

Utah Police Civilian Association

Executive Director / CEO

EIN 475422162

UT · NTEE P58

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tim JensOn, Executive Director / CEO** (\$37,250) against **every comparable organization** that fit the selection criteria — **1498** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **51st** percentile of comparable organizations

within the typical range

Benchmarked executive: Tim JensOn — 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 (P58).
BUDGET	Total revenue between \$102,535 and \$229,557 — 0.67x to 1.50x the subject's \$153,038 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

1,498 organizations qualified on sector, size, and geography → **1,498** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,180	\$20,473	\$36,898	\$57,167	\$74,959	\$37,250
---------	----------	----------	----------	----------	-----------------



● 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 UT 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
Tailored For Success Inc	MA	\$153,028	Executive Director	\$45,600	\$40,037	2024
Hub Homeless Services Inc	WI	\$153,094	Executive Director	\$44,040	\$46,266	2023
Arts In Action Inc	WV	\$153,275	Director	\$14,167	\$14,987	2024
Catalyst Center Inc	KY	\$152,772	Excutive Director	\$30,750	\$32,279	2024
Nashville Supportive Housing Inc	MN	\$153,326	President/tr	\$65,715	\$65,318	2023
Adoption Solutions Of Maine	ME	\$152,735	President	\$28,500	\$28,707	2023
Shepherd Place Inc	KY	\$152,670	Executive Director	\$62,966	\$66,097	2024
Cardiostart Resale Thrift	OR	\$152,668	Director	\$44,000	\$39,924	2024
Rosie's Ranch	CO	\$153,411	Founder	\$36,000	\$33,728	2024
Hear Me Now Inc	ME	\$152,647	Executive Director	\$113,596	\$114,422	2023
Flushing Jewish Community Council I	NY	\$152,579	Executive Di	\$21,000	\$18,063	2025
Goodwill Ventures	IN	\$153,600	Board Member	\$27,429	\$28,262	2024
The River Fund Maine	ME	\$152,458	Executive Director	\$75,000	\$73,378	2024
Wimberley Senior Citizens	TX	\$153,672	Director	\$42,340	\$41,382	2024
Long Island Coalition Against Bullying	NY	\$153,708	Executive Director	\$56,160	\$49,584	2024
Providence World Ministries Inc	TN	\$153,864	Ceo	\$104,312	\$110,296	2023
Life Saver Ministries Inc	NY	\$152,152	Executive Di	\$31,499	\$28,632	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Serendipity Mercantile	IL	\$152,136	Officer	\$29,504	\$28,341	2024
Radfords Representative Payee Serv	KS	\$153,954	President/treasurer	\$90,000	\$95,000	2024
Mother Of Mercy Foundation	MN	\$153,964	Foundation Executive Director	\$35,509	\$34,282	2024
The Kremer Home Inc	OH	\$152,097	Executive Director(2nd)	\$12,216	\$13,015	2023
Prism United	AL	\$152,086	Executive Director	\$48,335	\$51,020	2024
Crossroads At Park Place Inc	TX	\$152,059	Executive Director	\$29,250	\$28,588	2024
Esthers Place Inc	GA	\$151,882	Co-director	\$50,000	\$49,121	2024
Mckinley Iii Inc	IL	\$154,282	President	\$31,395	\$31,047	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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	1498 organizations. Compensation range \$110–\$373,918; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$153,038); for reference, expenses \$158,596 and assets \$47,242.
ROLE MATCH	Tim JensOn, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	240 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	35 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	51 st
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	40 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 (Tim Jens0n) 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 1498 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,250 is reasonable (approximately the 51st 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.