

Gainesville Housing Development & Management Corp

Executive Director / CEO

EIN **464552701**
 FL · NTEE L30
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Pamela E Davis, Executive Director / CEO** (\$252,587) against **every comparable organization** that fit the selection criteria — **1230** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

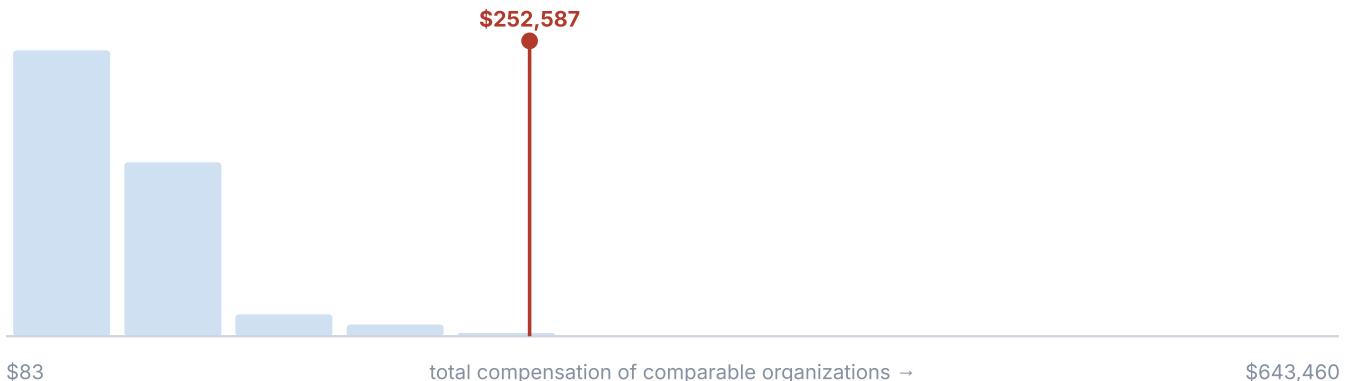
Benchmarked executive: Pamela E Davis — reported title “Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L30).
BUDGET	Total revenue between \$242,523 and \$542,964 — 0.67x to 1.50x the subject's \$361,976 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

1,230 organizations qualified on sector, size, and geography → **1,230** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,548 10TH	\$23,916 25TH	\$46,688 MEDIAN	\$69,690 75TH	\$95,456 90TH	\$252,587 THIS ORG · 99TH
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to FL cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lutheran Social Services Of Central Ohio	OH	\$361,947	President & Ceo	\$9,088	\$10,548	2023
Diamond Sunrise Corporation	CO	\$362,038	President	\$22,009	\$22,465	2024
Family Promise - Salt Lake	UT	\$361,894	Executive Director	\$91,799	\$100,013	2024
Pee Wee Homes	NC	\$361,795	Director	\$550	\$605	2024
Mesa Senior Meadows	CO	\$362,254	Vice President	\$35,660	\$36,399	2024
The Union Club	OH	\$362,454	Secretary	\$14,500	\$16,348	2024
Gardella Plaza Inc	CA	\$361,384	President	\$43,669	\$41,326	2023
Shepherd Oaks West Apartments Inc	MN	\$361,165	President/ceo/administrato	\$26,425	\$27,795	2024
Chelsea Restoration	MA	\$361,156	Executive Director	\$88,570	\$87,225	2023
United Church Residences Of Rome Georgia Inc	OH	\$362,856	Treasurer	\$50,772	\$57,243	2024
228 East 46th Street Housing Development	NY	\$363,165	Ceo	\$59,698	\$57,423	2024
Upper South Street Housing Dev Fund	NY	\$363,246	President/ceo	\$49,310	\$48,832	2023
Centennial Square	MN	\$363,314	Ceo	\$39,249	\$42,502	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Manteca Senior Housing Corporation	CA	\$363,382	President	\$43,669	\$41,326	2023
St Paul's Retirement Homes Foundation	CA	\$363,429	Ceo	\$20,405	\$19,310	2023
Ohio Region Senior Citizens Housing	MO	\$360,481	President	\$1,200	\$1,353	2024
Rockland Mha Holding Inc	NY	\$363,735	President & Ceo	\$36,012	\$35,663	2023
Angela Westover Housing Corporation	MA	\$364,203	Chief Executive Officer	\$16,832	\$16,101	2024
Slippery Rock Presbyterian Senior	PA	\$359,375	Director And President	\$37,604	\$39,918	2024
Windham Region No Freeze Project	CT	\$364,670	Executive Di	\$54,656	\$56,161	2023
The Salvation Army Colorado Springs Residences li	CA	\$358,927	President	\$32,694	\$30,940	2023
United Church Residences Of South Horn Lake	OH	\$365,136	Treasurer	\$34,230	\$39,733	2023
Asheville-buncombe Community Land Trust	NC	\$365,352	Executive Director	\$95,116	\$104,617	2024
United Church Residences Of Olean	OH	\$358,535	Treasurer	\$34,230	\$39,733	2023
The Resilient Place	TX	\$365,512	President	\$12,600	\$13,813	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to FL cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the

chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

● Sample, role match & sensitivity

PEER COUNT	1230 organizations. Compensation range \$83–\$643,460; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$361,976); for reference, expenses \$432,901 and assets \$1,717,013.
ROLE MATCH	Pamela E Davis, reported title " <i>Secretary</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	684 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	54 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	99 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	81 st

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Pamela E Davis) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026,

comparing compensation against 1230 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$252,587 is reasonable (approximately the 99th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.