

# + FAQs & Interviews

Are You...

- Currently seeking employment?
- Seeking to relocate?
- In need of a change?
- Seeking an opportunity for advancement?
- Overwhelmed or unsure how to begin your job search?

Below are suggestions of things to consider:

## What's Important?

Salary vs. Hourly – What's Your Worth?

Hourly Rate = Annual Salary/Total Hours Available Annually

- Total hours available annually = # of hours worked per week x 52 Hours

Benefits

Proximity to a certain location

Travel Time (compensated vs. uncompensated)

How the company is compensated and is it enough?

What are the circumstances?

- Budget
- Type of company (profit vs. nonprofit)/Company history/Turnover rate
- Urgency – Immediate change/new hire

What are you entitled to (salary vs. hourly)?

- Become familiar with Human Resource Office
- Review employee handbook
- Know Federal Labor Laws

Prepare potential questions

## What's At Stake?

## What's The Plan?

Ask questions for clarification

- What will be your hours worked per week and hourly rate?
- Are these hours guaranteed and can you make up the hours if not met due to unforeseeable events (i.e. Inclement weather, schedule (game) changes)?
- Do you get overtime and at what rate?
- Do you receive holiday pay and how are you affected during the holidays?
- How will you get paid (monthly/biweekly)?
- Will there be a change in current contract? –12 month vs. 10-11 month contract
- Are you required to work weekends, if so how many?
- Are you compensated for travel?
- Who determines your schedule (predetermined, flexible, sports coverage based)?
- If you have clinical hours, will they increase or decrease and how will compensation time be affected?

Take time to think about all that was discussed

- If possible: Inquire when a response is needed
- If not possible: Make sure you are comfortable with your employment status

Have a contingency plan

**Importantly, make logical not emotional decisions**