

# Heermance Memorial Library

Executive Director / CEO

EIN 043670100  
 NY · NTEE B70  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **C Benson, Executive Director / CEO** (\$65,557) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** C Benson — reported title "DIRECTOR", 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 (B70).

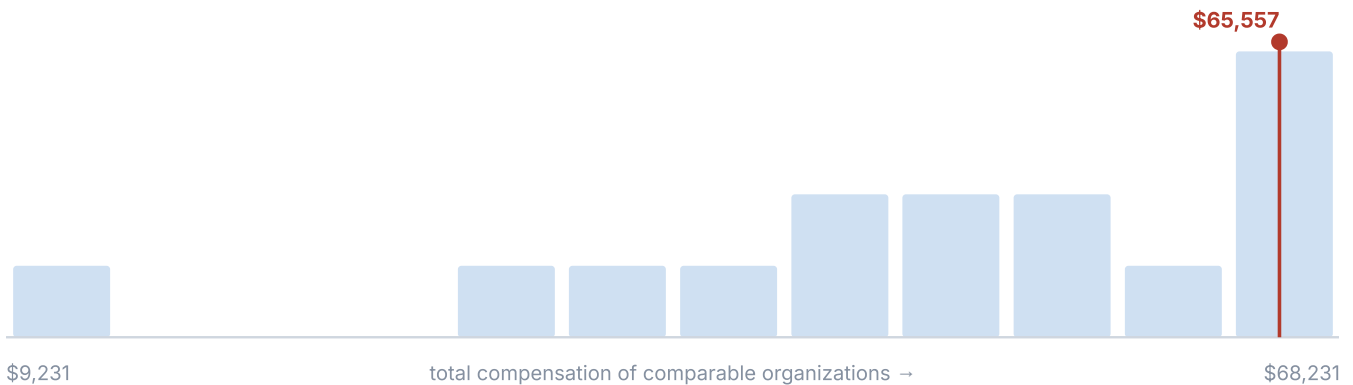
**BUDGET** Total revenue between \$207,676 and \$464,947 — 0.67x to 1.50x the subject's \$309,965 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B70) + NY + budget 0.67–1.5x revenue.

**15** organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$33,128	\$42,413	\$50,265	\$63,626	\$67,857	\$65,557
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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 NY 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="#">Red Jacket Community Library</a>	NY	\$310,159	Director	\$50,766	<b>\$48,039</b>	2025
<a href="#">The Sherburne Public Library</a>	NY	\$308,932	Trustee-nonvoting	\$37,077	<b>\$36,013</b>	2024
<a href="#">Dr Evarts Library District</a>	NY	\$312,398	Director	\$9,231	<b>\$9,231</b>	2023
<a href="#">Clyde Savannah Public Library</a>	NY	\$330,980	Director	\$51,500	<b>\$50,022</b>	2024
<a href="#">Brunswick Community Library</a>	NY	\$286,139	Library Director	\$70,246	<b>\$68,231</b>	2024
<a href="#">Apalachin Library Association</a>	NY	\$272,931	Director	\$42,120	<b>\$40,912</b>	2024
<a href="#">Dover Plains Library Association</a>	NY	\$378,034	Director	\$31,204	<b>\$31,204</b>	2023
<a href="#">Palmyra Community Library</a>	NY	\$385,898	Director	\$56,116	<b>\$54,506</b>	2024
<a href="#">Livingston Manor Free Library</a>	NY	\$389,326	Library Dire	\$69,382	<b>\$67,391</b>	2024
<a href="#">Lansing Community Library</a>	NY	\$401,521	Library Director	\$69,178	<b>\$67,193</b>	2024
<a href="#">Frankfort Free Library</a>	NY	\$210,950	Director	\$51,750	<b>\$50,265</b>	2024
<a href="#">Greenwich Free Library</a>	NY	\$413,654	Executive Di	\$55,687	<b>\$54,089</b>	2024
<a href="#">Ulysses Philomathic Library</a>	NY	\$416,874	Executive Dir.	\$61,833	<b>\$60,059</b>	2024
<a href="#">Gardiner Library Board Of Trustees</a>	NY	\$424,180	Library Director	\$68,168	<b>\$68,168</b>	2023
<a href="#">Lyons Public Library</a>	NY	\$457,821	Executive Director	\$46,406	<b>\$43,913</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	15 organizations. Compensation range \$9,231–\$68,231; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$309,965); for reference, expenses \$296,698 and assets \$541,615.
ROLE MATCH	C Benson, reported title " <i>DIRECTOR</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>
OUTLIERS	1 peer 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	73 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	73 <sup>rd</sup>
Reportable pay only (column D), adjusted	73 <sup>rd</sup>
All sources (D + E + F), adjusted	73 <sup>rd</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 (C Benson) 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 15 similarly situated organizations (Same NTEE sector (B70) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,557 is reasonable (approximately the 73<sup>rd</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.