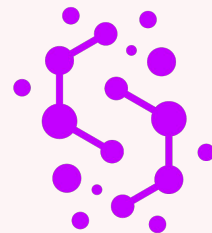


Self-eSTEM



Professional Development Workshop

Maximizing Your Salary: How to Use Free
Data and Information Tools to Negotiate
Your Base Pay with Confidence

6th Annual Conversations in STEM - 2023 | selfestem.org

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Learning Outcome(s): Increased confidence in negotiating your base pay (salary) effectively.

What is Compensation?



Com·pen·sa·tion: the money received by an employee from an employer as a salary or wages.



What are the key components of Compensation?



Base Pay (Salary): A base salary is money paid to an **exempt** employee for performing their job.

- An exempt employee is someone who receives a set amount of money typically on an annual basis rather than being paid an hourly wage.

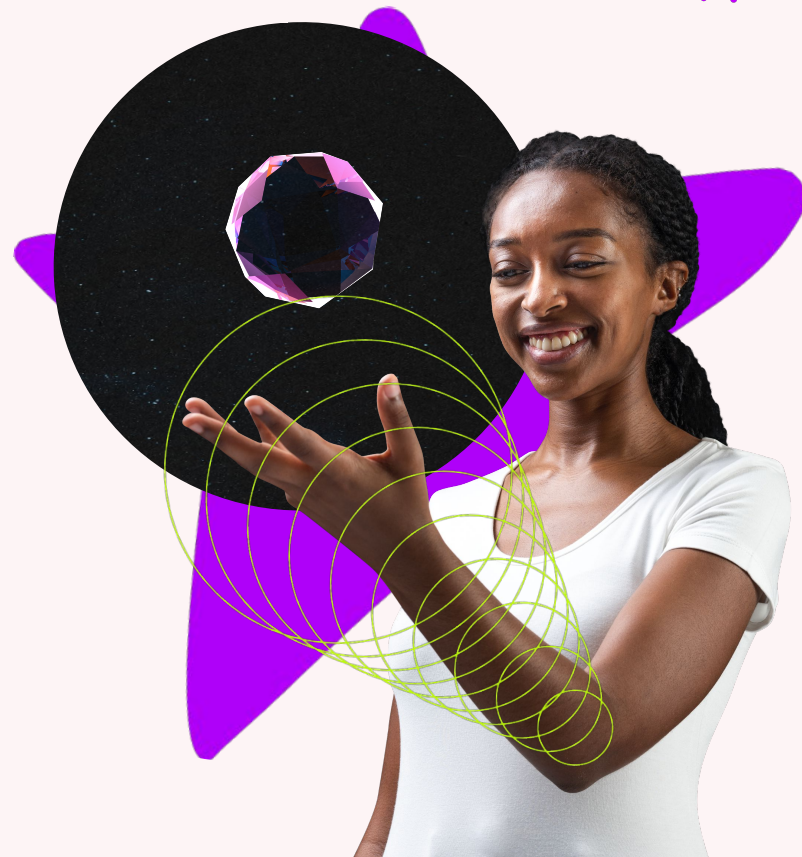


What are the key components of Compensation?

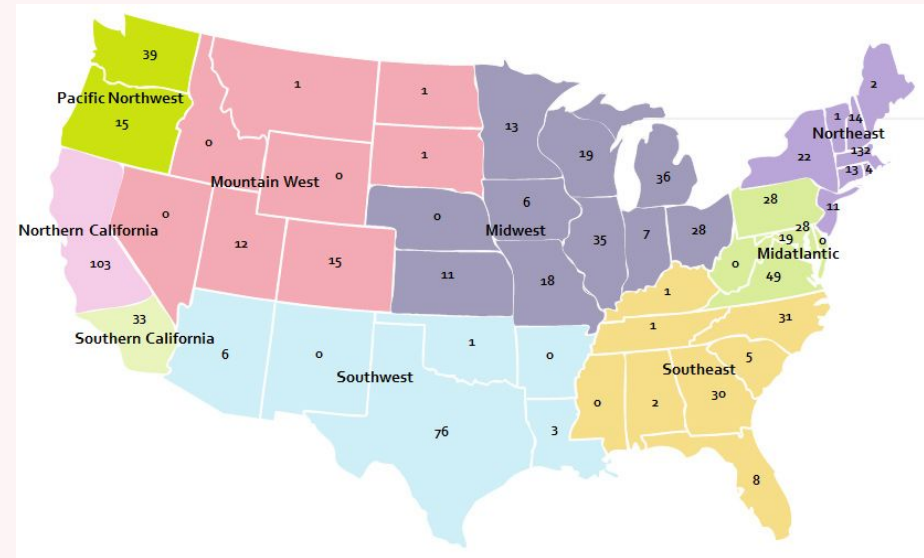


Total Compensation: includes the base pay (salary), and includes the value of any **benefits** received in addition to your salary. Benefits include, but not limited to:

- Bonuses
- Commissions
- Paid time off (vacation days, sick days & holidays)
- Profit-sharing distributions (stocks/equity)
- Insurance (medical, dental, disability and/or life)
- Tuition assistance
- Child Care assistance
- Retirement plans
- Employee assistance programs that offer legal advice, counseling and other services
- Gym memberships



What are Compensation Zones?



Source: [Measuring U](#)

- Compensation zones (Comp Zones) are geographic areas (**metro service areas-MSA**) that adjust base pay and **pay band** structure due to cost of living estimates
 - Pay bands are the minimum and maximum pay ranges of base pay
- Each company may have unique **Comp Zones** based on company existing locations (geographical footprint)
- Comp Zones are indicated by color (in graph illustration to the left)

Source: [SHRM](#)

What is Compa Ratio?

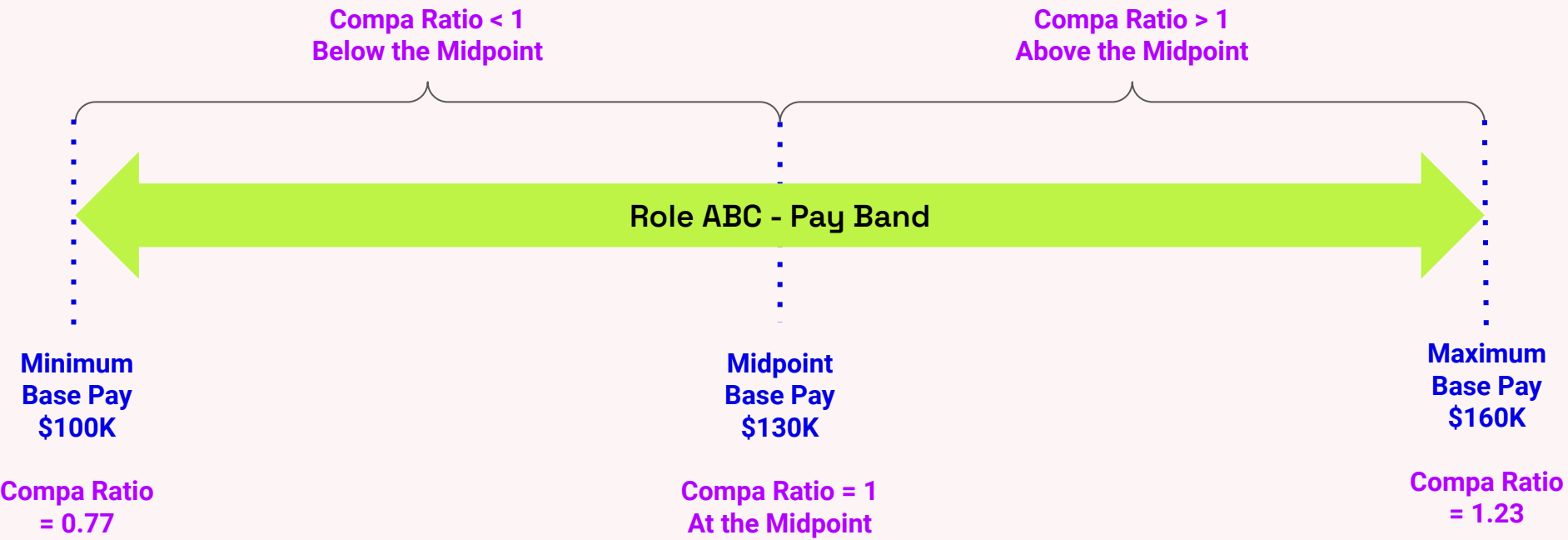
Compa Ratio is an indicator (calculation) to demonstrate where your base pay falls within the pay range (pay band) structure.

Calculation =
Targeted Base Pay \div Midpoint Base Pay

Note: Targeted and Actual Base Pay are interchangeable.



Compa Ratio: Pay Band Structure Illustration (Base Pay)



All employees can request for their (base pay) **Compa Ratio** for their current role at work.



- Connect with HR and/or your manager.



Skills Economy Overview



1. The skills-first economy: A dynamic approach to **professional development**
2. Changing the landscape of recruitment, hiring, and promotions in companies
3. Savvy employers prioritize individual skills for better outcomes
4. Alignment of skills with **technological developments** for success
5. Gradually moving away from traditional metrics like education and experience
6. More emphasis on skills over credentials in the skills-first economy



'Skills are the **currency**
of the future'

Source: [HRDive.com](https://hrdive.com)

Base Pay Salary Negotiations

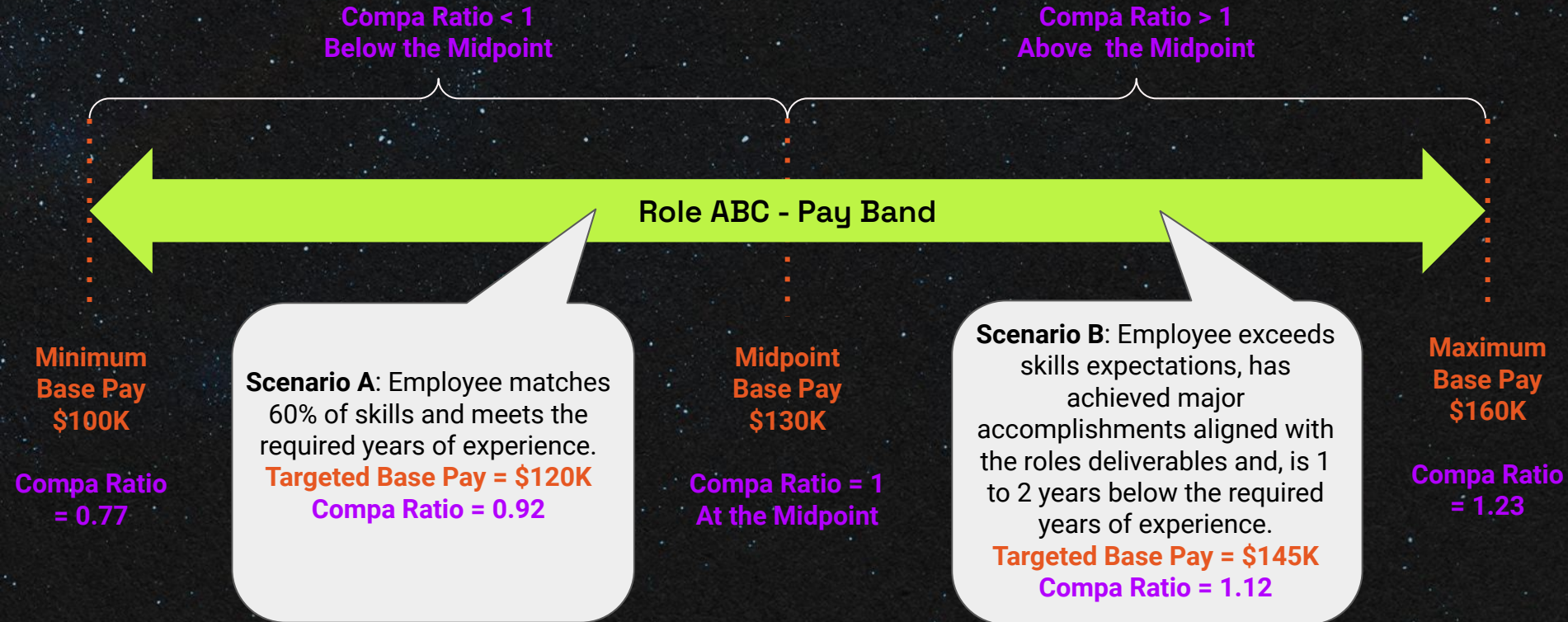
Bozoma Saint John,
Chief Marketing Officer
- [Negotiation Tip Video Clip](#)

Match and align your **skills**
(accomplishments) and experience to
the role and the deliverables.



Self-eSTEM's Uber HQ
Trip (with former
marketing executive
Bozoma Saint John)

Compa Ratio: Base Pay Negotiation Scenario(s)



Free Resources: Compensation Tools



Levels.fyi

Software
Engineering
roles

**Robert Half
Talent
Solutions**

Tech & STEM
Industries

Indeed
All Industries

**Your
Network**
Talk About Salary
Within Your
Trusted Network



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