

CAREER EXPERTS GROUP

LET'S GET TO WORK ON YOUR CAREER!

YOUR CAREER > YOUR FUTURE

ASK THE EXPERTS

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CAREER

I am going to be starting a new career search soon. Besides salary, what other things might I be able to negotiate as part of my job offer?

When you are considering a job offer, you need to look beyond the salary being offered. You need to look at the total compensation. This includes bonuses, commissions, any benefits paid in full or partially by the employer, and various other benefits and perks.

The latest statistics from the [US Bureau of Labor Statistics](#) show that on average, salary comprises 70% of an employee's total compensation, and all other benefits make up 30%. This means that if you are offered a salary of \$50,000, your total compensation is actually approximately \$65,000. There may also be non-monetary perks to consider.

Remember, just like you can negotiate the salary you are being offered, you may be able to negotiate some benefits and non-monetary perks. Some items that may be negotiated include:

- Reimbursement of COBRA insurance payments
- Sign-on bonus
- More vacation time or paid time off (PTO)
- Relocation assistance

For a full list of benefits and perks that you may be able to negotiate as part of your next job offer, check out "[Salary Isn't Everything: Benefits and Perks to Consider When Evaluating a Job Offer](#)" in the [Resources section](#) of the [Career Experts Group's website](#).

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