

Michigan Bricklayers And Allied Craftworkers Local

EIN 386771345

MI · NTEE J40

FY ending 2024-04-30

June 9, 2026

Executive Director / CEO

This analysis benchmarks the total compensation of **Paul Dunford Jr, Executive Director / CEO** (\$49,950) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations **within the typical range**

Benchmarked executive: Paul Dunford Jr — reported title "Secretary", 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 \$31,678 and \$70,921 — 0.67x to 1.50x the subject's \$47,281 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography

→ **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,000 10TH	\$6,276 25TH	\$16,412 MEDIAN	\$54,396 75TH	\$64,972 90TH	\$49,950 THIS ORG · 70TH
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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 MI 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
Pandion Healthcare Advocacy Inc	NY	\$45,940	President & Ceo	\$709,582	\$639,563	2023
International Association Of Sheet Metal	IL	\$49,675	Treasurer	\$15,236	\$14,512	2024
Health Employees Alliance Rights & Trades Local 707 Inc	NJ	\$49,854	President	\$8,400	\$7,481	2023
Teachers Association Of Pleasantville	NY	\$43,243	President	\$7,500	\$6,397	2025
Hmong National Development	MN	\$42,267	President &	\$25,680	\$25,311	2023
Worknet Inc	HI	\$53,711	President/director	\$27,800	\$24,114	2024
Src Industries Inc Foundation	MI	\$38,589	Ceo	\$7,280	\$7,280	2024
Center For Economic Justice	TX	\$37,431	Director	\$60,000	\$58,148	2024
Northeastern Lumber Manufacturers	ME	\$36,808	Executive Director	\$6,096	\$5,914	2024
Nebraska Bankers Association Foundation	NE	\$36,109	President	\$63,162	\$64,121	2025
Human Resources Development	IL	\$60,363	Director	\$11,956	\$11,724	2023
Kusanya Cafe Inc	IL	\$61,057	Exec Dir/tre	\$22,000	\$20,954	2024
Maryland Automobile Dealers Association	MD	\$62,766	President	\$77,888	\$72,633	2023
Law Enforcement Alliance Of South-	CT	\$64,981	President	\$3,000	\$2,806	2023
Woodbridge Police Supervisory	NJ	\$65,533	President	\$3,000	\$2,595	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Centurion Professional Training Inc	NY	\$66,284	Director	\$63,750	\$54,372	2025
Yowealth Academy	TN	\$68,205	Director	\$53,484	\$54,467	2024
Professional Air Traffic Controller	FL	\$69,420	President	\$20,120	\$18,312	2024
Hudson Valley Community College Non-instructional Employees Union	NY	\$69,950	President	\$6,600	\$5,778	2024
The Bean Factory	CO	\$70,084	Ceo (Thru 06/25)	\$3,339	\$3,022	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 20 organizations. Compensation range \$2,595–\$639,563; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$47,281); for reference, expenses \$12,803 and assets \$293,833. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Paul Dunford Jr, reported title "*Secretary*", 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	70 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	70 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 (Paul Dunford Jr) 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 20 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,950 is reasonable (approximately the 70th 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.