

What is negotiable?

Everything. Some things. Nothing. I'm afraid there is no easy answer here. The answer is unique to you, the company, and the position. However, there are steps you can (and must!) take to determine whether you can negotiate for more pay, more vacation, bigger role, later start date, or any host of other things. If you know what you want, you know you are a top contender, and it becomes much easier to ask for what you want. Here are the most common things to be negotiated:

- Base pay
- Bonus / commission plan
- Responsibilities
- Job title & role (bigger role, different job title)
- Start date
- Scheduled work hours (when and where ... especially home versus onsite)
- Vacation and PTO
- Healthcare insurance benefits (which plan, and how soon it kicks in)
- 401K match (how soon it starts, and how soon people get vested)
- Life insurance
- Disability insurance
- Cell phone reimbursement (if use phone for work use)
- Mileage reimbursement (if travel for work)
- Severance package (executive compensation plans allow for severance packages)