

Pike County Economic Development

Executive Director / CEO

EIN 134216019

AL · NTEE S41

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Chase Cobb, Executive Director / CEO** (\$174,187) against **every comparable organization** that fit the selection criteria — **538** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

Benchmarked executive: Chase Cobb — 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 (S41).

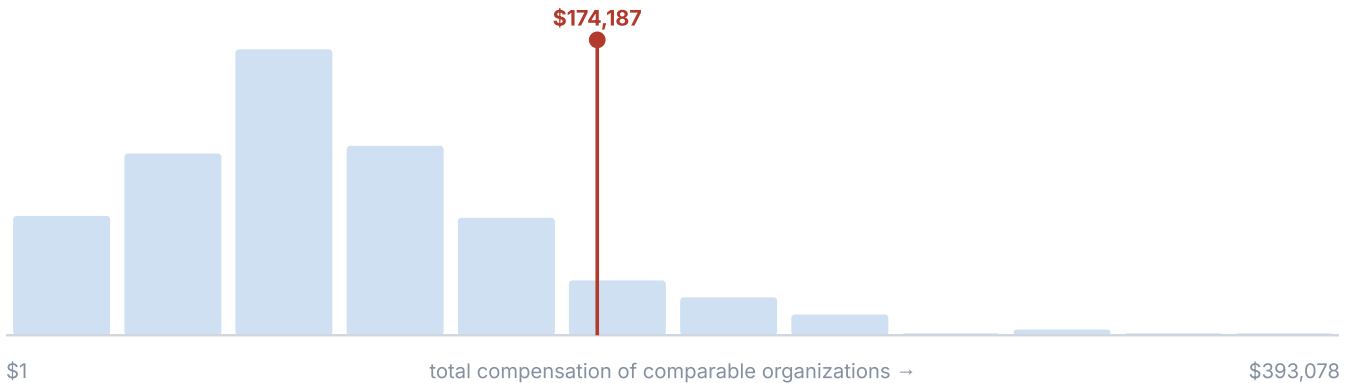
BUDGET Total revenue between \$314,806 and \$704,790 — 0.67x to 1.50x the subject's \$469,860 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

538 organizations qualified on sector, size, and geography

→ **538** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,966	\$58,519	\$87,173	\$127,155	\$176,981	\$174,187
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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 AL 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
Armed Forces Marketing Council	VA	\$470,536	President	\$351,695	\$314,325	2024
Camara De Comercio Del Sur De Puerto Rico Inc	PR	\$470,820	Executive Director	\$38,377	\$38,377	2024
Maine Outdoor Brands Inc	ME	\$470,897	Executive Director	\$82,944	\$79,150	2023
White House Chamber Of Commerce	TN	\$470,907	Director	\$88,461	\$86,070	2024
Chicago Area Independent Constructi	IL	\$467,890	Director	\$114,400	\$107,180	2023
La Crosse Area Realtors Association	WI	\$467,721	Assoc Execut	\$111,858	\$108,133	2024
American Business Council Kuwait		\$466,769	Executive Director	\$54,539	\$56,150	2023
New York Organization For Nursing	NY	\$473,608	Executive Dir.	\$75,000	\$62,732	2024
Broussard Chamber Of Commerce	LA	\$466,085	Ceo	\$76,800	\$78,279	2024
Crew Charlotte Inc	NC	\$473,737	Executive Director	\$104,044	\$102,450	2023
Committee Of Chief Risk Officers Inc	TX	\$473,946	Director	\$259,448	\$247,325	2023
Gage Area Growth Enterprise	NE	\$465,745	Executive Di	\$92,211	\$91,803	2024
Association Of Educational Purchasing Agencies	NM	\$474,160	Exec Director	\$97,000	\$99,423	2023
New Mexico Angels Inc	NM	\$465,415	Chairman	\$12,844	\$12,787	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Real Estate Valuation Advocacy	DC	\$465,210	Secretary	\$223,850	\$181,828	2024
Mass Funeral Directors Assoc Inc	MA	\$474,522	Exec Director	\$63,158	\$51,180	2025
Ceo Roundtables Of Minnesota Inc	MN	\$464,858	Ceo & President	\$150,000	\$141,248	2023
Juniata River Valley Visitors Bureau	PA	\$475,732	Executive Director	\$54,567	\$50,370	2024
Trebic Inc	NC	\$463,665	Director/president	\$91,705	\$87,709	2024
Precastprestressed Con Ins Ne	NY	\$476,290	Key Employee	\$168,258	\$137,109	2025
Cfa Society Of Minnesota	MN	\$462,913	Executive Director	\$106,721	\$100,494	2023
Mid South Sign Association Inc	TN	\$476,999	Executive Director	\$67,714	\$67,830	2023
Kelso Longview Chamber Of Commerce	WA	\$462,716	Ceo	\$79,740	\$68,035	2023
Sandy Springs Perimeter Chamber Of	GA	\$462,685	President & Ceo	\$124,200	\$115,595	2024
Greater Ocean City Golf Association	MD	\$462,314	Managing Director	\$90,000	\$77,885	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 **538** organizations. Compensation range \$1–\$393,078; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$469,860); for reference, expenses \$541,734 and assets \$1,102,050.
ROLE MATCH	Chase Cobb, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	89 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	87 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 (Chase Cobb) 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 10, 2026, comparing compensation against 538 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$174,187 is reasonable (approximately the 89th 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 10, 2026.