

**US Fish and Wildlife Service
Experienced Services Program
(FWS-ESP)**

Position Levels and Wage Range

Position Level		Wage Range
1	Specialized area of study, programmatic and technical duties. 5 years of related on-the-job experience.	\$15.00 - \$24.99*
2	Specific degree, specific technical skills and certification. 10 years of related on-the-job experience.	\$25.00 - \$34.99*
3	Specific degree, Professional with comprehensive experience and institutional knowledge. 15 years minimum of related on-the-job experience.	\$35.00 - \$49.99*
4	Professional/ expert in the field or discipline. Significant institutional knowledge regarding policy or practice within the profession and on a national level. 20 years minimum or related on-the-job experience.	\$50.00 - 80.00*

*The Center starts with the lowest wage in the range for participants, unless the US Fish and Wildlife Service provides guidance otherwise.

The Center's FWS-ESP Enrollees will in no way displace current employees or substitute future Federal workers.