

B C And T Local 334 Retiree Health Plan

Executive Director / CEO

EIN 016123853

ME · NTEE Y43

FY ending 2025-05-31

June 9, 2026

This analysis benchmarks the total compensation of **John Jordan, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **80** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

Benchmarked executive: John Jordan — reported title "Trustee", 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 (Y43).

BUDGET Total revenue between \$49,047 and \$109,807 — 0.67x to 1.50x the subject's \$73,205 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (Y), nationwide + budget 0.67–1.5x revenue.

80 organizations qualified on sector, size, and geography

→ **80** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$529	\$1,608	\$5,335	\$15,761	\$41,955	\$12,000
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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 ME 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
Free & Accepted Masons	TN	\$73,365	Treasurer	\$3,300	\$3,555	2024
Stratford Corporation	OH	\$73,388	Business Manager	\$85,805	\$90,759	2025
Swedish Cemetery Inc	CT	\$72,764	Caretaker	\$1,225	\$1,177	2024
Harmony Cemetery Corporation	MA	\$73,747	Clerk	\$2,995	\$2,759	2024
St Augusta Firefighters Relief	MN	\$71,550	President	\$100	\$102	2024
West Lambert Water Association	MS	\$75,064	Secretary	\$14,528	\$16,159	2025
Hawaii Medical Service Association	HI	\$75,783	Trustee	\$113,199	\$103,890	2024
Washington Lodge 17 Fop	PA	\$70,323	President	\$595	\$626	2023
Jewish Cemetery Association Of Greater Waterbury Inc	CT	\$70,081	Executive Director	\$11,000	\$10,885	2023
St John's Cemetery At Springfield	DE	\$69,714	Treasurer	\$1,200	\$1,205	2024
Hayes Lemmerz Non-union Retiree	IL	\$69,654	Chairperson	\$4,000	\$4,031	2024
The Cemetery Corporation	SC	\$69,578	Secretary	\$20,642	\$22,727	2023
Rising Sun Cemetery Association	IN	\$69,157	Superintendent	\$37,440	\$40,473	2024
Hopewell Cemetery	AL	\$69,049	Secretary	\$29,414	\$33,536	2023
Knights Templar Of The United States Of America	IL	\$77,407	Grand Recorder	\$6,000	\$5,891	2025
Walnut Grove Cemetery	OH	\$77,574	President	\$447	\$499	2023
Law Enforcement Alliance Of	CT	\$68,743	President	\$2,500	\$2,403	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Orchard Grove Cemetery Association	ME	\$68,664	Member At Large	\$3,775	\$3,875	2024
Charture Institute	WY	\$78,721	Executive Di	\$60,000	\$65,861	2024
Lower Valley Union Cemetary Association	NJ	\$67,685	Superintendent	\$10,587	\$9,440	2025
Benevolent & Protective Order Of Elks Lodge 1318	SC	\$67,575	Riverpark Assistant	\$15,000	\$15,628	2025
Grand Order Of The Eastern Star Of Virginia Pha	VA	\$67,327	Grand Secretary	\$6,350	\$6,471	2023
Jernberg Steelworkers Retiree Health	PA	\$79,448	Committee Member	\$1,000	\$1,022	2024
Middle Creek Cemetery Association Inc	TN	\$79,467	Secretary	\$12,500	\$13,867	2023
The Amt Health Benefits Trust	VA	\$79,661	President	\$55,862	\$55,290	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME cost of living and 2025 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 ME 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 80 organizations. Compensation range \$81–\$151,484; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$73,205); for reference, expenses \$125,809 and assets \$1,118,131. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH John Jordan, reported title "Trustee", 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 6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 9 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	69 th
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	69 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 (John Jordan) 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 80 similarly situated organizations (Same NTEE major group (Y), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 69th 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.