

# Northeast District Council Of The Opcmia

Executive Director / CEO

EIN 113603421

NY · NTEE J40

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Parisi, Executive Director / CEO** (\$60,518) against **every comparable organization** that fit the selection criteria — **55** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Lisa Parisi — reported title “FUND ADMINISTRATOR”, 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).

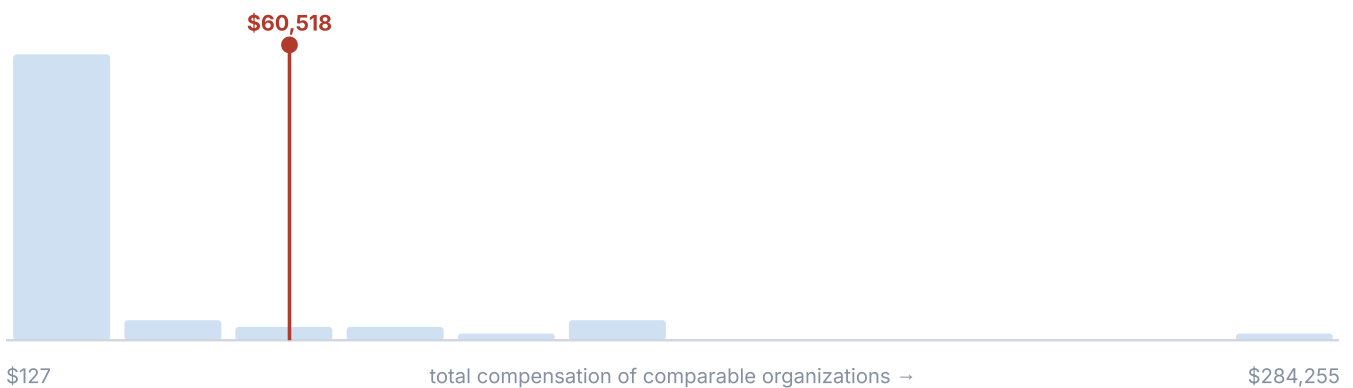
**BUDGET** Total revenue between \$93,177 and \$208,606 — 0.67x to 1.50x the subject's \$139,071 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (J40), nationwide + budget 0.67–1.5x revenue.

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

→ **55** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,802	\$5,916	\$9,832	\$20,581	\$77,168	\$60,518
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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="#">Metropolitan Dade County Solid Wast</a>	FL	\$139,310	President	\$6,750	<b>\$7,203</b>	2024
<a href="#">Miracosta College Faculty Assembly</a>	CA	\$140,749	Vice President	\$2,500	<b>\$2,389</b>	2025
<a href="#">Security Police Association Of Neva</a>	NV	\$141,322	Preisident	\$5,203	<b>\$5,772</b>	2025
<a href="#">Employees Association Of</a>	CA	\$135,902	President	\$6,500	<b>\$6,376</b>	2024
<a href="#">Fall River Administrators</a>	RI	\$142,260	President	\$6,000	<b>\$6,536</b>	2024
<a href="#">Deaconess Medical Staff Office</a>	WA	\$142,371	Emergency & Ethics Committee Chairs	\$6,375	<b>\$6,675</b>	2023
<a href="#">Santa Monica Municipal</a>	CA	\$143,403	President	\$6,000	<b>\$6,059</b>	2023
<a href="#">Union Electrical Workers Inc</a>	DE	\$134,122	Director	\$104,863	<b>\$120,080</b>	2023
<a href="#">United Union Of Roofers</a>	MA	\$132,418	President As Of 11/2024	\$125	<b>\$127</b>	2024
<a href="#">Hudson Valley Community College Faculty Association Inc</a>	NY	\$130,500	President	\$10,000	<b>\$10,265</b>	2024
<a href="#">Laborers Local 754</a>	NY	\$148,769	Trustee	\$54,706	<b>\$57,812</b>	2023
<a href="#">San Mateo County Probation And Detention</a>	CA	\$148,806	President	\$3,500	<b>\$3,433</b>	2024
<a href="#">Assoc Of Prof Police Officers</a>	IL	\$151,134	President	\$5,865	<b>\$6,743</b>	2023
<a href="#">Des Moines Police Bargaining Unit Assn</a>	IA	\$122,040	President	\$5,400	<b>\$6,717</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">United Brotherhood Of Carpenters</a>	TN	\$157,157	President	\$363	<b>\$422</b>	2025
<a href="#">Westchester &amp; Putnam Plumbers &amp; Steamfit</a>	NY	\$157,388	Trustee	\$112,619	<b>\$119,013</b>	2023
<a href="#">Professional Personnel Of Van Dyke</a>	MI	\$159,395	Negotiator Exec.board	\$6,502	<b>\$7,427</b>	2025
<a href="#">North Castle Police Benevolent Assoc Inc</a>	NY	\$117,223	President	\$4,800	<b>\$5,703</b>	2021
<a href="#">The Steamfitting Industry Labor Management Cooperation Committee</a>	NY	\$161,422	Executive Administrator	\$70,808	<b>\$74,828</b>	2023
<a href="#">Seiu Local 721 Training Trust Fund</a>	CA	\$163,512	Trustee Chair	\$35,478	<b>\$34,800</b>	2024
<a href="#">Independent Soft Drink Workers</a>	OH	\$163,962	President	\$14,406	<b>\$17,844</b>	2023
<a href="#">Sheet Metal Workers Local No 3</a>	NE	\$164,742	Financial Secretary	\$64,438	<b>\$78,728</b>	2024
<a href="#">Sacramento County Administrative</a>	CA	\$166,621	President	\$13,600	<b>\$12,996</b>	2025
<a href="#">Faculty Association Of Monmouth</a>	NJ	\$166,674	President	\$6,000	<b>\$5,928</b>	2025
<a href="#">Afge Tsa Local 1230</a>	CA	\$167,733	President	\$5,006	<b>\$4,910</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 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	55 organizations. Compensation range \$127–\$284,255; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$139,071); for reference, expenses \$154,995 and assets \$996,694.
ROLE MATCH	Lisa Parisi, reported title " <i>FUND ADMINISTRATOR</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>
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	87 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	87 <sup>th</sup>
Reportable pay only (column D), adjusted	25 <sup>th</sup>
All sources (D + E + F), adjusted	96 <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 (Lisa Parisi) 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 55 similarly situated organizations (Same NTEE sector (J40), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$60,518 is reasonable (approximately the 87<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.