



Association of Civilian
Technicians
12620 Lakeridge Dr
Woodbridge, VA 22192

Environmental Differential Pay (EDP) applies to blue-collar Federal Wage System (FWS; WG, WL, WS) employees and Hazardous Duty Pay (HDP) applies to white-collar (GS & equivalent) employees. Technicians are WG, WL, WS employees.

Technicians are eligible for EDP/HDP if they meet the categories established by the EDP/HDP committee. The EDP/HDP committee members are made up of representatives of Management and representatives of Labor. This committee identifies by PD (position description) the Technicians whose PD is identified by the committee who can receive EDP/HDP pay. The Technician will have to put in for the EDP/HDP and it is approved by the timekeeper. The rate of EDP is based on the WG-10 Step 2 pay scale (5 CFR 532.511) while HDP is based off the individuals pay rate.

HDP/EDP may be paid only to employees who are assigned hazardous duties or duties involving physical hardship for which a differential is authorized. EDP/HDP is paid for exposure to hazards, physical hardships, or working conditions of an unusually severe nature that cannot be eliminated or significantly reduced by preventive measures, including the use of safety equipment and protective clothing.

An employee may receive no more than 25 percent of his or her rate of basic pay as Hazard duty pay.

To receive hazardous duty pay, a General Schedule (GS) employee must also meet the requirements in 5 CFR 550.904 if a hazardous duty is performed on a day on which paid leave is taken. If an employee performs a hazardous duty for 1 hour and then takes annual leave for the 7 hours remaining in his or her workday, the employee is paid hazardous duty pay for the entire 8-hour workday. An employee may receive hazardous duty pay during overtime hours because an employee is in a pay status during overtime hours. However, the hazardous duty pay is computed on the employee's hourly rate of basic pay, not his or her hourly overtime rate. Hazardous duty pay may not be more than 25 percent of the employee's rate of basic pay.

Hazard pay differentials are not payable to employees in occupations or jobs in which unusual physical risk is an inherent characteristic of the

occupation or job, such as police officer, emergency medical technician, and test pilot.

Environmental Differential Pay (FWS employees) may be payable for hours of exposure, or for all hours in a pay status, depending on the nature of the exposure (see Appendix A to Subpart E of 5 CFR Part 532). So like I said above EDP is computed based on the rate for WG 10 step 2 on the wage schedule applicable to the WG employee and HDP is computed based on the individuals (GS employee) pay rate.

Here is a link to 5 CFR 532.511 Environmental differentials:

<https://www.gpo.gov/fdsys/pkg/CFR-2012-title5-vol1/xml/CFR-2012-title5-vol1-sec532-511.xml>

Here is a link to 5 CFR section 550.904 which is Authorization of Hazard Pay Differential:

<https://www.gpo.gov/fdsys/pkg/CFR-2008-title5-vol1/xml/CFR-2008-title5-vol1-sec550-904.xml>

Here is a link to 5 CFR section 550.905 which is Payment of Hazard Pay Differential:

<https://www.gpo.gov/fdsys/pkg/CFR-2008-title5-vol1/xml/CFR-2008-title5-vol1-sec550-905.xml>

Here is a link to 5 CFR Appendix A to Subpart I of Part 550—Schedule of Pay Differentials Authorized for Hazardous Duty Under Subpart I:

<https://www.gpo.gov/fdsys/pkg/CFR-2008-title5-vol1/xml/CFR-2008-title5-vol1-part550-subpartI-appA.xml>

Here is a link to 5 CFR Appendix A to Subpart E of Part 532—Schedule of Environmental Differentials Paid for Exposure to Various Degrees of Hazards, Physical Hardships, and Working Conditions of an Unusual Nature:

<https://www.gpo.gov/fdsys/pkg/CFR-2011-title5-vol1/xml/CFR-2011-title5-vol1-part532-subpartE-appA.xml>

Here is a link to 5 CFR section 550.902 Definitions:

<https://www.gpo.gov/fdsys/pkg/CFR-2008-title5-vol1/xml/CFR-2008-title5-vol1-sec550-902.xml>