

Kentucky Water & Waste Water Operators Association

Executive Director / CEO

EIN 611154137

KY · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Adam Scott, Executive Director / CEO** (\$41,652) against **every comparable organization** that fit the selection criteria — **542** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Adam Scott — reported title “Member Services Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

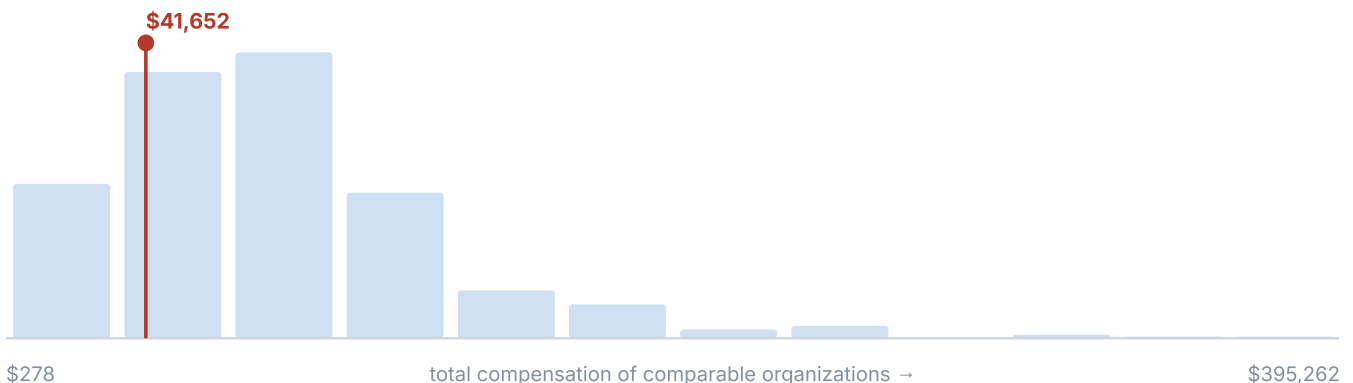
SECTOR Organizations sharing the subject's NTEE classification (S41).

BUDGET Total revenue between \$227,800 and \$510,000 — 0.67x to 1.50x the subject's \$340,000 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

542 organizations qualified on sector, size, and geography → **542** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,900 10TH	\$46,033 25TH	\$71,561 MEDIAN	\$101,980 75TH	\$138,093 90TH	\$41,652 THIS ORG · 22ND
-------------------------	-------------------------	---------------------------	--------------------------	--------------------------	------------------------------------



● 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
The American Society For Experimental Neurotherapeutics Inc	NJ	\$339,888	Executive Director	\$96,000	\$79,780	2024
Public Relations Global Network Inc	OH	\$339,589	Executive Di	\$53,352	\$52,596	2024
Miami-dade Gay & Lesbian Chamber Of Commerce Inc	FL	\$339,350	Director	\$119,596	\$104,574	2024
Annapolis And Anne Arundel County Chamber Of Commerce	MD	\$340,651	Ceo	\$122,534	\$106,628	2024
The European-american Chamber Of	NY	\$339,296	Executive Director	\$165,000	\$142,877	2023
Marshall County Convention And Visitors Bureau Inc	WV	\$341,043	Executive Director	\$24,500	\$25,421	2023
Laramie Chamber Business Alliance	WY	\$341,566	Ceo	\$183,100	\$182,495	2024
Northeast Hospital Medical Staff Inc	MA	\$342,628	President	\$200,000	\$172,224	2023
Rainbow Chamber Of Commerce	CA	\$337,313	Exe Director	\$99,102	\$77,599	2025
Burnet Chamber Of Commerce	TX	\$336,993	Executive Director	\$25,161	\$23,427	2024
Hot Springs Association	CO	\$336,780	Executive Director Started Oct 23	\$52,000	\$47,781	2023
Mechanical Contractors Association Of New Orleans Inc	LA	\$343,533	Exec. Director	\$117,600	\$124,091	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Multiskilled Medical Certification	KS	\$336,420	President	\$341,555	\$343,453	2024
Council For Disability Awareness	ME	\$336,267	President	\$54,000	\$49,032	2025
Holly Springs Chamber Of Commerce Inc	NC	\$336,055	Executive Director	\$77,146	\$76,386	2023
Salem Saturday Market	OR	\$335,724	Executive Dir.	\$50,400	\$43,564	2024
The Greater Richmond Chamber Foundation	VA	\$335,163	Chamber Ceo	\$439,811	\$395,262	2024
The Greater Glendale Chamber Of	CO	\$344,874	Coo	\$76,000	\$67,830	2024
Inland Empire Tourism Council	CA	\$344,902	Executive Director	\$268,738	\$215,993	2024
Virginia Loggers Association Inc	VA	\$334,889	Executive Di	\$125,000	\$112,339	2024
The Boston Club Inc	MA	\$334,682	Executive Director	\$84,000	\$70,259	2024
Ohio Housing Council	OH	\$334,424	Executive Director	\$158,466	\$156,222	2024
Greater Austin Black Chamber Of Commerce	TX	\$345,608	Director	\$82,500	\$79,082	2023
Marietta Umpires Association Inc	GA	\$334,290	First Vp Booking Secretary	\$21,627	\$20,838	2023
Civi Nfp Inc	IL	\$333,119	Executive Director	\$49,482	\$46,617	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 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	542 organizations. Compensation range \$278–\$395,262; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$340,000); for reference, expenses \$325,225 and assets \$148,964.
ROLE MATCH	Adam Scott, reported title " <i>Member Services Director</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	22 nd
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	18 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 (Adam Scott) 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 542 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$41,652 is reasonable (approximately the 22nd 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.