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)***