

6.5: Non-Salary Negotiable Items

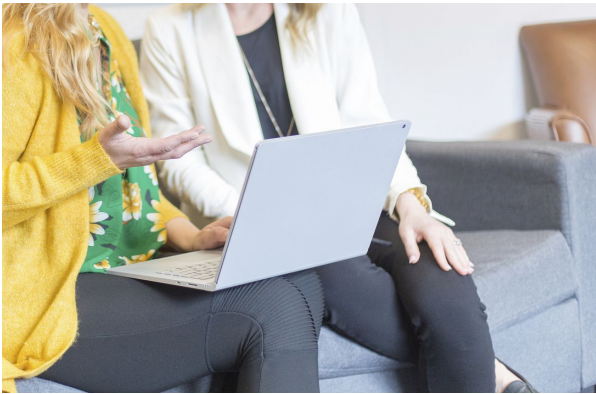


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Other things to negotiate in a job offer

Negotiating an employment contract is an important part of obtaining a new job. However, there are items you can negotiate aside from your base salary. Learning what types of non-salary items are negotiable can help you understand what to ask for during the negotiation process. In this article, we list 18 non-salary negotiable items that you can address with your new employer and discuss the benefits of negotiating for these items.

Benefits of negotiating for non-salary items

Non-salary items such as company benefits, subsidies or office amenities can dramatically improve your work experience. Some items, such as commissions or stock options, may even give you the opportunity to earn more money. Negotiating non-salary items also allows you to practice your negotiating skills on items that employers may be more willing to negotiate about.

18 common non-salary negotiable items

Here are a few items that you can negotiate outside of your base salary:

1. Start date

If a company offers you a start date that's earlier or later than you'd like, you can negotiate about when to begin the position. This can be useful if you're relocating, have prior commitments such as a vacation, need to finish your previous employment or need more time to prepare for your transition. Let your employer know about any reasons you may need to adjust your start date to determine if they're open to negotiation.

2. Job title

Sometimes you may find your given job title insufficient or inaccurate. Your employer may change your title slightly to an offered alternative that more accurately describes your duties. Before a negotiation, consider listing reasons your title should change and possible new title options.

3. Commission percentage

If you work in a sales role, you may earn commission based on your sales rate. You can negotiate a higher commission percentage so that you earn more from the sales you produce. For example, if you earn the company \$10,000 in toaster sales per quarter and your commission percentage is 10%, your employer adds \$1,000 to your next paycheck. If you negotiate your commissions to 15%, then your \$10,000 dollars in toaster sales can earn you \$500 more that quarter.

4. Travel benefits

If your job requires you to travel often, you can negotiate to keep your travel rewards points. Keeping travel rewards points, such as frequent flier miles or hotel loyalty programs, can save you money when you travel on your own for vacations or to visit family. You may also try to negotiate for better travel benefits while traveling for your work, such as upgraded flight classes or higher quality hotels.

5. Moving expenses

When a job requires you to relocate, the company may provide assistance or reimbursement for your moving expenses. While they may not cover all of your travel costs, negotiating for moving benefits can help you afford relocation and may increase your chances of accepting a position far from your current home. If you've accepted a distant position, consider including moving reimbursement in your negotiations.

6. Transportation benefits

Employers can offer reimbursements or travel credits to help cover the costs of traveling to work. Depending on where you live and how you commute, companies may provide gas subsidies, bus fare or free parking spaces. Ask your employer while negotiating about potential transportation benefits.

7. Retirement benefits matching

Many organizations offer the option to open a matching retirement plan in which the company matches any money you place into the account. The matching rate can vary depending on the company and type of retirement plan. You can negotiate for better matching rates or additional retirement benefits.

8. Phone allowance

If your job requires you to talk for long periods of time on your own phone, you can negotiate for your company to subsidize part of your phone plan as a work expense. Some organizations may even provide you a work phone with a fully paid phone plan. Ask your employer if they're willing to cover some of your phone expenses during the negotiation process.

9. Discounts on company products

Certain companies may offer the opportunity to buy or use their products or services at a discounted rate. For example, if you work at Yippee Cellular as a [sales representative \(opens in new window\)](#), you may get a 30% discount on your cell phone plan. You can negotiate the amount of these discounts and whether they apply to you as an individual or your entire family.

10. Signing bonus

A signing bonus is an amount of extra money that an employer gives you when you sign an employment contract for a new position. A signing bonus can help you relocate or cover any other costs of switching jobs. Consider negotiating for a signing bonus, especially when you can't negotiate for a higher salary.

11. Remote work

As technology improves, many organizations are allowing people to work some days remotely or perform all of their main duties at home. Limiting your days at the office can give you the freedom to work in a more comfortable environment or live far away from your company's building without worrying about a long commute. If you work in a position that you can perform at home, consider negotiating for more remote workdays.

12. Equity compensation

Equity compensation is a noncash investment option that represents employee ownership of the company. It may include stock, performance shares and options. Startups often offer equity options to employees to help compensate for any company risk. If you're working for a startup or other small company, consider negotiating for some of the company's equity.

13. Guaranteed severance package

A severance package is a collection of benefits that you can receive if your company fires you. Asking a company to guarantee you a severance package can help protect you if something unexpected happens within the organization. It may also encourage them not to fire you if you've negotiated a large severance package.

14. Office space

A quality work area can help you organize and may increase your productivity. When negotiating for a job, you can ask about your working arrangements. You can try to negotiate for an office instead of a cubicle, a larger office or an office with a better view.

15. Tuition reimbursement

Companies sometimes offer tuition reimbursement or loan forgiveness programs for employees who choose continuing education. They usually require you to work for them for a certain period of time before helping with education costs. Try to negotiate for a higher reimbursement rate or a shorter required time before reimbursement.

16. Daycare reimbursement

Quality childcare for your children during working hours is often expensive. Companies may offer subsidies or reimbursement for childcare costs while you're working. Some organizations may also have their own daycare providers. Consider mentioning childcare when negotiating with an employer to hear about their programs and potential subsidies.

17. Flexible scheduling

Depending on your job duties, your organization may allow you to set your own work hours or add flexibility to your scheduling. A flexible schedule can empower you to work during your best hours of focus or may allow you to work around life obligations, such as doctor's appointments. Talk to your supervisor about ways you can negotiate for a schedule that meets your needs.

18. Additional leave

You can negotiate for extra days off to use for vacation, volunteering or sick days. Some companies may also allow you to negotiate when you can start using your leave. For example, if your company usually lets employees use their vacation time after 90 days, you can negotiate to use yours after 60 days.

Source: "[18 Non-Salary Negotiable Items To Consider for Your New Job](#)", Indeed Editorial Team, June 28, 2024.

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