



NEGOTIATION+

Your compensation strategy, grounded in context.

A personalized analysis of your offer, market position, financial floor, and negotiation options.

PREPARED FOR

PARTNER

Jordan Ellis

Summit Career Collaborative

ROLE Registered Nurse

LOCATION Boise, Idaho

CURRENT OFFER \$78,000 base salary

REPORT DATE September 8, 2026

EXECUTIVE ASSESSMENT

Jordan, your offer is workable - but not fully optimized.

The \$78,000 offer is above your estimated financial floor and close to the local market midpoint. Your strongest opportunity is to clarify the employer's range and improve the total package before accepting.

71	\$78K	\$74K	\$82K
NEGOTIATION+ SCORE	CURRENT OFFER	FINANCIAL FLOOR	TARGET

MODERATE negotiating position

You have credible market support for a measured counteroffer. The gap is small enough to be reasonable and large enough to matter: an additional \$4,000 in base pay compounds to roughly \$21,700 over five years with 4% annual growth.

What the evidence suggests

Signal	Your position	What it means
Market pay	\$78K vs. \$80K estimated median	The offer is competitive, though slightly below the midpoint.
Affordability	\$4K above annual floor	The offer covers modeled needs, but leaves limited flexibility.
Experience	5 years; specialty certification	Relevant experience supports an above-midpoint placement discussion.
Unknowns	Health cost, retirement, bonus	Do not compare base salary without confirming total compensation.

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NEGOTIATION POSITION

Four numbers to keep separate.

Your financial floor is not your negotiation target, and your target is not necessarily your opening ask.

Benchmark	Amount	Purpose
Financial floor	\$74,000	Minimum modeled salary needed to cover taxes, benefits, and monthly obligations.
Current offer	\$78,000	Employer's proposed base salary before all benefits are confirmed.
Negotiation target	\$82,000	Evidence-supported outcome that would improve both market position and flexibility.
Opening ask	\$85,000	A reasonable anchor that creates room to land near the target.
Upper benchmark	\$91,000	Estimated upper-quartile reference; not a promise or entitlement.

Recommended posture

Ask confidently, but stay collaborative. Lead with fit and value, connect the request to role-specific evidence, and leave room to improve retirement, leave, schedule, or a signing bonus if base salary is constrained.

Suggested opening language

"I am excited about the role and appreciate the offer. Based on the responsibilities, my five years of acute-care experience, and the market range for comparable nursing roles in Boise, I would like to discuss a base salary closer to \$85,000. Is there flexibility in the range?"

TOTAL COMPENSATION

Known value and unanswered questions.

The offer should be evaluated as a package. Missing information is marked rather than estimated as fact.

Component	Known annual value	Status / question
Base salary	\$78,000	Confirmed
Employer retirement	\$2,340	3% match, assuming full participation
Health contribution	Not confirmed	Ask for employer contribution and employee premium
Bonus	Not confirmed	Ask whether a sign-on or performance bonus applies
Paid leave	18 days	Confirm accrual and whether holidays are separate
Education support	\$1,500	Confirm eligible credentials and repayment terms

\$81,840	3	\$4,000
KNOWN PACKAGE VALUE	MATERIAL UNKNOWN	TARGET BASE INCREASE

Before you compare offers

Obtain the health premium, deductible, employer HSA contribution, retirement vesting schedule, shift differential, overtime rules, and review timing in writing. A lower-premium plan or meaningful differential could change the decision.

YOUR PLAYBOOK

Ask, explain, listen, and follow up.

Use this sequence as a conversation guide, not a script you must recite word for word.

1. ASK

Open at \$85,000 and identify \$82,000 as the outcome you are working toward.

2. EXPLAIN WHY

Connect the request to acute-care experience, specialty certification, fast onboarding, and the local market midpoint.

3. LISTEN FOR

Range constraints, internal equity, hard-to-fill shift needs, bonus authority, and review timing.

4. TRADE

If salary cannot move, prioritize a sign-on bonus, shift differential, extra PTO, education support, or a six-month review.

5. FOLLOW UP

Send a short written recap and request that agreed changes appear in the revised offer.

Decision rule

Accept when the complete package clears your financial floor, the unknowns are resolved, and the role still advances your broader career goals. A successful negotiation is not only a higher number - it is a clearer decision.

CONVERSATION EXAMPLES

Three ways the employer may respond.

Employer response	Your next move
“The offer is already at the top of our approved range.”	Ask how your placement was determined, then shift to signing bonus, differential, leave, education support, or an earlier compensation review.
“We may be able to get closer to \$82,000.”	Confirm the revised base, ask whether other package elements remain unchanged, and request the complete offer in writing.
“What number would make you comfortable accepting?”	Restate the \$85,000 ask without revealing the \$74,000 floor. If needed, identify \$82,000 as a strong path to agreement.
“We need an answer today.”	Request a brief, reasonable review period. Avoid making a pressured decision while material benefit details remain unknown.

Your strongest sentence

“I am enthusiastic about joining the team. If we can bring the base salary to \$82,000 and confirm the health plan details, I would feel confident moving forward.”

FINAL RECOMMENDATION

Negotiate once, clearly and professionally.

THE RECOMMENDATION

Counter at \$85,000, aim to land at or above \$82,000, and resolve the three major package unknowns before accepting.

Priori ty	Action	Why it matters
1	Request \$85,000 base	Creates room to reach the evidence-supported target.
2	Confirm health and retirement costs	Determines the true take-home and package value.
3	Seek a six-month review if salary is fixed	Creates a defined path to revisit compensation after performance is demonstrated.

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Important limitation

CareerWorth provides data-informed guidance for informational purposes. Wage benchmarks and modeled costs may be incomplete, estimated, delayed, or inapplicable to a specific employer. CareerWorth and Summit Career Collaborative do not guarantee compensation, negotiation, hiring, or career outcomes.

Sample status

Jordan Ellis and Summit Career Collaborative are fictional names used only to demonstrate report personalization and partner attribution.

METHODOLOGY

How this sample was assembled.

This demonstration combines a fictional user profile with illustrative labor-market and household-budget assumptions. A production report uses the user's confirmed inputs and the CareerWorth data available for the selected occupation and geography.

Input family	How it is used
Occupation and geography	Frames relevant wage and employment context.
Offer and benefits	Builds known compensation value and identifies missing terms.
Household budget	Estimates a personal financial floor; it is not a market wage.
Experience and credentials	Supports personalized negotiation rationale without promising employer recognition.
Partner attribution	Acknowledges the approved organization connected to the user's access or referral code.

Data and AI note

CareerWorth may combine government data, third-party sources, statistical analysis, algorithms, and artificial intelligence. AI-generated content can contain inaccuracies. Users should verify material facts and exercise independent judgment.

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