



UNITED STATES MARINE CORPS  
MARINE CORPS BASE  
CAMP LEJEUNE, NORTH CAROLINA 28542-5001

3. Miller  
BO 12532.1S  
CPD/rlw  
17 Jul 1987

BASE ORDER 12532.1S

From: Commanding General  
To: Distribution List

Subj: WAGE SCHEDULES FOR TRADES AND LABOR EMPLOYEES

Ref: (a) FPM Supplement 532-1, Appendix J (NOTAL)  
(b) DoD Wage Fixing Authority ltr of 17 March 1987, Subj: Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the Wage Area of Southeastern North Carolina (NOTAL)

Encl: (1) Hourly Wage Rate Tables  
(2) Environmental and Night Shift Differentials

- Purpose. To promulgate for Trades and Labor occupations applicable rates of pay, to establish the policy and set forth circumstances under which subject employees may receive payment of environmental differentials listed in reference (a) in addition to their regular hourly rates, and to outline responsibility of management officials in administering the regulations covering payment of environmental differentials.
- Cancellation. BO 12532.1R.
- Background. Revised wage rates are provided by enclosure (1). Trades and Labor employees may also receive pay, in addition to the regular hourly rates, for certain environmental conditions such as exposure to various degrees of hazards, physical hardships, and working conditions of an unusual nature as defined in enclosure (2). This enclosure provides detailed information on how the plan operates, instructions on computing environmental differential payments, the additional pay situations approved for local use, and designates officials having authority to approve payment. Further, Trades and Labor employees may receive additional pay for shift work at the rates set forth in enclosure (2).
- Information. Additional information or assistance in any aspect of this Order may be obtained by contacting the Classification Branch, Civilian Personnel Division, extension 1532.
- Action. Per reference (b), the wage rates cited in enclosure (1) are effective 21 June 1987. Organizational Commanders, Heads of Command Staff Sections, and Department Heads, will ensure all supervisors are thoroughly familiar with the contents of this Order and that the Order is made available to the employees upon request.
- Concurrence. This Order has been coordinated and concurred in by the Commanding Officers of Marine Corps Air Station, New River, Naval Hospital, Naval Dental Clinic and Director, East Coast Commissary Complex.

  
M. C. HARRINGTON  
Chief of Staff

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HOURLY WAGE RATE TABLES

Authority: DoD Wage Fixing Authority letter of 17 March 1987

Effective Date: 21 June 1987

WG-NONSUPERVISORY

WL-LEADER

Calendar Weeks Service Between Steps

STEP	<u>WG-NONSUPERVISORY</u>					<u>WL-LEADER</u>				
	1	2	3	4	5	1	2	3	4	5
GRADE										
1	5.64	5.87	6.10	6.34	6.57	6.20	6.46	6.72	6.98	7.24
2	6.42	6.69	6.96	7.23	7.49	7.07	7.36	7.65	7.95	8.24
3	7.21	7.50	7.81	8.11	8.41	7.93	8.25	8.59	8.92	9.24
4	7.81	8.13	8.45	8.77	9.10	8.60	8.96	9.32	9.66	10.02
5	8.36	8.70	9.05	9.39	9.75	9.22	9.60	9.99	10.39	10.76
6	8.93	9.30	9.66	10.03	10.42	9.84	10.24	10.67	11.08	11.47
7	9.51	9.90	10.31	10.71	11.11	10.45	10.88	11.33	11.75	12.20
8	10.08	10.48	10.90	11.34	11.74	11.10	11.54	12.00	12.49	12.93
9	10.62	11.09	11.52	11.97	12.41	11.71	12.20	12.67	13.17	13.65
10	11.18	11.66	12.13	12.59	13.06	12.32	12.85	13.36	13.88	14.40
11	11.75	12.25	12.75	13.22	13.72	12.93	13.48	14.02	14.55	15.11
12	12.33	12.86	13.37	13.89	14.42	13.58	14.15	14.71	15.28	15.86
13	12.89	13.44	13.97	14.51	15.05	14.19	14.78	15.37	15.96	16.55
14	13.46	14.02	14.59	15.15	15.71	14.81	15.42	16.03	16.66	17.28
15	14.02	14.60	15.18	15.76	16.36	15.41	16.04	16.70	17.33	17.99

WS-WD-WN RATES

GRADE	WS LEVEL	WD PAY LEVEL	WN PAY LEVEL	<u>Calendar Weeks Service Between Steps</u>					
				STEP	1	2	3	4	5
1					9.44	9.84	10.22	10.61	11.02
2					10.06	10.47	10.89	11.33	11.73
3		1			10.60	11.06	11.49	11.94	12.39
4		2			11.17	11.65	12.12	12.58	13.05
5		3			11.73	12.23	12.72	13.20	13.70
6		4			12.29	12.83	13.34	13.86	14.36
7		5	1		12.88	13.43	13.96	14.50	15.04
8		6	2		13.45	13.99	14.55	15.13	15.68
9		7	3		14.01	14.59	15.17	15.75	16.35
10		8	4		14.56	15.17	15.76	16.39	17.00
11		9	5		14.95	15.58	16.21	16.83	17.45
12		10	6		15.47	16.11	16.76	17.40	18.05
13		11	7		16.10	16.77	17.44	18.11	18.78
14			8		16.87	17.57	18.27	18.97	19.68
15			9		17.74	18.48	19.23	19.97	20.70
16					18.73	19.51	20.30	21.08	21.85
17					19.85	20.68	21.50	22.34	23.16
18					21.10	21.98	22.85	23.74	24.61
19					22.45	23.39	24.32	25.26	26.20

WT-SHOP TRAINEES

Target Grade	<u>Calendar Weeks Service Between Rates</u>					
	1	2	3	4	5	6
	26	26	26	26	26	26
Rates*	1	2	3	4	5	6
(Two-Year Training Program)						
WG-6	6.05	6.86	7.68	8.49		
WG-7	6.44	7.31	8.17	9.04		
WG-8	6.81	7.73	8.65	9.56		

(\*Ref: FPM Sup 532.1, S11-7)

WT-SHOP TRAINEES

Target Grade	<u>Calendar Weeks Service Between Rates</u>					
	1	2	3	4	5	6
	26	26	26	26	26	26
Rates*	1	2	3	4	5	6
(Three-Year Training Program)						
WG-8	6.81	7.42	8.03	8.64	9.26	9.87
WG-9	7.21	7.86	8.50	9.15	9.80	10.44

(\*Ref: FPM Sup 532.1, S11-7)

Shop Trainee jobs are authorized for the following occupations:

Target Grade

Boiler Plant Operator	WG-5402-7
Pest Controller	WG-5026-8
Sewage Disposal Plant Operator	WG-5408-8
Water Treatment Plant Operator	WG-5409-7
Wood Worker	WG-4604-8

ENVIRONMENTAL DIFFERENTIALS

The pay differential for each approved environmental pay category is computed as a percentage of WG-10 step 2 as follows:

4% -	.47
6% -	.70
8% -	.93
25% -	2.92
50% -	5.83

ENVIRONMENTAL AND NIGHT SHIFT DIFFERENTIALS

1. Definition. An environmental differential is pay that Trades and Labor employees may receive in addition to their regular hourly rates for work situations which expose them to hazards, physical hardships, and working conditions of an unusual nature as defined in FPM Supplement 532-1, Appendix J.

2. Scope. This enclosure is applicable to employees and supervisors engaged in Trades and Labor occupations. This enclosure: (a) sets forth circumstances under which Federal Wage System (FWS) employees (whether the employee has a full-time, part-time, or intermittent tour of duty; is on regular assignment or on detail; or is serving under a temporary appointment or under an appointment without time limitation) may receive payment of a differential in addition to regular hourly rates; (b) provides the basis for approving and paying environmental differentials; (c) lists the approved environmental differential categories and local work situations; and (d) specifies the differentials payable for each category listed.

3. Policy. The Command policy is to eliminate or reduce to the lowest level possible all hazards, physical hardships, and working conditions of an unusual nature. An environmental differential is warranted and should be authorized only when all efforts have failed to eliminate or reduce the hazard, physical hardship, or working condition. The existence of environmental differentials is not intended to relieve supervisors and managers of their responsibility to seek new methods and practices which can reduce and eliminate hazards or severe working conditions. Likewise, the existence of environmental differentials is not intended to condone work practices which circumvent Federal safety laws, rules and regulations.

4. General. FPM Supplement 532-1 authorized environmental differential pay for exposure to various degrees of hazards, physical hardships, and working conditions of an unusually severe nature. Paragraph 10 cites the specifically approved work situations under which payment will be made locally. As other work situations which may meet the criteria of FPM Supplement 532-1 become apparent, recommendations should be submitted by responsible management personnel. Recommendations should be forwarded in writing, via official channels, to the Civilian Personnel Officer (Attn: Classification Branch). The recommendation should describe the work situation, requirement or condition; the type of work differential considered warranted; corrective action taken to reduce or eliminate the situation; and specify the officials authorized to approve the payment of the differential. The same information as stated above is required if a situation is found to exist and is not covered by one of the defined categories in FPM Supplement 532-1 but is considered to be so unusual in nature as to warrant payment of an environmental differential. Actions of this type require approval of the Office of Personnel Management. Recommendations will be reviewed and approved or disapproved as appropriate.

5. Payment of Environmental Differentials. An environmental differential is payable to a supervisory or nonsupervisory Trades and Labor employee (except as noted in paragraph 10) who is engaged in work described in one or more of the work situations recorded in paragraph 10. Only those work situations described in paragraph 10 are approved for additional pay and only in the organizations and under the circumstances described. The cents-per-hour differential should be paid uniformly to each qualifying employee regardless of the grade level of the employee. Assignments of tasks for which a differential is authorized should be rotated among employees in occupations appropriate for the assignment to the maximum extent practicable to avoid inequity among employees.

6. When Environmental Differential is Paid. An environmental differential shall be paid to a wage employee paid under a FWS wage schedule when the employee is performing assigned duties which expose the employee to an unusually severe hazard, physical hardship, or working condition.

a. The schedule of local work situations for which an environmental differential is approved consists of three different types of situations:

ENCLOSURE (2)

(1) Payment for Actual Exposure. Categories authorized for local payment are:

<u>Category</u>	<u>Differential</u>
Cold Work	4%
Dirty Work	4%
Fibrous Glass Work	6%
High Voltage Electrical Energy	50%
Hot Work	4%
Unshored Work	25%
Welding, Cutting or Burning in confined Spaces	6%

Work situations payable on an actual exposure basis are described in paragraph 10a.

(2) Payment on Basis of Hours in Pay Status. Categories of exposure for which differentials will be paid on basis of hours in pay status authorized for local payment are:

<u>Category</u>	<u>Differential</u>
Asbestos	8%
Explosives & Incendiary Material - Low Degree Hazard	4%
Explosives & Incendiary Material - High Degree Hazard	8%
Poisons (Toxic Chemicals) - High Degree Hazard	8%
Poisons (Toxic Chemicals) - Low Degree Hazard	4%
Firefighting - High Degree Hazard	25%
Firefighting - Low degree Hazard	8%

Work situations payable on a shift basis are described in paragraph 10b. For those situations an employee will be paid for all hours in a pay status.

(3) Night Shift Differentials

Second Shift	7.5% of Schedule Rate
Third Shift	10% of Schedule Rate

b. Method of Computing Differential. The hourly amount of the environmental differential is determined by multiplying the percentage rate by the second step rate for grade WG-10. Environmental differential rates are listed in enclosure (1).

7. Procedures

a. Authorized Environmental Differential Pay Assignments

(1) Environmental differential pay is mandatory when the instructions and conditions are met. A brief description of each local situation which meets the requirement for the authorized environmental differential is set forth in paragraph 10 and indicates the officials authorized to approve payment. Environmental differential is payable only for those assignments and circumstances and in those specific organizations identified.

(2) When an employee is entitled to an environmental differential which is paid on an actual exposure basis, the employee shall be paid a minimum of one hour's differential pay for the exposure. For exposure beyond one hour, the employee shall be paid in increments of one-quarter hour for each 15 minutes and portion thereof in excess of 15 minutes. Subparagraph 7b provides further guidance on computing payment on creditable hours.

(3) 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

ENCLOSURE (2)

considered separately in computing the amount of environmental differential payable. The employee is not entitled to more than one differential for the same hours.

(4) When an employee is exposed at the same time to more than one category for which the differential is payable on an actual exposure basis, the employee shall be paid for that exposure which results in the highest differential. The employee shall not be paid more than one differential for the same hours of work.

(5) When an employee is exposed to a hazard, physical hardship, or working condition at intermittent times during a day, for which the environmental differential is paid on an actual exposure basis, each exposure is considered separately. The amount of time exposed is not added together before payment is determined for exposure beyond one hour, except that pay for the environmental differential may not exceed the number of hours of active duty by the employee on the day of exposure.

(6) When an employee is exposed to a hazard, physical hardship, or working condition for which an environmental differential is payable on a shift basis and on the same day is exposed to a hazard, physical hardship, or working condition for which an environmental differential is payable on an actual exposure basis wherein a higher rate is authorized, the employee shall be paid the higher rate only for that exposure and paid on a shift basis for the remaining hours in a pay status that day.

(7) When an employee is exposed to a hazard, physical hardship, or working condition during an overtime period for which he is entitled to overtime pay, the employee shall be paid not less than the minimum amount of environmental differential to which he would otherwise be entitled.

(8) When an employee is exposed to a situation for which an environmental differential is payable on the basis of hours in a pay status, that differential will be paid during a period of absence on paid leave on the day on which the exposure occurs.

(9) An environmental differential will not be paid during a period of absence on leave on any day on which the employee is not exposed to situations for which an environmental differential is payable.

b. Guidance on How to Compute Environmental Differential Payments

(1) Payment on Exposure Basis. When an employee is entitled to an environmental differential which is paid on an actual exposure basis (the categories listed in paragraph 10), the employee shall be paid a minimum of one hour's differential pay for the exposure. For exposure beyond one hour, the employee will be paid in increments of one-quarter hour for each 15 minutes and portions thereof in excess of 15 minutes. For example, exposure of one hour and 20 minutes would entitle the employee to extra pay for one hour and 30 minutes. When there is exposure one or more times within the same hour under the same differential the employee is entitled to only one hour's differential. When there is more than one exposure in the same hour but covered by different differentials, the employee will be paid only for the exposure which results in the highest differential. For example, an employee whose regular tour of duty is 8 a.m. to 4 p.m., Monday through Friday, is exposed as follows:

<u>DAY</u>	<u>HOURS WORKED</u>	<u>RATE %</u>	<u>DIFFERENTIAL EARNED</u>
Monday	8:30 a.m. - 9:00 a.m.	4	1 hour @ 4%
	10:00 a.m. - 11:30 a.m.	25	1 1/2 hour @ 25%
	12 noon - 12:05 p.m.	4	1 hour @ 4%
Tuesday	8:00 a.m. - 8:05 a.m.	4	1 hour @ 4%
	8:55 a.m. - 9:20 a.m.	4	30 minutes @ 4% (Continuation of preceding hour)
	10:00 a.m. - 10:05 a.m.	4	1 hour @ 25% (see following)
	10:55 a.m. - 11:10 a.m.	25	15 minutes @ 25% (Continuation of preceding hour)
	11:14 a.m. - 11:20 a.m.	4	15 minutes @ 25%

ENCLOSURE (2)

DAY	HOURS WORKED	RATE %	DIFFERENTIAL EARNED
Wednesday	8:45 a.m. - 9:00 a.m.	4	1 hour @ 25% (pay for an hour at higher rate)
	9:40 a.m. - 9:45 a.m.	25	
	3:55 p.m. - 4:00 p.m.	4	1 hour @ 4% (1 hour of environmental pay; no overtime pay)
Thursday	5:00 p.m. - 5:30 p.m.	4	1 hour @ 4% (even though entitled to 2 hours call back overtime, only 1 hour of environmental pay)
Friday	8:45 p.m. - 8:50 a.m. annual leave	4	1 hour @ 4%
	9:00 a.m. - 4:00 p.m.	4	
Saturday	9:05 a.m. - 9:30 a.m.	4	1 hour @ 4% (even though entitled to 2 hours call back overtime, only 1 hour environmental pay)

As demonstrated by the above example, entitlement begins with the first instance of exposure and ends one hour later (except when exposure continuing beyond one-hour entitlement ends at the end of the last quarter-hour in which exposure occurs). All exposure occurring during the period of entitlement must be considered, but payment is computed for the period only on the basis of the highest differential rate authorized during the period of entitlement. (NOTE TO SUPERVISORS: WHEN COMPUTING EXPOSURE TIME, DO NOT INCLUDE TIME IN WHICH ACTUAL EXPOSURE DID NOT OCCUR. FOR EXAMPLE, EXCLUDE TRAVEL TIME, LUNCH PERIOD, TIME AWAY FROM THE JOB SITE OR IN WHICH ACTUAL EXPOSURE DID NOT OCCUR.)

(2) Payment on Shift Basis (Hours in Pay Status). When an employee is exposed to a work situation for which an environmental differential is authorized on the basis of hours in a pay status (the categories listed in paragraph 10), the activity will pay the differential for all hours in a pay status on the day (calendar day or, to avoid problems involving uncommon tours of duty and when designated by the agency, a 24-hour period) on which it is exposed to the situation. 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 allowable differential shall be charged to that day. Thus, for example, an employee with a tour of duty of 8 a.m. to 4 p.m., Monday through Friday, who on Monday works from 8 a.m. to 7 p.m., and who is exposed to a situation for which a differential is authorized from 5 p.m. to 7 p.m., is entitled to an environmental differential for 11 hours. On Tuesday the employee works from 8 a.m. Tuesday to 3 a.m. on Wednesday, is exposed to a situation for which an environmental differential is authorized from 1 a.m. to 3 a.m. Wednesday, and is thereby entitled to an environmental differential for 19 hours. If for the rest of the week there is no further overtime work or exposure to a situation for which an environmental differential is authorized, the employee is entitled to 40 hours straight pay, 14 hours overtime pay, and 30 hours environmental differential. As demonstrated by the above example, when an employee is exposed to a hazard, physical hardship, or condition for which the environmental differential is payable on a shift basis, the employee receives the differential for all hours of that shift.

8. Relationship to Other Pay. Environmental differential is included as part of the employee's basic rate of pay and is used to compute premium pay (overtime, holiday, or Sunday work), the amount from which retirement deductions are made, and the amount on which group life insurance is based.

9. Responsibility

a. Organizational Commanders, Heads of Command Staff Sections and Department Heads, as appropriate, are responsible for ensuring that the contents of this enclosure are understood and followed by appropriate supervisors and operating officials. Division Heads are responsible for the accuracy of day-to-day environmental differential pay certification made to the Payroll Branch, Comptroller Department.

ENCLOSURE (2)

b. Supervisors/management officials are responsible for:

(1) Having full knowledge of the contents of this enclosure and the specifically approved work situations set forth in paragraph 10.

(2) Certifying time cards for individuals entitled to environmental differential pay and ensuring that the cited category, i.e., Dirty Work, High Work, etc., and the number of hours are correct.

(3) Reviewing and auditing the biweekly report of the environmental pay provided by the Comptroller Department.

(4) Periodically screening the work situation described in paragraph 10 for currency and submitting requests to the Civilian Personnel Officer to delete those work situations no longer warranted.

(5) Maintaining appropriate records or other documentation (informal and formal) in support of environmental pay authorized for payment.

(6) Maintaining a file of all current work situations approved for payment. An environmental differential will not be paid in shops and/or for work situations not officially approved by the Civilian Personnel Officer.

(7) Submitting recommendations to the Civilian Personnel Officer (Attn: Classification Branch) for other work situations as they become apparent which may meet the criteria of FPM Supplement 532-1 or for situations not covered in FPM Supplement 532-1 but which are of such unusually severe nature as to warrant payment of an environmental differential. The recommendation must describe fully the work situation, requirement or condition; the type or category of differential considered warranted; corrective action taken to reduce or eliminate the hazard, physical hardship or working condition; and must identify the shop(s) affected and specify the officials authorized to approve the payment of the differential. Requests lacking this information will be returned for resubmission.

c. The Comptroller Department is responsible for reviewing and auditing environmental differential pay assignments for propriety of payroll changes. The Comptroller Department is also responsible for providing appropriate management officials of the Facilities and Logistics Departments and the Civilian Personnel Officer a biweekly report of such assignments showing employee's name, organizational location, and category of environmental differential paid.

d. The Civilian Personnel Officer is responsible for reviewing and auditing the biweekly report of environmental differential pay provided by the Comptroller Department for propriety of payroll changes and conformance with personnel regulations and for the initial approval of any recommendations for payment of a differential for work situations not listed in paragraph 10.

10. Schedules of Local Work Situations for which an Environmental Differential is Approved

a. Situations payable on an actual exposure basis (see paragraph 7b(1) for pay computation in relation to time payable on an actual exposure basis):

(1) Cold Work (4%). 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.

Work Situation: Assignment to duty (including making of repairs) in refrigeration rooms, storage areas, or other climate controlled areas where the employee is subjected to temperatures of 32 degrees Fahrenheit or below.

ENCLOSURE (2)

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Food Services Division (NH)	Cook Foreman
Commissary Stores	Store Worker Foreman Commissary Store Managers
Cold Storage Unit (BMaint)	Air Conditioning Equipment Mechanic Foreman Electrician General Foreman
Emergency Service Section	Maintenance Foreman
Refrigeration Unit	Air Conditioning Equipment Mechanic Foreman Electrician General Foreman
Subsistence Branch, Perishable Section (Logistics Department)	Motor Vehicle Operator Foreman Supervisory Supply Technician

(2) Dirty Work (4%). Performing work which subjects the employee to soil of body or clothing:

(a) Beyond that normally to be expected in performing the duties of the 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.

Work Situation: Repairing and/or cleaning of sewage pumps, tanks, digesters, wet wells, grit channels, and sludge beds. Included is the repair of sludge collectors, sewage gas equipment, valves, internal and external chlorine discharge lines, automatic float controls, and plant auxiliaries which have been submerged in or are covered with sludge, grease and undigested sewage. (Employees in the classification of Sewage Disposal Plant Operator and their supervisors are excluded.)

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Sewage Treatment Unit	Sewage Disposal Plant Operator Foreman Utilities Systems Operator General Foreman
Plumbing and Heating Unit	Pipefitter Foreman Pipefitter General Foreman
Metal Working Unit	Sheet Metal Mechanic Foreman
Emergency Service Section	Maintenance Foreman

Work Situation: Repair of chemical pumps, gravity and pressure filters, zeolite and sphyraclor softeners, transmitting equipment, valves, reservoirs, and associated equipment where there is exposure to excessive amounts of rust, scale, grease, and oil. (Employees in the classification of Water Treatment Plant Operator, Helper, and their supervisors are excluded.)

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Water Treatment Unit	Water Treatment Plant Operator Foreman Utilities Systems Operator General Foreman

ENCLOSURE (2)

Work Situation: Repair of instruments and controls in the steam, water, and sewage plants. Involved is work on coal conveyors, elevators, stacks, breaching, oil controls, chemical pumps, filters, transmitters, hydraulic and pneumatic valves, and plant auxiliaries which subject the employee to having body and clothing covered with soot, cinders, grease, oil, sludge, rust, and scale. (Applicable only to employees classified as Instrument Mechanic.)

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Steam Generation Section	Boiler Plant Operator Foreman Boiler Plant Operator General Foreman
Water Treatment Unit	Water Treatment Plant Operator Foreman Utilities Systems Operator General Foreman
Sewage Treatment Unit	Sewage Disposal Plant Operator Foreman Utilities Systems Operator General Foreman

Work Situation: Cleaning coal, grease, oil, and cinders from pits, cleaning boilers (fire and water side), stacks, breaching, ducts, and oil spillage, and repairing coal conveyors and elevators. Operating equipment at Building 1700 to unload fly ash (coal residue recycled through the precipitators) from the silo onto dump trucks. (Employees in the rating of Coal Handling Equipment Operator are excluded.)

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Steam Generation Section	Boiler Plant Operator Foreman Boiler Plant Equipment Mechanic Foreman Boiler Plant Operator General Foreman

Work Situation: Operating such equipment as bulldozers, cranes, front-end loaders, and under-tract loaders in handling coal at Steam Generation Plants.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Heavy Equipment Unit	Transportation General Foreman Heavy Mobile Equipment Mechanic Foreman

Work Situation: Cleaning and/or repairing boilers, coal handling equipment, and other boiler plant equipment and machinery.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Steam Generation Section	Boiler Plant Operator Foreman Boiler Plant Operator General Foreman
Metal Working Unit	Sheet Metal Mechanic Foreman
Emergency Service Section	Maintenance Foreman

Work Situation: Installing vibrators and signal lights over coal chutes and coal ducts, and performing recurring and preventative maintenance to switch gear, magnets, conveyor, and other electrical equipment in the central heating plant.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Electric Unit	Electrician Foreman Electrician General Foreman
Steam Generation Section	Boiler Plant Operator Foreman Boiler Plant Operator General Foreman

BO 12532.1S  
17 Jul 1987

Work Situation: Working in manholes at the Marine Corps Base and Marine Corps Air Station installing, splicing and repairing electrical cable, cable, or amplifiers when subjected to accumulations of mud, grease and water.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Electric Unit	Electrician Foreman
Utilities Branch	Electrician General Foreman Electrician (High Voltage) Foreman
Emergency Service Section	Maintenance Foreman
Communications-Electronics Division	Maintenance Officer Assistant CEO CEO

Work Situation: Repairing insulation on cooling and refrigerant lines using emulsion type asphalt and erection plastic.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Cold Storage Sub-Unit	Air Conditioning Equipment Mechanic Foreman Electrician General Foreman

Work Situation: Cleaning of hot water boilers and forced warm air furnaces in the housing areas. (Employees in the classification of Heating Equipment Mechanic are excluded.)

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Plumbing and Heating Unit	Plumber Foreman Pipefitter Foreman Pipefitter General Foreman
Emergency Service Section	Maintenance Foreman

Work Situation: Pulling, repairing and installing deep well water pumps.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Water Treatment Unit	Water Treatment Plant Operator Foreman Utilities Systems Operator General Foreman
Plumbing and Heating Unit	Plumber Foreman Pipefitter General Foreman
Emergency Service Section	Maintenance Foreman

Work Situation: Removing and replacing the oil heating coil in the oil storage tank S-1701.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Plumbing and Heating Unit	Plumber Foreman Pipefitter Foreman Pipefitter General Foreman

Work Situation: Cleaning of oil space heaters and repairs involving the disassembly and reassembly of gas fire rotating bake ovens.

ENCLOSURE (2)

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Metal Working Unit	Sheet Metal Mechanic Foreman
Emergency Service Section	Maintenance Foreman

Work Situation: Using tar to install cork in the reefers at mess halls throughout the Base.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Refrigeration Sub-Unit	Air Conditioning Equipment Mechanic Foreman Electrician General Foreman
Emergency Service Section	Maintenance Foreman

Work Situation: Installation of metal components in the immediate vicinity of roofing operations that require coming into contact with hot tar and asphalt.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Metal Working Unit	Sheet Metal Mechanic Foreman
Emergency Service Section	Maintenance Foreman

Work Situation: Handling or working with creosote-treated materials and/or wood treating chemicals (caustics).

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Facilities Management Division (NH)	Maintenance Foreman Head, Facilities Management Division
Carpentry Sub-Unit	Carpenter Foreman Maintenance General Foreman
Emergency Service Section	Maintenance Foreman

Work Situation: Repairs of roofs involving the use of hot tar and hot asphalt roofing materials or construction of wood staging in boilers at the heating plants.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Carpentry Sub-Unit	Carpenter Foreman Maintenance General Foreman

Work Situation: Replacing or repairing refractory in boilers throughout the Marine Corps Base and Naval Hospital.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Masonry Sub-Unit	Mason Foreman
Facilities Management Division (NH)	Maintenance Foreman Head, Facilities Management Division

Work Situation: Working in pits, manholes, or tunnels repairing, rebuilding or modifying the masonry features.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Masonry Sub-Unit	Mason Foreman

Work Situation: Painting the interior of boiler plants including pipes, boilers, railings, and other interior structures.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Paint Sub-Unit	Painter Foreman

Work Situation: Cleaning dumpmasters, dumpster containers, and other garbage collection vehicles by using powdered or liquid solutions with water and steam. Included are the situations requiring the employee to climb into the body to remove debris or to reach into dumpster container to scrape and clean debris and spray with insecticide. (Employees in the classification of Equipment Cleaner are excluded.)

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Field Maintenance Sub-Unit	Sanitation Foreman Ground Structures Foreman Ground Structures General Foreman

Work Situation: Working with hot asphalt in the paving and/or repair of roads and parking lots. (Employees in the classification of Asphalt Worker are excluded.)

Cleaning the underground steam tunnel near Building 1700.

Operating a farm-type tractor, without a cab, to the front of which is mounted an unshielded sweeper.

Removal and hauling of sludge from drying beds at Sewage Disposal Plants.

Working in ditches or pits to remove straw or matting after spills of #6 oil have been blocked.

Assisting Motor Vehicle Operator in the picking up of oil from storage tanks and from spills in ditches and streams.

Operating dump truck to load and haul fly ash (coal residue recycled through the precipitators) from the Central Heating Plant, Building 1700.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Field Maintenance Sub-Unit	Ground Structures Foreman Ground Structures General Foreman

Work Situation Operating dumpmaster garbage vehicles when liquid filth has spilled out of the dumpster container onto the cab of the vehicle as the container is being lifted over the top of the vehicle for emptying, causing contact with the filth when entering or exiting the cab.

Operating engineering equipment to spread, compact and cover garbage, trash and debris being disposed of at the landfill.

Working at landfill spotting trucks for unloading and checking contents for items that should go to the salvage lot.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Sanitation Unit	Sanitation Foreman Ground Structures General Foreman

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Work Situation: Using power chain saws to fell and cut up trees subjecting the employees to oil spray mixed with dirt and sawdust. Included is the handling of tree branches and cut wood subjecting employee to smut and turpentine accumulations to clothes.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Field Maintenance Sub-Unit	Ground Structures Foreman Ground Structures General Foreman

Work Situation: Exposure to flying dust, dirt and wood chips while operating the stump cutter.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Field Maintenance Sub-Unit	Ground Structures General Foreman

Work Situation: Termite control operations requiring the employee to crawl under buildings to dig trenches and apply the insecticide around the foundation where the soil varies from extremely dry to extremely wet or larviciding with oil and oil base formulations utilizing a backpack with hand spray.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Insect Vector Unit	Pest Controller Foreman

Work Situation: Cable operations requiring employees to crawl under buildings to repair, install, or service cable and amplifiers where the soil varies from extremely dry to extremely wet.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Communications-Electronics Division	Maintenance Officer Assistant CEO CEO

Work Situation: Repairing or servicing of bulldozers, scrapers, loaders, or other engineering equipment used at the Sanitary Landfill.

Operating front end loader to load wet sludge onto dump trucks.

Repair of engineering equipment or vehicles being used in cleaning the sewage sludge beds.

Operating tank automotive vehicle to pick up used oil from storage tanks and oil spills from ditches and streams.

Operating engineering equipment to spread, compact and cover garbage, trash and debris being disposed of at the landfill.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Heavy Equipment Unit	Transportation General Foreman Heavy Mobile Equipment Mechanic Foreman

Work Situation: Loading and unloading automotive vehicles, tanks, engineering equipment, and similar items where there is exposure to dirt, mud, and grease on the working surfaces and the item handled, to dust and dirt driven by high winds, and to muddy conditions of unimproved staging areas.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Traffic Management Branch	Blocker and Bracer Foreman

Work Situation: Working in open storage Lot #201 when subjected to very muddy conditions, blowing dirt, or to excessive soil to body and clothing in handling heavy items covered with grease, oil or creosote.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Shop Stores Branch	Supervisory Supply Technician Warehouse Worker Foreman
Traffic Management Division	General Equipment Inspector Foreman

Work Situation: Work performed by Motor Vehicle Operators at the Fuel Farm when subjected to excessive oil and dirt when reeling in dispensing hoses and getting wet from spillage when filling tank trucks or from fuel blown from fuel tanks being filled as a result of pressure build-up.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Fuel Issue Unit	Fuel Distribution System Worker Foreman

Work Situation: Work performed by the Motor Vehicle Operator operating the fuel tanker delivering fuel to various types (and locations) of equipment throughout the Base when subjected to excessive oil and dirt when reeling in dispensing hoses and getting wet from spillage while filling the tank truck or from fuel blown from fuel tanks being filled as a result of pressure build-up.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Heavy Equipment Unit	Transportation General Foreman Heavy Mobile Equipment Mechanic Foreman

Work Situation: Work involving filter separator changes in which the employee becomes saturated with fuel oil.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Fuel Division (MCAS)	Fuel Distribution System Worker Foreman Station Fuel Officer
Emergency Service Section	Maintenance Foreman

Work Situation: Work performed by Fuel Distribution System Workers involving the cleaning and lubrication of equipment, packing valves, replacing strainers and filters, installing gaskets, and making emergency repairs to pumps and other equipment.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Fuel Division (MCAS)	Fuel Distribution System Worker Foreman Station Fuel Officer

Work Situation: Assignments in the Preservation Plant to steam clean as a part of the process of stripping and treating, including that performed on items that are not immersed, or cleaning, preserving, and preparing tanks, LVTs, bulldozers, and similar items for shipment.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Preservation, Packaging and Packing Platoon	Officer in Charge

Work Situation: Cleaning and repairing inside No.6 oil-fired boilers at Naval Hospital. This work subjects the employee's body and clothing to dust, dirt, and residue of burned oil.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Facilities Management Division Naval Hospital	Maintenance Foreman

Work Situation: Tear down and repair of large electrical motors and magnets from the Steam Plant, Bldg. 1700.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Electrical Shop	Electrician Foreman Electrician General Foreman

(3) Fibrous Glass Work (6%). Working with or in close proximity to fibrous glass material which results in exposure of the skin, eyes or respiratory system to irritating fibrous glass particles or slivers where exposure is not practically eliminated by the mechanical equipment or protective devices being used.

Work Situation: Performing work when directly exposed to irritating types of insulation, such as fiberglass, spunglass, rockwool, and similar materials.

<u>Organization:</u>	<u>Position Authorized to Approve Payment</u>
Electrical Unit	Electrician Foreman
Electrical Distribution Section	Electrician (High Voltage) Foreman Utilities General Foreman
Refrigeration Sub-Unit	Air Conditioning Equipment Mechanic Foreman
Carpentry Unit	Carpenter Foreman
Emergency Service Section	Maintenance Foreman

(4) High Voltage Electrical Energy (50%). Working on energized electrical lines rated at 4,160 volts or more which are suspended from utility poles or towers, when adverse weather conditions such as steady rain, high winds, icing, lightning, or similar environmental factors make the work unusually hazardous.

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

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Electrical Distribution Section	Electrician (High Voltage) Foreman Utilities General Foreman

(5) High Work (25%)

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

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(b) Working at a lesser height:

1. If the footing is unsure or the structure is unstable; or
2. if safe scaffolding, enclosed ladders or other similar protective facilities are not adequate (for example, working from a swinging stage, boatswain chair, or 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.

Work Situation: Climbing to top of elevated water tanks 100 feet or more above the ground to repair or replace obstruction lights or making repairs or replacing obstruction lights at a height of 130 feet on the precipitator stacks at the central Steam Generation Plant, Building #1700.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Electrical Distribution Section	Electrician (High Voltage) Foreman Utilities General Foreman

Work Situation: Climbing or working on electric distribution or telephone poles under adverse conditions such as darkness, steady rain, high wind, lightning, ice, and snow using either climbing hooks or bucket at the end of a truck mounted boom.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Electrical Distribution Section	Electrician (High Voltage) Foreman Utilities General Foreman
Telephone Branch	Telephone Mechanic Foreman Telephone Officer

Work Situation: Making repairs to electrical wiring for obstruction lights on top of the range towers, (Buildings ST-21, (45 feet), 22 (42 feet) and 23 (48 feet)), located at Onslow Beach and along the inland waterway in the absence of guard rails.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Electrical Unit	Electrician Foreman

Work Situation: Working from boatswain chair repairing electrical wiring and replacing lights on ballfields at the Marine Corps Base and Marine Corps Air Station or replacing obstruction lights on top of hangars at Marine Corps Air Station.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Electrical Unit	Electrician Foreman Electrician General Foreman
Electrical Distribution Section	Electrician (High Voltage) Foreman Utilities General Foreman

Work Situation: Working from swinging stage, boatswain chair, or similar support for which there are not adequate guard rails or similar protective facilities while making repairs to inside of boilers or coal elevator.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Steam Generation Section	Boiler Plant Operator Foreman Boiler Plant Operator General Foreman

ENCLOSURE (2)

Work Situation: Making repairs to or painting the steeple domes and emblems on the chapels (Building 16 and 17) involving the use of a long boom crane and special boatswain chair.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Paint Sub-Unit	Painter Foreman Maintenance General Foreman
Metal Working Unit	Sheet Metal Mechanic Foreman

Work Situation: Working from ladders (20-30 feet) with unsure footing, (wet, soft, or unlevel earth) to clean gutters and downspouts on buildings throughout the Base.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Field Maintenance Sub-Unit	Ground Structures Foreman Ground Structures General Foreman

Work Situation: Working from a ladder, up to 25 feet, using hand powered saws to remove tree branches overhanging roofs of buildings or interfering with power and communication lines.

Climbing trees above 25 feet, without a ladder, using spurs, safety belts, and climbing ropes to remove tree branches by use of hand and powered saws.

Working from a hydraulic lift bucket mounted on an aerial truck in close proximity to power lines trimming or removing trees.

Tree trimming or removal which requires the employee to leave the bucket and climb into the tree and move back and forth between the bucket and tree being trimmed or removed.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Field Maintenance Sub-Unit	Ground Structures General Foreman

Work Situation: Performing electrical and/or mechanical repairs and maintenance of overhead cranes at Buildings 45, 901, and A-2 (Marine Corps Base) and hangars at Marine Corps Air Station which require climbing unenclosed ladders to cranes, working from cat walks, climbing across rails, or working from the crane tract without guard rails.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Electrical Unit	Electrician Foreman
Electrical Distribution Section	Electrician (High Voltage) Foreman Utilities General Foreman
Heavy Equipment Unit	Heavy Mobile Equipment Mechanic Foreman Transportation General Foreman

Work Situation: Repairing and servicing of the Intra-Coastal Waterway Bridge involving working over the water in a basket suspended by cables attached to the under-structure at each end, working from unenclosed cat walks or scaffolding and climbing ladders over the water.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Heavy Equipment Unit	Heavy Mobile Equipment Mechanic Foreman Transportation General Foreman
Metal Working Unit	Sheet Metal Mechanic Foreman

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Work Situation: Painting the tower at Onslow Beach Bridge.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Paint Unit	Painter Foreman Maintenance Foreman Maintenance General Foreman

Work Situation: Working on the Master Antenna System involving climbing the tower or water tanks to heights of 75 to 125 feet.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Communications-Electronics Division	Maintenance Officer Assistant CEO CEO

Work Situation: Making repairs to the Control Tower roof at Building AS-504 (Marine Corps Air Station).

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Carpentry Sub-Unit	Carpenter Foreman Maintenance General Foreman
Metal Working Unit	Sheet Metal Mechanic Foreman

Work Situation: Making repairs and welding hatch covers on elevated water tanks 100 feet or more above the ground.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Metal Working Unit	Sheetmetal Mechanic Foreman Maintenance General Foreman

Work Situation: Making repairs to electrodes in elevated water tanks 100 feet or more above the ground.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Water/Waste Water Treatment Section	Water Treatment Plant Operator Foreman Sewage Disposal Plant Operator Foreman Utility System Operator General Foreman

(6) Hot Work (4%). 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.

Work Situation: Working in confined spaces cleaning or making repairs to interior of boilers, steam tunnels, and steam pits including the repair or replacement of insulation in such locations when the temperature exceeds 110 degrees Fahrenheit.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Steam Generation Section	Boiler Plant Operator Foreman Boiler Plant Operator General Foreman
Pipefitting Sub-Unit	Pipefitter Foreman Pipefitter General Foreman

ENCLOSURE (2)



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Work Situation: Performing such work in confined spaces as steam and mud drains, digester and clarifier tanks, filters, lime tanks and softeners. Included is work inside boilers in areas such as air heaters and furnaces.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Sewage Treatment Unit	Sewage Disposal Plant Operator Foreman Utilities Systems Operator General Foreman
Water Treatment Unit	Water Treatment Plant Operator Foreman Utilities Systems Operator General Foreman
Steam Generation Section	Boiler Plant Operator Foreman Boiler Plant Operator General Foreman

Work Situation: Performing welding, cutting or burning work inside the M-60 tank or underneath tracked vehicle, when such vehicles have not been raised above ground or floor level.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Welding Shop, Maintenance Cadre (Logistics Department)	Shop Officer

b. Situations payable on a shift basis (see paragraph 7b(2)) for pay computation in relation to time payable on a shift basis:

(1) Asbestos (8%). Working in an area where airborne concentrations of asbestos fibers may expose employees to potential illness or injury and protective devices or safety measures have not practically eliminated the potential for such personal illness or injury.

Work Situation: Exposure to dust created by cutting asbestos insulation panels on furnaces, using power saw in preparation for installation of switches.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Electrical Unit	Electrician Foreman Electrician General Foreman
Emergency Service Section	Maintenance Foreman

(2) Explosives and Incendiary Material - Low Degree Hazard (4%). 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 devices and/or safety measures have not practically eliminated the potential for such injury.

Work Situation: Loading, unloading, packing, repacking, segregating, and hauling ammunition.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Ammunition Branch	Warehouse Worker General Foreman OIC, Ammunition Branch

Work Situation: Loading, unloading, and hauling high explosive, demolition and incendiary materials and ammunition other than small arms.

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<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Motor Transport Operations Branch	Operations Director Assistant Motor Transport Officer

Work Situation: Personnel performing maintenance work on ammunition storage magazines while other workers are either loading or unloading live ammunition or explosives other than small arms from the same magazine.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Metal Working Unit	Sheet Metal Mechanic Foreman

Work Situation: Securing a variety of types of ammunition other than small arms inside rail cars, vans, and trucks by means of braces, blocks, and partitions.

<u>Organization:</u>	<u>Position Authorized to Approve Payment</u>
Traffic Management Division	Blocker and Bracer Foreman

(3) Explosives and Incendiary Material - High Degree Hazard (8%). Working with or in close proximity to explosives and incendiary material which involves potential personal injury such as permanent or temporary, partial or complete loss of sight or hearing, partial or complete loss of any or all extremities; other partial or total disabilities of equal severity; and/or loss of life resulting from work situations wherein protective devices and/or safety measures either do not exist or have been developed but have not practically eliminated the potential for such personal injury. Normally, such work situations would result in extensive property damage requiring complete replacement of equipment and rebuilding of the damaged area; and could result in personal injury to adjacent employees.

Work Situation: Performing maintenance work on ammunition storage magazines while other workers are performing work such as visual inspection, repair, minor rework in accordance with Naval Ammunition Reclassification releases, and segregation and preparation of unserviceable or defective ammunition in the immediate area of the maintenance work.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Metal Working Unit	Sheet Metal Mechanic Foreman

Work Situation: Performing duties involving the visual inspection, repair, and minor rework of ammunition in accordance with Naval Ammunition Reclassification releases, segregation and preparation of unserviceable and defective ammunition for air shipment and handling, unpacking, and mounting missile type ammunition for testing.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Ammunition Branch	Warehouse Worker General Foreman OIC, Ammunition Branch

Work Situation: All operations involving regrading, plowing fire lanes, and similar activities within artillery ranges and impact areas containing unexploded ordnance.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Heavy Equipment Unit	Transportation General Foreman Heavy Mobile Equipment Mechanic Foreman

(4) Poison (Toxic Chemicals) - High Degree Hazard (8%). Working with or in close proximity to poisons (toxic chemicals), other than tear gas or similar irritants which involve potential serious personal injury such as permanent or temporary,

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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.

Work situation: Handling, mixing, transporting, applying, or working in close proximity to highly toxic chemicals in concentrated form.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Insect Vector Unit	Pest Controller Foreman
Facilities Management Division (NH)	Maintenance Foreman Head, Facilities Management Division

Work Situation: Exposure to Ethylene Oxide in excess of 1.0 parts per million in an eight hour time weighted average.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Central Sterile Supply Naval Hospital	OIC, Material Distribution Branch Head, Material Management Department

(5) Poisonous (Toxic Chemicals) - Low Degree Hazard (4%). Working with or in close proximity to poisons (toxic chemicals other than tear gas or similar irritating substances) in situations for which the nature of the work does not require the individual to be in as direct contact with, or exposure to, the more toxic agents as in the case with the work described under high degree hazard for this class of hazardous agents and wherein protective devices and/or safety measures have not practically eliminated the potential for personal injury.

Work Situation: Handling, applying, or working in close proximity to highly toxic chemicals in diluted form. (Larviciding using a spreading agent such as Triton is excluded.)

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Insect Vector Unit	Pest Controller Foreman
Facilities Management Division (NH)	Maintenance Foreman Head, Facilities Management Division

Work Situation: Repairing pest control equipment when the toxic chemicals cannot be removed and the equipment cleaned.

Operating engineering equipment in the disposal of toxic chemicals under the supervision of the Base Safety Officer or other competent individual.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Heavy Equipment Unit	Transportation General Foreman Heavy Mobile Equipment Mechanic Foreman

(6) 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.

(a) High Degree Hazard (25%). Fighting forest and range fires on the fire line.

Work Situation: Engaged in fighting forest fires on the fire line by operating engineering equipment to plow fire lanes, using hand tools or waterhose in direct

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contact with the fire or standing by on an unsecured fire line to prevent spot over when exposed to smoke inhalation, extreme heat, or being trapped behind fire.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Natural Resources and Environmental Affairs Division	Natural Resources Manager Supervisory Forester
Heavy Equipment Unit	Transportation General Foreman Heavy Mobile Equipment Mechanic Foreman

(b) Low Degree Hazard (8%). All other firefighting.

Work Situation: Participating or assisting in firefighting operations at the immediate fire scene not covered by High Degree Hazard.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Natural Resources and Environmental Affairs Division	Natural Resources Manager Supervisory Forester
Heavy Equipment Unit	Transportation General Foreman Heavy Mobile Equipment Mechanic Foreman

Work Situation: Engaged in fighting underground fires at the landfill by operating engineering equipment to spread trash so that water can be applied.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Sanitation Unit	Ground Structures General Foreman Sanitation Foreman

c. Night Shift Differentials. Trades and Labor employees will receive additional pay for shift work at the following rates:

Second Shift	7.5% of Schedule Rate
Third Shift	10% of Schedule Rate

The cited rates are payable for work performed during hours defined as follows:

(1) An authorized night shift differential of seven and one-half percent will be paid for the entire shift when five or more hours, including a meal period, of the employee's regularly scheduled nonovertime hours of work fall between the hours of 3 p.m. and midnight.

(2) An authorized night shift differential of ten percent will be paid for the entire shift when five or more of the employee's regularly scheduled nonovertime hours of work fall between the hours of 11 p.m. and 8 a.m.

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