**Salary**

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**Know the Types of Salary Structures**

- **Pre-determined Salary and Benefits**
  - Entry level attorneys are offered identical salary/benefits
  - Salary is usually raised annually as the attorney advances
  - Large Firms and Government Agencies use this structure

- **Negotiated Salary and Benefits**
  - Defined by the market and what the firm can afford
  - Small and Midsize Firms, Corporations, and Contract hourly/work use this structure

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**Know the Market**

- Take the time to self-assess and determine a realistic value of your skills. Research market salaries for the geographic area, type of position, and level of experience.
  - Salary surveys: NALP, Robert Half Legal, Tarrant County Bar Association, TYLA, etc.
  - If you are interviewing with a company, check out websites such as PayScale and Vault.

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**Know What You Need and Your Worth**

- ★ Determine your "bottom line" number.
- ★ If they only offer you the bottom line number, will you take the job if they offer it?
- ★ Don't limit your worth based on your previous experience.
- ★ Wait until you find out about how benefits are managed before you answer any questions about salary.

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**Know Possible Fringe Benefits**

- ✅ Bonuses
- ✅ Overtime policies
- ✅ Insurance Packages
- ✅ Tuition reimbursement
- ✅ Flexible work schedule
- ✅ Vacation and sick leave
- ✅ Disability and life insurance
- ✅ 401(k) matching contributions
- ✅ Training, CLE, and professional memberships

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**Negotiation Tips**

- ★ If you can't negotiate salary, you can consider negotiating fringe benefits.
- ★ If you are asked to give a desired salary, you could say, "I am flexible and open to discuss a reasonable compensation package but based on market-research and my specific skill set I would be open to receive an amount between $50,000 to $60,000." A range gives room for negotiation.
- ★ If you're not sure how to answer the question you can say, "Before I can give you an answer to the salary questions, I would like to know more about the position including expected responsibilities and goals."