

HOOSIER SURVEYOR



QUARTERLY PUBLICATION OF THE
INDIANA SOCIETY OF
PROFESSIONAL LAND SURVEYORS, INC.

VOLUME
15
NUMBER
3



AFFILIATED WITH THE
AMERICAN CONGRESS ON
SURVEYING & MAPPING



INDIANA SOCIETY

OF

Civil Engineers and Surveyors

HELD AT

Indianapolis, January 15, 16 and 17, 1889.

TREASURER'S REPORT.

1888.

RECEIPTS.

January 19.	From balance on hand at close of last regular meeting.....	\$ 44 84
May to Oct.	From advertising.....	171 00
	TOTAL.....	\$215 84

1888.

DISBURSEMENTS.

April 2.	Paid to L. S. Alter.....	\$ 9 60
July 2.,	“ “	19 47
Aug. 16.	“ “	16 00
May —.	“ “	132 40
Aug. 25.	W. O. Wheeler, custom duty.....	1 50
Jan. to Dec.	Expressage, postage, exchange and expenses of publication.....	36 60
	TOTAL.....	\$215 57
	Balance on hand.....	27

Respectfully submitted,

ROBERT I. MORRISON,

Treasurer

In This Issue

**Bartholomew County Honored
Comments on Standards
ISPLS Meets with Registration Board
and Attorney General's Office
Election Results
And More!!**

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VOLUME 15, NUMBER 3

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EDITOR'S NOTE

Deadlines for copy for various planned issues of the *HOOSIER SURVEYOR* are as follows:

Winter issue - January 31 Summer issue - July 31 Spring issue - April 30 Fall issue - October 31. The *HOOSIER SURVEYOR* is composed and reproduced by McDowell/James Printing Co., Indianapolis, IN.

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Gary Kent
Editor

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* * * * *

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THANK YOU FOR YOUR CONTINUED SUPPORT !!

President's Message

John V. Schneider, L.S.
President, ISPLS

ISPLS GOALS

On January 6th of this year, the ISPLS Board of Directors with the help of a facilitator developed a list of primary goals for the society. The goal setting session was invigorating and enlightening, and will be followed by an all day session on January 25th to develop action plans for attaining these goals. Goals and plans will be shared with members at the annual meeting.

On the subject of goals, of the many articles I've read on setting goals and committing them to writing, the following story has had the most impact.

In 1966, after being fired at the University of South Carolina, an Assistant Coach sat down, determined to take control of his life. He could have chosen to wallow in self pity, after all, he was jobless and his wife was pregnant with their third child. Instead, he chose to commit to writing 107 goals. Some were professional, some spiritual, some personal, and many, to an outside observer, would have seemed preposterous. To have dinner at the White House, to make a hole in one, to see the Pope, to appear on the Johnny Carson Show; is this guy some kind of nut?

Through January 2, 1989, this person has achieved 85 of the 107 goals, including those mentioned above. Most of us are probably still mulling over items to include on our 1989 New Years resolutions list, while people with a written mission in life, like former South Carolina Assistant Coach Lou Holtz are accomplishing major goals like National Championships two days into the new year.

Bartholomew County Honored for Completion of Corner Perpetuation

On October 6, 1988, a Recognition Celebration was held in Columbus, Indiana as Bartholomew County become one of only a handful of counties in the United States to complete the perpetuation of its original section corners.

County Surveyor E.R. Gray III hosted the ceremony where approximately 100 persons heard keynote speaker John Dailey, President-Elect of the National Society of Professional Surveyors congratulate E.R. and other county officials on their efforts. Mr. Dailey reported that informal investigation and polls at national conventions have revealed that perhaps only 6 counties in the country have completed their corner perpetuation.

Also speaking at the ceremony was Calvert W. Brand, a local politician who was instrumental in initiating the 1965 Corner Perpetuation Act and in seeing the Bartholomew County efforts through to fruition.

ISPLS President-Elect Gary Kent also spoke to the gathering and emphasized that an ongoing program must be planned to



protect and utilize the investment. He encouraged the use of State Plane coordinates to permanently fix the monumented locations and the establishment of a land information system to capitalize on the value of the effort thus far.

County Surveyor Gray credited his staff, previous county surveyors and other public officials for contributing the the successful effort.

Bartholomew County is the first in Indiana to meet the requirements of the 1965 Act. The monuments set by the County Surveyor are cast, steel reinforced concrete posts 30 inches long and 6 inches in diameter. They are topped with an aluminum cap identifying the corner.

The original surveys of Bartholomew County were begun in 1819 with 1343 original corners eventually being set.

The ceremony was featured in the latest issue of P.O.B. and in a large article in the October 7th issue of *The Republic*, the Columbus newspaper.

John Dailey presented E.R. with a plaque featuring a brass NSPS logo and inscribed as follows:

Presented to the
People of Bartholomew County, Indiana
in Recognition of
Their 100% Perpetuation of the Original
U.S.P.L.S.S. Corners
October 6, 1988

National Society of Professional Surveyors
American Congress on Surveying and
Mapping

Bartholomew County Surveyor E.R. Gray III

ISPLS Receives Positive Comments on Standards

Editor's Note: The following letter was received by ISPLS Standards Committee Chair Wes Day in response to a letter he sent to Schinnerer and Associates, a nationwide errors and omissions insurer, requesting an opinion on the new Indiana Survey Standards.

A copy of portions of the case mentioned by Mr. Lunch is available from ISPLS headquarters, although it is not in itself particularly relevant to the issue of the Indiana Standards. Of particular interest in the case; however, is that the court held that the word "approximate" means "nearly correct or exact".

* * * * *

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November 14, 1988

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Ans'd.....

Mr. Wes Day
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Dear Mr. Day:

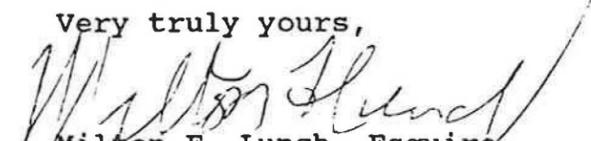
Your letter of October 14, 1988, to Steve Preston has been referred to me for comment on the minimum standards of practice for land surveying in Indiana.

Aside from the technical aspects, in which I am not qualified, the professional part of the standards are very good. They appear to be quite consistent with the ethical standards of the engineering societies, as well as the rules of professional conduct adopted by a number of the state engineering licensing boards.

The importance of the standards with regard to several parts dealing with completeness of service is illustrated by a recent Louisiana decision - Hostetler v. W. Gray & Company, Inc., 523 So. 2d 1359 (La. App. 1988). I enclose a report on that decision which will appear in the next issue of the A/E LEGAL NEWSLETTER, published monthly by Schinnerer.

Please let us know if we may be of assistance at any time.

Very truly yours,


Milton F. Lunch, Esquire
A/E Liability Consultant

ISPLS Meets with Board of Registration and Attorney General's Office

More Complaints Requested - Vigorous Enforcement Promised

Members of the Indiana Society of Professional Land Surveyors met on January 12th with the Board of Registration to discuss matters of mutual concern.

ISPLS Registration Board Liaison Committee members Wes Day, Pat Cunningham, Jake Hall and Gary Kent discussed a wide range of issues with the Registration Board including survey recordation, standards and professional development, although the issue of enforcement of the Registration Act and the Standards was perhaps the topic of most concern.

Agreement was made to cooperate in the dissemination of information on the benefits of survey recordation and in efforts to gain passage of a bill allowing for continuing professional development for Land Surveyors.

The Registration Board meeting was followed on Friday the 13th by a meeting with Deputy Attorney General David Summers (a request to meet with Attorney General Pearson was referred to Mr. Summers).

At that meeting, ISPLS President John Schneider, together with standards committee members Wes Day and Gary Kent and ISPLS counsel Ron Hansell requested information on the efforts of the Consumer Protection Agency regarding enforcement of the Registration Act. The ISPLS again requested stricter enforcement of the Act and more substantive action on complaints.

The Registration Board and the Attorney General's Office both reported that after several years of effort, an agreement has finally been made to provide for reports from the Attorney General's Office on all current investigations at each Registration

Board meeting. The Board indicated that it intends on closely tracking complaints in order to prevent the seemingly random closing of cases by the Attorney General. Such activity has plagued several ISPLS complaints in recent years.

Both the Registration Board and the Attorney General's Office promised vigorous pursuit of substantial complaints. They emphatically requested that persons aware of violations of the Registration Act and/or the Standards file complaints on those matters.

As before, the ISPLS is willing to file such complaints in the name of the Society if the complainant will forward the information to the Society President.

* * * * *

Members of the Indiana State Board of Registration

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Term expires 6/15/90

Rex Bowman, P.E., L.S.

Lafayette, Indiana
Appointed 8/18/87
Term expires 6/15/89

James Bradley, P.E., L.S.

Fort Wayne, Indiana
Appointed 7/6/84
Term expires 6/15/92

Luther Condre, L.S.

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Appointed 10/18/82
Term expires 6/15/90

Ruthann Sumpter, Public Member

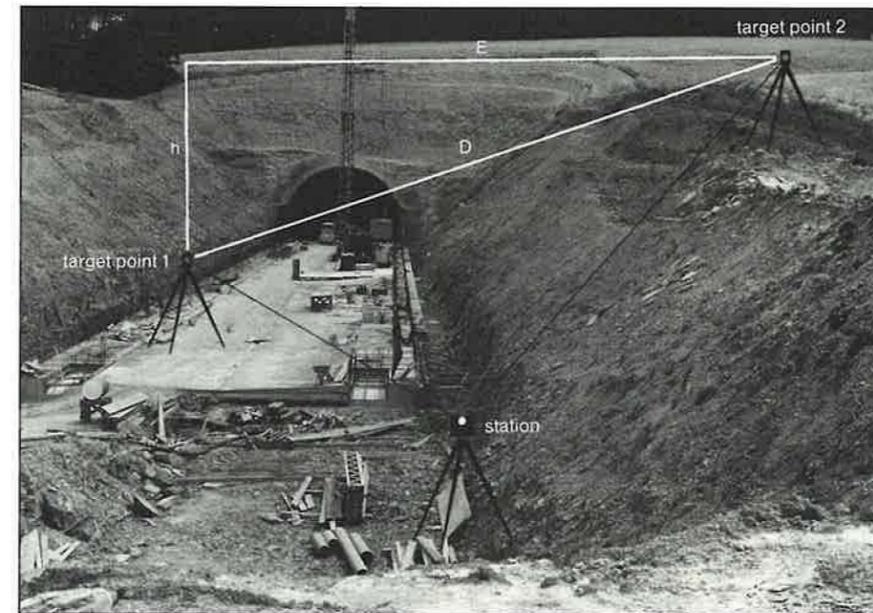
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A third point is measured, the display shows the data from points 2 to 3, etc. In the radial mode, all data is referenced from the first target (i.e. 1-2, 1-3, ...).

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"A PROFESSIONAL OPINION"

EDITORS NOTE:

Much interest has been expressed, particularly since the standards workshop, for a regular question and answer column in *The Hoosier Surveyor*.

A request is hereby extended for the submission of questions and accompanying opinions. Supporting and differing view points to prior opinions are also encouraged. Let the following question and opinion, submitted by ISPLS President John V. Schneider, serve as the first such article.

QUESTION:

A comment was made at the standards workshop about the impropriety of preparing land (legal) descriptions using distances and directions scaled from maps, photos, highway plans etc. Could you clarify or elaborate on this comment?

OPINION:

The comment was not intended to imply that a survey is required in all instances prior to preparation of a description. It is possible to prepare totally accurate and unambiguous descriptions without ever surveying or setting foot on a parcel of land. As examples; *The Southwest Quarter of Section 15, Township 10 North, Range 2 East in....*, and *....Beginning at the southwest corner of said quarter section; thence easterly along the south line of said quarter section 200.00 feet; thence northerly parallel with the west line of said quarter section 600.00 feet; thence westerly parallel with the said south line 200.00 feet to the west line of the said quarter section; thence southerly along said west line 600.00 feet to the Point of Beginning....* are not in themselves ambiguous, inaccurate or misleading. I believe them to be perfectly acceptable descriptions prepared without benefit of field measurements.

But what about the practice of scaling directions and or distances from maps and photos and incorporating these "measurements" into the description such as; *....1320 feet more or less to a fence line....;259.00 feet to the centerline of a gravel road....; on a forward deflection angle to the right of 89 degrees 30 minutes....?*

Unless qualifying language explaining in detail the source of measurement is incorporated into the body of the description e.g. *....450 feet more or less to the center of White river as scaled from the 1979 Marion County 200 scale topographic maps....*, I feel these calls as a minimum are misleading. Every measurement incorporated into a description has an implied precision of measurement, and I believe the public and subsequent land surveyors have a right to expect this precision of measurement and that we as professionals have an ethical and legal responsibility to give as much. More importantly, as a professional surveyors we are experts in measuring and to defer problems to our successors and to complicate them in the process is never acceptable professional practice.

What about using phrases at the end of a description such as "subject to a survey"? In my opinion this is not acceptable qualifying language. This verbiage while it may sound good to some is not in the body of the description and will not ordinarily be perpetuated. In my opinion it is weasel wording that will result in some future surveyor reviewing, redoing, and digging deeper and deeper in vain into his current work trying to reconcile fictitious information.

PACSOFT SPEAKS DOS

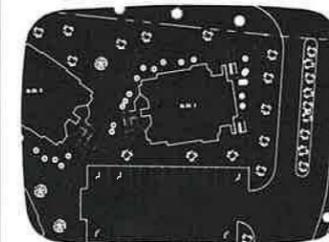
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ISPLS Election Results Announced

The results of the election for president-elect and three new board members of the ISPLS for 1990 are as follows:

President-Elect: Roger Woodfill

Board Members: Don Bengel
Jerry Carter
Randy Sexton

Additionally, ISPLS President John Schneider regretfully accepted board member Brad DeReamer's recent resignation, so the Board of Directors will soon elect one additional member to fill this vacancy. Brad's replacement will complete his term which expires in 1991.

* * * * *

Calendar

January 25-27, 1989

ISPLS Annual Convention
Indianapolis, Indiana

January 28, 1989

ISPLS Standards Workshop
Indianapolis, Indiana

April 2-7, 1989

ACSM-ASPRS Annual Convention
Baltimore, Maryland

September 17-22, 1989

ACSM-ASPRS Fall Convention
Cleveland, Ohio

January 18-20, 1990

ISPLS Spring Convention
Fort Wayne, Indiana

March 19-24, 1991

ACSM-ASPRS Annual Convention
Denver, Colorado

Member News

Clark County Surveyor and ISPLS Board member **Rollyn Blankenkemper** was honored as *Outstanding County Surveyor* at the Association of Indiana Counties meeting this past November.

* * * * *

ISPLS Participates With ICIC in Legislative Monitoring

Once again for the 1989 legislative session, ISPLS has agreed to contribute towards and cooperate with the Indiana Construction Industry Council in the hiring of Lisa Wappel as a legislative intern. Lisa is an IUPUI senior majoring in communications. She started work on January 4th.

Her duties will be primarily to react to the requests of member organizations in obtaining copies of bills and keeping tabs on the progress of legislation as it winds its way through the various committees and hearings.

ISPLS members wishing to obtain information on a bill should contact Dianne at ISPLS (317/546-0188).

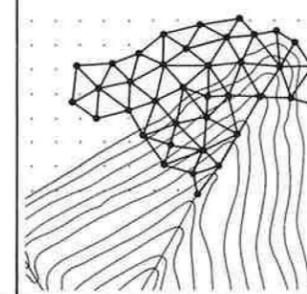
Thanks to ISPLS member Jake Hall again this year for contributing a pager by which Lisa will be reached.

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ACSM Publishes Surveying Contracts Manual

"The Sample Contracts Manual", a new book from the American Congress on Surveying and Mapping will help surveyors protect themselves when performing work for clients.

The manual was written for surveyors, by surveyors, and has been reviewed by ACSM legal counsel. In 48 pages containing contract principals, sample contracts and language for dozens of add-on clauses, the manual teaches surveyors and other small business people how to benefit from using contracts in all business dealings.

"The Sample Contracts Manual" contains five sample contracts that can be photocopied and used by surveyors who purchase the manual. These contracts can also serve as the basis for developing original contracts.

The manual is bound so that it easily lays flat to facilitate photocopying of the ACSM-copywrited forms. It sells for \$15.00 to ACSM members and students and is available to non-members for \$20.00. Send check or money order to ACSM Publications, 210 Little Falls Street, Falls Church, Virginia 22046. To place an order by telephone using VISA or MasterCard, phone Sheila McMahon at 703/241-2446.

* * * * *

ACSM Announces New GPS Training Program

Demonstrating commitment to surveying and mapping education that has kept its members at the profession's forefront for nearly 50 years, the American Congress on Surveying and Mapping has announced a Global Positioning System training program designed to help professionals take advantage of this emerging technology.

Because working effectively with the satellite system when it becomes fully operational in 1991 could play a large role in a surveying and mapping firm's success or failure, ACSM created this program to reduce the learning curve for professionals.

Instructors of the program include James Collins of Collins and Associates and Larry Hothem of the National Geodetic Survey. The training program will start in early 1989 and courses in the series will continue throughout the year.

Contact the ACSM Education Department 210 Little Falls Street, Falls Church, Virginia 22046, 703/241-2446 for registration information and to receive future updates on the program.

* * * * *

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Other documents which may be of interest include Circular R1 ("Copywrite Basic") and Circular R1e ("Copywrite Registration Procedures").

(From the October/November 1986 issue of UPDATE, a publication of the California Council of Civil Engineers and Land Surveyors)

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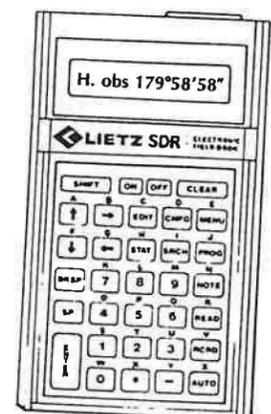
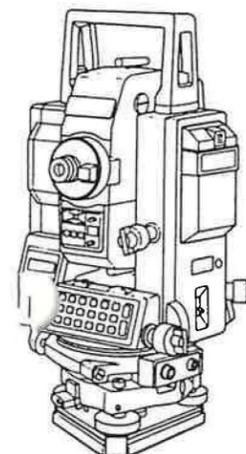
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Consider the case of Fred Foresight, a registered professional surveyor in a medium-sized city. He employs two regular two-person field crews, a drafter/graphics specialist, a computer/drafter and a secretary/receptionist. His teenage son is working for him for the summer. By adding a combination of his son, his drafter/graphics person or his computer/drafter, he is able to field three two-person survey crews to meet short term demand.

Fred handles all initial client contact, negotiation with lawyers and planning officials, research, billing and collections. He considers himself to be totally responsible for marketing his company's services. But on a typical day in the life of Fred Foresight Surveying Services Inc., the following events occur:

Fred briefs his two crew chiefs on their day's assignments, gives instructions to his office staff, then leaves to perform several functions out of the office, including research at the registry of deeds, a meeting with his banker and a conference with a client regarding a proposed commercial development project. Fred will be out of the office all day but gives his secretary/receptionist no details.

One of Fred's survey crews is sent to an industrial site where they are to re-establish a property line. It turns out that the line goes through the corner of a warehouse. The crew chief returns to the truck to check his work. While the second member of the crew is standing by the instrument, a stranger approaches and asks what is going on. The surveyor/

By Robert W. Foster

The PR PRINCIPLE

technician explains that they have just re-established a property line and "it chops off the corner of this warehouse; somebody sure screwed up!" What he doesn't realize is that this "stranger" is his boss's client and is also the owner of the warehouse. Further, Fred Foresight performed the construction staking for the warehouse when it was built ten years earlier.

That morning a phone call comes into Fred's office. The caller is a prospective client who wants to talk to Fred about a 40-acre survey. The secretary/receptionist says she doesn't know where Fred is or when he'll return. She neglects to ask for a number where the caller may be reached.

Five minutes later there is another phone call from a client asking for a progress report on his plan, due for a closing in two days. The secretary/receptionist isn't familiar with the project and calls the drafter/graphics (DG) specialist to the phone. The DG, who is overloaded with work and has no help today since the other drafter is in the field, knows that the client's project is way behind schedule. In his frustration the DG offers the explanation that the file on that project has been lost and he cannot tell the client when the plan will be done.

Fred's teenage son can only work in the morning on this day since he must spend most of the afternoon with his orthodontist. To keep him busy, the secretary/receptionist (in her de facto position as office manager) sends him across town to deliver a set of plans to a law office. Sonny arrives at the plush law offices of Tanner, Turner & Tort with his

shirt unbuttoned to his navel and with his trendy high top sneakers untied. As he hands the roll of plans (not wrapped, no cover letter) to the attractive receptionist he makes a remark that he thinks is suave, cool and cute. To her it is fresh, rude and stupid.

These four incidents demonstrate that every one of Fred Foresight's employees' activities have public relations implications, for better or for worse. Every time an employee steps out of his home and comes in contact with people, he is relating a public image. The way he dresses, his manner of speaking, his personal conduct all announce who he is. The same goes for his image as an employee. His behavior reflects upon his employer and the firm. During company hours every employee becomes an ambassador of his working place.

An owner must be doubly aware of his own conduct, for he sets the mood for his company. If he gives little thought to how his company is coming across to the public and his clients, then his employees will use that as a signal and will not care either. All it takes is one careless public appearance to leave a lasting and sometimes devastating impression.

The moral of the story is not that Fred should stay in his office all day, every day. He must go out to conduct business, meet with clients and do research at the registry of deeds. While away from his office he must rely upon his employees to make good impressions on the public when they meet them. For meet them they will, regularly and frequently.

Fred must recognize his vulnerability to the unintended public relations affects of his employees. Fred will hear about the unfortunate incident at the warehouse and the "lost file" explanation, but he may never hear about the poor impression made at the law office by his teenage son, and he will never know about

the 40-acre survey job he didn't get for lack of a return telephone number.

THE PR COMPONENT

Building a strong public image begins with implementing a cohesive public relations strategy that communicates a business philosophy of competence and quality.

First of all, let's recognize that public relations is but one component of marketing, along with market analysis, advertising, sales and business development. Public relations implies public image, and if a business has a poor public image, its whole marketing effort will be severely handicapped. So how does a business person—more specifically a sole proprietor, more specifically the surveyor/proprietor—conduct a public relations program?

TRAINING

Fred should begin to train his people in some of the finer PR techniques. The first thing he should do is point out to them that they are all—without exception—involved in public relations. The unbuttoned shirt, the poor telephone technique, the ingenious excuse for blown deadlines and the careless talk to strangers at the site all have a dangerous and damaging impact on Fred's public image. Sullied reputation, lost work, even litigation may be the result.

Fred may hire a consultant to perform market analysis for his business. He may hire a graphic designer to work on unifying the image projected by Fred Foresight Surveying Services, Inc. in its printed materials. Fred may even formalize his sales efforts by creating a file of potential clients, and by making regular follow-up calls on current and past clients. But will Fred involve all of his people in his public relations program? Will he adjust their attitudes by educating them to the importance of their own conduct and communications with the public and the clientele? Assuming that all of Fred's employees have good intentions

**Road signs should not say
"Men Working In Road."
They should say "Land
Surveyors Ahead."**

toward Fred and the business, he could with a little effort convert them to PR people with a positive impact.

SOME PRINCIPLES

A few principles are in order here. Fred's employees should never be put in a position where they must cover up for him. He should let his secretary/receptionist know where he is going and when he will return.

No one with telephone answering responsibilities should be put in a position of having to lie for an employer. The tell-him-I'm-out syndrome is bad for PR, bad for sales and bad for employee morale. It also establishes a style for the whole company in dealing with clients. It encourages employees to make excuses

The tell-him-I'm-out syndrome is bad for PR, bad for sales and bad for employee morale.

for all kinds of deficiencies in their own performance—even to their employer!

Another principle deals with assigning responsibilities. When a project is in schedule trouble, it should be clearly understood who is to communicate that fact to the client. Good client relations (a vital component of public relations) requires good client communications. If the job is in trouble and cannot be delivered on time, there is no refuge in procrastination. Tell the client sooner rather than later.

In the field, only one person should be in charge, and only one person should discuss any aspect of the project with the client or with curious passersby. Gratuitous statements should not be made (e.g., "somebody

sure screwed up"). The spokesperson should clearly understand who he is talking to: Client? Adjoining property owner? Newspaper reporter? Busybody? Further, a client can be quickly annoyed and frustrated when discussing the project with the survey crew when everybody tries to talk at once. If the crew chief and the instrument person are both trying to explain the intricacies of surveying to the client, it appears that no one is in charge. That's a bad message to the client who may be paying a hundred dollars an hour for their services.

Though beauty is only skin deep, appearances can leave lasting impressions. Enough has been written about the way surveyors dress on the job without it having to be repeated here. But surveying can be a tough, hot, sweaty, sometimes dirty job. It takes extra care and sensitivity on the part of survey crew who have worked eight hours on a dusty construction site on a hot summer day, to maintain a neat appearance when they stop for some refreshment on the way back to the office. The same is true for the company clerk who delivers plans to the offices of clients. They all carry the banner for their boss, advertising his style to the whole world.

ATTITUDE ADJUSTMENT

Reference has been made here to attitude adjustment. It's a chain reaction. The public forms strong impressions from the attitudes of people offering services. The attitude which a survey crew has toward its work and appearance may be a direct reflection of the signals that their boss is sending out to the world.

Surveyors working in the field should see themselves and talk about themselves as providing a professional service. They are not laborers. They are people involved in a highly technical service which demands particular expertise shared by no other profession. Road signs should not say "Men Working in Road." They should say "Land Surveyors Ahead."

The same principle applies to the survey vehicle. Dragging tail pipes and flopping fenders are a poor image to project to the public. But the sign on the door of the truck is important, too. Some survey vehicles look more like Good Humor wagons than vehicles from which a professional service is to be delivered. A plastic magnetic sign hanging on the door suggests impermanence. Worse yet is the hand-lettered cardboard sign stuck in the window of a carry-all.

One of the tangible work products of the land surveyor's service is the monument he sets at a property corner. The form and appearance of the surveyor's work product carry important PR connotations. Which is more impressive to the public as a sign of a professional service: an iron pipe driven into the ground at the property corner, knurled over like the tops of an old pair of boots? Or a marker with a neat cap that reports the registration number of the professional responsible for its placement? The appearance of the employer's work product may indeed have a direct impact on the employees' attitudes toward their work.

CONCLUSIONS

Public relations awareness is not just for the proprietor who is starting out in business. Nor is public relations something we start doing when we decide that it is important. Public relations is something we are all doing all of the time, whether we recognize that fact or not. All employees of the surveyor in private practice are part of that proprietor's on-going public relations campaign. The path to a healthy and successful business starts with involving everybody in a conscious effort to develop and maintain solid PR attitudes and habits.

Good public relations is everybody's business. ■

Robert W. Foster PE, PLS is chair of the ACSM public relations committee.

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SALARY SURVEY

Full-Time Private and Public Sector

How do the salaries of professionals in the surveying/mapping field stack up today? Due to the overwhelming number of requests received from private firms, government agencies, and state associations, P.O.B. is once again conducting a comprehensive salary/benefits survey to answer this question. To make it work, we need your help. We would appreciate it if you would complete this brief, **confidential** salary survey questionnaire as soon as possible. We will tabulate the responses and publish the significant results in an upcoming issue.

The major difference in this year's salary survey is the fact that we are including the public sector in our survey. This category includes Federal, state, city, county, and nongovernment public utilities personnel.

It is our intention to achieve several objectives with this salary survey. Some of these include:

- 1) to obtain a broader view of realistic economic expectations—this will be especially helpful for individuals graduating from four-year surveying degree programs
- 2) to help practitioners identify a fair salary range for their level of experience and expertise
- 3) to determine regional wage differences
- 4) to calculate salary rate in relation to firm size
- 5) to provide comparisons of employee salaries made with regard to job titles, registration, practical experience, and education
- 6) to compile a comprehensive list of employee benefits, including educational opportunities, being offered by firms

This salary survey questionnaire may appear in your state association publication. Please complete the questionnaire (*only once*) and return it to P.O.B. at the address printed at the bottom of the questionnaire, no later than April 15, 1989.

A. Salary or total wages (before taxes) from principal employer for the calendar year 1988:

1. \$ _____

B. Year you began full-time employment in the surveying/mapping field:

2. Year of Entry _____

C. Circle the number that indicates the highest degree obtained:

- | | |
|---------------------|------------------|
| 3. High School | 6. Master Degree |
| 4. Associate Degree | 7. Doctor Degree |
| 5. Bachelor Degree | |

D. Circle the number(s) that indicate your current registration or certification, if any:

8. Certified Photogrammetrist
9. Certified Survey Technician-Level I
10. Engineer-in-Training
11. Certified Hydrographer
12. Professional Engineer
13. Registered Land Surveyor
14. Surveyor-in-Training
15. Other (please specify) _____

E. Please circle the number corresponding to the job title that best describes the position you occupied in 1988:

16. Pres/Owner/Partner
17. VP/General Manager/Office Manager
18. Chief Engineer/Chief Surveyor/Department Manager
19. Field Supervisor/Project Supervisor
20. Engineer/Surveyor/Geodesist
21. Party Chief/Crew Chief/Chief Draftsperson
22. Field Crew Member/Draftsperson/Computation, Data Processing, Engineering, or Surveying Technician
23. Other (please specify) _____

F. During the major portion of 1988 were you (circle one number only):

24. Self-employed (owner or principal)
25. Drawing a salary/wage in private sector
26. Drawing a salary/wage in public sector

G. Have you experienced any period(s) of unemployment during 1988?

27. No
28. Yes, less than one month
29. Yes, between one and two months
30. Yes, between two and three months
31. Yes, more than three months

H. Circle the one number that best characterizes the place of employment from which you received the major portion of your income in 1988.

Private Sector Only	Public Sector Only
32. Architectural Services Firm	38. Federal Government
33. Engineering Services Firm	39. State Government
34. Hydrographic Services Firm	40. City Government
35. Photogrammetric Services Firm	41. County Government
36. Surveying Services Firm	42. Nongovernment Utilities
37. Other (please specify below) _____	

I. Please circle the number indicating the number of full-time employees working at the firm/agency from which the major portion of your 1988 income was derived:

- | | |
|--------------|--------------|
| 43. under 10 | 47. 100-249 |
| 44. 10-24 | 48. 250-499 |
| 45. 25-49 | 49. over 500 |
| 46. 50-99 | |

J. Please circle the number indicating the population of the community in which the firm/agency you are employed by is located:

- | | |
|---------------------|-----------------------|
| 50. 0-25,000 | 53. 500,001-1,000,000 |
| 51. 25,001-100,000 | 54. 1,000,000 + |
| 52. 100,001-500,000 | |

K. The office where you are employed is located in:

55. (State) _____

L. Please indicate how many years you have been employed by the firm/agency from which you received the major portion of your 1988 income:

56. Years employed _____

M. Circle the appropriate number(s) to indicate if your employer contributed or paid in full for each of the following benefits:

- | | | |
|---|----------------------------|------------------------|
| 57. Paid Vacation—One week | | |
| 58. Paid Vacation—Two weeks | | |
| 59. Paid Vacation—Three weeks | | |
| 60. Paid Vacation—More than three weeks | | |
| 61. Profit Sharing | | |
| 62. Paid Sick Leave | Partially Paid by Employer | Fully Paid by Employer |
| 63. Stock Plan | | |
| Health Insurance | 64. | 65. |
| Life Insurance | 66. | 67. |
| Retirement Plan | 68. | 69. |
| Dental Insurance | 70. | 71. |
| Continuing Education | 72. | 73. |

74. Other (please specify) _____

IMPORTANT!! Please complete by April 15, 1989 and mail to Associate Editor, P.O.B. Publishing Co., 5820 Lilley Rd. #5, Canton, MI 48187. Questions? Phone: 313/981-4600. THANK YOU.

ISPLS Receives Thanks from Vincennes Scholarship Winners

Editor's Note: The following letters were received at ISPLS Headquarters from the three scholarship award winners at Vincennes University.

* * * * *



Vincennes University

VINCENNES, INDIANA 47591-9986

October 20, 1988

ISPLS
5355 E. 38th
Suite 209
Indianapolis, IN 46218

Dear ISPLS Members:

I would like to thank those members of ISPLS who have donated to the Vincennes University Scholarship Program. As students we greatly appreciate these donations. The money you have awarded me has helped further my education in the land surveying profession.

I would like to thank the members for encouraging me to do my best. They have enabled me to see that land surveying is what I want to do. I am looking forward to entering the land surveying field upon graduation day.

Thanks again for your generous donations to the V.U. Scholarship Program.

Sincerely yours,

Bret Sermersheim

Bret Sermersheim



Vincennes University

VINCENNES, INDIANA 47591-9986

October 20, 1988

ISPLS
5355 E. 38th
Suite 209
Indianapolis, IN 46218

Dear ISPLS Members:

I would like to personally thank all members of the Indiana Society of Professional Land Surveyors that have contributed to the scholarship fund at Vincennes University. Through these donations students are helped in achieving their goals.

Surveying is a challenging profession full of rewards. I enjoy land surveying and am looking forward to new phases in my education again I would like to thank the society.

Sincerely yours,

Robert M. Thompson

Robert M. Thompson



Vincennes University

VINCENNES, INDIANA 47591-9986

October 20, 1988

ISPLS
5355 E. 38th
Suite 209
Indianapolis, IN 46218

Dear ISPLS Members:

I would like to take this opportunity to thank the members of the Society who have donated to the Vincennes University Scholarship Program, especially the Central Indiana and Southwestern Indiana Chapters. The money you have donated is greatly appreciated and will help me progress in my education.

The Society Member's encouragement has helped me to confirm my decision on entering the land surveying profession.

Again, I would like to thank you for your donations.

Sincerely yours,

Brian L. Schaeffer

Brian L. Schaeffer

**Purdue University
ISPLS Scholarship
Recipients**

Robert E. Smith 1978	John Wood 1978
William H. Smith 1979	Robert E. Smith 1979
Ray B. Smith 1980	Robert E. Smith 1980
Ray A. Smith 1981	Robert E. Smith 1981
Ray A. Smith 1982	Robert E. Smith 1982
Ray A. Smith 1983	Robert E. Smith 1983
Ray A. Smith 1984	Robert E. Smith 1984
Ray A. Smith 1985	Robert E. Smith 1985
Ray A. Smith 1986	Robert E. Smith 1986
Ray A. Smith 1987	Robert E. Smith 1987
Ray A. Smith 1988	Robert E. Smith 1988
Ray A. Smith 1989	Robert E. Smith 1989
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**Vincennes University
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John Wood 1978	Robert E. Smith 1978
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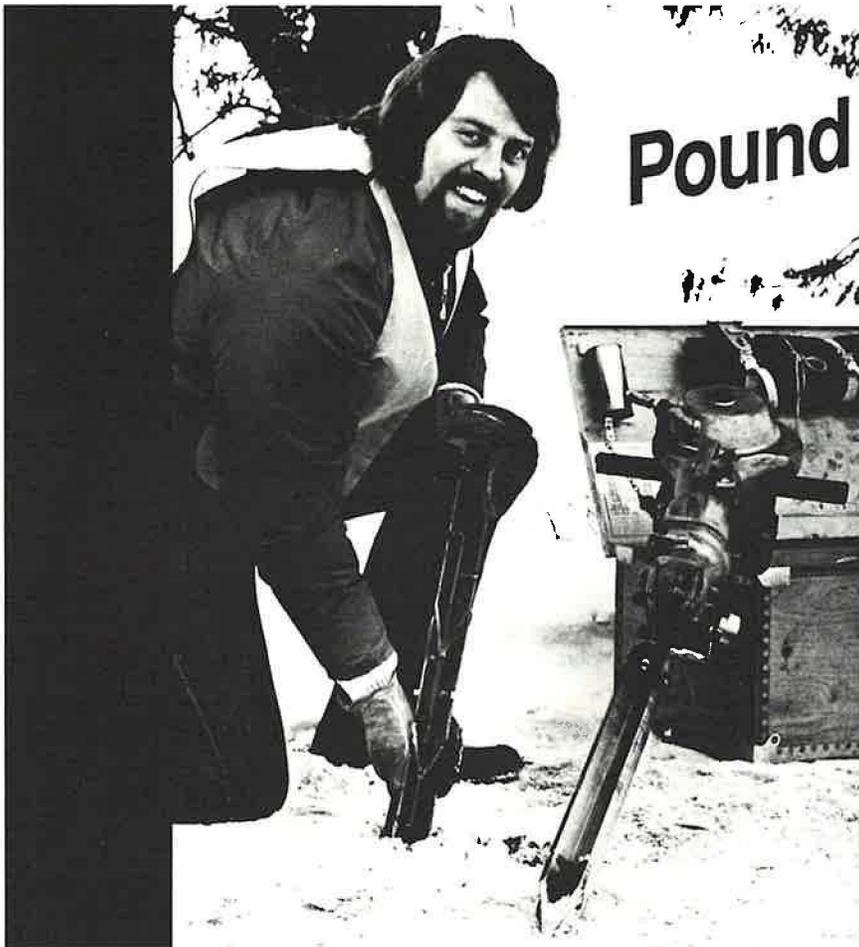
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