



The Candidate Playbook

Every Term We Negotiate on Your Behalf

Your employment agreement decides your income, your schedule, and your quality of life for years. Before you sign anything, know what is negotiable. We negotiate all of it, for every role in the hospital.

Compensation

- Base salary benchmarked to your region, species mix, and experience
- Production formulas: percentage, thresholds, and how production is counted
- Protection against negative accrual so a slow month never becomes a debt
- Relief and per-diem rates, minimum guarantees, and travel time
- Raise schedules tied to measurable milestones, not goodwill

Bonuses, Relocation & Incentives

- Sign-on bonuses structured lawfully; California voids most repayment clawbacks for agreements signed on or after January 1, 2026
- Retention and performance bonuses with clear, written triggers
- Relocation packages, temporary housing, and licensing-transfer costs

Schedule & Lifestyle

- Shift structure, four-day week options, and weekend rotation frequency
- On-call and after-hours expectations, defined and compensated
- Appointment pacing and daily caseload caps
- Support staff ratios that let you practice, not carry the room

Time Off & Professional Growth

- Paid time off, sick leave, and holiday coverage in writing

- Continuing education allowance plus paid CE days and conference travel
- License renewals, DEA registration, and professional dues covered
- Mentorship commitments for new graduates, with named mentors and scheduled case review

Benefits & Protection

- Health, dental, and vision coverage; retirement plans and matching
- Professional liability coverage paid by the practice
- Pet care privileges for your own animals

Contract Terms That Protect You

- Title, advancement path, and what promotion actually requires
- Restrictive covenant review: non-competes are generally unenforceable against California employees, and we make sure your contract reflects it
- Termination notice, severance, and how final production is paid out
- Full transparency: your right to see the production reports behind your paycheck

Registration is free for candidates. Join the registry at www.vetstaff.com and negotiate from strength.

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