

Pinellas Property Management Compan

Executive Director / CEO

EIN 811908714

FL · NTEE L20

FY ending 2023-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Neil Brickfield, Executive Director / CEO** (\$51,613) against **every comparable organization** that fit the selection criteria — **304** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

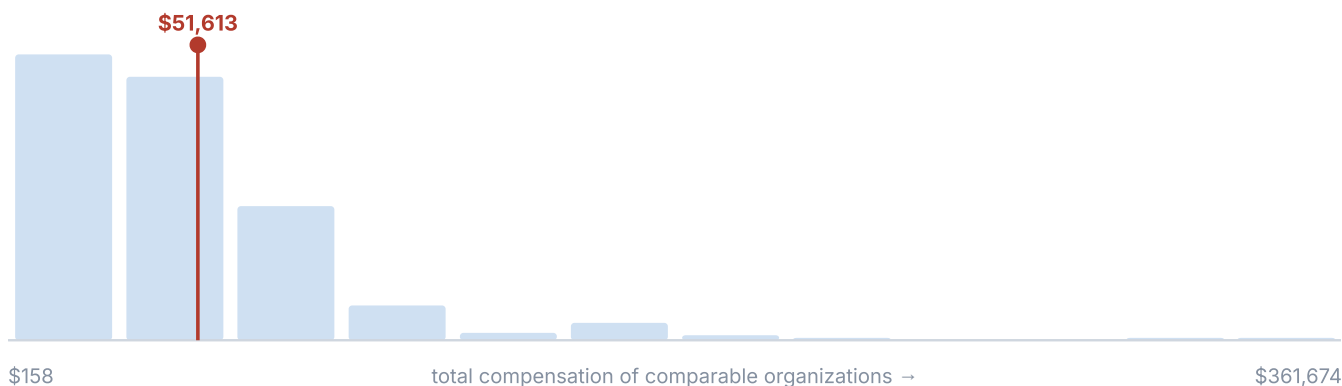
Benchmarked executive: Neil Brickfield — reported title “SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20).
BUDGET	Total revenue between \$201,910 and \$452,038 — 0.67x to 1.50x the subject's \$301,359 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

304 organizations qualified on sector, size, and geography → **304** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,480	\$19,117	\$38,397	\$61,988	\$85,855	\$51,613
---------	----------	----------	----------	----------	----------



● 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
Vista Affordable Housing	MI	\$302,533	President - Vah, Director	\$22,630	\$24,864	2023
Clinton House Nonprofit Housing	MI	\$302,831	Top Management Official	\$17,610	\$18,794	2024
Snyder-union-northumberland Habitat	PA	\$299,819	Prior Dev. O	\$14,127	\$14,566	2024
United Church Residences Of Brilliant	OH	\$303,267	Treasurer	\$34,230	\$38,593	2023
Deaf-reach Housing Inc	DC	\$299,051	Executive Director	\$84,137	\$78,594	2023
Cdla Inc	CA	\$298,739	President	\$43,669	\$40,140	2023
Self-help Housing Corporation Of	HI	\$304,128	Executive Director	\$195,734	\$181,190	2024
Robbins Way Senior Housing	MN	\$304,582	Executive Vice President	\$18,918	\$19,899	2023
Operation Tiny Home	OR	\$305,192	Executive Director	\$29,330	\$27,436	2025
Affordable Housing First Corp	FL	\$306,100	President	\$7,500	\$7,285	2024
Nautical Affordable Housing Inc	TX	\$306,354	Executive Di	\$233,050	\$241,036	2024
Fulton Gardens li Corporation	TX	\$306,407	President	\$13,180	\$13,632	2024
Sunshine Community Housing	FL	\$296,255	President	\$68,786	\$66,813	2024
Choices Inc	KY	\$296,001	Exec. Dir /	\$72,000	\$79,980	2024
Martin Luther King Housing Development Association	WA	\$306,914	Interim Executive Director	\$78,000	\$72,204	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rejuvenated Life Inc	TX	\$295,537	Executive Dir.	\$39,000	\$40,336	2024
Mid-peninsula Colma Ridge Inc	CA	\$293,405	Cfo / Assistant Secretary	\$77,467	\$69,163	2024
Abundant Life Community Development	NJ	\$292,154	Director	\$18,000	\$17,107	2023
Twin Pines Apartments Inc	ID	\$310,754	Chief Executive Officer	\$6,686	\$7,354	2024
South Windham Housing Corporation	ME	\$291,600	President	\$45,000	\$47,966	2023
Mckeesport Presbyterian Senior Housing	PA	\$291,570	Director And President	\$37,604	\$38,773	2024
Loretto O'brien Road Housing Development	NY	\$291,519	Chairperson	\$27,907	\$25,402	2025
Rainbow Horizons	CA	\$311,306	President & Ceo Of New Horizons	\$8,068	\$7,416	2023
Stoney Pinecharities Housing Corp	CA	\$311,730	President (Thru 12/24)	\$51,561	\$46,035	2024
Neighborhood Housing Inc	WI	\$311,968	President	\$38,280	\$41,336	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL cost of living and 2023 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 **304** organizations. Compensation range \$158–\$361,674; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$301,359); for reference, expenses \$0 and assets \$301,768. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Neil Brickfield, 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	192 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	64 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	58 th

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 (Neil Brickfield) 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 13, 2026, comparing compensation against 304 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$51,613 is reasonable (approximately the 64th 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 13, 2026.