

Hazardous Duty/Environmental Differentials

A. Pay Plans:

1. General Schedule Employees (GS) - will receive a 25% hazardous duty differential for “all hours in a pay status” on a day on which the duty is performed. (Example: A GS employee works in a hazardous situation for one hour and regular non-hazardous duty for the remaining hours of their scheduled tour. The employee will receive 25% of their base salary for all hours worked that day.) 5 CFR 550.905 Appendix A

2. Wage Grade Employees (WG) – will receive a 25% environmental differential for “all hours in a pay status” for a day in which they are: 1) fighting a fire on the fireline; 2) participating or assisting in firefighting operations on the immediate fire scene and in direct exposure to the hazards inherent in containing or extinguishing wildfires; or 3) participating in search and rescue operations on the fireline. 5 CFR 532.511 Appendix A, Part II

In determining hazardous duty and environmental differentials (percentage rates) for other types of exposure, check the CFR references listed above. Once the percentage rate has been identified, refer to the FPPS Pay Codes Manual, page 6-3 to find the appropriate environmental/hazard (EH) Code to be entered on the Time and Attendance Record.

B. Pay Codes – Hazardous Duty/Environmental Differentials

Pay Code:	Environmental/ Hazard Code (EH):	Pays:
010	V	Regular time plus 25% base rate EH for all hours in a pay status for GS and WG employees.
110	V	Overtime rate plus 25% base rate EH for all hours in a pay status for GS and WG employees.
090	V	25% of base rate for all hours in a pay status for GS employees only (will not calculate WG correctly).

