

El Paso Holocaust Museum Foundation

Executive Director / CEO

EIN 464701438

TX · NTEE A50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jamie Flores, Executive Director / CEO** (\$2,227) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Jamie Flores — reported title “Museum Exec Dir”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A50).

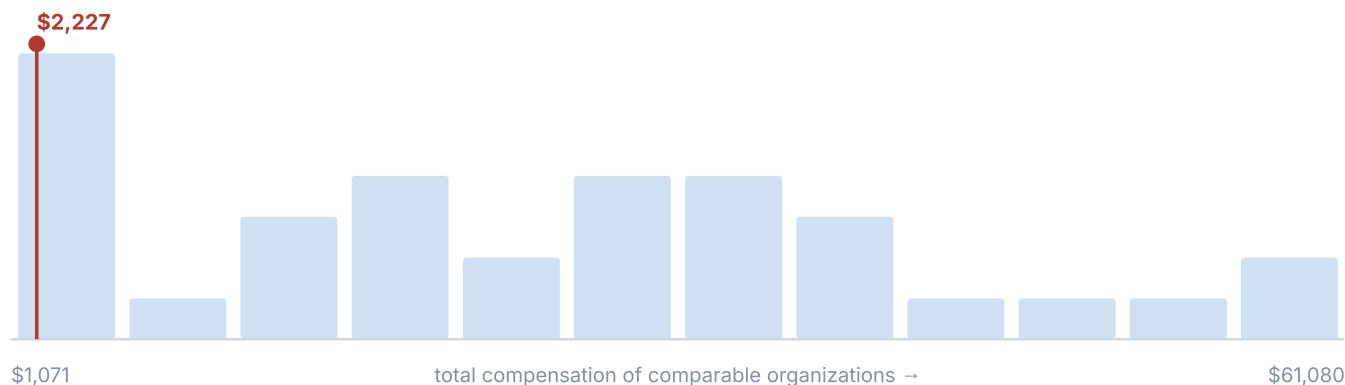
BUDGET Total revenue between \$57,964 and \$129,771 — 0.67x to 1.50x the subject's \$86,514 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A50), nationwide + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography

→ **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,837

\$11,305

\$21,466

\$35,285

\$46,281

\$2,227

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 3RD
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\$2,227



■ 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 TX 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
The National Museum Of The	PA	\$85,055	Curator & Mu	\$8,875	\$8,848	2023
Western Maine Play Museum	ME	\$88,376	Executive Di	\$22,077	\$21,466	2024
Moclips By The Sea Historical Society	WA	\$88,622	Director/curator	\$4,500	\$3,912	2024
Koshare Indian Museum Inc	CO	\$89,322	Manger	\$50,000	\$46,554	2024
Ukrainian American	MI	\$83,474	Executive Di	\$36,000	\$37,146	2023
Pierre Claeysens Veterans Foundation	CA	\$81,667	President	\$22,500	\$18,865	2024
Patten Lumbermen's Museum Inc	ME	\$81,354	Secretary/treasurer	\$31,905	\$31,022	2024
Basketball Museum Of Illinois Inc	IL	\$79,243	Executive Dir.	\$4,000	\$3,818	2024
Camp Ritchie Museum Inc	MD	\$77,205	Director	\$30,330	\$27,534	2024
Cowboy Hall Of Fame Affiliated Fund Of	OK	\$76,727	Secretary	\$25,864	\$28,471	2023
Stuart Heritage Inc	FL	\$96,465	Recording Se	\$6,336	\$5,950	2023
Home Of Sliced Bread Corporation	MO	\$75,168	Secretary	\$5,685	\$5,696	2025
C Grier Beam Truck Museum	NC	\$73,082	Secretary	\$36,400	\$36,521	2024
Missouri Veterinary Medical	MO	\$70,046	Executive Di	\$3,473	\$3,571	2024
Akin Hall Association	NY	\$103,447	Curator	\$23,400	\$21,138	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nebraska Firefighters Foundation	NE	\$104,208	Executive Director	\$31,800	\$33,211	2024
Stanley Museum Inc	ME	\$67,395	Executive Director	\$15,683	\$15,699	2023
Interior And Arctic Alaska Aeronautical Foundation	AK	\$65,366	Operations Director	\$29,959	\$27,811	2024
Louholtz Upper Ohio Valley Hall Of	OH	\$60,276	Board Member	\$45,100	\$45,187	2025
Mcduffie Museum Inc	GA	\$58,877	Treasurer	\$1,065	\$1,071	2023
Stoney Hill Foundation Inc	PA	\$58,777	Assistant Executive Director	\$59,628	\$56,250	2025
Oliver Hazard Perry Shipyard	PA	\$58,200	Executive Director/ceo/pre	\$20,630	\$19,976	2024
Aviation Hall Of Fame And Museum Of New Jersey	NJ	\$116,623	Executive Director	\$40,700	\$35,285	2024
Water Mill Museum	NY	\$119,739	Director/mgr	\$39,179	\$34,377	2024
Florida Association Of Museums	FL	\$120,156	Executive Director	\$55,650	\$52,263	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 **33** organizations. Compensation range \$1,071–\$61,080; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$86,514); for reference, expenses \$104,153 and assets \$5,662,136.

ROLE MATCH Jamie Flores, reported title "*Museum Exec Dir*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 4 peers 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	88 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 (Jamie Flores) 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 33 similarly situated organizations (Same NTEE sector (A50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,227 is reasonable (approximately the 3rd 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.