

WS Directive

4.110 10/07/05

HAZARDOUS DUTY

1. Purpose

To provide guidelines to supervisors and Federal employees on the entitlement for hazardous duty differential pay.

2. REPLACEMENT HIGHLIGHTS

This directive revises WS Directive 4.110 dated 08/10/99.

3. POLICY

A Federal employee is entitled to hazard pay differential for irregular or intermittent duty involving: a) unusual physical hardship, b) hazards not usually involved in carrying out the duties of the position, or c) hazards not taken into account in the classification of the position. This hazard pay differential will not exceed 25 percent of the basic pay. Federal employees must be paid hazardous duty pay for the entire 8-hour workday in which the hazardous duty was performed.

All Federal employees are authorized hazard pay differential provided the duty does not constitute an element used in establishing the grade of their position. Cooperative employees managed under non-Federal personnel systems are subject to hazardous duty pay requirements as established by those systems.

For negotiated wage schedule employees (i.e., administratively determined employees), hazardous duty pay will be outlined in the agreement with the major cooperator and/or the negotiated wage schedule. Hazardous duty pay for negotiated wage schedule employees must be a separate pay item and not reflected as part of their basic pay.

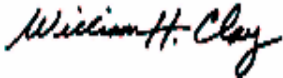
Entitlement to hazardous duty differential is determined by the APHIS Business Services - Minneapolis on the basis of facts submitted by the State Director of Field Station/Project Leader and with concurrence of their respective Director.

WS hazardous duty for which pay differential may be authorized is defined as (All other hazardous duties that pertain to an individuals working conditions as defined in 5 CFR Part 550 should be included as part of their position description):

- a. Exposure to explosives which are unstable and highly sensitive (e.g., correcting a misfire situation when using binary explosives to remove beaver dams).
- b. Exposure to virulent biological materials of micro-organic nature which, when introduced into the body; are likely to cause serious disease or fatality and for which protective devices do not afford complete protection (e.g., duty in areas where complete protection from exposure to histoplasmosis spore contaminated dusts cannot be provided).
- c. Flying during low level operations below 500 feet (e.g., gunning during aerial control of coyotes, capturing wildlife, hazing birds).
- d. Participating in ground operations to attach an external load to a helicopter hovering just overhead.

4. REFERENCES

- 5 CFR Part 550, Subpart I, Parts 901 - 907, Hazard Pay Differential.
- MRP Directive 4550.2, Premium Pay (08/05), (www.aphis.usda.gov/mrpbs/issuances/pay_issuances_all.html).
- 5 USC Sec. 5545 - Night, Standby, Irregular, and Hazardous Duty Differential.



Deputy Administrator