

# Vallejo Veterans Building Council

Executive Director / CEO

EIN 020769412  
 CA · NTEE W30  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Dennis Clemente, Executive Director / CEO** (\$22,500) against **every comparable organization** that fit the selection criteria — **85** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 21<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Dennis Clemente — reported title "BUILDING MANAGER", 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 (W30).
BUDGET	Total revenue between \$228,155 and \$510,795 — 0.67x to 1.50x the subject's \$340,530 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W30), nationwide + budget 0.67–1.5x revenue.

**85** organizations qualified on sector, size, and geography → **85** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,763	\$28,699	\$53,240	\$81,049	\$107,555	<b>\$22,500</b>
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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 CA 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
<a href="#">Idaho Veterans Chamber Of Commerce</a>	ID	\$343,929	President	\$80,640	<b>\$99,344</b>	2023
<a href="#">Hunting With Heroes Inc</a>	WY	\$344,305	Sec-tres-director	\$18,000	<b>\$21,682</b>	2024
<a href="#">Idaho Veterans Network Corporation</a>	ID	\$347,789	Director	\$14,400	<b>\$16,787</b>	2025
<a href="#">Working Dogs For Vets</a>	TN	\$349,383	President	\$32,513	<b>\$37,451</b>	2025
<a href="#">Leroy O Buck Post No 7863 Vfw Inc</a>	PA	\$354,076	Employee	\$46,717	<b>\$51,053</b>	2025
<a href="#">Department Of Illinois Vfw Auxiliary Inc</a>	IL	\$326,983	Secretary	\$14,600	<b>\$16,622</b>	2023
<a href="#">American Legion Post 286 Inc</a>	FL	\$326,398	Past Command	\$18,820	<b>\$19,375</b>	2025
<a href="#">The Mandatum Foundation</a>	VA	\$355,534	Lead Coach	\$14,500	<b>\$15,748</b>	2024
<a href="#">Midwest Region Laborers Veterans</a>	IL	\$324,882	Legislative Director	\$139,724	<b>\$154,515</b>	2024
<a href="#">Mckinney-montgomery Post 141</a>	OK	\$358,425	Finance Officer	\$24,788	<b>\$30,703</b>	2024
<a href="#">Honor Bell Foundation Inc</a>	CO	\$319,693	Executive Di	\$43,541	<b>\$46,963</b>	2024
<a href="#">Sinking Spring Veterans Home Association</a>	PA	\$362,972	Treasurer	\$24,850	<b>\$28,699</b>	2023
<a href="#">Texas National Guard Family Support Foundation</a>	TX	\$317,202	Executive Director/grant Manager	\$28,806	<b>\$32,413</b>	2024
<a href="#">Special Ops Xcursions</a>	TN	\$366,586	President	\$55,000	<b>\$65,030</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Veterans Of Foreign Wars Dept Vfw Ky</a>	KY	\$314,084	Quartermaster	\$31,000	<b>\$36,497</b>	2025
<a href="#">Veterans Of Foreign Wars Of The Us Dpt Of Virginia</a>	VA	\$311,633	Quartermaster	\$28,600	<b>\$30,261</b>	2025
<a href="#">82d Airborne Division Association Inc</a>	NC	\$310,900	Executive Director	\$65,500	<b>\$76,129</b>	2024
<a href="#">Operation Rebuild Hope</a>	OR	\$309,385	Coo	\$37,600	<b>\$39,277</b>	2024
<a href="#">Veterans Of Foreign Wars Post 629</a>	WV	\$307,683	Manager	\$29,030	<b>\$35,356</b>	2024
<a href="#">Heroes Linked</a>	CA	\$373,514	Ceo	\$154,418	<b>\$149,988</b>	2024
<a href="#">Veteran Community Initiatives Inc</a>	PA	\$375,086	President	\$66,575	<b>\$74,680</b>	2024
<a href="#">American Legion Post 159</a>	VA	\$305,205	Vice Commander	\$29,608	<b>\$33,107</b>	2023
<a href="#">Vetgroup Inc</a>	NJ	\$376,568	Executive Dir.	\$51,491	<b>\$53,240</b>	2023
<a href="#">Veterans Ride For Free</a>	CT	\$376,888	Secretary	\$18,200	<b>\$19,195</b>	2024
<a href="#">Advocate</a>	DC	\$377,801	Officer	\$441,381	<b>\$435,683</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 85 organizations. Compensation range \$2,025–\$677,779; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$340,530); for reference, expenses \$377,905 and assets \$33,534.

ROLE MATCH	Dennis Clemente, reported title <i>"BUILDING MANAGER"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	21 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	24 <sup>th</sup>
Reportable pay only (column D), adjusted	22 <sup>nd</sup>
All sources (D + E + F), adjusted	21 <sup>st</sup>

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 (Dennis Clemente) 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 85 similarly situated organizations (Same NTEE sector (W30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,500 is reasonable (approximately the 21<sup>st</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.