

Retired Boston Police Officers

Executive Director / CEO

EIN 043462466

MA · NTEE T30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Richard Devoe, Executive Director / CEO** (\$2,175) against **every comparable organization** that fit the selection criteria — **42** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Richard Devoe — 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 (T30).

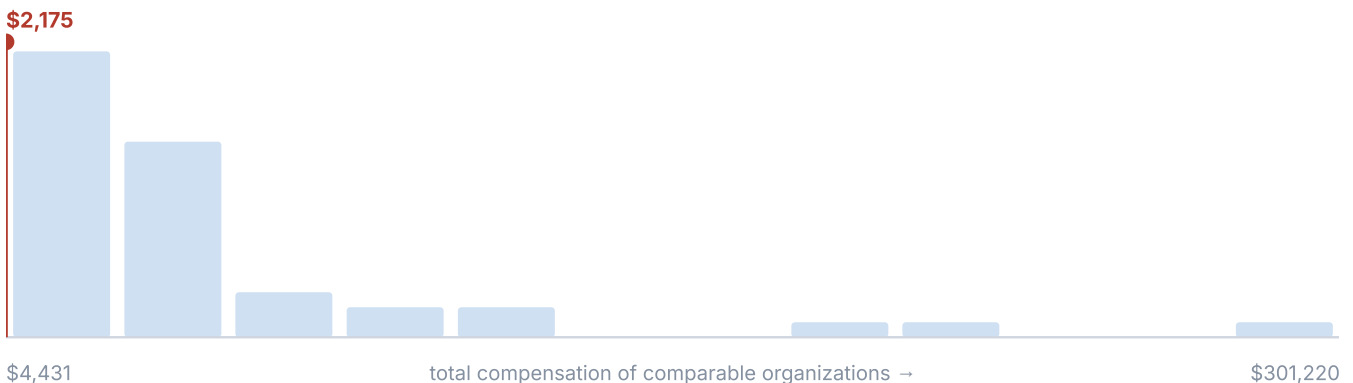
BUDGET Total revenue between \$41,452 and \$92,805 — 0.67x to 1.50x the subject's \$61,870 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

42 organizations qualified on sector, size, and geography

→ **42** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,875

\$15,049

\$31,714

\$48,945

\$110,367

\$2,175



■ 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
Greater Pittsburgh Automobile Dealers	PA	\$61,170	Ceo	\$30,514	\$33,863	2024
Black Mountain Center Foundation	NC	\$62,954	Executive Director	\$10,245	\$11,780	2024
International Therapist Fund	MI	\$62,981	President	\$22,000	\$26,016	2023
The Davidson County Education	NC	\$63,733	Admin. Direc	\$5,800	\$6,866	2023
Baton Rouge New Community Homes	LA	\$59,781	President/ceo	\$21,418	\$26,245	2024
Together We Fight Cancer Inc	AZ	\$65,183	President	\$9,790	\$10,478	2024
Sagerstrong Foundation Inc	GA	\$58,457	President	\$4,750	\$5,315	2024
Michigan Pharmacy Foundation	MI	\$65,583	Executive Director	\$84,582	\$100,022	2023
The American Foundation For Jewish Education Inc	NJ	\$58,048	President/ Ceo	\$30,497	\$30,301	2024
Zimmerman Fund For Children	MD	\$57,128	Public Director	\$36,499	\$37,973	2024
Ptha Charities	PA	\$55,537	Executive Director/secretary	\$30,031	\$33,327	2024
Gay Lesbian Bisexual Transgender Chamber	TX	\$69,044	President/ceo	\$10,385	\$11,560	2024
Kay Trust Co Twin Lakes Baptist Church	CA	\$54,511	President	\$116,052	\$111,517	2024
Kids Against Hunger - Your Quad Cities	IA	\$54,173	President / Secretary	\$18,000	\$21,932	2024
Hospice Foundation Of Oklahoma	OK	\$53,633	Secretary	\$25,864	\$32,629	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Woodland Public Charity	MO	\$50,822	Program Manager	\$12,500	\$14,733	2024
Martha O'bryan Foundation Inc	TN	\$50,818	Ceo	\$20,575	\$24,778	2023
Lawrence C Sherman Family Foundation	OH	\$50,287	Treasurer Thru 6/29/23	\$40,331	\$48,940	2023
The Miss America Foundation Inc	NJ	\$50,215	Ceo	\$174,352	\$178,348	2023
Massdevelopmenthefa Trust	MA	\$74,249	Trustee (As Of 06/2023)	\$41,641	\$42,871	2023
Downtown South Bend Inc Foundation	IN	\$49,393	Exec Directo	\$13,631	\$15,996	2024
Charitable Foundation Of The Energy Bar	DC	\$75,515	Chief Executive Officer	\$20,492	\$20,011	2024
Zoomie Foundation	CA	\$75,815	Treasurer	\$60,000	\$59,358	2023
History Heritage And Hope	FL	\$76,758	Executive Director	\$6,248	\$6,532	2024
The Louisa Swain Foundation	WY	\$78,506	Executive Di	\$36,000	\$42,899	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 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.

● Sample, role match & sensitivity

PEER COUNT 42 organizations. Compensation range \$4,431–\$301,220; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$61,870); for reference, expenses \$70,191 and assets \$92,438.

ROLE MATCH Richard Devoe, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 6 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	0 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 (Richard Devoe) 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 42 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,175 is reasonable (approximately the 0th 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.