

Pine Hill Water System Inc

Executive Director / CEO

EIN 720863318

LA · NTEE W80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tami Carter, Executive Director / CEO** (\$11,963) against **every comparable organization** that fit the selection criteria — **218** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

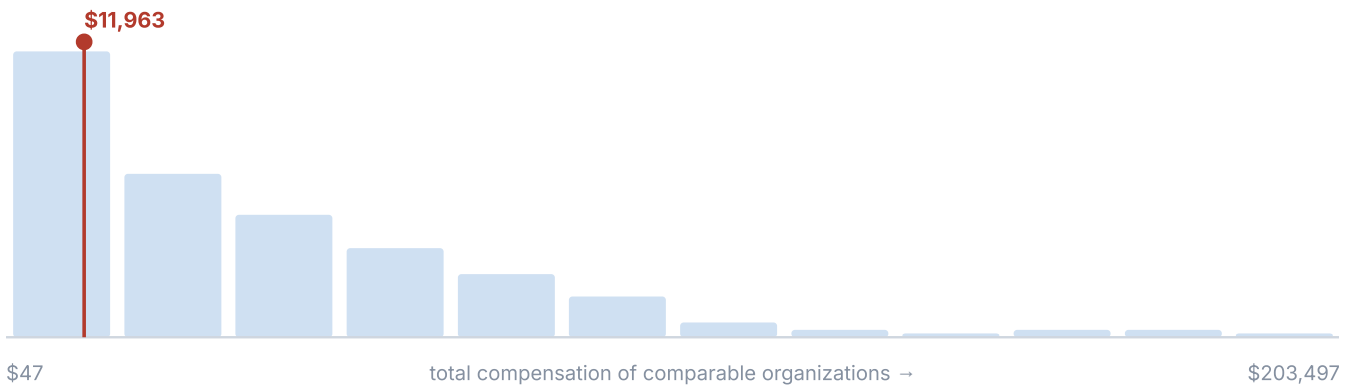
Benchmarked executive: Tami Carter — reported title “Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W80).
BUDGET	Total revenue between \$108,275 and \$242,407 — 0.67x to 1.50x the subject's \$161,605 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

218 organizations qualified on sector, size, and geography → **218** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,996	\$12,225	\$28,997	\$59,722	\$85,695	\$11,963
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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 LA 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
Fraternal Order Of Eagles	WA	\$161,403	Lead Maintenance	\$20,806	\$16,917	2024
Victims Of Milwaukee Violence Burial Fund Inc	WI	\$161,810	Executive Director	\$11,400	\$10,812	2024
Key Consumer Organization Inc	IN	\$161,918	Executive Director	\$45,015	\$44,385	2023
Rising Routes Alliance	CO	\$162,008	Co-founder	\$7,420	\$6,461	2024
Allegheny League Of Municipalities	PA	\$160,784	Executive Director	\$118,257	\$110,262	2023
Brady County Water District	MT	\$162,462	Secretary / Treasurer	\$12,003	\$11,750	2024
New England First Amendment	MA	\$163,291	Treasurer &	\$105,000	\$85,689	2024
Spencer-ralston Post No 1254	KS	\$163,557	Quatermaster	\$750	\$717	2025
Northwest Hospital Alliance	ID	\$163,659	Executive Dir.	\$184,302	\$178,051	2024
In Honor Of Our Troops	MD	\$159,452	Chairman President	\$26,000	\$22,075	2024
Roa Standing Together For America's	DC	\$159,298	Executive Director	\$18,644	\$15,297	2023
Veterans Of Foreign War Auxiliary Department Of Ka	KS	\$163,979	Secretary Jr Vic President	\$6,900	\$6,595	2025
Florida Coalition On Black Civic Participation Inc	FL	\$159,191	President	\$42,900	\$36,600	2024
Deep Democracy Institute	OR	\$158,227	President	\$68,700	\$59,650	2023
Indiana Fiscal Policy Institute Inc	IN	\$157,725	President	\$98,864	\$94,682	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kirk Casey Post No 366 Of The American Legion Depa	NY	\$157,640	1st Vice Commander	\$35,500	\$29,993	2023
Citizens Union Of The City Of New York	NY	\$165,587	Executive Dir.	\$27,500	\$22,567	2024
Wyoming Family Alliance	WY	\$165,943	Ceo/executive Director	\$34,489	\$33,539	2024
Fleet Reserve Club Of Jax Fl Inc	FL	\$166,714	Manager	\$46,375	\$38,545	2025
Relink (Db a Relinkorg)	OH	\$156,040	Director Of Finance & Hr	\$14,208	\$14,070	2023
Center For Self Governance	WA	\$168,132	Executive Director	\$27,702	\$23,189	2023
The Jewish War Veterans Of The United	DC	\$154,544	National Executive Director	\$3,021	\$2,478	2023
Veterans Of Foreign Wars Post 2832 Pike Memorial	OH	\$169,487	Quartermaster	\$1,456	\$1,400	2024
Veterans Education Project	VA	\$170,000	Executive Director	\$30,000	\$26,306	2024
U S Veterans Post 104 Corporation	FL	\$170,207	Quartermaster	\$2,000	\$1,757	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 **218** organizations. Compensation range \$47–\$203,497; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$161,605); for reference, expenses \$130,731 and assets \$580,305.
ROLE MATCH	Tami Carter, reported title " <i>Secretary</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	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	25 th
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	23 rd

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 (Tami Carter) 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 218 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,963 is reasonable (approximately the 25th 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.