

# Louisiana Fraternal Order Of Police

Executive Director / CEO

EIN 203484575

LA · NTEE I196

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ross Bourgeois, Executive Director / CEO** (\$7,800) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Ross Bourgeois — reported title “TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

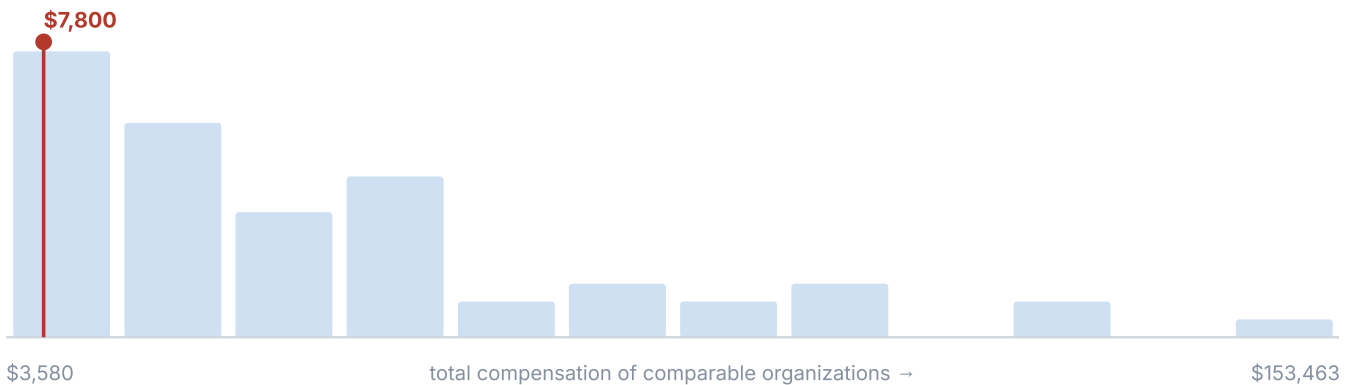
**SECTOR** Organizations sharing the subject's NTEE classification (I196).

**BUDGET** Total revenue between \$57,660 and \$129,090 — 0.67x to 1.50x the subject's \$86,060 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

**57** organizations qualified on sector, size, and geography → **57** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,358	\$14,491	\$28,821	\$48,897	\$89,300	\$7,800
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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 LA 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="#">Ohio Crime Prevention Association</a>	OH	\$86,122	President	\$17,275	<b>\$16,616</b>	2024
<a href="#">Forensic Sciences Foundation Inc</a>	CO	\$85,827	Executive Director	\$13,601	<b>\$12,194</b>	2023
<a href="#">Go Reentry Specialists Inc</a>	PA	\$87,700	Executive Di	\$47,736	<b>\$43,232</b>	2024
<a href="#">Exoneration Initiative</a>	NY	\$87,791	Founder	\$100,000	<b>\$84,487</b>	2023
<a href="#">Environmental And Animal Defense</a>	CO	\$84,262	Executive Director	\$41,167	<b>\$36,907</b>	2023
<a href="#">Racine Neighborhood Watch Inc</a>	WI	\$89,800	Executive Director Thru 6/20/23	\$46,452	<b>\$45,358</b>	2023
<a href="#">Government Justice Center Inc</a>	NY	\$82,174	Legal Director & Treasurer	\$94,327	<b>\$77,408</b>	2024
<a href="#">The Florida Pdmp Foundation Inc</a>	FL	\$90,382	Executive Director	\$68,000	<b>\$56,518</b>	2025
<a href="#">Greater Life Of Fayetteville Inc</a>	NC	\$81,110	Executive Director	\$17,280	<b>\$16,215</b>	2024
<a href="#">On The Wings Of Angels</a>	MI	\$80,466	Ceo & Executive Director	\$4,000	<b>\$3,749</b>	2024
<a href="#">Stop Handgun Violence Inc</a>	MA	\$92,825	Executive Director	\$52,903	<b>\$42,060</b>	2025
<a href="#">Exchange Club Center For The Prevention</a>	CT	\$78,459	President	\$89,424	<b>\$78,393</b>	2023
<a href="#">East Tennessee Probation Inc</a>	TN	\$78,155	Ceo/probation Officer	\$25,040	<b>\$24,609</b>	2023
<a href="#">101 Enterprises Foundation</a>	CA	\$94,353	Cfo	\$30,000	<b>\$22,920</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Stop Child Predators Coalition</a>	DC	\$95,000	President	\$42,000	<b>\$33,471</b>	2024
<a href="#">Community Health &amp; Safety</a>	AL	\$95,080	Executive Di	\$18,822	<b>\$18,466</b>	2024
<a href="#">Accountability Brothers</a>	CA	\$76,000	President &	\$5,788	<b>\$4,673</b>	2023
<a href="#">Law Of The Wild</a>	WA	\$75,860	Ed/board Member	\$44,221	<b>\$37,017</b>	2023
<a href="#">Community Mediation Services</a>	TN	\$96,987	Executive Director	\$47,625	<b>\$45,463</b>	2024
<a href="#">Chestnut Resolutions Inc Nfp</a>	IL	\$74,807	Chair Of Board	\$138,688	<b>\$123,824</b>	2024
<a href="#">Wisconsin Foundation</a>	WI	\$97,733	Executive Di	\$38,489	<b>\$37,583</b>	2023
<a href="#">Foundation Of The Monroe County Bar</a>	NY	\$97,946	Executive Director - Resigned Dec 2024	\$17,320	<b>\$13,847</b>	2025
<a href="#">Society-first Corporation</a>	FL	\$73,471	Vp	\$12,040	<b>\$10,576</b>	2023
<a href="#">Kinad Inc</a>	FL	\$73,362	Director	\$6,000	<b>\$5,270</b>	2023
<a href="#">The Foundation In Support Of The</a>	MI	\$99,288	President	\$20,185	<b>\$18,921</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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** 57 organizations. Compensation range \$3,580–\$153,463; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$86,060); for reference, expenses \$94,462 and assets \$496,860.

ROLE MATCH	Ross Bourgeois, reported title " <i>TREASURER</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	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	12 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	12 <sup>th</sup>
Reportable pay only (column D), adjusted	26 <sup>th</sup>
All sources (D + E + F), adjusted	11 <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 (Ross Bourgeois) 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 57 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,800 is reasonable (approximately the 12<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.