

# Duffee Water Association Inc

Executive Director / CEO

EIN 640523216  
 MS · NTEE K20  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Jeff Alexander, Executive Director / CEO** (\$34,885) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36<sup>th</sup>** percentile of comparable organizations within the typical range

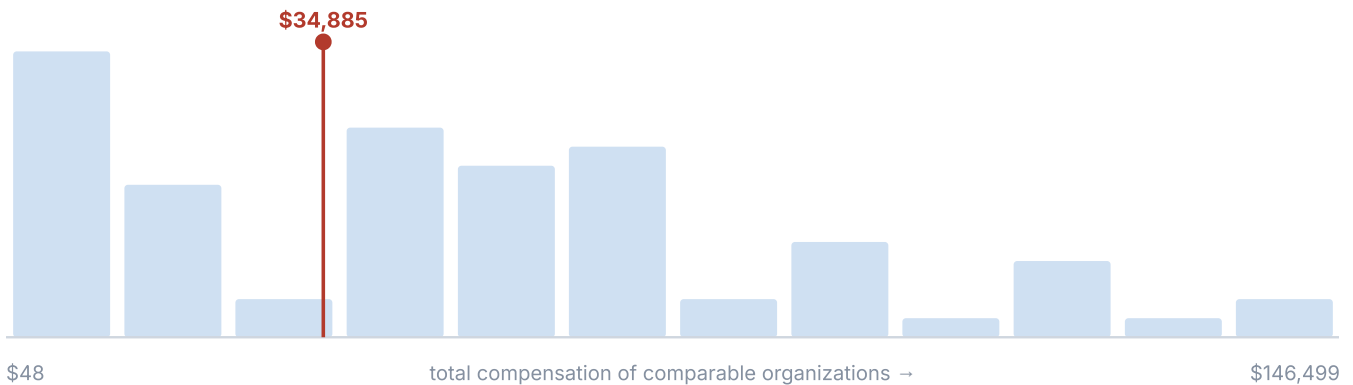
**Benchmarked executive:** Jeff Alexander — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K20).
BUDGET	Total revenue between \$280,711 and \$628,458 — 0.67x to 1.50x the subject's \$418,972 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K20), nationwide + budget 0.67–1.5x revenue.

**70** organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,464	\$15,021	\$48,493	\$71,675	\$103,132	<b>\$34,885</b>
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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 MS 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="#">Greensgrow Inc</a>	PA	\$421,347	Executive Director	\$20,513	<b>\$18,910</b>	2023
<a href="#">Ludwig Water Users Association Inc</a>	AR	\$424,372	President	\$19,200	<b>\$19,378</b>	2024
<a href="#">Hope Gardens</a>	MI	\$424,911	Executive Di	\$65,720	<b>\$60,906</b>	2024
<a href="#">Lehi Irrigation Company</a>	UT	\$411,275	President	\$1,500	<b>\$1,378</b>	2024
<a href="#">Lamppost Farm</a>	OH	\$411,075	Executive Dir.	\$59,600	<b>\$58,352</b>	2023
<a href="#">Rio Grande Agricultural Land Trust</a>	NM	\$407,903	Executive Director	\$116,090	<b>\$112,109</b>	2024
<a href="#">San Joaquin Valley Quality</a>	CA	\$399,154	Executive V.p.	\$15,600	<b>\$12,452</b>	2023
<a href="#">Altaseads Conservancy Dba</a>	CA	\$398,003	President	\$41,667	<b>\$32,305</b>	2024
<a href="#">Associated Water Users Of The Uinta And</a>	UT	\$394,923	River Commissioner	\$73,000	<b>\$67,083</b>	2024
<a href="#">Pawnee Seed Preservation Society</a>	OK	\$446,909	Executive Director	\$61,952	<b>\$61,250</b>	2024
<a href="#">Livingston County Farm Bureau</a>	IL	\$390,754	Manager	\$99,955	<b>\$85,957</b>	2025
<a href="#">Harvest Seed Project Foundation</a>	TX	\$390,355	Secretary	\$11,548	<b>\$10,372</b>	2024
<a href="#">East Farm Commercial Fisheries</a>	RI	\$388,202	Executive Director	\$102,500	<b>\$90,854</b>	2023
<a href="#">Pine County Agricultural Society</a>	MN	\$383,025	President	\$1,200	<b>\$1,037</b>	2025
<a href="#">JK Community Farm</a>	VA	\$382,989	Executive Dir.	\$84,000	<b>\$72,822</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Grow Portland</a>	OR	\$381,184	Executive Di	\$38,834	<b>\$32,380</b>	2024
<a href="#">Nordic Mountain Water Inc</a>	UT	\$380,172	President	\$825	<b>\$780</b>	2023
<a href="#">The Rice Foundation</a>	VA	\$460,703	President/ Ceo Thru 12/15/23	\$52,730	<b>\$45,713</b>	2024
<a href="#">City Fruit</a>	WA	\$376,409	Executive Director (Until 10/2024)	\$61,873	<b>\$49,738</b>	2024
<a href="#">Food 4 Farmers Inc</a>	VT	\$461,633	Executive Director	\$81,606	<b>\$73,750</b>	2024
<a href="#">Rockland Farm Alliance Inc</a>	NY	\$465,500	Executive Dir.	\$86,538	<b>\$70,212</b>	2024
<a href="#">Pacific Nw Csa Coalition</a>	OR	\$371,698	Executive Director	\$45,626	<b>\$38,043</b>	2024
<a href="#">The Cornucopia Project Inc</a>	NH	\$369,577	Executive Director	\$70,975	<b>\$60,580</b>	2023
<a href="#">Houston County Agricultural Society</a>	MN	\$363,282	President	\$500	<b>\$432</b>	2025
<a href="#">Tri-state Local Foods Inc</a>	WV	\$477,164	Market Direc	\$50,000	<b>\$48,608</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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** 70 organizations. Compensation range \$48–\$146,499; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$418,972); for reference, expenses \$422,039 and assets \$2,803,725.

**ROLE MATCH** Jeff Alexander, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 2 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	36 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	33 <sup>rd</sup>
Reportable pay only (column D), adjusted	40 <sup>th</sup>
All sources (D + E + F), adjusted	36 <sup>th</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 (Jeff Alexander) 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 70 similarly situated organizations (Same NTEE sector (K20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,885 is reasonable (approximately the 36<sup>th</sup> 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.