

Premium Pay - Local Environment Pay



District Personnel Manual Instruction No. 11B-86

Effective Date
September 20, 2016

Expiration Date
Until superseded

Related DPM Chapters

i **NOTE:** This instruction supersedes DPM instruction No. 11B-77, Premium Pay – Local Environment Pay, dated February 25, 2010.

Overview

District government agencies shall eliminate or reduce to the lowest level possible all hazards, physical hardships, and working conditions of an unusual nature. When such action does not overcome the unusual nature of the hazard, physical hardship, or working condition, a local environment pay is warranted. The purpose of this instruction is to provide the procedural guidance for the payment of local environment pay.

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Local Environment Pay

District employees at the grade level 14 and below may qualify for local environment pay when performing duties involving **unusually severe hazards or working conditions**.

1. The unusually severe working conditions or hazard for which local environment pay may be authorized must fall within a **local environment pay category** authorized in the Schedule for Local Environment Pay Categories and Rates (Schedule) (see attachment 1).
2. Positions authorized to receive local environment pay are contained in the Approved Positions Eligible for Local Environment Pay (see attachment 2).
3. Local environment pay is not limited to wage grade (blue collar) positions.
4. Local environment pay is paid for the hours in which the employee is in a pay status on the day the environmental duty is performed.
5. Local environment pay will be paid either on the basis of full-time exposure or part-time exposure.
6. Payment for local environment work will not exceed 27% for any category.

Requesting Local Environment Pay

Agencies, labor organizations, or employees must receive approval from the Director of the D.C. Department of Human Resources (Director of the DCHR) in writing **before** payment of local environment pay. The request must contain the following:

1. Inclusion of information on the position(s) and working condition(s); such as:
 - (a) The position title, series, grade, position number, organization location of the position(s) for which the local environment pay authorization is desired;
 - (b) The number of employees to whom the local environment pay would apply;
 - (c) A detailed description of the specific exposure (hazard or physical hardship) that is new or different from what is described in the position description; and
 - (d) Written confirmation that based on the duties and responsibilities of the position(s), neither the agency nor the employee can control the hazard or physical hardship; thus, the risk is not reduced to a less than significant level.

2. Requests received by labor organizations and employees must be submitted through the employee's agency for review and concurrence by the agency head. The request must include the information specified in section 1(a) above and the labor organization's or employee's recommendation, and agency's recommendation. The request must be forwarded to the Director of the DCHR for approval.

Submission of Request to DCHR

1. All written requests for local environment pay for agencies under the personnel authority of the Mayor must be submitted to DCHR by email at dchr.policy@dc.gov.
2. DCHR shall review the request and supporting documentation to determine whether local environment pay is warranted.
3. DCHR shall coordinate requests for local environment pay with the Office of Risk Management (ORM), as needed. ORM shall conduct an evaluation of the worksite based on the request to assess existing environmental conditions (hazards or physical hardships) at the worksite. After the assessment has been completed, a written report on ORM's findings shall be completed that includes the worksite conditions, workers practices, and recommendations for reducing risks to acceptable levels, if applicable. The written report shall be submitted to DCHR upon completion.
4. The time period for completion of the assessment will vary based on ORM's determination of the type of assessment that must be conducted. ORM will work with agencies to determine the timeline for completing the assessment and submission of the report.
5. The Director of DCHR shall make a final determination, and notify the requestor, upon receipt of the written report from the ORM.

i **DUTY INVOLVING PHYSICAL HARDSHIP:** *Duty that may not in itself be hazardous, but causes extreme physical discomfort or distress and is not adequately alleviated by protective or mechanical devices, such as duty involving exposure to extreme temperatures for a long period of time, arduous physical exertion, or exposure to fumes, dust, or noise that causes nausea, skin, eye, ear, or nose irritation.*

HAZARDOUS DUTY: *Duties performed under circumstances in which an accident could result in serious injury or death, such as duty performed on a high structure where protective facilities are not used or on an open structure where adverse conditions exist.*

Positions Approved for Local Environment Pay

1. Employees in positions approved to receive local environment pay shall be paid at the rate listed on the attached Schedule.

2. Local environment pay shall not be paid to an employee when the environmental duty has been taken into account in the classification of his or her position, without regard to whether the environmental duty is grade controlling; unless, payment has been approved as specified in this instruction.
3. Each employee who is officially occupying a position where local environment pay is authorized, or who is temporarily assigned to perform work involved in that position, shall be paid the local environment pay only when performing duties that expose him or her to an applicable environmental situation.
4. When an employee who is receiving local environment pay on the basis of exposure is temporarily assigned to perform work involved in another position for which a higher or a lower local environment pay rate is authorized, the following shall apply:
 - (a) He or she shall be paid the higher or lower local environment pay rate for those hours of duty, or fraction thereof, that he or she is exposed to the environmental situation specified for the other position; and
 - (b) He or she shall be paid the local environment pay authorized for his or her position for those hours of duty, or fraction thereof, that he or she is exposed to the environmental situation specified for his or her regular position.
5. The Director of the DCHR shall conduct periodic audits of the positions for which local environment pay is authorized to assure that payments are being made in conformance with the regulations.

Local Environment Pay Categories and Rates

1. Local environment pay rates are authorized only when the exposure is under the circumstances described in the category listed on the attached Schedule. The examples included for some of the categories in the attachment are for illustrative purposes only and are not intended to be exclusive of other exposures that may be encountered under the circumstances that describe the listed category.
2. The Director of the DCHR will be responsible for any amendments to the Schedule, and requests for amendment(s) to the categories in the Schedule shall include the following:
 - (a) The type of exposure that creates a severe hazard or working condition of an unusually severe nature;
 - (b) The degree to which the employee is exposed to the severe hazard or working condition of an unusually severe nature;
 - (c) The length of time in which the exposure will continue to exist;

- (d) The degree to which control may be exercised over the severe hazard or working condition of an unusually severe nature; and
 - (e) The request shall also include a recommended local environment pay rate to be established, the position(s) to which the particular environmental situation applies, the number of employees involved, and estimated annual cost to the agency if the request is approved.
3. Any amendments made to categories in the Schedule shall:
- (a) Become effective on the first day of the first biweekly pay period following the adoption thereof; and
 - (b) Be incorporated in the District Personnel Manual (or any other procedural manual developed) of the positions for which local environment pay rates are authorized.

Payment of Local Environment Pay

Each agency must evaluate its situations against the guidelines in the Schedule to determine whether the situation is covered by one or more of the defined categories.

1. When the situation is determined to be covered by one or more of the defined categories (even though not covered by a specific illustrative example), the authorized local environment pay is paid for the appropriate category.
2. When the situation is not covered by one of the defined categories but is considered to be unusual in nature so as to warrant payment of a local environment pay, a request must be submitted to the DCHR for consideration and approval of payment of local environment pay.

Computing Local Environment Pay

1. Computation of local environment pay consist of:
 - (a) The local environment rate is determined by **multiplying the percentage authorized for the exposure by the 2nd step for grade RW-10** on the current Regular Non-Supervisory Wage Service Rate Schedule for Compensation Unit 2, counting ½ cent and over as a whole cent.
 - (b) The amount of local environment pay is determined by **multiplying the local environment rate specified in section 1(a) above by the number of hours of exposure** to the environmental situation.

2. Local environment pay that is paid on an actual exposure basis is paid for a minimum of 1 hour and in increments of $\frac{1}{4}$ of an hour for each 15 minutes and a portion thereof in excess of 15 minutes.
3. An employee that is exposed to a situation for which local environment pay is authorized shall be entitled to pay regardless of whether he or she has a full-time, part-time, or intermittent tour of duty; is on regular assignment or detail; or is exposed during straight-time or overtime hours of work.
4. An employee subjected at the same time to more than 1 applicable environmental situation shall be paid for that exposure that results in the highest local environment pay rate but shall not be paid more than one (1) local environment pay rate for the same hours of work.
5. Local environmental pay shall not be considered basic pay for any purpose except for computing overtime under the Fair Labor Standards Act.

Termination of Payment of Local Environment Pay

Payment of the local environment pay to an employee will be **terminated**:

1. When authorization for the local environment pay is removed from his or her position;
2. When he or she leaves the position for which local environment pay was authorized; or
3. During a temporary assignment to perform work involved in another position for which local environment pay has not been authorized.

Authority and Applicability

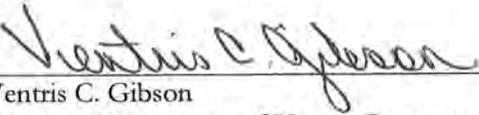
1. **Authority:** § 1136 of Chapter 11B of the D.C. personnel regulations, Compensation.
2. **Applicability:** The provisions of this instruction apply to those District agencies which are subordinate to the Mayor's personnel authority. Other personnel authorities or independent agencies may adopt any or all of these procedures to provide guidance to employees under their respective agencies.

Collective Bargaining Agreement

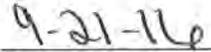
The provisions of a collective bargaining agreement shall take precedence over the provisions of this instruction for those employees covered by the agreement, to the extent that there is a conflict.

Inquiries

For additional information concerning this instruction, employees are encourage to contact the DCHR's Policy and Compliance Administration, Compensation Unit, by calling (202) 442-9700 or by sending an e-mail to dchr.policy@dc.gov.



Ventris C. Gibson
Director, Department of Human Resources



Date

Attachments:

- Schedule for Local Environment Pay Categories and Rates (Issued 9/16)
- Approved Positions for Local Environment Pay (Issued 9/16)

Attachment 1 – Schedule for Local Environment Pay Categories and Rates

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Schedule for Local Environment Pay Categories and Rates

PART I. PAYMENT FOR ACTUAL EXPOSURE	
CATEGORY FOR WHICH PAYABLE	LOCAL ENVIRONMENT PAY RATE
<p>1. High work –</p> <ul style="list-style-type: none"> a. Working on any structure of at least 30 meters (100 feet) above the ground, deck, floor, or roof, or from the bottom of a tank or pit; b. Working at a lesser height; <ul style="list-style-type: none"> (1) If the footing is unsure or the structure is unstable; or (2) If safe scaffolding, enclosed ladders, or other similar protective facilities are not adequate (for example, working from a swinging stage, boatswain chair, a similar support); or (3) If adverse conditions such as darkness, steady rain, high wind, icing, lightning, or similar environmental factors render working at such height(s) hazardous. 	27%
<p>2. Dirty work – Performing work which subjects the employee to soil of body or clothing:</p> <ul style="list-style-type: none"> a. Beyond that normally to be expected in performing the duties of the classification; and b. Where the condition is not adequately alleviated by the mechanical equipment or protective devices being used, or which are readily available, or when such devices are not feasible for use due to health considerations (excessive temperature, asthmatic conditions, etc.), or c. When the use of mechanical equipment, or protective devices, or protective clothing results in an unusual degree of discomfort. 	5%
<p>3. Cold work –</p> <ul style="list-style-type: none"> a. Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (0 degrees Celsius (32 degrees Fahrenheit)). b. Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (0 degrees Celsius (32 degrees Fahrenheit)) where such exposure is not practically eliminated by the mechanical equipment or protective devices being used. 	5%

PART I. PAYMENT FOR ACTUAL EXPOSURE	
CATEGORY FOR WHICH PAYABLE	LOCAL ENVIRONMENT PAY RATE
<p>4. Hot work –</p> <p>a. Working in confined spaces wherein the employee is subjected to temperatures in excess of 43 degrees Celsius (110 degrees Fahrenheit).</p> <p>b. Working in confined spaces wherein the employee is subjected to temperatures in excess of 43 degrees Celsius (110 degrees Fahrenheit) where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.</p>	5%
<p>5. Welding preheated metals – Welding various metals or performing an integral part of the welding process when the employee must work in confined spaces in which large sections of metal have been preheated to 66 degrees Celsius (150 degrees Fahrenheit) or more, and the discomfort is not alleviated by protective devices or other means, or discomforting protective equipment must be worn.</p>	5%
<p>6. Explosives and incendiary material—high degree hazard. Work with or in close proximity to explosives and incendiary material which involves potential personal injury such as permanent or temporary, partial or complete loss of sight or hearing, partial or complete loss of any or all extremities; other partial or total disabilities of equal severity; and/or loss of life resulting from work situations wherein protective devices and/or safety measures either do not exist or have been developed but have not practically eliminated the potential for such personal injury. Normally, such work situations would result in extensive property damage requiring complete replacement of equipment and rebuilding of the damaged area; and could result in personal injury to adjacent employees.</p> <p><i>Examples:</i></p> <ul style="list-style-type: none"> • Working with, or in close proximity to operations involved in research, in testing, manufacturing, inspection, renovation, maintenance, and disposal, such as: <ul style="list-style-type: none"> – Screening, blending, drying, mixing, and pressing of sensitive explosives and pyrotechnic compositions such as lead azide, black powder, and photoflash powder. – Manufacture and distribution of raw nitroglycerine. – Nitration, neutralization, crystallization, purification, screening and drying of high explosives. – Manufacture of propellants, high explosives, and incendiary materials. – Melting, cast loading, pellet loading, drilling, and thread cleaning of high explosives. – Manufacture of primary or initiating explosives such as lead azide. – Manufacture of primer or detonator mix. – Loading and assembling high-energy output flare pellets. 	10%

PART I. PAYMENT FOR ACTUAL EXPOSURE	
CATEGORY FOR WHICH PAYABLE	LOCAL ENVIRONMENT PAY RATE
<ul style="list-style-type: none"> – All dry-house activities involving propellants or explosives. – Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. – All operations involving firefighting on an artillery range or at an ammunition manufacturing plant or storage area, including heavy duty equipment operators, truck drivers, etc. – All operations involving regrading and cleaning of artillery ranges. – At-sea shock and vibration tests. Arming explosive charges and/or working with, or in the close proximity to, explosive-armed charges in connection with at-sea shock and vibration tests of naval vessels, machinery, equipment, and supplies. – Handling or engaging in destruction operations on an armed (or potentially armed) warhead. 	
<p>7. Explosives and incendiary material—low degree hazard.</p> <ul style="list-style-type: none"> a. Working with or in close proximity to explosives and incendiary material which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and possible adjacent employees; minor irritation of the skin; minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. b. Working with or in close proximity to explosives and incendiary material which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and possible adjacent employees; minor irritation of the skin; minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used and wherein protective device and/or safety measures have not practically eliminated the potential for such injury. <p><i>Examples:</i></p> <ul style="list-style-type: none"> • All operations involving loading, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard—see category 6 above.) • Duties such as weighing, scooping, consolidating, and crimping operations incident to the manufacture of stab, percussion, and low energy electric detonators (initiators) utilizing sensitive primary explosives compositions where initiation would be kept to a low order of propagation due to the limited amounts permitted to be present or handled during the operations. • Load, assembly, and packing of primers, fuses, propellant charges, lead cups, boosters, and time-train rings. • Weighing, scooping, loading in bags, and sewing of ignitor charges and propellant zone charges. • Loading, assembly, and packing of hand-held signals, smoke signals, and colored marker signals. 	5%

PART I. PAYMENT FOR ACTUAL EXPOSURE	
CATEGORY FOR WHICH PAYABLE	LOCAL ENVIRONMENT PAY RATE
<ul style="list-style-type: none"> • Proof-testing weapons with a known overload of power or charges. • Arming/disarming or the installation/removal of any squib, explosive device, or component thereof, connected to or part of a solid propulsion system, including work situations involving removal, inspection, test, and installation of aerospace vehicle egress and jettison systems and other cartridge-actuated devices and rocket-assisted systems or components thereof, when accidental or inadvertent operation of the system or component might occur. 	
<p>8. <i>Micro-organisms—high degree hazard.</i> Working with or in close proximity to micro-organisms which involves potential personal injury such as death, or temporary, partial, or complete loss of faculties or ability to work due to acute, prolonged, or chronic disease. These are work situations wherein the use of safety devices and equipment, medical prophylactic procedures such as vaccines and antiserums, and other safety measures do not exist or have been developed but have not practically eliminated the potential for such personal injury.</p> <p><i>Examples:</i></p> <ul style="list-style-type: none"> • Direct contact with primary containers of organisms pathogenic for man such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material. Operating or maintaining equipment in biological experimentation or production. • Cultivating virulent organisms on artificial media, including embryonated hen's eggs and tissue cultures where inoculation or harvesting of living organisms is involved for production of vaccines, oxides, etc., or for sources of material for research investigations such as antigenic analysis and chemical analysis. 	10%
<p>9. <i>Micro-organisms-low degree hazard—</i></p> <ul style="list-style-type: none"> a. Working with or in close proximity to micro-organisms in situations for which the nature of the work does not require the individual to be indirect contact with primary containers of organisms pathogenic for man, such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material. b. Working with or in close proximity to micro-organisms in situations for which the nature of the work does not require the individual to be in direct contact with primary containers of organisms pathogenic for man, such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material and wherein protective devices and/or safety measures have not practically eliminated the potential for personal injury. 	5%

PART I. PAYMENT FOR ACTUAL EXPOSURE	
Category for which payable	Local Environment Pay Rate
<p>10. Poisons (toxic chemicals) – high degree hazard – Working with or in close proximity to 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 including 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.</p> <p><i>Examples:</i></p> <ul style="list-style-type: none"> • 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, fractioning columns, blinders, 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 photometric 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. 	10%

PART I. PAYMENT FOR ACTUAL EXPOSURE	
CATEGORY FOR WHICH PAYABLE	LOCAL ENVIRONMENT PAY RATE
<p>11. Poisons (toxic chemicals) – low degree hazard –</p> <p>a. Working with or in close proximity to 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 as direct contact with, or exposure to, the more toxic agents as in the case with the work described under high hazard for this class of hazardous agents.</p> <p>b. Working with or in close proximity to poisons (toxic chemicals other than tear gas or similar irritating substance) in situations for which the nature of the work does not require the individual to be in as direct contact with, or exposure 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.</p> <p><i>Example:</i></p> <ul style="list-style-type: none"> • Handling for shipping, marking, labeling, hauling, and storing loaded containers of toxic chemical agents that have been monitored. 	5%

Attachment 2 – Approved Positions for Local Environment Pay

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Approved Positions for Local Environment Pay as of September 20, 2016

<u>Agency</u>	<u>Position Title, Series, and Grade</u>	<u>Exposure Category</u>	<u>Pay Rate</u>	<u>Environmental Situations</u>
Department of Behavioral Health	Housekeeping Aide/Foreman, WS-3566-3	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Health	Pest Controller, WS-5026-9/10	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Health	Supervisory, Pest Controller, WS-5026-12	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Forensic Sciences	Chemist, CS-1320-11	Micro-organisms - High Degree	10%	Working in direct contact for a prolonged period of time with organisms that can potentially cause death, loss of faculties or serious illness without proper safety equipment
Department of Forensic Sciences	Health Technician, CS-640-7	Micro-organisms - High Degree	10%	Working in direct contact for a prolonged period of time with organisms that can potentially cause death, loss of faculties or serious illness without proper safety equipment
Department of Forensic Sciences	Medical Technologist, CS-644-11	Micro-organisms - High Degree	10%	Working in direct contact for a prolonged period of time with organisms that can potentially cause death, loss of faculties or serious illness without proper safety equipment
Department of Motor Vehicles	Equipment Repairer, WS-4801-9	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Motor Vehicles	Laborer, WS-3502-4	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Public Works	Abandoned Vehicle Investigator, CS-1801-9	Micro-organisms : Low Degree	5%	Intermittently working in an environment with organisms for a short period of time that can potentially cause death, loss of faculties or serious illness without proper safety equipment
Department of Public Works	Assistant Sanitation Crew Chief, WS-5701-7	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job

Approved Positions for Local Environment Pay as of September 20, 2016

<u>Agency</u>	<u>Position Title, Series, and Grade</u>	<u>Exposure Category</u>	<u>Pay Rate</u>	<u>Environmental Situations</u>
Department of Public Works	Assistant Sanitation Crew Chief, WS-5701-8	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Public Works	Booter/Foreman, WS-5201-6	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Public Works	Booter Equipment Repairer, WS-4801-6	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Public Works	Engineering Equipment Operator, WS-5716-8/11	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Public Works	Environmental Crimes Investigator, CS-1801-11	Micro-organisms : Low Degree	5%	Intermittently working in an environment with organisms for a short period of time that can potentially cause death, loss of faculties or serious illness without proper safety equipment
Department of Public Works	General Equipment Mechanic, WS-4737-11	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Public Works	Heavy Mobile Equipment Inspector, WS-5803-12	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Public Works	Heavy Mobile Equipment Mechanic/Helper/Leader/ Foreman, WS-5803-5/8/10	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Public Works	Heavy Mobile Equipment Repairer, WS-5803-8	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Public Works	Heavy Mobile Equipment Mechanic Supvy, WS-5803-10	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Public Works	Industrial Equipment Mechanic, WS-5352-8	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Public Works	Industrial Equipment Mechanic Supervisor, WS-5352-11	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job

Approved Positions for Local Environment Pay as of September 20, 2016

<u>Agency</u>	<u>Position Title, Series, and Grade</u>	<u>Exposure Category</u>	<u>Pay Rate</u>	<u>Environmental Situations</u>
Department of Public Works	Landscape Gardner Equipment Operator/Helper/Leader, WS-5003-8/10	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Public Works	Landscape Gardner Equipment Operator/Helper/Leader, WS-5003-8/11	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Public Works	Lot Attendant/Lead, CS-303-5/6	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Public Works	Maintenance Worker Helper, WS-4749-5	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Public Works	Mobile Equipment Inspector, WS-5803-12	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Public Works	Mobile Equipment Metal Mechanic, WS-5803-10	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Public Works	Motor Vehicle Operator, WS-5703-6/7/8	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Public Works	Motor Vehicle Operator Supervisor, WS-5703-8	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Public Works	Property Control and Disposal Specialist, CS-1101-11	Micro-organisms : Low Degree	5%	Intermittently working in an environment with organisms for a short period of time that can potentially cause death, loss of faculties or serious illness without proper safety equipment
Department of Public Works	Road Sweeper Operator, WS-5706-8	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Public Works	Road Sweeper Operator, WS-5706-8	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Public Works	Sanitation Worker, WS-3501-4/5	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job

Approved Positions for Local Environment Pay as of September 20, 2016

<u>Agency</u>	<u>Position Title, Series, and Grade</u>	<u>Exposure Category</u>	<u>Pay Rate</u>	<u>Environmental Situations</u>
Department of Public Works	Sanitation Worker, WS-3501-4/5	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Public Works	Sanitation Crew Chief, WS-3501-9	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Public Works	Sanitation Crew Chief, WS-3501-9	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Public Works	Sanitation Supervisor, WS-3501-10	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Public Works	Sanitation Supervisor, WS-3501-10	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Public Works	Solid Waste Inspector/Lead, CS-1802-8/9/10/11	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Public Works	Tools and Parts Attendant/Lead/Foreman, WS- 6904-5/6	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Public Works	Weighing Machine Operator, WS- 5424-7	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Transportation	Asphalt Worker/Leader/Foreman, WS-3653-3/5/6/7	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Transportation	Asphalt Worker/Leader/Foreman, WS-3653-3/5/6/7	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Transportation	Bridge Repairer, WS-5301-8/10	High Work	27%	Working on any structure at least 100 feet above the ground
Department of Transportation	Bridge Repairer, WS-5301-8/10	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit

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<u>Agency</u>	<u>Position Title, Series, and Grade</u>	<u>Exposure Category</u>	<u>Pay Rate</u>	<u>Environmental Situations</u>
Department of Transportation	Electronic Mechanic , WS-2604-11	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Transportation	Engineering Equipment Operator, WS-5716-8/11	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Transportation	Laborer, WS-3502-3/4	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Transportation	Maintenance Mechanic, WS-4749-10	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Transportation	Masonry Worker/Leader, WS-3603-8	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Department of Transportation	Motor Vehicle Operator, WS-5703-7/8	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Transportation	Pavement Marking Equipment Operator, WS-5701-10	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Transportation	Roadway Maintenance Supervisor, WS-3601-7	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Transportation	Sign Painter, WS-4104-7/8/9	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Transportation	Sign Painter, WS-4104-7/8/9	High Work	27%	Working on any structure at least 100 feet above the ground
Department of Transportation	Street Sign Installer / (MVO), WS-4701-7/8/9	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Transportation	Street Sign Installer/ (MVO), WS-4701-7/8/9	High Work	27%	Working on any structure at least 100 feet above the grounds
Department of Transportation	Supervisory, Transportation Assistant (Roadway Operations, MVO) CS-2102-10	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit

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<u>Agency</u>	<u>Position Title, Series, and Grade</u>	<u>Exposure Category</u>	<u>Pay Rate</u>	<u>Environmental Situations</u>
Department of Transportation	Transportation Assistant (Roadway Operations, MVO), CS-2102-7/8	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Transportation	Tree Trimmer and Remover Worker/Leader, WS-5042-9	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Transportation	Tree Trimmer and Remover Worker/Leader/Supervisor, WS-5042-9	High Work	27%	Working on any structure at least 100 feet above the ground
Department of Youth and Rehabilitation Services	Boiler Plant Operator, WS-5402-9/10	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Youth and Rehabilitation Services	Carpenter, WS-4607-9	High Work	27%	Working on any structure at least 100 feet above the ground
Department of Youth and Rehabilitation Services	Electrician, WS-2805-10	High Work	27%	Working on any structure at least 100 feet above the ground
Department of Youth and Rehabilitation Services	Electronics Technician, CS-856-11	High Work	27%	Working on any structure at least 100 feet above the ground
Department of Youth and Rehabilitation Services	Maintenance Mechanic/Leader, WS-4749-10/11	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Youth and Rehabilitation Services	Maintenance Mechanic/Leader, WS-4749-10/11	High Work	27%	Working on any structure at least 100 feet above the ground
Department of Youth and Rehabilitation Services	Maintenance Worker, WS-4749-7/8	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Department of Youth and Rehabilitation Services	Maintenance Worker, WS-4749-7/8	High Work	27%	Working on any structure at least 100 feet above the ground
Department of Youth and Rehabilitation Services	Painter, WS-4102-9	High Work	27%	Working on any structure at least 100 feet above the ground
Department of Youth and Rehabilitation Services	Pipefitter, WS-4204-10	Hot/Cold Work	5%	Physically working in an inside or outside environment when the temperature exceeds 110 degrees Fahrenheit or is below 32 degrees Fahrenheit
Fire and Emergency Medical Services	Heavy Mobile Equipment Mechanic/Helper/Leader, WS-5803-5/10/11	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job

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<u>Agency</u>	<u>Position Title, Series, and Grade</u>	<u>Exposure Category</u>	<u>Pay Rate</u>	<u>Environmental Situations</u>
Fire and Emergency Medical Services	Heavy Mobile Equipment Repairer, WS-5803-8	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Fire and Emergency Medical Services	Machinist, WS-619-11	Dirty Work	5%	Performing work which subjects the employee to soil of body or clothing outside of protective gear and beyond the normal expectations of the job
Metropolitan Police Department	Information Technology Specialist (Network Services), CS-2215-15	High Work	27%	Working on any structure at least 100 feet above the ground