

Northern California Laborers

Executive Director / CEO

EIN 680319359
 CA · NTEE B82
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **David Thomas, Executive Director / CEO** (\$149,680) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

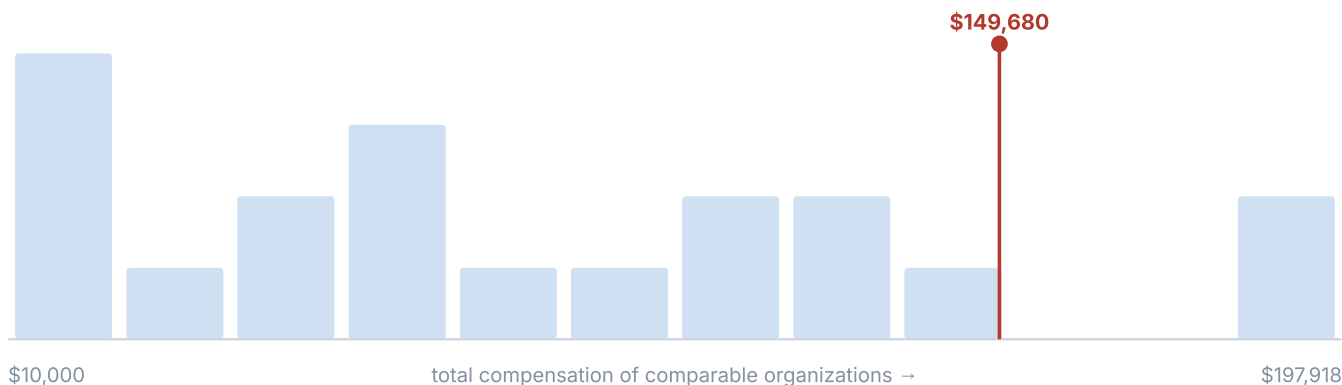
Benchmarked executive: David Thomas — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$334,158 and \$748,116 — 0.67x to 1.50x the subject's \$498,744 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82) + CA + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,648	\$42,500	\$69,658	\$116,913	\$152,663	\$149,680
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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 CA 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
Black In Ai	CA	\$480,536	Ceo	\$197,918	\$197,918	2024
California Black Chamber Of Commerce	CA	\$518,449	President & Ceo	\$67,000	\$67,000	2024
George Washington High School Alumni Association	CA	\$522,992	Executive Director	\$12,000	\$12,000	2024
The Heal Los Angeles Foundation	CA	\$456,566	President & Director	\$110,000	\$110,000	2024
Sema Memorial Scholarship Fund	CA	\$546,950	President And Ceo	\$31,000	\$31,000	2024
California Lgbtq Foundation	CA	\$551,232	Secretary Executive Director	\$55,000	\$55,000	2024
Barbara And Steve Wilson	CA	\$553,256	Director/pre	\$10,000	\$10,000	2024
Metabrainz Foundation Inc	CA	\$423,273	President/exec Director	\$120,273	\$123,826	2023
Asian Business Association Foundation	CA	\$582,763	President & Ceo	\$60,000	\$61,772	2023
City Scholars Foundation	CA	\$406,279	Founder & President	\$128,369	\$128,369	2024
Corning Union High School District	CA	\$398,029	Superintende	\$18,513	\$19,060	2023
Edwin J Gregson Foundation	CA	\$389,830	Secretary	\$25,000	\$25,000	2024
Thrive In Joy Nick Fagnano Foundation	CA	\$388,522	Executive Dir.	\$54,000	\$54,000	2024
If Given A Chance	CA	\$382,130	Executive Director	\$69,658	\$69,658	2024
Conejo Schools Foundation	CA	\$618,663	Executive Dir.	\$87,500	\$87,500	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Echoes Of Hope	CA	\$373,618	Executive Dir.	\$103,000	\$106,042	2023
Cpi Foundation Inc	CA	\$639,641	Vice Preside	\$187,313	\$187,313	2024
Machine Tool Technologies	CA	\$355,329	President	\$144,000	\$144,000	2024
Kyoto Symposium Organization	CA	\$698,638	Executive Di	\$101,000	\$98,397	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	19 organizations. Compensation range \$10,000–\$197,918; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$498,744); for reference, expenses \$676,955 and assets \$629,838.
ROLE MATCH	David Thomas, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	89th
Total compensation (D + F), as reported (no adjustments)	89th
Reportable pay only (column D), adjusted	0th

All sources (D + E + F), adjusted

95th

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 (David Thomas) 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 19 similarly situated organizations (Same NTEE sector (B82) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$149,680 is reasonable (approximately the 89th 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.