

# United Professional Pro Force Of

Executive Director / CEO

EIN 262061726

SC · NTEE J40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Eric Davis, Executive Director / CEO** (\$12,848) against **every comparable organization** that fit the selection criteria — **163** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Eric Davis — 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 \$170,596 and \$381,933 — 0.67x to 1.50x the subject's \$254,622 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J40), nationwide + budget 0.67–1.5x revenue.

**163** organizations qualified on sector, size, and geography → **163** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,007	\$4,994	\$11,062	\$31,844	\$76,119	\$12,848
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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 SC 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="#">American Train Dispatchers Assoc</a>	TX	\$253,997	Vice General Chairman	\$42,283	<b>\$40,543</b>	2024
<a href="#">North Tucson Firefighters</a>	AZ	\$253,937	President	\$14,500	<b>\$13,367</b>	2024
<a href="#">International Alliance Of Theatrical Stage Employe</a>	LA	\$253,761	Business Agent	\$53,980	<b>\$56,975</b>	2024
<a href="#">International Union Uaw Local 2377</a>	CT	\$252,512	President	\$5,000	<b>\$4,627</b>	2023
<a href="#">Utility Workers United Association</a>	PA	\$252,237	Executive Bo	\$2,466	<b>\$2,357</b>	2024
<a href="#">Edinburg American Federation Of Teachers</a>	TX	\$250,981	President	\$19,200	<b>\$17,935</b>	2025
<a href="#">Local Union No 900 Iatse And</a>	AL	\$248,404	President	\$252	<b>\$261</b>	2024
<a href="#">American Postal Workers Union II</a>	IL	\$247,856	President	\$11,686	<b>\$11,012</b>	2024
<a href="#">Sheet Metal Morkers Local 202</a>	MO	\$247,758	President/business Mgr	\$65,082	<b>\$68,026</b>	2023
<a href="#">Cheektowaga Central Teachers Association Benefit Trust</a>	NY	\$247,737	Fund Advisor	\$3,500	<b>\$2,954</b>	2025
<a href="#">Local Union 1483 Of The International</a>	NE	\$247,702	President	\$11,758	<b>\$12,480</b>	2023
<a href="#">Essex County Correctional Officers</a>	MA	\$247,319	President	\$3,250	<b>\$2,799</b>	2024
<a href="#">International Association Of Sheet Metal Air Rail &amp; Transportation</a>	NY	\$262,067	Local Chairman	\$108,021	<b>\$96,329</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Smith Steel Workers' Directly Affiliated</a>	WI	\$246,381	Trustee	\$26,540	<b>\$26,569</b>	2024
<a href="#">Bridge And Tunnel Officers Benevolent</a>	NY	\$264,549	President	\$18,192	<b>\$15,757</b>	2024
<a href="#">Iron Workers Local 60 Education</a>	NY	\$265,020	Business Manager	\$94,233	<b>\$84,032</b>	2023
<a href="#">American Federation Of Teachers</a>	MN	\$244,040	President	\$82,437	<b>\$76,068</b>	2025
<a href="#">Intl Brotherhood Of Boilermaker Mppb</a>	CA	\$243,849	President	\$7,598	<b>\$6,289</b>	2024
<a href="#">Brass City Local Cacp Inc</a>	CT	\$243,248	President	\$11,811	<b>\$10,929</b>	2023
<a href="#">International Association Of Sheet Metal Air Rail &amp; Transportation 0023td</a>	CA	\$243,029	President	\$5,696	<b>\$4,715</b>	2024
<a href="#">Protective Service Officers United</a>	MD	\$242,695	President	\$18,969	<b>\$16,999</b>	2024
<a href="#">International Association Of Machinists &amp; Aerospace Workers</a>	IL	\$242,334	President	\$4,650	<b>\$4,382</b>	2024
<a href="#">Local No 1560 Amalgamated Transit Union</a>	LA	\$242,327	President	\$22,245	<b>\$23,479</b>	2024
<a href="#">American Postal Workers Union</a>	PA	\$242,172	President	\$7,250	<b>\$6,930</b>	2024
<a href="#">Brotherhood Of Railroad Signalmen</a>	NM	\$241,426	President	\$2,426	<b>\$2,575</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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	163 organizations. Compensation range \$17–\$270,349; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$254,622); for reference, expenses \$108,479 and assets \$812,569. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Eric Davis, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	56 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	52 <sup>nd</sup>
Reportable pay only (column D), adjusted	62 <sup>nd</sup>
All sources (D + E + F), adjusted	56 <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

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 (Eric Davis) 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 163 similarly situated organizations (Same NTEE sector (J40), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$12,848 is reasonable (approximately the 56<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.