

Union Electrical Workers Inc

Executive Director / CEO

EIN 237372758
 DE · NTEE J40Z
 FY ending 2023-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **James R Murrian, Executive Director / CEO** (\$104,863) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: James R Murrian — reported title “DIRECTOR”, 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 (J40Z).
- BUDGET Total revenue between \$89,861 and \$201,183 — 0.67x to 1.50x the subject's \$134,122 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (J40), nationwide + budget 0.67–1.5x revenue.

49 organizations qualified on sector, size, and geography → **49** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,247	\$5,155	\$8,015	\$17,568	\$55,349	\$104,863
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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 DE 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
United Union Of Roofers	MA	\$132,418	President As Of 11/2024	\$125	\$111	2024
Employees Association Of	CA	\$135,902	President	\$6,500	\$5,568	2024
Hudson Valley Community College Faculty Association Inc	NY	\$130,500	President	\$10,000	\$8,964	2024
Northeast District Council Of The Opcmia	NY	\$139,071	Fund Administrator	\$60,518	\$52,850	2025
Metropolitan Dade County Solid Wast	FL	\$139,310	President	\$6,750	\$6,290	2024
Miracosta College Faculty Assembly	CA	\$140,749	Vice President	\$2,500	\$2,087	2025
Security Police Association Of Neva	NV	\$141,322	Preisdent	\$5,203	\$5,040	2025
Fall River Administrators	RI	\$142,260	President	\$6,000	\$5,707	2024
Deaconess Medical Staff Office	WA	\$142,371	Emergency & Ethics Committee Chairs	\$6,375	\$5,829	2023
Santa Monica Municipal	CA	\$143,403	President	\$6,000	\$5,291	2023
Des Moines Police Bargaining Unit Assn	IA	\$122,040	President	\$5,400	\$5,865	2024
Laborers Local 754	NY	\$148,769	Trustee	\$54,706	\$50,486	2023
San Mateo County Probation And Detention	CA	\$148,806	President	\$3,500	\$2,998	2024
North Castle Police Benevolent Assoc Inc	NY	\$117,223	President	\$4,800	\$4,981	2021

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Assoc Of Prof Police Officers	IL	\$151,134	President	\$5,865	\$5,889	2023
United Brotherhood Of Carpenters	TN	\$157,157	President	\$363	\$368	2025
Westchester & Putnam Plumbers & Steamfit	NY	\$157,388	Trustee	\$112,619	\$103,932	2023
Professional Personnel Of Van Dyke	MI	\$159,395	Negotiator Exec.board	\$6,502	\$6,486	2025
United Construction Trade	NY	\$107,799	President	\$40,000	\$36,914	2023
The Steamfitting Industry Labor Management Cooperation Committee	NY	\$161,422	Executive Administrator	\$70,808	\$65,346	2023
Seiu Local 721 Training Trust Fund	CA	\$163,512	Trustee Chair	\$35,478	\$30,390	2024
Independent Soft Drink Workers	OH	\$163,962	President	\$14,406	\$15,583	2023
Sheet Metal Workers Local No 3	NE	\$164,742	Financial Secretary	\$64,438	\$68,751	2024
Sacramento County Administrative	CA	\$166,621	President	\$13,600	\$11,349	2025
Faculty Association Of Monmouth	NJ	\$166,674	President	\$6,000	\$5,177	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DE cost of living and 2023 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 DE 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	49 organizations. Compensation range \$111–\$248,234; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$134,122); for reference, expenses \$230,212 and assets \$1,176,334. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	James R Murrian, reported title " <i>DIRECTOR</i> ", 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	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	98 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	94 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 (James R Murrian) 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 49 similarly situated organizations (Same NTEE sector (J40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$104,863 is reasonable (approximately the 98th 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.