

## Excerpt from FPPS T&A Pay Codes Manual - dated September 2003

### Chapter 7: ENVIRONMENTAL/HAZARD PAY

Additional monetary compensation is paid to GS employees for the performance of hazardous duty or duty involving physical hardship not usually involved in carrying out the duties of his/her position. **Reference 5 U.S. Code 5545 (d) and 5 CFR 550.903.** The additional percentage for the GS employee is paid for ALL hours in pay status on the day of exposure.

Additional monetary compensation is paid to the Prevailing Rate (Wage) employees for the performance of work involving unusually severe working conditions or unusually severe hazards. The additional percentage is determined by (1) actual exposure time to the hazardous condition; or (2) all hours in pay status on the day of exposure. **Reference 5 CFR 532.511.**

#### **Coding Regular Pay Codes (010, 110, etc.) and Environmental/Hazard Together On Same T&A Line**

The alpha Environmental/Hazard (Env/Haz) Codes listed in the tables on page 7-3 can be recorded on the time sheet with the Pay Code under which the hazard work was performed, e.g., Pay Code 010 for regularly scheduled time and Pay Code 110 for overtime, etc., for the number of hours **actually** worked under the hazardous condition. The codes are entered in the Env/Haz column of the T&A. The system will automatically generate the proper pay entitlement based on the recorded alpha Hazard Code for actual exposure time (Wage only), or ALL hours in pay status for the day of exposure when appropriate codes are used (Wage and GS employees). All pay entitlements, e.g., regular time, overtime, hazard pay, will be charged to the recorded cost structure (common account number) of the regular or overtime hours. DO NOT use the 090 pay code series on the same days you code the T&A with regular pay codes.

#### **Coding Regular Pay Codes and Environmental/Hazard Pay Codes (090 – 098) On Separate T&A Lines**

When it is necessary to charge the hazard pay entitlement to a special or separate cost structure (common account number) OTHER than the employee's regular number, this can be accomplished by recording Pay Code 090 - 098 for all hours to be paid at the exposure time on the time sheet. In this type of situation, it would be necessary to record the regularly scheduled tour as usual, Pay Code 010, 020, 030, etc. Record overtime hours to Pay Code 110, etc. (or

Compensatory Time to Pay Code 040). In addition to these codes, record all hours to be paid to environmental/hazard to the appropriate pay code in the 090-098 series, with the applicable alpha Hazard Code and the appropriate environmental/hazard cost structure. Refer to the following coding chart for proper use of the 090 series pay codes.

<b>Env/Hazard (E/H) Pay Code</b>	<b>Applicable Regular Pay Codes</b>	<b>When To Use</b>	<b>Who</b>
090-E/H Differential	010, 012, TRN	To pay E/H entitlement for regular hours the employee actually worked	GS or WG
091-E/H Diff. Not Worked	020, 02F, AFA, AFB, AFF, AFS, 024, 025, LS1, LS3, LSA, LSB, LSF, LSS, 030, 03F, SFA, SFB, SFS, 034, 038, BOU, FFI, FFF, FL2, FLA, FLB, FLF, FLM, 041, 043, 06A, 060, 061, 068, 069, ALR, 070, 072, 074, 081, 08A, 08B, 08F, 08S, 083, 085, 16A - 16L, 16N, 16Q, 16S, 16U, 16W, 16Y, 166, 168, 211, VFA, VFB, VFF, VFS, 213, 215, 218, PFA, PFB, PFF, PFS, 231, 30C, and 050	To pay E/H entitlement for “non-worked” hours when the situation calls to pay the entitlement for all regular hours in a pay status. This includes entitlement for holiday not worked	GS or WG
092-E/H Diff. Overtime	040, 045, 048, 110, 111, 11U, 116, 118, 119, 120, 124, 125, 127	To pay E/H entitlement for WG employees’ OT/Comp Time hours. This code <b>MUST</b> be used for WG in order for the correct OT hazard hourly rate to be calculated and paid. GS employees may be coded using 092 or 090 for their OT/Comp hazard hours. The calculated rate is the same for them.	WG and GS
093-E/H Diff. Overtime, Not Worked	049, 112, 12A, 128	Code is system-generated for OT or Comp callback hours not posted.	GS / WG

094-E/H Diff. Sunday Overtime	121, 122, 049, 156	To pay E/H entitlement for WG employees for hazard OT performed on a Sunday. The calculation will be the same if you code 094 or 092.	WG
095-E/H Diff. Sunday Overtime Not Worked	123	Code is system-generated for OT hazard to be paid for all hours in pay status when there is also leave coded.	GS / WG
096-E/H Diff. Holiday	051, 055	To pay E/H entitlement to WG employees on a holiday. GS employees are not entitled to E/H on holiday worked hours, only holiday not-worked (091) hours.	WG NOT GS
097-E/H Diff. Holiday Not Worked	052	Code is system-generated for holiday hazard callback hours not posted.	WG
098-E/H Diff. Sunday Premium	140	To pay E/H entitlement on Sunday premium hours. Not allowed for GS employees.	WG NOT GS

Note: The Office of Personnel Management issued guidance on the payment of Hazardous Duty Pay in their web site as follows:

5 U.S. Code 5545 (c) (1) & (2) and 5545a (c) authorizes payment of annual premium for regularly scheduled standby duty, administratively uncontrollable overtime work (AUO), and availability pay, instead of some other types of premium pay, including hazardous duty pay. Thus, hazardous duty pay may not be paid for hours of work for which an employee is paid these types of premium pay. The employee may be paid hazardous duty pay only for those hours of work that are not paid for with standby, AUO, or availability pay.

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## Environmental/Hazard Exposure Tables

Code	Payment % for Actual Exposure Time
A	5
B	4
C	6
D	8
F	15
H	25
J	50
K	\$1.00 Per Hour
L	\$.20 Per Hour (Reclamation ONLY)
M	100
N	200

Code	Payment % for All Hours in a Pay Status for the Day
O	175
P	4
Q	\$.52 Per Hour (BIA ONLY)
R	8
T	10
U	15
V	25
X	50
Y	100