

# American Federation Of Musicians

Executive Director / CEO

EIN 470259450

NE · NTEE J40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Thomas Kluge, Executive Director / CEO** (\$900) against **every comparable organization** that fit the selection criteria — **112** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 5<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

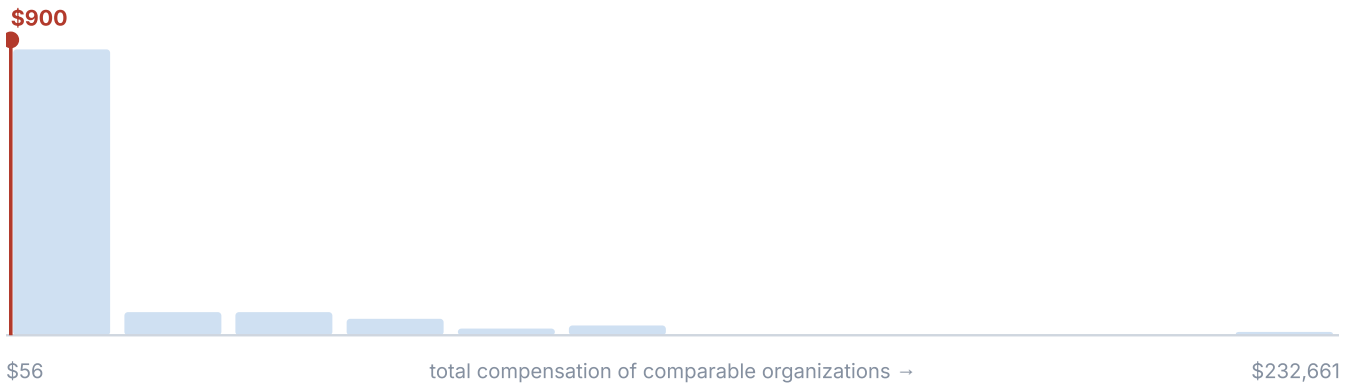
**Benchmarked executive:** Thomas Kluge — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J40).
BUDGET	Total revenue between \$117,138 and \$262,251 — 0.67x to 1.50x the subject's \$174,834 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J40), nationwide + budget 0.67–1.5x revenue.

**112** organizations qualified on sector, size, and geography → **112** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,643	\$4,844	\$8,881	\$17,266	\$54,691	<b>\$900</b>
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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 NE 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
<a href="#">International Union East Moline U A W Building</a>	IL	\$171,669	President	\$3,296	<b>\$3,101</b>	2023
<a href="#">Roger Williams University Faculty Association Inc</a>	RI	\$170,551	President/negotiation Team	\$11,500	<b>\$10,556</b>	2023
<a href="#">American Federation Of State County &amp; Municipal Employees</a>	IL	\$170,166	President	\$19,839	<b>\$18,670</b>	2023
<a href="#">Greater Atlanta Area Employees</a>	GA	\$180,730	Executive Di	\$51,000	<b>\$47,677</b>	2024
<a href="#">Afge Tsa Local 1230</a>	CA	\$167,733	President	\$5,006	<b>\$4,019</b>	2024
<a href="#">Faculty Association Of Monmouth</a>	NJ	\$166,674	President	\$6,000	<b>\$4,852</b>	2025
<a href="#">Sacramento County Administrative</a>	CA	\$166,621	President	\$13,600	<b>\$10,637</b>	2025
<a href="#">United Mine Workers Of America Local 2300</a>	PA	\$183,255	President	\$17,760	<b>\$16,467</b>	2024
<a href="#">American Federation Of Teachers</a>	NY	\$184,706	President	\$18,292	<b>\$15,822</b>	2023
<a href="#">Sheet Metal Workers Local No 3</a>	NE	\$164,742	Financial Secretary	\$64,438	<b>\$64,438</b>	2024
<a href="#">Independent Soft Drink Workers</a>	OH	\$163,962	President	\$14,406	<b>\$14,606</b>	2023
<a href="#">Seiu Local 721 Training Trust Fund</a>	CA	\$163,512	Trustee Chair	\$35,478	<b>\$28,483</b>	2024
<a href="#">The Steamfitting Industry Labor Management</a>	NY	\$161,422	Executive Administrator	\$70,808	<b>\$61,246</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Cooperation Committee</a>						
<a href="#">Professional Personnel Of Van Dyke</a>	MI	\$159,395	Negotiator Exec.board	\$6,502	<b>\$6,078</b>	2025
<a href="#">Electrical Industry Drug-free Allia</a>	IL	\$190,884	Administrato	\$254,537	<b>\$232,661</b>	2024
<a href="#">St Joseph Area Sheet Metal Workers</a>	MO	\$191,817	Coordinator	\$16,988	<b>\$17,223</b>	2023
<a href="#">Hillsboro Police Officers' Association</a>	OR	\$192,040	President	\$9,450	<b>\$8,159</b>	2024
<a href="#">Westchester &amp; Putnam Plumbers &amp; Steamfit</a>	NY	\$157,388	Trustee	\$112,619	<b>\$97,411</b>	2023
<a href="#">Professional Staff Association</a>	NY	\$192,325	President	\$7,800	<b>\$6,553</b>	2024
<a href="#">United Brotherhood Of Carpenters</a>	TN	\$157,157	President	\$363	<b>\$346</b>	2025
<a href="#">Green River United Faculty Coalition</a>	WA	\$193,722	Treasurer	\$8,766	<b>\$7,513</b>	2023
<a href="#">Rescue Union Federation Of Teachers</a>	CA	\$195,711	President	\$4,000	<b>\$3,129</b>	2025
<a href="#">Lowell Police Association Inc</a>	MA	\$196,598	President	\$10,500	<b>\$8,773</b>	2024
<a href="#">Long Beach Schools Employees Associ</a>	NY	\$197,143	President	\$5,259	<b>\$4,549</b>	2023
<a href="#">Lynnwood Police Guild</a>	WA	\$197,432	President	\$14,473	<b>\$12,048</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	112 organizations. Compensation range \$56–\$232,661; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$174,834); for reference, expenses \$159,710 and assets \$166,301.
ROLE MATCH	Thomas Kluge, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	5 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	5 <sup>th</sup>
Reportable pay only (column D), adjusted	13 <sup>th</sup>
All sources (D + E + F), adjusted	5 <sup>th</sup>

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 (Thomas Kluge) 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 112 similarly situated organizations (Same NTEE sector (J40), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$900 is reasonable (approximately the 5<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.