

Atlanta-fulton Public Library

Executive Director / CEO

This analysis benchmarks the total compensation of **Erin Dreiling, Executive Director / CEO** (\$120,000) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B70).

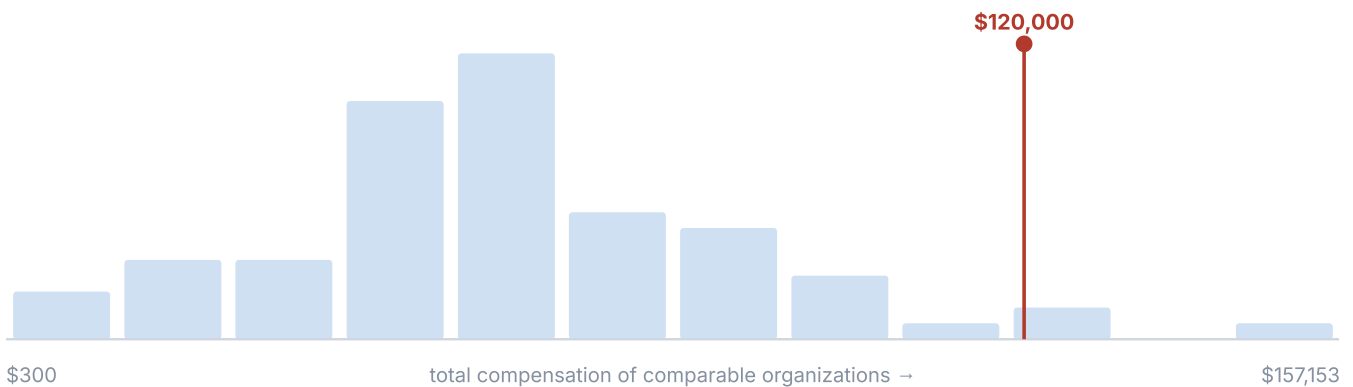
BUDGET Total revenue between \$289,901 and \$649,033 — 0.67x to 1.50x the subject's \$432,689 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B70), nationwide + budget 0.67–1.5x revenue.

69 organizations qualified on sector, size, and geography

→ **69** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,241	\$46,283	\$58,526	\$70,627	\$96,458	\$120,000
----------	----------	----------	----------	----------	------------------



● 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 GA 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
Early Manuscripts Electronic Library	CA	\$436,224	Chairman	\$58,800	\$50,497	2024
Gardiner Library Board Of Trustees	NY	\$424,180	Library Director	\$68,168	\$63,072	2023
Eastern Academic Scholars Trust Inc	MA	\$421,318	Program Director & Non-voting Member Of Bod	\$33,736	\$30,150	2024
Ulysses Philomathic Library	NY	\$416,874	Executive Dir.	\$61,833	\$55,569	2024
Seattle Athenaeum	WA	\$449,851	Executive Director	\$97,461	\$86,782	2024
The Charlemagne Institute	KY	\$450,245	Ceo	\$142,857	\$157,153	2023
Proprietors Of The Salem Athenaeum	MA	\$451,137	Executive Dir.	\$57,692	\$51,560	2024
Prairie Skies Public Library District	IL	\$414,218	Library Director	\$52,015	\$50,858	2024
Greenwich Free Library	NY	\$413,654	Executive Di	\$55,687	\$50,046	2024
Jefferson Hills Library	PA	\$455,422	Library Director Thru October 2024	\$53,911	\$53,469	2024
Lyons Public Library	NY	\$457,821	Executive Director	\$46,406	\$40,630	2025
Lansing Community Library	NY	\$401,521	Library Director	\$69,178	\$62,170	2024
Mid-continent Geological Library Inc	OK	\$393,156	Chief Executive Officer	\$79,615	\$89,765	2023
Switzerland County Public Library	IN	\$391,776	Director	\$56,784	\$61,314	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bixby Memorial Free Library	VT	\$391,562	Director	\$61,800	\$60,269	2025
Livingston Manor Free Library	NY	\$389,326	Library Dire	\$69,382	\$62,354	2024
Adamstown Area Library	PA	\$387,663	Interim Exec	\$21,937	\$21,757	2024
Palmyra Community Library	NY	\$385,898	Director	\$56,116	\$50,431	2024
Valley Library Consortium Inc	MI	\$479,765	Executive Director	\$99,010	\$101,638	2024
Maine Philanthropy Center	ME	\$479,791	President & Ceo	\$124,083	\$123,572	2024
Pine Bush Area Public Library District	NY	\$485,937	Director	\$61,437	\$55,213	2024
Dover Plains Library Association	NY	\$378,034	Director	\$31,204	\$28,872	2023
Jordan Valley District Library	MI	\$495,153	Director	\$90,000	\$90,007	2025
Giles County Public Library	TN	\$366,234	Executive Dir.	\$46,483	\$50,029	2023
Joe Barnhart Bee County Library Inc	TX	\$365,327	Library Dir	\$75,000	\$74,614	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	69 organizations. Compensation range \$300–\$157,153; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$432,689); for reference, expenses \$548,377 and assets \$410,681.
ROLE MATCH	Erin Dreiling, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	96 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	96 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 (Erin Dreiling) 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 69 similarly situated organizations (Same NTEE sector (B70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$120,000 is reasonable (approximately the 96th 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.