

Union City Eagle Aquatic Club Corp

Executive Director / CEO

EIN 465458686

NJ · NTEE N67

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Emmanuel Ramirez-perez, Executive Director / CEO** (\$13,741) against **every comparable organization** that fit the selection criteria — **166** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

Benchmarked executive: Emmanuel Ramirez-perez — 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 (N67).
BUDGET	Total revenue between \$61,353 and \$137,359 — 0.67x to 1.50x the subject's \$91,573 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

166 organizations qualified on sector, size, and geography → **166** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,146	\$5,415	\$15,845	\$34,400	\$54,193	\$13,741
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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 NJ 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 Bridge House	AR	\$91,531	Director	\$114	\$144	2023
The Mccall Group	CA	\$91,878	Executive Director	\$57,600	\$55,707	2023
United States Field Hockey	CO	\$91,987	Executive Di	\$114,583	\$123,058	2023
Tamina Community Center	TX	\$90,973	Executive Director	\$39,769	\$43,278	2024
Dogsmile Adventures Inc	ID	\$90,530	Executive Director	\$64,316	\$74,432	2024
Kalamazoo Soccer Club	MI	\$92,953	Registrar	\$3,699	\$4,276	2023
Temple Recreation Association	PA	\$93,035	President	\$14,600	\$16,307	2023
Black Hills Community Soccer Complex	WA	\$90,073	Field Manager	\$19,500	\$18,993	2024
California Professional Horsemens Foundation	CA	\$89,857	Executive Director	\$23,600	\$22,170	2024
Peak Adventure Ministries	NC	\$93,513	Executive Director	\$24,500	\$27,540	2024
Robert W Johnson Community Center Inc	MD	\$89,475	Executive Director	\$29,092	\$29,588	2024
Lake State Alpine Racing	MN	\$89,310	Treasurer	\$3,500	\$3,665	2025
Hamilton Joes Baseball Club Inc	OH	\$94,036	Presidenttreasurer	\$11,873	\$13,680	2024
Holiday Rambler Recreational Vehicle	IN	\$94,391	Finance Coordinator	\$600	\$709	2023
Teen Venture	VA	\$94,585	Executive Director	\$30,699	\$33,199	2023
Shaolin Traditional Kung Fu Inc	MD	\$95,260	Director	\$45,600	\$47,748	2023
Rolling Thunder Volleyball Club Inc	IL	\$87,828	President	\$6,000	\$6,417	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Atascadero Greyhound Foundation	CA	\$87,651	Executive Dir.	\$36,650	\$34,429	2024
Karate Five Association Inc	TN	\$87,422	President	\$2,800	\$3,296	2023
Rock Creek Clubhouse Inc	ND	\$95,996	Club House Manager	\$13,328	\$16,382	2023
Cook County Snowmobile Club Inc	MN	\$96,076	Gambling Man	\$14,625	\$15,721	2024
University Of Hoops Inc	TX	\$96,438	President	\$12,000	\$13,059	2024
Waynesboro Youth Soccer Association	PA	\$96,472	Director	\$2,000	\$2,170	2024
York Bell Conservation Reserve Inc	TN	\$96,504	Vp/treasurer	\$6,000	\$6,861	2024
Sonoma County Fair Foundation	CA	\$96,648	Chief Financial Officer	\$83,605	\$78,538	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	166 organizations. Compensation range \$144–\$210,723; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$91,573); for reference, expenses \$97,952 and assets \$18,402.
ROLE MATCH	Emmanuel Ramirez-perez, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 9 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	48 th
Total compensation (D + F), as reported (no adjustments)	49 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	44 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 (Emmanuel Ramirez-perez) 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 166 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,741 is reasonable (approximately the 48th 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.