

CIVILIAN PERSONNEL DIVISION
Marine Corps Base
Camp Lejeune, North Carolina 28542

MEMORANDUM

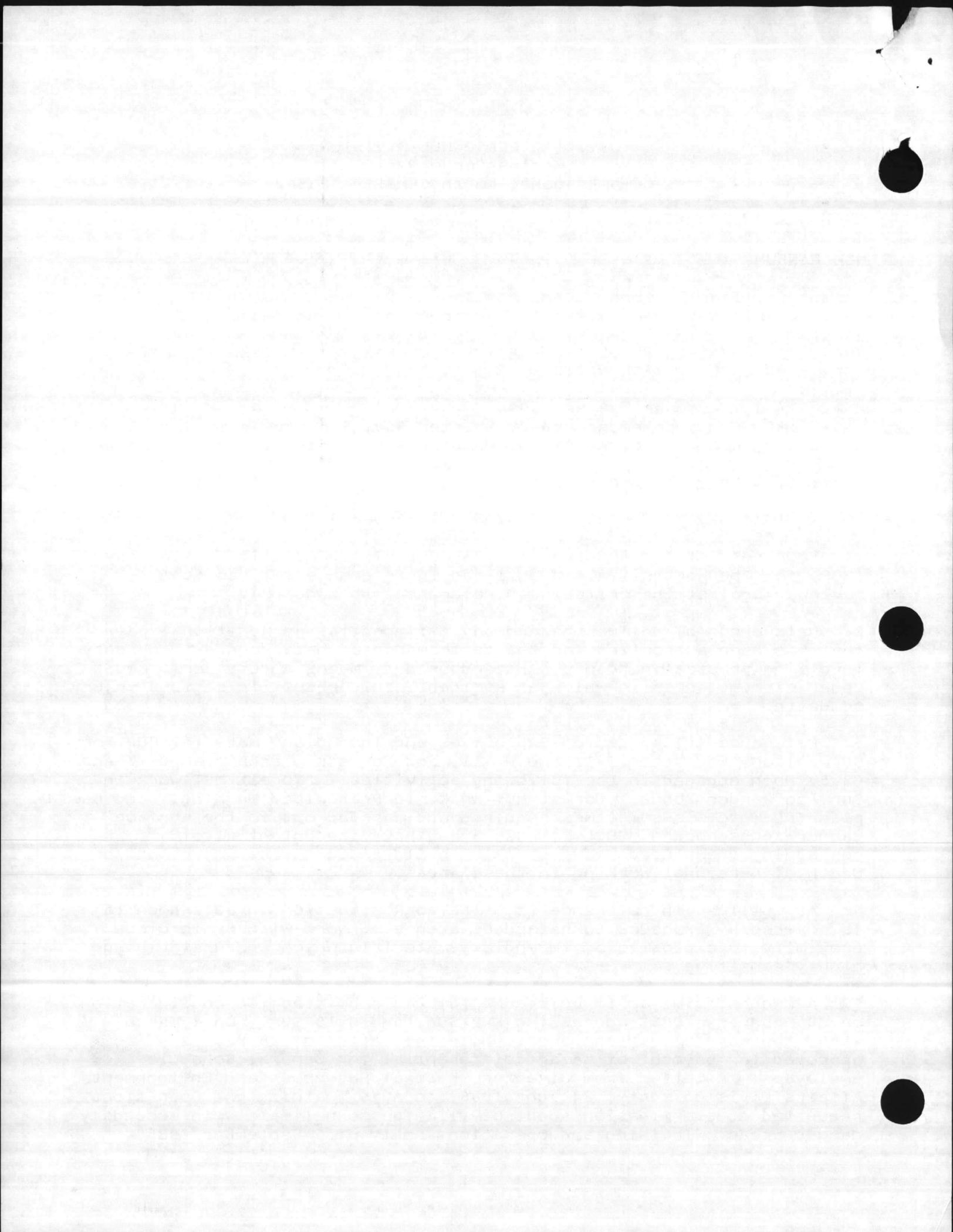
From: Civilian Personnel Director
To: Assistant Chief of Staff, Environmental Management

Subj: APPROVAL OF REQUEST FOR PAYMENT OF HAZARD DIFFERENTIAL PAY
ON CASE BY CASE BASIS

Ref: (a) Yr request 28 Sep 1990
(b) FPM Supplement 990-2, Chapter 550, Subchapter S9
(c) FPM Supplement 990-2, Chapter 550, Subchapter S9, Appendix A

Encl: (1) Copy of your request
(2) Copy of ltr 5040 TRNG/OPS dtd 5 Sep 85
(3) Copy of ltr 5040 TRNG/OPS dtd 8 Dec 86

1. Your request for approval for payment of hazard differential pay (HDP) for the work situation outlined in reference (a) has been reviewed against the criteria in references (b) and (c).
2. Reference (b) defines hazard pay differential as additional pay that has been authorized for the performance of hazardous duty or duty involving physical hardship. Hazardous duty means a duty performed under circumstances in which an accident could result in serious injury or death.
3. Reference (a) requested Explosives and Incendiary Material EDP for Supervisory Forester GS-12 and GS-11, and Forestry Technician GS-7 and GS-5, when engaged in the following activities: "Forest MGT work in Surface Danger Zones: Forest MGT work, ie Prescribed Burning, Land use planning, etc, is sometimes required and carried out in the surface danger zones aboard MCBCL. These areas have the potential of containing unexploded ordnance which could cause severe injury and/or death of personnel working in these areas."
4. As outlined in reference (c), the work situation in reference (a) is covered by Exposure to hazardous agents..."work with or in close proximity to explosive or incendiary materials which are unstable and highly sensitive.
5. A request similar to reference (a) was submitted for consideration on 28 February 1985, addressing K-2 SDA, and G-10 SDA. On 4 March 1985, the work situation described in the letter of 28 February was approved for payment of hazard differential for General Schedule employees. A letter from Director, Natural Resources and Environmental Affairs Division, dated 24 June 1985, to AC/S Training and Operations requested a determination about civilian personnel safety in secondary danger areas. Training and Operations reply of 5 September 1985,



provided as enclosure (2), addressed several issues:

a. Controlled burning - EOD support will be provided...aerial ignition should be investigated as a technique to be used in impact areas. EOD support will be provided for controlled burning in Surface Danger Zones (SDZ).

b. Fighting Wildfires - No attempt should be made to fight wildfires in impact area...can be fought in SDZ's, EOD support provided.

c. Site preparation, timbering, logging and reforestation - Not appropriate for impact areas. SDZ...should be forwarded to Training and Operations for review of safety and training implications.

d. Wildlife Management - Red-cockaded woodpecker...EOD support will be provided. White-tailed deer...No management activities in impact areas. Control of deer population in SDZs will be reviewed. Turtle nesting...monitoring activities not recommended in impact area but can be continued in SDZ as long as personnel remain on the beach. Periodic visual sweeps by EOD can be made.

Recommendations made as to issue of hazard differential pay were as follows:

a. Impact areas - warranted

b. Surface danger zones - Not warranted, with exception being fighting wildfires on the perimeters of impact areas and in surface danger zones.

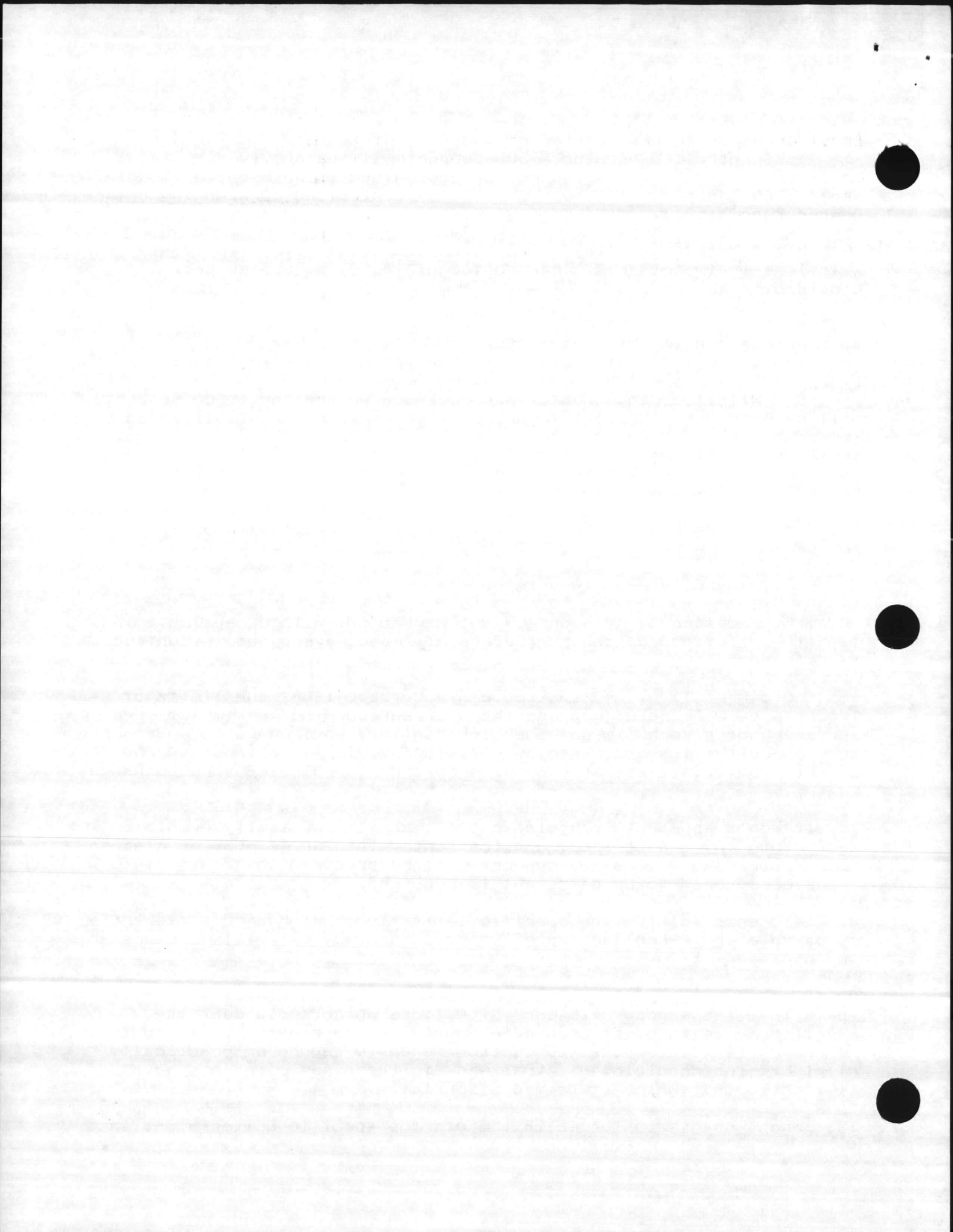
6. Enclosure (3) stated that as of 13 October 1986, the limits of G-10 impact area were redefined and the area surrounding the impact area, Surface Danger Zones is now open for hunting, environmental/endangered species activities and other authorized activities, without an EOD escort...but...All trips into SDZ's must be coordinated through Range Control.

7. It would appear that enclosures (2) and (3) basically prohibit entry into any impact area, and that entry into SDZ's must be cleared with Range Control and EOD support will be provided when entry into areas considered to be dangerous is required.

8. Reference (c) is very specific in stating that hazard differential is payable only when the explosive or incendiary materials are unstable and high sensitive.

9. Based upon the information provided in enclosures (2) and (3) it seems that the exposure to work situations which would meet the specific criteria of reference (c) would not be numerous. In addition, reference (a) states that the action taken to reduce or practically eliminate the conditions if that work in the areas cited has been limited to that which is deemed essential.

10. When work is performed that meets the specific criteria outlined

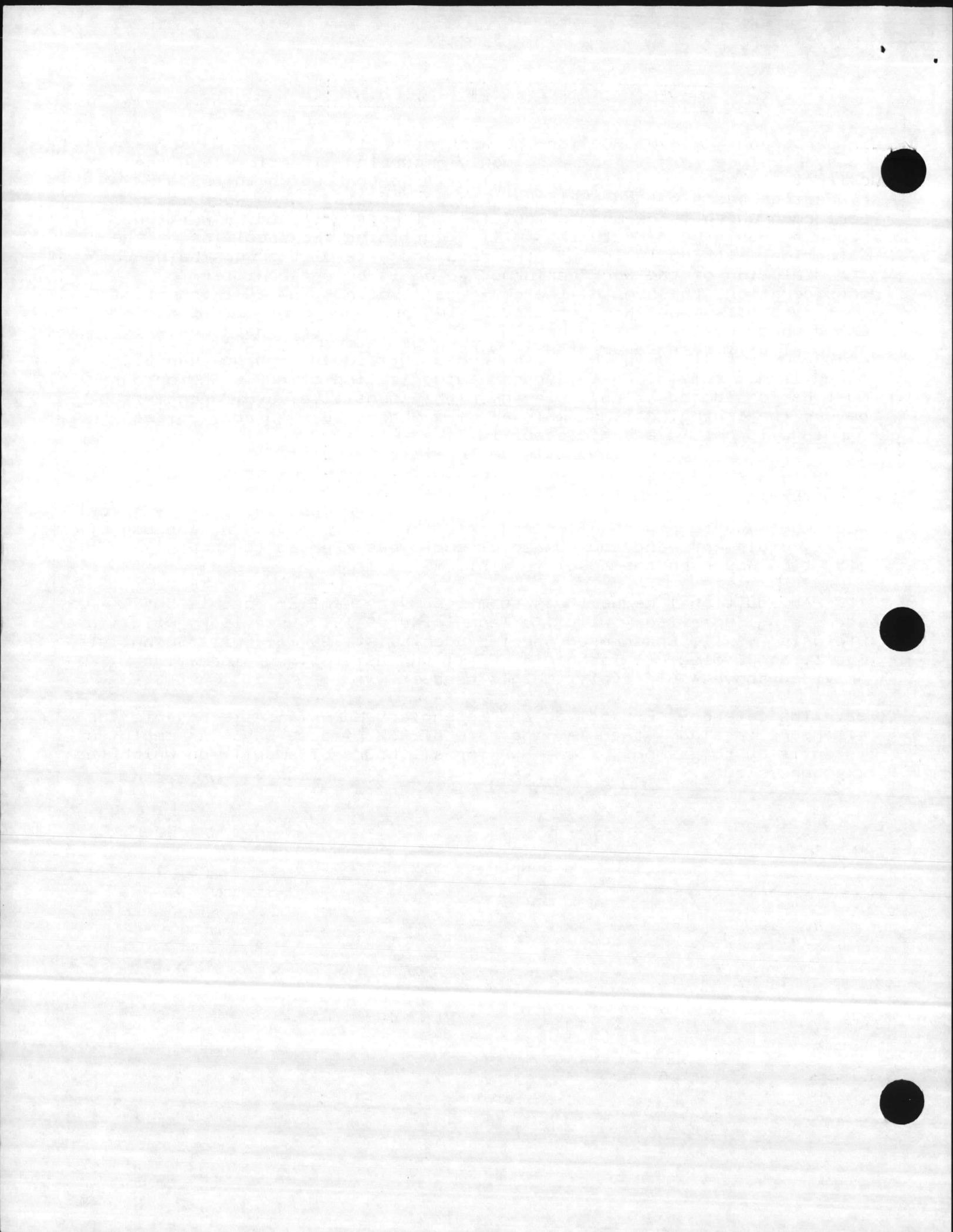


in paragraph 4 above, HDP for the work situation would be payable. However, since this is not a commonly occurring situation, and the criteria is very specific, approval will be granted on an "as requested" basis not on a blanket approval basis. When work is performed which is deemed to meet the criteria outlined, a written request should be made to this office outlining the specifics of the situation. It should include the date and site of the work being done, a description of the work performed which is being submitted for consideration, the name of the employee involved, and a statement of what type of support was provided by EOD or Range Control, if any. Based upon the information provided in this request, individual approval will then be granted if warranted. It should be emphasized that the fact of being in an area where unexploded ordnance can be found is not sufficient to support authorization of HDP. The ordnance must be considered as unstable and highly sensitive, avoidance must be beyond the control of the employee, ie. cannot be seen and avoided, exposure is not in a vehicle but involves walking, and there is no help available from EOD or others in neutralizing or controlling the danger. It would also be expected, as stated in reference (a), that the exposure to areas considered to meet this level of danger to employee would be strictly curtailed and avoided whenever possible, every effort would be made to assure all steps are taken as to providing and use of safety equipment, and the number of employees exposed to such a situation would be the absolute minimum.

11. An additional request was submitted very similar to this but addressing Supervisory Wildlife Technician GS-12, Supervisory Wildlife Biologist GS-11, Endangered Species Specialist, GS-11, Soils Scientist GS-11, and Biological Technician GS-11 and GS-9. The information provided above would apply to this request.

12. The category "Explosives and Incendiary Materials" is payable for all hours in a pay status at the rate of 25% of base pay. An employee is entitled to payment of the HDP for all hours of a shift on which the exposure occurs.

DONALD L. SMYTHE



ENVIRONMENTAL DIFFERENTIAL RECORD

INSTRUCTIONS

- PART I - To be completed by the individual having first hand knowledge of the hazard, physical hardship, and/or condition of an unusual nature. This is normally the first-level supervisor.
- PART II - To be completed by the organization commander or chief. If approval is recommended, forward to Civilian Personnel. CPO will forward to Safety and/or Industrial Hygienist, as required, for analysis.
- PART III - To be completed by Safety Office.
- PART IV - To be completed by Industrial Hygienist.

Initial Request for Review

Request for Reconsideration

Part I REQUEST FOR EDP EVALUATION

1. Request the following situation be reviewed for EDP:

a. Description of Work Situation: Forest MGT work in Surface Danger Zones: Forest MGT work, ie Prescribed Burning, Land use planning, Etc., is sometimes required and carried out in the surface danger zones aboard MCBCL. These areas have the potential of containing unexploded ordnance which could cause severe injury and/or death to personnel working in these areas.

b. Actions Taken to Reduce or Practically Eliminate Condition: Work in these areas has been limited to that which is deemed essential

c. Recommended Category
Explosives and incendiary material

2. Position(s) Affected (official title, series, grade, UNIT/SECTION)
 Supp Forester (1) GS-460-12 For. Div.
 Supp Forester (2) GS-460-11 " "
 For. Tech. (1) GS-460-7 " "

For. Tech. (2) GS-460-5 For. Div
 For. Tech. (3) GS-460-5 " "

Requested by (name, organization, position title)
 Daniel T. Becker
 Asst. Base Forester
 Forestry Division

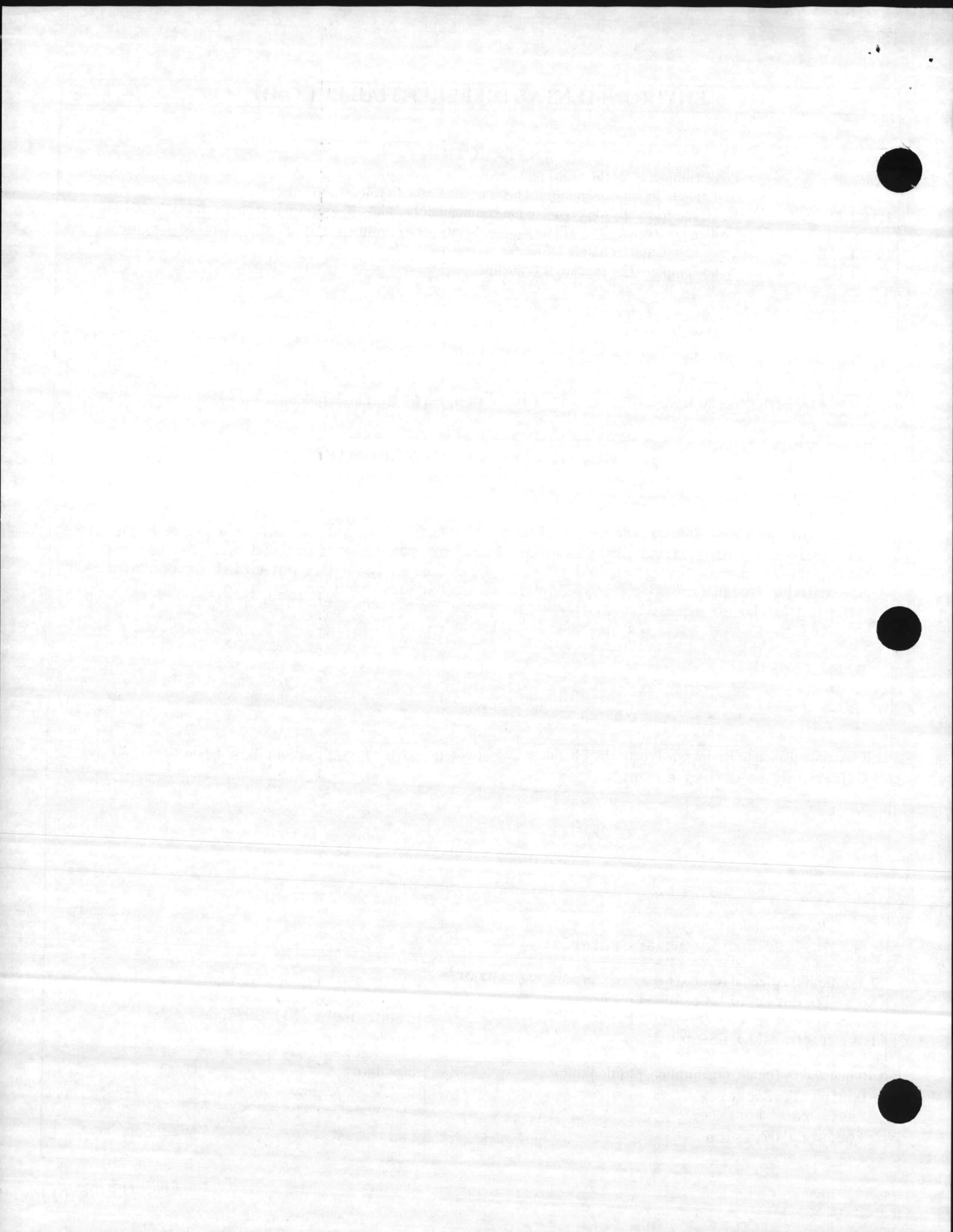
Signature

Daniel T. Becker

Date

28 Sep 90

ENCLOSURE (1)



ENVIRONMENTAL DIFFERENTIAL RECORD

INSTRUCTIONS

- PART I** - To be completed by the individual having first hand knowledge of the hazard, physical hardship, and/or condition of an unusual nature. This is normally the first-level supervisor.
- PART II** - To be completed by the organization commander or chief. If approval is recommended, forward to Civilian Personnel. CPO will forward to Safety and/or Industrial Hygienist, as required, for analysis.
- PART III** - To be completed by Safety Office.
- PART IV** - To be completed by Industrial Hygienist.

Initial Request for Review

Request for Reconsideration

Part I

REQUEST FOR EDP EVALUATION

1. Request the following situation be reviewed for EDP:

a. **Description of Work Situation:** Wildlife Mgt Work in Surface Danger Zones: Wildlife Mgt Work, ie. endangered species Mgt and research, endangered species habitat improvement, etc., is required and carried out in the surface danger zones aboard MCBCCL. This work is required in order to comply with biological opinions and recovery plans rendered by the U. S. Fish and Wildlife Service on the management of certain endangered species aboard MCBCCL. These areas have the potential of containing unexploded ordnance which could cause severe injury and/or death to personnel working in these areas.

b. **Actions Taken to Reduce or Practically Eliminate Condition:**
Work in these areas has been reduced to that which is deemed essential

c. **Recommended Category**

Explosives and incendiary materials

2. **Position(s) Affected (official title, series, grade, UNIT/SECTION)**

Supervisory Wildlife Technician (1) GS-404-12 (Wildlife)	Biological Technician (1) GS-404-11 Wildlife
Supervisory Wildlife Biologist (1) GS-486-11	"
Endangered Species Specialist (1) GS-486-5,7,9,11 (Wildlife)	Biological Technician (2) GS-404-9 Wildlife
Soils Scientist(1) GS-470-11(Wildlife)	

Requested by (name, organization, position title)

Albert C. Henry Jr.
Supervisory Wildlife Biologist
Fish and Wildlife Division EMD

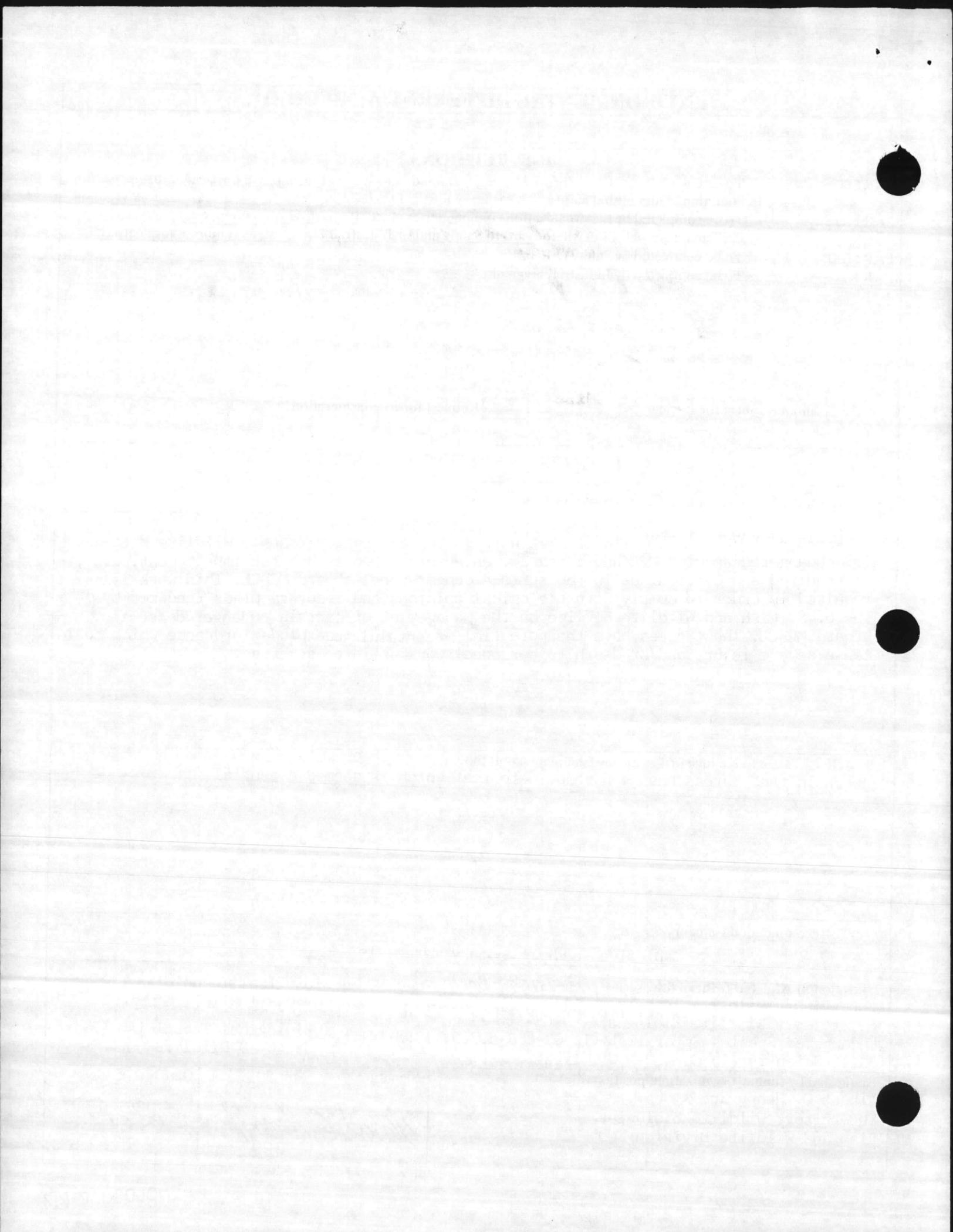
Signature

Albert C. Henry Jr.

Date

28 Sep 1990

ENCLOSURE (1)



12532.2
CPD
21 May 85

From: Civilian Personnel Officer, Marine Corps Base, Camp Lejeune
To: Base Maintenance Officer, Marine Corps Base, Camp Lejeune

Subj: PAY DIFFERENTIALS FOR IRREGULAR/INTERMITTENT HAZARDOUS DUTY

Ref: (a) BMaintO memo 12500 MAIN dtd 26 Apr 85
(b) FPM Supplement 990-2, Book 550.S9-5, Appendix A
(c) FPM Supplement 532-1, Appendix J

1. Your concern regarding the significant difference in pay differentials for General Schedule and Wage Grade employees, expressed in reference (a), is appreciated.

2. As a matter of clarification, the law and regulation covering pay differentials for General Schedule employees are different from those covering Wage Grade employees. Each regulation prescribes the differential payable for the hazardous situation identified. For General Schedule employees, reference (b) prescribes a pay differential of 25% for the category "explosives or incendiary materials." For Wage Grade employees, reference (c) prescribes an environmental differential of 8% for the category "explosives and incendiary material - high degree hazard" and 4% for "explosives and incendiary material - low degree hazard." Once a hazardous situation has been identified as meeting the conditions for payment of an environmental differential for a specific category, the differential prescribed by the applicable regulation must be paid. Field activities have no authority to increase or decrease the differentials prescribed.

3. It is regretted that a more favorable response could not be provided.

HOSEA HORNE, JR.

Memorandum

12500
MAIN

26 APR 1985

Base Maintenance Officer

TO: Civilian Personnel Officer

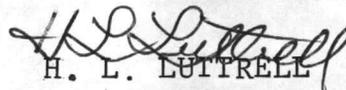
SUBJ: PAY DIFFERENTIALS FOR IRREGULAR/INTERMITTENT HAZARDOUS DUTY

Encl: (1) CPO Ltr 12550 CPD dtd 15 Apr 85

1. The enclosure indicates Natural Resources and Environmental Affairs Division employees are authorized a 25% pay differential for certain work situations in range areas. We request clarification on why only General Schedule employees of NREAD are authorized 25% environmental differential for Surface Danger Areas while Wage Grade employees of Base Maintenance Division are authorized only 8% for Surface Danger Areas and Impact Areas.

2. The K-2 and G-10 Impact Areas have been bombarded with direct and indirect fire ordnance since the early 1950's. In FY84, clearing became necessary in order to observe the impact of live fire into the areas. During the course of the clearing operation, over 500 pieces of live, unexploded ordnance were removed from the K-2 Impact Area. During the clearing operation of the G-10 Area, approximately 100 pieces of live, unexploded ordnance were removed. The ordnance ranged from 1950 vintage 100 and 500 pound general purpose, high explosive bombs to various heavy caliber mortar and artillery rounds.

3. It is our opinion that Base Maintenance Division employees involved in the actual clearing of the areas are entitled to pay differentials equivalent to personnel who may be in the areas for other reasons.


H. L. LUTTRELL

100-100000

APR 29 1955

RECEIVED

COMMUNICATIONS SECTION

TO: SAC, NEW YORK

FROM: SAC, PHOENIX

RE: [Faint text]

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APR 29 9 57 AM '55
COMMUNICATIONS SECTION
100-100000

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UNITED STATES MARINE CORPS
CIVILIAN PERSONNEL DIVISION
MARINE CORPS BASE
CAMP LEJEUNE, NORTH CAROLINA 28542

IN REPLY REFER TO
12550
CPD
15 Apr 85

From: Civilian Personnel Officer, Marine Corps Base, Camp Lejeune
To: Assistant Chief of Staff, Facilities, Marine Corps Base,
Camp Lejeune
Via: Assistant Chief of Staff, Manpower, Marine Corps Base, Camp
Lejeune *DUC 4-15-85*

Subj: PAY DIFFERENTIALS FOR IRREGULAR/INTERMITTENT HAZARDOUS DUTY

Ref: (a) Director, NREAD ltr 12000 dtd 15 Mar 85
(b) FPM Supplement 990-2, Book 550.S9-5
(c) FPM Supplement 532-1 Appendix J

Encl: (1) CG ltr 5800/SJA dtd 13 Mar 85
(2) Wildlife Manager MEMO 11015/NREAD dtd 4 Feb 85

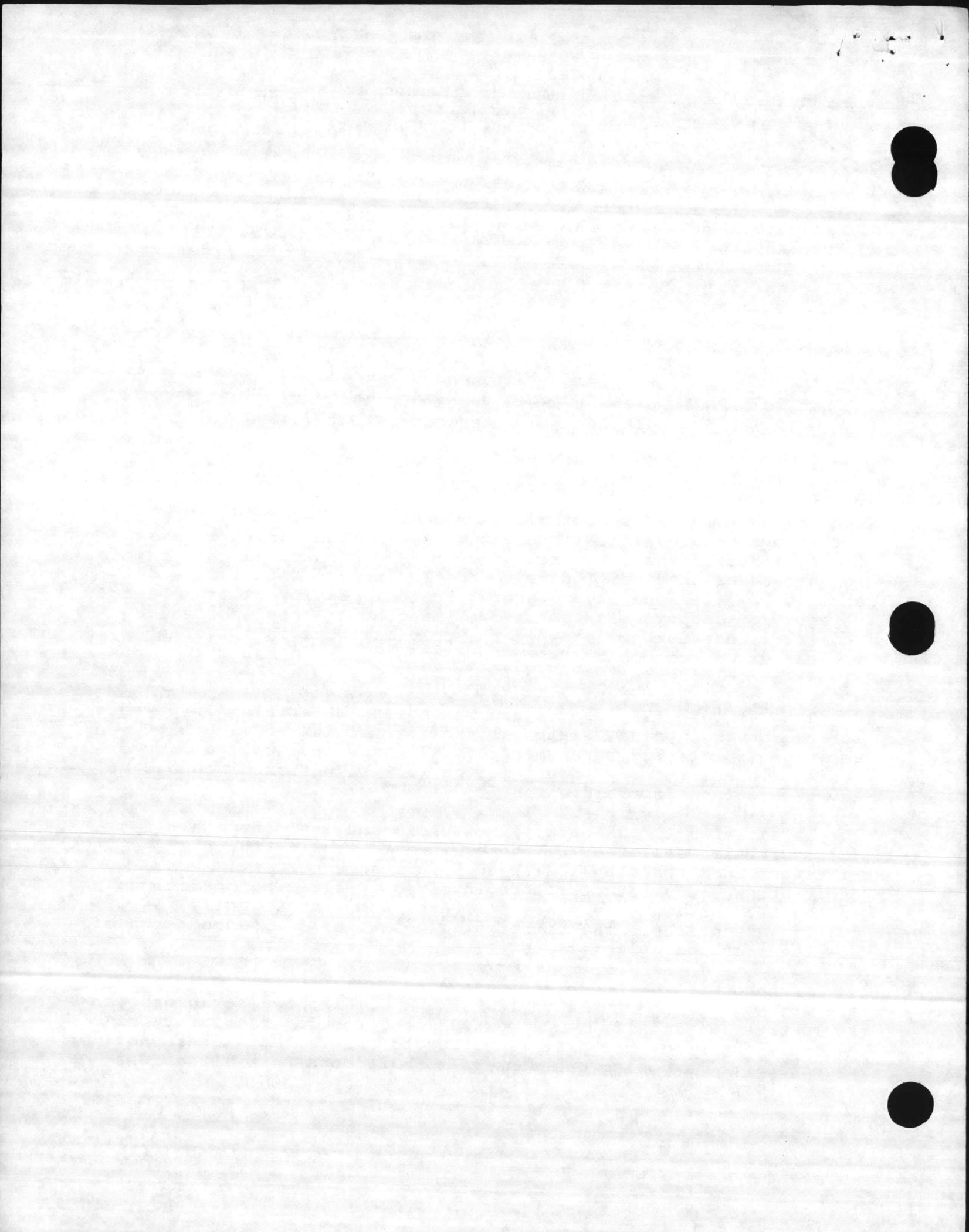
1. The work situations described in reference (a) have been reviewed by the Classification Staff. As a result of this review, it is concluded that the work situations discussed warrant payment for hazardous duty for Explosive and Incendiary Materials as described in reference (b). General Schedule employees are the only category of employees authorized payment under this approval. Payment is not authorized when the only exposure is traveling by vehicle or walking on roads or improved trails in the cited work situations.

2. The category "Explosives and Incendiary Materials" is payable for all hours in a pay status at the rate of 25% of base pay. An employee is entitled to payment of the hazardous duty pay for all hours of a shift for exposure to the work situation discussed at any time during an assigned shift.

3. In addition to the Natural Resources and Environmental Affairs Division employees being required to work in these areas, it is our understanding that Base Maintenance currently has engineering equipment operators involved in clearing operations in the K-2 Surface Danger Areas (SDA's) who are currently receiving an environmental differential of 8% of the second step of WG-10 authorized by reference (c).

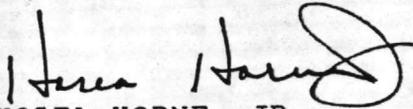
4. Although it is recognized that our Classification Specialists are not safety experts, a review of the highlighted paragraphs in enclosures (1) and (2) raises serious concerns for the safety of personnel working in SDA's. In order to ensure that we are not unnecessarily exposing our workers to hazardous work situations,

Enclosure (1)

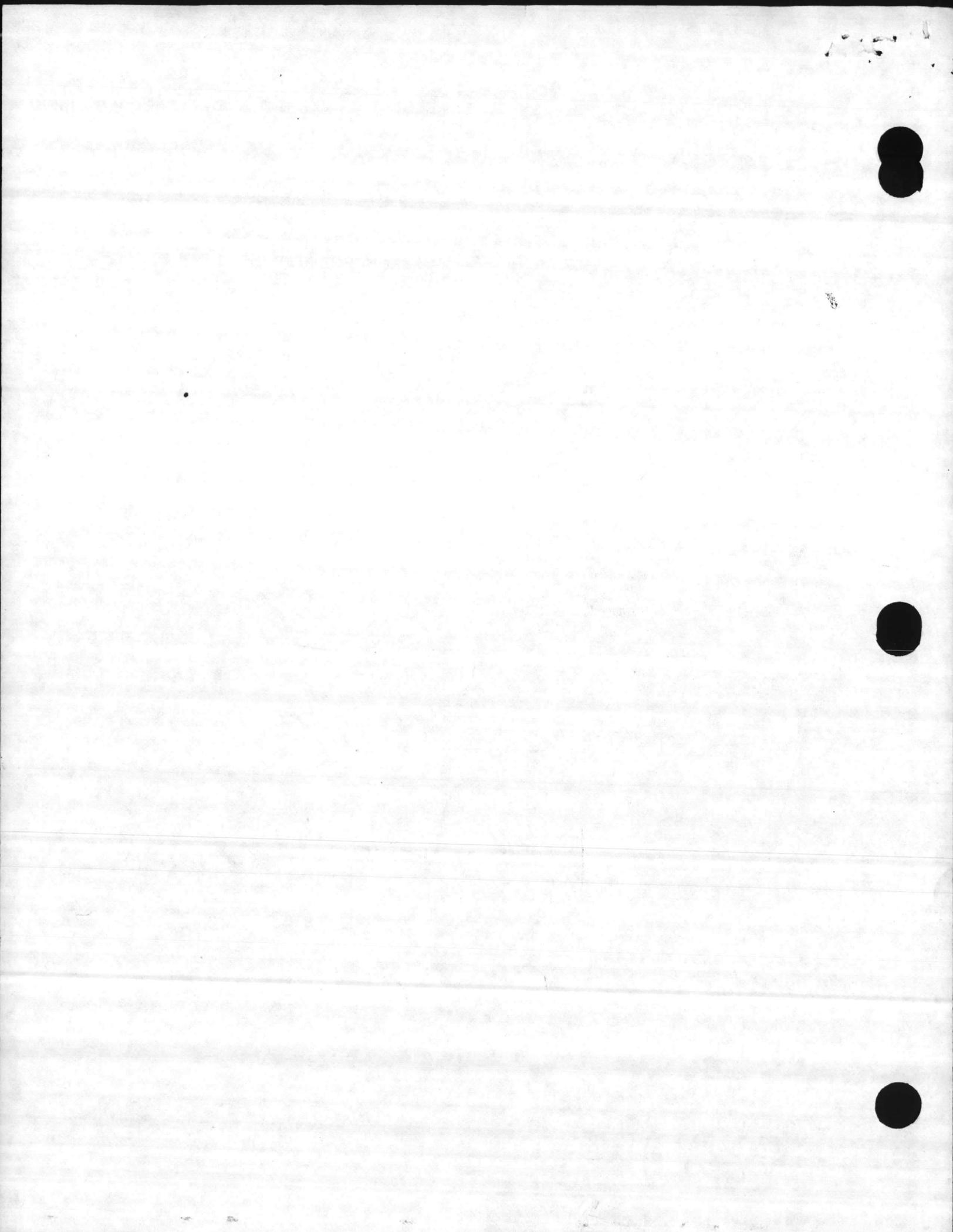


Subj: PAY DIFFERENTIALS FOR IRREGULAR/INTERMITTENT HAZARDOUS DUTY

it is recommended that the matter be referred to the appropriate staff section to determine the propriety of requiring employees to perform duties in the SDA's.


HOSEA HORNE, JR.

Copy to:
Civilian Payroll
NREAD





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

IN REPLY REFER TO:
5040
TRNG/OPS
8 Dec 86

From: Assistant Chief of Staff, Training and Operations
To: Director, Natural Resources and Environmental Affairs
Division
Via: Assistant Chief of Staff, Facilities: *SM/6/86 12/15/86*

Subj: NREAD ACTIVITIES IN SURFACE DANGER ZONES (SDZ)/SAFETY

Ref: (a) AC/S Trng/Ops end 5040 over TRNG/OPS dtd 5 Sep 86
on Dir NREAD ltr 5040 dtd 24 Jun 85

Encl: (1) Map of G-10 showing new impact area limits

1. As of 13 October 1986, the limits of G-10 impact area were redefined. The enclosure shows the new boundary, it is marked with international orange paint on trees and engineer stakes.

2. The area surrounding the impact area, Surface Danger Zones (SDZ), as defined in the reference, is now open for hunting, environmental/endangered species activities and other authorized activities, without an EOD escort. However, the following conditions must be met:

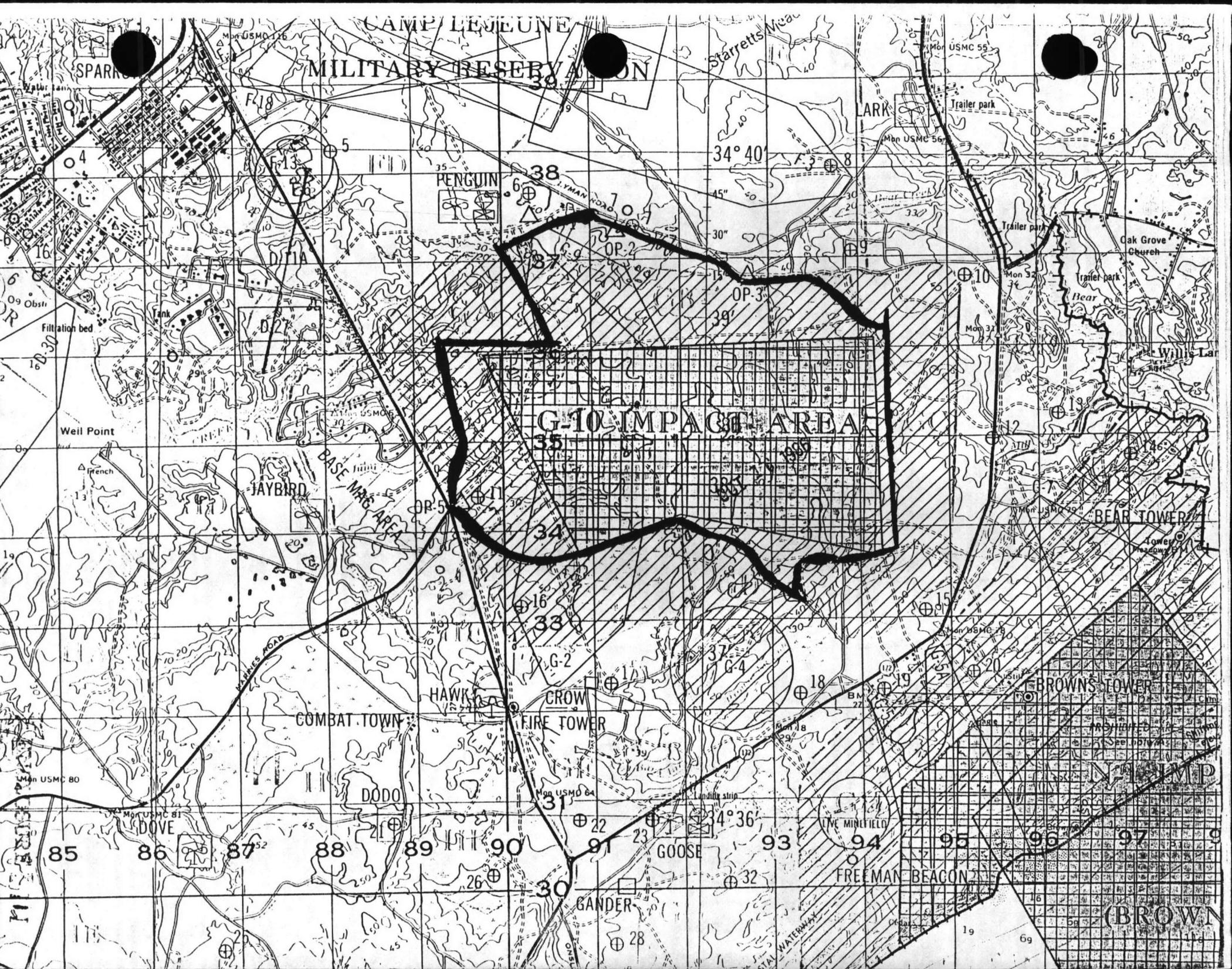
(a) All personnel entering the SDZ's must view the EOD dud brief.

(b) All trips into SDZ's must be coordinated through Range Control.

J. A. Speicher
J. A. SPEICHER

ENCLOSURE (1)

1987 JAN 14 PM 3 23



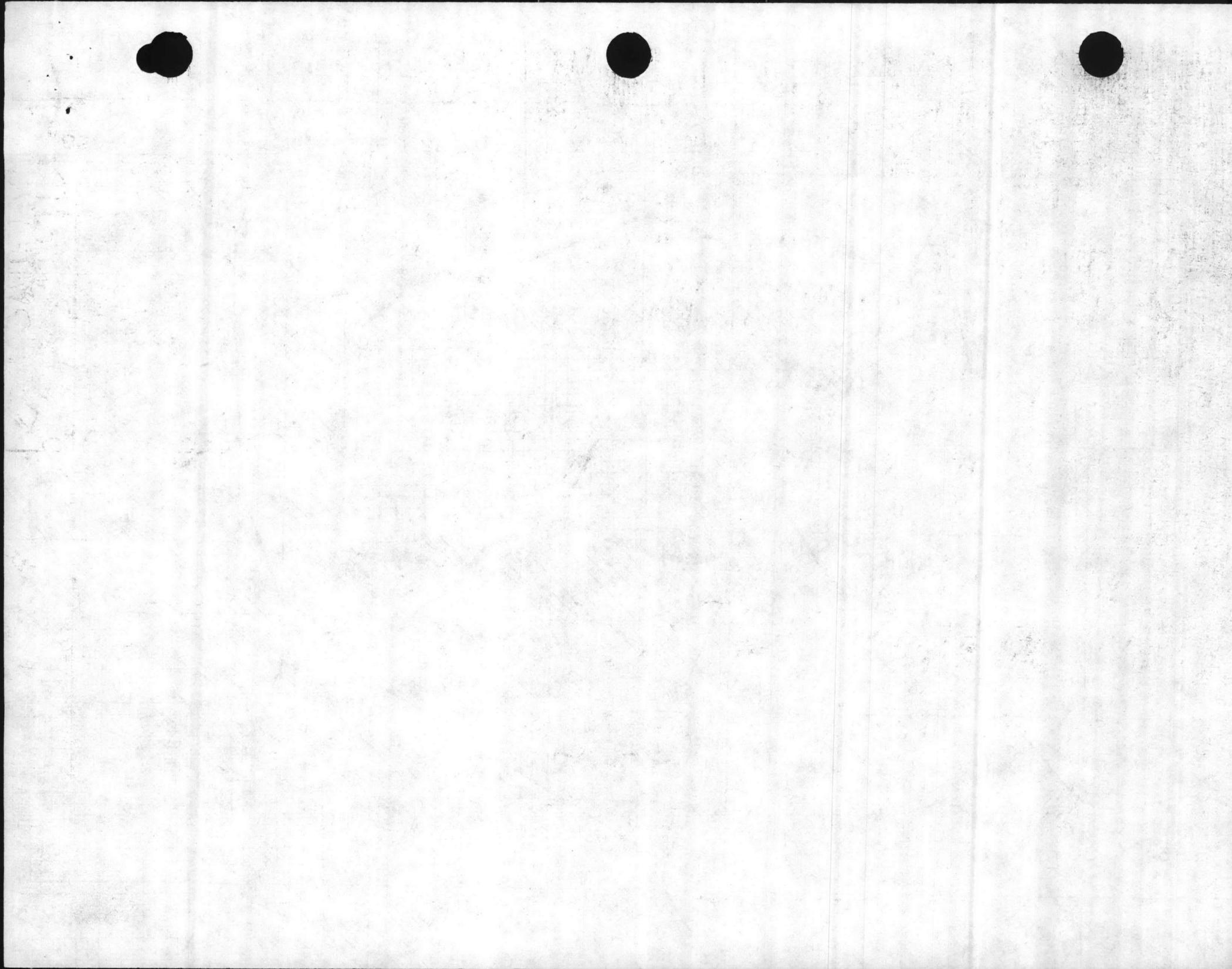
CAMP LEJUNE
MILITARY RESERVATION

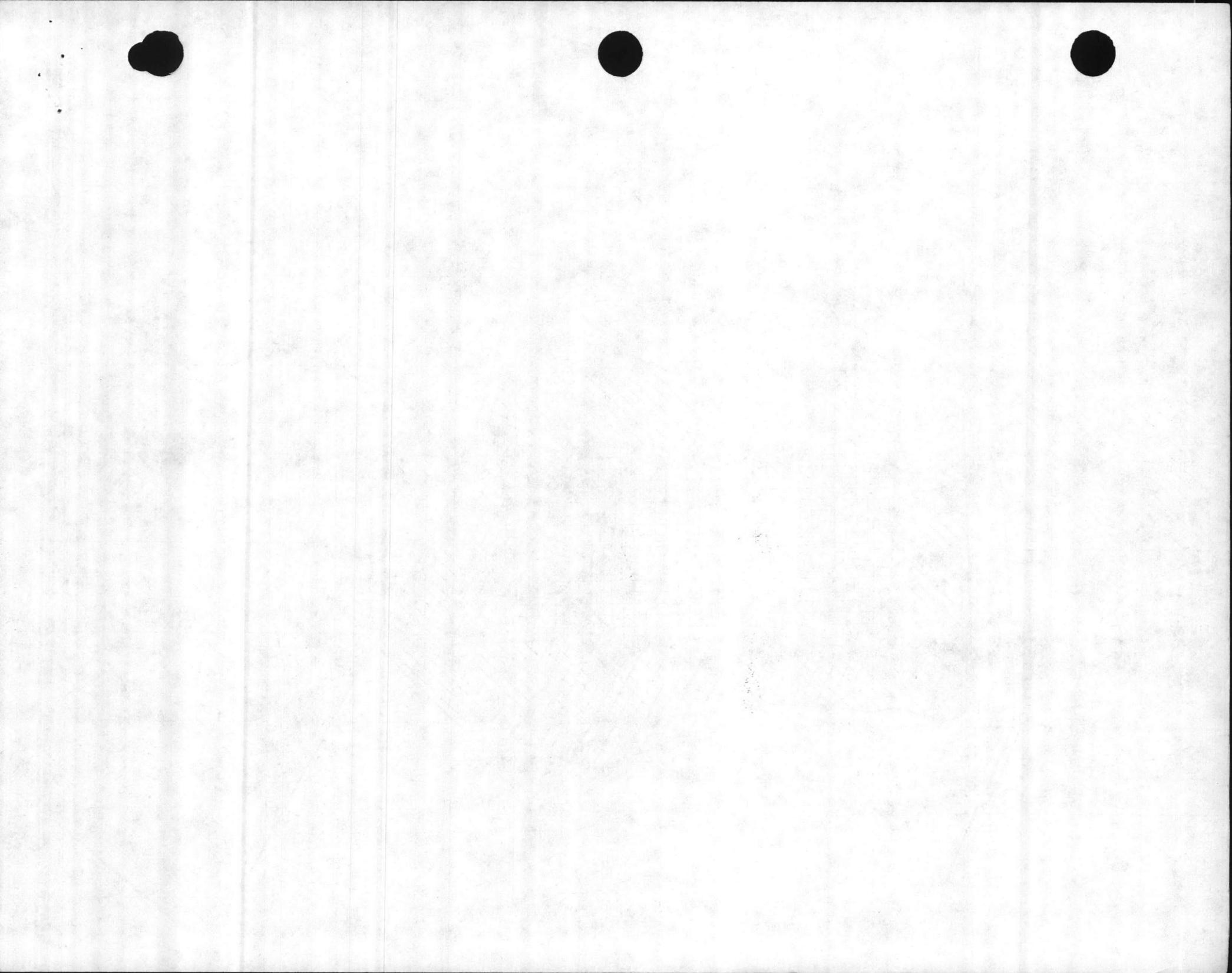
G-10 IMPACT AREA

COMBAT TOWN

BROWNS TOWER

(BROWN







T-5040

UNITED STATES MARINE CORPS
Marine Corps Base
Camp Lejeune, North Carolina 28542-5001

IN REPLY REFER TO:
5040
TRNG/OPS
5 Sep 85

FIRST ENDORSEMENT on Dir, NREAD ltr 5040 NREAD dtd 24 Jun 85

From: Assistant Chief of Staff, Training and Operations
To: Director, Natural Resources and Environmental Affairs
Division

Via: Assistant Chief of Staff, Facilities

Subj: NREAD ACTIVITIES IN SURFACE DANGER ZONES (SDZ)/SAFETY

Ref: (b) RCO ltr 1500 KWZ:kwz of 13 Nov 83
(c) Base Wildlife Mgr ltr 11015/1B NREAD of 30 Aug 84
(d) Dir, NREAD ltr 5040 NREAD of 10 Sep 84
(e) Dir, NREAD ltr 12000 NREAD of 15 Mar 85
(f) CPO ltr 12550 CPD of 15 Apr 85

1. Returned. The contents of the enclosures have been reviewed with regard to activities required and/or desired in both surface danger zones and impact areas. The review included local policies and directives as well as historical practices, applicable Marine Corps directives, and references (b), (c) and (d).

2. Outlined below are policy statements for each activity; if mutually acceptable they can be incorporated in local directives and SOP's:

a. Forestry Management

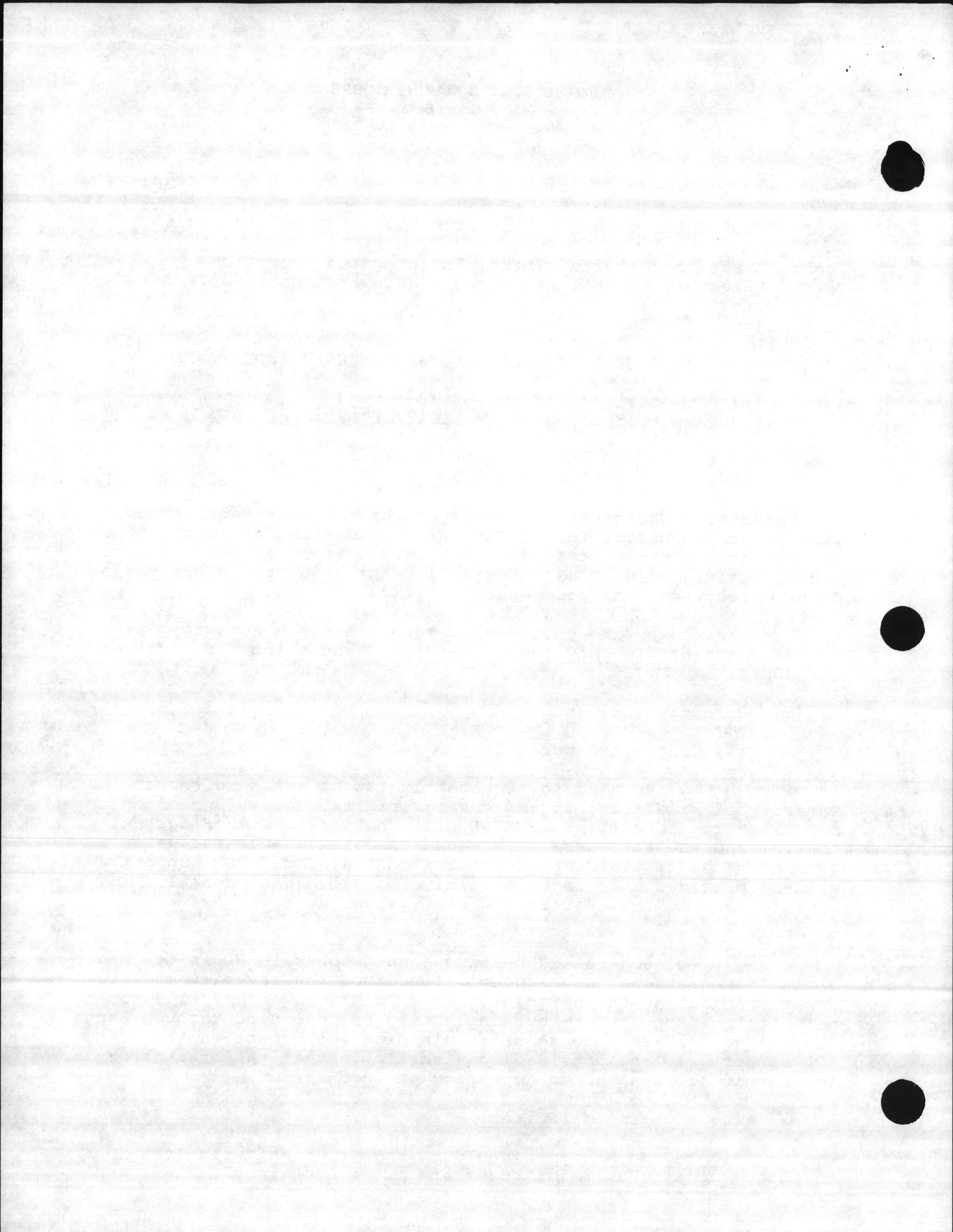
(1) Controlled burning

(a) Burning is required in impact areas to reduce the severity of wildfires, to improve visibility, safety and often for other considerations. NREAD will coordinate with Range Control and the Fire Department and schedule the burning well in advance so as to minimize the impact on training. EOD support will be provided. To improve safety for all hands, aerial ignition should be investigated as a technique to be used in impact areas.

(b) Controlled burning should occur in SDZ's for many of the same reasons, particularly to reduce the severity of wildfires originating in an impact area. Although weather will often be a controlling factor, burning should be scheduled through Range Control well in advance so as to minimize the impact on training. EOD support will be provided to visually inspect the area prior to the scheduled burn and to accompany the work crews.

(2) Fighting Wildfires

(a) No attempt should be made to fight wildfires in an impact area. Perimeter roads are prime containment lines and can be utilized.



Subj: NREA ACTIVITIES IN SURFACE DANGER ZONES (SDZ)/SAFETY

(b) Wildfires can and should be fought in SDZ's although there is a possibility of unexploded ordnance. Range Control should be kept informed of all fire fighting efforts and EOD support will be available.

(3) Site preparation, timbering, logging and reforestation

(a) These activities are not appropriate for impact areas.

(b) Normally the stands of timber in SDZ's provide additional "insurance" in the form of a buffer to absorb the impact of ricochets, rounds fired or dropped "out of safe," and misdirected weapons firing. Accordingly, these activities are not desired on a routine basis. On the other hand due to range and SDZ configurations there are stands of timber with little or no contamination which could be safely harvested. In these instances a proposal to timber in an SDZ should be forwarded to AC/S, Training and Operations for review of the safety and training implications. Each case will be considered on its merits. Only limited EOD support can be provided depending on the size of the stand and the contract period.

(4) Firewood areas. These should not be established in either impact or surface danger zones.

b. Wildlife Management

(1) Red-cockaded woodpecker

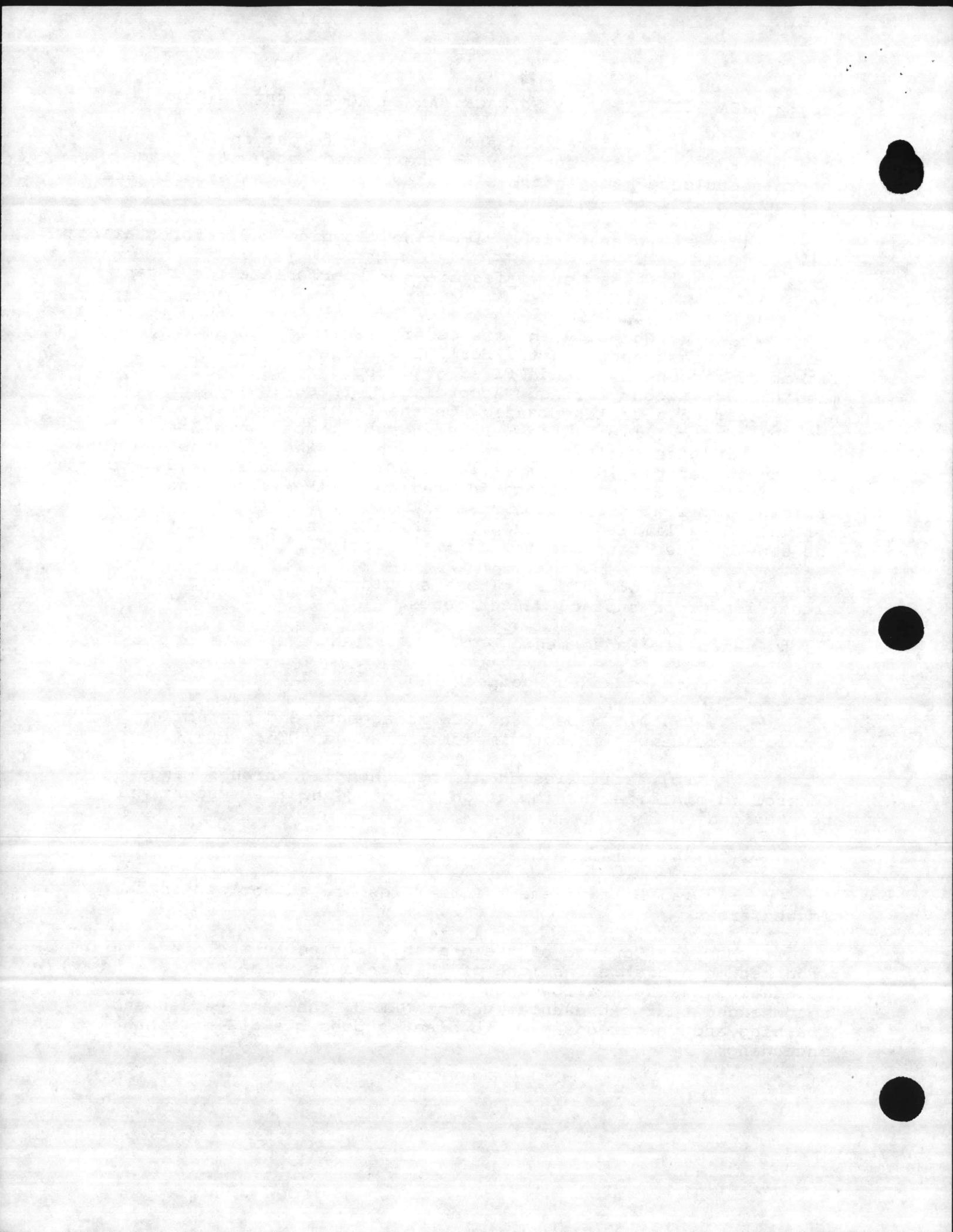
(a) All aspects of RCW management and protection should be continued in both impact areas and SDZ's.

(b) Activities should be scheduled through Range Control to minimize the impact on training and EOD support will be provided.

(2) White-tailed deer

(a) No management activities are authorized in the impact areas.

(b) Control of the deer population in the SDZ's may soon become a problem as much of this area is prime habitat and no hunting has been allowed in the 1983 or 1984 seasons. It is recommended that representatives of NREAD, the Game Warden and Training and Operations meet to discuss possible SDZ options including:



Subj: NREA ACTIVITIES IN SURFACE DANGER AREAS (SDZ)/SAFETY

- 1' size and health of the herd
- 2' number of deer to be harvested
- 3' controlled hunts
- 4' organized hunts
- 5' open hunting

(3) Turtle nesting

(a) The beach north of Onslow Beach recreation area includes both SDZ and impact areas.

(b) Due to increased use of the G-5, G-6, and G-7 ranges, safety cannot be guaranteed, particularly at night, nor can EOD escort be provided on a nightly basis. Accordingly, monitoring activities are not recommended in the impact area.

(c) Monitoring activities can be continued in the SDZ as long as personnel remain on the beach, proceed with caution, and are briefed on the possibility of dud hazards. Periodic visual sweeps by EOD can be made to help reduce the hazard.

c. Other activities of a special nature or one time requirements

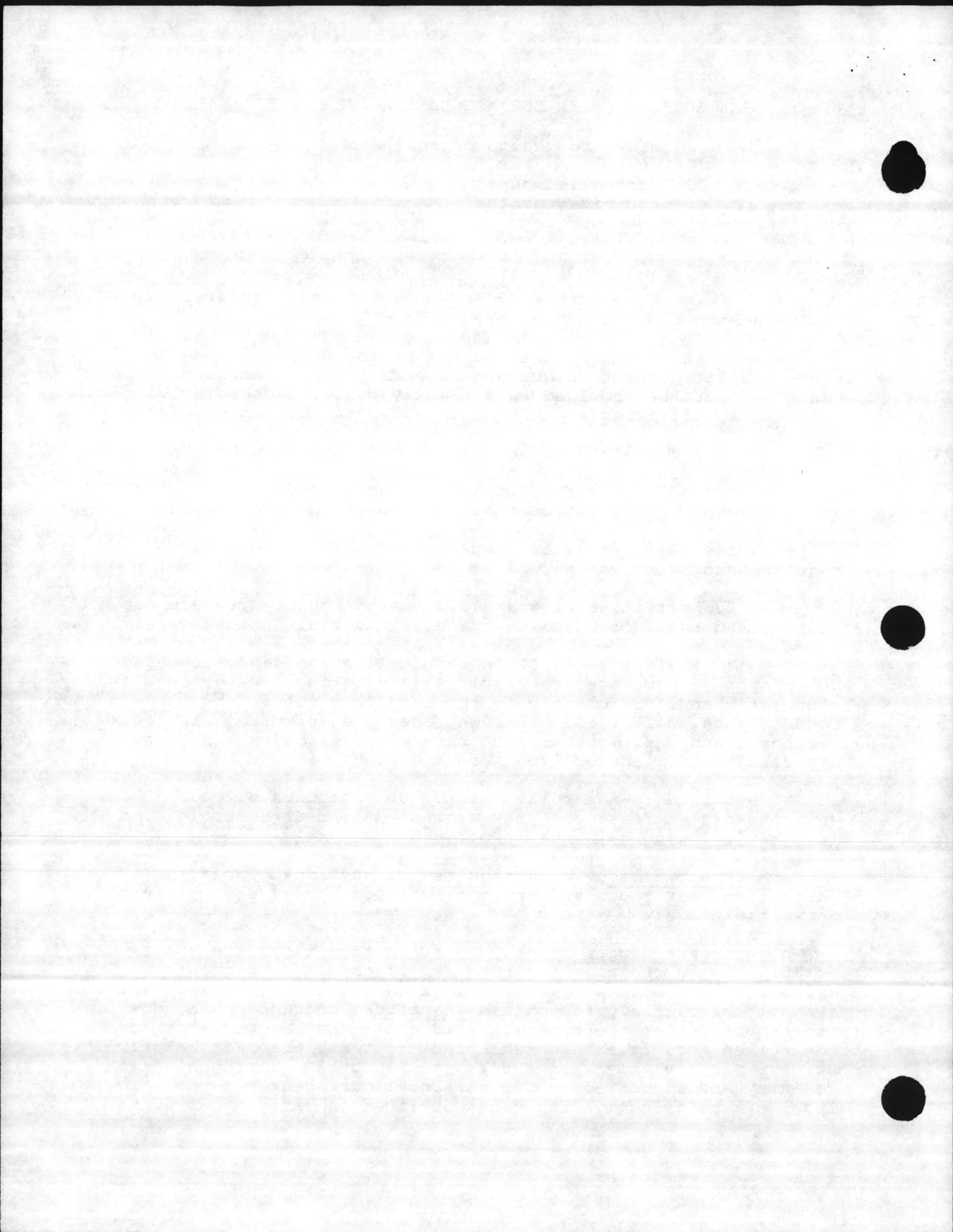
(1) Activities within a designated impact area are not desired and should be considered only in a truly unique case.

(2) Activities in SDZ's should likewise be discouraged but can be accommodated to comply with existing laws or regulations or when it is clearly in the best interest of the base to conduct such activities. In such cases the potential risk to personnel and equipment will be carefully weighed against the expected benefit and/or impact on training.

3. With regard to the related issue of hazardous duty or environmental differential pay discussed in references (e) and (f) the following guidance is offered:

a. Impact areas. Work required in any impact area is, by definition, hazardous and appropriate special pay or a differential is warranted.

b. Surface danger zones. By definition these are areas established to contain ricochets and fragments of ordnance exploding or ricocheting on the edge of the impact areas. While slightly more likely to contain unexploded ordnance than some other portions of the base, this is not a usual occurrence and controlled activities can take place in these areas in relative safety, particularly when swept visually by EOD personnel prior to entry and supported by EOD personnel during operations. In light of the selective functions outlined in paragraph 2 above

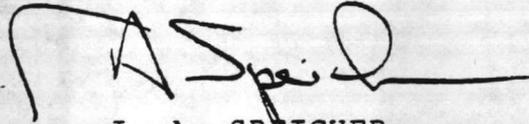


Subj: NREA ACTIVITIES IN SURFACE DANGER ZONES (SDZ)/SAFETY

which are authorized in the SDZ's, it is considered that no differential or hazardous duty pay is justified, with one exception.

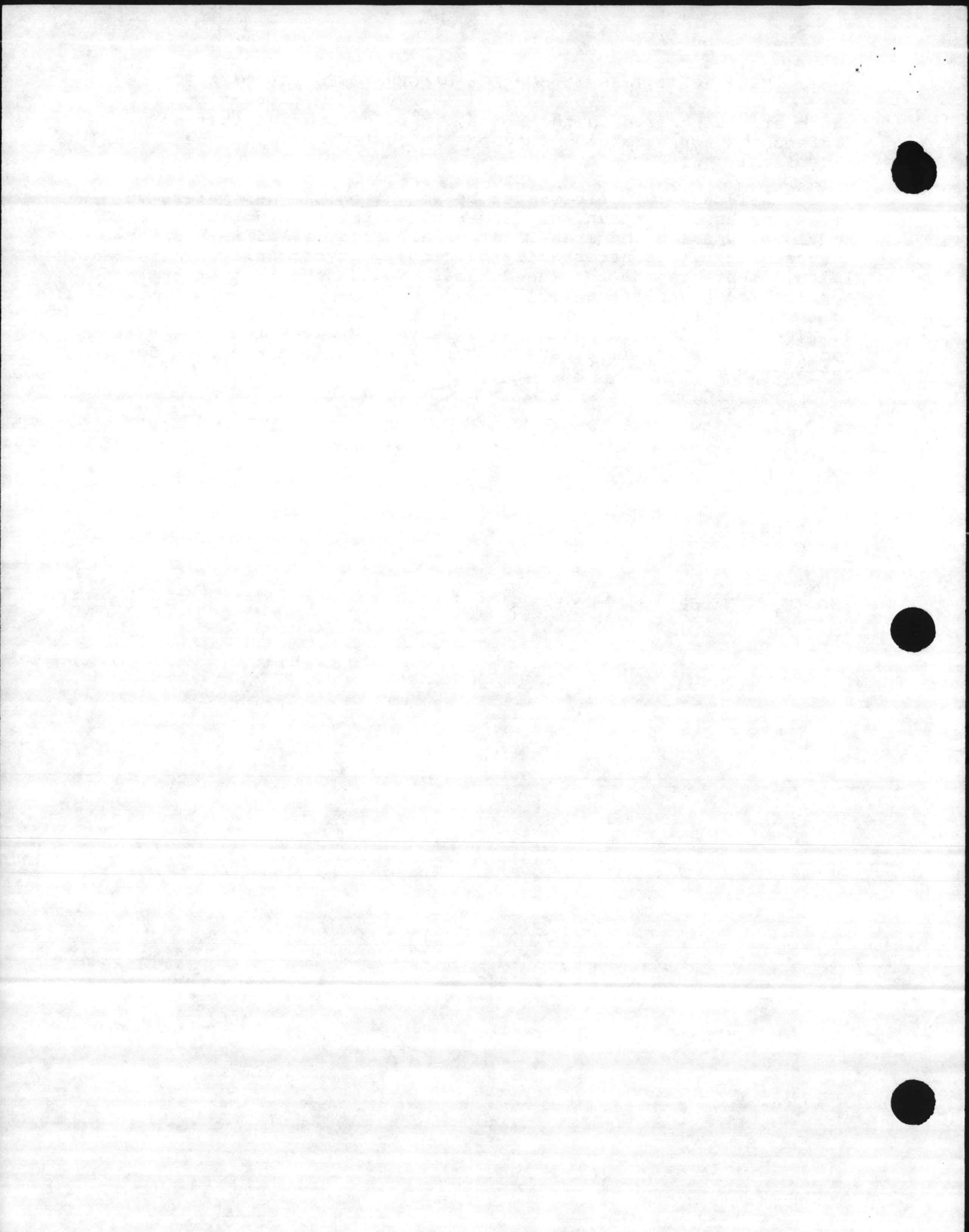
(1) When wildfires must be fought on the perimeters of impact areas and in surface danger zones there is no time for EOD to visually sweep the area first or accompany all fire fighters, nor can activities necessarily be closely or carefully controlled. In this instance the increased hazard would seem to justify the appropriate pay differential.

4. The delay in responding is regretted; however the issues are complex and safety is always worth the extra time required for research.



J. A. SPRICHER

Copy to:
DIR, NREAD
RangeControl0
EOD 0
CPO
SAFETY 0
PMO (Game Warden)





UNITED STATES MARINE CORPS
Natural Resources and Environmental Affairs Division
Marine Corps Base
Camp Lejeune, North Carolina 28542

IN REPLY REFER TO:
5040
NREAD
24 Jun 85

From: Director, Natural Resources and Environmental Affairs
Division, Marine Corps Base, Camp Lejeune
To: Assistant Chief of Staff, Training and Operations,
Marine Corps Base, Camp Lejeune

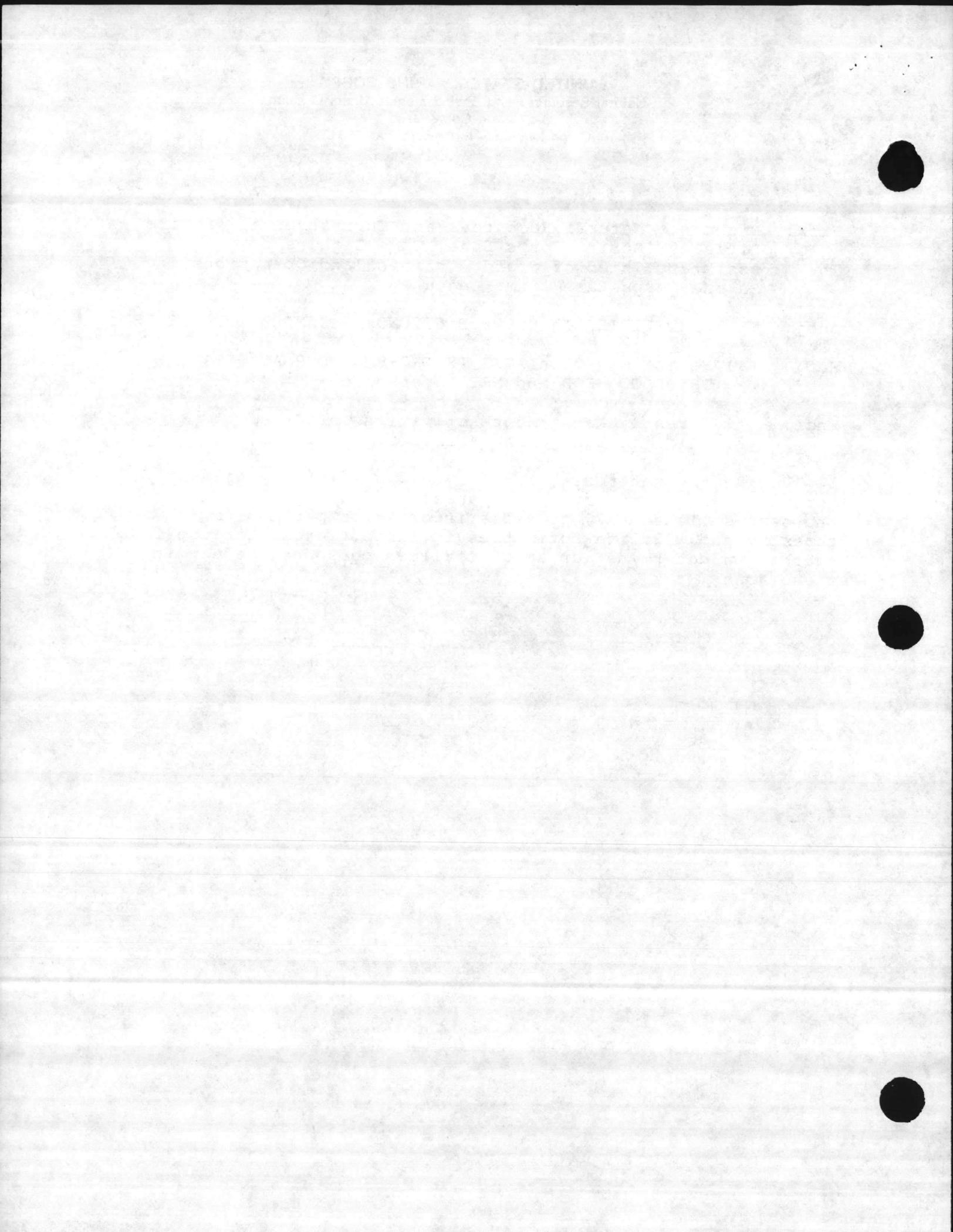
Subj: NREA ACTIVITIES IN SURFACE SECONDARY DANGER AREAS/SAFETY

Ref: (a) Recent mtg btwn AC/S, TRNG&OPRNS, DEP AC/S FAC,
TRNGFACO, EOD and NREAD personnel

Encl: (1) Forestry Management Activities in SDA's
(2) Wildlife Management Activities in SDA's

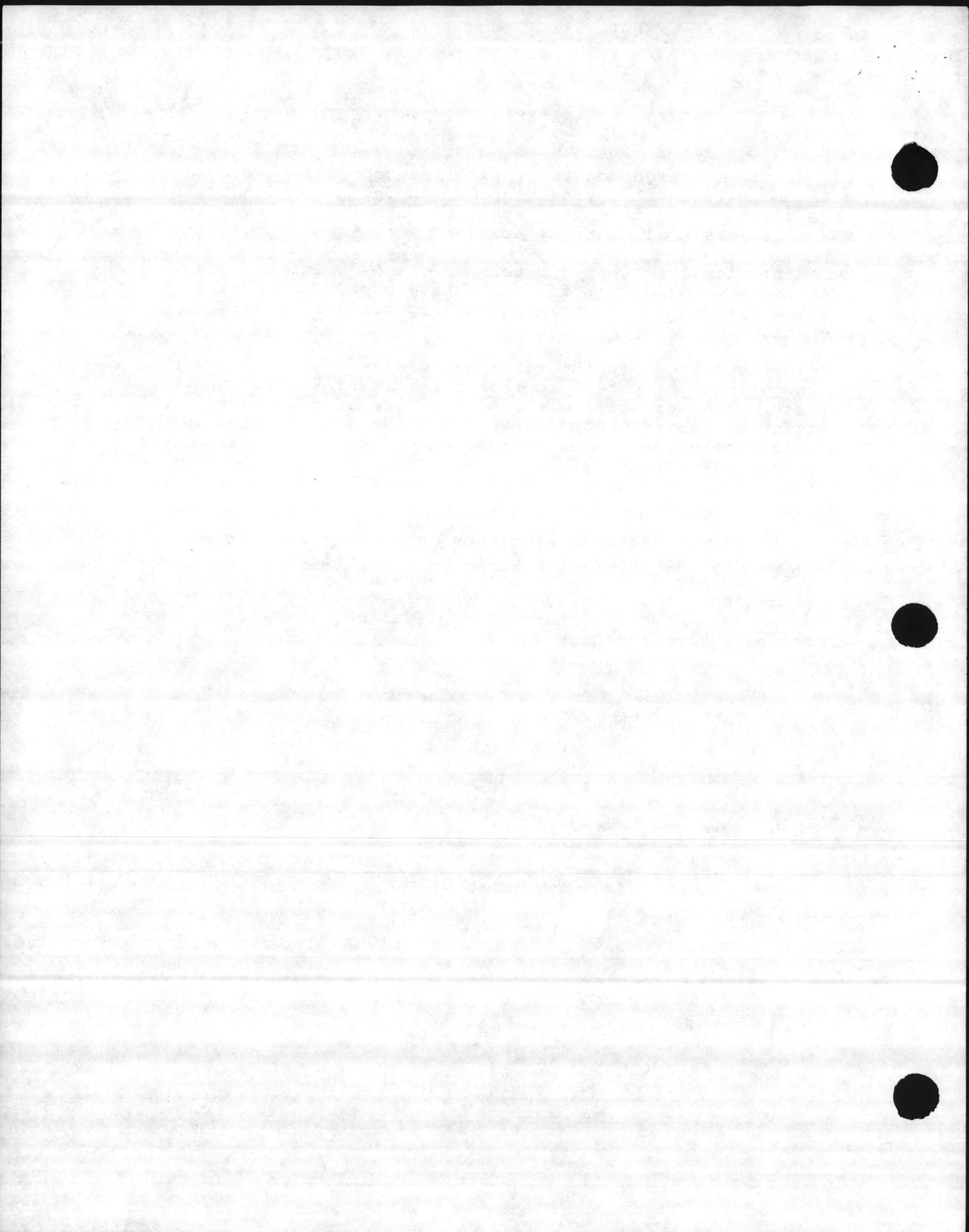
1. During the reference, forestry and wildlife management activities in secondary danger areas and safety were discussed. Enclosures (1) and (2) provides information pertaining to forestry and wildlife activities in subject areas for use in reaching a determination about civilian personnel safety in these areas.


J. I. WOOTEN



FORESTRY MANAGEMENT ACTIVITIES IN SDA's

1. Due to the high degree of wildfire occurrence associated with the G-10 and N-1 Impact Areas and Secondary Danger Areas (SDA's), the need to control burn in both impact areas and SDA's to lessen wildfire severity is very important.
2. Historically, the perimeters of the G-10 Impact Areas and the road network in the SDA's have been used as base lines for ignition of the areas during control burning operations.
3. In the past, only the range fan of the G-5 and G-7 ranges in the N-1 SDA have been control burned. Presently, the NREA Division is investigating the possibility of using aerial ignition to control burn impact areas and SDA's. The use of this type of device, either purchased by NREA Division or contracted, would greatly increase the quality of the burn and reduce the man hours and hazard to employees engaged in the burning.
4. Also in the past, other timber management activities logging, site preparation and wildfire suppression have occurred in G-5, G-7 and G-10 SDA's without a safety problem. Currently, there is approximately 5.7 million dollars worth of timber in these areas. However, there is no legal requirement to manage timber resources in these SDA's.

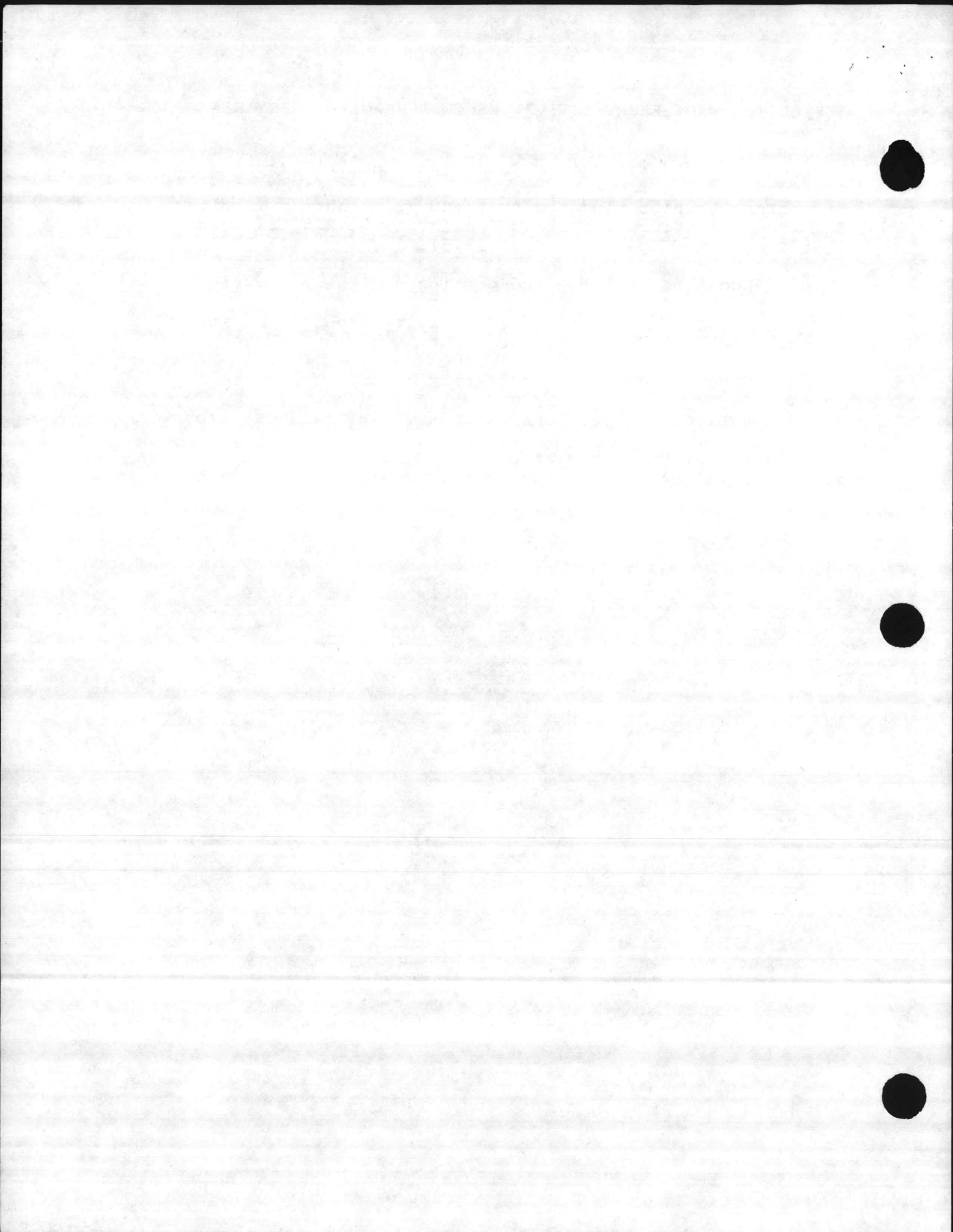


WILDLIFE MANAGEMENT ACTIVITIES IN SURFACE DANGER AREAS (SDA's)

1. Red-Cockaded Woodpecker Management and Protection: The following activities are programmed for compliance with the Biological Opinion rendered by the U. S. Fish and Wildlife Service as provided for under Public Law 91-205, as amended (The Endangered Species Act of 1973).

- a. Locating, marking and posting habitat boundaries.
- b. Prescribed burning around cavity trees on an annual basis.
- c. Conducting annual population counts.
- d. Periodic inspections for monitoring land use impact.

2. Control of Deer Population: Although not a legal requirement, hunting to control the deer population should be considered.





UNITED STATES MARINE CORPS
Marine Corps Base
Camp Lejeune, North Carolina 28542-5001

IN REPLY REFER TO:
12550
CPD
4 Mar 85

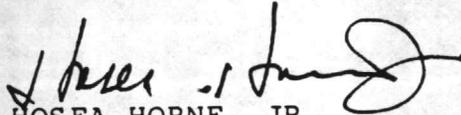
From: Commanding General, Marine Corps Base, Camp Lejeune
To: Director, Natural Resources and Environmental Affairs
Division, Marine Corps Base, Camp Lejeune

Subj: PAY DIFFERENTIALS IRREGULAR INTERMITTENT HAZARDOUS DUTY

Ref: (a) Director, NREAD ltr 12000 dtd 28 Feb 85
(b) FPM Supplement 990-2, Book 550. S9-5

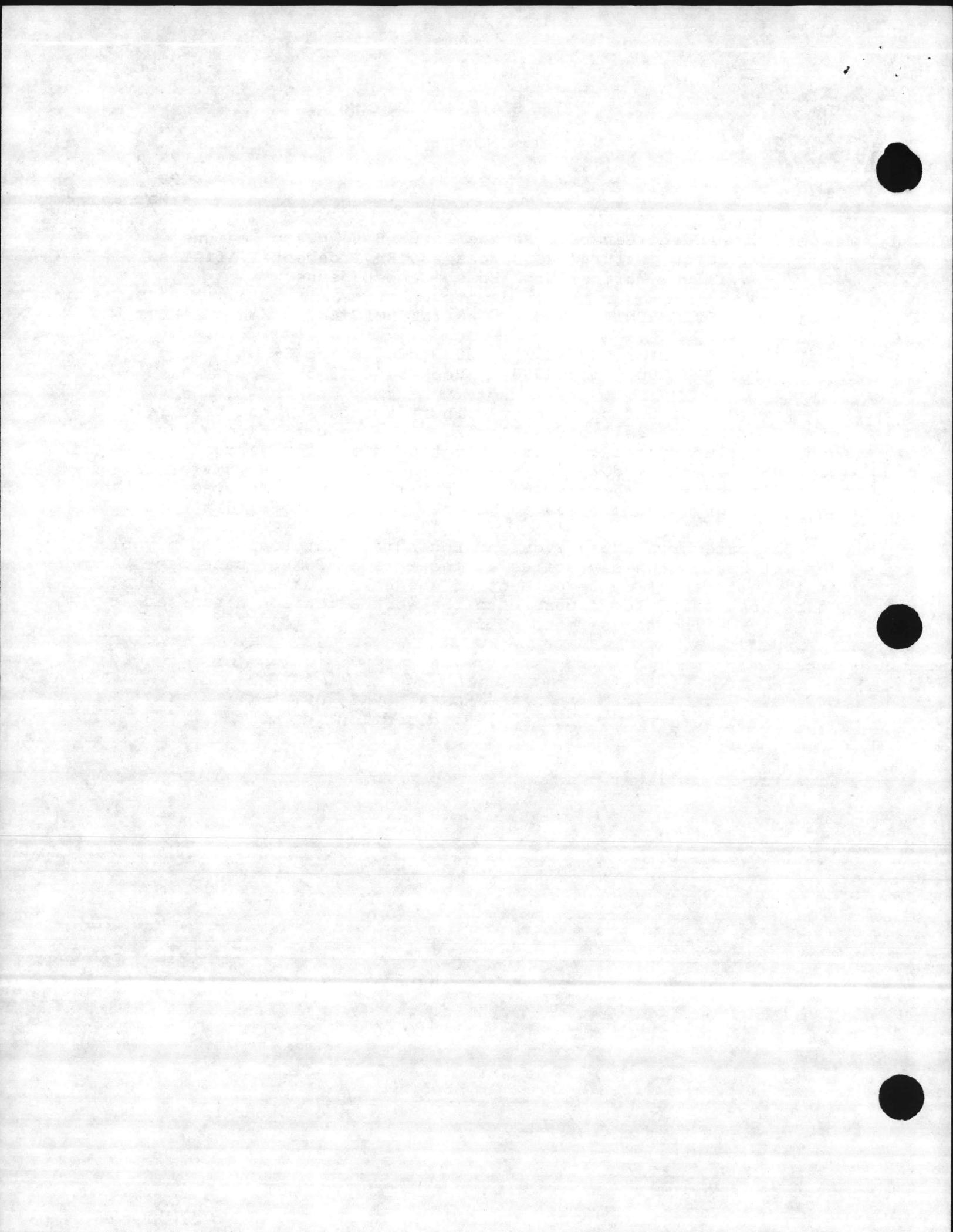
1. The work situation described in reference (a) has been reviewed by the Classification Staff. As a result of this review, it is concluded that the work situation discussed warrants payment for hazardous duty for Explosives and Incendiary Materials as described in reference (b). General Schedule employees are the only category of employees authorized payment under this approval.

2. The category "Explosives and Incendiary Materials" is payable for all hours in a pay status at the rate of 25% of base pay. An employee is entitled to payment of the hazardous duty pay for all hours of a shift for exposure to the work situation discussed at any time during an assigned shift.


HOSEA HORNE, JR.
By direction

Copy to:
Civilian Payroll

ENCLOSURE (6)



12000
NREAD
28 Feb 1985

From: Director, Natural Resources and Environmental Affairs
Division, Marine Corps Base, Camp Lejeune
To: Civilian Personnel Officer (Attn: Classification Division)
Marine Corps Base, Camp Lejeune

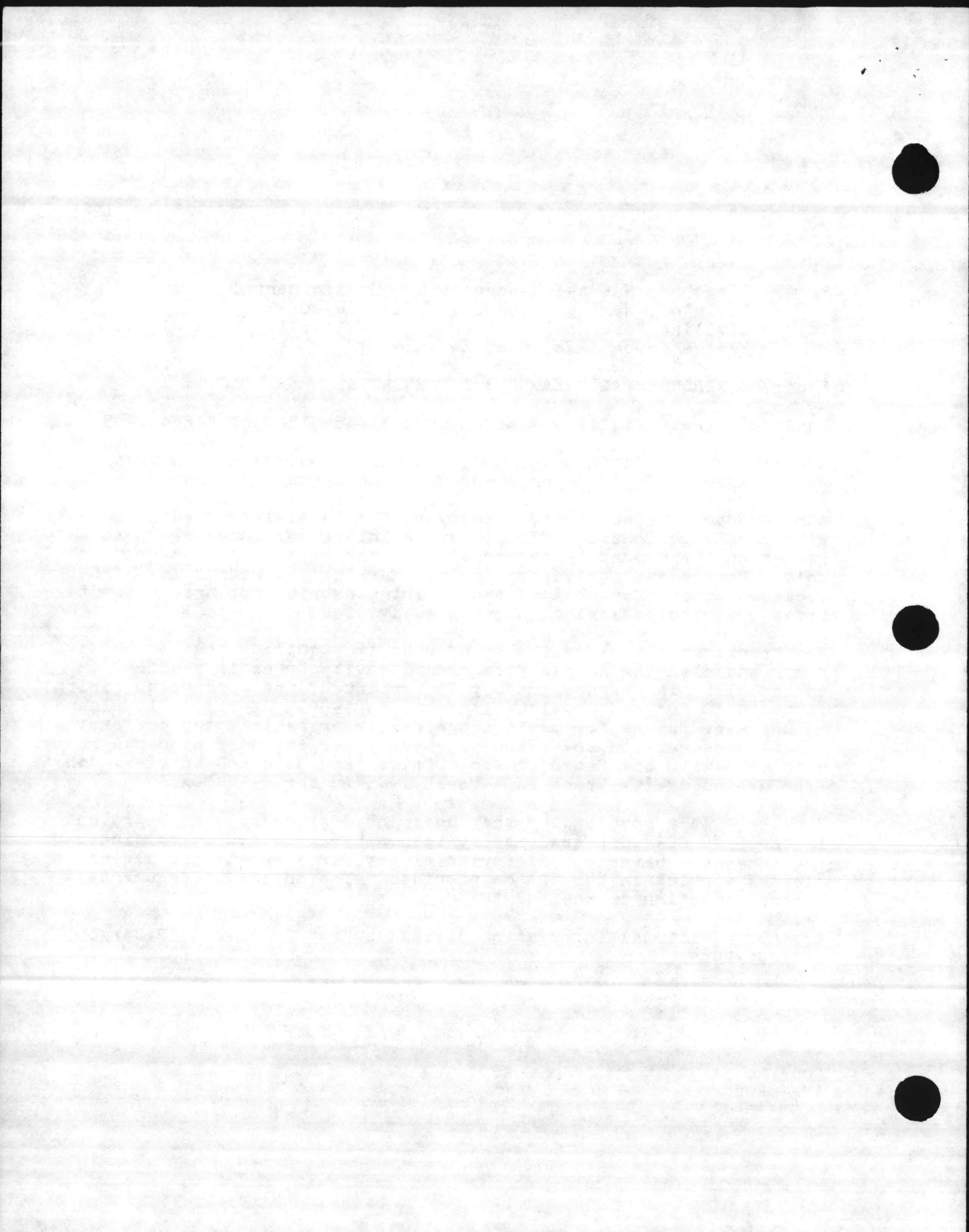
Subj: ENVIRONMENTAL HAZARDOUS DIFFERENTIAL

Encl: (1) Base Wildlife Manager Memo 11015 NREAD of 4 Feb 1985

1. Fish and Wildlife personnel, Natural Resources and Environmental Affairs Division engaged in the management of endangered Red-Cockaded Woodpecker habitat are infrequently required to enter surface danger areas (SDA). Entry to SDA is always coordinated with the Range Control Officer, and Wildlife personnel are accompanied on the ground by personnel from the Base Explosive Ordnance Unit. Management activities include marking the boundaries of Red-Cockaded Woodpecker habitat and clearing debris from around cavity trees prior to prescribed burning activities.
2. Maintenance work on the boundaries is required about every five years and clearing debris from around cavity trees is required on an annual basis. Approximately 90 percent of the woodpecker habitat in the G-10 SDA was previously marked in 1980. A project is planned in the near future for marking the remaining habitat and performing maintenance work on the areas previously marked. Arrangements have been made with the Range Control Officer and Base EOD to clear debris from around cavity trees on 4 March 1985 in the G-10 SDA.
3. There is a possibility that unexploded ordnance may be present in the G-10 SDA work area and it is hereby requested an opinion on environmental hazardous differential pay for general schedule employees working in the SDA be provided. The enclosure documents a recent situation in the K-2 SDA.
4. For additional information please contact Charles D. Peterson at 1690/2083.

J. I. WOOTEN

Copy to:
AC/S FAC



11015
NREAD
4 Feb 1985

From: Base Wildlife Manager
To: MEMORANDUM FOR THE RECORD

Subj: SURFACE DANGER AREA AND SAFETY

1. Mr. Charles Peterson received a call from 1st Lieutenant Ben Redman, Explosive Ordnance Disposal Officer, on 28 January 1985 relative to clearing debris from around Red-Cockaded Woodpecker cavity trees and prescribed burning habitat in Surface Danger Areas (SDA). The marking of boundary lines around contiguous woodpecker habitat in the K-2 SDA was also discussed. Mr. Peterson informed 1st Lieutenant Redman that wildlife personnel would be available to clear debris/prescribed burn around cavity trees around the edge of the G-10 (SDA) but would not be available to enter the K-2 (SDA). Further, that NREAD instructions had been to provide the necessary materials to Range Maintenance for marking contiguous habitat in the K-2 (SDA).
2. Mr. Peterson discussed the above conversation with Mr. Julian Wooten, Director, NREAD. Mr. Wooten requested that the Base Safety Officer be contacted concerning entry to safety danger areas as discussed. Mr. Peterson discussed entry to both SDA with Mr. R. J. Andrews, Base Safety Officer who informed him that it would be inappropriate for him to restrict the subject entry when heavy equipment operators were entering the SDA every day. Mr. Andrews further stated that the subject entry is authorized provided personnel are accompanied by EOD personnel.
3. Arrangements were made with 1st Sergeant Lecher, EOD to accompany Mr. Willie Bostic, Mr. Sam Poole, Mr. Clinton Bryant and Sergeant Darrell Bowers to the woodpecker cavity trees to clear debris/prescribed burn on 29 January 1985. A live heat round was discovered by Wildlife personnel at the base of each of the first four cavity trees visited. Each round was shown to 1st Sergeant Lecher who actually stepped over one round without seeing the same. The 1st Sergeant used a poked knife to remove soil from around one round to identify it while Wildlife personnel were located nearby. All the Wildlife personnel were very nervous and upset with the discovery of the live ordnance.
4. Mr. Bostic was instructed to not enter the K-2 (SDA) in the future due to the likely possibility of the live ordnance hazard.
5. Mr. Bostic informed me that 1st Sergeant Lecher was planning to blow the live rounds in place during 30-31 January 1985. The above information was conveyed to Mr. Wooten and Mr. Andrews.

197 JAN 14 PM 3 23

Memorandum

5200
NREAD

18 Dec 1986

FROM: Albert C. Henry, Jr., Wildlife Biologist, NREAD

TO: MEMO FOR THE RECORD

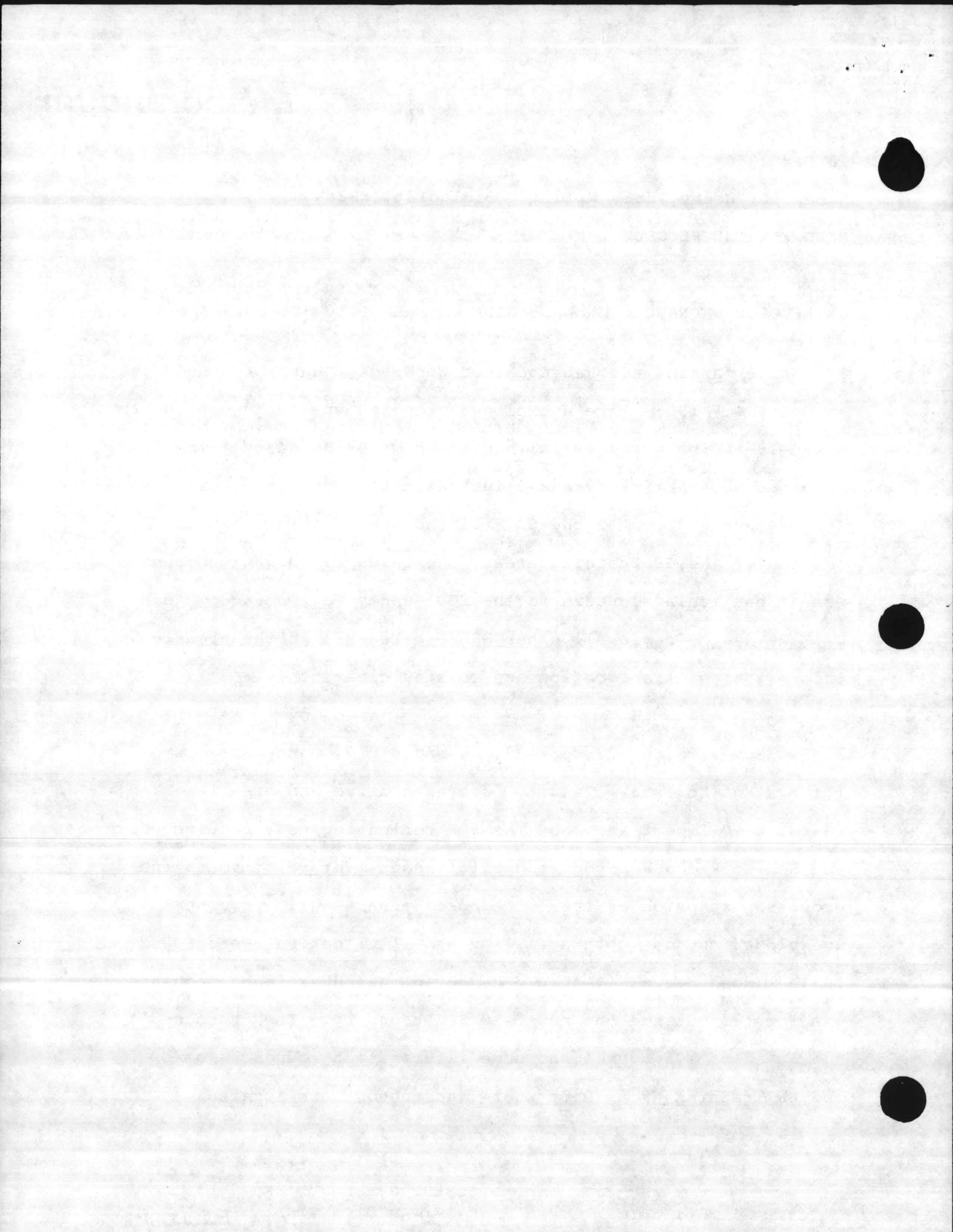
SUBJ: UNEXPLODED ORDNANCE FOUND OUTSIDE THE NEW G-10 SDZ BOUNDARY

1. While marking new Red-Cockaded Woodpecker habitat boundaries on Oct 6 & 7 1986, live unexploded ordnance was found outside the new G-10 SDZ boundary but within the old SDZ boundary. The ordnance both artillery and illumination rounds were located in the western section of the GD Training area and in the eastern section of the GE Training area. One large illumination round was of particular concern to the EOD Gunney Sgt who accompanied us. He had me radio all other NREAD personnel in the area to inform them of its location and to stay clear of it.

2. On Nov 3, 5, 6, 23, 28, 29, 30 and Dec 7, Danny Marshburn (Timber Mgt Forester), ~~an~~^{an} EOD representative and myself worked in the G-10 Impact area and the SDZ collecting data required for the Red-Cockaded Woodpecker habitat assessment relative to the proposed expansion of the G-10 Impact area. While numerous unexploded rounds, both artillery and illumination, were found in the Impact area, it should be noted that unexploded ordnance was located outside the new G-10 SDZ boundary. The ordnance consisted of 105 rounds and some illumination rounds. The GD and GE Training areas were where the rounds were located.

Albert C. Henry Jr.
ALBERT C. HENRY, JR.
Wildlife Biologist

ENCLOSURE (3)



Memorandum

5200
NREAD

DATE: 18 Dec 1986

FROM: Danny Marshburn, Timber Management Forester, NREAD

TO: MEMO FOR THE RECORD

SUBJ: UNEXPLODED ORDNANCE FOUND OUTSIDE THE NEW G-10 SURFACE DANGER AREA

1. In November and December 1986, I worked with wildlife biologist Albert Henry assessing Red-Cockaded Woodpecker habitat in the G-10 Impact area and Surface Danger Area. We worked with various personnel from Explosive Ordnance Disposal. While working in the Impact area and Surface Danger Area, the area most prominent with unexploded ordnance was the southern section of the impact area and surface danger area. In areas GE and GD unexploded ordnance was found outside the newly orange painted lines representing the Impact area boundary. The ordnance consisted mainly of small projectile and illumination flares. The dates I worked in these areas were Nov. 3, 5, 6, 23, 28, 29, 30 and Dec 6, 7. EOD personnel were with Biologist Henry and myself at all times while we were in these areas.

DANNY MARSHBURN
Timber Mgt. Forester, NREAD

Dan Marshburn

ENCLOSURE (4)

