

The Six Secrets of Salary Negotiation

1. *Never discuss salary until the end of the interviewing process, when they have definitely said they want you.*
2. *The purpose of salary negotiation is to uncover the most that an employee is willing to pay to get you.*
3. *During the salary discussion, try never to be the first one to mention a salary figure.*
4. *Before you go to the interview, do some careful research on typical salaries for your field and/or that organization.*
5. *Define a range that the employer has in mind, and then define an inter-related range for yourself.*
6. *Know how to bring the salary negotiation to a close. Don't leave it "just hanging."*

Source: 2006 What Color Is Your Parachute?

Chapter 13 (p. 313)

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*Also in 2007, 2008 & previous editions
Copies available in Career Center Library*

POINTS of NEGOTIATION

- **Competing Offers**
- **Salary Surveys/Information**
- **Strong Relevant Experience (e.g. Co-op)**
- **Extra-ordinary Skills (e.g. bilingual, technical, etc.)**
- **Unusually high GPR**
- **Cost of Living Adjustments**
- **Consider a Signing Bonus**
- **Supply/Demand**

Index of cost-of-living percentages in major U.S. cities for a single employee earning \$30,000 annually

Standard City National Average = 100.0

ALABAMA			ILLINOIS			NEBRASKA			SOUTH CAROLINA		
Birmingham	98.1		Champaign	100.9		Lincoln	95.7		Charleston	109.2	
Mobile	100.9		Chicago	123.0		Omaha	93.3		Columbia	105.7	
Montgomery	99.3		Decatur	90.8					Greenville	102.7	
ALASKA			Moline	96.7		NEVADA			Myrtle Beach	96.8	
Anchorage	123.0		Rockford	100.8		Las Vegas	106.8		SOUTH DAKOTA		
Fairbanks	124.0		Rock Island	101.0		Reno	105.4		Rapid City	101.5	
Juneau	159.1		Peoria	92.0		Sparks	107.2		Sioux Falls	101.1	
ARIZONA			INDIANA			NEW HAMPSHIRE			TENNESSEE		
Flagstaff	111.9		Bloomington	100.6		Manchester	111.2		Chattanooga	90.0	
Phoenix	109.2		Fort Wayne	99.8					Knoxville	86.3	
Scottsdale	114.2		Indianapolis	107.2		NEW JERSEY			Memphis	97.1	
Tucson	100.0		South Bend	99.2		Atlantic City	111.7		Nashville	98.3	
ARKANSAS			IOWA			NEW MEXICO			TEXAS		
Fayetteville	90.1		Cedar Rapids	107.4		Albuquerque	104.2		Austin	103.1	
Little Rock	93.3		Des Moines	99.1					Dallas	107.2	
CALIFORNIA			Dubuque	91.9		NEW YORK			El Paso	91.9	
Fresno	107.6		KANSAS			Binghamton	99.3		Houston	105.2	
Long Beach	120.9		Lawrence	104.9		Buffalo	105.0		San Antonio	99.7	
Los Angeles	121.9		Wichita	98.5		Manhattan, N.Y. City	169.9				
Sacramento	107.9		KENTUCKY			Syracuse	104.6		UTAH		
San Diego	124.6		Lexington	100.2		NORTH CAROLINA			Orem	98.0	
San Francisco	176.2		Louisville	94.9		Asheville	102.1		Provo	102.7	
COLORADO			LOUISIANA			Charlotte	107.3		Salt Lake City	106.7	
Boulder	129.2		Baton Rouge	98.4		Durham	108.4		VERMONT		
Colorado Springs	107.8		Lake Charles	91.8		Greenville	97.9		Barre	94.4	
Denver	109.9		New Orleans	107.0		Raleigh	115.8		Burlington	109.6	
CONNECTICUT			Shreveport	99.2		NORTH DAKOTA			VIRGINIA		
Hartford	110.0		MARYLAND			Bismarck	99.4		Fredericksburg	112.1	
New Haven	116.5		Baltimore	120.1		OHIO			Hampton	111.6	
DELAWARE			Cumberland	103.4		Cincinnati	104.4		Norfolk	104.8	
Dover	98.5		MASSACHUSETTS			Cleveland	103.4		Richmond	106.3	
Wilmington	115.6		Boston	161.4		Columbus	107.5		Virginia Beach	110.5	
DISTRICT OF COLUMBIA			Fitchburg	115.1		OKLAHOMA			WASHINGTON		
Washington, D.C.	160.5		Leominster	116.4		Oklahoma City	96.5		Bellingham	113.9	
FLORIDA			MICHIGAN			Tulsa	88.6		Seattle	125.2	
Daytona Beach	100.5		Benton Harbor	103.0		OREGON			Spokane	106.1	
Miami	118.3		Detroit	125.9		Eugene	100.9		Tacoma	112.3	
Orlando	108.3		Lansing	104.0		Portland	114.4		WEST VIRGINIA		
Pensacola	90.3		MINNESOTA			PENNSYLVANIA			Charleston	93.8	
Tallahassee	94.6		Minneapolis	110.6		Erie	88.0		Martinsburg	107.9	
West Palm Beach	115.8		Rochester	114.1		Harrisburg	98.8		WISCONSIN		
GEORGIA			St. Paul	114.2		Lancaster	102.6		Green Bay	96.6	
Albany	95.7		MISSISSIPPI			Philadelphia	126.2		Madison	105.6	
Atlanta	117.9		Gulfport	94.8		Wilkes-Barre	98.1		Milwaukee	106.6	
Augusta	97.5		Jackson	94.1		RHODE ISLAND			WYOMING		
HAWAII			MISSOURI			Providence	111.0		Cheyenne	106.6	
Hilo	127.4		Columbia	89.5							
Honolulu	175.8		Kansas City	110.1							
IDAHO			St. Louis	109.8							
Boise	99.4		MONTANA								
Twin Falls	103.8		Billings	94.5							
			Great Falls	100.0							
			Helena	92.1							

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Source: Relocation Assessor
Software database, effective
January 1999. ERI Economic
Research Institute Inc., Redmond,
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Pay levels remain linked to geographic location, study shows

Date: 9 May 2005

Where you live continues to be a key determinant of how much you are paid. A job that demands a salary of \$30,000 nationally can pay as little as \$27,210 in Birmingham, Alabama, or as much as \$37,050 in San Francisco, according to the 2005 *Geographic Salary Differentials* study from Mercer Human Resource Consulting. This represents a pay variation of more than 32 percentage points - from 9.3% below the national median to 23.5% above:

2005 Geographic salary differentials for select US cities
(For a job with median national salary of \$30,000)

City	2004 Area Median	% Difference from National Median
San Francisco , CA	\$37,050	23.5%
San Jose , CA	\$36,900	23.0%
New York , NY	\$35,670	18.9%
Los Angeles , CA	\$33,960	13.2%
Boston , MA	\$33,420	11.4%
Chicago , IL	\$33,150	10.5%
Washington , DC	\$33,000	10.0%
Philadelphia , PA	\$32,400	8.0%
Seattle , WA	\$32,190	7.3%
Baltimore , MD	\$31,800	6.0%
Denver , CO	\$31,680	5.6%
Houston , TX	\$31,650	5.5%
Atlanta , GA	\$31,500	5.0%
Detroit , MI	\$31,470	4.9%
Dallas , TX	\$31,260	4.2%
Minneapolis , MN	\$31,230	4.1%
Las Vegas , NV	\$30,960	3.2%
Portland , OR	\$30,870	2.9%
Charlotte , NC	\$30,720	2.4%
Indianapolis , IN	\$29,940	-0.2%
Richmond , VA	\$29,880	-0.4%
Pittsburgh , PA	\$29,880	-0.4%
Milwaukee , WI	\$29,640	-1.2%
Kansas City , MO	\$29,550	-1.5%
Phoenix , AZ	\$29,490	-1.7%
St. Louis , MO	\$29,490	-1.7%
Cleveland , OH	\$29,370	-2.1%
Miami , FL	\$29,310	-2.3%

*Geographic Salary Differentials
for select US Cities*