

Naugatuck Economic Development

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Ron Pulgiese, Executive Director / CEO** (\$57,115) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S30).

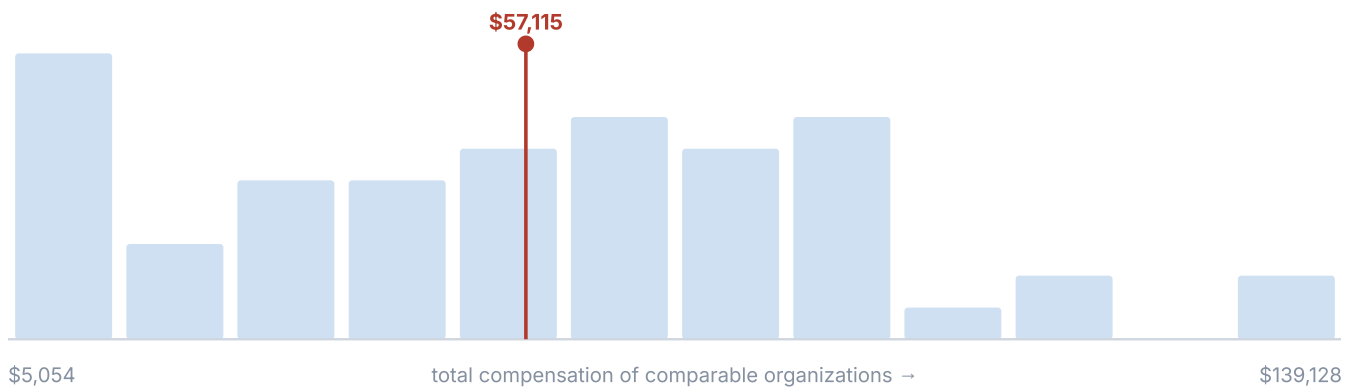
BUDGET Total revenue between \$83,837 and \$187,695 — 0.67x to 1.50x the subject's \$125,130 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S30), nationwide + budget 0.67–1.5x revenue.

53 organizations qualified on sector, size, and geography

→ **53** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,517	\$33,142	\$57,976	\$80,558	\$92,688	\$57,115
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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 CT 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
City Urban Revitalization Corporation	CA	\$124,456	Executive Director	\$35,986	\$33,142	2025
Mt Washington Valley Economic Council	NH	\$126,072	Executive Director	\$69,758	\$70,516	2024
Carb Center For Small Business Techctr	PA	\$123,973	Executive Director	\$49,563	\$55,708	2023
Made With Cola Love	SC	\$127,580	Director	\$12,917	\$14,753	2024
Chinatown Partnership Local Development	NY	\$120,303	Executive Director	\$136,604	\$139,128	2023
Opportunity Wichita Inc	KS	\$132,579	President - Greater Wichita Partnership	\$28,612	\$33,840	2024
Greater Portland Partnership	OR	\$117,584	President And Ceo & Director	\$59,088	\$60,072	2024
Xlerate Health Inc	KY	\$117,500	Chief Executive Officer	\$20,000	\$23,523	2024
Hudson Development Corporation	NY	\$117,479	Executive Director	\$36,997	\$37,681	2023
Camba Economic Development Corporation	NY	\$133,495	President/ceo	\$87,526	\$89,142	2023
Crawford County Development Association	IL	\$116,392	Executive Director	\$60,000	\$64,577	2024
Sonoma County Economic Development	CA	\$115,632	Ed/secretary	\$13,221	\$12,498	2024
The Greater Wilkes-barre Development	PA	\$134,703	President/ceo	\$11,279	\$12,313	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Greater Topeka Partnership Foundation	KS	\$113,645	President & Ceo	\$51,343	\$62,517	2023
Northwest Nebraska Development Corp	NE	\$112,564	Executive Di	\$55,093	\$64,871	2024
Maslow Development Inc	CA	\$139,467	Executive Director	\$93,750	\$91,242	2023
Pickaway County Visitors Bureau	OH	\$140,099	Executive Di	\$41,677	\$49,752	2023
Economic And Community Growth Development Research Corporation	PA	\$109,285	President/ce	\$43,001	\$46,946	2024
Development Research Corporation	OH	\$141,374	President & Ceo	\$44,158	\$52,714	2023
Advance Shullsburg Inc	WI	\$141,601	Director	\$10,633	\$12,157	2024
Mexicantown Community Development Corp	MI	\$141,691	Executive Director	\$5,334	\$6,027	2024
Argentine Betterment Corporation	KS	\$106,067	Executive Dir.	\$70,868	\$86,292	2023
North Sioux City Economic	SD	\$144,857	Executive Director	\$92,288	\$114,797	2023
Wv Coalition For Technology Based	WV	\$145,078	Chair/executive Director Part Year	\$78,500	\$93,049	2024
Rolla Regional Economic Commission	MO	\$145,282	Executive Dir.	\$34,500	\$41,185	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT cost of living and 2025 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 CT 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	53 organizations. Compensation range \$5,054–\$139,128; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$125,130); for reference, expenses \$108,952 and assets \$40,947.
ROLE MATCH	Ron Pulgiese, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	49 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	25 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 (Ron Pulgiese) 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 53 similarly situated organizations (Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,115 is reasonable (approximately the 49th 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.