

## GENERATE OPTIONS TO AGREEMENT

**Instructions:** As you develop your list of options to use during the pay raise negotiation meeting, attach a quantifiable or subjective value to each to help you assess the trade-off. Below are some examples to adapt. Select ones which might satisfy both you and your boss.

Be ready to negotiate for one or more of your options to be *added* to a partial raise. (A partial raise is an amount that doesn't reach your Aspiration Point.) Or to *combine* options to reach the value of a raise that is denied or deferred. Remember, everything's negotiable.

### One to two weeks of additional paid vacation leave per year

**Value:**

1 week = ~2% of salary = \$ \_\_\_\_\_

2 weeks = ~4% of salary = \$ \_\_\_\_\_

4 weeks (if you negotiate a short-term sabbatical) ~8% of salary = \$ \_\_\_\_\_

Sufficient time for an extended family visit or a volunteer abroad trip.

What else? \_\_\_\_\_

### Attendance with all expenses paid to a professional conference

**Value:**

\$ \_\_\_\_\_ (determine amount depending on location, registration, etc.)

Professional development; networking value

[#] continuing education units

What else? \_\_\_\_\_

### Conference attendance with no deduction from my PTO bank of hours

**Value:** (This assumes your employer otherwise deducts PTO hours. Some employers don't.)

\$ \_\_\_\_\_ (number of days away at the conference X your daily pay)

What else? \_\_\_\_\_

### Tuition reimbursement for graduate or certification courses

**Value:**

\$ \_\_\_\_\_

Professional development; networking value

What else? \_\_\_\_\_

**Agreement to scale back on specific responsibilities (Consider this one IF the scope of your job responsibilities has expanded significantly without a commensurate pay increase.)**

**Value:**

Same pay, but less on-the-job pressure

Less stress = more job satisfaction

Less stress = more energy for home life activities

What else? \_\_\_\_\_

**Arrange a Variable Pay incentive**

**Value:** (This has a custom answer depending on the arrangement.)

What else? \_\_\_\_\_

**Arrange to get every other Friday off (for 0 to 10% reduction in pay)**

**Value:**

Cut gasoline costs by 10% = \$ \_\_\_\_\_

Opportunity to earn added income doing a side gig on days off

Regular three-day weekends provide needed family and leisure time

What else? \_\_\_\_\_

**Restructure my position to a three-day-a-week job sharing arrangement**

**Value:**

Cut gasoline costs by 40% = \$ \_\_\_\_\_

Opportunity to earn added income doing a side gig

More time for family, hobbies, community work, leisure, etc.

What else? \_\_\_\_\_

**Other Options: (Remember to *combine* options as part of a deal, if needed.)**

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