

# American Postal Workers Union

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jeffrey M Pearlman, Executive Director / CEO** (\$17,064) against **every comparable organization** that fit the selection criteria — **153** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jeffrey M Pearlman — 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 (J40).
BUDGET	Total revenue between \$151,066 and \$338,208 — 0.67x to 1.50x the subject's \$225,472 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J40), nationwide + budget 0.67–1.5x revenue.

**153** organizations qualified on sector, size, and geography → **153** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,064	\$5,059	\$11,738	\$25,326	\$73,289	\$17,064
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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
<a href="#">Neca-ibew Joint Apprenticeship &amp;</a>	IL	\$226,048	Trustee	\$46,888	<b>\$47,661</b>	2024
<a href="#">Monroe County Sheriff Police Benevolent</a>	NY	\$226,620	Out-going President	\$4,231	<b>\$4,070</b>	2023
<a href="#">Oklahoma Holstein-friesian Association</a>	OK	\$224,282	Secretary	\$2,500	<b>\$2,930</b>	2023
<a href="#">Garfield Federation Of Teachers</a>	NJ	\$226,873	President	\$6,520	<b>\$6,019</b>	2024
<a href="#">Manchester Police Patrolmans</a>	NH	\$227,019	President	\$7,000	<b>\$6,683</b>	2024
<a href="#">San Joaquin County Probation Officers</a>	CA	\$227,028	President	\$1,125	<b>\$1,005</b>	2024
<a href="#">Building &amp; Construction Trades Council</a>	NY	\$227,078	President	\$6,000	<b>\$5,771</b>	2023
<a href="#">Carpinteria Association United School</a>	CA	\$223,099	President	\$43,103	<b>\$37,491</b>	2025
<a href="#">Ubc &amp; Ja Local 352</a>	NH	\$228,364	Warden	\$700	<b>\$651</b>	2025
<a href="#">Local Union No 349 Of The United Brotherhood Of Carpenters And Join</a>	ME	\$222,099	Warden	\$499	<b>\$503</b>	2025
<a href="#">Winona Education Association</a>	MN	\$221,862	Co President	\$6,000	<b>\$6,130</b>	2024
<a href="#">International Association Of</a>	ND	\$221,290	President	\$55	<b>\$62</b>	2024
<a href="#">Onondaga County Deputy Sheriff</a>	NY	\$220,670	President	\$12,527	<b>\$12,050</b>	2023
<a href="#">International Association Of Sheet Metal Air Rail &amp; Transportation</a>	NE	\$218,104	President	\$10,757	<b>\$12,316</b>	2023
<a href="#">Amalgamated Transit Union-division 956</a>	PA	\$233,203	President	\$19,719	<b>\$20,332</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Labor Temple Association Inc</a>	MN	\$217,728	President	\$10,400	<b>\$10,626</b>	2024
<a href="#">Amalgamated Transit Union</a>	CT	\$233,362	President	\$32,592	<b>\$31,596</b>	2024
<a href="#">Hacienda La Puente Teachers Assoc</a>	CA	\$217,068	President	\$2,300	<b>\$2,053</b>	2024
<a href="#">Harford County Deputy Sheriff 1989</a>	MD	\$216,810	President	\$13,491	<b>\$13,041</b>	2024
<a href="#">Letter Carriers Branch 4065 Association Of Letter Carriers</a>	TX	\$234,656	President, Shop Steward	\$24,734	<b>\$25,581</b>	2024
<a href="#">Las Vegas Peace Officers Association</a>	NV	\$234,866	President	\$6,681	<b>\$6,746</b>	2025
<a href="#">Sheet Metal Workers Local 441 Ap Trust</a>	AL	\$215,868	Training Coordinator	\$68,891	<b>\$76,952</b>	2024
<a href="#">American Federation Of State County &amp;</a>	NY	\$215,654	President	\$19,600	<b>\$18,313</b>	2024
<a href="#">Milpitas Police Officers Association</a>	CA	\$235,488	President	\$10,900	<b>\$9,480</b>	2025
<a href="#">Westerly Teachers' Association</a>	RI	\$214,652	President	\$10,350	<b>\$9,997</b>	2025

**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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 153 organizations. Compensation range \$18–\$291,613; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$225,472); for reference, expenses \$215,130 and assets \$100,445.

ROLE MATCH	Jeffrey M Pearlman, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	23 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	63 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	63 <sup>rd</sup>
Reportable pay only (column D), adjusted	72 <sup>nd</sup>
All sources (D + E + F), adjusted	63 <sup>rd</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 (Jeffrey M Pearlman) 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 153 similarly situated organizations (Same NTEE sector (J40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,064 is reasonable (approximately the 63<sup>rd</sup> 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.