

# American Federation Of Local Government

Executive Director / CEO

EIN 636054036

AL · NTEE J40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Charles Barclay, Executive Director / CEO** (\$20,400) against **every comparable organization** that fit the selection criteria — **167** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44<sup>th</sup>** percentile of comparable organizations within the typical range

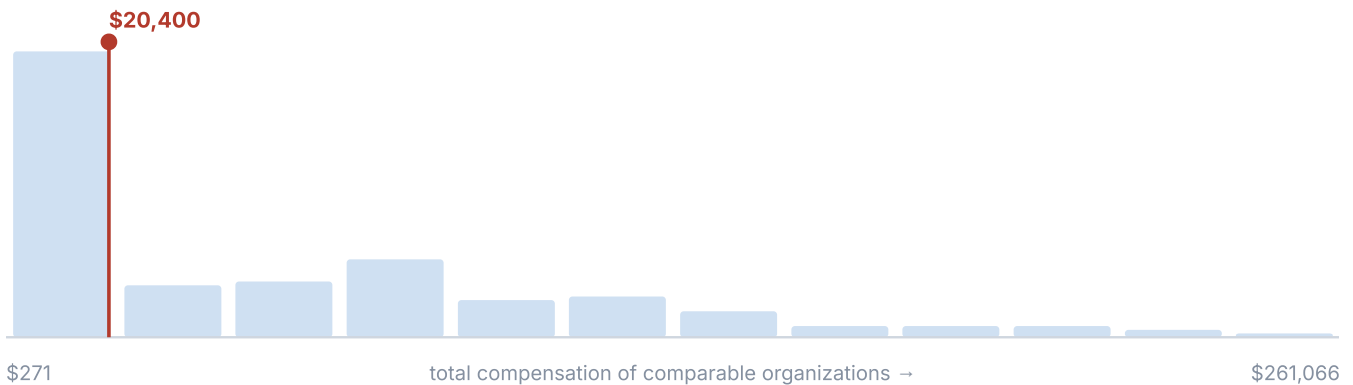
**Benchmarked executive:** Charles Barclay — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J40).
BUDGET	Total revenue between \$305,641 and \$684,273 — 0.67x to 1.50x the subject's \$456,182 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J40), nationwide + budget 0.67–1.5x revenue.

**167** organizations qualified on sector, size, and geography → **167** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,086	\$7,143	\$25,533	\$84,654	\$141,250	\$20,400
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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 AL 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="#">International Federation Of Professional</a>	NJ	\$457,558	President	\$22,355	<b>\$19,021</b>	2023
<a href="#">United Brotherhood Of Carpenters</a>	AL	\$458,952	President	\$748	<b>\$748</b>	2024
<a href="#">American Federation Of Govt Employees Local 933</a>	MI	\$451,682	President	\$8,725	<b>\$8,582</b>	2023
<a href="#">Building And Construction Trades Council</a>	NV	\$446,827	President	\$300	<b>\$271</b>	2025
<a href="#">Salt Lake Police Association</a>	UT	\$445,852	President	\$18,600	<b>\$17,621</b>	2024
<a href="#">American Federation Of Teachers</a>	NY	\$444,984	Co-president	\$5,590	<b>\$4,676</b>	2024
<a href="#">Port Authority Field Supervisors</a>	NJ	\$442,527	President	\$3,250	<b>\$2,686</b>	2024
<a href="#">International Union Uaw Local 2406</a>	TN	\$471,254	F.s./treas.	\$11,477	<b>\$11,167</b>	2024
<a href="#">Niagara County Electrical Construction</a>	NY	\$477,138	Secretary	\$61,912	<b>\$51,785</b>	2024
<a href="#">Operating Engineers Local 324</a>	MI	\$434,382	Trustee	\$75,632	<b>\$72,260</b>	2024
<a href="#">Local 37 Iron Workers Jac Fund</a>	RI	\$481,058	Union Trustee	\$111,319	<b>\$101,722</b>	2023
<a href="#">Glaziers Architectural Metal &amp; Glass</a>	CA	\$431,271	Warden	\$8,900	<b>\$7,114</b>	2024
<a href="#">United Union Of Roofers Waterproofers</a>	NJ	\$481,334	President	\$5,649	<b>\$4,669</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Joint Apprentice Training Committee</a>	PA	\$428,826	Union Trustee	\$129,404	<b>\$122,978</b>	2023
<a href="#">Abatement Workers Local #207 Joint Training Fund</a>	MI	\$484,778	Training Director	\$43,004	<b>\$41,087</b>	2024
<a href="#">Committee For Fair And Equal Representation</a>	IL	\$427,049	President	\$92,616	<b>\$84,281</b>	2024
<a href="#">United Brotherhood Of Carpenters</a>	OH	\$486,457	President	\$3,809	<b>\$3,638</b>	2025
<a href="#">Ironworkers Local 292 Gen Bldg Cont Assned Fd</a>	IN	\$423,778	Apprenticeship Coordinator	\$63,871	<b>\$62,347</b>	2024
<a href="#">Lawrence &amp; Memorial Hospital Registered</a>	CT	\$423,768	President	\$25,859	<b>\$23,106</b>	2023
<a href="#">Colorado Jobs With Justice Inc</a>	CO	\$423,736	Executive Director	\$88,000	<b>\$80,413</b>	2023
<a href="#">Roofers Local Union 34</a>	MD	\$422,016	Business Rep	\$15,600	<b>\$13,899</b>	2023
<a href="#">Elevator Constructors Building</a>	MA	\$420,795	President	\$74,951	<b>\$62,344</b>	2024
<a href="#">Federal Contract Guards Of America</a>	NY	\$491,873	President	\$57,750	<b>\$48,304</b>	2024
<a href="#">National Association Of Independent</a>	VA	\$419,645	President	\$19,150	<b>\$17,115</b>	2024
<a href="#">Employing Bricklayers Association</a>	PA	\$417,332	Exec Director	\$120,042	<b>\$110,808</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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	167 organizations. Compensation range \$271–\$261,066; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$456,182); for reference, expenses \$449,906 and assets \$31,483.
ROLE MATCH	Charles Barclay, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	44 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	43 <sup>rd</sup>
Reportable pay only (column D), adjusted	54 <sup>th</sup>
All sources (D + E + F), adjusted	42 <sup>nd</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 (Charles Barclay) 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 167 similarly situated organizations (Same NTEE sector (J40), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$20,400 is reasonable (approximately the 44<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date] , by a vote of [\_\_ for / \_\_ against] .

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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.