

Florida Electrical Association Inc

Executive Director / CEO

EIN 271790576

FL · NTEE B82

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Thomas Muller, Executive Director / CEO** (\$7,084) against **every comparable organization** that fit the selection criteria — **188** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Thomas Muller — reported title “PresidentInstructor”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

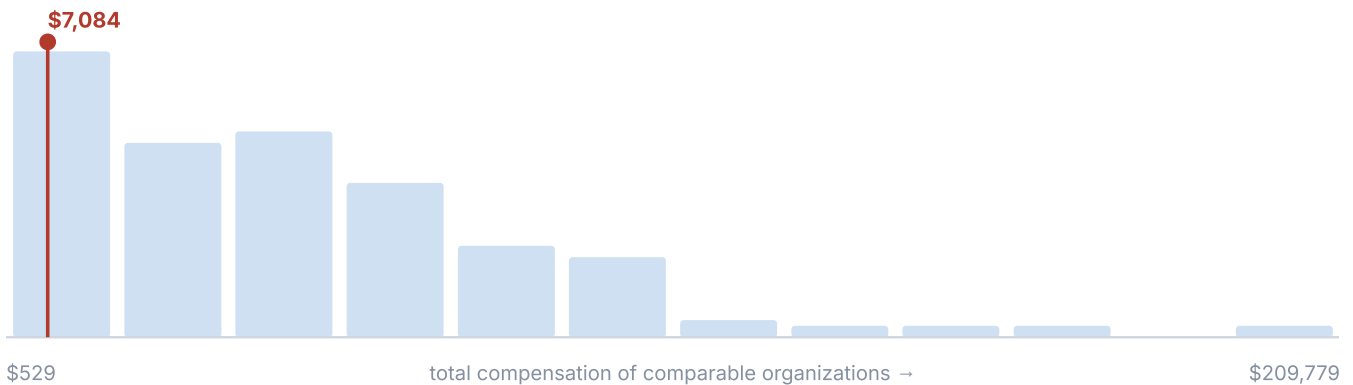
SECTOR Organizations sharing the subject's NTEE classification (B82).

BUDGET Total revenue between \$141,687 and \$317,211 — 0.67x to 1.50x the subject's \$211,474 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

188 organizations qualified on sector, size, and geography → **188** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,860	\$16,834	\$41,097	\$66,299	\$95,489	\$7,084
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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
W20 Foundation	NY	\$210,404	Vice President	\$100,000	\$96,190	2024
Grandview School District	MO	\$210,331	Executive Di	\$30,176	\$34,022	2024
luoe Local 94 94a Scholarship Fund	NY	\$209,208	Trustee	\$103,317	\$99,380	2024
Orion Military Scholarship Fund Inc	RI	\$208,731	Executive Dir.	\$13,002	\$13,271	2024
Zo's Bravehearts Foundation	NV	\$214,817	Founder, President	\$120,000	\$128,041	2024
Private School Tuition Fund 123	AZ	\$214,992	President & Ceo	\$27,500	\$28,984	2023
Franklin Township Education	IN	\$215,700	Executive Director	\$76,362	\$85,721	2024
Texas Rural Education Association Foundation	TX	\$215,739	Executive Director	\$3,900	\$4,153	2024
The North Carolina Albert Schweitzer	NC	\$206,932	Executive Dir.	\$89,682	\$96,098	2025
Apro Charitable Foundation	TX	\$206,884	Ceo (01/23)	\$2,863	\$3,049	2024
Graham County Electric Cooperative	AZ	\$205,368	President	\$40,546	\$42,735	2023
Tara Sawyer Foundation	TX	\$205,242	Executive Director	\$75,000	\$79,861	2024
Mid-atlantic Christian University	NC	\$217,751	President	\$48,984	\$55,469	2023
Harford County Education Foundation Inc	MD	\$204,365	President	\$65,833	\$63,828	2025
North Central States Regional Council	MN	\$218,911	Secretary	\$138,099	\$145,257	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Missouri Junior Golf Scholarship	MO	\$202,899	Chairperson	\$31,985	\$36,062	2024
Tuskegee Airmen Scholarship Foundation	CA	\$202,390	Executive Director	\$114,109	\$104,887	2024
Voices Boston Inc	MA	\$202,160	Executive Dir.	\$68,316	\$67,279	2023
Taahp Foundation	TX	\$221,410	Executive Di	\$20,607	\$22,591	2023
Jacquie Hirsch For All Foundation	NY	\$201,312	Treasurer	\$6,968	\$6,901	2023
City Of Fairfax Band Association Inc	VA	\$199,958	Managing Director	\$30,000	\$30,040	2025
Kids' Chance Inc Of Missouri	MO	\$225,014	Executive Di	\$23,102	\$26,815	2023
Arizona Food & Drug Industry Founda	AZ	\$197,743	President	\$11,716	\$11,994	2024
Midwest Independent Retailers Foundation Inc	MI	\$225,249	Chairman	\$20,414	\$22,429	2024
Carh Scholarship Fund	VA	\$196,988	Secretary/ Executive Director	\$25,652	\$26,365	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 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 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 **188** organizations. Compensation range \$529–\$209,779; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$211,474); for reference, expenses \$215,528 and assets \$48,130.

ROLE MATCH	Thomas Muller, reported title " <i>PresidentInstructor</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	61 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	11 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	9 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 (Thomas Muller) 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 188 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,084 is reasonable (approximately the 11th 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.