

# Wisconsin Law Enforcement Association

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Chad Thompson, Executive Director / CEO** (\$3,826) against **every comparable organization** that fit the selection criteria — **167** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

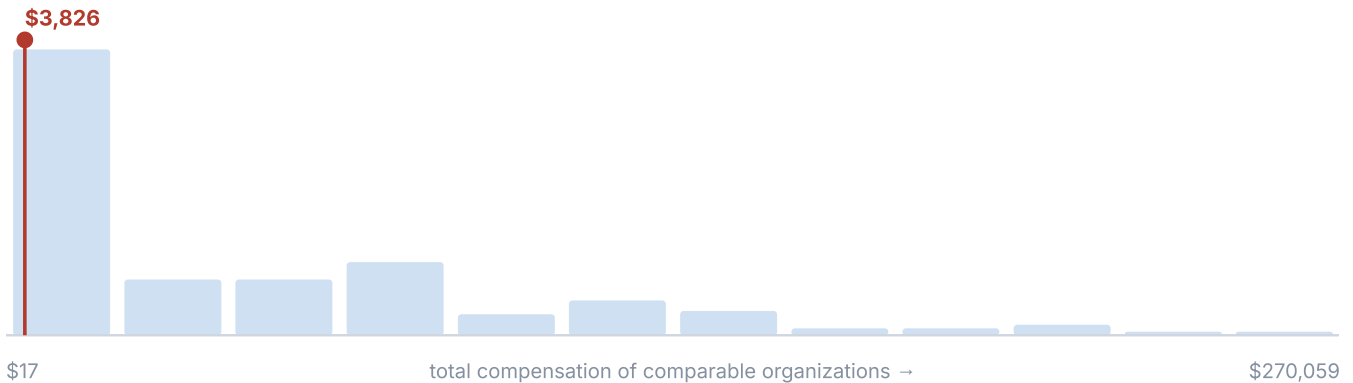
**Benchmarked executive:** Chad Thompson — reported title “PRESIDENT (THRU AUG)”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

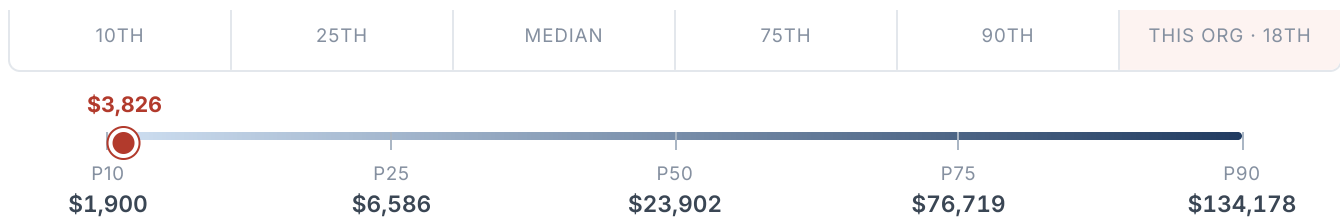
SECTOR	Organizations sharing the subject's NTEE classification (J40).
BUDGET	Total revenue between \$263,259 and \$589,387 — 0.67x to 1.50x the subject's \$392,925 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J40), nationwide + budget 0.67–1.5x revenue.

**167** organizations qualified on sector, size, and geography → **167** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$1,900	\$6,586	\$23,902	\$76,719	\$134,178	\$3,826
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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 WI 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="#">Two Rivers Uniserv Unit</a>	CO	\$391,753	Uniserv Director	\$166,897	<b>\$149,286</b>	2025
<a href="#">lupat Dc 21 Nj Lmf-jtb</a>	NJ	\$389,823	Trustee	\$157,149	<b>\$134,349</b>	2024
<a href="#">New York District Council</a>	NJ	\$386,073	President	\$87,846	<b>\$75,101</b>	2024
<a href="#">Pafca-aal</a>	TX	\$385,409	President	\$25,993	<b>\$24,255</b>	2025
<a href="#">Clark County Deputy Sheriffs Guild</a>	WA	\$403,114	President	\$7,200	<b>\$6,355</b>	2023
<a href="#">Wisconsin Building Trades Council</a>	WI	\$403,241	Executive Director	\$158,872	<b>\$163,565</b>	2023
<a href="#">Foundation For Fair Contracting -</a>	MD	\$381,958	Executive Director	\$187,413	<b>\$172,726</b>	2023
<a href="#">Smithtown Teachers Assoc</a>	NY	\$380,190	Treasurer	\$1,706	<b>\$1,476</b>	2024
<a href="#">Fire Fighters Of Boca Raton Local 1560</a>	FL	\$405,964	President	\$27,971	<b>\$25,160</b>	2024
<a href="#">Professional Firefighters Of Marion</a>	FL	\$379,839	President	\$12,656	<b>\$11,721</b>	2023
<a href="#">Connecticut Federation Of School</a>	CT	\$378,502	Co-president	\$75,000	<b>\$69,322</b>	2023
<a href="#">Ohio Valley And Southern States Laborers</a>	OH	\$374,527	Director	\$63,633	<b>\$64,534</b>	2024
<a href="#">King County Corrections Guild</a>	WA	\$412,407	President	\$34,109	<b>\$30,104</b>	2023
<a href="#">International Brotherhood Of Electrical Workers</a>	FL	\$373,358	Director	\$83,157	<b>\$72,873</b>	2025
<a href="#">Jefferson County Education</a>	CO	\$372,786	President	\$141,132	<b>\$129,580</b>	2024
<a href="#">United Union Of Roofers 42 Rdwa</a>	OH	\$371,848	Business Man	\$76,305	<b>\$77,386</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">American Federation Of Government Employees Afl Cio Local 3369</a>	NY	\$414,026	3rd Vice President	\$1,350	<b>\$1,203</b>	2023
<a href="#">Amalgamated Union Local 1 Noitu</a>	NY	\$414,611	President	\$151,711	<b>\$135,144</b>	2023
<a href="#">Lancaster Education Association</a>	PA	\$415,826	President	\$6,918	<b>\$6,606</b>	2024
<a href="#">Teamsters Local 703 Labor-management</a>	IL	\$416,350	Trustee	\$86,324	<b>\$81,262</b>	2024
<a href="#">New Ulm Fire Department Relief Assn</a>	MN	\$416,433	President	\$2,700	<b>\$2,555</b>	2024
<a href="#">Natl Postal Mail Handlers Union</a>	OR	\$416,772	President	\$60,542	<b>\$55,424</b>	2023
<a href="#">Employing Bricklayers Association</a>	PA	\$417,332	Exec Director	\$120,042	<b>\$114,625</b>	2024
<a href="#">Bowling Green State University</a>	OH	\$367,156	President	\$8,400	<b>\$8,770</b>	2023
<a href="#">Classified Employees</a>	AK	\$366,877	President	\$95,791	<b>\$87,691</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 167 organizations. Compensation range \$17–\$270,059; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$392,925); for reference, expenses \$359,388 and assets \$256,441.

**ROLE MATCH** Chad Thompson, reported title "*PRESIDENT (THRU AUG)*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 6 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	18 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	17 <sup>th</sup>
Reportable pay only (column D), adjusted	30 <sup>th</sup>
All sources (D + E + F), adjusted	17 <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 (Chad Thompson) 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 167 similarly situated organizations (Same NTEE sector (J40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,826 is reasonable (approximately the 18<sup>th</sup> 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.