribution systems, which subjects employee to unusual soil of body or clothing.

ENCLOSURE (1)

j. Cleaning boiler tubes and fireboxes or clearing soot from space heaters when such work subjects employee to unusual soil of body or clothing.

k. Cleaning tank interiors, such as aircraft refuelers, or MBI Aircraft Fire and Rescue truck, when it requires employee to work inside the tanks to hand scrub metal surfaces.

l. Operation of oil distributor trailer when it requires employee to operate hand sprayer to spray oil or various types of asphaltic emulsions on road and runway shoulders or parking lot surfaces when employee is subject to unusual soil of body or clothing.

m. Transferring oil or asphaltic emulsions from one tank to another tank using large lines, (i.e., 4 inch) exposing the body and clothing to unusual soil from the lines.

n. Operation of sandblast equipment to clean the surfaces of tanks and various stucco and/or cement structures.

o. Cleaning accumulated cooking grease from galley range hoods and vent ducts, or in pumping out grease traps in mess halls or motor pools.

p. Operating engineering equipment in the clearing and maintaining of firebreaks subjecting employee to unusually dusty conditions.

COLD WORK (4 percent)

1. OPM Definition: Working in cold storage or other climate controlled areas where the employee is subjected to temperatures at or below freezing (32 degrees Fahrenheit).

2. Local Application: Working in (or continually going into or out of) cold storage compartments to receive, store and stock frozen food items, or to repair, adjust or replace elements of the refrigeration system, when temperatures are maintained at or below 32 degrees Fahrenheit.

HOT WORK (4 percent)

1. OPM Definition: Working in confined spaces wherein the employee is subjected to temperatures in excess of 110 degrees Fahrenheit.

ENCLOSURE (1)

2. Local Application:

a. Working in boiler rooms when temperature is in excess of 110 degrees Fahrenheit to overhaul, rebuild, repair electrical systems; to pack expansion joints (steam) and test various piping systems under pressure; to repair heater burner equipment; to repipe or reline boilers and make valve repairs; or to paint pipes, walls and stacks.

b. Working in manholes when temperature is in excess of 110 degrees Fahrenheit to repair, install or splice electrical cables; to repair steam lines, secure valves, etc.; or to patch holes in walls of manhole.

c. Cleaning metal cylindrical surge tank (approximately 4 1/2 feet wide) interiors by sandblasting, scaling and brushing wherein employee is subject to temperatures in excess of 110 degrees Fahrenheit.

d. Patching plaster or cement and repairing damage sheetrock or transite in walls wherein employee is subject to temperatures in excess of 110 degrees Fahrenheit.

FIBROUS GLASS WORK (6 percent)

1. OPM Definition: 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.

2. Local Application: Performing work when exposure to fibrous glass material was not planned in the work to be performed, and adequate protection is not immediately available, and the worker's skin, eyes or respiratory system is exposed to fibrous glass particles or slivers.

HIGH VOLTAGE ELECTRICAL ENERGY (50 percent)

1. OPM Definition and Local Application. 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.

2. Additional Local Application: Performing work on or around underground energized electrical lines rated at 4,160 volts or more which are located in underground electrical or manholes, when standing water is present.

ENCLOSURE (1)

PART II - Payment on Basis of Hours in Pay Status

EXPLOSIVES AND INCENDIARY MATERIAL - LOW DEGREE HAZARD (4 percent)

1. OPM Definition: 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 or when minimal damage occurs 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.
2. Local Application: All operations involving loading, unloading, storage and hauling of explosive incendiary ordnance material other than small arms ammunition, to include loading and unloading from railroad cars or trucks by hand, with fork lift truck or with specialized munitions handling equipment.

POISONS (TOXIC CHEMICALS) - HIGH DEGREE HAZARD (8 percent)

1. OPM Definition: 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.
2. Local Application: When diluting, mixing, blending or dispersing sodium strychnine, calcium cyanide, aluminum phosphide, or vikane fumigant.

POISONS (TOXIC CHEMICALS) - LOW DEGREE HAZARD (4 percent)

1. OPM Definition: 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.
2. Local Application: When diluting, mixing, blending or dispersing chlorinated hydrocarbons, organic phosphorus compounds or herbicides.

ENCLOSURE (1)

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WORK IN FUEL STORAGE TANKS (8 percent)

1. OPM Definition: 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.
2. Local Application: When inspecting, cleaning or repairing underground fuel storage tanks under conditions specified in the definition.

ASBESTOS (8 percent)

1. OPM Definition: 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.
2. Local Application: Performing work when exposed to asbestos material.

ENCLOSURE (1)

LIST OF EXCEPTION CODES

<u>Exception Code</u>	<u>Description</u>
AO	Asbestos
AO	Work in Fuel Storage Tank
AO	Explosives and Incendiary Material - High Degree Poisons (Toxic chemicals) - High Degree
BO	Dirty Work
BO	Cold Work
BO	Explosives and Incendiary Material -Low Degree
BO	Poisons (Toxic Chemicals) - Low Degree
DO	Fiber Glass
EO	High Work

ENCLOSURE (2)



**UNITED STATES MARINE CORPS**

MARINE CORPS AIR BASES WESTERN AREA EL TORO  
PO BOX 99001  
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ABO 12532.1A Ch 1  
1BF/100  
23 JUL 98

AIR BASES ORDER 12532.1A Ch 1

From: Commander  
To: Distribution List

Subj: ENVIRONMENTAL DIFFERENTIAL PAY PLAN FOR WAGE EMPLOYEES

1. Purpose. To direct pen change to basic order.
2. Action. Enclosure (1), page 2, first line, change "DIRTY WORK (24 percent)" to read "DIRTY WORK (4 percent)".
3. Filing Instructions. File this change transmittal immediately behind the signature page of the basic Order.

  
S. F. MUGG  
Chief of Staff

DISTRIBUTION: A 1KM, 1LA, 1VA, 1XA, 1YA, 1ZA, plus HRO (20)