

Employees Association Of

Executive Director / CEO

EIN 463636886

CA · NTEE J40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Julie Morgan, Executive Director / CEO** (\$6,500) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

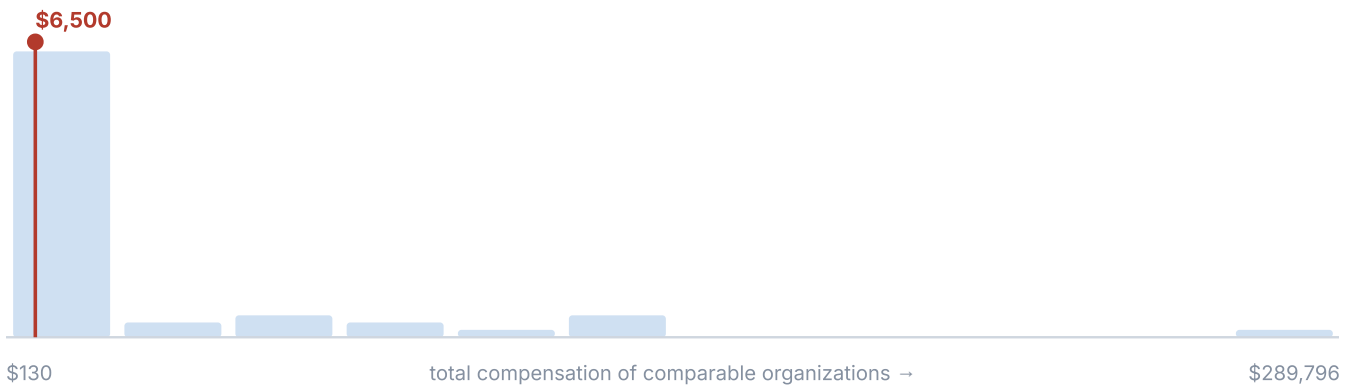
Benchmarked executive: Julie Morgan — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J40).
BUDGET	Total revenue between \$91,054 and \$203,853 — 0.67x to 1.50x the subject's \$135,902 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J40), nationwide + budget 0.67–1.5x revenue.

51 organizations qualified on sector, size, and geography → **51** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,863	\$6,032	\$10,163	\$22,354	\$80,262	\$6,500
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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 CA 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
Union Electrical Workers Inc	DE	\$134,122	Director	\$104,863	\$122,420	2023
Northeast District Council Of The Opcmia	NY	\$139,071	Fund Administrator	\$60,518	\$61,698	2025
Metropolitan Dade County Solid Wast	FL	\$139,310	President	\$6,750	\$7,343	2024
United Union Of Roofers	MA	\$132,418	President As Of 11/2024	\$125	\$130	2024
Miracosta College Faculty Assembly	CA	\$140,749	Vice President	\$2,500	\$2,436	2025
Hudson Valley Community College Faculty Association Inc	NY	\$130,500	President	\$10,000	\$10,465	2024
Security Police Association Of Neva	NV	\$141,322	Preisdent	\$5,203	\$5,884	2025
Fall River Administrators	RI	\$142,260	President	\$6,000	\$6,663	2024
Deaconess Medical Staff Office	WA	\$142,371	Emergency & Ethics Committee Chairs	\$6,375	\$6,805	2023
Santa Monica Municipal	CA	\$143,403	President	\$6,000	\$6,177	2023
Laborers Local 754	NY	\$148,769	Trustee	\$54,706	\$58,939	2023
San Mateo County Probation And Detention	CA	\$148,806	President	\$3,500	\$3,500	2024
Des Moines Police Bargaining Unit Assn	IA	\$122,040	President	\$5,400	\$6,847	2024
Assoc Of Prof Police Officers	IL	\$151,134	President	\$5,865	\$6,874	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
North Castle Police Benevolent Assoc Inc	NY	\$117,223	President	\$4,800	\$5,814	2021
United Brotherhood Of Carpenters	TN	\$157,157	President	\$363	\$431	2025
Westchester & Putnam Plumbers & Steamfit	NY	\$157,388	Trustee	\$112,619	\$121,333	2023
Professional Personnel Of Van Dyke	MI	\$159,395	Negotiator Exec.board	\$6,502	\$7,571	2025
The Steamfitting Industry Labor Management Cooperation Committee	NY	\$161,422	Executive Administrator	\$70,808	\$76,287	2023
Seiu Local 721 Training Trust Fund	CA	\$163,512	Trustee Chair	\$35,478	\$35,478	2024
Independent Soft Drink Workers	OH	\$163,962	President	\$14,406	\$18,193	2023
United Construction Trade	NY	\$107,799	President	\$40,000	\$43,095	2023
Sheet Metal Workers Local No 3	NE	\$164,742	Financial Secretary	\$64,438	\$80,262	2024
Sacramento County Administrative	CA	\$166,621	President	\$13,600	\$13,249	2025
Faculty Association Of Monmouth	NJ	\$166,674	President	\$6,000	\$6,044	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	51 organizations. Compensation range \$130–\$289,796; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$135,902); for reference, expenses \$46,818 and assets \$417,057. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Julie Morgan, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	29 th
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	29 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 (Julie Morgan) 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 51 similarly situated organizations (Same NTEE sector (J40), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$6,500 is reasonable (approximately the 29th 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.