

# American Public Transportation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Paul P Skoutelas, Executive Director / CEO** (\$68,023) against **every comparable organization** that fit the selection criteria — **213** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67<sup>th</sup>** percentile of comparable organizations within the typical range

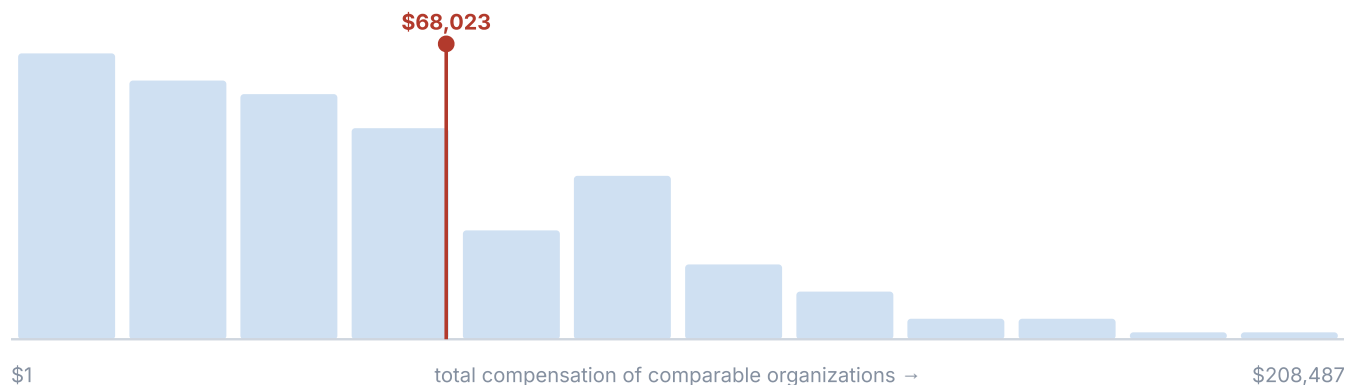
**Benchmarked executive:** Paul P Skoutelas — reported title “PRESIDENT AND CEO, APTA”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$199,706 and \$447,103 — 0.67x to 1.50x the subject's \$298,069 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

**213** organizations qualified on sector, size, and geography → **213** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,636	\$23,370	\$49,825	\$83,017	\$112,099	\$68,023
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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 DC 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="#">Kids Unlimited Inc</a>	FL	\$298,632	President	\$70,000	<b>\$72,788</b>	2024
<a href="#">Dartmouth Dragon Foundation Inc</a>	NH	\$297,223	Exec Directo	\$96,000	<b>\$101,014</b>	2023
<a href="#">Wisconsin Credit Union Foundation Inc</a>	WI	\$299,368	Director	\$44,784	<b>\$51,769</b>	2024
<a href="#">Wisconsin Troopers' Benevolent</a>	WI	\$300,169	Secretary/treasurer	\$540	<b>\$625</b>	2024
<a href="#">Barnes-jewish St Peters &amp; Progress</a>	MO	\$295,910	Director/president	\$69,196	<b>\$83,518</b>	2023
<a href="#">Mason Isd Scholarship Foundation</a>	TX	\$300,662	Director	\$2,320	<b>\$2,568</b>	2024
<a href="#">Don Diego Scholarship Foundation</a>	CA	\$302,102	Executive Dir.	\$58,467	<b>\$55,882</b>	2024
<a href="#">Silver State Education Foundation</a>	NV	\$302,277	Chief Executive Officer	\$55,500	<b>\$61,577</b>	2024
<a href="#">School District Of Raytown Ed Foundation</a>	MO	\$302,850	Executive Director	\$44,000	<b>\$53,107</b>	2023
<a href="#">Joseph L Wolcott Scholarship Fund</a>	OH	\$292,973	Treasurer	\$6,563	<b>\$7,495</b>	2025
<a href="#">University Club Foundation Inc</a>	DC	\$303,280	Executive Director	\$47,573	<b>\$46,208</b>	2024
<a href="#">Maine School Of Science And</a>	ME	\$304,316	Executive Di	\$112,142	<b>\$124,293</b>	2024
<a href="#">Nurse Practitioner Healthcare Foundation</a>	WA	\$304,532	President	\$24,000	<b>\$23,783</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">American College Of Surgeons Foundation</a>	IL	\$304,707	Foundation Execut. Dir (As Of 6/23)	\$8,867	<b>\$9,649</b>	2024
<a href="#">Eagle Foundation</a>	PA	\$290,481	Executive Di	\$53,988	<b>\$61,353</b>	2023
<a href="#">Navy League Foundation</a>	VA	\$290,370	Nlus Ceo	\$30,248	<b>\$32,327</b>	2024
<a href="#">Spanish Scholarship Fund</a>	PA	\$290,289	Treasurer/director	\$36,000	<b>\$38,713</b>	2025
<a href="#">Laradon Foundation Inc</a>	CO	\$288,976	Ceo Thru 4/2	\$9,096	<b>\$9,405</b>	2025
<a href="#">Habele Outer Island Education Fund</a>	SC	\$307,215	Executive Di	\$135,000	<b>\$160,494</b>	2023
<a href="#">Blessing Hands Inc</a>	KY	\$288,863	Key Employee	\$16,029	<b>\$18,570</b>	2025
<a href="#">Florida Bankers Educational Foundation</a>	FL	\$307,325	Executive Director	\$24,193	<b>\$24,508</b>	2025
<a href="#">Always Giving Back Foundation</a>	IL	\$288,776	Director	\$2,550	<b>\$2,857</b>	2023
<a href="#">Myintuition Corp</a>	MA	\$307,731	Chief Tech O	\$73,250	<b>\$70,981</b>	2025
<a href="#">Women's Education Project</a>	NY	\$288,300	Exe.director	\$83,000	<b>\$83,017</b>	2024
<a href="#">Society Of Explosives Engineers</a>	OH	\$287,106	Exectutive Director	\$23,936	<b>\$28,061</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	213 organizations. Compensation range \$1–\$208,487; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$298,069); for reference, expenses \$435,040 and assets \$3,745,461. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Paul P Skoutelas, reported title " <i>PRESIDENT AND CEO, APTA</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	61 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	67 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	71 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	99 <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 (Paul P Skoutelas) 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 213 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$68,023 is reasonable (approximately the 67<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.