

Federation Of Public Service Employees

Executive Director / CEO

EIN 463652736

CA · NTEE J40

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joy Brown-price, Executive Director / CEO** (\$17,400) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

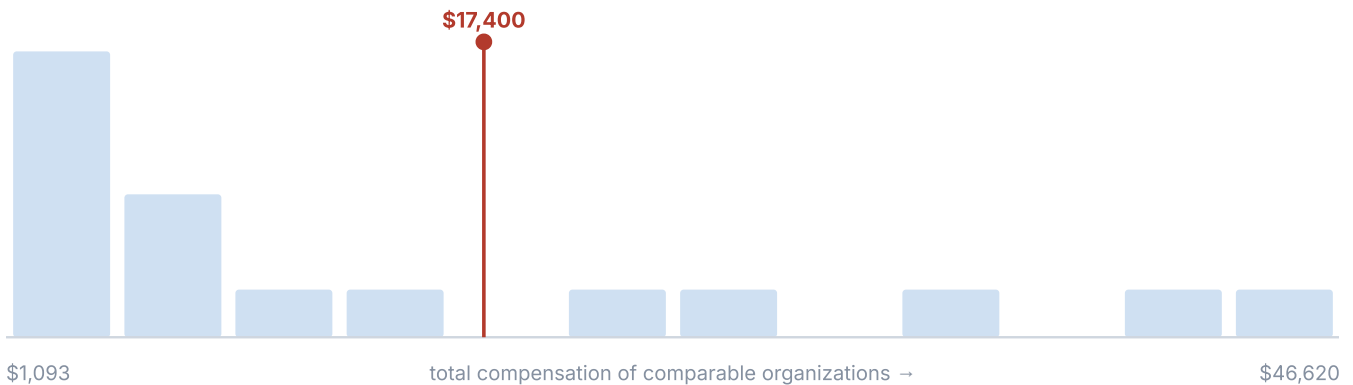
Benchmarked executive: Joy Brown-price — reported title “Secretary-Treas”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (J40).
- BUDGET** Total revenue between \$140,686 and \$314,970 — 0.67x to 1.50x the subject's \$209,980 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (J40) + CA + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,300	\$3,689	\$6,690	\$23,524	\$37,624	\$17,400
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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
Petaluma Staff Nurse Partnership	CA	\$204,364	President	\$46,620	\$46,620	2023
Hacienda La Puente Teachers Assoc	CA	\$217,068	President	\$2,300	\$2,234	2024
Carpinteria Association United School	CA	\$223,099	President	\$43,103	\$40,787	2025
Rescue Union Federation Of Teachers	CA	\$195,711	President	\$4,000	\$3,785	2025
San Joaquin County Probation Officers	CA	\$227,028	President	\$1,125	\$1,093	2024
Milpitas Police Officers Association	CA	\$235,488	President	\$10,900	\$10,314	2025
International Association Of Sheet Metal Air Rail & Transportation 0023td	CA	\$243,029	President	\$5,696	\$5,533	2024
Intl Brotherhood Of Boilermaker Mpbp	CA	\$243,849	President	\$7,598	\$7,380	2024
Afge Tsa Local 1230	CA	\$167,733	President	\$5,006	\$4,862	2024
Sacramento County Administrative	CA	\$166,621	President	\$13,600	\$12,869	2025
Seiu Local 721 Training Trust Fund	CA	\$163,512	Trustee Chair	\$35,478	\$34,460	2024
San Mateo County Probation And Detention	CA	\$148,806	President	\$3,500	\$3,400	2024
Santa Monica Municipal	CA	\$143,403	President	\$6,000	\$6,000	2023
Miracosta College Faculty Assembly	CA	\$140,749	Vice President	\$2,500	\$2,366	2025
Afge Nbpc 2554	CA	\$301,527	President	\$23,791	\$23,108	2024
Turlock Emergency Medical Services	CA	\$309,825	President	\$25,502	\$24,770	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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	16 organizations. Compensation range \$1,093–\$46,620; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$209,980); for reference, expenses \$250,834 and assets \$68,894.
ROLE MATCH	Joy Brown-price, reported title " <i>Secretary-Treas</i> ", 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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	69 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	69 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 (Joy Brown-price) 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 16 similarly situated organizations (Same NTEE sector (J40) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,400 is reasonable (approximately the 69th 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.