

Wisconsin Troopers' Benevolent

Executive Director / CEO

EIN 275069014
 WI · NTEE B82
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Ryan Zukowski, Executive Director / CEO** (\$540) against **every comparable organization** that fit the selection criteria — **213** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

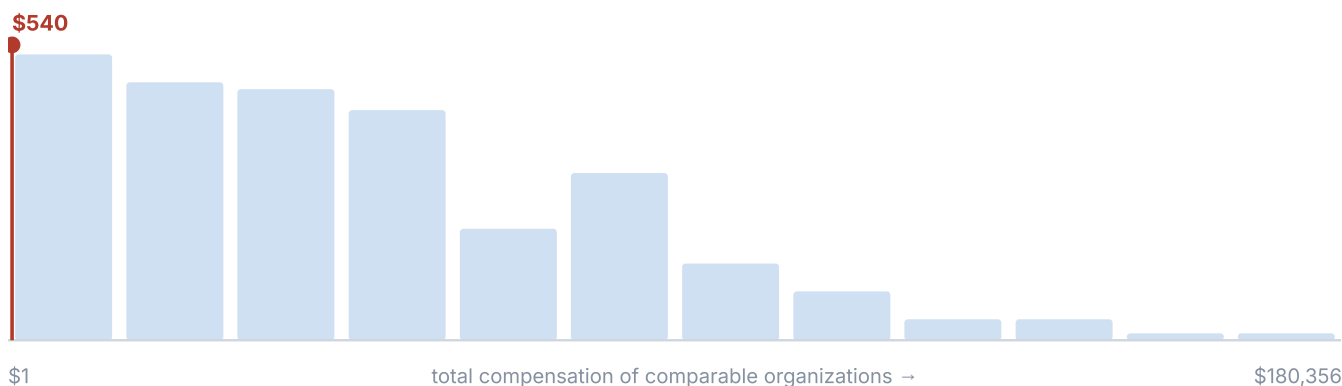
Benchmarked executive: Ryan Zukowski — reported title "SECRETARY/TREASURER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$201,113 and \$450,253 — 0.67x to 1.50x the subject's \$300,169 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

213 organizations qualified on sector, size, and geography → **213** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,815	\$20,321	\$43,370	\$71,815	\$96,973	\$540
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ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Habele Outer Island Education Fund	SC	\$307,215	Executive Di	\$135,000	\$138,839	2023
Florida Bankers Educational Foundation	FL	\$307,325	Executive Director	\$24,193	\$21,201	2025
Joseph L Wolcott Scholarship Fund	OH	\$292,973	Treasurer	\$6,563	\$6,485	2025
Myintuition Corp	MA	\$307,731	Chief Tech O	\$73,250	\$61,403	2025
Project Read	UT	\$309,463	Executive Director	\$51,450	\$50,421	2024
Florida Transportation Builders	FL	\$309,821	Director	\$92,956	\$86,086	2023
Eagle Foundation	PA	\$290,481	Executive Di	\$53,988	\$53,075	2023
Navy League Foundation	VA	\$290,370	Nlus Ceo	\$30,248	\$27,965	2024
Spanish Scholarship Fund	PA	\$290,289	Treasurer/director	\$36,000	\$33,489	2025
Connecticut Association Of Realtors	CT	\$310,981	Ex-officio Member	\$26,686	\$24,666	2023
Rey Feo Scholarship Foundation	TX	\$311,155	Executive Director	\$43,680	\$43,073	2023
Laradon Foundation Inc	CO	\$288,976	Ceo Thru 4/2	\$9,096	\$8,137	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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	213 organizations. Compensation range \$1–\$180,356; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$300,169); for reference, expenses \$269,449 and assets \$183,969.
ROLE MATCH	Ryan Zukowski, reported title "SECRETARY/TREASURER", 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	62 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	1 st
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	1 st

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 (Ryan Zukowski) 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 213 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$540 is reasonable (approximately the 1st 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.