

Government of Guam  
**HAZARDOUS/ENVIRONMENTAL PAY POLICY & PROCEDURES**

**APPENDIX A**

**TABLE OF HAZARDOUS/ENVIRONMENTAL DUTIES**

The following table shall be used by the department or agency Head when authorizing pay differentials for employee(s). The allocated percentage shall be calculated by multiplying the employee's hourly rate times the number of hour(s) the hazardous/environmental duty was performed.

CATEGORY OF HAZARDOUS/ENVIRONMENTAL DUTY	DIFFERENTIAL RATE (%)
<b>Cold Work:</b> Working in cold storage or other climate controlled areas where the employee is subjected to temperatures at or below freezing (32 degrees Fahrenheit) where such exposure is not practically eliminated by mechanical equipment or protective devices being used	4%
<b>Hot Work:</b> Working in spaces wherein the employee is subjected to temperatures in excess of 110 degrees Fahrenheit.	Physical Hardship 4%
Exposure to burning gasoline/fuel as a result of vehicular accidents/impacts where such exposure is not practically eliminated by mechanical equipment or protective devices being used	Hazardous Condition 25%
<b>High Voltage Electrical Energy:</b> Working on energized electrical lines rated at 4,160 volts or more which are suspended from utility poles or towers, when adverse weather conditions such as steady rain, high winds, lightning, or similar environmental factors make the work unusually hazardous.	50%
<b>Work in Open Trenches:</b> Work in an open trench five (5) feet deep or more until proper shoring has been installed.	25%
<b>Explosives Incendiaries:</b> Working with or in close proximity to any situation where explosives incendiaries are being handled.	25%

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CATEGORY OF HAZARDOUS/ENVIRONMENTAL DUTY	DIFFERENTIAL RATE (%)
<b>High Work:</b> Working, training, or rappelling from any structure of at least 50 feet above the base level, ground, deck, floor, roof, etc., under open conditions, if the structure is unstable or if scaffolding guards or other suitable protective facilities are not used, or if performed under adverse conditions such as darkness, lightning, steady rain, or high wind velocity.	25%
<b>Micro-Organisms (Low Degree Hazard):</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 or organisms pathogenic for man, such as culture flasks, culture test tubes, hypodermic syringes, and similar instruments, and biopsy and autopsy material and wherein the use of safety measures have not practically eliminated the potential for personal injury.	4%
<b>Communicable/Infectious Diseases:</b> Assigned to work with or in close proximity to micro-organisms in situations for which the nature of work requires the employee to be in direct contact with communicable/infectious diseases such as tuberculosis, human immune deficiency virus, Hepatitis B, measles, mumps, and other reportable communicable/infectious diseases.	8%
<b>Underground Work:</b> Work underground performed in the construction of tunnels and shafts, and the inspection of such underground constructions, until the necessary lining of the shaft or tunnel has eliminated the hazard.	25%
<b>Work in Unsafe Structures:</b> Work within or immediately adjacent to a building or structure which has been severely damaged by earthquake, fire, typhoon, flood, or similar cause when the structure has been declared unsafe by competent technical authority and when such work is considered necessary for the safety of personnel or recovery of valuable materials or equipment, and the work is authorized by competent authority.	25%
<b>Asbestos:</b> Working in an area where airborne concentrations of asbestos fibers may expose the employee to potential illness or injury and protective devices or safety measures have not practically eliminated the potential for such personal illness or injury.	8%

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<p><b><u>Fibrous Glass Work:</u></b> Working with or in close proximity to fibrous glass materials which results in exposure on the skin, eyes or respiratory system to irritating fibrous glass particles or slivers where exposure is not practically eliminated by the mechanical equipment or preventive devices being used.</p>	6%
<p><b><u>Deep Sea Diving and Dangerous Seas:</u></b> Deep sea diving below twenty (20) feet requiring the use of scuba (underwater breathing apparatus) or working in dangerous water or similar factors which make the work unusually hazardous when such work is considered necessary for the rescue of human lives or the recovery of human bodies; to obtain water samples from the sewage treatment plant outfalls; and to conduct inspection, research and other activities underwater.</p>	25%
<p><b><u>Law Enforcement:</u></b> When assigned duties that expose the employee to unusually hazardous factors, the differential shall only be applicable during times of exposure.</p>	10%
<p><b><u>Mentally Ill, Emotionally Disturbed and Psychotic Substance Abuse Disorder Patients:</u></b> When confronting or working in close proximity to mentally ill or emotionally disturbed or psychotic substance use disorder patients who are unpredictably, combative or volatile.</p>	10%
<p><b><u>Guarding of Prisoners:</u></b> A uniformed officer or any employee of the government who performs the duty of guarding prisoners in transit or is otherwise exposed to a life-threatening environment with respect to incarceration of prisoners shall be entitled to hazardous pay for all periods he or she is on such duty. The differential shall be applicable only during time of exposure.</p>	10%
<p><b><u>Poisons (Toxic Chemicals) - High Degree Hazard:</u></b> 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</p>	8%

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<p><b><u>Poisons (Toxic Chemicals) - High Degree Hazard (Con't):</u></b> developed but have not practically eliminated the potential for such personal injury.</p> <p><b>Examples:</b> 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).</p>	
<p><b><u>Poisons (Toxic Chemicals) - Low Degree Hazard:</u></b> 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 and wherein protective devices and/or safety measures have not practically eliminated the potential for personal injury.</p> <p><b>Examples:</b> Handling for shipping, marketing, labeling, hauling, and storing loaded containers or toxic chemical agents that have been monitored.</p>	4%
<p><b><u>Dirty Work:</u></b> Performing work which subjects the employee to soil of body or clothing:</p> <ol style="list-style-type: none"> <li>1. Beyond that normally to be expected in performing the duties of the classification; and</li> <li>2. 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</li> <li>3. when the use of mechanical equipment, or protective devices, or protective clothing results in an unusual degree of discomfort.</li> </ol>	4%

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<b>CATEGORY OF HAZARDOUS/ENVIRONMENTAL DUTY</b>	<b>DIFFERENTIAL RATE (%)</b>
<b>Natural Disasters:</b> Working in a hazardous environment such as high velocity wind, darkness and unsafe structure; and exposing employees to hazard duties such as evacuation, search and rescue and damage assessment efforts.	25%
<b>Low Level Aircraft Operations:</b> Low-level flights in an aircraft flying at altitudes of 200 feet and under while conducting wildlife surveys and law enforcement activities, animal depredation abatement and making agricultural applications, and conducting or facilitating search and rescue operations; flights in helicopters at low levels involving line inspection, maintenance, erection, or salvage operations.	100%