

Sheet Metal Workers' Local 15 Apprentice

Executive Director / CEO

EIN 237363298

FL · NTEE J22

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Patrick O'leary, Executive Director / CEO** (\$43,283) against **every comparable organization** that fit the selection criteria — **76** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

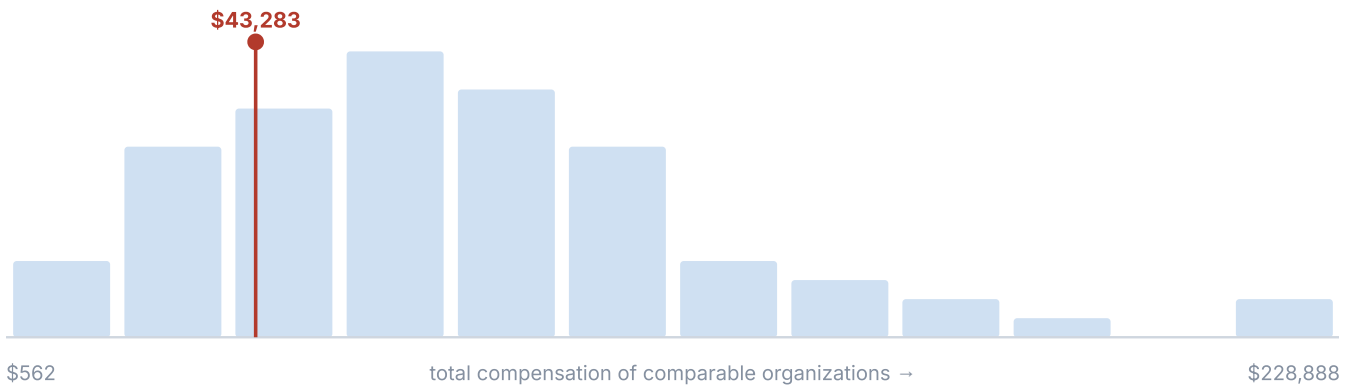
Benchmarked executive: Patrick O'leary — reported title "FORMER CHAIRMAN", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J22).
BUDGET	Total revenue between \$218,681 and \$489,585 — 0.67x to 1.50x the subject's \$326,390 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J22), nationwide + budget 0.67–1.5x revenue.

76 organizations qualified on sector, size, and geography → **76** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,984	\$49,920	\$75,691	\$100,420	\$130,169	\$43,283
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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 FL 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
Tech Exposure & Access	CA	\$326,971	President	\$62,374	\$58,850	2024
Menzfit	PA	\$320,437	60executive Director	\$28,000	\$31,411	2023
Midlands Mechanical Apprentices Coal	SC	\$332,386	President	\$14,400	\$16,415	2024
Roofers Local 44 Joint Apprenticeship Fund	OH	\$318,648	Administrator	\$71,270	\$82,480	2024
Training Grounds Inc	DC	\$335,337	Executive Dir.	\$95,306	\$94,081	2023
Second Chance Center Of Hope	OH	\$335,700	Director	\$43,900	\$50,805	2024
Bbl Ministries Inc	CA	\$316,128	President	\$128,808	\$121,531	2024
Justice Jobs Of Maryland Inc	MD	\$316,033	Executive Director	\$62,977	\$64,332	2024
Laborers Agc Apprenticeship Training &	WA	\$337,413	Training Director	\$77,707	\$76,017	2024
Flourish Of Cullman Inc	AL	\$315,179	Executive Di	\$44,642	\$54,254	2023
Bullington Gardens Inc	NC	\$314,727	Director	\$36,236	\$40,911	2024
Western Pennsylvania Apprenticeship	PA	\$340,147	Director	\$73,232	\$79,796	2024
Automotive Mentoring Group Inc	IL	\$340,495	President	\$91,987	\$101,731	2023
Be Well Cafe	MO	\$312,101	President	\$65,000	\$75,224	2024
Tech Frederick Inc	MD	\$341,979	Executive Director	\$114,025	\$116,479	2024
Oakwood Arts Inc	VA	\$342,805	Executive Director	\$54,550	\$57,550	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Local 470 Apprenticeship Fund	SC	\$346,177	Training Director/trustee	\$61,473	\$70,072	2024
Youths Unleashed Corp	FL	\$347,605	Vice President	\$45,000	\$46,191	2024
Sheet Metal Contracting Industry	PA	\$348,144	Trustee	\$76,513	\$83,370	2024
Qualitative Solutions	CA	\$303,988	President & Ceo	\$169,343	\$159,776	2024
Bricklayers Local 1 Md Va & Dc	MD	\$351,202	Vice Chairman	\$39,290	\$40,136	2024
Michigan Indian Employment And	MI	\$356,915	Executive Director	\$79,830	\$92,692	2023
Spotted Eagle Inc	WI	\$295,806	Executive Dir.	\$66,221	\$75,566	2024
Chicago Center For Arts And Technology	IL	\$359,049	Sr. Dir. Of Edu. Excellence	\$168,628	\$181,141	2024
Neurodiversity Works	CO	\$292,414	Executive Director	\$108,973	\$114,173	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 76 organizations. Compensation range \$562–\$228,888; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$326,390); for reference, expenses \$293,037 and assets \$662,983.

ROLE MATCH Patrick O'leary, reported title "*FORMER CHAIRMAN*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	21 st
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	79 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 (Patrick O'leary) 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 76 similarly situated organizations (Same NTEE sector (J22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,283 is reasonable (approximately the 21st 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.