Compare cash, benefits, and time.

Offer Comparison | A higher salary can still buy less money for each committed hour.

Annual gross is all guaranteed annual cash, including paid leave already in your salary or paid-hours estimate. Weeks actually worked excludes leave. Do not add paid leave a second time as an employer benefit.

Fictional example	Offer A	Offer B
Annual gross	$62,400	$68,000
Assumed deductions	22%	22%
Annual work costs	$9,780	$12,980
Annual committed hours	2,208	2,376
Money after costs	$38,892	$40,060
Money / committed hour	$17.61	$16.86

Offer B leaves $1,168 more per year but requires 168 more hours. At the same assumptions, it needs about $2,296 more gross pay to match Offer A’s cash per committed hour. This is a comparison, not a recommendation.

Avoid these double counts

Employee premiums entered as a separate cost must be excluded from your assumed deduction fraction. Commute and childcare costs apply only to worked weeks. Employer benefits are a separate estimated value; retirement matches may have conditions or vesting.

Hours = worked weeks x (paid working hours + unpaid work time + commute). Money = annual gross x (1 - assumed deductions) - entered costs.

The full pack includes the editable three-offer workbook, five other decision worksheets, a start tab, and this guide. The free website can calculate a quick comparison without a purchase.

Negotiation preparation worksheet

Print and fill in | Keep your private floor out of the version you send to the employer.

Opening ask	Private minimum	Current offer

Evidence of value	Measured result	Where I can verify it

My request, in one or two sentences

If base pay is fixed, the one alternative I value most

Agreed next step, owner, and date