

# Southside Mutual Domestic

Executive Director / CEO

EIN 261095207  
 NM · NTEE Y22  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Herman Martinez, Executive Director / CEO** (\$450) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Herman Martinez — 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 (Y22).

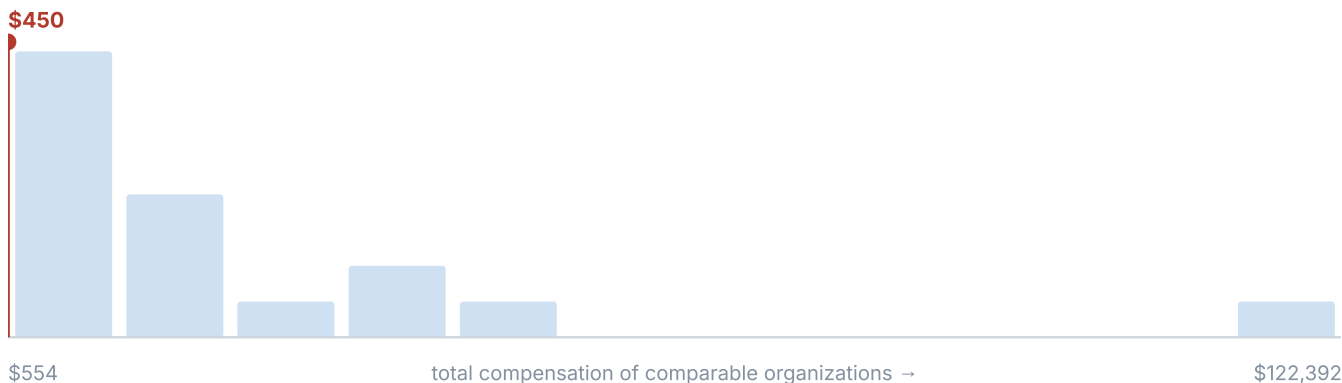
**BUDGET** Total revenue between \$264,245 and \$591,595 — 0.67x to 1.50x the subject's \$394,397 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (Y22), nationwide + budget 0.67–1.5x revenue.

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

→ **17** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$587	\$1,243	\$11,252	\$24,231	\$44,383	\$450
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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 NM 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="#">Burgess Canal &amp; Irrigation Co</a>	ID	\$407,580	Secretary	\$15,333	<b>\$14,775</b>	2025
<a href="#">Ridge Utilities Inc</a>	VA	\$379,700	General Mana	\$43,600	<b>\$39,140</b>	2024
<a href="#">Old Union Water Association Inc</a>	MS	\$416,814	President	\$520	<b>\$554</b>	2023
<a href="#">Richmond Irrigation &amp; Power Company</a>	UT	\$419,625	Water Master	\$25,464	<b>\$24,231</b>	2024
<a href="#">Belah-fellowship Water System Inc</a>	LA	\$420,011	President	\$1,200	<b>\$1,264</b>	2023
<a href="#">Calhoun County Water Association Inc</a>	AR	\$348,739	President	\$550	<b>\$575</b>	2024
<a href="#">Russell Utilities Inc</a>	MS	\$449,253	President	\$590	<b>\$595</b>	2025
<a href="#">Broadwater-missouri</a>	MT	\$339,212	Secretary	\$12,227	<b>\$12,254</b>	2024
<a href="#">International Foundation For</a>	IL	\$317,314	Managing Dir	\$133,900	<b>\$122,392</b>	2024
<a href="#">Anderson Township Regional Sewer District</a>	IN	\$292,105	Superintendent	\$49,402	<b>\$49,868</b>	2023
<a href="#">Friendship Community Water System</a>	MS	\$507,446	President	\$1,200	<b>\$1,243</b>	2024
<a href="#">Mapleton Irrigation Company</a>	UT	\$510,917	President	\$1,200	<b>\$1,142</b>	2024
<a href="#">Wrp Inc</a>	FL	\$275,842	General Manager Dwu	\$13,224	<b>\$11,252</b>	2025
<a href="#">Kinsman Mutual Telephone Company</a>	IL	\$268,030	Sec-tres, Di	\$44,555	<b>\$40,726</b>	2024
<a href="#">Fhlm Regional Water Supply</a>	TX	\$544,377	Secretary/treasurer	\$14,400	<b>\$13,788</b>	2023
<a href="#">Big V Water Association</a>	MS	\$571,518	President	\$1,200	<b>\$1,243</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Little Potato Slough Mutual Water Comp</a>	CA	\$575,860	Treasurer	\$12,000	<b>\$9,634</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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	17 organizations. Compensation range \$554–\$122,392; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$394,397); for reference, expenses \$359,040 and assets \$1,040,110.
ROLE MATCH	Herman Martinez, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	6 <sup>th</sup>
All sources (D + E + F), adjusted	0 <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

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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 (Herman Martinez) 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 17 similarly situated organizations (Same NTEE sector (Y22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$450 is reasonable (approximately the 0<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.