**Salary Negotiation Supplement**

*Directions: follow the steps for parts 1, 2, and 3. After you complete filling in the sections and answering the questions, email back to Cody (*[*ccranc2@uic.edu*](mailto:ccranc2@uic.edu)*) by Sunday, March 15, noon.*

Part 1: Salary Research

Use a salary finding site such as Glassdoor, Payscale, Salary.com, Indeed, Paysa, etc.to find information of different CS jobs in different cities. Fill in the chart below with three levels of salaries.

|  |  |  |
| --- | --- | --- |
| **Job Title** | **Chicago Salary Info** | **Other City Salary Info** |
| **Example:**  **Software Engineer** | **Chicago**  *Low: $66k*  *Average: $82k*  *High: $109k* | **San Fran**  *Low: $92k*  *Average: $116k*  *High: $145k* |
| **Software Engineer** | **Chicago**  *Low: $58k*  *Average: $82k*  *High: $109k* | **New York**  *Low: $67k*  *Average: $97k*  *High: $130k* |
| **Database Developer** | **Chicago**  *Low: $58k*  *Average: $69k*  *High: $94k* | **Seattle**  *Low: $63k*  *Average: $79k*  *High: $102k* |
| **Computer Hardware Engineer** | **Chicago**  *Low: $61k*  *Average: $75k*  *High: $92k* | **Austin**  *Low: $66k*  *Average: $82k*  *High: $100k* |
| **Network Architect** | **Chicago**  *Low: $57k*  *Average: $78k*  *High: $108k* | **Denver**  *Low: $62k*  *Average: $85k*  *High: $117k* |
| **Information Security Analyst** | **Chicago**  *Low: $52k*  *Average: $73k*  *High: $105k* | **Detroit**  *Low: $41k*  *Average: $57k*  *High: $83k* |
| **Data Engineer** | **Chicago**  *Low: $70k*  *Average: $94k*  *High: $134k* | **Orlando**  *Low: $62k*  *Average: $84k*  *High: $119k* |
| **Data Scientist** | **Chicago**  *Low: $80k*  *Average: $103k*  *High: $133k* | **Salt Lake City**  *Low: $74k*  *Average: $96k*  *High: $125k* |
| **DevOps Engineer** | **Chicago**  *Low: $72k*  *Average: $94k*  *High: $120k* | **Pittsburgh**  *Low: $103k*  *Average: $131k*  *High: $166k* |
| **Front-End Developer** | **Chicago**  *Low: $51k*  *Average: $74k*  *High: $113k* | **Nashville**  *Low: $43k*  *Average: $63k*  *High: $99k* |
| **Test Engineer** | **Chicago**  *Low: $49k*  *Average: $64k*  *High: $81k* | **Los Angeles**  *Low: $56k*  *Average: $74k*  *High: $93k* |

Follow-up Question:

* What are some reasons you think two cities would have very different levels of salary?
* Answer- Wage difference can be affected by the economy of the company in that particular city. Also, the number of clients that a particular company has. It might also differ when the amount od responsibilities are strict according the business aura of that particular company in a particular city which makes it different from the others in the same city.

Part 2: Company Perks

* Go to the site: <https://www.indeed.com/companies>
* Choose a “popular company” or a “top rated workplace”.
* List here 3 of their most popular jobs and the salaries.
* List here 5 of the benefits the company provides.
* Answer- Three most popular jobs at microsoft-
  + Account Executive services.
  + Strategic Account Executive.
  + Business Applications Specialist.

5 benefits:-

* An excellent medical insurance plan that includes Dental and Vision coverage. Microsoft pays the full premiums for the medical plan.
* The company gives a 50% 401 (k) match. All contributions are 100% vested right from the start.
* 15 days of paid vacation, 10 paid sick days, 10 paid holidays, and 2 paid personal days.
* 20 weeks of fully paid maternity and 12 weeks of fully paid paternity leave.
* Employees get 4 paid weeks off for looking after a dependent with a serious illness.

Part 3: Negotiation strategies

* Watch and listen to the audio voiceover in the powerpoint presentation. Type the answer to the questions below.
  + PPT: Open or download, and press present to hear audio voiceover:
  + <https://uofi.box.com/s/vd6z3bsujsinukyzg9orcotj6kt7idfi>
  + PPT: without voiceover: <https://docs.google.com/presentation/d/1QWjOEzX6bixTTbs6YfweslUJX2Uo9JvBnQZhRkK1d4s/edit?usp=sharing>
* Questions:

1. What does “managing expectations” mean?
2. What are the steps to negotiating?
3. What are some tips for rejecting an offer?
4. What are some ways to manage multiple offers?
5. What does “student accountability” mean in the context of offers and acceptance?
6. What are possible options in the first case study?
7. What are possible options in the second case study?
8. What are possible options in the third case study?
9. What are possible options in the fourth case study?
10. What is your personal experience thus far in terms of salaries and negotiation?