

American Legion Post 169

Executive Director / CEO

EIN 344176086
 OH · NTEE Y99
 FY ending 2024-11-30
June 10, 2026

This analysis benchmarks the total compensation of **James Schleter, Executive Director / CEO** (\$9,778) against **every comparable organization** that fit the selection criteria — **199** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

Benchmarked executive: James Schleter — reported title "BAR MANAGER", 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 (Y99).
BUDGET	Total revenue between \$181,129 and \$405,514 — 0.67x to 1.50x the subject's \$270,343 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Y), nationwide + budget 0.67–1.5x revenue.

199 organizations qualified on sector, size, and geography → **199** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,377	\$4,363	\$14,349	\$36,242	\$73,707	\$9,778
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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 OH 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
Rural Alaska Fuel Services Inc	AK	\$270,564	Ceo	\$100,006	\$92,937	2023
Bozrah Lodge No 950 Loyal Order Of Moose	CT	\$270,097	Administrator	\$30,600	\$26,390	2025
Benevolent And Protective Order Of	NJ	\$269,966	Treasurer	\$4,975	\$4,086	2025
Rhode Island Masonic Youth Foundation	RI	\$269,401	General Manager	\$22,772	\$20,616	2024
Kinsman Mutual Telephone Company	IL	\$268,030	Sec-tres, Di	\$44,555	\$41,356	2024
St Joseph Aerie No 49 Fraternal Order Of Eagles	MO	\$273,020	Secretary	\$3,607	\$3,514	2025
Benevolent & Protective Order Of Elks #2166	FL	\$267,615	Secretary	\$7,000	\$6,049	2025
Warwick Cemetery Association	NY	\$267,290	Sec-treas	\$28,000	\$23,888	2024
Blooming Grove Rural Cemetery Assoc	NY	\$274,017	Superintendent	\$1,800	\$1,581	2023
Philadelphia Area Cooperative Alliance	PA	\$265,954	Operations Coordinator (Thru May)	\$34,786	\$32,752	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Colonial Memorial Park Association	NJ	\$265,207	Trustee	\$18,539	\$15,628	2024
First Parish Cemetery Assoc-york	ME	\$275,716	Superintendent	\$52,941	\$50,051	2024
Wrp Inc	FL	\$275,842	General Manager Dwu	\$13,224	\$11,427	2025
Plumbers And Steamfitters Local 521	WV	\$264,667	Trustee	\$81,605	\$83,422	2024
Woodlawn Cemetery Association	NY	\$276,310	Secretary / Trustee	\$13,200	\$11,262	2024
Employer-contribution Veba Trust Depauw University	IN	\$276,649	Vice President For Finance And Administration (Beginning 7/15/22))	\$58,924	\$60,401	2023
Fernwood Cemetery Association	NJ	\$263,381	President/superintendent	\$15,600	\$13,150	2024
Fraternal Order Of Police -	MD	\$263,341	Controller	\$22,800	\$20,719	2023
Benevolent & Protective Order Of Elks Lodge 1106	PA	\$262,556	Secretary	\$3,800	\$3,486	2025
Veovera Software Organization	CA	\$262,483	President	\$9,594	\$7,822	2024
Rockford Police Relief Association	IL	\$261,632	President	\$1,010	\$937	2024
Local 305 Npmhu Welfare Benefit Trust	VA	\$261,618	Trustee	\$10,000	\$9,116	2024
Good Samaritan Self Insurance Against	NY	\$279,598	President & Ceo	\$1,532,793	\$1,307,717	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Houston Policeman's Burial Fund Association Inc	TX	\$279,757	Treasurer	\$12,000	\$11,333	2024
Nj State Parole Officers Pba Local #326	NJ	\$260,065	President	\$2,800	\$2,360	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	199 organizations. Compensation range \$85–\$1,307,717; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$270,343); for reference, expenses \$205,529 and assets \$455,213.
ROLE MATCH	James Schleter, reported title <i>"BAR MANAGER"</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	33 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	40th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	40 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 (James Schleiter) 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 10, 2026, comparing compensation against 199 similarly situated organizations (Same NTEE major group (Y), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,778 is reasonable (approximately the 40th 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 10, 2026.