

# Local 37 Iron Workers Jac Fund

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Armand M Larose Jr, Executive Director / CEO** (\$111,319) against **every comparable organization** that fit the selection criteria — **168** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79<sup>th</sup>** percentile of comparable organizations within the typical range

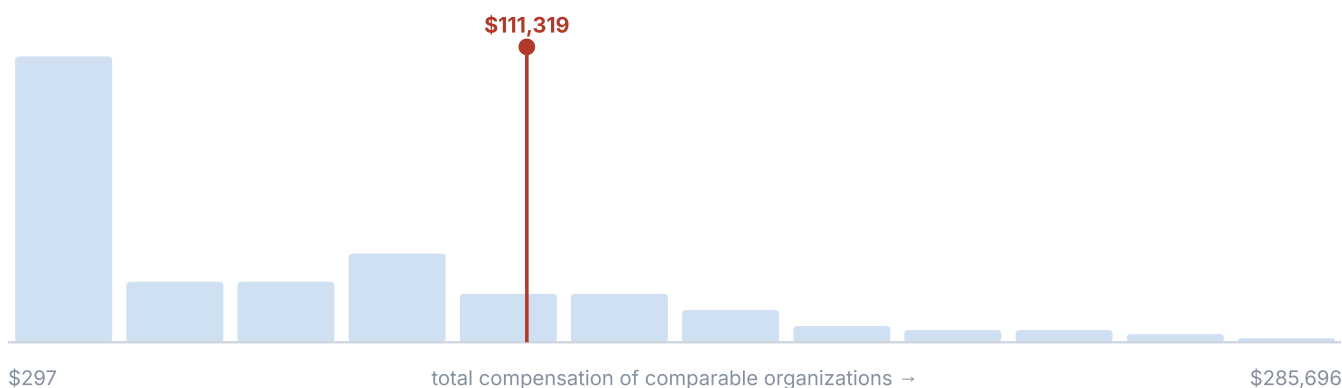
**Benchmarked executive:** Armand M Larose Jr — reported title “UNION TRUSTEE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (J40).
- BUDGET** Total revenue between \$322,308 and \$721,587 — 0.67x to 1.50x the subject's \$481,058 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (J40), nationwide + budget 0.67–1.5x revenue.

**168** organizations qualified on sector, size, and geography → **168** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,875	\$9,234	\$44,871	\$101,854	\$156,500	\$111,319
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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 RI 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="#">United Union Of Roofers Waterprooferes</a>	NJ	\$481,334	President	\$5,649	<b>\$5,109</b>	2024
<a href="#">Abatement Workers Local #207 Joint Training Fund</a>	MI	\$484,778	Training Director	\$43,004	<b>\$44,963</b>	2024
<a href="#">Niagara County Electrical Construction</a>	NY	\$477,138	Secretary	\$61,912	<b>\$56,671</b>	2024
<a href="#">United Brotherhood Of Carpenters</a>	OH	\$486,457	President	\$3,809	<b>\$3,981</b>	2025
<a href="#">International Union Uaw Local 2406</a>	TN	\$471,254	F.s./treas.	\$11,477	<b>\$12,221</b>	2024
<a href="#">Federal Contract Guards Of America</a>	NY	\$491,873	President	\$57,750	<b>\$52,861</b>	2024
<a href="#">Ironworkers Local Union No 12 And</a>	NY	\$495,263	Trustee	\$75,954	<b>\$69,524</b>	2024
<a href="#">Ua Local 524 Education Fund</a>	PA	\$495,314	Fund Director	\$213,393	<b>\$221,929</b>	2023
<a href="#">Int'l Union Of Elevator Constructor</a>	AL	\$499,918	Business Rep	\$128,772	<b>\$140,921</b>	2024
<a href="#">League Of International Federated</a>	NY	\$500,135	President	\$48,921	<b>\$44,779</b>	2024
<a href="#">East St Louis Federation Of Teache</a>	IL	\$502,276	President	\$28,800	<b>\$27,942</b>	2025
<a href="#">United Brotherhood Of Carpenters</a>	AL	\$458,952	President	\$748	<b>\$819</b>	2024
<a href="#">International Federation Of Professional</a>	NJ	\$457,558	President	\$22,355	<b>\$20,815</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Weac Region 5</a>	WI	\$505,393	President	\$1,098	<b>\$1,161</b>	2024
<a href="#">Lakeland Federation Of Teachers</a>	NY	\$505,613	President	\$12,362	<b>\$11,315</b>	2024
<a href="#">American Federation Of Local Government</a>	AL	\$456,182	President	\$20,400	<b>\$22,325</b>	2024
<a href="#">National Institute For Labor</a>	VA	\$506,319	Senior Research Associate	\$132,809	<b>\$129,896</b>	2024
<a href="#">Arlington Professional Firefighters &amp; Paramedics Assn Inc</a>	VA	\$507,829	President	\$15,002	<b>\$15,106</b>	2023
<a href="#">Local Union 355 Ua Plumbing And</a>	CA	\$508,325	Exam Bd/organizer - Term 10/22	\$81,817	<b>\$73,679</b>	2023
<a href="#">Alaska Bering Sea Crabbers</a>	WA	\$508,423	Executive Director	\$241,506	<b>\$219,025</b>	2024
<a href="#">American Federation Of Govt Employees Local 933</a>	MI	\$451,682	President	\$8,725	<b>\$9,392</b>	2023
<a href="#">Boilermakers Local 27 Supplemental</a>	MO	\$512,755	Trustee & Sec	\$121,189	<b>\$130,022</b>	2024
<a href="#">Building And Construction Trades Council</a>	NV	\$446,827	President	\$300	<b>\$297</b>	2025
<a href="#">Salt Lake Police Association</a>	UT	\$445,852	President	\$18,600	<b>\$19,283</b>	2024
<a href="#">American Federation Of Teachers</a>	NY	\$444,984	Co-president	\$5,590	<b>\$5,117</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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	168 organizations. Compensation range \$297–\$285,696; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$481,058); for reference, expenses \$422,146 and assets \$914,033.
ROLE MATCH	Armand M Larose Jr, reported title "UNION TRUSTEE", 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	26 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	79 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	77 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	93 <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 (Armand M Larose Jr) 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 168 similarly situated organizations (Same NTEE sector (J40), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$111,319 is reasonable (approximately the 79<sup>th</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.