

United Association Of Journeymen Lu 286

Executive Director / CEO

EIN 721540486
 TX · NTEE Y43
 FY ending 2024-05-31
June 9, 2026

This analysis benchmarks the total compensation of **Stanton Bridges, Executive Director / CEO** (\$59,799) 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 **74th** percentile of comparable organizations within the typical range

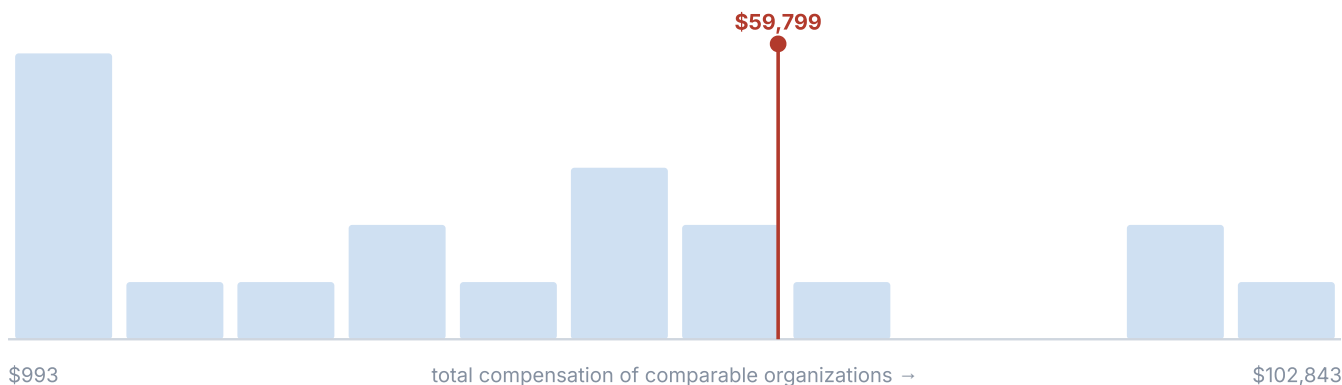
Benchmarked executive: Stanton Bridges — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Y43).
BUDGET	Total revenue between \$153,503 and \$343,665 — 0.67x to 1.50x the subject's \$229,110 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Y43), nationwide + 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



\$1,449	\$9,040	\$36,112	\$57,052	\$88,624	\$59,799
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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 TX 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
Catskill Teachers Association	NY	\$223,625	President	\$1,500	\$1,355	2024
Rfa Post Retirement Medical Life	DC	\$235,171	President	\$30,515	\$26,769	2024
Obi Retiree Medical Voluntary	NH	\$221,928	Trustee	\$32,000	\$29,538	2024
Public Service Health Club	TX	\$237,782	Treasurer	\$5,905	\$6,079	2023
The Miaamsaa Voluntary Beneficiary Association Trust	MA	\$217,784	Trustee	\$39,046	\$36,112	2023
Wcribma - Veba	MA	\$209,745	Trustee	\$114,482	\$102,843	2024
Southern Connecticut District Roofers	CT	\$202,988	Trustee	\$46,211	\$44,594	2023
Rockford Police Relief Association	IL	\$261,632	President	\$1,010	\$993	2024
1199 Seiugreater New York Job Security	NY	\$193,732	Executive Director	\$27,740	\$25,799	2023
Plumbers And Steamfitters Local 521	WV	\$264,667	Trustee	\$81,605	\$88,330	2024
Florida Association Of Court Clerks Inc	FL	\$191,365	Ceo	\$57,334	\$53,844	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Employer-contribution Veba Trust Depauw University	IN	\$276,649	Vice President For Finance And Administration (Beginning 7/15/22))	\$58,924	\$63,954	2023
Houston Policeman's Burial Fund Association Inc	TX	\$279,757	Treasurer	\$12,000	\$12,000	2024
Tower Automotive Non-union Retirees Veba	WI	\$175,032	Member, Administrative Board	\$2,700	\$2,819	2024
Central Plumbing & Heating Inc	MT	\$291,943	Plan Administrator	\$44,781	\$49,682	2023
Nreca Post-employment Health Reimbursement	VA	\$304,180	Cfo	\$90,364	\$89,799	2023
Ichabod Crane Teachers Association	NY	\$325,866	Membership/benefits Coordinator	\$1,584	\$1,473	2023
Police Officers Association Of	MI	\$333,252	President	\$45,930	\$47,393	2024
Upstate Union Health And Welfare Fund	NY	\$335,133	Chairman	\$66,708	\$60,260	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 \$993–\$102,843; filing years 2023–2024.

SIZE BASIS	Matched on total revenue (\$229,110); for reference, expenses \$275,118 and assets \$109,113.
ROLE MATCH	Stanton Bridges, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 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	74 th
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	47 th

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 (Stanton Bridges) 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 (Y43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,799 is reasonable (approximately the 74th 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.