

Danville Neca-ibew Electrical Jatc

Executive Director / CEO

EIN 371012378

IL · NTEE E60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **John Gallez, Executive Director / CEO** (\$63,333) against **every comparable organization** that fit the selection criteria — **81** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

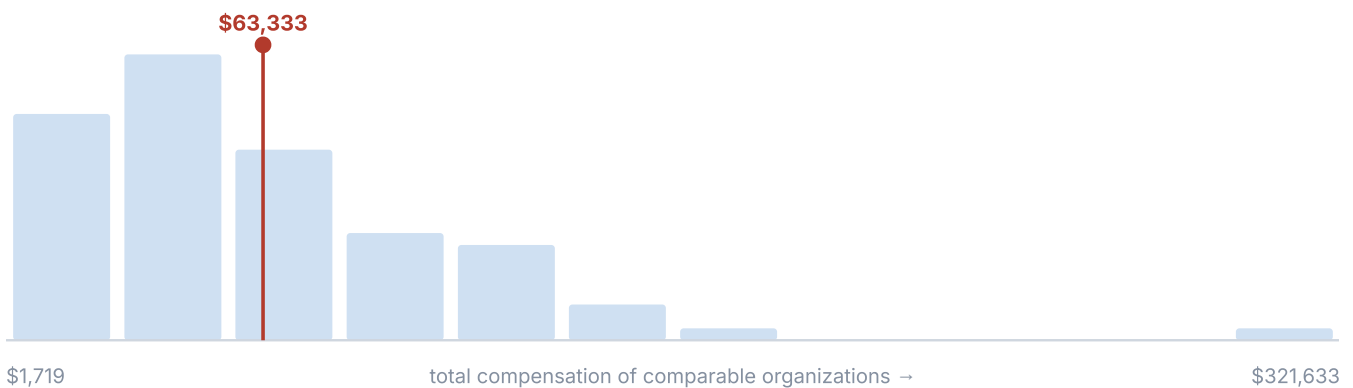
Benchmarked executive: John Gallez — reported title “TRAINING DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E60).
BUDGET	Total revenue between \$153,423 and \$343,485 — 0.67x to 1.50x the subject's \$228,990 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E60), nationwide + budget 0.67–1.5x revenue.

81 organizations qualified on sector, size, and geography → **81** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,200	\$31,136	\$52,636	\$85,313	\$114,625	\$63,333
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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 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
Multiple Sclerosis Resources Of Central	NY	\$229,479	Executive Director	\$76,059	\$67,904	2024
Cek Rn Consulting Inc	NY	\$231,720	Executive Director	\$101,900	\$93,661	2023
Lansing Syringe Access Inc	MI	\$233,783	President	\$4,583	\$4,674	2024
Shade Of The Tree Gigstad	IA	\$235,100	Ceopresident	\$72,400	\$78,321	2024
Pharmacy For The Public Good Inc	NY	\$220,847	Executive Di	\$16,500	\$14,731	2024
Dc Breastfeeding Coalition	DC	\$220,372	President	\$4,500	\$3,902	2024
Dermatology Manager's Association	GA	\$220,061	President	\$22,575	\$22,426	2024
Earl Youngs Team	TX	\$239,567	Director	\$17,000	\$16,801	2024
Allpaths Family Building Inc	MA	\$218,148	Executive Director	\$74,700	\$68,279	2023
Oregon Community Brokerages	OR	\$217,743	Executive Director	\$114,852	\$102,660	2025
Erle And Emma White Hospice Endowment Trust	TX	\$217,002	Trustee	\$6,228	\$6,337	2023
Columbus Regional Diagnostics	NC	\$241,477	Ceo	\$51,560	\$52,636	2024
Cross Keys Equine Therapy	VA	\$214,752	Executive Director	\$13,000	\$12,768	2023
Panhandle Forensic Nurse Specialists	FL	\$246,282	Secretary	\$1,852	\$1,719	2024
The Partnership For A Healthier Carroll	MD	\$247,288	Director/exec Dir/president	\$10,737	\$10,210	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Seattle Musicians Access To Sustainable Healthcare	WA	\$247,432	Executive Director	\$132,408	\$117,122	2024
Welcome Wellness Health Ed Resource Ctr	MO	\$248,547	Executive Director	\$87,711	\$94,495	2023
Lowcountry Equine-assisted Psychotherapy	SC	\$208,547	Executive Director	\$102,375	\$108,636	2023
Spark Ministries Inc	KY	\$252,119	Ceo	\$31,679	\$33,626	2024
Kids And Paper	TX	\$253,973	Executive Director	\$112,000	\$113,959	2023
Vermont Donor Milk Center Inc	VT	\$203,515	Executive Di	\$13,000	\$13,310	2023
Keralty Compassionate Communities Inc	FL	\$203,000	General Manager	\$147,674	\$137,062	2024
The Ability Center Of Southern Nevada	NV	\$256,018	President	\$57,500	\$56,944	2024
Als United Inc	OR	\$201,910	President	\$170,004	\$151,958	2025
Fringe Public Health	MD	\$200,125	Executive Dir.	\$15,600	\$14,835	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 2023 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 81 organizations. Compensation range \$1,719–\$321,633; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$228,990); for reference, expenses \$178,470 and assets \$190,030.

ROLE MATCH John Gallez, reported title "TRAINING DIRECTOR", 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 7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	60 th
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	40 th
All sources (D + E + F), adjusted	52 nd

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 (John Gallez) 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 81 similarly situated organizations (Same NTEE sector (E60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,333 is reasonable (approximately the 60th 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.