

STATE OF WEST VIRGINIA  
OFFICE OF THE ADJUTANT GENERAL  
CHARLESTON, WV 25311

WVHRO Regulation 532-1

20 February 2009

Environmental Differential Pay (EDP) Plan

This regulation establishes the procedures and provides information on the Environmental Differential Pay (EDP) Plan for the West Virginia National Guard. It is applicable only to Wage Grade Technicians.

SECTION A

1. REFERENCES:

- a. Subpart E, 532.511, Code of Federal Regulations
- b. Appendix A to Subpart E

2. GENERAL:

a. Environmental Differential Pay (EDP). Additional compensation is paid to a wage grade technician who is exposed to a hazard, physical hardship, or working condition of an unusually severe nature, listed under the categories in reference 1b, above.

b. A wage grade technician may not be compensated for performing hazardous duties through the job-grading process. His/her position description may describe duties that, at some time, might be hazardous, but no grade credit has been allowed.

c. Exposure to a hazard, physical hardship, or working condition of an unusually severe nature listed in Appendix A is not taken into consideration in the job-grading process, and additional pay for exposure to these conditions is provided only through the environmental differentials authorized by reference 1a, above. A wage grade employee subjected at the same time to more than one hazard, physical hardship, or working condition of an unusually severe nature, listed in Appendix A, shall be paid for that exposure which results in the highest differential, but shall not be paid more than one differential for the same hours of work.

d. Environmental differentials are stated as percentage amounts. The amount of the environmental differential which is payable is determined by multiplying the percentage

SUPERSEDES WVHRO 532-1 dated 1 May 1995  
DISTRIBUTION: A, B, C

rate authorized for the described exposure by the second rate for Grade WG-10 on the current regular non-supervisory wage grade schedule for the area, counting one-half cent and over as a full cent. The resulting cents-an-hour amount is paid uniformly to each wage employee in the area who qualifies for the authorized environmental differential regardless of the grade level of the wage employee or the Federal Wage System schedule on which the employee is paid.

3. **PURPOSE:** The purpose of this regulation is to establish policies and procedures for the request, approval, and payment of EDP to technicians employed under the Coordinated Federal Wage System.

4. **SCOPE:** This regulation is applicable to all wage grade technicians employed by the West Virginia National Guard, Army and Air.

5. **OBJECTIVE:** The objective of this regulation is to insure that there is a workable, flexible EDP plan in effect for technicians employed by the West Virginia National Guard, and to insure that decisions concerning EDP are made in a timely manner and applied equally to all technicians in identical work situations within the State. In addition, it is the objective of this regulation that all technicians be fully aware of their entitlements to EDP.

**6. KEY FACTORS TO BE CONSIDERED BY TECHNICIAN SUPERVISORS AND EDP COMMITTEES:**

a. Environmental differentials are paid for those work situations in which the technician is exposed to a potential hazard which has a real probability of occurrence and for which no adequate precautions are possible to minimize or practically eliminate the physical damage or injury to the worker should the potential of the situation actualize. Differential for discomfort must involve actual and severe discomfort.

b. Environmental situations do not qualify for differential compensation simply on the basis that an element of hazard or discomfort has been identified in a work situation. The hazard must involve a real, probable threat with no effective measures available to protect the technician from injury. Significant actual discomfort arising from the work situation must be experienced by the technician with no effective means available to relieve this discomfort. The hazard or discomfort in a job situation must be such that the technician is exposed to unrelieved discomfort or to potential injury or harm significantly beyond that experienced by other technicians of the general population from the same source or from similar environmental conditions.

c. When potential hazard or actual discomfort are identified in a work assignment, first consideration must be given to the protection of the technician. Protective

measures, which reduce the hazard to the technician and/or tend to relieve his/her discomfort, must be made available and the application of these measures enforced. The payment of an environmental differential is a measure which admits that no available means can practically eliminate the hazard or reduce discomfort to reasonable tolerable levels.

d. If no effective measures are available to protect the technician from the effects of the work environment, and real injury or serious discomfort is experienced by the worker, appropriate compensation through EDP must be provided. However, the essential requirement for the work assignments which involve potential hazard or serious discomfort must be determined first. Second, such protection as is available must be applied to reduce the effect of the adverse environmental conditions to whatever minimum possible. Third, the number of technicians exposed to a potential hazard or severe discomfort should be limited to the absolute minimum necessary to accomplish the work assignment.

e. Even though an environmental differential is authorized, there is a continuing responsibility to initiate positive action to eliminate danger and risk which contribute to or cause the hazard, physical hardship, or working condition of an unusual nature. The existence of EDP is not intended to condone work practices which circumvent Federal safety laws, rules and regulations.

## 7. TYPES OF EXPOSURE:

a. Part I – Actual Exposure: EDP is paid on the “actual” hours of exposure to a hazard, physical hardship, or working condition listed under the categories in Part 532.511, Appendix A.

(1) When a wage grade technician is entitled to an environmental differential which is paid on an actual exposure, he/she shall be paid a minimum of one (1) hour differential pay for the exposure. For continuous exposure beyond one hour, the employee shall be paid in increments of one-quarter (1/4) hour for each 15 minutes and portion thereof in excess of 15 minutes.

(2) When a technician is exposed at intermittent times during a day to a hazard, physical hardship, or working condition for which the environmental differential is paid on an actual exposure basis (Part I, Appendix A), each exposure is considered separately and the amount of time exposed is not added together before payment is made for exposure beyond one hour’s duration, except that pay for the environmental differential may not exceed the number of hours of actual duty by the employee on the day of exposure.

b. Part II – Hours in a Pay Status Exposure: Payment on the basis of hours in a pay status for an exposure to a hazard, physical hardship, or working condition listed under the categories in Part II, Appendix A, applies on a daily basis to all hours of a shift worked on that day. An actual exposure must occur each day to establish Part II – Hours in a Pay Status Exposure: Payment on the basis of hours in a pay status for an exposure to a hazard, physical hardship, or working condition listed entitlement to the differential for that day. When a technician is exposed to a situation for which an environmental differential is payable on an Hours-in-a-Pay-Status basis (Part II, Appendix A), and on the same day, he/she is exposed to a situation for which an environmental differential is payable on an Actual-Exposure basis (Part I, Appendix A) at a higher rate, he/she shall be paid the environmental differential on the basis of Actual-Exposure for that particular exposure, and the environmental differential on the basis of Hours-in-a-Pay-Status for the remaining hours in a pay status for that day.

#### 8. RELATIONSHIP TO OTHER PAY/COMPENSATORY TIME:

a. Environmental differential is included as part of the technician's basic rate of pay and shall be used to compute premium pay (for holiday and Sunday work), or the amount from which retirement deductions are made or on which group life insurance is based. Payment of EDP will be on the payroll subsequent to the pay period in which it is actually earned.

b. When a technician is exposed to a hazard, physical hardship, or working condition during a compensatory time worked period, he/she will not be paid EDP for the period of compensatory time.

9. TECHNICIANS ELIGIBLE FOR EDP: A wage grade technician who is exposed to a situation for which an environmental differential is authorized under Appendix A is entitled to the appropriate differential regardless of whether he/she has a full-time, part-time, or intermittent tour of duty; on regular assignment or detail; or serving under a temporary appointment or under an appointment without a time limitation. However, to receive a differential, either under Part I or Part II, Appendix A, there must be an actual exposure to the environmental condition.

10. PAYMENT OF EDP: EDP will be computed and paid in accordance with the provision of reference 1a above. The following is provided for information purposes only:

a. Payment on basis of hours in a pay status. When an employee is exposed to a situation for which an environmental differential is authorized on the basis of hours in a pay status, he/she will be paid the differential for all hours in a pay status on the day on which he/she 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.

b. When an employee is entitled to a differential which is paid on an actual exposure basis, he/she shall be paid a minimum of one hour's differential for each exposure. However, when more than one exposure occurs within the same hour, the employee shall be paid only for the exposure which results in the highest differential. When entitlement continues beyond one hour, the employee will be paid on one-quarter increments for each 15 minutes and portion thereof in excess of 15 minutes. Again, however, when more than one exposure occurs during the continuous period of time, the employee will be paid for that period only for the exposure which results in the highest differential. For example, an employee whose regular tour of duty is 8:00 A.M. to 4:30 P.M., Monday through Friday, is exposed to situations for which a differential is authorized as follows:

Day	HOURS WORKED	RATE	DIFFERENTIAL EARNED
Mon	8:30 A.M. – 9:00 A.M.	4%	1 Hour at 4%
	9:20 A.M. – 9:30 A.M.	4%	0 (second exposure in same hour)
	10:00 A.M. – 11:20 A.M	25%	1 1/2 hrs. at 25%
	12:00 Noon – 12:05 P.M.	4%	1 hour at 4%
Tues	8:00 A.M. – 8:05 A.M.	4%	1 hour at 4%
	8:55 A.M – 9:20 A.M.	4%	1/2 hr. at 4% (continuation of preceding hour )
	10:00 A.M. – 10:05 A.M	4%	1 hr. at 25% (see following entry)
	10:55 A.M – 11:10 A.M.	25%	1/4 hr. at 25% (continuation of preceding hour)
Wed	11:14 A.M. – 11:20 A.M.	4%	1/4 hr. at 25%
	8:45 A.M. – 9:00 A.M.	4%	1 hour at 25% (pay for one hour at higher rate)
	9:40 A.M. – 9:45 A.M.	25%	
Fri	3:55 P.M. – 4:00 P.M.	4%	1 hour at 4% (one hour environmental pay)
	8:45 A.M. – 8:50 A.M.	4%	1 hour at 4% (Annual Leave 9:00 A.M – 4:30 P.M.)

As demonstrated by the above example, in computing environmental pay, entitlement begins with the first instance of exposure and ends one hour later (except when exposure continued beyond the one hour entitlement ends at the end of the last full 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.

b. Environmental Differential Pay During Absence of Leave.

(1) An environmental differential is included as part of an employee's basic rate of pay for periods of paid leave (annual leave, sick leave, administrative excusals, etc.) under the following circumstances:

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

(b) When an employee is exposed to a situation for which an environmental differential is authorized on an actual exposure basis (Part I, Appendix A), that differential will be paid during a period of absence on paid leave only to the extent that such leave is within the minimum payment periods specified in paragraph 10b, above.

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

## 11. IMPLEMENTATION PROCEDURES:

a. Technician supervisors are responsible for evaluating the duties that are being accomplished by their subordinates and, if any situation warrants consideration for EDP, requesting that a determination be made as to eligibility for same. The request should be submitted in writing through normal channels to the Human Resources Office (HRO). Each request must contain, as a minimum, the following information:

(1) The category, differential rate, and Part Number under Appendix A that covers the hazardous situation.

(2) A complete description of the hazard, physical hardship, or working condition being performed.

(3) A complete description of the safety devices/measures provided to eliminate the

hazardous situation.

(4) A statement as to why the available safety devices/measures provided are not satisfactory to eliminate the potential hazard.

(5) A list by job title and number (no names required) or other designation of the technician positions involved in the performance of the hazardous duty.

(6) A list by job title and number (no names required) or other designation of the management officials/supervisors who are authorized to certify as to the exposure for pay purposes.

b. Upon receipt of the request for eligibility determination for EDP, the Chairperson will convene the appropriate EDP Committee (i.e., ANG or ARNG) at the earliest opportunity to evaluate the request to determine its eligibility for and the rate of EDP in accordance with the guidelines established by CFR 532.511 and appropriate directives from the National Guard Bureau. If the request meets the eligibility criteria, the Committee will prepare an EDP Category Determination (Reference Encl 1 for sample format), and forward it, along with all of the other correspondence pertaining to the request, to the Human Resources Officer, with the recommendation that it be approved. The date of determination will be the date the request is approved by the Human Resources Officer. If the request does not meet the eligibility criteria, the Committee will forward it to the Human Resources Office with the recommendation that it be returned to the requesting official for additional justification or disapproved as deemed appropriate.

c. Upon receipt of the EDP Committee's recommendation, the Human Resources Officer will approve/disapprove the request or return it to the requesting official for additional justification as deemed appropriate. If approved, the Human Resources Officer will sign and date the EDP Category Determination to authorize payment of EDP for that particular hazardous situation. Approved EDP Category Determinations will be incorporated as part of this regulation under Section B or C, as appropriate.

d. Eligibility determinations which cannot be resolved by the EDP Committees will be forwarded to the National Guard Bureau for determination.

e. EDP situations that are in effect as of the effective date of this regulation will be reviewed by the appropriate EDP Committee and, if it is determined that these situations still warrant the payment of EDP, they will be processed in accordance with subparagraphs b and c, above.

12. EFFECTIVE DATE: Payment of EDP is authorized effective as of the date

determination noted in the EDP Category Determinations which are incorporated in Sections B and C of this regulation.

13. DOCUMENTATION FOR TIME AND ATTENDANCE CARDS: Officials who have been delegated authority to authorize EDP are identified on each EDP Category Determination. These officials are responsible for certifying the authorization of environmental differential pay for those individuals under their supervision.

Encls

ALLEN E. TACKETT  
MAJOR GENERAL, WVARNG  
The Adjutant General

THIS REGULATION HAS BEEN REACCOMPLISHED TO UPDATE THE POSITION TITLES AND NUMBERS TO REFLECT THOSE CURRENTLY IN USE. THERE ARE NO CHANGES IN ENVIRONMENTAL DIFFERENTIAL PAY.

ENVIRONMENTAL DIFFERENTIAL PAY  
CATEGORY DETERMINATION

CATEGORY EXPOSURE: \_\_\_\_\_ UNIT/ACTIVITY: \_\_\_\_\_

DIFFERENTIAL RATE: \_\_\_\_\_ BASED ON: \_\_\_\_\_

AUTHORITY: \_\_\_\_\_

SITUATION: (Describe in detail the types of hazardous situations that technicians will be required to accomplish and for which EDP is to be authorized).

DETERMINATION: (Describe when EDP will be paid and to which technicians by Position title and number, or other designation if applicable).

OFFICIAL(S) AUTHORIZED TO ASSIGN AND CERTIFY TO EXPOSURE FOR PAY PURPOSES: (List all by position title and number, or other designation if applicable).

DATE OF DETERMINATION: (Date approved for payment by HRO).

APPROVED FOR PAYMENT \_\_\_\_\_  
Human Resources Officer

## EDP COMMITTEES

### 1. RECOMMENDING AUTHORITY:

a. Two Environmental Differential Pay Committees, one Army National Guard and one Air National Guard, are hereby established for making determinations on local work situations and on the administrative procedures of this regulation. Incumbents to the positions listed below are hereby appointed to serve on their respective EDP Committees.

b. Upon call of the Chairperson, the EDP Committees are responsible for reviewing existing approved situations for their respective service to determine whether or not the situation still exists which originally warranted the payment of EDP. The findings and recommendations of the Committees will be forwarded to the Human Resources Officer for approval and implementation. As new situations or categories are added to Appendix A, the Committees are responsible for making timely determinations on their applicability to local work situations and forwarding appropriate recommendations to the HRO for update of this regulation.

2. APPROVING AUTHORITY: The Human Resources Officer is hereby delegated authority to approve situations that warrant the payment of EDP, as determined by the EDP Committees.

### ARMY NATIONAL GUARD EDP COMMITTEE

- (a) Personnel Officer, R9034, Chairperson
- (b) USPFO for West Virginia
- (c) Surface Maintenance Manager, 70138
- (d) Supervisory Aircraft Pilot, AASF, R8736
- (e) Aircraft Flight Instructor, Safety, AASF
- (f) President, ACT, WVARNG
- (g) Safety and Occupational Health Manager, 40001
- (h) Occupational Health Specialist, 40004
- (i) Position Classification Specialist, F9133/R9038, HRO, Recorder

AIR NATIONAL GUARD EDP COMMITTEE

- (a) Administrative Officer, HQ WVANG, Chairperson , F8557
- (b) Logistics Management Officer, (Both Bases), 80205
- (c) Logistics Management Officer, (Both Bases), 80045
- (d) Air Operations Officer, (Both Bases), F8922
- (e) Airplane Flight Instructor (Safety), (Both Bases), F8567
- (f) Safety and Occupational Health Manager, (Both Bases), F8921
- (g) President, Act, (Both Bases)
- (h) Industrial Hygiene Technician, (Both Bases), 50120 (Bioenvironmental Engineering  
Function)
- (i) Administrative Officer, (Both Bases), 80051
- (j) Position Classification Specialist, HRO, Recorder, F9133/R9038

ENVIRONMENTAL DIFFERENTIAL PAY PLAN

SECTION B

HAZARDOUS SITUATIONS APPROVED FOR ENVIRONMENTAL  
DIFFERENTIAL PAY UNDER PART I - ACTUAL EXPOSURE BASIS

Service	Sub-Section
Air National Guard	B1
Army National Guard	B2



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OFFICIALS AUTHORIZED TO ASSIGN AND CERIFY EXPOSURE FOR PAY  
PURPOSES:

All Maintenance Certifying Officials

DATE OF DETERMINATION: 1 September 1975

APPROVED FOR PAYMENT \_\_\_\_\_  
Human Resources Officer

B1-1(2)

**ENVIRONMENTAL DIFFERENTIAL PAY  
SERVICE MAINTENANCE AND INSPECTION OF C-130 TYPE AIRCRAFT  
UNDER ADVERSE WEATHER CONDITIONS**

CATEGORY EXPOSURE: High Work at a Lesser Height                      UNIT/ACTIVITY: 130<sup>th</sup> AW and 167<sup>th</sup> AW, WVANG  
DIFFERENTIAL RATE: 25%                      BASED ON: Actual Exposure  
AUTHORITY: Paragraph 2B(3), Part I, Appendix A, CFR 532.511  
SITUATION:

1. Service, maintenance and inspection on the upper side of the C-130 type aircraft must be accomplished at times under adverse conditions in order to accomplish the unit mission. Working at heights up to 40 feet during these adverse conditions (approximate heights: vertical fin – 39 feet, wing – 15 feet with a 2.5 degree dihedral, engine nacelle – 15 feet and horizontal stabilizer – 15 feet) is considered hazardous. Such job requirements are as follows:

a. Pre-flight and post-flight inspections require personnel to walk over the entire upper wing and horizontal stabilizer to make visual inspection of skin for damage and security of panels, caps and doors.

b. Sheet metal repairs and other maintenance may have to be accomplished where access is gained only by working on these upper surfaces.

c. Avionics antenna maintenance and/or replacement must be accomplished at times on the vertical fin.

2. The above work is considered hazardous when it is accomplished during icing conditions: snow, sleet, and lightning storms; high winds 25mph and above, steady or in gusts; and when work is accomplished from the hydraulically operated, truck mounted boom or the 35 feet maintenance stand in winds of 15 mph, steady or in gusts.

DETERMINATION: Personnel should be compensated accordingly when directed to perform tasks under the above adverse weather conditions. The above-mentioned tasks may not be all inclusive. Incumbents of the following positions are eligible for EDP within the scope of stated criteria.

All Aircraft Maintenance Personnel (Wage Grade Technicians)

OFFICIALS AUTHORIZED TO ASSIGN AND CERTIFY EXPOSURE FOR PAY  
PURPOSES:

All Aircraft Maintenance certifying officials

DATE OF DETERMINATION: 1 September 1975

APPROVED FOR PAYMENT \_\_\_\_\_  
Human Resources Officer

20 February 2009

WVHRO 532-1

ENVIRONMENTAL DIFFERENTIAL PAY  
POL PERSONNEL WORKING ON TOP OF FUEL TRUCKS  
DURING ADVERSE WEATHER CONDITIONS

CATEGORY EXPOSURE: High Work at a  
Lesser Height

UNIT/ACTIVITY: 130<sup>th</sup> AW and  
167<sup>th</sup> AW, WVANG

DIFFERENTIAL RATE: 25%

BASED ON: Actual Exposure

AUTHORITY: Paragraph 2b, Part I, Appendix A, CFR 532.511

SITUATION:

1. Petroleum, oil and lubrication (POL) personnel are required to check manhole covers for seals when fuel is delivered by tank truck. There is also a requirement to remove these manhole covers and observe that the tanks are empty on completion of the delivery. The locations of these manhole covers are on top of the tanker and are not protected with guard rails. POL personnel are also required to check vents on top of refueling units to insure that they are open when filling the tank with fuel. Guard rails are not available for protection.

2. An extremely hazardous condition exists when the surface of the tanker/fuel truck is wet due to adverse weather conditions (i.e., rain, ice, snow, sleet, or frost), thereby placing employees in the dangerous situation of possibly falling approximately 18 feet when performing the duties noted above.

DETERMINATION: Personnel should be compensated accordingly when directed to perform these tasks under the above-mentioned adverse weather conditions. Incumbents of the following positions are eligible for EDP within the scope of the stated criteria.

50100 Fuel Distribution System Worker Supervisor

80251 Fuel Distribution System Worker

65064 Fuel Distribution System Worker

F6417 Fuel Distribution System Worker

OFFICIALS AUTHORIZED TO ASSIGN AND CERTIFY FOR PAY PURPOSES:

50100 Fuel Distribution System Worker Supervisor

80277 Supervisory Supply Systems Analyst

F8660 Supply Management Officer

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20 February 2009

DATE OF DETERMINATION: 1 July 1975

APPROVED FOR PAYMENT \_\_\_\_\_  
Human Resources Officer

B1-3(2)

20 February 2009

WVHRO 532-1

ENVIRONMENTAL DIFFERENTIAL PAY  
REMOVAL OF ICE, FROST OR SNOW FROM AIRCRAFT

CATEGORY EXPOSURE: High Work at a  
Lesser Height

UNIT/ACTIVITY: AASF #1 and  
AASF #2, WVARNG

DIFFERENTIAL RATE: 25%

BASED ON: Actual Exposure

AUTHORITY: Paragraph 2b(3), Part I, Appendix A, CFR 532.511

SITUATION: During the winter months, an accumulation of ice or snow may have to be removed from assigned aircraft/helicopters. Brooms, squeegees, and scraping tools are used to remove ice and snow from aircraft wings, fuselages, rotary blades, rotor heads, and upper assemblies. This requires personnel to stand on the fuselage of the aircraft where footing is unsure. The danger of falling under these adverse conditions is always present.

DETERMINATION: Personnel should be compensated accordingly when directed to perform the tasks described above. Incumbents of the following positions are eligible for EDP within the scope of the stated criteria.

40082 Aircraft Mechanic Supervisor  
40081 Aircraft Mechanic Supervisor  
40025 Aircraft Propeller Mechanic  
R6738 Aircraft Mechanic  
R6737 Aircraft Mechanic  
R3154 Electronics Mechanic  
R2109 Aircraft Pneudraulic Systems Mechanic  
R2107 Aircraft Electrician  
R2106 Aircraft Engine Mechanic  
R2105 Sheet Metal Mechanic (Aircraft)  
R0418 Aircraft Inspector

OFFICIALS AUTHORIZED TO ASSIGN AND CERTIFY EXPOSURE FOR PAY  
PURPOSES:

40082 Aircraft Mechanic Supervisor  
40081 Aircraft Mechanic Supervisor  
R8736 Supervisory Aircraft Pilot

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20 February 2009

DATE OF DETERMINATION: 1 November 1975

APPROVED FOR PAYMENT \_\_\_\_\_  
Human Resources Officer

B2-1(2)

20 February 2009

WVHRO 532-1

ENVIRONMENTAL DIFFERENTIAL PAY  
POL PERSONNEL WORKING ON TOP OF FUEL TRUCKS  
DURING ADVERSE WEATHER CONDITIONS

CATEGORY EXPOSURE: High Work at a  
Lesser Height

UNIT/ACTIVITY: AASF #1 and  
AASF #2, WVARNG

DIFFERENTIAL RATE: 25%

BASED ON: Actual Exposure

AUTHORITY: Paragraph 2b(3), Part I, Appendix A, CRF 532.511

SITUATION:

1. Petroleum, oil and lubrication personnel are required to check manhole covers for seals when fuel is delivered by tank truck. There is also a requirement to remove these manhole covers and observe that the tanks are empty on completion of the delivery. The locations of these manhole covers are on top of the tanker and are not protected with guard rails. POL personnel are also required to check vents on top of refueling units to insure that they are open when filling the tank with fuel. Guard rails are not available for protection.

2. An extremely hazardous condition exists when the surface of the tanker/fuel truck is wet due to adverse weather conditions (i.e., rain, ice, snow, sleet or frost), thereby placing employees in the dangerous situation of possibly falling approximately 18 feet when performing the duties noted above.

DETERMINATION: Personnel should be compensated accordingly when directed to perform the tasks described above. Incumbents of the following positions are eligible for EDP within the scope of the stated criteria.

All Aircraft Maintenance Personnel (Wage Grade Technicians)

OFFICIALS AUTHORIZED TO ASSIGN AND CERTIFY EXPOSURE FOR PAY  
PURPOSES:

R8736 Supervisory Aircraft Pilot

R8743 Supervisory Maintenance Test Pilot

(AGR) Aircraft Flight Instructor/Safety

DATE OF DETERMINATION: 22 March 1977

APPROVED FOR PAYMENT \_\_\_\_\_

Human Resources Officer

20 February 2009

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## ENVIRONMENTAL DIFFERENTIAL PAY PLAN

### SECTION C

#### HAZARDOUS SITUATIONS APPROVED FOR ENVIRONMENTAL DIFFERENTIAL PAY UNDER PART II – HOURS IN A PAY STATUS

Service	Sub-Section
Air National Guard	C1
Army National Guard	C2

ENVIRONMENTAL DIFFERENTIAL PAY  
C-130 MAINTENANCE ON FIRE EXTINGUISHER SYSTEM

CATEGORY EXPOSURE: Poisons (Toxic Chemicals) – High Degree Hazard)                      UNIT/ACTIVITY: 130<sup>th</sup> AW and 167<sup>th</sup> AW, WVANG

DIFFERENTIAL RATE: 8%                      BASED ON: Hours in Pay Status

AUTHORITY: Paragraph 4, Part II, Appendix A, CFR 532.511

SITUATION:

1. The C-130 Fire Extinguisher Agent DB (Difluorobromomethane) is highly toxic and results in a potential injury or death if inhaled in sufficient quantity. Subsequent to the discharge of the aircraft extinguishing system, certain maintenance procedures must be accomplished to return the aircraft to a serviceable condition, exposing the mechanic to a hazard.

a. Once the aircraft extinguishing system is discharged, all directional control valves must be removed, cleaned, inspected and reinstalled in accordance with T.O. 1C-130A-6, dated 15 May 1996.

b. Subject valves are located within the aircraft wings with access through the aircraft dry bays. The mechanic must work in cramped, awkward and tiring positions in removing these valves. Once the valves are removed, there is always some amount of the DB agent left in the 1/4 inch diameter line, exposing the mechanic to the highly toxic chemical.

2. The above tasks are considered hazardous during the removal and reinstallation process of these valves while in the confines of the aircraft wing while wearing breathing apparatus. During a large spillage of the agent, and failure of the breathing apparatus, serious personal injury or death could result within the time required to exit the wing structure. T.O. 13F3-1-103, dated 27 October 1967, paragraph 2-31 states: "WARNING: Persons should avoid concentrations exceeding 0.01 percent (100 parts per million). Servicing of the agent requires 250 FPM air flow across face while working from table top and while servicing in booth requires 150 FPM air flow across face."

DETERMINATION: Personnel should be compensated when required to perform the above tasks under the stated hazardous criteria. Incumbents of the following positions are eligible for EDP:

- 50061 Aircraft Electrician Supervisor
- 80075 Aircraft Electrician
- 80110 Aircraft Electrician
- F4533 Aircraft Mechanic

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OFFICIALS AUTHORIZED TO ASSIGN AND CERTIFY EXPOSURE FOR PAY  
PURPOSES:

40082 Aircraft Mechanic Supervisor

80162 Aircraft Mechanic Supervisor

DATE OF DETERMINATION: 1 September 1975

APPROVED FOR PAYMENT \_\_\_\_\_

Human Resources Officer

ENVIRONMENTAL DIFFERENTIAL PAY  
C-130 AIRCRAFT FUEL CELL REPAIR

CATEGORY EXPOSURE: Poisons (Toxic Chemicals) – High Degree Hazard)                      UNIT/ACTIVITY: 130<sup>th</sup> AW and 167<sup>th</sup> AW, WVANG

DIFFERENTIAL RATE: 8%                      BASED ON: Hours in Pay Status

AUTHORITY: Paragraph 4, Part II, Appendix A, CFR 532.511

SITUATION:

1. The C-130 fuel cell is an integral part of the wing. Normal stresses imposed at the seams and fasteners during flying cause fuel leaks that must be permanently repaired by personnel physically entering the fuel cell. Personnel entering these cells are required to wear special clothing and breathing apparatus, and work in a cramped, awkward, and tiring position. A description of some of the tasks required are as follows:

a. Fuel cell repair requires defueling, depuddling and purging to remove fuel and vapors. Personnel must enter the cell to accomplish a complete depuddling.

b. Once leaks are found, the deteriorated sealant is removed by using highly toxic chemicals. Other toxic chemicals are mixed and applied to the prepared area and cured using heat and air.

2. In addition to the above, there is a requirement for Instrument and Electronics technicians to perform maintenance on the fuel quantity system located within the fuel cells. Technicians in the Fabrication Section are also required to enter the fuel cells to perform work.

3. The above tasks are considered hazardous when personnel are required to physically enter the fuel cell, wearing special clothing and breathing apparatus, when it is realized that in the event of trapped fuel spillage from a broken line increasing the level of fumes and failure of the breathing apparatus could result in serious injury or death within the time required to exit the fuel cell.

DETERMINATION: Personnel should be compensated accordingly when required to enter fuel cells where all or part of the atmospheric oxygen has been displaced by toxic vapors and where exit from this atmosphere could be considerably incumbered. Incumbents of the following positions are eligible for EDP within the scope of the stated criteria.

a. Fuel Systems Section

80088 Aircraft Pneudraulic Systems Mechanic  
F4229 Aircraft Pneudraulic Systems Mechanic  
Other qualified Fuel Cell Repairmen (Wage Grade Technicians)

b. Auto Flight Control – Instrument Section

50103 Electronics Integrated Systems Mechanic Supervisor  
80096 Electronics Integrated Systems Mechanic

c. Repair and Reclamation Section

F4305 Aircraft Mechanic (167<sup>th</sup> AW only)  
F4533 Aircraft Mechanic (130<sup>th</sup> AW only)

d. Environmental/Electrical Section

80110 Aircraft Electrician  
80075 Aircraft Electrician  
50061 Aircraft Electrician Supervisor

e. Fabrication Section

80114 Sheet Metal Mechanic  
80078, F5317 Non-Destructive Tester  
80079 Sheet Metal Mechanic  
F8694 Machinist  
50068 Sheet Metal Mechanic Supervisor

f. Aircraft Generation Squadron

F4509 Aircraft Mechanic  
80105 Aircraft Mechanic

**OFFICIALS AUTHORIZED TO ASSIGN AND CERTIFY EXPOSURE FOR PAY PURPOSES:**

- a. Fuel Systems Section
- Repair and Reclamation Section
- Environmental/Electrical Section

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40082 Aircraft Mechanic Supervisor

80162 Aircraft Mechanic Supervisor

b. Auto Flight Control – Instrument Section

50103 Electronics Integrated Systems Mechanic Supervisor

80096 Electronics Integrated Systems Mechanic

c. Fabrication Section

50064 Fabrication Supervisor

80162 Aircraft Mechanic Supervisor

DATE OF DETERMINATION: 1 September 1975

APPROVED FOR PAYMENT \_\_\_\_\_

Human Resources Officer

**ENVIRONMENTAL DIFFERENTIAL PAY  
REMOVE, INSPECT AND INSTALL EXPLOSIVE CARTRIDGES IN C-130  
FIRE EXTINGUISHING SYSTEMS**

CATEGORY EXPOSURE: Explosive and Incendiary Material - Low Degree Hazard      UNIT/ACTIVITY: 130<sup>th</sup> AW and 167<sup>th</sup> AW, WVANG

DIFFERENTIAL RATE: 4%      BASED ON: Hours in Pay Status

AUTHORITY: Paragraph 3, Part II, Appendix A, CFR 532.511

SITUATION:

1. Maintenance personnel are required to periodically remove, inspect and install explosive cartridges in the C-130 aircraft fire extinguishing system in accordance with T.O. IC-130A-6, dated 15 May 1996. Subject cartridges consist of a powder charge, fuse ignited by an electrical detonator, and equivalent to a 38 caliber cartridge. This explosive device is labeled with a warning: "Not to apply current in excess of 10 milliamperes". Tasks are as follows:

- a. A special inspection is required on these explosive devices on each aircraft quarterly. Inspection requires cartridges to be removed, inspected, and replaced.
- b. Subject cartridges are time changed on each aircraft, each 18 months from date of installation.
- c. Used expended cartridges are required to be removed and serviceable cartridges reinstalled, once the aircraft extinguishing system is discharged.

2. The above tasks are considered hazardous when actually handling cartridges that have been removed from shipping container, during inspection, removal and replacement. During the time the cartridge is handled out of the shipping container, the possibility of detonation from static electricity becomes more likely, resulting in potential injury such as laceration of hands, face or arms of the employee.

DETERMINATION: Personnel should be compensated accordingly when required to perform the above tasks under the stated hazardous criteria. Incumbents of the following positions are eligible for EDP under this situation.

- 50061 Aircraft Electrician Supervisor
- 80110 Aircraft Electrician
- F4533 Aircraft Mechanic
- 80075 Aircraft Electrician

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OFFICIALS AUTHORIZED TO ASSIGN AND CERTIFY EXPOSURE FOR PAY  
PURPOSES:

50091 Aircraft Mechanic Supervisor

80162 Aircraft Mechanic Supervisor

DATE OF DETERMINATION: 1 September 1975

APPROVED FOR PAYMENT \_\_\_\_\_

Human Resources Officer

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ENVIRONMENTAL DIFFERENTIAL PAY  
EMERGENCY WELDING ON AIRCRAFT

CATEGORY EXPOSURE: Explosives and Incendiary Material  
Low Degree Hazard

UNIT/ACTIVITY: 130<sup>th</sup> AW and  
167<sup>th</sup> AW, WVANG

DIFFERENTIAL RATE: 4%  
AUTHORITY: Paragraph 3, Part II, Appendix A, CFR 532.511  
SITUATION: BASED ON: Hours in Pay Status

1. Maintenance personnel are at times required to perform welding operations directly on the C-130 aircraft. Such welding is considered hazardous and is to be accomplished only after proper approval because of the potential dangers, in accordance with AFOSH Standard 91-5, Section 3-10. Even with all precautions taken a potential hazard still exists because of the near-by presence of hydraulic oils, jet fuel and other incendiary materials. Welding technicians are also exposed to cramped, awkward and tiring welding positions at times, especially when welding in the engine tail pipe.

2. Welding tasks on aircraft are considered hazardous to welding personnel because of the close proximity to an open flame, sparks, or temperatures well above the flash point of near-by combustible materials or the possibility of a spontaneous fuel or hydraulic oil leak.

DETERMINATION: Personnel should be compensated accordingly when directed to perform on-aircraft welding within the scope of the above stated criteria. Incumbents of the following positions are eligible for EDP:

- 50068 Sheet Metal Mechanic Supervisor
- F8694 Machinist
- 80077 Machinist
- 80114 Sheet Metal Mechanic (Aircraft)
- Any other qualified and certified Welder required to do this work (Wage Grade Technician)

OFFICIALS AUTHORIZED TO ASSIGN AND CERTIFY EXPOSURE FOR PAY PURPOSES:

- 50064 Fabrication Supervisor
- 80162 Aircraft Mechanic Supervisor

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DATE OF DETERMINATION: 1 September 1975

APPROVED FOR PAYMENT \_\_\_\_\_  
Human Resources Officer

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ENVIRONMENTAL DIFFERENTIAL PAY  
HANDLING EXPLOSIVES ON DROP ZONE

CATEGORY EXPOSURE: Explosives and Incendiary Material - Low Degree Hazard      UNIT/ACTIVITY: 130<sup>th</sup> AW and 167<sup>th</sup> AW, WVANG

DIFFERENTIAL RATE: 4%      BASED ON: Hours in Pay Status

AUTHORITY: Paragraph 3, Part II, Appendix A, CFR 532.511

SITUATION:

Personnel assigned to the Aerial Port Section are required to work with (i.e., physically handle) explosive and incendiary material involving potential injury to their entire anatomy resulting from accidental discharge of explosives and incendiary material.

Specific items handled are:

a. Twenty (20) second delay cartridges – placed into or removed from storage, being transported to/from the drop zone and installed by individual.

b. Smoke Grenades – placed into or removed from storage, being transported to/from the drop zone and hand discharged in the line of duty for signal purposes on the drop zone.

DETERMINATION: Personnel assigned to the Aerial Port Section may be compensated for working with (i.e., physically handling) the explosive and incendiary material described above. Incumbents of the following positions are eligible for EDP within the scope of the stated criteria.

F6025 Aircraft Cargo Worker  
50071 Air Cargo Worker Supervisor

OFFICIALS AUTHORIZED TO ASSIGN AND CERTIFY EXPOSURE FOR PAY PURPOSES:

50071 Air Cargo Worker Supervisor  
80045 Logistics Management Officer

DATE OF DETERMINATION: 1 July 1975

APPROVED FOR PAYMENT \_\_\_\_\_  
Human Resources Officer

ENVIRONMENTAL DIFFERENTIAL PAY  
HANDLING PYROTECHNICS AND INCENDIARY MATERIAL

CATEGORY EXPOSURE: Explosive and Incendiary Material - Low Degree Hazard      UNIT/ACTIVITY: 130<sup>th</sup> AW and 167<sup>th</sup> AW, WVANG

DIFFERENTIAL RATE: 4%      BASED ON: Hours in Pay Status

AUTHORITY: Paragraph 3, Part II, Appendix A, CFR 532.511

SITUATION:

1. The Life Support and Survival Equipment Sections both use equipment which contains various types of explosive materials. Inspecting and maintaining this equipment requires technicians assigned to these sections to physically handle this equipment. Toxic chemicals are also used to maintain and repair this equipment.

a. The Life Support Section maintains survival kits and life raft accessory kits. All kits contain Class 3 explosives.

b. Pyrotechnics maintained by the Life Support Section are all hand operated. They include Pen Gun Flares and MK 13 MOD O Flares. Reference T.O. 11A10-26-7, dated 1 September 1975, which states that pyrotechnics are capable of creating a hazard due to the nature of their explosive, flammable, or toxic fillers.

c. This is an operating procedure or practice, etc., which if not correctly followed, could result in personal injury or loss of life. Reference T.O. 11A10-26-7.

d. The Survival Equipment Technician is responsible for servicing, inspecting, overhauling, weight adjusting, modifying and installing high pressure carbon dioxide cylinders on various types of flotation equipment. Mishandling of these cylinders could result in personal injury or loss of life.

e. Incendiary material maintained by the Life Support Section are all hand operated.

f. The Survival Equipment Technicians work with (i.e., physically handle) explosive and incendiary materials, high pressure cylinders, and toxic materials eight (8) hours daily.

2. No known safety equipment could be utilized to reduce hazards involved in this situation. All known required safety procedures are being followed in accordance with applicable manuals.

3. This situation does not cover the handling of small arms ammunition.

**DETERMINATION:** Personnel assigned to the Life Support and the Survival Equipment Sections may be compensated for working with (i.e., physically handling) the above explosive and incendiary material resulting in potential injury such as laceration of hands, face or arms of the employee involved and possible adjacent employees. Payment of this situation is authorized only when the explosive or incendiary material is physically handled by the technician involved. Incumbents of the following positions are eligible for EDP within the scope of the stated criteria.

a. Survival Equipment Section

80076 Fabric Worker  
80113 Fabric Worker

b. Aircrew Life Support Section

50135 Aircraft Survival and Flight Equipment Repairer Supervisor  
50136 Aircraft Survival and Flight Equipment Repairer  
50137 Aircraft Survival and Flight Equipment Repairer

c. Environmental/Electrical Section

80110 Aircraft Electrician  
50061 Aircraft Electrician Supervisor  
80075 Aircraft Electrician

**OFFICIALS AUTHORIZED TO ASSIGN AND CERTIFY EXPOSURE FOR PAY PURPOSES:**

a. Survival Equipment Section

50064 Fabrication Supervisor  
80162 Aircraft Mechanic Supervisor

b. Aircrew Life Support Section

F8450 Supervisory Air Operations Technician  
F8922 Air Operations Officer (Pilot/Navigator)  
50135 Aircraft Survival and Flight Equipment Repairer Supervisor

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DATE OF DETERMINATION: 1 September 1975

APPROVED FOR PAYMENT \_\_\_\_\_  
Human Resources Officer



ENVIRONMENTAL DIFFERENTIAL PAY  
HANDLING EXPLOSIVES IN AVIATION LIFE SUPPORT SECTION

CATEGORY EXPOSURE: Explosives and Incendiary Material  
UNIT/ACTIVITY: AASF #1 and AASF #2, WVARNG  
DIFFERENTIAL RATE: 4%  
BASED ON: Hours in Pay Status  
AUTHORITY: Paragraph 3, Part II, Appendix A, CFR 532.511  
SITUATION:

Personnel assigned to the Aviation Life Support Equipment Section (ALSE) at the Army Aviation Support Facilities (AASFs) are required to work with (i.e., physically handle) Class 8 and Class 9 explosive material involving potential injury to the entire anatomy resulting from accidental discharge of explosive material. Specific items handled are:

- a. Foliage Penetration Flares – Placed in survival vest and inspected every 120 days. Stored in individual crewmember lockers situated in the ALSE Section.
- b. MK-13 Signaling Flares – Placed in cold climate aircraft survival kits, transported to and from aircraft and inspected every 120 days. Stored in the ALSE Section.
- c. Trioxane Compressed Fuel – Placed in cold climate aircraft survival kits and inspected every 120 days. Stored in the ALSE Section.
- d. Mercury and Lithium Batteries – Stored in the ALSE Section and Supply. Inspected every 120 days.

DETERMINATION: Personnel assigned to the Aviation Life Support Section should be compensated for working with (i.e., physically handling) Class 8 and Class 9 explosive material described above. Incumbents of the following positions are eligible for EDP within the scope of the state criteria.

R9314 Tools and Parts Attendant  
R9316 Tools and Parts Attendant  
R9434 Aircraft Survival and Flight Equipment Repairer  
Any other qualified and certified Wage Grade Technician

OFFICIALS AUTHORIZED TO ASSIGN AND CERTIFY EXPOSURE FOR PAY PURPOSES:

R8736 Supervisory Aircraft Pilot  
R8743 Supervisory Maintenance Test Pilot

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DATE OF DETERMINATION: 15 April 1993

APPROVED FOR PAYMENT \_\_\_\_\_  
Human Resources Officer

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ENVIRONMENTAL DIFFERENTIAL PAY  
CATEGORY DETERMINATION REQUEST

CATEGORY OF EXPOSURE: Firefighting (Low degree hazard)

UNIT / ACTIVITY: West Virginia National Guard

DIFFERENTIAL RATE REQUESTED: 25%

BASED ON: Actual Exposure

SITUATION: In an immediate response to incident scene fire, chemical poisons, and explosive hazards are encountered. Technicians are subject to direct exposure to the hazards inherent in containing or extinguishing aircraft fires and spills at mishap scene.

POSITION NUMBER AND TITLE OF POSITIONS TO BE EVALUATED:

All Federal Wage System employees

OFFICIAL(S) REQUESTING AUTHORIZATION TO ASSIGN AND CERTIFY  
EXPOSURE FOR PAY PURPOSES:

First Line Supervisors as appropriate

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

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ENVIRONMENTAL DIFFERENTIAL PAY  
CATEGORY DETERMINATION REQUEST

CATEGORY OF EXPOSURE: Dirty Work in Confined Areas

UNIT / ACTIVITY: West Virginia National Guard

DIFFERENTIAL RATE REQUESTED: 4%

BASED ON: Actual Exposure

SITUATION: Performing work which subjects the employee to soil of body or clothing beyond that normally expected in confined area/s where they are subjected to unusual degree of discomfort and where the condition is not adequately alleviated by mechanical equipment or protective devices.

- a. Personnel should be compensated accordingly when directed to perform tasks under above mentioned conditions.

POSITION NUMBER AND TITLE OF POSITIONS TO BE EVALUATED:

All Federal Wage System Employees

OFFICIAL(S) REQUESTING AUTHORIZATION TO ASSIGN AND CERTIFY  
EXPOSURE FOR PAY PURPOSES:

First line supervisors as appropriate

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

ENVIRONMENTAL DIFFERENTIAL PAY  
CATEGORY DETERMINATION REQUEST

CATEGORY OF EXPOSURE: High Work at a Lesser Height during Adverse  
Weather Conditions (snow, ice, and/or frost)

UNIT / ACTIVITY: 167 AW/ MXG

DIFFERENTIAL RATE REQUESTED: 25%

BASED ON: Actual Exposure

SITUATION:

1. Aircraft maintenance must be performed and accumulation of ice, snow, and frost must be removed from the aircraft in order to accomplish the unit mission under at times, adverse weather conditions such as darkness (darkness is defined as night time in areas that can not be illuminated with artificial lighting), steady rain, high winds (high winds are defined as steady or gusting at 15 mph or above), icing or similar environmental factors which render working at such height(s) hazardous.

- a. When maintenance is accomplished from an open basket on a hydraulically operated boom during the above described conditions, personnel should be compensated accordingly.
- b. Deicing is accomplished from an open basket on a hydraulically operated boom spraying deicing fluid onto aircraft where personnel are subject to becoming wet. When performing this task during darkness, in steady rain, icing, and/or high winds 15 mph or above or when there is any breeze in the below freezing temperatures, personnel should be compensated accordingly.

POSITION NUMBER AND TITLE OF POSITIONS TO BE EVALUATED:

80399000 & 80105000 Aircraft Mechanic  
80096000 Electronics Integrated Electronics Systems Mechanic  
50083000 Aircraft Pneudraulics Systems Mech. Suprv (Fuels)  
80088000 Aircraft Pneudraulics Systems Mechanic (Fuels) 04229200 Aircraft  
Pneudraulics Systems Mechanic(Fuels) 50083000 Aircraft Pneudraulics Systems

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Mech. Suprv (HYD) 80106000 Aircraft Pneudraulics Systems Mechanic (HYD)  
50061000 Aircraft Electrician Supervisor  
80110000 Aircraft Electrician,  
40081000 Aircraft Mechanic Supervisor  
04305000 Aircraft Mechanic  
8011400 Sheet Metal Mechanic  
05317200 NDI Non-Destructive Tester  
80362000 Machinist  
80596000 Aircraft Engine Mechanic  
80598000 Aircraft Engine Mechanic Leader

OFFICIAL(S) REQUESTING AUTHORIZATION TO ASSIGN AND CERTIFY  
EXPOSURE FOR PAY PURPOSES:

80293000, 80294000, & 40082000 Aircraft Mechanic Supervisor  
50103000 Aircraft Integrated Electronics Systems Supervisor  
50083000 Aircraft Pneudraulics Systems Mech. Suprv (Fuels)  
50083000 Aircraft Pneudraulics Systems Mech. Suprv (HYD)  
50061000 Aircraft Electrician Supervisor  
50083000 Aircraft Pneudraulics Systems Mech. Suprv (HYD)  
50064000 Fabrication Supervisor  
80595000 Aircraft Engine Mechanic Supervisor

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

