

# International Brotherhood

Executive Director / CEO

EIN 043092665

MA · NTEE J40

FY ending 2025-05-31

June 9, 2026

This analysis benchmarks the total compensation of **Martin Curley, Executive Director / CEO** (\$13,031) against **every comparable organization** that fit the selection criteria — **181** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Martin Curley — reported title "President", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J40).
BUDGET	Total revenue between \$189,481 and \$424,212 — 0.67x to 1.50x the subject's \$282,808 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J40), nationwide + budget 0.67–1.5x revenue.

**181** organizations qualified on sector, size, and geography → **181** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,809	\$6,650	\$14,801	\$56,423	\$100,149	\$13,031
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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 MA 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="#">Association Of Commuter Rail Employees</a>	CT	\$285,195	President	\$759	<b>\$837</b>	2023
<a href="#">Springfield Police Benevolent &amp;</a>	IL	\$285,354	President	\$6,982	<b>\$8,072</b>	2023
<a href="#">Iupat District Council No 21 Labor</a>	PA	\$285,672	Union Co-chair Trustee	\$140,400	<b>\$159,931</b>	2024
<a href="#">Fuerza Unida</a>	TX	\$285,708	Head Seamtress	\$17	<b>\$20</b>	2023
<a href="#">Orange County Boces Teachers'</a>	NY	\$286,094	President	\$5,000	<b>\$5,313</b>	2023
<a href="#">Police Assoc Inc - Town Of Greenburgh</a>	NY	\$286,210	President	\$9,500	<b>\$10,095</b>	2023
<a href="#">Smart Lu 555</a>	TN	\$287,424	President	\$654	<b>\$808</b>	2023
<a href="#">Cleveland Professional Firefighters</a>	TN	\$277,569	President	\$2,600	<b>\$3,122</b>	2024
<a href="#">Local 490 Labor-management</a>	NH	\$277,242	Trustee	\$21,457	<b>\$22,632</b>	2024
<a href="#">Utah Education Association</a>	UT	\$289,848	Director	\$45,024	<b>\$51,280</b>	2025
<a href="#">Northeast Wisconsin Building And</a>	WI	\$274,339	Bus Represen	\$136,690	<b>\$167,880</b>	2023
<a href="#">Pickett-donnely Lodge No 77 Brotherhood Of Railroad Signalmen</a>	VA	\$274,214	President	\$1,801	<b>\$1,987</b>	2024
<a href="#">International Assoc Of Sheet Metal Air Rail &amp; Transportation</a>	PA	\$292,291	President	\$3,921	<b>\$4,467</b>	2024
<a href="#">United Steelworkers Local Union 00420</a>	NY	\$272,738	President	\$68,474	<b>\$70,678</b>	2024
<a href="#">American Board Of Medicolegal Death Inve</a>	MD	\$293,764	Executive Director	\$10,000	<b>\$10,680</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Million Dollar Teacher Project</a>	AZ	\$296,679	Founder And Ceo	\$72,025	<b>\$77,083</b>	2025
<a href="#">Carpenters Local Union No 136</a>	OH	\$297,889	President	\$4,002	<b>\$4,842</b>	2024
<a href="#">I B E W Local 305 Inc</a>	IN	\$299,080	Director	\$47,975	<b>\$57,790</b>	2024
<a href="#">Iron Workers Local 60 Education</a>	NY	\$265,020	Business Manager	\$94,233	<b>\$100,138</b>	2023
<a href="#">Communications Workers Of America Local 3406</a>	LA	\$300,766	President	\$32,587	<b>\$40,987</b>	2024
<a href="#">Bridge And Tunnel Officers Benevolent</a>	NY	\$264,549	President	\$18,192	<b>\$18,777</b>	2024
<a href="#">Amherst-pelham Education Association</a>	MA	\$301,406	President	\$2,750	<b>\$2,823</b>	2024
<a href="#">Afge Nbpc 2554</a>	CA	\$301,527	President	\$23,791	<b>\$23,466</b>	2024
<a href="#">Int'l Union Of District 55 Allied &amp;</a>	NJ	\$303,159	President	\$85,000	<b>\$84,454</b>	2025
<a href="#">International Association Of Sheet Metal Air Rail &amp; Transportation</a>	NY	\$262,067	Local Chairman	\$108,021	<b>\$114,791</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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** 181 organizations. Compensation range \$20–\$322,164; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$282,808); for reference, expenses \$292,681 and assets \$442,902.

ROLE MATCH	Martin Curley, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 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	45 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	50 <sup>th</sup>
Reportable pay only (column D), adjusted	52 <sup>nd</sup>
All sources (D + E + F), adjusted	45 <sup>th</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 (Martin Curley) 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 181 similarly situated organizations (Same NTEE sector (J40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,031 is reasonable (approximately the 45<sup>th</sup> 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.