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# Salary Negotiations

Mark Johnson

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## About myself...

- Retired in 2012 from the U.S. Navy
  - From Columbus Ohio but reside in Kissimmee (Orlando), FL
  - Currently serving as the Quality Engineering & Control (QEC) Director at Leidos, Health & Civil Sector (H&CS)
  - I did not negotiate the salary for my 1<sup>st</sup> post military job
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Salary negotiation starts at the very beginning of the process – when applying for positions!



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At some point in the job application process, whether in the application itself, initial screening questions sent to you through email, or during the interview, you will be asked.....

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# What Are Your Salary Expectations?



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No matter how you are asked, you need to be ready with the right answer. Never put a single \$\$ amount or the word negotiable. Enter a range based on what you believe the position you applied for might pay but include the additional value you bring to the table.

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Why is this important?

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The word “Negotiable” might lead people to believe you don’t know your own value.

Entering a single \$ might miss the mark and take you out of the game.

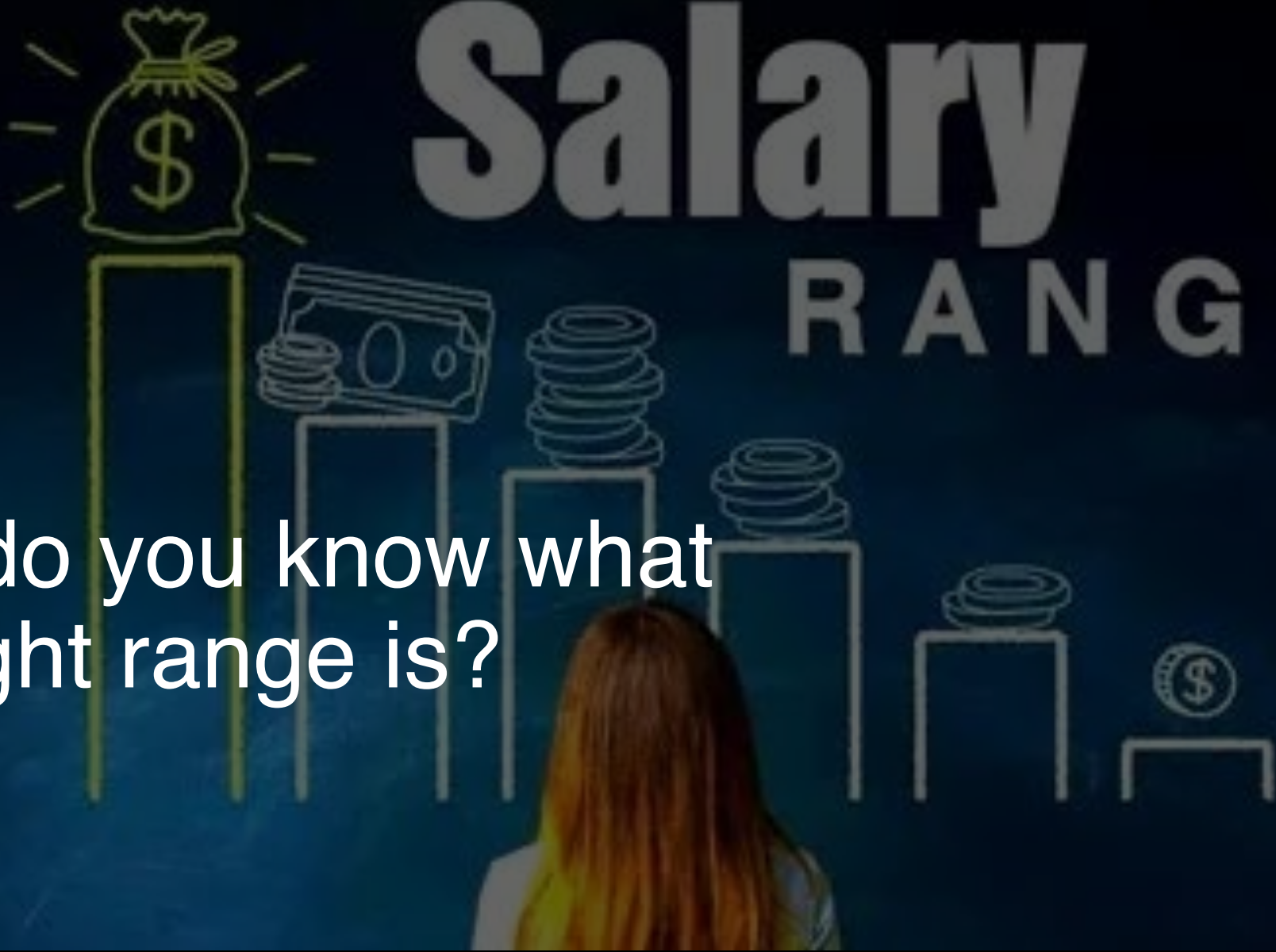
In you put the wrong range amount – a potential combination of both above.

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# Salary RANGE

How do you know what  
the right range is?



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A current employee you know might be able to help but more than likely you need to do your research on the internet.

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You want to search for a median income:

- The type of work (quality, program management, procurement, etc.)
  - Location (be exact as salary changes from one zip code to the other)
  - Clearance
  - Any other factors that could get help give a fairly close estimate.
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This should give you the median income for that position. I believe the results typically come back a little low, so I recommend adding 10% - let's call it for your true worth.

Tip: If there is a range on the job posting, it will typically have a high-end and a low-end. Find the  $\frac{1}{2}$  way point between those 2 and multiple times 80%. Use that as a baseline and then do your research.

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# True Worth



So - what is your  
true worth?

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Understand that you are more than your degrees, your certifications, and your skill sets.

What else do you bring to the table?

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If you served in the military, or in a military family, you have developed skills that are sought after in the corporate world which include discipline, administrative and, of course, leadership.

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Then you create your range based on:

- Posted salary range
- What you believe the job will offer would be
- What you believe is your true value



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Example:

You determined that the median income +10% for that position = \$100k. But you really want/need \$120k.

Make your range \$90 - \$130k.

Note: If you put \$110 - \$130k as a range, you will not make it to the offer or even the interview.

**\$10k below the median, \$10k above what you want!!**

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I always tell people – “Get the job first and worry about salary later.”  
You can always turn down a low offer, but you must get the offer  
first to be able to turn it down.

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Congratulations!

You have passed the:


- Application Review
- Screening Questions
- Interview(s)

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Now comes the offer (either verbally or written).

If the offer is written, it typically includes paid holidays, vacation days, all benefits – which needs to be considered when accepting, rejecting or negotiating an offer.

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If the offer is good, perfect – your research paid off and accept it.

If the offer is lower than you wanted, here are 2 words on how to respond:

- Appreciatively
- Inquisitively

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Express your appreciation for the generous offer.

Ask to see if they can come closer to the higher end of your range.

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Example:

“Thank you so much for this generous offer. I did think it would be closer to the higher end of my range. Is there anyway you can come up some?”



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You will get 1 of 2 responses:

1. This is as high as we can go because of .....
2. A counteroffer.

At that point, the decision is yours.

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But before rejecting an offer, consider the following:

- Other benefits offered besides salary
- The company's size
- The company's culture and values
- The ability for you to grow in the company

All of these might lead you to accept a lower offer with the knowledge that it's a great company with lots of room for promotion

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Good luck and remember – you are probably more valuable to employers than you think!

All know your true worth!

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