

Examples of Dive Pay Calculations

[NAO 202-532A, Pay for Performing Dive Duties](#), Effective January 18, 2008, Issued January 25, 2008 provides the NOAA Policy on Dive Pay. Below are examples of how pay is calculated for employees who perform dive duties. For additional information, contact your [servicing Workforce Management Office](#) representative. The following exhibits are provided:

- **Exhibit 1 – Examples of Pay Calculations for GS/GM and DOC Demonstration Project Employees**
 - **Exhibit 2 - Examples of Pay Calculations for WG Employees**
 - **Exhibit 3 - Examples of Pay Calculations for WM Employees**
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Exhibit 1 – Examples of Pay Calculations for GS/GM and DOC Demonstration Project Employees

Example #1 – Non-overtime: A GS or DOC Demonstration Project employee earning \$23.00/hour who makes a one-hour dive during an 8-hour day (no overtime) is compensated as follows:

Base Pay = 8 hours x \$23/hr = \$184
Hazard Pay = 8 hours x \$5.75/hr (25% of \$23) = \$46
Total = \$230

Example #2 – Overtime: Should the employee in the previous example work two (2) hours of overtime on the day of the dive, the employee would receive overtime pay in addition to the hazardous pay. The overtime rate is based on entitlement under the provisions of Title 5 of the United States Code or the Fair Labor Standards Act (FLSA). For purposes of this example, the employee is covered under Title 5. **NOTE:** For employees with rates of basic pay equal to or less than the rate of basic pay for GS-10, step 1, the overtime hourly rate is the employee's hourly rate of basic pay multiplied by 1.5. For employees with rates of basic pay greater than the basic pay for GS-10, step 1, the overtime hourly rate is the **greater** of—

- (1) the hourly rate of basic pay for GS-10, step 1, multiplied by 1.5, or
- (2) the employee's hourly rate of basic pay.

For the purpose of this illustration, the employee's hourly rate of basic pay is less than the GS-10 step 1. The employee is compensated as follows:

Base Pay = 8 hours x \$23 per hour = \$184
Overtime Pay = \$23 per hour x 1.5 x 2 hours = \$69
Hazard Pay = 10 hours x \$5.75 per hour (25% of \$23) = \$57.50
Total = \$310.50

Example #3 – Combined Overtime and Non-overtime: The following is an example of a two-week period in which an employee worked two (2) days straight time without overtime or diving⁽¹⁾, one (1) day straight time with diving⁽²⁾, two (2) days overtime without diving⁽³⁾, and six (6) days overtime with diving⁽⁴⁾. All dives conducted were single dives lasting one-hour.

	Week 1 Hours			Week 2 Hours		
	Regular Hrs	OT Hrs	Hazard Hrs	Regular Hrs	OT Hrs	Hazard Hrs
Sun						
Mon	8 ⁽³⁾	1		8 ⁽⁴⁾	2	10
Tues	8 ⁽¹⁾			8 ⁽²⁾		8
Wed	8 ⁽⁴⁾	3	11	8 ⁽³⁾	1	
Thurs	8 ⁽⁴⁾	2	10	8 ⁽⁴⁾	1	9
Fri	8 ⁽⁴⁾	2	10	8 ⁽¹⁾		
Sat		10 ⁽⁴⁾	10			
Totals	40	18	41	40	4	27

The time and attendance record for this employee is recorded as follows:

	TC*	M	T	W	TH	F	SA	M	T	W	TH	F	Total
Base Pay Regular	01	8	8	8	8	8		8	8	8	8	8	80
OT over 40 Hrs	21	1		3	2	2	10	2		1	1		22
Hazard Pay Diff	14			11	10	10	10	10	8		9		68

*Time and Attendance Transaction Codes

For the purpose of this example, the employee is covered by Title 5 and makes less than a GS-10 step 1. Total compensation for this employee for the period is as follows:

Base Pay = 80 hours x \$23 per hour = \$1,840
 Overtime Pay = \$23 per hour x 1.5 x 22 hours = \$759
 Hazard Pay = 68 hours x \$5.75 per hour (25% of \$23) = \$391
 Total - \$2,990

Limitations: Total hazard pay for any day may not exceed an amount equal to 25 percent of the employee's rate of basic pay for that day (5 U.S.C. 5545(d)(2)).

Note: Hazard pay under 5 U.S.C. 5545 is in addition to pay and allowances payable under other statutes. Hazard pay is not basic pay for purposes of computing additional pay or allowances payable under other statutes. Hazard pay is not subject to the biweekly maximum limitation on premium pay; however, it is subject to the aggregate compensation limitation under 5 U.S.C. 5307.

Exhibit 2 – Examples of Pay Calculations for WG Employees

Example #1 – Non-overtime: A WG employee with a duty station of Seattle, Washington that makes a one-hour dive during an 8-hour weekday with no overtime and earning \$18.02/hour (base rate) is compensated as follows:

$$\begin{aligned}\text{Base Pay} &= \$18.02 \text{ per hour} \\ \text{Dive Pay} &= 8 \text{ hours} \times \$43.45 \text{ per hour (175\%} \times \$24.83^*) = \$347.60 \\ \text{Total} &= \$347.60\end{aligned}$$

*Based on a WG-10, step 2, 2006 wage rate for Seattle, Washington.

Example #2 – Overtime:

a. Should the employee in the previous example work two (2) hours of overtime on the day of the dive, the employee would receive 1.5 times the dive pay rate for the two (2) hours of overtime. The employee is compensated as follows:

$$\begin{aligned}\text{Base Pay} &= \$18.02 \text{ per hour} \\ \text{Dive Pay (non-overtime hours)} &= 8 \text{ hours} \times \$43.45^* \text{ per hour} = \$347.60 \\ \text{Dive Pay (overtime hours)} &= \$43.45^* \text{ per hour} \times 1.5 \times 2 \text{ hours} = \$130.35 \\ \text{Total} &= \$477.95\end{aligned}$$

*Based on 175 percent of WG-10, step 2, 2006 wage rate for Seattle, Washington.

b. If the employee in Example #1 had a regular rate exceeding the dive rate, the employee would be paid at the regular rate, as it is the higher rate. This employee is compensated as follows:

$$\begin{aligned}\text{Base Pay} &= \$44.00 \text{ per hour} \\ \text{Regular Pay (non-overtime hours)**} &= 8 \text{ hours} \times \$44.00 \text{ per hour} = \$352.00 \\ \text{Overtime Hours**} &= \$44.00 \text{ per hour} \times 1.5 \times 2 \text{ hours} = \$132.00 \\ \text{Total} &= \$484.00\end{aligned}$$

**The Dive Pay rate of \$43.45 is based on 175 percent of WG-10 step 2, 2006 wage rate for Seattle, Washington. The employee's regular rate exceeds the Dive Pay rate; therefore, pay is set using the regular rate of pay.

Example #3 – Combined Overtime and Non-overtime: The following is an example of a two-week period in which the WG employee worked two (2) days of regular time without overtime or diving ⁽¹⁾, one (1) day regular time with diving ⁽²⁾, two (2) days regular time and overtime without diving ⁽³⁾, six (6) days regular time and overtime with diving ⁽⁴⁾. All dives conducted were single dives lasting one-hour.

Week 1 Hours

Week 2 Hours

	Regular Hrs	OT Hrs	Dive Reg Hrs	Dive OT Hrs	Regular Hrs	OT Hrs	Dive Reg Hrs	Dive OT Hrs
Sun								
Mon	8 ⁽³⁾	1					8 ⁽⁴⁾	2
Tues	8 ⁽¹⁾						8 ⁽²⁾	
Wed			8 ⁽⁴⁾	3	8 ⁽³⁾	1		
Thurs			8 ⁽⁴⁾	2			8 ⁽⁴⁾	1
Fri			8 ⁽⁴⁾	2	8 ⁽¹⁾			
Sat				10 ⁽⁴⁾				
Totals	16	1	24	17	16	1	24	3

The time and attendance record for this WG employee would be recorded as follows:

	TC*	M	T	W	TH	F	SA	M	T	W	TH	F	TOTAL
Base Pay Regular	01	8	8							8		8	32
OT over 40 Hrs	21	1								1			2
Dive Pay Regular Hrs	97-01			8	8	8		8	8		8		48
Dive Pay OT Hrs	97-21			3	2	2	10	2			1		20

*Time and Attendance Transaction Codes

Total compensation for this WG employee for the period is as follows:

Base Pay = 32 hours x \$18.02 per hour = \$576.64
 Overtime Pay (non-diving) = \$18.02 x 1.5 x 2 hours = \$54.06
 Dive Pay (non-overtime hours) = 48 hours x \$43.45* per hour = \$2,085.60
 Dive Pay (overtime hours) = \$43.45 per hour x 1.5 x 20 hours = \$1,303.50
 Total = \$4,019.80

*Based on 175 percent of WG-10 step 2, 2006 wage rate schedule for Seattle, Washington.

NOTE: Contact your [servicing Workforce Management Office](#) for additional guidance on Wage Grade overtime provisions.

Exhibit 3 – Examples of Pay Calculations for WM Employees

Example #1 – Non-overtime: A WM employee makes a dive during a normal 8-hour weekday (i.e., no overtime). The employee earns \$19.56/hour and is under water or under pressure in a hyperbaric chamber for one (1) hour. The employee is compensated as follows:

Normal base pay = 8 hours x \$19.56 per hour = \$156.48
 Dive pay = 1 hour x \$41.81* per hour = \$41.81
 Total for that day would be = \$198.29

*Based on 175 percent of WG-10 step 2, 2007 wage rate schedule for New York, New York.

Example #2 – Overtime: Should the employee in the previous example work two (2) hours of overtime on the day of the dive. The employee is compensated as follows:

Normal base pay = 8 hours x \$19.56 per hour = \$156.48
 Dive pay = 1 hour x \$41.81* per hour = \$41.81
 Overtime pay (regular OT rate) = 2 hours x 42.03** per hour = \$84.06
 Total for that day would be = \$282.35

*Based on 175 percent of WG-10 step 2, 2007 wage rate schedule for New York, New York.

**Based on 2007 negotiated overtime rate per hour.

Example #3 – Combined Overtime and Non-Overtime: The following is an example of a two-week period in which the WM employee worked five (5) days of regular time without overtime or diving ⁽¹⁾, one (1) day regular time with diving ⁽²⁾, two (2) days regular time and overtime without diving ⁽³⁾, and six (6) days regular time and overtime with diving ⁽⁴⁾. All dives conducted were single dives lasting one-hour.

Week 1 Hours

	Regular hrs	OT hrs	Dive hrs
Sun	8 ⁽¹⁾		
Mon	8 ⁽³⁾	1	
Tues	8 ⁽¹⁾		
Wed	8 ⁽⁴⁾	3	1
Thurs	8 ⁽⁴⁾	2	1
Fri	8 ⁽⁴⁾	2	1
Sat	8 ⁽⁴⁾	2	1
Totals	56	10	4

Week 2 Hours

Regular hrs	OT hrs	Dive hrs
8 ⁽¹⁾		
8 ⁽⁴⁾	2	1
8 ⁽²⁾		1
8 ⁽³⁾	1	
8 ⁽⁴⁾	1	1
8 ⁽¹⁾		
8 ⁽¹⁾		
56	4	3

The time sheet for this WM employee would be recorded as follows:

	TC	S	M	T	W	TH	F	SA	S	M	T	W	TH	F	SA	TOTAL
Base Pay Regular	01	8	8	8	8	8	8	8	8	8	8	8	8	8	8	112
OT over 40 hrs	21		1		3	2	2	2		2		1	1			14
Dive pay hours	16-3				1	1	1	1		1	1		1			7

*Time and Attendance Transaction Codes

Total pay for this WM employee for the period is as follows:

Normal base pay = 112 hours x \$19.56 per hour = \$2,190.72
 Dive pay = 7 hours x \$41.81* per hour = \$292.67
 Overtime pay (over 40 hours) = 14 hours x \$42.03** per hour = \$588.42
 Total for that pay period would be = \$3,071.81

*Based on 175 percent of WG-10 step 2, 2007 wage rate schedule for New York, New York.

**Based on 2007 negotiated overtime rate per hour.

NOTE: Vessel employee's pay is not subject to the biweekly maximum limitation on premium pay. However, it is subject to the aggregate compensation limitation under 5 U.S.C. 5307.