

Portland Jobs With Justice Education

This analysis benchmarks the total compensation of **Pham Jill, Executive Director / CEO** (\$66,669) against **every comparable organization** that fit the selection criteria — **427** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

Benchmarked executive: Pham Jill — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J012).
BUDGET	Total revenue between \$223,828 and \$501,108 — 0.67x to 1.50x the subject's \$334,072 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

427 organizations qualified on sector, size, and geography → **427** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,975	\$20,095	\$60,542	\$89,130	\$121,432	\$66,669
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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 OR 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
International Association Of Fire	AZ	\$333,991	President	\$12,000	\$12,071	2024
Neank	RI	\$334,575	President	\$2,182	\$2,132	2025
Open Employment	CA	\$335,183	President	\$60,000	\$54,190	2024
Black Cooperative Impact Fund	CA	\$332,956	President	\$60,000	\$55,790	2023
Trabajadores Unidos De Washington Dc	DC	\$335,266	Executive Director	\$72,800	\$66,818	2024
Milwaukee Deputy Sheriffs' Association	WI	\$335,311	President	\$2,500	\$2,811	2023
Training Grounds Inc	DC	\$335,337	Executive Dir.	\$95,306	\$90,059	2023
Nurse Alliance Of Seiu California	CA	\$335,501	Executive Dir.	\$326,623	\$294,994	2024
Tucson Police Officers Association	AZ	\$335,622	President	\$3,750	\$3,884	2023
Second Chance Center Of Hope	OH	\$335,700	Director	\$43,900	\$48,633	2024
Midlands Mechanical Apprentice Coal	SC	\$332,386	President	\$14,400	\$15,713	2024
Kenosha Education Association	WI	\$332,371	Executive Director	\$146,889	\$165,191	2023
Working Family Solidarity	IL	\$332,018	Executive Director	\$59,167	\$60,840	2024
Southern California Association Of	CA	\$337,118	Cfo	\$81,692	\$73,781	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Laborers Agc Apprenticeship Training &	WA	\$337,413	Training Director	\$77,707	\$72,767	2024
United Brotherhood Of Carpenters &	TN	\$337,605	President	\$440	\$471	2025
American Postal Workers Union 2577	NY	\$337,706	President	\$56,967	\$53,842	2024
International Association Of	WA	\$330,334	President	\$24,391	\$22,840	2024
Suffolk County Probation Officers Association Inc	NY	\$329,489	President	\$6,600	\$6,238	2024
Union Independiente De Empleados Telefonicos De P R Inc	PR	\$338,842	Metro Rep	\$20,877	\$20,278	2024
Timberline Adult Day Services	CO	\$339,071	Executive Director	\$86,656	\$86,909	2024
International Association Of Heat &	NY	\$328,995	Business Manager/secretary	\$71,505	\$67,582	2024
Long Island Jobs With Justice Inc	NY	\$339,645	Director	\$76,147	\$71,969	2024
Ct Against Gun Violence Education Fund Inc	CT	\$328,483	Exec Dir (Thru 1/3/24)	\$26,538	\$26,026	2024
International Association Of Sheet Metal Air Rail & Transportation	CA	\$328,349	President	\$12,989	\$11,731	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	427 organizations. Compensation range \$18–\$583,589; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$334,072); for reference, expenses \$309,008 and assets \$336,298.
ROLE MATCH	Pham Jill, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	47 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	55 th
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	57 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 (Pham Jill) 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 427 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,669 is reasonable (approximately the 55th 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.