

Nhdc Hampton Court Apartments Inc

Executive Director / CEO

EIN 593728332

CA · NTEE L21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Ruane, Executive Director / CEO** (\$13,750) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

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

How comparable organizations were selected

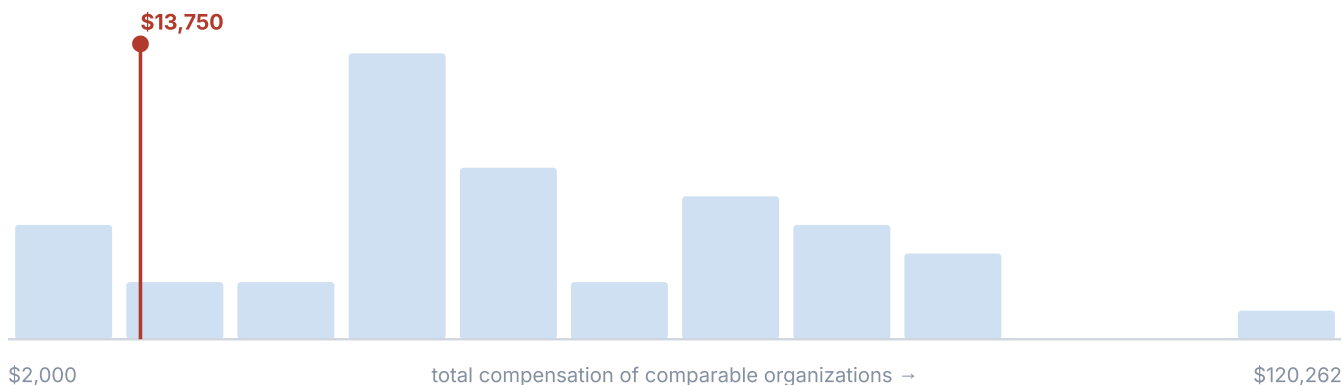
SECTOR Organizations sharing the subject's NTEE classification (L21).

BUDGET Total revenue between \$326,434 and \$730,824 — 0.67x to 1.50x the subject's \$487,216 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L21) + CA + budget 0.67–1.5x revenue.

39 organizations qualified on sector, size, and geography → **39** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,945	\$33,660	\$44,959	\$68,128	\$78,446	\$13,750
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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 CA 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
Abbey Rhf Housing Inc	CA	\$483,873	President/ceo	\$68,128	\$68,128	2024
Dublin Transit Eah Inc	CA	\$478,483	President	\$32,623	\$32,623	2024
Dr Lynch Foundation	CA	\$518,707	Director	\$61,321	\$59,740	2025
Salishan Senior Housing	CA	\$523,681	Chief Executive Officer	\$40,383	\$40,383	2024
Lucian Manor Affordable Housing Inc	CA	\$447,045	President/ceo	\$12,716	\$13,092	2023
Samchai	CA	\$528,714	President	\$58,718	\$60,452	2023
Saratoga Court Inc	CA	\$529,419	Cfo / Assistant Secretary	\$77,467	\$77,467	2024
Rio Hondo Community Development	CA	\$533,925	Executive Director	\$40,178	\$41,365	2023
Intercontinental Affordable Housing Inc	CA	\$534,980	President	\$90,000	\$90,000	2024
Villa San Pedro Hdc Inc	CA	\$432,245	President	\$69,198	\$69,198	2024
St James Park Rhf Housing Inc	CA	\$546,339	President/ceo	\$68,128	\$68,128	2024
Village Oduduwa Corp Of Marin City	CA	\$547,754	President	\$88,000	\$90,599	2023
Mid-peninsula Oroysom Senior Housinginc	CA	\$550,083	Cfo / Assistant Secretary	\$77,467	\$77,467	2024
Pagedale Rhf Housing Inc	CA	\$412,108	President/ceo	\$76,739	\$74,761	2025
Lane Manor Rhf Housing Inc	CA	\$411,152	President/ceo	\$68,128	\$68,128	2024
Mckinney Rhf Housing Inc	CA	\$575,538	President/ceo	\$68,128	\$68,128	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
3250 Sacramento Housing Inc	CA	\$396,450	Ceo	\$47,732	\$49,142	2023
Hillcrest Senior Housing Corporation	CA	\$592,934	Chief Executive Officer	\$40,383	\$40,383	2024
Regency Apartments Rhf Housing Inc	CA	\$380,268	President/ceo	\$76,739	\$76,739	2024
Decro Epsilon Corporation	CA	\$379,614	Chief Executive Officer	\$6,300	\$6,486	2023
Fideicomiso Comunitario Tierra Libre	CA	\$595,430	Co-director	\$80,000	\$82,363	2023
Senior Affordable Housing Corp No 4	CA	\$599,863	Chief Executive Officer	\$40,383	\$40,383	2024
Uc Independent Inc	CA	\$374,336	President	\$43,669	\$44,959	2023
Telacu Housing-pico Rivera Inc	CA	\$605,402	President	\$36,963	\$38,055	2023
Manteca Senior Housing Corporation	CA	\$363,382	President	\$43,669	\$44,959	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 39 organizations. Compensation range \$2,000–\$120,262; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$487,216); for reference, expenses \$518,703 and assets \$1,120,287.

ROLE MATCH	Michael Ruane, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	32 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	13 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	41 st

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 (Michael Ruane) 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 39 similarly situated organizations (Same NTEE sector (L21) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,750 is reasonable (approximately the 13th 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.