



THE BASICS OF PAY

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MEET JULIA

10+ years as a traveling
Speech-Language
Pathologist

Owner, The Traveling
Traveler & CreatorPro
Digital Marketing
Agency.

Runs the social media
for TravCon.



LEGAL STUFF

Conflict of Interest

DISCLOSURE: No planner, presenter, faculty, author, or content expert has identified a conflict of interest that would affect this educational activity.

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WHAT YOU WILL LEARN

- Differences between staff and traveler pay
- How to read a pay package
- How to analyze the market and understand current rates
- About taxable vs tax free money
- The hospital, agency, and traveler relationship

SO YOU CAN...



- Make more money!
- Feel confident as a new traveler
- Understand the industry
- Have better relationships with your agency and recruiter
- Not get taken advantage of

STAFF VS TRAVELER PAY



STAFF PAY



\$82,750 year = appx
\$40/hour

\$1 600 weekly gross income

22% to federal taxes + state
taxes + benefit premiums

Weekly take home around
\$1050 to \$1200 week

STAFF BENEFITS

Paid time off

Health insurance 365 days/year

Possibly life insurance, license reimbursements, CE reimbursement, paid travel to conferences, other benefits

TRAVELER PAY



Hourly taxable wage



Non-taxed housing,
meals, and incidentals
stipend



Any reimbursements
(travel, licensure, etc)

Hourly
Wage

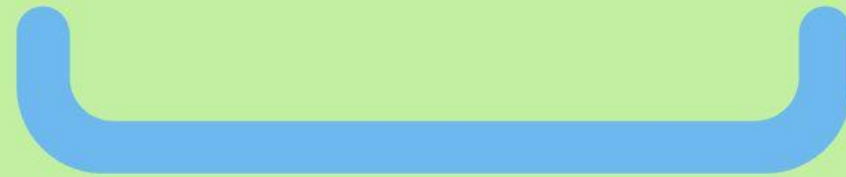
Housing

Meals
Incidentals

Reimbursements



Taxed



Un-Taxed

TRAVELER PAY 40 HOURS



\$32/hour gross

\$1,258 gross earnings

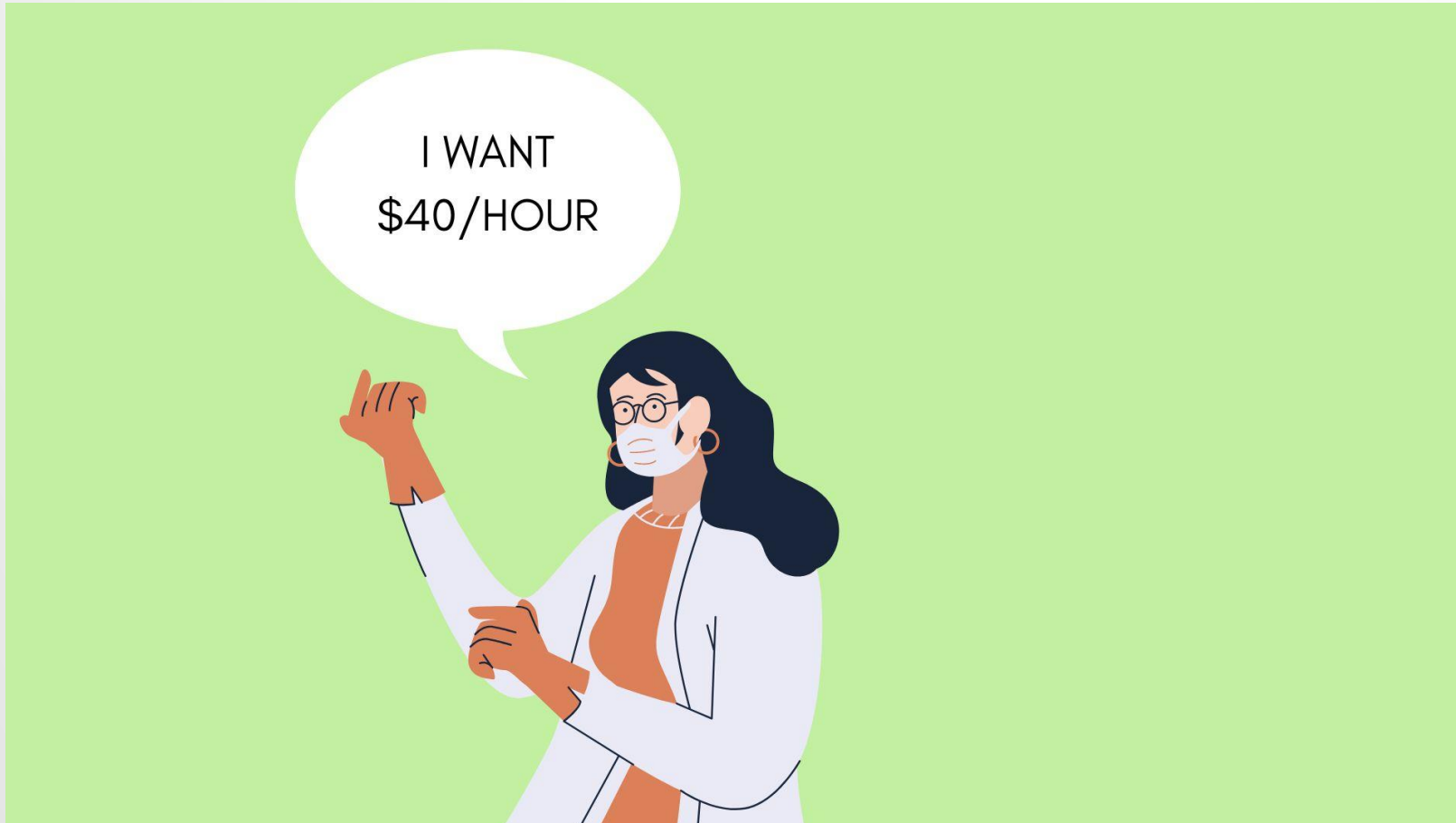
Federal Taxes 22%: \$281.85

\$958.82 non-taxed housing

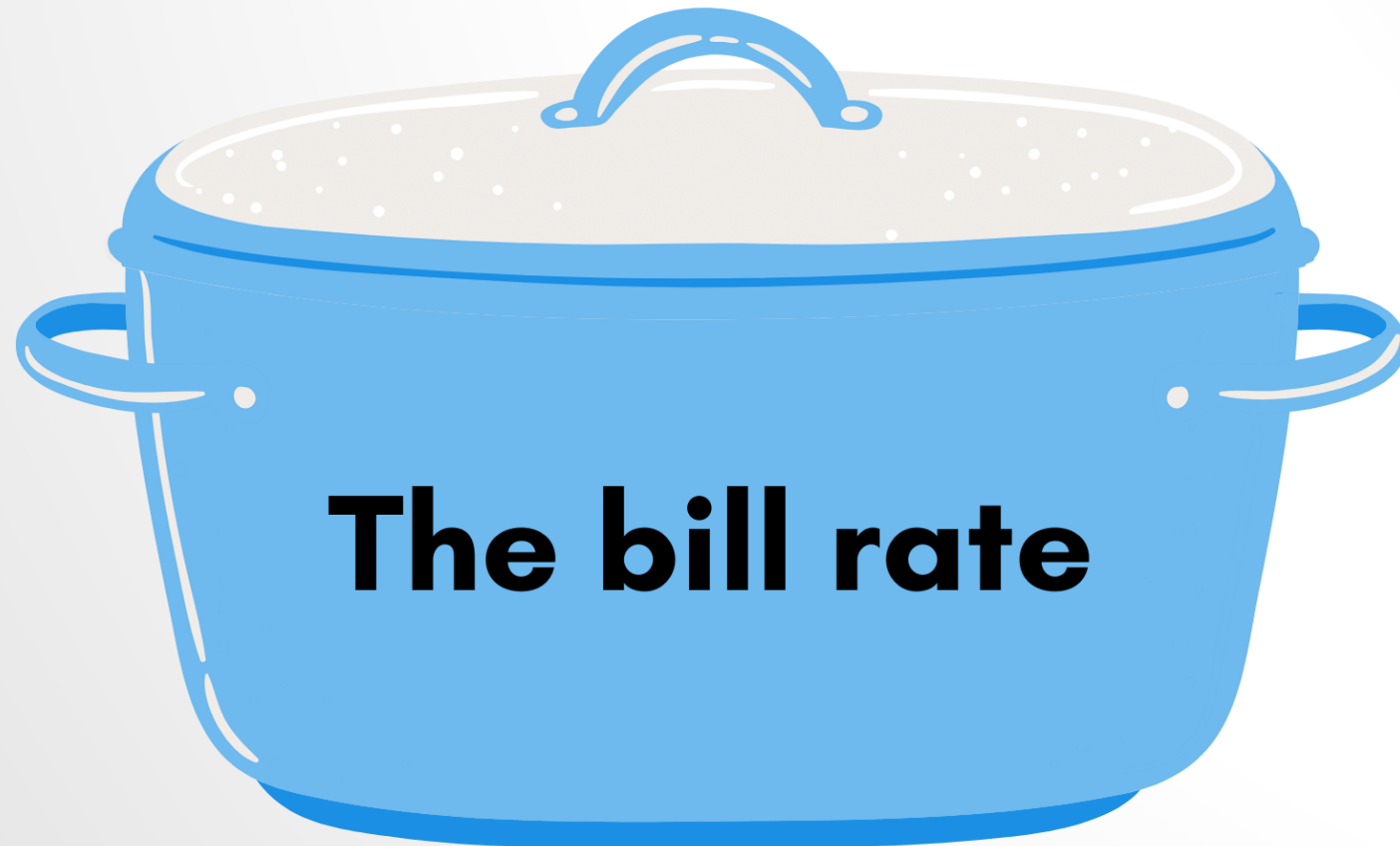
\$483.00 M&I non-taxed

Weekly take home: \$2417.97

WHY NOT ASK FOR HIGHER PAY



BECAUSE EVERYTHING COMES OUT OF
THE SAME POT





HOURLY WAGE



HOUSING



FOOD



CE COURSES

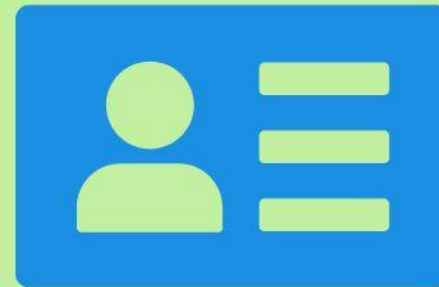
UNIFORM



BONUS



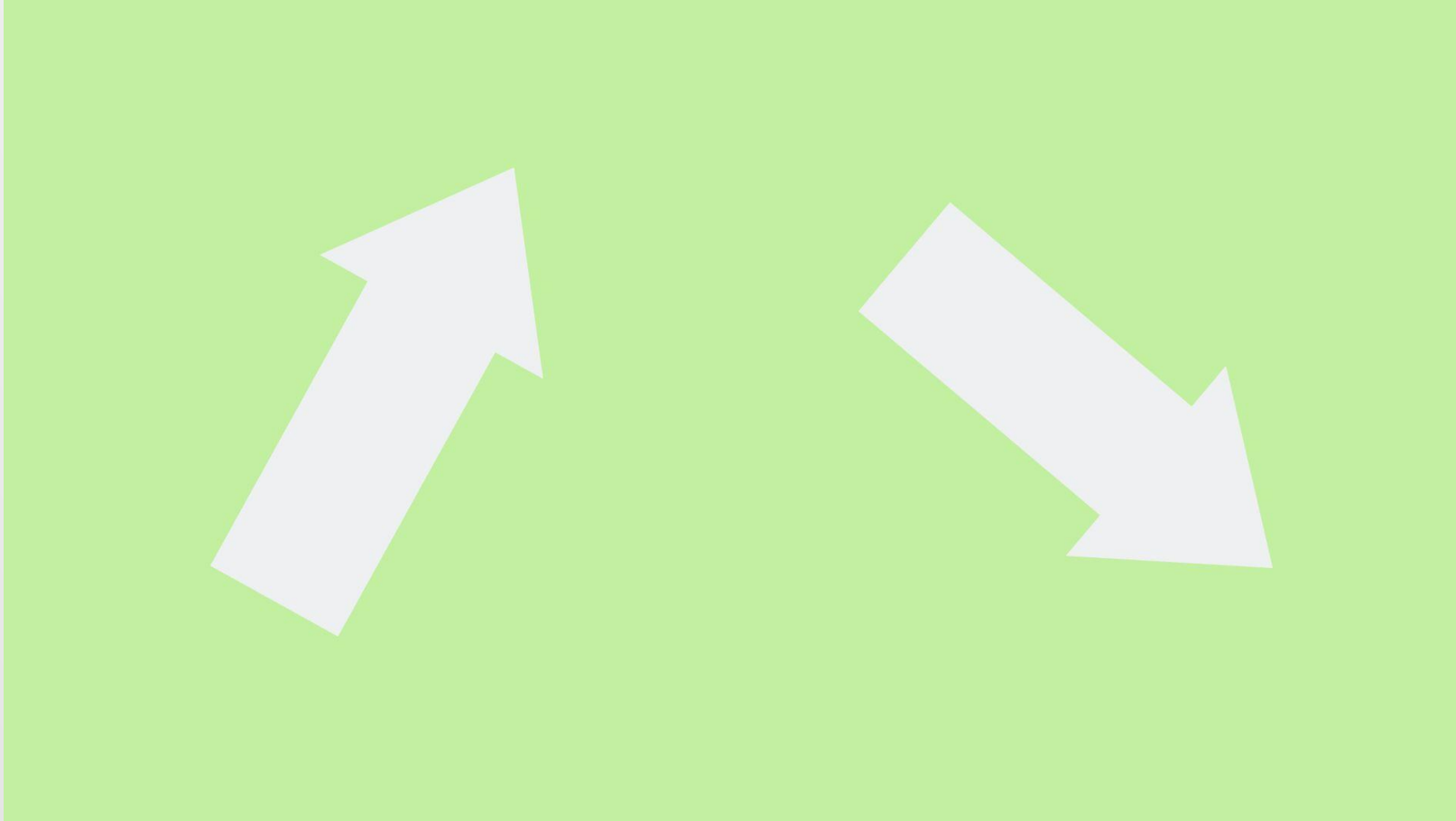
LICENSURE



TRAVEL



INCREASING HOURLY WOULD
DECREASE SOMETHING ELSE



NOTHING IS FREE



STIPENDS ARE NOT YOUR WAGES

Need to qualify to get them

They are not reportable on your taxes

Do not affect your overtime rate

Do not count towards getting loans or social security

Change with your location

FOR MORE ON QUALIFYING FOR STIPENDS

Check out the tax
sessions with
Joseph Smith from
Travel Tax



WHO SETS THE BILL RATE?

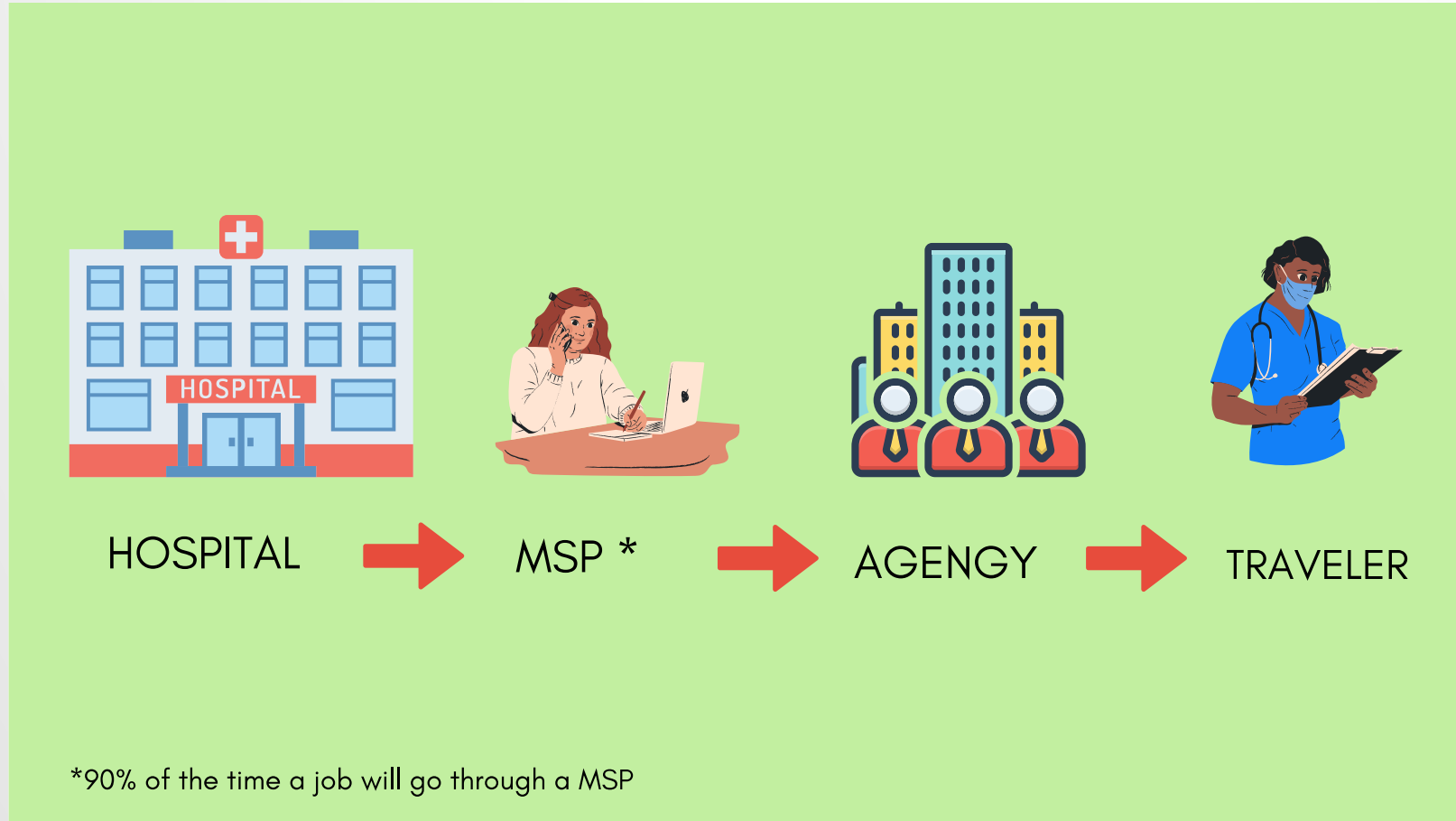


Then,

THE AGENCY GETS A PART OF THE
POT



THE BILL RATE DISTRIBUTION LOOKS LIKE THIS:



WHAT THE AGENCY PAYS

Payroll expenses

Payroll Taxes

Lawyers and advisors

Workman's comp &
unemployment insurance

Liability insurance

MORE THINGS THEY PAY FOR

Staff

Desks, computers

Offices

Housing specialists

Environmental Services

TB, drug, and fit testing

Background checks & Verifications

VMS Fees

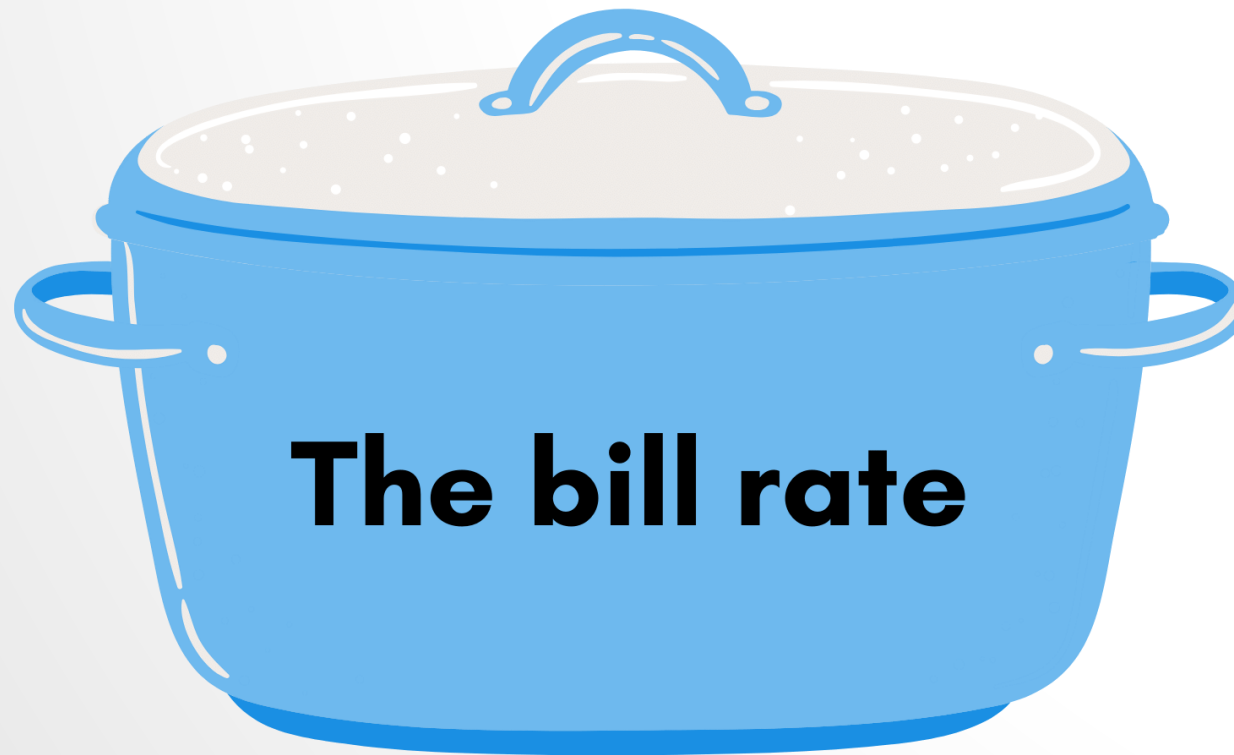
Insurance

Gifts

Documentation security, software

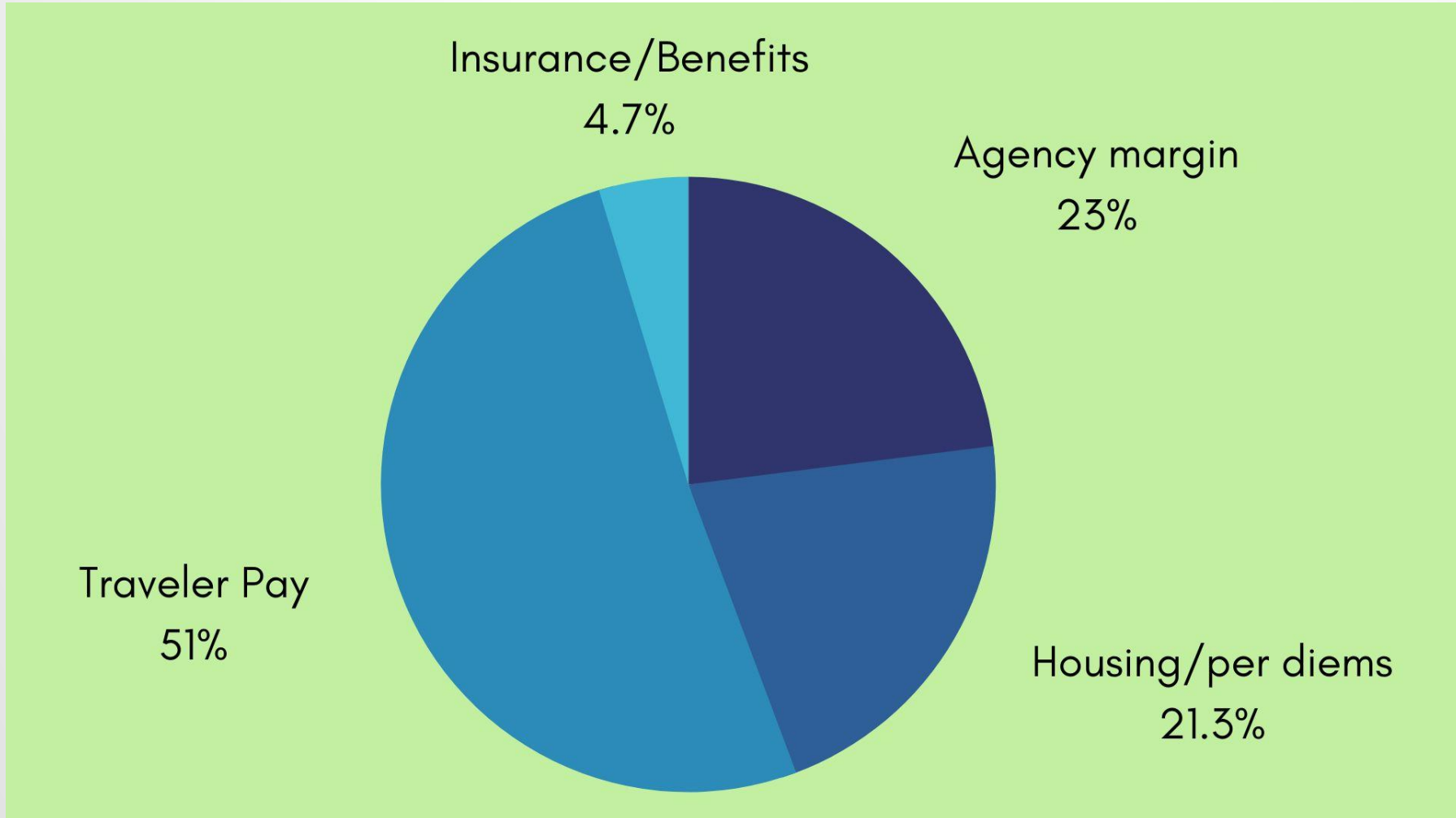
Marketing to find you

ON AVERAGE AN AGENCY KEEPS 23%
OF THE BILL RATE



INDUSTRY AVERAGE

- Data from SIA (Staffing Industry Analysis)



HOW DO I
KNOW IF I'M
GETTING A
GOOD RATE?



RESEARCH RATES BY



Subscribing and following job boards



Working with multiple recruiters



Doing job searches for the locations you want to go to

3 HOT NEGOTIATION TIPS

Any negotiations are
done before you submit

Work with multiple
recruiters

Be amazing!

QUESTIONS?

