

Kentucky County Clerks Association

Executive Director / CEO

EIN 611036413

KY · NTEE W20

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **William May, Executive Director / CEO** (\$51,865) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

Benchmarked executive: William May — 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 (W20).

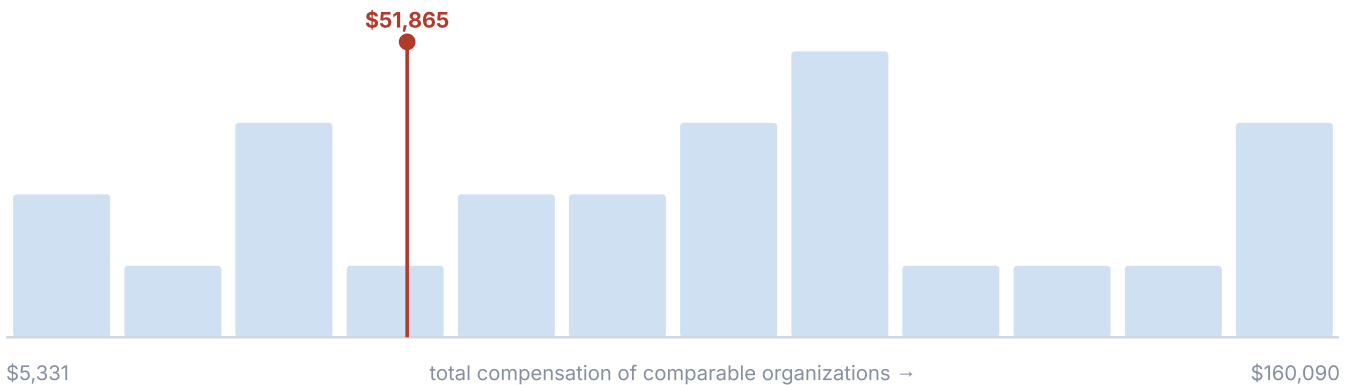
BUDGET Total revenue between \$244,428 and \$547,227 — 0.67x to 1.50x the subject's \$364,818 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (W20), nationwide + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography

→ **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,733	\$45,708	\$91,376	\$106,697	\$151,299	\$51,865
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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 KY 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
Portage Development Board	OH	\$371,014	President	\$102,636	\$98,279	2024
Decatur Legacy Project Inc	GA	\$374,115	Executive Dir.	\$74,000	\$67,269	2024
The Transparency Foundation	CA	\$354,319	Ceo	\$110,000	\$88,410	2023
Northwest Ottawa Recreation Authority	MI	\$352,532	Nora Director	\$53,734	\$48,850	2025
100reporters	DC	\$351,207	President	\$129,165	\$105,500	2023
Government Oversight And Education Inc	VA	\$380,086	Preisdent	\$180,000	\$157,127	2024
Massachusetts Peace Action Education Fund	MA	\$383,723	Executive Director	\$38,401	\$31,197	2024
Wv Cant Wait Votes A Non-profit Corporation	WV	\$329,916	Cochair	\$69,471	\$70,013	2023
To The Village Square Inc	FL	\$422,019	Founder & Ce	\$85,000	\$72,191	2024
Visit Issaquah	WA	\$302,029	Executive Director	\$116,700	\$94,460	2024
Women Winning	MN	\$428,587	Executive Director	\$160,542	\$143,417	2024
California City Management Foundation	CA	\$434,938	Executive Director	\$129,394	\$103,998	2023
Public Service Leadership Academy Inc	VA	\$286,298	Key Employee	\$69,000	\$60,231	2024
Washington Dc Homeland Security	DC	\$446,271	President	\$196,000	\$160,090	2023
New York State Association Of Traffic	NY	\$449,202	Treasurer	\$6,338	\$5,331	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wisconsin County Forests Association Inc	WI	\$273,826	Executive Director	\$99,918	\$94,341	2024
Fda Expositions Inc	MD	\$458,747	President	\$183,000	\$154,677	2024
Guardianship Corp	NY	\$261,698	President	\$135,000	\$110,288	2024
Tea Party Patriots Foundation Inc	GA	\$472,219	President	\$14,706	\$13,763	2023
Center For Procurement Advocacy Inc	DC	\$472,417	Executive Director	\$26,890	\$21,963	2023
State Government Affairs Council	VA	\$478,088	Executive Director	\$37,760	\$32,962	2024
Center For New Democratic Processes	MN	\$480,227	Executive Director	\$136,396	\$125,446	2023
The Dekleptocracy Project	VA	\$484,422	President And Executive Director	\$109,375	\$98,296	2023
Minnesota Counties Foundation	MN	\$526,359	Executive Director	\$40,614	\$36,282	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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 24 organizations. Compensation range \$5,331–\$160,090; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$364,818); for reference, expenses \$519,957 and assets \$474,770. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH William May, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 5 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	29 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	13 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 (William May) 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 10, 2026, comparing compensation against 24 similarly situated organizations (Same NTEE sector (W20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,865 is reasonable (approximately the 29th 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 10, 2026.