

Proposal: Part-Time or Full-Time

Presented here are full-time and part-time options for my proposed new compensation plan, open to negotiation.

Part-Time

Title: Technical and Marketing Communications Manager

Compensation: \$40/hour at 20 hours/week, to grow at a rate of 3% annually, dependent on performance OR \$40,000/year part-time salary with minimum 14 days PTO, 20 hours/week, to grow at a rate of 3% annually, dependent on performance

Duties: Responsibilities would remain as they currently are.

Full-Time

Title: Technical and Marketing Communications Manager

Compensation: \$80,000/year full-time salary with minimum 14 days PTO, 40 hours/week, to grow at a rate of 3% annually, dependent on performance

Increased Duties: Working full-time at the Phipps, I would be able to assume the following responsibilities, which would greatly improve the efficiency of workflow at the Phipps:

- Design of the marquees, community reports, and other brochures
- Design of logos, graphics, and artwork for plays, musicals, special events, and dance theater performances that can be fully manipulated and modified throughout the year
- Creation of physical marketing such as press releases
- Development of any new marketing, technical, or communications projects that are proposed
- Regular acquisition of photos and materials from Phipps events due to more frequent visits to the building.
- Exploration of new social media endeavors, namely YouTube Shorts (a popular American alternative to TikTok)

Discussion

This competitive payment model ensures my ability to work at the Phipps for many years to come. I left the teaching field because my wife is also a teacher, and ultimately, due to inflation and the incredibly expensive housing market, I realized that two teacher salaries were not remotely enough to sustain our

lifestyle and provide for our now newborn son, Peregrine. I decided to acquire my master's degree for the sole purpose of having a significantly higher salary than what a teacher can acquire. As I look to work full-time in January, these are dollar amounts that I will be looking for in my field; technical writers, information designers, and user experience designers make an average of \$80,000 to \$120,000 annually. Though this dollar amount may seem high, I urge you to review what we are currently spending on contracted designers, that can often charge between \$60–100 per hour, significantly higher than my rate.

Closing Remarks

If the Phipps is unable to meet this higher compensation model, I will completely understand, but I will need to pursue other full-time work come January. Ultimately, I love the Phipps. This organization raised me, and I owe it a lot of credit for bringing me to the place I am today. However, providing for my family takes precedence to my emotional care and affection for the Phipps. Therefore, if this Phipps cannot meet this model, I will have to part ways, but I will part with love!

I am more than happy to negotiate and answer any questions or concerns you may have. Please feel free to contact me at digitalmarketing@thephipps.org or on my cell at 715.410.9109.

Note: This simple website was created for a single assignment in my Writing With Digital Technologies (Fall 2023)