

# North Tallahatchie Water Assn Inc

Executive Director / CEO

EIN 640686649

MS · NTEE W80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Johnnie Taylor, Executive Director / CEO** (\$19,940) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Johnnie Taylor — reported title “SECRETARY/TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

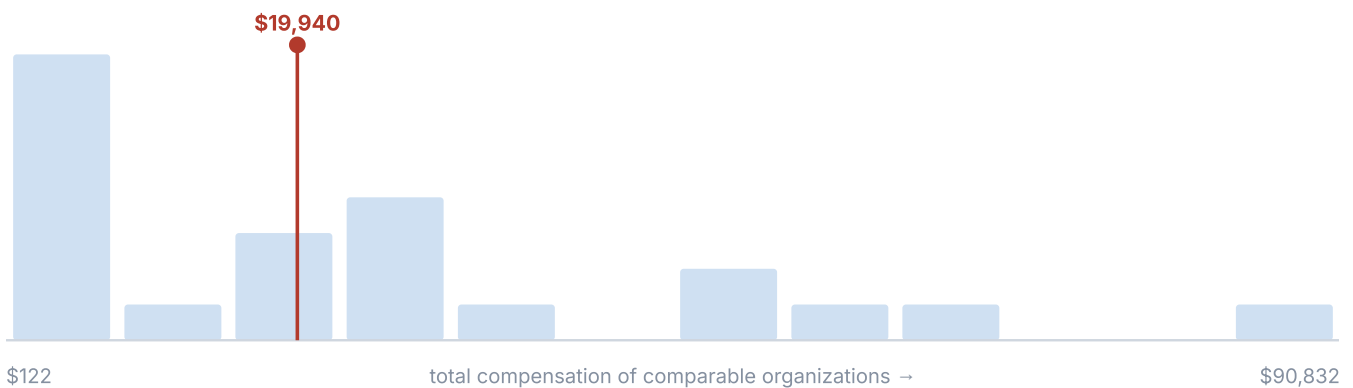
**SECTOR** Organizations sharing the subject's NTEE classification (W80).

**BUDGET** Total revenue between \$202,930 and \$454,321 — 0.67x to 1.50x the subject's \$302,881 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (W80), nationwide + budget 0.67–1.5x revenue.

**22** organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$657	\$2,318	\$19,808	\$31,569	\$55,938	\$19,940
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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="#">Acme Water Company Inc</a>	UT	\$306,348	President	\$2,010	<b>\$1,847</b>	2024
<a href="#">Roosevelt Lake Ranch Water System</a>	WA	\$290,518	President	\$15,750	<b>\$13,035</b>	2023
<a href="#">Alabama Water System Inc</a>	LA	\$288,757	Director	\$23,900	<b>\$23,629</b>	2024
<a href="#">Suncoast Utility Contractors Association Inc</a>	FL	\$288,574	Executive Director	\$75,000	<b>\$63,261</b>	2024
<a href="#">Ptda Foundation</a>	IL	\$261,016	Executive Director	\$27,174	<b>\$24,696</b>	2023
<a href="#">American Fork Irrigation Co</a>	UT	\$349,138	President And Watermaster	\$96,007	<b>\$90,832</b>	2023
<a href="#">Lorena-lemon-burns Water Association</a>	MS	\$254,198	President	\$600	<b>\$600</b>	2024
<a href="#">Graham East Water Supply Corp</a>	TX	\$241,562	Secretary	\$18,354	<b>\$16,485</b>	2024
<a href="#">Los Tules Mutual Water Company</a>	CA	\$239,926	Director	\$28,700	<b>\$22,251</b>	2024
<a href="#">Southwest Wayne Water Assoc Inc</a>	MS	\$238,996	President	\$325	<b>\$325</b>	2024
<a href="#">Trenton Water Users Cooperative</a>	ND	\$235,707	President	\$2,390	<b>\$2,355</b>	2024
<a href="#">Northwest Turfgrass Association</a>	WA	\$232,382	Executive Director	\$32,515	<b>\$26,909</b>	2023
<a href="#">Prairie Village Water Trust</a>	WI	\$231,474	Trustee	\$3,200	<b>\$3,001</b>	2024
<a href="#">Chiwawa Communities Association</a>	WA	\$376,802	President	\$21,600	<b>\$17,364</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Thorn Water Association Inc</a>	MS	\$379,388	President	\$125	<b>\$122</b>	2025
<a href="#">Groom Creek Water Users Association</a>	AZ	\$225,386	Officeoperations Mangr Past	\$37,500	<b>\$32,381</b>	2024
<a href="#">Marsha Water Supply Corporation</a>	TX	\$212,265	President	\$32,435	<b>\$29,131</b>	2024
<a href="#">Homewood Water Association Inc</a>	MS	\$395,618	President	\$1,200	<b>\$1,169</b>	2025
<a href="#">The Niwot Ditch Company</a>	CO	\$207,506	Secretary	\$2,500	<b>\$2,306</b>	2022
<a href="#">New Brantner Extension Ditch Company</a>	CO	\$415,464	Ditch Superintendent	\$56,667	<b>\$48,787</b>	2024
<a href="#">Browns Creek Water Co Inc</a>	SC	\$434,394	Dir - Operat	\$58,640	<b>\$56,550</b>	2023
<a href="#">The Future Of Heat Intiative Inc</a>	MA	\$436,175	Executive Director	\$62,500	<b>\$50,427</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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 22 organizations. Compensation range \$122–\$90,832; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$302,881); for reference, expenses \$240,536 and assets \$999,082.

**ROLE MATCH** Johnnie Taylor, reported title "*SECRETARY/TREASURER*", 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** 1 peer 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	50 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	55 <sup>th</sup>
All sources (D + E + F), adjusted	50 <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 (Johnnie Taylor) 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 22 similarly situated organizations (Same NTEE sector (W80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,940 is reasonable (approximately the 50<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.