

# Plumbers Local Union No 690

Executive Director / CEO

EIN 412064526

PA · NTEE B82

FY ending 2024-04-30

June 9, 2026

This analysis benchmarks the total compensation of **George Pegram, Executive Director / CEO** (\$151,390) against **every comparable organization** that fit the selection criteria — **173** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

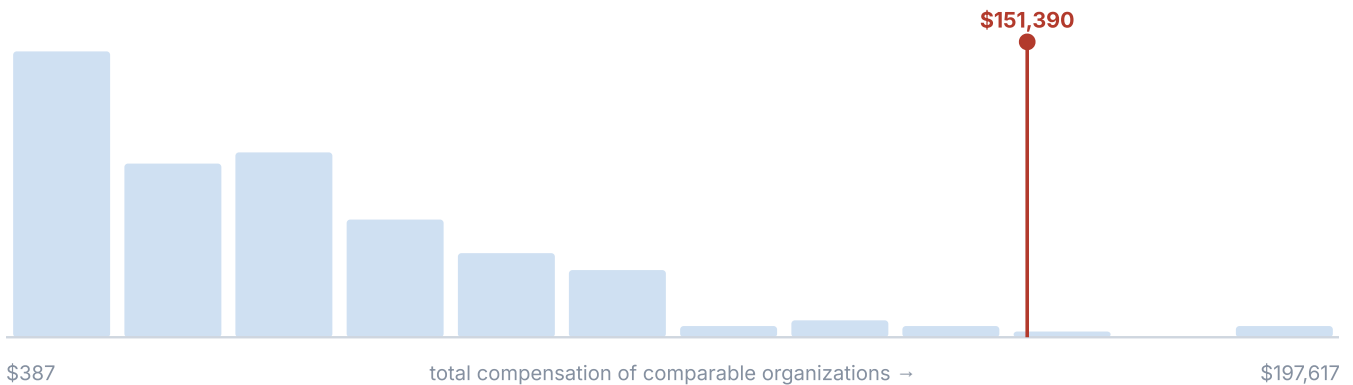
**Benchmarked executive:** George Pegram — reported title “CO-CHAIRMAN”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$131,770 and \$295,008 — 0.67x to 1.50x the subject's \$196,672 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

**173** organizations qualified on sector, size, and geography → **173** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,399	\$15,377	\$36,000	\$61,977	\$88,766	\$151,390
---------	----------	----------	----------	----------	-----------



## ● 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 PA 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
<a href="#">Carh Scholarship Fund</a>	VA	\$196,988	Secretary/ Executive Director	\$25,652	<b>\$24,837</b>	2024
<a href="#">New South Foundation Inc</a>	GA	\$196,161	President	\$32,970	<b>\$33,243</b>	2024
<a href="#">Arizona Food &amp; Drug Industry Founda</a>	AZ	\$197,743	President	\$11,716	<b>\$11,299</b>	2024
<a href="#">Students Without Mothers Inc</a>	GA	\$194,123	Executive Dir.	\$66,600	<b>\$67,151</b>	2024
<a href="#">Joey's Dream Builders</a>	TX	\$193,597	Executive Director	\$40,000	<b>\$40,123</b>	2024
<a href="#">City Of Fairfax Band Association Inc</a>	VA	\$199,958	Managing Director	\$30,000	<b>\$28,298</b>	2025
<a href="#">Loan Repayment Assistance Program Of</a>	MN	\$192,896	Executive Director	\$67,508	<b>\$68,866</b>	2023
<a href="#">Jacquie Hirsch For All Foundation</a>	NY	\$201,312	Treasurer	\$6,968	<b>\$6,501</b>	2023
<a href="#">Pratyush Sinha Foundation</a>	PA	\$192,024	Co-executive Director	\$24,418	<b>\$24,418</b>	2024
<a href="#">Voices Boston Inc</a>	MA	\$202,160	Executive Dir.	\$68,316	<b>\$63,379</b>	2023
<a href="#">Tuskegee Airmen Scholarship Foundation</a>	CA	\$202,390	Executive Director	\$114,109	<b>\$98,807</b>	2024
<a href="#">The Worth &amp; Dot Howard Foundation</a>	AZ	\$190,754	President	\$55,000	<b>\$54,609</b>	2023
<a href="#">Missouri Junior Golf Scholarship</a>	MO	\$202,899	Chairperson	\$31,985	<b>\$33,971</b>	2024
<a href="#">Montana State Elks Association</a>	MT	\$190,394	Treasurer	\$2,000	<b>\$2,106</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Truckload Carriers Association</a>	VA	\$190,313	President	\$44,277	<b>\$42,870</b>	2024
<a href="#">Police Athletic League Of Philadelphia</a>	PA	\$189,686	Executive Director Thru 11/23	\$2,185	<b>\$2,185</b>	2024
<a href="#">Advancing Students Forward</a>	CA	\$189,082	Executive Dir.	\$78,500	<b>\$67,973</b>	2024
<a href="#">Harford County Education Foundation Inc</a>	MD	\$204,365	President	\$65,833	<b>\$60,128</b>	2025
<a href="#">Tara Sawyer Foundation</a>	TX	\$205,242	Executive Director	\$75,000	<b>\$75,231</b>	2024
<a href="#">Graham County Electric Cooperative</a>	AZ	\$205,368	President	\$40,546	<b>\$40,258</b>	2023
<a href="#">The Spaulding High School Scholarship Trust</a>	VT	\$187,214	Vice Chair	\$2,300	<b>\$2,321</b>	2024
<a href="#">Friends Of Monte Vista Choir</a>	CA	\$187,110	Fin'l Secretary	\$9,180	<b>\$7,949</b>	2024
<a href="#">Farther Foundation</a>	IL	\$187,088	President	\$7,500	<b>\$7,394</b>	2024
<a href="#">Apro Charitable Foundation</a>	TX	\$206,884	Ceo (01/23)	\$2,863	<b>\$2,872</b>	2024
<a href="#">The North Carolina Albert Schweitzer</a>	NC	\$206,932	Executive Dir.	\$89,682	<b>\$90,527</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **173** organizations. Compensation range \$387–\$197,617; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$196,672); for reference, expenses \$97,027 and assets \$1,106,769. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	George Pegram, reported title " <i>CO-CHAIRMAN</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	55 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	98 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	98 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	91 <sup>st</sup>

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 (George Pegram) 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 173 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$151,390 is reasonable (approximately the 98<sup>th</sup> 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.