

## ECLB Comparable Job Postings

| Date | Indeed Posting                          | Job Category   | Skill level | Full/Part |  | Location     | Cost of Living differential |                | Comments |              |              |                  |
|------|---|----------------|-------------|-----------|--|--------------|-----------------------------|----------------|----------|--------------|--------------|------------------|
|      |   |                |             | Time      |  |              | Low Pay                     | High Pay       |          | Low Erie \$  | High Erie \$ |                  |
| 2021 | Executive Director                      | Director       | Leadership  | Full      |  | \$80,000.00  | \$100,000.00                | Kalamazoo, MI  | 1.159    | \$92,720.00  | \$115,900.00 |                  |
| 2022 | Administrative Manager                  | Admin          | Entry       | Part      |  | \$52,000.00  | \$58,240.00                 | Newburgh, NY   | 0.702    | \$36,504.00  | \$40,884.48  |                  |
| 2022 | Office Admin II                         | Admin          | Entry       | Full      |  | \$31,100.00  | \$39,300.00                 | Winnsboro, LA  | 1.008    | \$31,348.80  | \$39,614.40  |                  |
| 2022 | Contract Field Signage Installer        | Property       | Entry       | Full      |  | \$30,492.80  | \$41,204.80                 | Detroit MI     | 0.861    | \$26,254.30  | \$35,477.33  |                  |
| 2022 | Executive Director                      | Director       | Leadership  | Full      |  | \$80,000.00  | \$92,500.00                 | Chesapeake, VA | 0.766    | \$61,280.00  | \$70,855.00  |                  |
| 2022 | Senior Salesforce Administrator         | Data/GIS       | Mid-level   | Full      |  | \$123,278.00 | \$154,668.00                | Detroit MI     | 0.861    | \$106,142.36 | \$133,169.15 |                  |
| 2022 | Director of Acquisition and Development | Director       | Mid-level   | Full      |  | \$78,300.00  | \$99,200.00                 | Houston TX     | 0.975    | \$76,342.50  | \$96,720.00  |                  |
| 2022 | Director of Real Estate                 | Director       | Mid-level   | Full      |  | \$70,400.00  | \$89,200.00                 | Houston TX     | 1.059    | \$74,553.60  | \$94,462.80  |                  |
| 2022 | Accounting Manager                      | Accounting     | Mid-level   | Full      |  | \$75,000.00  | \$85,000.00                 | Houston TX     | 1.059    | \$79,425.00  | \$90,015.00  |                  |
| 2022 | Director of Community Development       | Director       | Mid-level   | Full      |  | \$63,600.00  | \$80,500.00                 | Houston TX     | 1.059    | \$67,352.40  | \$85,249.50  |                  |
| 2022 | Construction Project Manager            | Property       | Mid-level   | Full      |  | \$73,000.00  | \$83,000.00                 | Cleveland OH   | 0.956    | \$69,788.00  | \$79,348.00  |                  |
| 2022 | Assistant Director                      | Director       | Mid-level   | Full      |  | \$59,850.00  | \$59,850.00                 | Binghamton, NY | 1.059    | \$63,381.15  | \$63,381.15  |                  |
| 2022 | Finance Specialist                      | Accounting     | Mid-level   | Full      |  | \$48,000.00  | \$60,000.00                 | Cleveland OH   | 0.956    | \$45,888.00  | \$57,360.00  |                  |
| 2022 | Accountant                              | Accounting     | Mid-level   | Full      |  | \$48,345.00  | \$53,955.00                 | Detroit MI     | 0.861    | \$41,625.05  | \$46,455.26  |                  |
| 2023 | Human Resources Assistant I             | Admin          | Entry       | Full      |  | \$37,144.00  | \$55,433.00                 | Erie PA        | 1        | \$37,144.00  | \$55,433.00  | Currently Active |
| 2023 | Field Supervisor                        | Property       | Entry       | Full      |  | \$48,000.00  | \$50,000.00                 | Erie PA        | 1        | \$48,000.00  | \$50,000.00  | Currently Active |
| 2023 | Land Bank Director                      | Director       | Leadership  | Full      |  | \$62,000.00  | \$77,000.00                 | Bradley, IL    | 1.027    | \$63,674.00  | \$79,079.00  | NEW land bank    |
| 2023 | Program Manager - Strategic Acquisition | Property       | Mid-level   | Full      |  | \$75,000.00  | \$95,000.00                 | Saint Paul MN  | 0.92     | \$69,000.00  | \$87,400.00  | Currently Active |
| 2023 | Communications and Marketing Manager    | Communications | Mid-level   | Full      |  | \$75,000.00  | \$90,000.00                 | Cleveland OH   | 0.956    | \$71,700.00  | \$86,040.00  | Large land bank  |
| 2023 | Assistant Director of Finance           | Director       | Mid-level   | Full      |  | \$68,000.00  | \$72,000.00                 | Erie PA        | 1        | \$68,000.00  | \$72,000.00  | Currently Active |
| 2023 | Planning & Real Estate Analyst          | Data/GIS       | Mid-level   | Full      |  | \$65,000.00  | \$75,000.00                 | Waterbury CT   | 0.806    | \$52,390.00  | \$60,450.00  |                  |
| 2023 | Loan Admin                              | Admin          | Mid-level   | Full      |  | \$39,600.00  | \$50,200.00                 | Winnsboro, LA  | 1.008    | \$39,916.80  | \$50,601.60  | Currently Active |
| 2023 | Planning Program Coordinator            | Data/GIS       | Mid-level   | Full      |  | \$39,819.00  | \$39,819.00                 | Erie PA        | 1        | \$39,819.00  | \$39,819.00  | Currently Active |

## Summary of Job Postings

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### *Average 'Low Erie \$' and average 'High Erie \$' by 'Skill level'*

| <b>Skill level</b> | <b>Average of Low Erie \$</b> | <b>Average of High Erie \$</b> |
|--------------------|-------------------------------|--------------------------------|
| Entry              | \$35,850.22                   | \$44,281.84                    |
| Mid-level          | \$64,354.92                   | \$76,164.76                    |
| Leadership         | \$72,558.00                   | \$88,611.33                    |
| <b>Grand Total</b> | <b>\$59,228.22</b>            | <b>\$70,857.16</b>             |

### *Average 'Low Erie \$' and average 'High Erie \$' by 'Job Category'*

| <b>Job Category</b> | <b>Average of Low Erie \$</b> | <b>Average of High Erie \$</b> |
|---------------------|-------------------------------|--------------------------------|
| Accounting          | \$55,646.02                   | \$64,610.09                    |
| Admin               | \$36,228.40                   | \$46,633.37                    |
| Communications      | \$71,700.00                   | \$86,040.00                    |
| Data/GIS            | \$66,117.12                   | \$77,812.72                    |
| Director            | \$70,912.96                   | \$84,705.93                    |
| Property            | \$53,260.58                   | \$63,056.33                    |
| <b>Grand Total</b>  | <b>\$59,228.22</b>            | <b>\$70,857.16</b>             |