

Perdido Key Area Chamber Of Commerce

Executive Director / CEO

EIN 592993049

FL · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tammy Thurow, Executive Director / CEO** (\$56,725) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

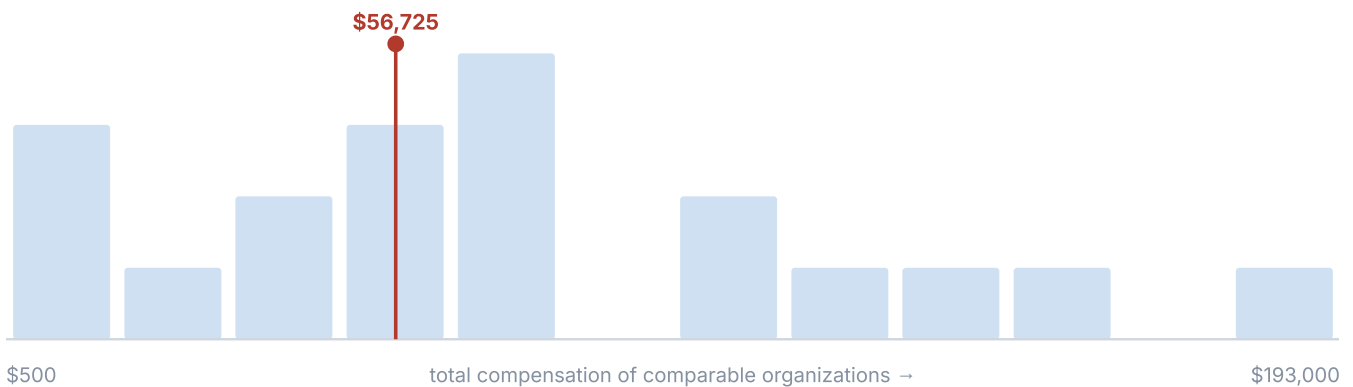
Benchmarked executive: Tammy Thurow — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$202,168 and \$452,616 — 0.67x to 1.50x the subject's \$301,744 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41) + FL + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,120	\$38,625	\$72,048	\$106,316	\$136,040	\$56,725
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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
Haines City Economic Development Council	FL	\$296,614	President	\$157,200	\$157,200	2024
The Pride Chamber	FL	\$309,347	Executive Director	\$43,750	\$43,750	2024
Wellington Chamber Of Commerce Inc	FL	\$289,708	Executive Director	\$108,276	\$108,276	2024
Small Business In Transportation	FL	\$287,830	President	\$75,000	\$77,215	2023
Tampa Bay Trial Lawyers Association	FL	\$287,622	Executive Di	\$56,000	\$57,654	2023
Florida Association Of Managing	FL	\$279,644	Ceo	\$130,750	\$130,750	2024
Pan American International Movers Assoc Inc	FL	\$324,061	Exec Director	\$77,760	\$77,760	2024
Martin County Bar Association	FL	\$327,681	Executive Dir.	\$55,455	\$54,026	2025
Upper Tampa Bay Regional Chamber Of Commerce Inc	FL	\$328,174	President	\$72,048	\$72,048	2024
Florida Association For Pupil	FL	\$271,344	Exec Dir	\$18,326	\$18,326	2024
Miami-dade Gay & Lesbian Chamber Of Commerce Inc	FL	\$339,350	Director	\$119,596	\$119,596	2024
The Lee County Medical Society Inc	FL	\$349,429	Executive Director	\$104,355	\$104,355	2024
Society Of Industrial And Office	FL	\$242,179	Executive Director	\$33,500	\$33,500	2024
Greater Miami Shores Chamber Of Commerce Inc	FL	\$237,014	Executive Director	\$77,184	\$79,464	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Corrections Usa	FL	\$382,299	Chairman	\$54,000	\$55,595	2023
Procedure Professionals Association Inc	FL	\$217,027	Owner	\$1,800	\$1,800	2024
Tarpon Springs Merchants Association Inc	FL	\$407,835	President	\$8,450	\$8,450	2024
Usa Sprinkler Fitter Business	FL	\$424,274	Director - Past	\$500	\$500	2024
Builders Association Of South Florida	FL	\$438,863	Executive Officer	\$193,000	\$193,000	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 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.

Sample, role match & sensitivity

PEER COUNT 19 organizations. Compensation range \$500–\$193,000; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$301,744); for reference, expenses \$267,049 and assets \$197,523.

ROLE MATCH Tammy Thurow, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	42nd
Total compensation (D + F), as reported (no adjustments)	47th

Reportable pay only (column D), adjusted

42nd

All sources (D + E + F), adjusted

42nd

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 (Tammy Thurow) 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 19 similarly situated organizations (Same NTEE sector (S41) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,725 is reasonable (approximately the 42nd 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.