

Electrical Industry Drug-free Allia

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Mark Thomas, Executive Director / CEO** (\$254,537) against **every comparable organization** that fit the selection criteria — **124** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Mark Thomas — reported title “ADMINISTRATO”, 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 (J40).
BUDGET	Total revenue between \$127,892 and \$286,326 — 0.67x to 1.50x the subject's \$190,884 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J40), nationwide + budget 0.67–1.5x revenue.

124 organizations qualified on sector, size, and geography → **124** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,248	\$5,127	\$9,716	\$19,275	\$65,785	\$254,537
---------	---------	---------	----------	----------	------------------



● 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 IL 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
St Joseph Area Sheet Metal Workers	MO	\$191,817	Coordinator	\$16,988	\$18,843	2023
Hillsboro Police Officers' Association	OR	\$192,040	President	\$9,450	\$8,927	2024
Professional Staff Association	NY	\$192,325	President	\$7,800	\$7,169	2024
Green River United Faculty Coalition	WA	\$193,722	Treasurer	\$8,766	\$8,219	2023
Rescue Union Federation Of Teachers	CA	\$195,711	President	\$4,000	\$3,423	2025
Lowell Police Association Inc	MA	\$196,598	President	\$10,500	\$9,598	2024
American Federation Of Teachers	NY	\$184,706	President	\$18,292	\$17,309	2023
Long Beach Schools Employees Associ	NY	\$197,143	President	\$5,259	\$4,976	2023
Lynnwood Police Guild	WA	\$197,432	President	\$14,473	\$13,180	2024
United Labor Properties Inc	MI	\$198,318	President	\$85,492	\$87,444	2025
United Mine Workers Of America Local 2300	PA	\$183,255	President	\$17,760	\$18,015	2024
Pantex Guards Union	TX	\$198,838	President	\$10,570	\$10,755	2024
International Assoc Of Fire	TX	\$200,598	President	\$6,300	\$6,410	2024
Greater Atlanta Area Employees	GA	\$180,730	Executive Di	\$51,000	\$52,160	2024
Cwa Staff Union	NY	\$201,347	President	\$19,873	\$17,796	2025
International Association Of Sheet Metal Air Rail & Transportation	NY	\$203,574	President	\$126,371	\$119,584	2023
Beaverton Police Association	OR	\$203,848	President	\$9,450	\$8,927	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
International Association Of Fire Fighters	OH	\$204,135	President	\$7,212	\$7,999	2023
Petaluma Staff Nurse Partnership	CA	\$204,364	President	\$46,620	\$42,157	2023
Guild Of Pacific Northwest Employees	WA	\$205,633	President	\$14,260	\$12,986	2024
American Federation Of Musicians	NE	\$174,834	President	\$900	\$985	2024
International Association Of Sheet Metal Air Rail & Transportation	PA	\$207,305	President	\$4,102	\$4,161	2024
International Association Of Sheet Metal Air Rail & Transportation	IL	\$209,569	President	\$4,363	\$4,363	2024
Federation Of Public Service Employees	CA	\$209,980	Secretary-treas	\$17,400	\$15,734	2023
International Union East Moline U A W Building	IL	\$171,669	President	\$3,296	\$3,393	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 124 organizations. Compensation range \$18–\$149,494; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$190,884); for reference, expenses \$428,356 and assets \$778,521. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Mark Thomas, reported title "ADMINISTRATO", 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	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	22 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Mark Thomas) 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 124 similarly situated organizations (Same NTEE sector (J40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$254,537 is reasonable (approximately the 100th 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.