Regional Cost of Labor in Compensation

Resource for Candidates for a Vice President Position

Last updated 3/1/2025

Thank you for considering a Vice President role at LEE. We are committed to transparency in compensation and designed this resource to provide insight into our pay structure. Each offer takes into account a variety of factors, including work experience, educational background, and your regional location. Please note that this resource is illustrative and not a guarantee of compensation; a more nuanced calculation will be shared upon offer. Also remember that competitive pay is just one aspect of our approach to compensation; we welcome you to review our comprehensive benefits package.

Cost of Labor Adjustment (COLA) Tiers

As a national organization with significant regionally based work, LEE is competing for talent in a number of local markets. Therefore, we use a regionally adjusted compensation strategy to acknowledge local labor conditions and help us attract and retain talent across the country. “Cost of labor” refers to the “going rate” that employers must pay to obtain the talent they need to meet their goals. Pay varies regionally based on the strength of the labor market and supply of people with a given set of skills in a given region.

Cost of Labor calculations are considered a compensation best practice and are used across industries. LEE maintains five Cost of Labor Adjustment (COLA) tiers. Sample locations in each tier are listed below.

100% COLA tier *Rural areas, small cities, locations in the West and South, e.g. Atlanta, San Antonio, Milwaukee*	**105% COLA tier** *Mid-sized cities and outlying suburbs, e.g. Baltimore, Dallas, Houston, Minneapolis*	**110% COLA tier** *Metropolitan areas with strong labor markets and multiple industries, e.g. Chicago, Denver*	**115% COLA tier** *Large metro areas with knowledge economies, e.g. Boston, Seattle, Silicon Valley,*	**120% COLA tier** *Central core of the most sought-after, highly educated regions (within city limits of NYC, SF)*
Atlanta, GA Charlotte, NC Las Vegas, NV Memphis, TN Miami, FL Milwaukee, WI New Orleans, LA Phoenix, AZ Richmond, VA SanAntonio, TX	Austin, TX Baltimore, MD Dallas, TX Detroit, MI Fresno, CA Houston, TX Minneapolis, MN Philadelphia, PA Portland, OR Providence, RI	Chicago, IL Denver, CO New Haven, CT Sacramento, CA Santa Barbara, CA Santa Cruz, CA San Diego, CA Trenton, NJ	Bay Area, CA Boston, MA Los Angeles, CA Napa, CA Seattle, WA Silicon Valley, CA Tristate NY-NJ-CT Washington, DC	NewYork, NY San Francisco, CA San Jose, CA

Vice President Compensation by Regional Cost of Labor

	100% COLA tier	**105% COLA tier**	**110% COLA tier**	**115% COLA tier**	**120% COLA tier**
Min: 10 yrs in a relevant senior role	$165,350	$173,620	$181,890	$190,160	$198,430
15 yrs	$182,520	$191,650	$200,780	$209,900	$219,030
20 yrs	$201,530	$211,610	$221,690	$231,760	$241,840
Max: 24 yrs in a relevant senior role	$215,000	$225,750	$236,500	$247,250	$258,000