



UNITED STATES MARINE CORPS  
Marine Corps Base  
Camp Lejeune, North Carolina 28542

BO 12532.1P  
CPD/WRM/mp  
8 Aug 1983

BASE ORDER 12532.1P

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 dtd 15 March 1983, 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  
\* (3) List of Approved Trades and Labor Jobs

1. Purpose. To promulgate authorized ratings for Trades and Labor occupations with 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.

2. Cancellation. BO 12532.1N.

3. Information. 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 detail 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).

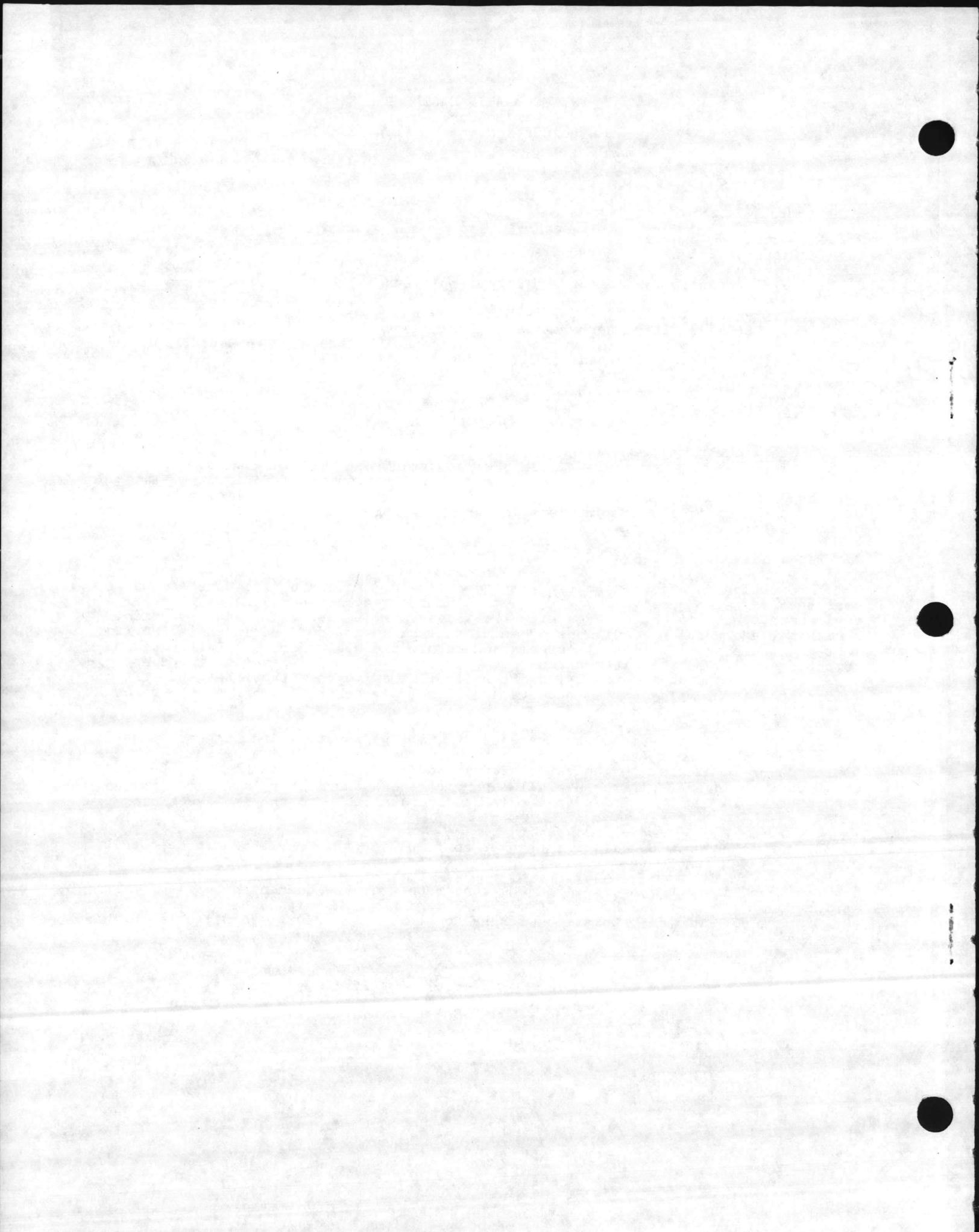
4. Action. In accordance with reference (b), the wage rates cited in enclosure (1) are effective 20 March 1983. Enclosure (3) provides a list of Trades and Labor jobs approved for local use. Organizational Commanders, Heads of Command Staff Sections, and Department Heads, will ensure all supervisors are thoroughly familiar with the content of this Order and that the Order is made available to the employees upon request.

5. Change Notation. Significant changes contained in this revision are denoted by asterisks (\*) shown in the left margin.

6. Applicability. Having received the concurrence of the Commanding Officers of Marine Corps Air Station (Helicopter), New River; Naval Hospital; Naval Dental Clinic; and Complex Officer, East Coast Commissary Complex, this Order is applicable to those Commands.

  
T. M. STOKES, JR.  
Chief of Staff

DISTRIBUTION: C less Category III plus  
CPD (70)  
LOG (CPD - 65)



HOURLY WAGE RATE TABLES

Authority: DOD Wage Fixing Authority letter of 15 March 1983

Effective Date: 20 March 1983

WG-NONSUPERVISORY

WL-LEADER

Calendar Weeks Service Between Steps

STEP	26		78		104		104		26		78		104		104	
	1	2	3	4	4	5	1	2	3	4	4	5	5	5	5	5
GRADE																
1	5.38	5.61	5.84	6.06	6.29	5.92	6.17	6.42	6.66	6.91						
2	5.93	6.18	6.43	6.67	6.92	6.53	6.81	7.08	7.35	7.62						
3	6.51	6.78	7.06	7.33	7.60	7.16	7.45	7.75	8.06	8.35						
4	7.06	7.35	7.64	7.93	8.23	7.76	8.09	8.42	8.73	9.05						
5	7.55	7.86	8.18	8.49	8.80	8.33	8.68	9.02	9.38	9.72						
6	8.06	8.40	8.73	9.06	9.41	8.89	9.25	9.63	10.00	10.36						
7	8.59 <sup>9.24</sup>	8.95	9.31	9.67	10.03	9.44	9.83	10.23	10.61	11.01						
8	9.10	9.47	9.85	10.24	10.60	10.02	10.43	10.84	11.27	11.68						
9	9.60	10.01	10.41	10.81	11.21	10.57	11.01	11.45	11.89	12.33						
10	10.10 <sup>10.84</sup>	10.53	10.96	11.37	11.79	11.13	11.60	12.07	12.53	13.00						
11	10.61	11.06	11.51	11.94	12.39	11.68	12.17	12.66	13.14	13.64						
12	11.14	11.61	12.08	12.54	13.01	12.26	12.77	13.28	13.79	14.31						
13	11.64	12.13	12.62	13.10	13.59	12.81	13.34	13.88	14.41	14.94						
14	12.15	12.66	13.18	13.68	14.19	13.37	13.93	14.48	15.04	15.60						
15	12.66	13.19	13.71	14.24	14.77	13.92	14.49	15.08	15.65	16.24						

WS-WD-WN RATES

WS GRADE	WD PAY LEVEL	WN PAY LEVEL	26		78		104		104	
			STEP 1	2	3	4	5			
1			8.52	8.89	9.24	9.59	9.95			
2			9.08	9.46	9.84	10.23	10.59			
3	1		9.58	9.99	10.38	10.78	11.19			
4	2		10.09	10.52	10.95	11.36	11.78			
5	3		10.59	11.04	11.49	11.92	12.37			
6	4		11.10	11.58	12.05	12.51	12.97			
7	5	1	11.63	12.12	12.61	13.09	13.58			
8	6	2	12.14	12.64	13.14	13.66	14.16			
9	7	3	12.65	13.18	13.70	14.23	14.76			
10	8	4	13.15	13.70	14.24	14.80	15.35			
11	9	5	13.44	13.99	14.56	15.12	15.68			
12	10	6	13.85	14.42	15.00	15.57	16.16			
13	11	7	14.31	14.90	15.50	16.08	16.69			
14		8	14.86	15.48	16.09	16.72	17.34			
15		9	15.52	16.17	16.81	17.46	18.10			

WT-SHOP TRAINEES

Calendar Weeks Service Between Rates

Target Grade	Rates*	26		26		26		26	
		1	2	3	4	5	6		
		(Two-Year Training Program)							
WG-6		5.46	6.20	6.93	7.67				
WG-7		5.82	6.60	7.39	8.17				
WG-8		6.16	6.99	7.82	8.64				

(Ref: FPM Sup 532.1, S11-8)

ENCLOSURE (1)

WT-SHOP TRAINEES

Calendar Weeks Service Between Rates

Target Grade	Calendar Weeks Service Between Rates					
	1	2	3	4	5	6
	6.16	6.71	7.26	7.81	8.37	8.92
WG-8	6.16	6.71	7.26	7.81	8.37	8.92
WG-9	6.51	7.09	7.68	8.26	8.84	9.43

(\*Ref: FPM Sup 532.1, S11-8)

Shop Trainee jobs are authorized for the following occupations:

	<u>Target Grade</u>
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-4604-7

ENVIRONMENTAL DIFFERENTIALS

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

4%	- \$	.42
6%	-	.63
8%	-	.84
25%	-	2.63
50%	-	5.27

ENVIRONMENTAL AND NIGHT SHIFT DIFFERENTIAL  
(Additional Pay Assignments)

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 additional pay 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 authorizes 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 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 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%
High Work	25%
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 differentials 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

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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 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	1½ 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%

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<u>DAY</u>	<u>HOURS WORKED</u>	<u>RATE %</u>	<u>DIFFERENTIAL EARNED</u>
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 contents of this section 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.

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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 Director 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 Director.

(7) Submitting recommendations to the Civilian Personnel Director (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 Director 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 Cook General Foreman
Commissary Stores	Store Worker Foreman Commissary Store Managers
Cold Storage Section (BMaint)	Air Conditioning Equipment Mechanic Foreman Utilities General Foreman
Emergency Service Section	Maintenance 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 spyractor 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

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

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

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Electric Unit	Electrician Foreman Electrician (High Voltage) Foreman Electrician General Foreman
Emergency Service Section	Maintenance Foreman

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 Section	Air Conditioning Equipment Mechanic Foreman Utilities 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 Maintenance General 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.

Repairs involving the disassembly and reassembly of gas fire rotating bake ovens located in the dining facilities at Marine Corps Base and Marine Corps Air Station (Helicopter).

ENCLOSURE (2)

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Metal Working Unit	Sheet Metal Mechanic Foreman
Emergency Service Section	Maintenance Foreman
<u>Work Situation:</u> 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
<u>Work Situation:</u> 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
<u>Work Situation:</u> 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	Maintenance Foreman Head, Facilities Management Division
Carpentry Sub-Unit	Carpenter Foreman Maintenance General Foreman
Emergency Service Section	Maintenance Foreman
<u>Work Situation:</u> Repairs of roofs involving the use of hot tar and hot asphalt roofing materials.	
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
<u>Work Situation:</u> 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	Maintenance Foreman Head, Facilities Management Division
<u>Work Situation:</u> Working in pits, manholes, or tunnels repairing, rebuilding or modifying the masonry features.	

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<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 Grounds Structures Foreman Grounds 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

ENCLOSURE (2)

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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>
Landscaping Unit	Supervisory Architecture Technician Ground Structures General Foreman
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>
Landscaping Unit	Supervisory Architecture Technician 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.

Larvaciding 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: 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.

Operate 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>
Materiel Heavy Lift Branch (Logistics Dept.)	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.

ENCLOSURE (2)

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Shop Stores Branch	Supervisory Supply Technician Supervisory General Supply Specialist
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 of 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 (Logistics Department)	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 or 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(H))	Fuel Distribution System Worker Foreman Station Fuel Officer
Emergency Service Section	Maintenance Foreman

Work Situation: Work performed by Fuel Distribution System Workers involving cleaning and lubricating 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(H))	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.

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

- \* (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>
Electric Unit	Electrician Foreman
Electrical Distribution Sub-Unit	Electrician (High Voltage) Foreman Electrician General Foreman
Refrigeration Sub-Unit	Air Conditioning Equip. Mechanic 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 Sub-Unit	Electrician (High Voltage) Foreman Electrician 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;
  - (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, a similar support); or
    3. if adverse conditions such as darkness, steady rain, high wind, icing, lightning or similar environmental factors render working at such height(s) hazardous.

Work Situation: Climbing to top of elevated water tanks 100 feet or more above the ground to repair or replace obstruction lights.

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 Sub-Unit	Electrician (High Voltage) Foreman Electrician 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 when using either climbing hooks or bucket at the end of a truck mounted boom.

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

Telephone Branch	Telephone Mechanic Foreman Telephone Officer
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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>
Electric 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 (Helicopter).

Replacing obstruction lights on top of hangars at Marine Corps Air Station (Helicopter).

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Electric Unit	Electrician Foreman
Electrical Distribution Sub-Unit	Electrician (High Voltage) Foreman Electrician 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

Work Situation: Making repairs to or painting of 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
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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 branch by use of hand and powered saws.

ENCLOSURE (2)

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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.

OrganizationPosition Authorized to Approve Payment

Landscaping Unit

Supervisory Architecture Technician  
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 (Helicopter) which require climbing unenclosed ladders to cranes, working from cat walks, climbing across rails, or working from the crane track without guard rails.

OrganizationPosition Authorized to Approve Payment

Electric Unit

Electrician Foreman

Electric Distribution Sub-Unit

Electrician (High Voltage) Foreman  
Electrician 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 understructure at each end, working from unenclosed cat walks or scaffolding and climbing ladders over the water.

OrganizationPosition Authorized to Approve Payment

Heavy Equipment Unit

Heavy Mobile Equipment Mechanic Foreman  
Transportation General Foreman

Metal Working Unit

Sheet Metal Mechanic Foreman

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

OrganizationPosition Authorized to Approve Payment

Base Communications-Electronics

Maintenance Officer  
Assistant Communications-Electronics  
Officer  
Communications-Electronics Officer

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

OrganizationPosition Authorized to Approve Payment

Carpentry Sub-Unit

Carpenter Foreman  
Maintenance General Foreman

Metal Working Unit

Sheet Metal Mechanic 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.

ENCLOSURE (2)

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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
Metal Working Unit	Sheet Metal Mechanic Foreman
Emergency Service Section	Maintenance Foreman

Work Situation: Working in confined spaces such as attics and steam pits when the temperature exceeds 110 degrees Fahrenheit installing or repairing electrical wiring, air conditioning or refrigeration equipment, etc.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Electric Unit	Electrician Foreman Air Conditioning Equipment Mechanic Foreman Electrician General Foreman
Facilities Management Division	Maintenance Foreman Pipefitter Foreman
Emergency Service Section	Maintenance Foreman

\* (7) Unshored Work (25%). Working in excavation areas before the installation of proper shoring or other securing barriers, or in catastrophe areas, where there is a possibility of cave-in, building collapse or falling debris when such exposures introduce risk of significant injury or death to employees, such as the following:

(a) Working adjacent to the walls of an unshored excavation at depths greater than six feet (except when the full depth of the excavation is in stable solid rock, hard slag, or hard shale, or the walls have been graded to the angle of repose, that is, where the danger of slides is practically eliminated), when work is performed at a distance from the wall which is less than the height of the wall.

(b) Working within or immediately adjacent to a building or structure which has been severely damaged by earthquake, fire, tornado or similar cause.

Work Situation: Working on water, sewer, steam lines and buried tanks when the work is performed adjacent to the walls of unshored excavations at depths greater than six feet (except when the walls have been graded to the angle of repose). The work must also be performed at a distance from the wall which is less than the height of the wall.

<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Plumbing and Heating Unit	Plumber Foreman Pipefitter Foreman
Field Maintenance Sub-Unit	Ground Structures Foreman Ground Structures General Foreman
Carpentry Sub-Unit	Carpenter Foreman Maintenance General Foreman
Metal Working Unit	Sheet Metal Mechanic Foreman
Emergency Service Section	Maintenance Foreman

ENCLOSURE (2)

- \* (8) Welding, Cutting or Burning in Confined Spaces (6%). Welding, cutting, or burning within a confined space which necessitates working in horizontal or nearly horizontal position, under conditions requiring egress of at least 14 feet over and through obstruction including: (1) access openings and baffles having dimensions which greatly restrict movements, and (2) irregular inner surfaces of the structure or structural components.

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>
Electric 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 device and/or safety measures have not practically eliminated the potential for such injury.

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

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Organization

Ammunition Branch (Logistics Department)

Position Authorized to Approve Payment

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.

Organization

Motor Transport Operations Branch

Position Authorized to Approve Payment

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.

Organization

Metal Working Unit

Position Authorized to Approve Payment

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.

Organization

Traffic Management Division (Logistics Department)

Position Authorized to Approve Payment

Blocker and Bracer Foreman  
Blocker and Bracer General 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.

Organization

Metal Working Unit

Position Authorized to Approve Payment

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.

Organization

Ammunition Branch (Logistics Department)

Position Authorized to Approve Payment

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.

ENCLOSURE (2)

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

\* (4) Poisons (Toxic Chemicals) - High Degree Hazard (8%). 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.

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	Maintenance Foreman Head, Facilities Management Division

\* (5) Poisons (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. (Larvaciding 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	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 fireline.

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 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.

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<u>Organization</u>	<u>Position Authorized to Approve Payment</u>
Natural Resources and Environmental Affairs Division	Forester (Administration) 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	Forester (Administration) Supervisory Forester
Heavy Equipment Unit	Transportation General Foreman Heavy Mobile Equipment Mechanic 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 10 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.

LIST OF APPROVED TRADES AND LABOR JOBS

NONSUPERVISORY	Occupational Code & Grade	Authorized for:		
		MCB	MCAS(H)	NH
Air Conditioning Equipment Mechanic	WG-5306-08	x		
	WG-5306-10	x		x
Air Conditioning Equipment Mechanic Helper	WG-5306-05	x		
Air Conditioning Equipment Operator	WG-5415-10	x		
Air Conditioning Equipment Operator Helper	WG-5415-05	x		
Aircraft Refueler	WG-8862-08		x	
Asphalt Worker	WG-3653-05	x		
Asphalt Worker (Leader)	WG-3653-07	x		
Automotive Mechanic	WG-5823-10	x		x
Automotive Mechanic Helper	WG-5823-05	x		x
Automotive Mechanic (Leader)	WG-5823-10	x		
Automotive Repair Inspector	WG-5823-11	x		
Automotive Worker	WG-5823-08	x		x
* Bindery Machine Operator	WG-4402-05	x		
* Bindery Machine Operator	WG-4402-08	x		
Blocker and Bracer	WG-4602-06 & 08	x		
Boatbuilder (Foreman)	WG-4717-10	x		
Boiler Plant Equipment Mechanic	WG-5309-10	x		
Boiler Plant Operator	WG-5402-07-09-10-11	x		
Boiler Plant Operator Helper	WG-5402-05	x		
* Boiler Plant Operator (Leader)	WG-5402-12	x		
* Boiler Systems Inspector	WG-5309-11	x		
Boiler Tender	WG-5402-06	x		
Bridge Operator	WG-5430-08	x		
Building Maintenance Inspector	WG-4749-10-11	x		
Cable Splicer (Communications)	WG-2504-10	x		
Carpenter	WG-4607-07	x		
	WG-4607-09	x		x
Carpenter Helper	WG-4607-05	x		x
Carpet Cleaner	WG-7301-05	x		
Coal Handling Equipment Operator	WG-5412-06	x		
Cook	WG-7404-05-08			x
* Communications Line Installer	WG-2508-10	x		
Crane Operator	WG-5725-09	x		
Custodial Worker	WG-3566-02	x		x
Electrical Equipment Repairer	WG-2854-09-10	x		
Electrical Systems Inspector (Public Works)	WG-2805-11	x		
Electrical Worker	WG-2805-08	x		
Electrical Worker (High Voltage)	WG-2810-08	x		
Electrician	WG-2805-08	x		
	WG-2805-10	x		x
Electrician Helper	WG-2805-05	x		x
Electrician (High Voltage)	WG-2810-10	x		
Electrician (High Voltage) Helper	WG-2810-05	x		
Electronic Integrated Systems Mechanic	WG-2610-12		x	
Electronic Measurement Equipment Mechanic	WG-2602-12	x		
Electronics Mechanic	WG-2604-08		x	
	WG-2604-09-10-11-12	x	x	
Engineering Equipment Operator	WG-5716-08-10	x		
Equipment Cleaner	WG-7009-04	x		
Equipment Repairer	WG-5352-08	x		
Fabric Worker	WG-3105-07	x		
* Film Assembler-Stripper	WG-4405-08	x		
Food Service Worker	WG-7408-01-02-03-04			x
Fork Lift Operator	WG-5704-05	x		
Fuel Distribution System Worker	WG-5413-06		x	
	WG-5413-08	x	x	
Gardener	WG-5003-04	x		
General Equipment Inspector	WG-6901-07	x		
Glazier	WG-3611-09	x		
Heating Equipment Mechanic	WG-5309-08	x		

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<u>NONSUPERVISORY</u>	<u>Occupational Code &amp; Grade</u>	<u>Authorized for:</u>		
		<u>MCB</u>	<u>MCAS(H)</u>	<u>NH</u>
Heavy Mobile Equipment Mechanic	WG-5803-08-10	x		
Heavy Mobile Equipment Mechanic Helper	WG-5803-05	x		
Heavy Mobile Equipment Repair Inspector	WG-5803-11	x		
Industrial Equipment Mechanic	WG-5352-10	x	x	
Industrial Equipment Repairer	WG-5352-08	x		
Instrument Mechanic	WG-3359-10-11	x		
Insulator	WG-3610-10	x		
* Insulating Worker	WG-3610-08	x		
Laborer	WG-3502-02-03	x		x
* Laundry Equipment Repairer	WG-5317-05	x		
Laundry Equipment Repairer	WG-5317-08	x		
* Laundry Equipment Repairer (Foreman)	WG-5317-08	x		
Laundry Machine Operator	WG-7305-03-05	x		
Laundry Worker	WG-7304-01-02	x		
* Linen Control Worker	WG-6901-03			x
Locksmith	WG-3817-08	x		
* Locksmith Worker	WG-3817-07			x
Machinist	WG-3414-10	x		
Machinist Helper	WG-3414-05	x		
Maintenance Mechanic	WG-4749-09-10	x		
* Maintenance Mechanic Helper	WG-4749-05			x
Maintenance Worker	WG-4749-08	x		x
	WG-4749-07		x	
Maintenance Scheduler (General)	WD-4701-07	x		
Mason	WG-3603-10	x		
Mason Helper	WG-3603-05	x		
* Masonry Worker	WG-3603-08	x		
Meatcutter	WG-7407-08	x	x	
Meatcutting Worker	WG-7404-05	x	x	
Milling Worker	WG-4618-09	x		
Mobile Equipment Dispatcher	WG-5701-08	x		
Mobile Equipment Dispatcher (Leader)	WG-5701-08	x		
Mobile Equipment Servicer	WG-5806-05-06	x		
Mobile Equipment Metal Mechanic	WG-3809-10	x		
Mobile Equipment Metal Mechanic (Foreman)	WG-3809-10	x		
Motor Vehicle Operator	WG-5703-05-07-08	x		
	WG-5703-06	x		x
Motor Vehicle Operator (Leader)	WG-5703-06			x
Office Appliance Repairer	WG-4806-09	x		
* Offset Duplicating Press Operator	WG-4417-08	x		
* Offset Photographer	WG-4417-09	x		
* Offset Press Operator	WG-4417-09	x		
Optical Instrument Repairer	WG-3306-11	x		
Packer	WG-7002-06	x		
Packing Inspector	WG-7002-06-08	x		
Painter	WG-4102-09	x		x
Painter Helper	WG-4102-05	x		x
* Painting Worker	WG-4102-07	x		
Pest Controller	WG-5026-06-08	x		
	WG-5026-09			x
Pipefitter	WG-4204-08	x		
	WG-4204-10	x		
Pipefitter Helper	WG-4204-05	x		
Pipefitting Worker	WG-4204-08	x		x
Piping Systems Inspector (Public Works)	WG-4204-11	x		
Planner & Estimator (Carpenter)	WD-4607-08	x		
Planner & Estimator (Electrician)	WD-2805-08	x		
Planner & Estimator (Engineer Equip. Opr.)	WD-5716-08	x		
Planner & Estimator (Industrial Equip. Sys.)	WD-5301-08	x		
Planner & Estimator (Painter)	WD-4102-08	x		
Planner & Estimator (Piping System)	WD-4201-08	x		
Planner & Estimator (Sheet Metal Mechanic)	WD-3806-08	x		
Plasterer	WG-3605-09	x		x

ENCLOSURE (3)

<u>NONSUPERVISORY</u>	<u>Occupational Code &amp; Grade</u>	<u>Authorized for:</u>		
		<u>MCB</u>	<u>MCAS(H)</u>	<u>NH</u>
Plasterer Helper	WG-3605-05	x		
Plumber	WG-4206-07	x		
	WG-4206-09	x		x
Plumber Helper	WG-4206-05	x		x
Plumbing Worker	WG-4206-07	x		x
Presser	WG-7306-02	x		
Saw Filer	WG-4812-09	x		
Sewage Disposal Plant Operator	WG-5408-05-08-09	x		
Sewing Machine Operator	WG-3111-03	x		
	WG-3111-04			x
Sheet Metal Mechanic	WG-3806-10	x		
* Sheet Metal Mechanic Helper	WG-3806-05	x		
Sheet Metal Worker	WG-3806-08	x		
Shop Planner (General)	WD-4701-04-05	x		
Shop Trainee (See Enclosure (1) to basic Order)		x		
Sign Painter	WG-4104-09	x		
Small Arms Repairer	WG-6610-08	x		
Store Worker	WG-6914-02	x		
	WG-6914-04-05	x	x	
Swimming Pool Operator	WG-5486-08	x		
Telephone Mechanic	WG-2502-10-11	x		
Telephone Worker	WG-2502-09	x		
Tools and Parts Attendant	WG-6904-04-05	x		
Toolroom Mechanic	WG-4840-08	x		
Tractor Operator	WG-5705-05	x		
	WG-5705-06	x		x
Upholsterer	WG-3106-09	x		
Warehouse Worker	WG-6907-04-05	x		x
	WG-6907-06	x	x	x
Water Plant Operator	WG-5409-07	x		
Water Treatment Plant Operator	WG-5409-09	x		
Water Treatment Plant Operator Helper	WG-5409-05	x		
Welder	WG-3703-08	x		
	WG-3703-10	x		x
Wood Crafter (Foreman)	WG-4605-10	x		
Wood Worker	WG-4604-05-08	x		
<u>LEADER</u>				
Aircraft Refueler Leader	WL-8862-08		x	
Automotive Mechanic Leader	WL-5823-10	x		
Carpenter Leader	WL-4607-09	x		
Custodial Worker Leader	WL-3566-02	x		x
Electrician Leader	WL-2805-10	x		
* Electronic Integrated System Mechanic Leader	WL-2610-12		x	
Electronics Mechanic Leader	WL-2604-11-12		x	
Food Service Worker Leader	WL-7408-02			x
* Grounds Leader	WL-4701-06	x		
Laundry Worker Leader	WL-7304-01-02	x		
* Maintenance Mechanic Leader	WL-4749-09	x		
Mobile Equipment Metal Mechanic Leader	WL-3809-10	x		
Presser Leader	WL-7306-02	x		
* Sewage Disposal Plant Operator Leader	WL-5408-09	x		
* Sheet Metal Mechanic Leader	WL-3806-10	x		
Store Worker Leader	WL-6914-05	x		
* Telephonic Mechanic Leader	WL-2502-10	x		
Warehouse Worker Leader	WL-6907-05	x		x
	WL-6907-06	x		
* Water Treatment Plant Operator Leader	WL-5409-09	x		
* Wood Worker Leader	WL-4604-08	x		

SUPERVISORY - (FOREMAN)	Occupational Code & Grade	Authorized for:		
		MCB	MCAS(H)	NH
Air Conditioning Equipment Mechanic Foreman (10)	WS-5306-09-10	x		
Aircraft Attendant Foreman (7)	WS-8862-06		x	
Automotive Mechanic Foreman (10)	WS-5823-09-10	x		
Blocker and Bracer Foreman (8)	WS-4602-06-08	x		
Boiler Plant Operator Foreman (11)	WS-5402-09-12	x		
Building Maintenance Inspector Foreman (10)	WS-4749-09	x		
Carpenter Foreman (9)	WS-4607-06			x
	WS-4607-09	x		
Cook Foreman (8)	WS-7404-08			x
Electrician Foreman (10)	WS-2805-07			x
	WS-2805-10	x		
Electrician (High Voltage) Foreman (10)	WS-2810-09	x		
Electronics Mechanic Foreman (12)	WS-2604-11-12	x		
Electronics Integrated Systems Mechanic Foreman (12)	WS-2610-12		x	
Fuel Distribution System Worker Foreman (8)	WS-5413-07		x	
	WS-5413-08	x		
General Equipment Inspector Foreman (7)	WS-6901-06	x		
Ground Structures Foreman (7)	WS-4701-06-07	x		
Heavy Mobile Equipment Mechanic Foreman (10)	WS-5803-10	x		
Laundry Machine Operator Foreman (5)	WS-7305-04	x		
Maintenance Foreman (9)	WS-4701-07-08	x		
Maintenance Foreman (10)	WS-4701-07			x
Maintenance Foreman (10)	WS-4701-09-11	x		
	WS-4701-10	x		x
* Maintenance Inspector Foreman (10)	WS-4701-11	x		
Maintenance Mechanic Foreman (9)	WS-4749-08	x		
Maintenance Worker Foreman (8)	WS-4749-06			x
Marina Attendant Foreman (5)	WS-3501-04		x	
Mason Foreman (10)	WS-3603-09	x		
Meatcutter Foreman (8)	WS-7407-07	x		
Mobile Equipment Metal Mechanic Foreman (10)	WS-3809-09	x		
* Mobile Equipment Servicer Foreman (5)	WS-5806-02	x		
	WS-5806-04		x	
Motor Vehicle Operator Foreman (7)	WS-5703-08	x		
Painter Foreman (9)	WS-4102-06			x
	WS-4102-09	x		
Pest Controller Foreman (8)	WS-5026-06-08	x		
Pipefitter Foreman (10)	WS-4204-07			x
	WS-4204-10	x		
Plasterer Foreman (9)	WS-3605-08	x		
Plumber Foreman (9)	WS-4206-08	x		
Sanitation Foreman (7)	WS-4701-07	x		
Sewage Disposal Plant Operator Foreman (9)	WS-5408-10	x		
Sheet Metal Mechanic Foreman (10)	WS-3806-08-10	x		
Store Worker Foreman (5)	WS-6914-04	x		
Supervisory Planner & Estimator (General)	WN-4701-07	x		
Supervisory Shop Planner (General)	WN-4701-07	x		
Telephone Mechanic Foreman (10)	WS-2502-10	x		
Warehouse Worker Foreman (5)	WS-6907-03-05	x		x
	WS-6907-04	x	x	
Warehouse Worker Foreman (6)	WS-6907-04-05-06	x		
Water Treatment Plant Operator Foreman (9)	WS-5409-10	x		
Wood Worker Foreman (8)	WS-4604-08	x		
<u>GENERAL FOREMAN</u>				
Automotive Mechanic General Foreman (10)	WS-5823-13	x		
Boiler Plant Operator General Foreman (11)	WS-5402-13	x		
Cook General Foreman (8)	WS-7404-11			x
Electrician General Foreman (10)	WS-2805-12	x		

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<u>GENERAL FOREMAN</u>	<u>Occupational Code &amp; Grade</u>	<u>Authorized for:</u>		
		<u>MCB</u>	<u>MCAS(H)</u>	<u>NH</u>
* Ground Structures General Foreman (7)	WS-4701-10			X
Ground Structures General Foreman (10)	WS-4701-14			X
Laundry General Foreman (5)	WS-7301-08			X
Maintenance General Foreman (9)	WS-4701-12			X
Maintenance General Foreman (10)	WS-4701-14-15			X
* Offset Press Operator Foreman	WS-4417-09			X
Pipefitter General Foreman	WS-4204-12			X
Transportation General Foreman (10)	WS-4701-12			X
Utilities General Foreman (11)	WS-4701-15			X
Utilities Systems Operator General Foreman (9)	WS-5406-12			X
Warehouse Worker General Foreman (5)	WS-6907-07			X

ENCLOSURE (3)

