CH-1 OF 18 JUL 01

DEPARTMENT OF THE NAVY
U.S. NAVAL SUPPORT ACTIVITY
PSC 817, BOX 1
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NAVSUPPACT NAPLES INST 12531.7
HR4:KMC:bef

22 APR 1998

NAVSUPPACT NAPLES INSTRUCTION 12531.7

From: Commanding Officer, U.S. Naval Support Activity, Naples, Italy

Subj: ENVIRONMENTAL DIFFERENTIALS FOR APPROPRIATED FUND U.S. CITIZEN WAGE EMPLOYEES IN FOREIGN AREAS

Ref: (a) 5 CFR 532-511
(b) CPI 532-1 S8

Encl: (1) Environmental Differentials Paid for Exposure to Various Degrees of Hazards, Physical Hardships, and Working Conditions of an Unusual Nature as Authorized by Appendix J to ~~FPM Supplement 532-4~~ OPM FEDERAL WAGE SYSTEM OPERATING MANUAL

1. Purpose. To authorize payment of environmental differentials to U.S. citizen wage employees paid from appropriated funds.

2. Cancellation. CCPO Naples Instruction 12531.2.

3. Amount of Environmental Differential Payable

a. Appendix A to reference (a) contains the schedule of approved environmental differentials. Enclosure (1) is an excerpt of Appendix A, listing environmental differential percentage rates authorized for payment. The monetary value of an environmental differential is determined by multiplying the applicable percentage rate to the second step of the current WG-10 rate, and by rounding the resulting amount to the nearest whole cent.

b. An employee entitled to an environmental differential on an actual exposure basis will be paid a minimum of one hour's differential pay for the exposure. For exposure beyond one hour, the employee will be paid in increments of one quarter hour for each 15 minutes or portion thereof in excess of 15 minutes. Entitlement begins with the first instance of exposure and ends one hour later, except when that exposure continues beyond the hour, it will be considered ended at the end of the quarter hour in which exposure actually terminated.

c. An employee entitled to an environmental differential on the basis of hours in a pay status will be paid for all hours in a pay status on the day which they are exposed to the situation.

d. An employee may not be paid more than one environmental differential for a particular period of work.

e. The payment of the environmental differential pay (EDP) is computed on the basis of the highest environmental differential rate authorized during the period of entitlement.

f. Environmental differential pay is part of the basic pay and will be used to compute premium pay (for overtime, holiday or Sunday work), the amount from which retirement deductions are made, and the amount on which group life insurance is based. It is not part of basic pay for purposes of lump-sum annual leave payments and severance pay, nor is its loss an adverse action.

4. Responsibilities

a. Managers and supervisors are responsible for ensuring that employees are paid environmental differentials in accordance with enclosure (1). In the event additional work situations are identified and considered appropriate for establishment of an EDP category, department heads will submit a request to the Human Resources Office (HRO) to review the work situation and make a determination as to the establishment of the requested pay category.

b. The Human Resource Office is responsible for reviewing work situations identified by department heads to determine if the criteria of references (a) and (b) are met. If the work situation meets the criteria, the HRO will authorize an EDP category by forwarding appropriate documentation to the Comptroller Department.

c. The Comptroller Department will pay environmental differentials as shown in enclosure (1), upon certification by managers and/or supervisors that the specific work situation applies to an employee.

J. J. COYNE

Distribution:
NAVSUPPACT NAPLES INST 5216.4T
Lists: I; II; III (less 1.5.8.11.12.);
III.A (1.3.7.only); IV; V;
VII (6.8.13.16.17.19.21.22.25.only)

Environmental Differentials Paid for Exposure to Various Degrees of Hazards, Physical Hardships, and Working Conditions of an Unusual Nature as Authorized by Appendix J to ~~FPM Supplement 532-4~~ OPM FEDERAL WAGE SYSTEM OPERATING MANUAL

PART I. PAYMENT FOR ACTUAL EXPOSURE		
Differential Rate	**Category for Which Payable**	**Effective Date**
4%	Cold Work a. Working in cold, storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (32 degrees Fahrenheit). b. Working in cold, storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (32 degrees Fahrenheit), where such exposure is not practically eliminated or protective devices being used.	~~1 Nov 1970~~ 13 MAR 1977

PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS		
Differential Rate	**Category for Which Payable**	**Effective Date**
8%	Poisons (toxic chemicals)-High Degree Hazard Working with or in close proximity of poisons (toxic chemicals other than tear gas or similar irritants) which involves potential serious personal injury such as permanent or temporary, partial or complete loss of faculties, and/or loss of life. This includes exposure of an unusual degree to toxic chemicals, dust, or fumes of equal toxicity generated in work situations by processes required to perform work assignments wherein protective devices and/or safety measures have been developed but have not practically eliminated the potential for such personal injury.	1 Nov 1970

Differential Rate	Category for Which Payable	Effective Date
8%	(cont.) Poisons (toxic chemicals)-High Degree Hazard Examples: -Handling and storing toxic chemical agents including monitoring of areas to detect presence of vapor or liquid chemical agents; examining of material for signs of leakage or deteriorated material; decontaminating equipment and work sites; work relating to disposal of deteriorated material (exposure to conjunctivitis, pulmonary edema, blood infection, impairment of the nervous system, possible death) -Renovation, maintenance, and modification of toxic chemicals, guided missiles, and selected munitions -Operating various types of chemical engineering equipment in a restricted area such as reactors, filters, stripping units, fractionating columns, blenders, mixers, pumps, and the like utilized in the development, manufacturing, and processing of toxic or experimental chemical warfare agents -Demilitarizing and neutralizing toxic chemical munitions and chemical agents -Handling or working with toxic chemicals in restricted areas during production operations -Preparing analytical reagents, carrying out calorimetric and photometry techniques, injecting laboratory animals with compounds having toxic, incapacitating or other effects -Recording analytical and biological test results where subject to above types of exposure -Visually examining chemical agents to determine conditions or detect leaks in storage containers -Transferring chemical agents between containers -Salvaging and disposing of chemical agents.	1 Nov 1970

Differential Rate	Category for Which Payable	Date Effective
4%	Poisons (toxic chemicals)-Low Degree Hazard a. Working with or in close proximity of poisons (toxic chemicals other than tear gas or similar irritating substances) in situations for which the nature of the work does not require the individual to be in direct contact with, or exposed to, the more toxic agents, as in the case with the work described under high hazard for this class of hazardous agents.	1 Nov 1970
4%	b. Working with or in close proximity of poisons (toxic chemicals other than tear gas or similar irritating substances) in situations for which the nature of the work does not require the individual to be in direct contact with, or exposed to, the more toxic agents, as in the case with the work described under high hazard for this class of hazardous agents and wherein protective devices and/or safety measures have not practically eliminated the potential for personal injury. Example: -Handling for shipping, marking, labeling, hauling and storing loaded containers of toxic chemical agents that have been monitored.	13 Mar 1977

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