

Small Business In Transportation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **James Lamb, Executive Director / CEO** (\$75,000) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

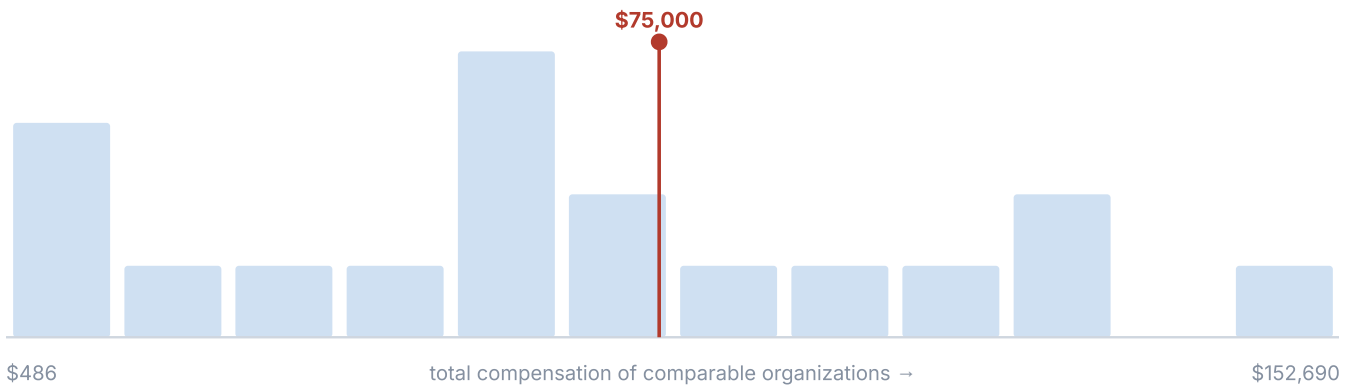
Benchmarked executive: James Lamb — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$192,846 and \$431,745 — 0.67x to 1.50x the subject's \$287,830 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41) + FL + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,270	\$35,028	\$55,549	\$95,317	\$119,415	\$75,000
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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 FL 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
Tampa Bay Trial Lawyers Association	FL	\$287,622	Executive Di	\$56,000	\$56,000	2023
Wellington Chamber Of Commerce Inc	FL	\$289,708	Executive Director	\$108,276	\$105,170	2024
Florida Association Of Managing	FL	\$279,644	Ceo	\$130,750	\$126,999	2024
Haines City Economic Development Council	FL	\$296,614	President	\$157,200	\$152,690	2024
Perdido Key Area Chamber Of Commerce	FL	\$301,744	President	\$56,725	\$55,098	2024
Florida Association For Pupil	FL	\$271,344	Exec Dir	\$18,326	\$17,800	2024
The Pride Chamber	FL	\$309,347	Executive Director	\$43,750	\$42,495	2024
Pan American International Movers Assoc Inc	FL	\$324,061	Exec Director	\$77,760	\$75,529	2024
Martin County Bar Association	FL	\$327,681	Executive Dir.	\$55,455	\$52,476	2025
Upper Tampa Bay Regional Chamber Of Commerce Inc	FL	\$328,174	President	\$72,048	\$69,981	2024
Society Of Industrial And Office	FL	\$242,179	Executive Director	\$33,500	\$32,539	2024
Greater Miami Shores Chamber Of Commerce Inc	FL	\$237,014	Executive Director	\$77,184	\$77,184	2023
Miami-dade Gay & Lesbian Chamber Of Commerce Inc	FL	\$339,350	Director	\$119,596	\$116,165	2024
The Lee County Medical Society Inc	FL	\$349,429	Executive Director	\$104,355	\$101,361	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Procedure Professionals Association Inc	FL	\$217,027	Owner	\$1,800	\$1,748	2024
Corrections Usa	FL	\$382,299	Chairman	\$54,000	\$54,000	2023
Tarpon Springs Merchants Association Inc	FL	\$407,835	President	\$8,450	\$8,208	2024
Usa Sprinkler Fitter Business	FL	\$424,274	Director - Past	\$500	\$486	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	18 organizations. Compensation range \$486–\$152,690; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$287,830); for reference, expenses \$209,516 and assets \$187,161.
ROLE MATCH	James Lamb, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	61st
Total compensation (D + F), as reported (no adjustments)	61st
Reportable pay only (column D), adjusted	61st
All sources (D + E + F), adjusted	61st

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 (James Lamb) 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 18 similarly situated organizations (Same NTEE sector (S41) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,000 is reasonable (approximately the 61st 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.