

# Local Union 1713 Umwa

Executive Director / CEO

EIN 237108727

WV · NTEE J40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jackie Lane, Executive Director / CEO** (\$4,800) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jackie Lane — 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 (J40).

**BUDGET** Total revenue between \$65,692 and \$147,073 — 0.67x to 1.50x the subject's \$98,049 (the band tightens as size grows).

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

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

→ **24** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$1,969	\$4,161	\$5,249	\$8,082	\$44,754	\$4,800
---------	---------	---------	---------	----------	---------



## ■ 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 WV 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="#">Manchester Police Officers Associat</a>	CT	\$97,655	President	\$5,000	<b>\$4,218</b>	2025
<a href="#">Old Pueblo Firefighters Association</a>	AZ	\$98,494	President	\$9,000	<b>\$7,994</b>	2024
<a href="#">Wayne Westland Education</a>	MI	\$90,142	Exec Director	\$10,000	<b>\$9,533</b>	2024
<a href="#">International Association Of Firefighters Local 475</a>	IN	\$89,663	President	\$1,540	<b>\$1,500</b>	2024
<a href="#">Apscme Local 151</a>	MN	\$88,804	President	\$2,162	<b>\$2,031</b>	2023
<a href="#">United Construction Trade</a>	NY	\$107,799	President	\$40,000	<b>\$34,369</b>	2023
<a href="#">Solon Education Association</a>	OH	\$85,198	President	\$4,700	<b>\$4,598</b>	2024
<a href="#">Decatur Pbpa Labor Committee</a>	IL	\$79,292	President	\$2,400	<b>\$2,179</b>	2024
<a href="#">North Castle Police Benevolent Assoc Inc</a>	NY	\$117,223	President	\$4,800	<b>\$4,637</b>	2021
<a href="#">Associated Calexico Teachers</a>	CA	\$76,165	President	\$5,000	<b>\$3,988</b>	2024
<a href="#">Local Union 773 Labor Management Fund</a>	NY	\$75,090	Trustee	\$114,100	<b>\$95,225</b>	2024
<a href="#">Des Moines Police Bargaining Unit Assn</a>	IA	\$122,040	President	\$5,400	<b>\$5,461</b>	2024
<a href="#">Hudson Valley Community College Non-instructional Employees Union</a>	NY	\$69,950	President	\$6,600	<b>\$5,508</b>	2024
<a href="#">Hudson Valley Community College Faculty Association Inc</a>	NY	\$130,500	President	\$10,000	<b>\$8,346</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">United Union Of Roofers</a>	MA	\$132,418	President As Of 11/2024	\$125	<b>\$104</b>	2024
<a href="#">Union Electrical Workers Inc</a>	DE	\$134,122	Director	\$104,863	<b>\$97,632</b>	2023
<a href="#">Employees Association Of</a>	CA	\$135,902	President	\$6,500	<b>\$5,184</b>	2024
<a href="#">Northeast District Council Of The Opcmia</a>	NY	\$139,071	Fund Administrator	\$60,518	<b>\$49,205</b>	2025
<a href="#">Metropolitan Dade County Solid Wast</a>	FL	\$139,310	President	\$6,750	<b>\$5,857</b>	2024
<a href="#">Miracosta College Faculty Assembly</a>	CA	\$140,749	Vice President	\$2,500	<b>\$1,943</b>	2025
<a href="#">Security Police Association Of Neva</a>	NV	\$141,322	Preisdent	\$5,203	<b>\$4,693</b>	2025
<a href="#">Fall River Administrators</a>	RI	\$142,260	President	\$6,000	<b>\$5,314</b>	2024
<a href="#">Deaconess Medical Staff Office</a>	WA	\$142,371	Emergency & Ethics Committee Chairs	\$6,375	<b>\$5,427</b>	2023
<a href="#">Santa Monica Municipal</a>	CA	\$143,403	President	\$6,000	<b>\$4,926</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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** 24 organizations. Compensation range \$104–\$97,632; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$98,049); for reference, expenses \$35,313 and assets \$533,607. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Jackie Lane, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	42 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	25 <sup>th</sup>
Reportable pay only (column D), adjusted	54 <sup>th</sup>
All sources (D + E + F), adjusted	42 <sup>nd</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 (Jackie Lane) 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 24 similarly situated organizations (Same NTEE sector (J40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,800 is reasonable (approximately the 42<sup>nd</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.