

# \$ Salary



## 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



## 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.



## 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.



## 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

## 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."