Non-salary compensation package

Sometimes employees cannot negotiate a salary increase during the interview process for numerous reasons. Candidates can consider non-salary items, such as company benefits, stock options or office amenities to improve their work experience while evaluating their compensation package. Reference this handout when evaluating your compensation package.

Expense Coverage

- **Commuting or parking**: Cover the costs to get to and from the place of employment via gas cards or parking passes.
- **Child care**: Contribution to securing childcare programs, after-school care or summer camps.
- **Relocation**: Assist with the moving costs to relocate to a new area (region or state) to work for the company.

Finances

- **Signing bonus**: A reward when the employee starts a new job in the form of a single payment or multiple payments.
- **Performance bonus**: Opportunities for bonuses (quarterly or annual) based on work performance.
- **Profit sharing**: A contribution plan for employees that gives a certain amount of a company's profits.
- **401(k)**: A retirement savings plan that allows employees to contribute a portion of their income for use once the employee retires.

Flexible Time

- **Flex time**: Arrangement that allows an employee to alter the start or end time of the workday. Remote or hybrid options may be considered.
- **Paid vacation time**: Time employers give employees to use throughout the year where employees do not work for that day but receive the day's pay.
- **Parental or family leave**: Paid or unpaid leave to prepare for childbirth or adoption.
- **Sick leave**: Allows employees to take time off for short or long-term health needs and be compensated for this time.
Medical

- **Life insurance**: This insurance pays the employee's beneficiary (employee selects individual) if the employee dies.
- **Short-term or long-term disability insurance**: Provides income when an employee cannot work due to accidents, injuries or illnesses.
- **Health, dental and optical insurance**: Coverage for annual wellness exams, the cost of dental procedures or prescription eyeglasses or contacts.
- **Health Savings Account (HSA) or Flexible Spending Account (FSA)**: A savings account for medical expenses.

Professional Development

- **Paid training**: Opportunity for employees to receive pay during the training period of their job.
- **Tuition assistance**: Help pay for college, certifications or continuing education to expand knowledge and skills, making employees more versatile.
- **Association memberships**: Receive a stipend to cover annual membership fees for professional development organizations.
- **Student loan repayments**: Employers can help by contributing to an employee's student loan balance.

Technology

- **Laptop**: Employers may provide the technology (laptop, monitor or headset) necessary to create a small workplace at home or in the office.
- **Company car**: Support employee transportation expenses if transportation is required for the role.
- **Cell phone**: A cell phone reimbursement stipend or allowance given to employees to purchase on their cell phone plans.
- **Specialty technology**: Provide work-specific technology for employees to be successful at work.