

Washington Contract Firefighters Association

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Todd Graves, Executive Director / CEO** (\$9,870) against **every comparable organization** that fit the selection criteria — **72** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Todd Graves — reported title “President / Instructor”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S41).

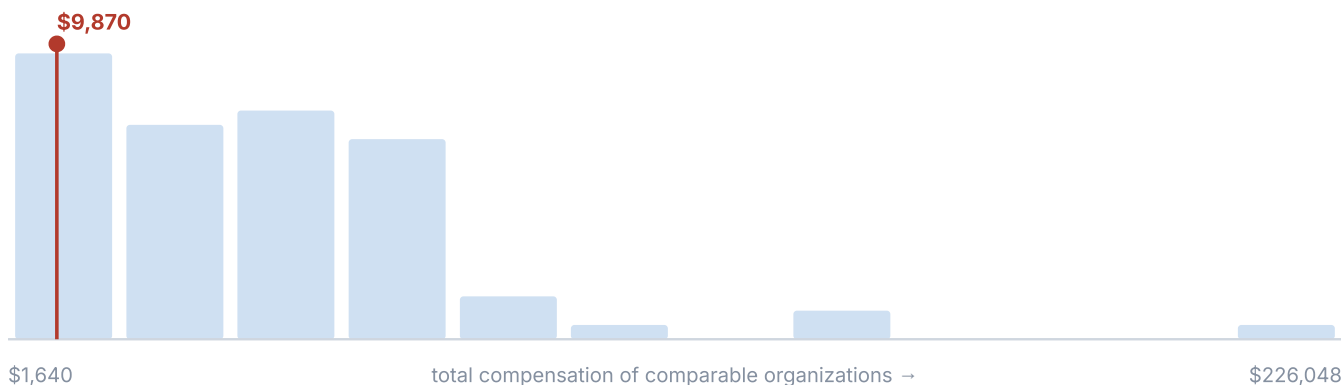
BUDGET Total revenue between \$61,717 and \$138,172 — 0.67x to 1.50x the subject's \$92,115 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

72 organizations qualified on sector, size, and geography

→ **72** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,215	\$17,707	\$41,675	\$62,132	\$76,374	\$9,870
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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 WA 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
Mat-su Cabaret Hotel Restaurant	AK	\$92,053	Executive Dir.	\$39,300	\$40,762	2024
Escambia County Medical Society	FL	\$92,289	Executive Director	\$66,000	\$67,265	2024
Bizworks Enterprise Center	VA	\$90,466	Executive Director	\$65,048	\$66,382	2025
Davis Chamber Of Commerce	OK	\$94,341	Director	\$37,040	\$44,248	2024
Grow Spink Inc	SD	\$89,853	Executive Director	\$48,000	\$59,169	2023
Namc-dallas Fortworth Chapter Inc	TX	\$88,494	President	\$14,000	\$15,642	2023
Black Wall Street Chamber Of Commerce	OK	\$96,670	President/ceo	\$55,666	\$76,977	2021
Quad City Painting Industry	IA	\$97,442	Executive Director	\$4,500	\$5,503	2023
Mid-atlantic Nato Inc	MD	\$97,513	Executive Director	\$71,874	\$71,020	2025
Professional Advocacy Association Of	TX	\$97,675	Sec/exec Director	\$23,500	\$26,256	2023
Tri State Stone Operators Association Inc	WV	\$97,750	Secretary & Trainer	\$36,000	\$43,537	2023
Dealercpa Network Inc	NY	\$85,900	Executive Director	\$28,800	\$29,068	2023
Fruitland Chamber Of Commerce Inc	ID	\$98,710	Executive Dir.	\$44,368	\$52,717	2023
Medical Board Of Nyp Bmh Corp	NY	\$98,715	Pres	\$52,000	\$52,483	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oak Harbor Area Chamber Of Commerce	OH	\$99,270	Exec Director	\$9,833	\$11,299	2024
Montana Avenue Merchant Association	CA	\$83,773	Treasurer	\$1,750	\$1,640	2024
Commercial Space Progress	NM	\$83,608	Ceo And Director	\$42,914	\$50,075	2024
Governmental Purchasing Association	NJ	\$100,656	Executive Dir.	\$4,500	\$4,488	2023
Tx Assoc Of Mexican American Chambers Of Commerce	TX	\$82,485	President/ceo	\$35,600	\$38,635	2024
Monitor Inc	DC	\$81,986	Director, Co-chairman	\$154,006	\$150,948	2023
National Independent Talent Organization	CA	\$81,184	Executive Dir.	\$49,998	\$46,839	2024
Federation Of Mental Health Services Inc	NY	\$81,000	Presdent	\$19,200	\$19,378	2023
Ohio High School Bowling Coaches	OH	\$80,612	Executive Di	\$29,400	\$32,911	2025
Lower Santa Cruz River Allianceinc	AZ	\$80,000	President Ce	\$52,500	\$56,395	2023
Northwestern Showmen's Club	OR	\$79,706	Secretary	\$9,000	\$9,068	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	72 organizations. Compensation range \$1,640–\$226,048; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$92,115); for reference, expenses \$86,312 and assets \$107,595.
ROLE MATCH	Todd Graves, reported title "President / Instructor", benchmarked as Executive Director / CEO. The title maps directly to this 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	3 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	10 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	14 th
All sources (D + E + F), adjusted	8 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 (Todd Graves) 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 72 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,870 is reasonable (approximately the 10th 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.