

The Grapevine

Newsletter

August 16, 1993

FOR CULTURAL RESOURCES MANAGEMENT

Vol 3:8

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STATE NEWS

Alaska

[Reprinted from *Heritage: Quarterly Newsletter of the Office of History and Archaeology*, Alaska Division of Parks and Outdoor Recreation.] As of July 1, 1993, there is a new nine-member Alaska Historical Commission. It merges the Historic Sites Advisory Committee, the Alaska Historical Commission, and the State Board of Geographic Names into a single entity. Membership will include the Lieutenant Governor, the State Historic Preservation Officer, a historian, an architect, an archaeologist, an Alaska Native, two members appointed upon the recommendation of the Alaska Historical Society, and one other member.

Kentucky

[Adapted from *Heritage News*, published by the Kentucky Heritage Council.] In 1991, in conjunction with the National Park Service and the American Battlefield Protection

Program, the Kentucky Heritage Council (KHC) conducted an award-winning survey of twelve Civil War sites across Kentucky. The sites documented were: Ivy Mountain, Middle Creek, Barbourville, Camp Wildcat, Mill Springs, Cynthiana, Richmond, Munfordville, Rowlett's Station, Perryville, and Paducah. This initial survey assessed the condition of the battle fields within Kentucky.

The battlefield survey effort was very successful. Currently, KHC has secured funding, including \$2.5 million dollars in Federal ISTEAF funds, for improvements at Perryville Battlefield. These funds will be used for a new visitors/contact center, additional land acquisition, and interpretation.

North Carolina

The North Carolina Archaeological Council and the Office of State Archaeology publish a series of archaeological reports, collected papers, guides, and bibliographies. Reports include investigations of such sites as Fort Raleigh, Edenton Snuff and Tobacco Manufacture, and the Wachesaw Landing Site. Titles include *Anthropological Bibliography of North Carolina, Addendum I & Addendum II: a guide to research papers in the archaeology of North Carolina on file with the Archaeological Branch of the North Carolina Division of Archives and History*, and *Archaeological Resources on National Wild life Refuges in the Southeast*. Noted authors included J.C. Harrington, Joffre L. Coe, Patrick Garrow, and Conran A. Hay.

Prices range from \$1.00 to \$4.00. For a copy of the order form, contact the Office of State Archaeology, 109 E. Jones Street, Raleigh, NC 27601-2807.

Ohio

[Adapted from *Ohio Preservation, July-August 1993*.] The Ohio Historic Preservation Act (H.B.411) has been introduced in the Ohio House of Representatives. This important and comprehensive legislation will:

- * enable counties and townships to pass laws protecting their historic resources.

- * set up a system for identifying State-owned properties that have historic significance and reviewing actions that affect them.

- * create an Ohio Preservation Grant Fund.

- * authorize a commission to study and recommend changes to the Ohio Basic Building Code.

With the second highest number of properties listed on the National Register of Historic Places of any state, Ohio clearly stands to benefit by treating its past with care. Thirty other states have review processes for state actions that affect historic properties. Many (including New York, Pennsylvania, Kentucky, and Illinois) also have state-funded grant programs which help preserve local historic, architectural, and archaeological resources, and several have passed bond issues with funds for historic preservation programs.

For more information on the Ohio Historic Preservation Act (H.B.411), contact the Ohio Historic Preservation Office, 1982 Velma Drive, Columbus, OH 43211-2497, ☎614-297-2470; or Rep. Mike Stinziano, Ohio House of Representatives, 77 S. High Street, Columbus, OH 43215, ☎614-466-5064.

FOR YOUR INFORMATION

Dan Haas, Forest Service archaeologist on the Shawnee National Forest, has accepted a promotion and transfer to the Department of Interior, NPS - Interagency Archaeological Program, Washington DC.

Enid Van De Hoek, Forest Service Archaeologist on the Chequamegon NF, has accepted the Base Archaeologist position at Camp Pendleton Marine Base in Southern California starting August 16, 1993.

LouAnn Jacobson is the new director of the Bureau of Land Management's Anasazi Heritage Center, located near Dolores, Colorado. From 1988 until her move to the Heritage Center, Jacobson was assistant state archaeologist in the BLM's New Mexico state office.

Jan Keswick, Eastside Zone Archaeologist on the Mendocino NF, has just accepted a promotion to Park Archaeologist, Hawaii Volcanoes National Park. She will be living and working on the Big Island.

William M. Kelso, formerly the director of archaeology for Monticello, has accepted the newly created position of director of archaeology at the Association for the Preservation of Virginia Antiquities, Richmond, Virginia. His primary task will be to evaluate and plan for future excavations at APVA's properties on Jamestown Island.

Roger Kennedy has been appointed director of the National Park Service. Former director of the Smithsonian Institution's National Museum of

American History, Kennedy is the author of six books, including *American Churches* and *Greek Revival America*. He has served as a trustee of the National Trust for Historic Preservation and on the board of directors of the Archaeological Conservancy.

The archaeology community is saddened by the recent death of **Albert H. Schroeder**. Former Chief of the Division of Interpretation for the National Park Service, Al retired in 1976 with 30 years of service to that agency. His contributions to archaeological community included almost 200 articles, monographs, reports, and reviews. Just this year he was awarded the Paul A.F. Walter Award for his service to the Historical Society of New Mexico and the Heritage Preservation Award for distinguished lifetime achievements in archaeology and historic preservation. Messages and condolences may be sent to the family at 1108 Barcelona Lane, Santa Fe, New Mexico 87501.

Len E. Winter has accepted a position with Gray & Pape, Inc., as Principal Investigator in their Richmond, Virginia, office.

PUBLICATIONS

Easy Guide to Rehab Standards, Rhode Island Historical Preservation Commission, Old State House, 150 Benefit Street, Providence, RI 02903, 401-277-2678, 1992, 62 pps., illustrations, \$2, paper. This guide seeks to demystify the preservation review process. Included is a summary of principles which should guide the rehabilitation of historic buildings.

The first part answers questions about historic preservation and historic district zoning, the second part helps the reader analyze a building and determine which of its elements are part of its historic quality, and the third section discusses and illustrates the principle of good planning for work on a historic building.

Understanding Architectural Drawings: A Guide for Non-Architects, John J. Cullinane, 1993, 139 pps, 330 illustrations; \$24.95 + \$4 S & H. Available from The Preservation Press, Attn: Order Department, 1785 Massachusetts Avenue NW, Washington, DC 20036, 202-673-4066, FAX 202-673-4172. This publication can assist individuals who may be responsible for reviewing drawings and evaluating construction documents. Designed to demystify drawings and specifications, *Understanding Architectural Drawings* reveals the inside tricks practiced by every architect, and provides the tools necessary to understand drawings and how they are created. Also included is a glossary, and guidelines and standards for rehabilitation from the Secretary of the Interior.

Commoners, Tribute, and Chiefs, by Stephen R. Potter, University Press of Virginia, 280 pps., \$29.95. Through archaeology, anthropology, and ethnohistory, this book traces the rise of the Chicacoans, whose territory straddled the boundary between the Powhatans and the Conoys. This work presents a case study of the Chicacoans from A.D. 200 to the early 17th century. In this manner, the reader has a window into the development of Algonquian culture in the Chesapeake and the responses of its constituent societies to the invading Europeans. Potter examines the stratification of individual chiefdoms into elites and masses of tribute-paying commoners, and he demonstrates the progressive consolidation of Algonquian peoples in the century preceding European influx. Available through The University Press of Virginia, Box 3608, University Station, Charlottesville, VA 22903, 804-924-3468. [Adapted from review in *CRM*, Volume 16, No. 7.]

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BOOK REVIEW

STONE TOOL PROCUREMENT, PRODUCTION, AND DISTRIBUTION IN CALIFORNIA PREHISTORY, edited by Jeanne E. Arnold. Perspectives in California Archaeology, Volume 2, Institute of Archaeology, University of California, 1992.

Reviewed by Robert P. Connolly

The point of this volume is to present an anthropologically oriented analysis of lithic materials generated through cultural resource management programs. In her introduction Arnold argues that the scope of contract reports can and should go beyond repetitive artifact descriptions and address "...issues such as the organization of tool production and consumption, the structure of regional exchange systems, and the articulation of stone tool use with other aspects of cultural lifeways"(1). The volume offers three examples of the proposed approach.

Chapter 2 by John W. Rick and Thomas L. Jackson analyzes the Great Blades obsidian cache excavated 20 years ago by the U.S. Forest Service from the Clear Lake Basin in California's North Coast Range. The cache, isolated from other evidence of cultural activity, contained 69 partial and fragmentary obsidian bifaces. In line with the goal of this volume, the authors note that the cache presents the "...possibility to reconstruct a small number of human actions at a virtual instant in prehistory"(5). After several initial pages of rambling text, Rick and Jackson tentatively conclude that the artifacts were cached because of technical flaws that precluded high exchange value.

Topics discussed in the 60-page article include the defined research problems of the spatial arrangement of the cache bifaces, the significance of size and form variation among the cache bifaces, and identification of the represented stages of biface reduction. Also included are standard and innovative variables used in analysis, 20 pages of numeric analysis, contextual and temporal data, and conclusions.

The value of this chapter is in its attempt to address the issues raised by Arnold in her introduction. In this regard, Rick and Jackson consider a wide range of activities that could have produced the cache. The discussion focuses on production technology, trade and exchange, the organization of production, and economic value. The chapter is weakened when the authors attempt to provide more precise interpretations than the data allow. For example, the cache contained no prehistoric carbon or diagnostic artifacts for providing temporal information. A lengthy discussion of the problems with obsidian hydration is also presented. However, the tentative conclusion that "If our dating the cache at circa 2400 years ago is correct..."(50) becomes "The 69 bifaces of the cache were

made exclusively of Borax Lake obsidian about 2300 years ago" (56). Similar "leaps of faith" are used in promoting specific behavioral activities over alternative explanations.

Chapter 3 by Jeanne E. Arnold analyzes the biface production industry as illustrated by contract programs associated with the Vandenberg Air Force Base on the southern California coast. The analysis is complemented by inclusion of data from a broader regional context. In addition, Arnold provides a historical overview for preform and chert source analysis of the region. Arnold notes the voluminous discussions on lithic analysis methodologies of late. She herself employs methods that are from the descriptive tradition and based on replication studies.

The hypotheses tested in the chapter include the formal heterogeneity of the Vandenberg preform collection; reduction stages present at the various sites; preform types recovered based on proximity to chert sources; a regional shift in chert demand through time; potential use-wear on preforms; and craft specialization. Also included is an evaluation of the extent that the data support each of the seven original hypotheses. Of particular value, Arnold's chapter analyzes material with a considerable temporal depth and regional scope.

Chapter 4 by Douglas B. Bamforth focuses on the nature and distribution of specific lithic raw materials on a regional basis coupled with the procurement process at quarry sites. Data is drawn from four quarry sites in the central Mojave Desert of southeastern California situated on the right-of-way for a powerline project.

Sections of the chapter consider the range of lithic resources in the study area, the quality and quantity of lithic raw materials, and production activities carried out at the four study sites. Bamforth argues for a general similarity in activities throughout the study area. The chapter provides a good baseline for comparison with non-quarry sites in the regions.

In this volume, Arnold's goal of employing cultural resource management data for going beyond "repetitive description" to address issues concerning prehistoric lifeways achieves a good degree of success. The nature of the volume necessitates a more detailed discussion of lithic analysis than most readers will find useful, particularly in Chapters 1 and 2. Several comprehensive statements within each chapter that summarize such discussions would have made the volume less confusing and tedious to read. As an aside, this volume continues the tradition in archaeological literature of using unaltered graphs produced by software packages with little consideration of developing more easily interpreted figures that better explain the data.

CALENDAR OF MEETINGS

August 12-15 - 66th Pecos Conference - SW Archaeology will be held at the Casa Malpais National Historic Landmark Site, Springerville, Arizona. Themes of this year's conference include: PaleoIndian, Archaic, Anasazi, Mogollon, Hohokam, MesoAmerican, Entrada, Historic, and Method and Theory. For further information contact: Dr. John W. Hohmann, Louis Berger & Associates, Inc., 5343 North 16 Street, Suite 260, Phoenix, AZ 85016, ☎ 602-2341124/FAX 241-1561, or Brian W. Kenny (Arizona State Land Department) ☎ 602-506-4608/FAX 506-4882.

September 18, 1993 - Monongahela Conference will be held at California University of Pennsylvania, California, PA. Requests for further information should be directed to John Nass, Dept. of Social Sciences, California University of Pennsylvania, California, PA 15419-1394.

September 29-October 3 - The National Preservation Conference will be held in St. Louis, Missouri. The theme will be the challenge of livable communities and the role of historic preservation in meeting this challenge. For information and a brochure contact: The National Trust, 1785 Massachusetts Ave. NW, Washington, DC 20036, ☎ 800-937-6847.

September 30-October 2 - 1st Rocky Mountain Anthropology Conference will be held at the Virginian Saloon and Conference Center, Jackson, Wyoming. This year's theme is: *Human Use of High Elevation Environments*. For information contact: Michael D. Metcalf, Metcalf Archaeological Consultants, PO Box 899, Eagle, CO 81631, ☎ 303-328-6244. Local Arrangements: Jamie Schoen, Bridger/Teton National Forest, PO Box 1888, Jackson, Wyoming 83001, ☎ 307-739-5523.

November 3-6 - Southeastern Archaeological Conference (SEAC) will be held at the Radisson Plaza Hotel, in Raleigh, North Carolina. For more information contact: Mark A. Mathis, Office of State Archaeology, 109 East Jones Street, Raleigh, NC 27601-3120, ☎ 919-962-6574, FAX 919-962-1613.

November 4-7 - American Society for Ethnohistory will hold its annual conference at Indiana University Memorial Union, Bloomington, Indiana. For further information contact: Douglas R. Parks or R. David Edmunds, American Indian Studies Research Institute, Indiana University, 422 N. Indiana Ave., Bloomington, IN 47405, ☎ 812-855-4086.

January 5-9 - Annual Meeting of the Society for Historic and Underwater Archaeology, Hotel Vancouver, Vancouver, BC, Canada. Contact: David V. Burley, Department of Archaeology, Simon Fraser University, Burnaby, BC V5A 1S6, Canada.

If you have a meeting you would like to include on our calendar, The Grapevine will be glad to list it for you. Please remember to submit your listing by the 10th of each month.

CORPORATE QUESTIONNAIRE RESULTS

In May of this year *The Grapevine* sent a corporate questionnaire to over 100 CRM consulting firms from all over the country. This questionnaire was the result of several reader comments that archaeologists are too often under-compensated according to their skills and education, particularly when compared to other technical disciplines. In response we put together a survey which included questions on contractor's pay scales, hiring practices, etc.

Because *The Grapevine* is published by Gray & Pape, Inc., a CRM firm, we took certain steps to ensure the anonymity of the respondents and to remove any potential for the misuse of proprietary information. To this end, a third party, not employed by a CRM firm, received, tabulated, and reported the results of the survey. Ellen Armbruster, a FERC archaeologist, contributed considerable time and effort to this task. Beyond the tabulation of the raw data, she conducted the special analyses that are presented in this report. Her efforts should be greatly appreciated by all members of the CRM community.

We greatly appreciate the efforts of those who took the time to respond to this survey. We had 29 responses, which is over 24% of those CRM firms surveyed. Considering the fact that the survey was sent in the height of the field season and the nature of the proprietary information requested, we view this rate of participation as very successful. *The Grapevine* hopes that the following information will be useful to the CRM community and we hope that it will serve to initiate dialogue on the business aspects of conducting CRM.

The results of the survey are presented in the next four pages. These pages are an insert to *The Grapevine*, designed so that the results can be pulled to be read, used, or filed separate of the newsletter.

*** REMINDER ***

The recent budget passed by Congress included an additional 3¢ per gallon gasoline tax. This tax increase will probably affect the mileage rate allowed by the IRS, as well as those government agencies that contract-out their CRM work.



The Grapevine

Corporate Questionnaire Results

COMPANY INFORMATION

In what region of the country are you located?

	<u>Number</u>
Southeast	6
Midwest	5
West Coast	5
Rocky Mountain	4
Southwest	3
Mid-Atlantic	2
Northeast	2
Texas	1
Great Plains	1
Northwest	0
Alaska	0

How is your company organized?

Corporation - public	1
Sole proprietorship	7
Corporation - private	20
Institutional program	1
Limited partnership	0

Are you a "for profit" or "non-profit" organization?

For Profit	24
Non-profit	3
No answer	2

What percentage of your contracts are:

	<u>%</u>	<u>Number</u>
Cost plus	70+ %	9
Fixed fee	70%	17
Equal	50%	3

What percentage of your work is:

	<u>%</u>	<u>Number</u>
Government	75+%	4
Energy/ utilities	50%	5
	68%	9
Land developers	30-50%	3
Non-profit	negligible	
Transportation	30-40%	6
Rural water/ mining	80%	1
Contract- private	80%	1

What is the average yearly gross income of your company?

less than\$ 50,000	2
" \$100,000	2
" \$200,000	4
" \$300,000	1
" \$400,000	2
" \$500,000	1
" \$700,000	1
" \$800,000	2
\$1 million	6
> \$1 million	3
no answer	4

What percentage do you calculate your overhead expenses?

<u>%</u>	<u>Number</u>
3-20%	3
21-40%	3
41-60%	6
61-80%	3
81-100%	5
101-120%	3
138%	1
150-170%	1
3.75 multiplier	1
no answer	3

What items constitute your overhead expense?

Insurance	24
Office Equipment	23
Payroll	20
Rent	19
Benefits	11
Utilities	10
Office administration	9
Vehicles/transport.	9
Accounting	9
Telephone	8
Dues/meetings	7
Taxes	6
Postage	5
Legal fees	5
Lab supplies	4
Depreciation	4
Banking/loans	4
Retirement	4
Marketing	4
Journals	3
Maintenance	2
Profit sharing	2
University's cut	1
Photo/drafting	1
Planning	1
Computer	1

What percentage do you charge for profit?

<u>%</u>	<u>Number</u>
1%	1 (10% fee)
4-5%	1 (10% fee)
10%	7
10% (salaries)	1
11-14%	6
15%	2
20-35%	1
20% (labor)	1
no answer/none	9*

(* Note - three are non-profit)

What is your per diem rate?

	Number
none	1
\$20	1
\$25	1
\$30	1
\$45-55	9
\$60-65	8
\$69	1
\$75	1
\$60-75	1
variable	1
\$25 +lodging	1
\$19 +lodging	1
no answer	2

What is your mileage rate?

none	1
20¢	1
25¢	4
26¢	1
27¢	7
28¢	6
35¢	2
38¢	1
35-45¢	1
40¢	1
50¢	1
51¢	1
no answer	2

COMPANIES THAT MAKE \$1 MILLION DOLLARS OR MORE

Company Information

A special analysis was done for the 10 companies that do approximately \$1 million worth of business per year. These companies were located all over the country including firms from the Midwest (2), Southwest (2), Mid-Atlantic (2), Southeast (1), West Coast (2), and Texas (1). All were "For Profit" companies; nine firms were private corporations and one was a publicly held corporation.

Energy related work was the most frequent single source of contracts for these firms. Governmental work was the most frequent source of work for one firm. Five firms reported a mix of energy, government, and transportation work.

Profit margins range from 10% to 20%, with the majority (6) reporting a 10% profit margin. Overhead rates range from 43%-115%; obviously individual firms use different methods to calculate this rate.

Employee Information

The pay scale for million dollar + firms follows the trend exhibited by all responding firms. The companies at the low end of the pay scale tend to be from the South and companies at the high end of the pay scale tend to be from the West (primarily California). Our analyst tabulated the pay scale for uppermost employees, Partner/Project Manager, versus Crew/Field Technician, the position at the bottom of the pay scale. The Partner/PM wages range from \$18.50 to \$50 per hour, with half reporting a \$21-27 per hour wage. The Crew/Field Technician wages range from \$7.50-\$13 per hour, with the majority paying a \$8-8.50 hourly wage.

Benefits were provided by all firms. Eight companies provided full benefits; only one paid less than 100% of the insurance. Two firms offer a much more limited range of benefits; both firms were from the Mid-Atlantic region.

SOLE PROPRIETORS

Seven respondents were from companies with a sole proprietor. These firms are located in the Rocky Mountain (3), Great Plains (2), West Coast (1), and Southeast (1). Six identified themselves as "For Profit" firms; one didn't respond.

Five of the seven reported that their work was limited to one type: energy (2), government (1), other (2), mixed (2). A majority (6) indicated that the contracts were fixed fee; one indicated an almost equal number of fixed fee and cost plus contracts.

Company incomes range from \$6,000 to \$175,000. Overhead rates are from 15% to 64% (one blank). Only two reported their profit margins: 11% and 20-25%.

Only two firms have full-time salaried employees. Four have 1-4 hourly employees. One firm has no employees, only independent contractors.

Partner/Project Manager wages range from \$8 to \$50 per hour. The majority of these wages are

\$25-30 per hour. Crew wages range from \$8 to \$15 per hour (one lists no crew). There is no cluster of wages in this group; they are evenly spaced across the range.

Benefits are very limited for most of these companies. Only one firm pays annual leave and holidays. Two firms pay health insurance. One firm pays life insurance. The rest provide no benefits to their employees.

EMPLOYEE INFORMATION

How many employees do you have?

Full-time/ salaried	Hourly	Number
1	4-6	1
2	4-8	2
3	14-20	1
4	4-38	3
5	12-20	3
6	5	1
8	15	1
10	25	1
12	22	1
15	70-140	2
16	25	1
17	20	1
33	105	1

Nine responses list no full-time/ salaried employees. Of this number six had fewer than 7 hourly employees and three had 13-45 employees.

How many employees have BAs, MAs, or PhDs:

Unfortunately, this question was incorrectly worded. It should have read "What percentage of employees have BAs, MAs or PhDs?" Consequently, raw figures do not reflect the size of staff.

For basis of comparison, The Grapevine contacted a federal government agency to enquire about the General Scale (GS) levels for their archaeological positions. Using GS for Major Federal Civilian White-Collar Pay Schedules (January 1993), we identified the starting (Step 1) yearly salary for each position and divided by 2,080 hours. The results are as follows:

* Field/ lab technician	\$8.82
* Assistant Field or Lab director	\$10.92
* Field or Laboratory Director	\$13.36
* Sr. Archaeologist	\$16.16

What is the average hourly wage that you pay for the regularly used staff positions?

Partner/Owner	N/A	7
	\$8	1
	\$15-19	4
	\$20-30	7
	\$30-40	6
	\$50+	4
Project Manager	N/A	15
	\$12.50-15	3
	\$17.50-20	4
	\$20-25	4
	\$30-31	4
Administrator /Accountant (write-in)	N/A	13
	\$8.00	1
	\$10-12.50	4
	\$12.50-14	7
	\$15.00	3
	\$20.00	1
PI (PhD)	N/A	13
	\$13-16	6
	\$20-25	10
PI (MA)	N/A	10
	\$12	1
	\$14-16	11
	\$20-22	5
	\$27	2
Senior Archaeologist	N/A	11
	\$9.50-10	2
	\$11-13.75	4
	\$15	4
	\$17-19	6
	\$20-22	2
Archaeologist	N/A	10
	\$8.00	1
	\$10.00	4
	\$11.00	3
	\$12-15	7
	\$16-18	4
Assistant Archaeologist	N/A	13
	\$7.50-8.50	3
	\$9-9.93	5
	\$10-12.50	7
	\$14.00	1
Crew Chief	N/A	10
	\$8.50-10	4
	\$10-12.50	10
	\$14-16	5

Crew	N/A	7
	\$5-7.50	5
	\$8-8.50	10
	\$9.00	3
	\$10.00	1
	\$12.50-13	3
Laboratory Director	N/A	10
	\$8-8.50	2
	\$10-11	4
	\$12-13	7
	\$15.00	3
	\$16.00	2
	\$23.00	1
Laboratory Analyst	N/A	12
	\$5-8	2
	\$8-10	5
	\$10.00	5
	\$15.00	4
	\$16.00	1
Laboratory Technician	N/A	8
	\$5-7.50	6
	\$8-8.50	9
	\$9-10	3
	\$12.00	2
	\$15.00	1
Historian	N/A	12
	\$12.00	1
	\$14.00	1
	\$15.00	7
	\$16-17.50	4
	\$20-25	4
Architectural Historian	N/A	17
	\$13-14	2
	\$15.00	4
	\$17.50-18	3
	\$25-30	2
	\$50.00	1
Drafting/ graphics	N/A	11
	\$8.50-12.50	4
	\$10-12.50	9
	\$13-15	4
	\$18	1
Office Manager/ Secretary	N/A	9
	\$7.50-9.30	6
	\$10-11	4
	\$12-12.50	4
	\$13.70-15	4
	\$18	1
	\$25	1
Clerk/ receptionist/ typist	N/A	10
	\$6-8.60	12
	\$9-10.50	4
	\$12.00	2
	\$13.00	1

In general, do you feel that archaeologists are under compensated for their skills and education, when compared to other technical disciplines?

YES 22
YES & NO 1
NO 1
No Answer 5

If so why?

Fledgling profession; haven't learned the realities of marketplace; behave like scientists in a land of consultants;

Clients are forced to do CRM, no commitment to CRM, view CRM as an impediment;

Low bid/ competition; few opportunities, many bodies; CRM done from universities can use student labor;

High expenses; labor intensive vs. other environmental disciplines;

No licensing/certifying standards; not perceived as a technical discipline/ lack of uniform national standards; too many unqualified, unprofessionals who sell their services out of their living rooms.

What benefits, if any, do you offer your employees?

Please note that when "number" does not total 29, respondents answered "yes"

	Number	Days per year
Vacation	8	0
	6	5
	9	10-12
	3	14-15
	1	15 vacation & sick
Holidays	8	0
	1	5
	13	6-9
	4	10-13
Sick	14	0
	7	1-5
	2	6-8
	3	10-14
Personal	22	0
	3	1
	1	1-3
	1	10
	1	use sick leave
Insurance	Number	% paid
Health	9	0%
	2	25%
	5	50-60%
	1	50-100%
	1	80%
	10	100%
Life	13	0%
	2	50%
	1	50-100%
	1	80%
	10	100%
Disability	17	0%
	3	50-80%
	7	100%
Retirement/	12	no
Profit Sharing	17	yes

How much do you pay independent consultants who serve as:

	Number	Per Day
Archaeologist	18	N/A
	5	\$120-160
	1	\$144-200
	4	\$200-300
Historian	16	N/A
	2	\$96-120
	2	\$120-160
	4	\$160-200
	3	\$225-250
	2	\$350-360
Architect	12	N/A
	1	\$96-240
	1	\$150
	5	\$200-280
	2	\$160-400
	6	\$350-400
	1	\$520
	1	\$600
Geomorphologist	10	N/A
	1	\$100
	8	\$160-200
	2	\$250
	1	\$320
	3	\$400
	3	\$520-560
Photographer	19	N/A
	4	\$64-80
	1	\$144
	2	\$200
	1	\$160-800
	1	\$250
	1	\$520
OTHER:		
Paleobotonist	2	\$144-200
Zooarcheologist	2	\$80-200
Microwear	1	\$50/artifact
Ethnobotonist	1	\$50/sample
Computer	1	\$250/day
Historic Preservation	1	\$800/day

COMMENTS ON PAY SCALES

As she was tabulating the data on pay scales, Ms. Armbruster made several observations that are not apparent from the tabulations presented above. As mentioned in the discussion of companies that do approximately \$1 million worth of business, she observed that companies paying at the low end of the pay scale tend to be from the South (i.e. Mississippi, Arkansas, Florida, and Texas), with one company from the Midwest also falling into this category. The West Coast firms (primarily California) tend to pay their employees the most, but this is understandable considering the high cost of doing business and living in this region of the country.

The categories of Archaeologist, Assistant Archaeologist, and Crew Chief posed a problem in this survey. Ms Armbruster observed that respondents tended to fill in one or two of these categories while leaving the other one(s) blank, which leaves us to conclude that these titles are relatively equivalent.

One final note, five of the respondents did not fill in any information on employee wages. As noted in the discussion of sole proprietors, one company does not have any employees. Furthermore, some of the smaller firms have only two full-time employees. Finally, a few firms did not fill in any of the salary information (These are the same firms that failed to provide all proprietary information.).

SAA NOMINATIONS

Society for American Archaeology
Call for Nominations
Society Elections 1994

The 1994 Nominating Committee is very interested in promoting the active participation from the CRM community in the Society. To this end, they have asked The Grapevine to run the following announcement.

The 1994 SAA Nominating Committee is seeking nominations for the following positions:

President-elect (1994), to succeed to the office of President for 1995-1996.

Secretary-elect (1994), to succeed to the office of Secretary for 1995-1996.

Executive Board member, Pos. 1 (1994-1996).

Executive Board member, Pos. 2 (1994-1996).

Nominating Committee member 1 (1995).

Nominating Committee member 2 (1995).

The 1994 Nominating Committee consists of Jim Judge, Chair (Fort Lewis College); Wes Cowan (Cincinnati Museum of Natural History); Tom Green (Arkansas Archaeological Survey); Harry Safer (Texas A & M University); and Kate Spielmann (Arizona State University). The Committee is anxious to develop a slate of qualified candidates which faithfully represents the full diversity of the SAA membership. Members are urged to suggest names of qualified candidates to Dr. James Judge, Department of Anthropology, Fort Lewis College, Durango, CO 81301, ☎ 303-247-7409, or to any other member of the Nominating Committee. Please notify us as soon as possible, but by October 1, 1993, at the latest.

JOB ANNOUNCEMENTS

PRINCIPAL INVESTIGATOR – Gray & Pape, Inc., has an immediate position open for a Principal Investigator, specializing in prehistoric archaeology of the Midwest and/or Mid-Atlantic. An M.A. in Anthropology and previous experience in cultural resource management (CRM) supervision at the Principal Investigator-level, including an ability to assess resource significance according to federal and state guidelines, is required. In addition to expertise in prehistoric archaeology, this person must have sufficient knowledge of historic archaeology to be able to evaluate historic resources at the Phase I level of investigation. The ability to write clear, concise, and thorough CRM technical reports without extensive editing is required, as is the ability to manage multiple projects simultaneously. This person will also be asked to assist in the preparation of proposals and in marketing. Communication skills and an ability to effectively supervise people are a must. Knowledge of WordPerfect is essential; familiarity with database, spreadsheet, Geographic Information Systems (GIS), and CADD applications is preferred. Other skills that will be given serious consideration include knowledge of geomorphology, prehistoric artifact analysis, and/or faunal/floral analysis. Gray & Pape, Inc., offers a competitive pay and benefits package, including paid

holidays, paid vacation and sick leave, and health and disability insurance. After one year of employment, regular employees are eligible for a profit-sharing retirement plan. Send a current resume, three references from persons in the CRM field, and an example of recent CRM technical writing (not to be returned) to Gray & Pape, Inc., 1318 Main Street, Cincinnati, Ohio 45210. An Equal Opportunity Employer.

Historic Archaeologist-- Mariah Associates, Inc., has a full-time career-track position opening for an historic archaeologist specializing in 18th- through 20th-century archaeology of the central and/or western United States. Qualified candidates should have at least a M.A. in anthropology and previous experience in cultural resource management (CRM) supervision at the Project Archaeologist or Principal Investigator level, and meet all requirements of the 1983 Secretary of Interior Guidelines. An ability to assess resource significance according to federal and state guidelines is required, as is an ability to write clear, concise, and thorough technical reports. The successful candidate may be responsible for managing multiple projects simultaneously as well as participating in the preparation of proposals and in marketing. Effective communication and supervision skills preferred. Knowledge of WordPerfect is essential; familiarity with data bases, spread sheets, and statistical procedures desirable. Other preferred skills include some knowledge of prehistoric artifact analysis, oral history techniques, and historical landscape analysis. This position is based in Austin, TX, but the candidate must be willing to conduct fieldwork and travel throughout the western United States.

Mariah Associates offers a competitive pay and benefits package including paid holidays and vacations, sick leave, health insurance, and a retirement plan. Send current resume, and the names of three references in the CRM field to Mariah Associates, Inc., 3939 Bee Caves Road, Suite C-100, Austin, Texas 78746. Mariah is an equal opportunity employer.

Seminole County Government is seeking an individual to serve as curator of their historical museum collections. Responsibilities include collecting historical artifacts, preparing historical artifacts for exhibits, presenting educational programs, and directing and supervising clerical staff and volunteers. Minimum requirements are an MA in history, anthropology, or archaeology, and two years' experience in museum collections, exhibit construction and design, or other professional museum work. Equivalent combination of related training and experiences will be considered. Send resumes or applications directly to the Seminole County Employee Relations Department, 1301 E. Second Street, Sanford, FL 32771, ☎ 407-321-1130, ext. 7945. EEO/M/F/H/V

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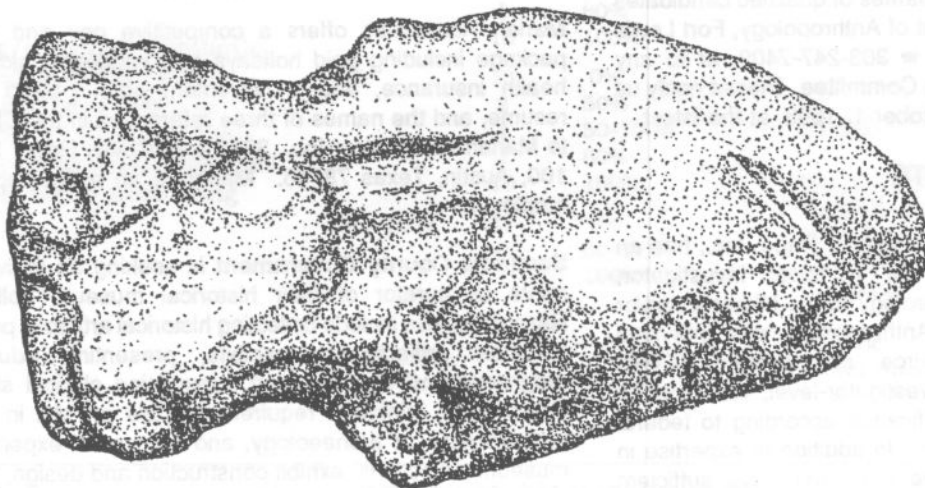
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