

American Postal Workers Union 2577

Executive Director / CEO

EIN 112339010

NY · NTEE J40Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Courtney Serviss, Executive Director / CEO** (\$56,967) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

Benchmarked executive: Courtney Serviss — 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 (J40Z).

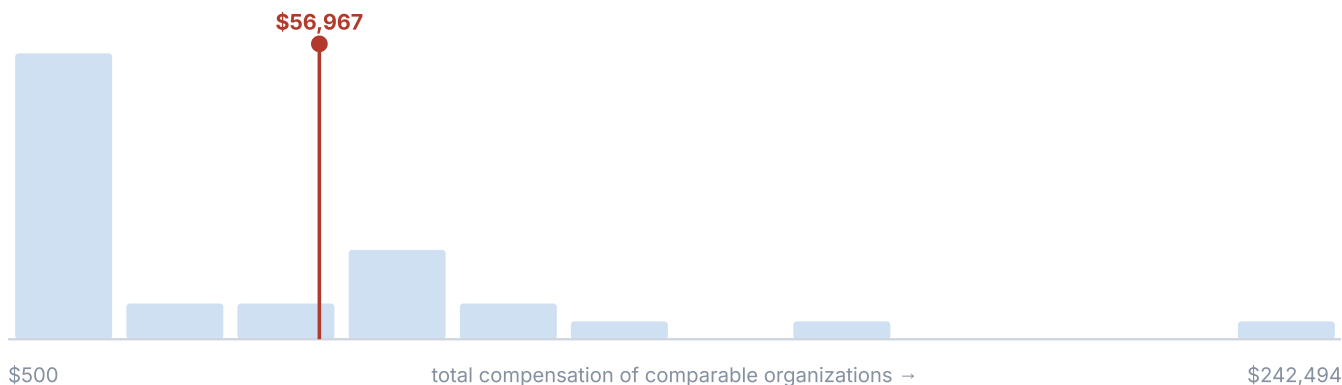
BUDGET Total revenue between \$226,263 and \$506,559 — 0.67x to 1.50x the subject's \$337,706 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (J40) + NY + budget 0.67–1.5x revenue.

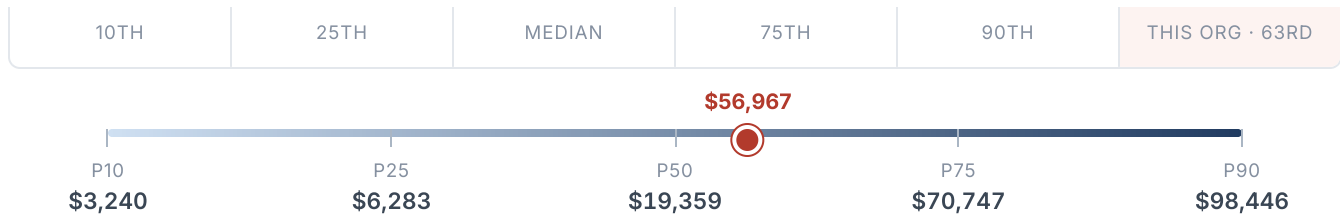
30 organizations qualified on sector, size, and geography

→ **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,240	\$6,283	\$19,359	\$70,747	\$98,446	\$56,967
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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
Jewish Labor Committee	NY	\$344,292	Executive Director	\$75,000	\$77,215	2023
Suffolk County Probation Officers Association Inc	NY	\$329,489	President	\$6,600	\$6,600	2024
International Association Of Heat &	NY	\$328,995	Business Manager/secretary	\$71,505	\$71,505	2024
Brewster Teachers Association	NY	\$347,711	President	\$12,300	\$11,983	2025
International Association Of Sheet Metal Air Rail & Transportation	NY	\$323,228	President	\$27,009	\$27,009	2024
81359 Local	NY	\$319,994	President	\$500	\$500	2024
The Rochester Association	NY	\$358,063	President	\$8,802	\$8,575	2025
Nys Public Employees Conference Inc	NY	\$358,497	Chairman	\$24,000	\$24,709	2023
United Plant & Production Workers	NY	\$361,646	President	\$242,494	\$242,494	2024
Action Research Collaborative Inc	NY	\$365,415	Treasurer	\$9,500	\$9,781	2023
United Automotive Sales And Service	NY	\$308,722	President	\$97,027	\$97,027	2024
American Federation Of Teachers	NY	\$305,097	President	\$21,068	\$20,525	2025
Smithtown Teachers Assoc	NY	\$380,190	Treasurer	\$1,706	\$1,706	2024
Police Assoc Inc - Town Of Greenburgh	NY	\$286,210	President	\$9,500	\$9,781	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Orange County Boces Teachers'	NY	\$286,094	President	\$5,000	\$5,148	2023
United Steelworkers Local Union 00420	NY	\$272,738	President	\$68,474	\$68,474	2024
Iron Workers Local 60 Education	NY	\$265,020	Business Manager	\$94,233	\$97,016	2023
Bridge And Tunnel Officers Benevolent	NY	\$264,549	President	\$18,192	\$18,192	2024
International Association Of Sheet Metal Air Rail & Transportation	NY	\$262,067	Local Chairman	\$108,021	\$111,212	2023
American Federation Of Government Employees Afl Cio Local 3369	NY	\$414,026	3rd Vice President	\$1,350	\$1,390	2023
Amalgamated Union Local 1 Noitu	NY	\$414,611	President	\$151,711	\$156,192	2023
Cheektowaga Central Teachers Association Benefit Trust	NY	\$247,737	Fund Advisor	\$3,500	\$3,410	2025
American Federation Of Teachers	NY	\$444,984	Co-president	\$5,590	\$5,590	2024
Building & Construction Trades Council	NY	\$227,078	President	\$6,000	\$6,177	2023
Monroe County Sheriff Police Benevolent	NY	\$226,620	Out-going President	\$4,231	\$4,356	2023

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

● Sample, role match & sensitivity

PEER COUNT	30 organizations. Compensation range \$500–\$242,494; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$337,706); for reference, expenses \$309,031 and assets \$527,611.
ROLE MATCH	Courtney Serviss, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	63 rd
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	63 rd

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 (Courtney Serviss) 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 30 similarly situated organizations (Same NTEE sector (J40) + NY + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$56,967 is reasonable (approximately the 63rd 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.