

TIPS & TRICKS: HOW TO NEGOTIATE PAY

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FOR TRAVCON 2023!



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YOU ARE ABOUT TO LEARN

How to **know** if you are getting a fair offer.

Know what you can (and can't) negotiate inside of a **pay package**.

How to negotiate without burning bridges **between two recruiters**.

When to negotiate.

How to have recruiters give you a higher pay package at **the first offer**.

And exact word-for-word scripts of what to say.





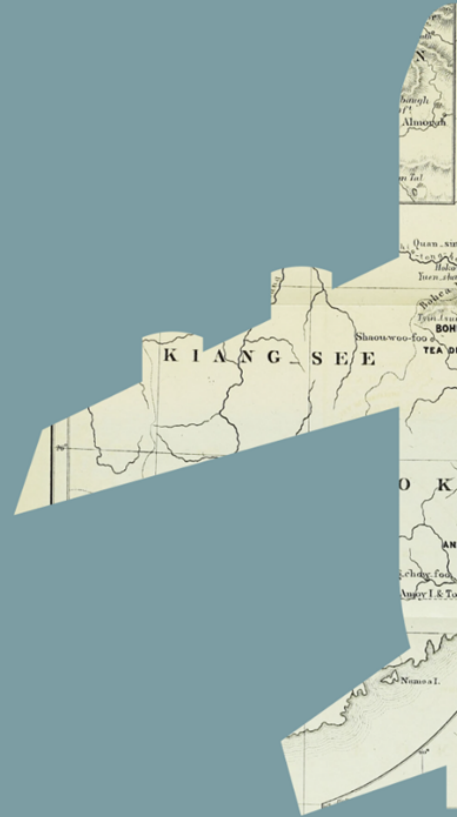
WHO WHAT WHEN WHERE WHY HOW

of negotiating!!



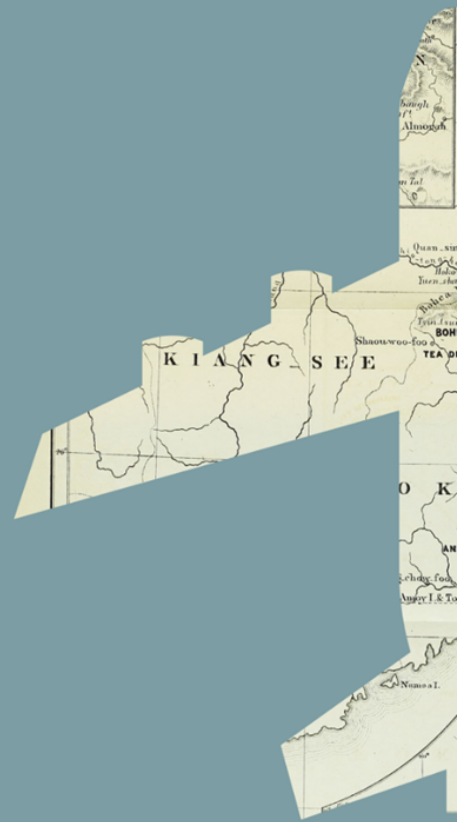


WHO





WHY

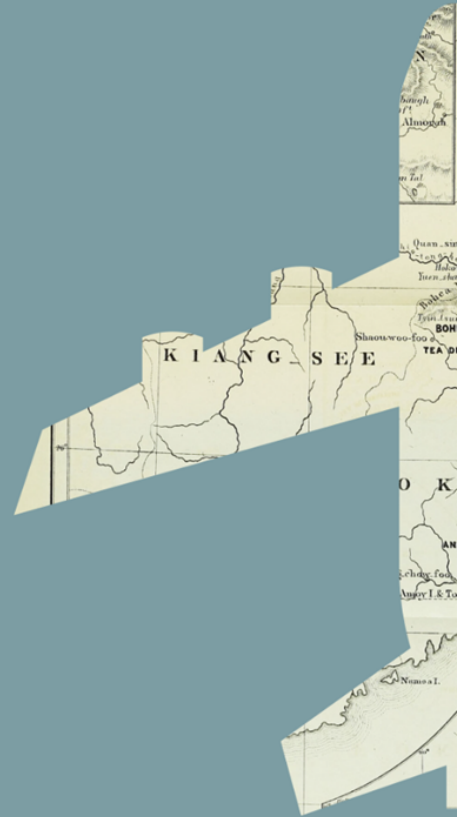




Even \$1 more an
hour around \$500
more bucks a
contract

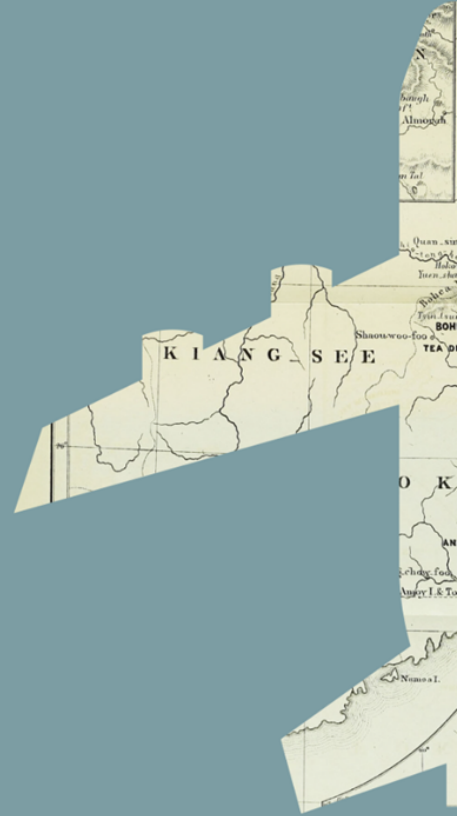


WHEN



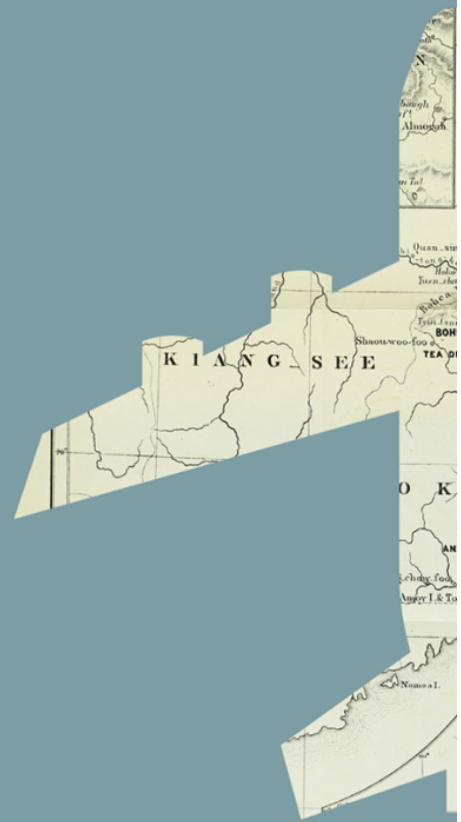


WHERE





HOW





**LET'S MAKE
MORE MONEY**



A close-up photograph of a person with long blonde hair pouring dark coffee from a silver French press into a clear glass cup. The person is wearing a dark blue long-sleeved shirt. The background is a plain, light-colored wall. The image is overlaid with text and arrows.

**HOW WE
GET PAID**

← *Bill Rate*

Pay Rate →



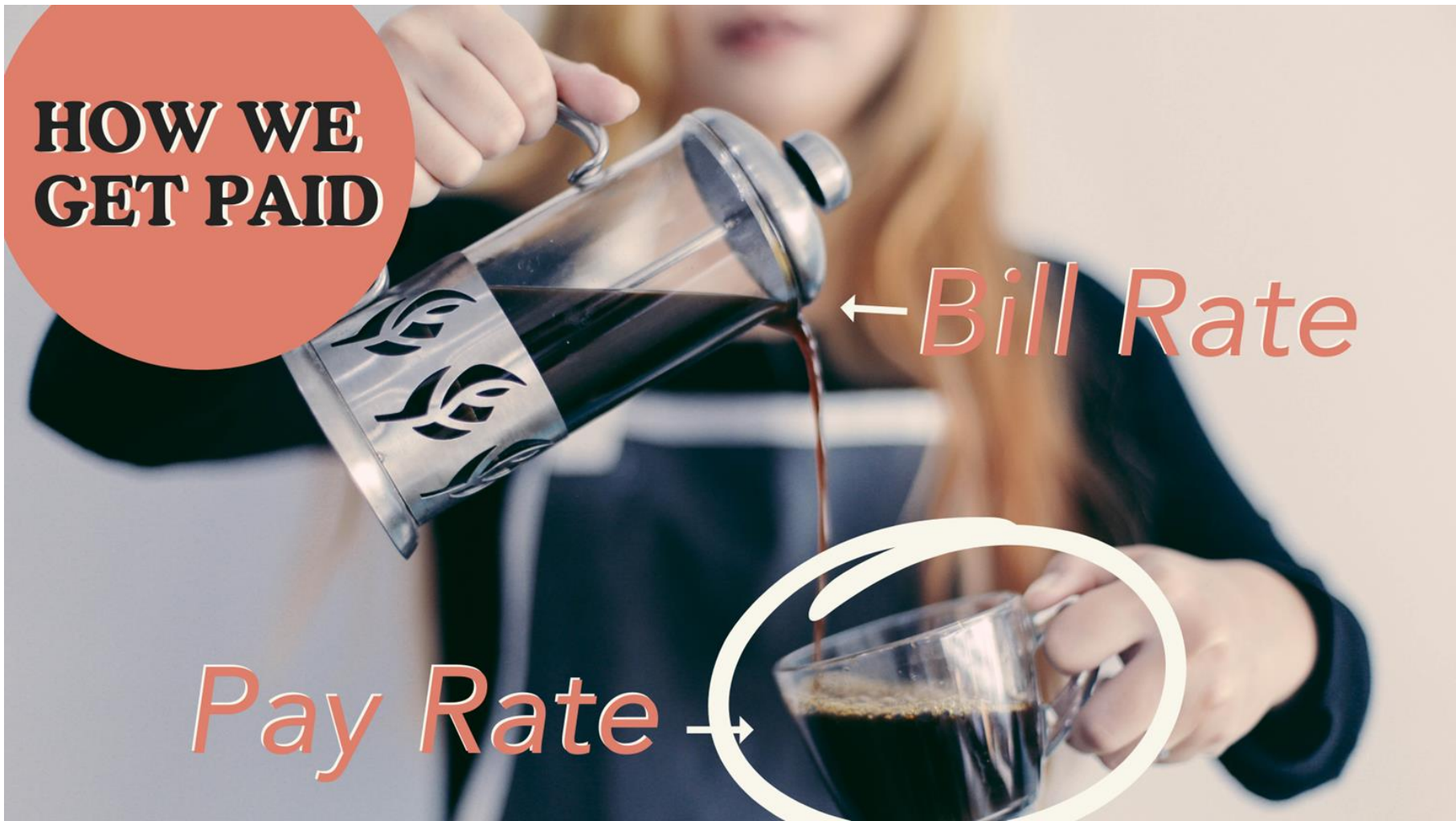
7 QUICK THINGS TO KNOW ABOUT BILL RATES



**HOW WE
GET PAID**

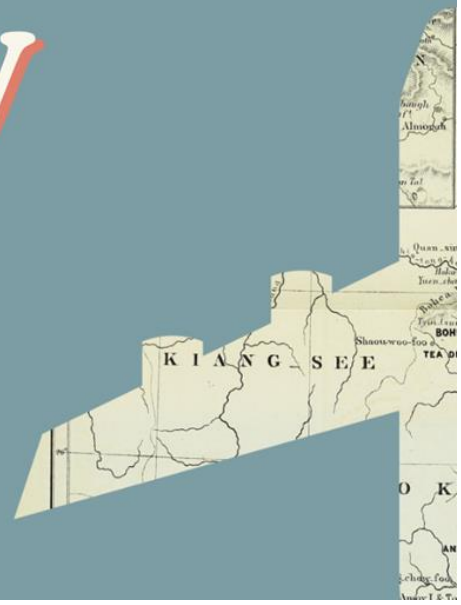
← *Bill Rate*

Pay Rate →





#1: Increase Pay





COMPARE PAY





Two companies with the same bill rate will offer you different amounts.

ACTION ITEMS:

Work with multiple recruiters and compare.

Use job boards.

Learn if it is high, average, or low for the area.

Never tell the recruiters a bottom-line number.

Tell your recruiters to give you the best offer upfront before you get the pay package.





TEMPLATE #1 - BEST OFFER

Send when serious about getting submitted to a job.



SHOW ME YOUR BEST OFFER

Hi [Recruiter's Name]! I hope this message finds you well! I am interested in the job position at _____ and would appreciate your prompt response to ensure I don't miss out on this opportunity.

For clarity and to make an informed decision, I kindly request that you give me **your very best pay package offer upfront with stipends as high as you can legally make them**. I will need:

1. Comprehensive pay package details:

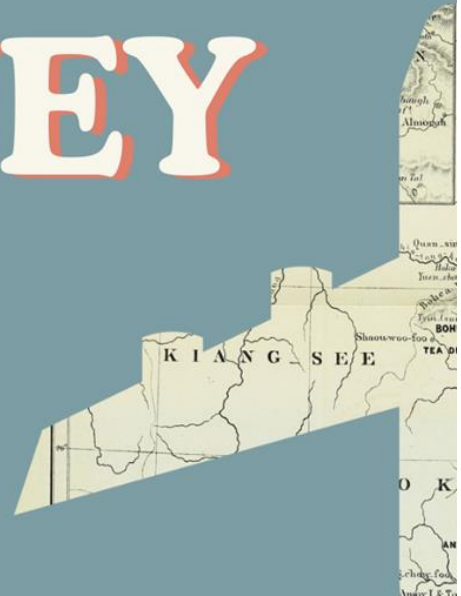
- Required: Net weekly pay (what my take-home pay will be after taxes)
- Required: Breakdown of the taxable rate, stipends, travel allowance, and overtime rate.
- If available: Guaranteed hours or call-off shift policy

2. Kindly refrain from submitting my application until I give the green light. I value the relationships I've built with a couple of recruiters (including you!) I want to give everyone a fair shot today to tell me their best pay package. I'll let you know quickly if I have any questions or if I've selected you to submit me!

3. I think I am submittal ready but if I am missing any paperwork that you need please let me know. I'll get that right over! Thank you so much!



ASK FOR MORE MONEY





BLENDED RATE + 5% is a good rule of thumb.

$$\$64 \times .05 = \$3.2 \text{ more an hour.}$$





TEMPLATE #2 - MORE MONEY PLEASE

Send when serious about saying YES to the job.



MORE MONEY PLEASE

Hi [Recruiter's Name]!

I'm excited about this offer and the potential job. Thanks for all your hard work already in helping me get this offer!

I have a favor to ask you. Can you please ask your management or the account managers to give me just slightly more of the bill rate? Can you please raise my hourly pay rate by \$3 more an hour? If they say yes, then I'm going to say yes to the job!

I am currently ____ (the sole provider for my family, trying hard to pay off my student loans). And I looked at housing costs, and they were SO much more than I expected!

Please tell them I'm very professional and will represent your company well on the job! I never call out sick unless I'm truly sick. The small bump up in pay will help me a lot!

I hope this works out. I look forward to hearing your reply and hopefully working with you soon.



#2: Optimize Pay



Traveler's "cup of pay"

Taxable hourly

Non-taxed stipends

Reimbursements (travel, license)

Overtime

Extra- time

Bonuses

On-call



Traveler's "cup of pay"

Taxable hourly \$32/hr

Non-taxed stipends \$1,148

Reimbursements (travel, license) \$400

Overtime \$48

Extra- time \$32

Bonuses \$0

On-call \$5



\$2,300 a week gross

\$2,069 a week net (take home)



BLENDED RATE

$$\$2300/36 = \$64$$



WHERE CAN YOU NEGOTIATE?

Taxable hourly **Yes**

→ Non-taxable stipends **Sometimes**

Reimbursements (travel, license)

Overtime

Extra- time

Bonuses

On-call



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PER DIEM LOOK-UP

1 Choose a location

State

City (optional)

OR

ZIP

Rates for Alaska, Hawaii, U.S. Territories and Possessions are set by the [Department of Defense](#).

Rates for foreign countries are set by the [State Department](#).

2 Choose a date

Select Fiscal Year

OR

Travel start date (mm/dd/yyyy)

Travel end date (mm/dd/yyyy)

Rates are available between 10/1/2021 and 09/30/2024.

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Home > Travel Resources > Plan and Book > Per Diem Rates > Results

FY 2024 Per Diem Rates for orlando, Florida

I'm interested in:

[Lodging Rates](#)

[Meals & Incidentals \(M&IE\) Rates](#)

[New Search](#)



Daily lodging rates (excluding taxes) | October 2023 - September 2024



Cities not appearing below may be located within a county for which rates are listed. To determine the county a destination is located in, visit the [Census Geocoder](#).

Filter Results...

Primary Destination	County	2023 Oct	Nov	Dec	2024 Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Orlando	Orange	\$140	\$140	\$140	\$170	\$170	\$170	\$140	\$140	\$140	\$140	\$140	\$140

Showing 1 to 1 of 1 entries

\$980 week max

GSA.GOV

Showing 1 to 1 of 1 entries



Meals & Incidentals (M&IE) rates and breakdown



Use this table to find the following information for federal employee travel:

M&IE Total - the full daily amount received for a single calendar day of travel when that day is neither the first nor last day of travel.

Breakfast, lunch, dinner, incidentals - Separate amounts for meals and incidentals. M&IE Total = Breakfast + Lunch + Dinner + Incidentals. Sometimes meal amounts must be deducted from trip voucher. [See More Information](#)

First & last day of travel - amount received on the first and last day of travel and equals 75% of total M&IE.

Filter Results...

Primary Destination	Country	M&IE Total	Continental Breakfast/Breakfast	Lunch	Dinner	Incidental Expenses	First & Last Day of Travel
Orlando	Orlando	\$69	\$16	\$17	\$31	\$5	\$51.75

Showing 1 to 1 of 1 entries

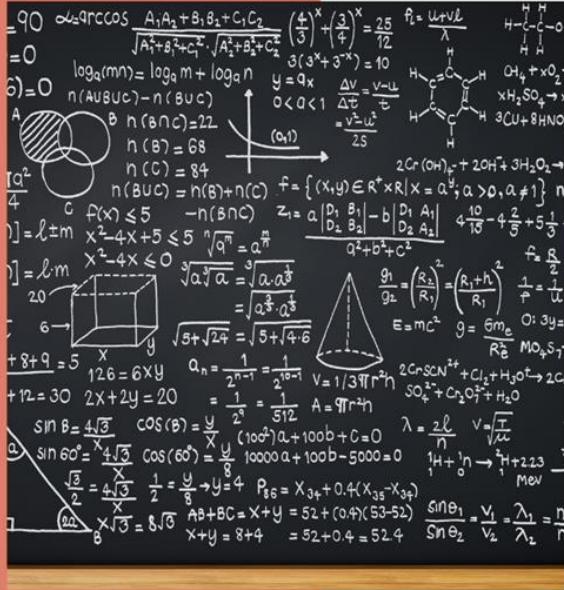
\$483 week max

**Just combine them:
\$1463 per week is your max**

If this is not maxed out, try to
optimize.



\$2300 gross pay per week



Start with the minimum tax rate
(\$20*36=\$720 a week)

Add in traveling: \$500 total is \$38 a week

Max out stipends: Need \$1463 to do this.

Put leftover back in tax rate: \$117 left of
the \$2300 = \$3.25 an hour

Add \$3.25 to taxed hourly: \$23.24 an
hour.

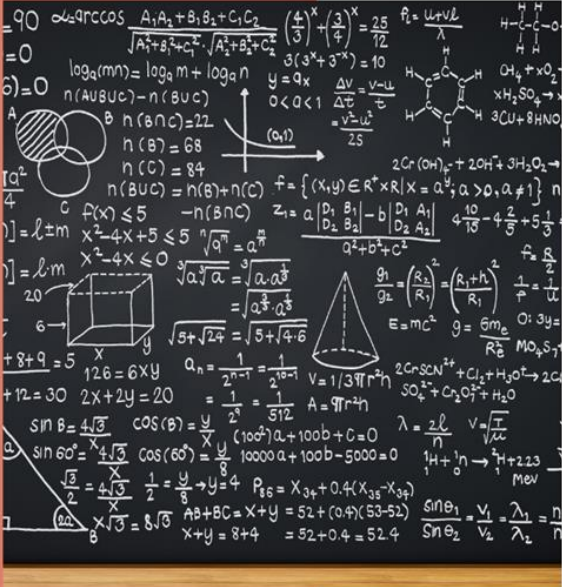
\$2000 gross pay per week

Start with the minimum tax rate
 (\$20*36=\$720 a week)

Add in traveling: \$500 total is \$38 a week

Max out stipends: Need \$1463 to do this.

This time: Didn't have enough to max out:
 stipends. Can put \$1242 in tax free
 stipends.



Ask:

Can you go to an \$18-an-hour taxable rate
instead?

or

If they say yes when you ask for more money,
ask to put it in the stipends, not the taxable
hourly rate.



WHERE CAN YOU NEGOTIATE?

Taxable hourly **Yes**

Non-taxed stipends **Sometimes**

Reimbursements (travel, license) **Sometimes (65.5 cents per mile in 2023)**

Bonuses **Yes - ask to put this in non-taxed places first**

→ Overtime **Yes (but...)**

→ Extra- time **Yes (but...)**

On-call **Sometimes**



OVERTIME

Most states: Over 40 hours you must get paid 1.5x your wages.

Some states: Over 40 hours AND over 8 in one day you must get paid 1.5x your wages. (California, Alaska, Nevada)

This is a **minimum legal** requirement.



OVERTIME

- The bill rate is the same **or higher**.
- 1.5x our hourly wage is (usually) low compared to our blended rate. ($\$32 \times 1.5 = \48)
- **We don't get extra stipends per hour when we work extra.**
- The agency could get over 50% of the bill rate instead of 35% for your overtime hours.
- Negotiate the amount. But how they give it to us might be up to their tax and legal advisors. (Could be bonus vs. increase in wages)



EXTRA TIME

- Hours between 36 and 40 (40 + is when overtime kicks in).
- They are extra (above and beyond your contracted hours) but not legally overtime
- Many companies pay extra time at the hourly taxable wage only (\$32 an hour only)
- The agency is still making \$100 an hour - ***making about 70% of the bill rate for those 4 hours!***
- Again, we don't get extra stipends per hour when we work extra.
- **These 4 hours alone could be over a hundred dollars lost a week if you work overtime a lot.**





You can discuss the company's OT, ET, and On-Call pay strategy with your recruiter during your first phone call.

It's good to know how this works before it's time to submit.

Other factors that matter:

Call-off shift allowance

Guaranteed hours

Cancellation policy

Holiday pay

Stipends for sick days

Start date

Benefits (PTO, stipend policy, health)



You might not be able to change their policies - but it can help you pick which company to work with if the offers are super close!



CALL-OFF & GUARANTEED - ASK THIS:

Will you still get full stipends?

Will you get prorated stipends?

Can we negotiate this with the facility?

Having guaranteed hours, even if the pay is slightly less per week, is sometimes a better value.



CANCELLATION POLICY - ASK THIS:

Length?

Is it different if the cancellation is before the assignment starts?

Is it the same for you and the facility?



HOLIDAY PAY - ASK THIS:

Is it your policy or changes from facility to facility?

Is it the same as overtime pay?

Do you get the stipends on holidays if they are not open?

Do you have guaranteed hours on a holiday week?



STIPENDS - ASK THIS:

If you call out sick, do you get full stipends that week or are they prorated to the shifts or hours you worked?

If you are away for part of the week on a planned vacation, do you get full stipends that week or are they prorated to the shifts or hours you worked?

If you get called off (and you were willing and able to go in), do you get full stipends that week or are they prorated to the shifts or hours you worked?



BENEFITS - ASK THIS:

How much does your medical insurance cost per week?

What's your PTO policy?

What's your vesting schedule and do you offer any matching (401k)

What other benefits does your company offer?



START DATES:



Job #1 - \$2,300 a week: Starts two weeks after you wanted to start

Job #2- \$2,100 a week: Starts on your desired start date.



START DATE: THINK BIG PICTURE.

Job #1 - Gained \$2,600 taking a higher paying job (and got two weeks off at the start!)

Job #2- Lost \$4,200 not working for two weeks.

\$1,600 more for job #2 and you are done two weeks earlier and can get your next job faster.





Discuss holiday pay, stipend policies, and benefits (PTO, 401k, health insurance) at the start.

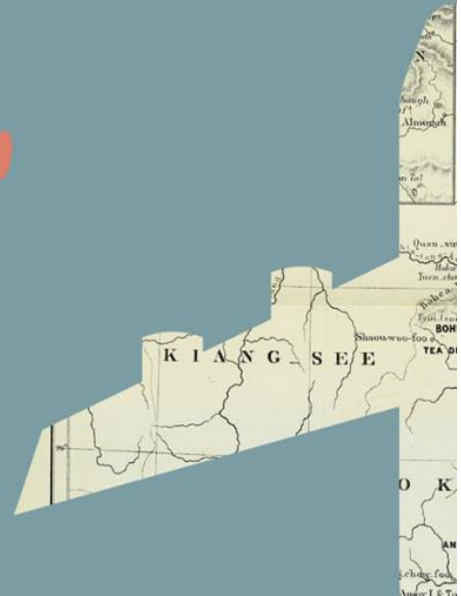
These are (typically) determined by company policy, not the facility.



Always review the call-off shift allowance, guaranteed hours, and cancellation policy for each offer, as these can vary from one facility to another.



INCREASING THE BILL RATE





TEMPLATE #2 - HIGHER BILL RATE

Send when you will say YES if they agree.



HIGHER BILL RATE PLEASE

Hi [Recruiter's Name]!

Thanks for everything you have done so far in helping me find a job. I've been thinking about the offer from ____ and I would like to take this offer if the facility can increase the bill rate a little bit (allowing you to increase my pay rate).

I know you and your agency have been offering me as much as you can from the bill rate the facility is currently offering. Can you please work with your account managers to ask them if the facility is willing to raise the bill rate for me to accept the job?

I will accept the job if we can get it to _____. Because of ____ (cost of living, my student loan goals, the housing situation there, the long distance it will take me to travel there) it is how I will feel great about saying yes.

I feel I am a wonderful fit and will do an awesome job at this assignment!

Thanks for your help - I hope this works out! I'm looking forward to hearing back from you.



TEAMWORK



BE A GOOD TRAVELER TO WORK WITH

Don't go MIA.

Be kind (you can be kind while knowing what you want and asking for what you are worth!).

A no is not always a bad thing.

Listen to them - be empowered and not entitled.

Don't pit the recruiters against each other for a dollar. Give them all a fair chance and pick the best one.

Relationships help you make more money, not less!

THANKS - FOUND JOB

Hi [Recruiter's Name]!

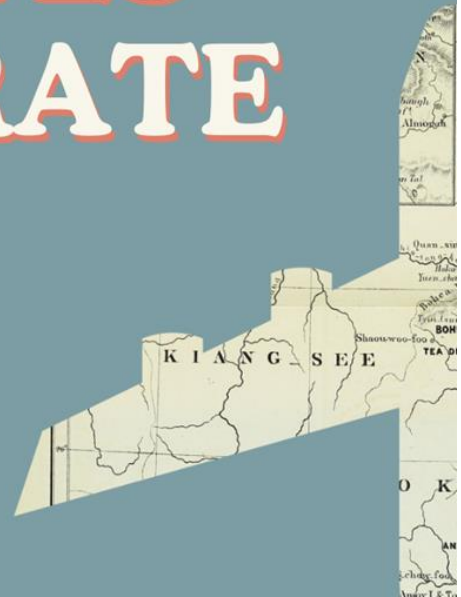
I just wanted to first say thank you so much for all the hard work and time you've put into helping me as I searched for my next stop on this travel journey. You ____ (made me feel listened to, were always so quick to help, were so fun to work with).

I wanted to keep you in the loop regarding my job search. I've said yes to my next assignment, which I'm really excited about, although it's with a different agency this time around. Hopefully, it's with you next time!

In about two months, can we touch base? We can collaborate on where I'll travel next at that point.

Stay in touch, and thanks again!

ONCE YOU SAY YES -
TIME TO CELEBRATE
& BE HAPPY!



STAY IN TOUCH!

Nomadicare.com

Hello@nomadicare.com

