

Employment with the Bureau of Land Management
Cadastral Survey Program -- Compensation Information
(This information does not include medical, dental, or retirement benefits.)

- I. What are the Primary Portions of the Compensation Package
 - A. Salary & Benefits
 - B. Per Diem
 - C. Student Loan Repayment Program
 - D. Permanent Employment - Professional Series – 1373 Land Surveyor

- II. Salary & Benefits
 - A. Freshmen and Sophomores – Typically GS3 or GS4 depending upon experience and program completion
 - B. Junior and Senior – Typically GS4 or GS5 depending upon experience and program completion
 - C. Four hours of annual leave each pay period
 - D. Four hours of sick leave each pay period
 - E. Field Work – Typically four ten-hour days each week (Monday through Thursday). Three-day weekend...Friday, Saturday, and Sunday¹.

- III. Per Diem (Not guaranteed. Depends upon the location of the survey work relative to the duty station.)
 - A. Usually, student makes arrangements to get to the duty station. (Example: A student attending UMO may be hired by Eastern States in Springfield, VA, but have a duty station at the project office in Old Town, ME.)
 - B. BLM pays for student to get to the job.
 - C. While employed by BLM, lodging is paid by BLM and per diem for meals and misc. expenses, paid once a month, ranges from \$40 to \$60 dollars.

- IV. Student Loan Repayment Program (Varies from State to State)
 - A. The Federal student loan repayment program permits agencies to repay Federally insured student loans as a recruitment or retention incentive for candidates or current employees of the agency. The program implements 5 U.S.C. 5379, which authorizes agencies to set up their own student loan repayment programs to attract or retain highly qualified employees.
 - B. Although the student loan is not forgiven, agencies may make payments to the loan holder of up to a maximum of \$6,000 for an employee in a calendar year and a total of not more than \$60,000 for any one employee.

¹ Employment in Alaska requires working six ten-hour days per week.

V. Permanent Employment – Professional Series – 1373 Land Surveyor

- A. Following graduation, a student who has successfully completed the SCEP, may² be hired in the professional land surveyor series, 1373.
- B. Typically, upon successful completion of the SCEP program, students are hired at the GS5 or GS7 level. This depends upon the student's grades. For superior academic achievement (GPS of 3.5 or above) a student may be hired at the GS7 level.
- C. The first year of employment following graduation is considered a probationary period.
- D. A student hired in the professional series receives promotions after successfully completing one year of experience at the current grade.
 - 1. A student is generally hired as a GS7. After completing one year of experience at that grade, he is promoted to a GS9. The following year he reaches his full performance level of a GS11. After becoming a GS11, the land surveyor is promoted within the grade. The second year as a GS11 Step 01, he receives a 3% raise and is promoted to a GS11 Step 02.
 - 2. It is important to note, that promotions within the professional series are not guaranteed. However, if a person has made it through the SCEP and is offered a permanent, full-time job, it is assumed he has the skills and perseverance required of a BLM Land Surveyor.

VI. Contact Information

For more information about the Student Career Experience Program please contact: Mark Wahlfield; Mark.Wahlfield@blm.gov

² There is no guarantee of employment upon completion of the SCEP program. However, if there are openings, conversion to permanent full time is processed under non-competitive hiring rules established by the Office of Personnel Management. **STEP participants must convert to SCEP prior to graduation in order for non-competitive hiring rules to apply.**