

# Hispanic Contractors Association De San

Executive Director / CEO

EIN 742950044

TX · NTEE B03

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Julissa Ramos, Executive Director / CEO** (\$65,025) against **every comparable organization** that fit the selection criteria — **509** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Julissa Ramos — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B03).
BUDGET	Total revenue between \$65,479 and \$146,595 — 0.67x to 1.50x the subject's \$97,730 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

**509** organizations qualified on sector, size, and geography → **509** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,669	\$12,660	\$28,919	\$50,664	\$78,271	<b>\$65,025</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 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
<a href="#">Southwest Christian Academy</a>	CA	\$97,710	Executive Director	\$16,255	<b>\$14,032</b>	2024
<a href="#">Peruna East Corporation</a>	TX	\$97,750	President	\$85,562	<b>\$85,562</b>	2024
<a href="#">Foundation For Excellence In Public Education In Clarke County Ga Inc</a>	GA	\$97,615	Exec. Director	\$10,000	<b>\$10,348</b>	2023
<a href="#">Roofers Local 149 Mid-michigan Joint Apprenticeship Fund</a>	MI	\$97,516	Trustee	\$1,159	<b>\$1,231</b>	2023
<a href="#">Olney Charter High School</a>	PA	\$98,022	Principal	\$261,991	<b>\$268,899</b>	2023
<a href="#">Iowa School For The Deaf Foundation</a>	IA	\$98,158	President	\$28,502	<b>\$31,198</b>	2024
<a href="#">Harrisonburg Education Foundation Inc</a>	VA	\$97,298	Executive Director	\$69,062	<b>\$64,943</b>	2025
<a href="#">Building And Construction Laborers Local</a>	OH	\$97,052	Trustee	\$111,278	<b>\$117,824</b>	2024
<a href="#">Polish National Alliance</a>	IL	\$96,855	Treasurer	\$32,455	<b>\$31,897</b>	2024
<a href="#">New Aberdeen College</a>	NC	\$98,710	President	\$17,224	<b>\$17,791</b>	2024
<a href="#">Bailiwicks Enrichment Campus</a>	FL	\$96,742	President And Executive Director	\$9,280	<b>\$8,972</b>	2023
<a href="#">Strong Communities Realty Corporation</a>	FL	\$96,654	President	\$36,104	<b>\$34,907</b>	2023
<a href="#">Paul Collins Jr Scholarship Fund</a>	NY	\$96,573	Fund Administrator	\$67,253	<b>\$60,753</b>	2024
<a href="#">Comprehensive Action Model For</a>	NY	\$99,095	President	\$11,685	<b>\$10,867</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Richland School District Two Education</a>	SC	\$96,169	Executive Director	\$12,000	<b>\$12,884</b>	2023
<a href="#">Local Union 45 Ubc&amp;ja</a>	NY	\$99,355	Chairman	\$10,850	<b>\$9,548</b>	2025
<a href="#">Arema Educational Foundation</a>	MD	\$99,385	Executive Di	\$73,040	<b>\$68,264</b>	2024
<a href="#">Friends Of The University Of Delaware Library Inc</a>	DE	\$96,031	Treasurer	\$52,854	<b>\$51,736</b>	2024
<a href="#">Center For Community Dispute Settlement</a>	CA	\$95,927	Executive-director	\$8,100	<b>\$6,992</b>	2024
<a href="#">Maxmath Tutoring Online Inc Florida Branch</a>	FL	\$99,657	Executive Director- ceo	\$1,072	<b>\$1,007</b>	2024
<a href="#">The Chelco Foundation Inc</a>	FL	\$95,633	Comp Is Not Paid By The Foundation	\$354,029	<b>\$332,479</b>	2024
<a href="#">10 Academy Corp</a>	CA	\$95,587	Managing Director	\$42,000	<b>\$36,256</b>	2024
<a href="#">Mscbs Support Corporation</a>	NE	\$99,990	President	\$6,137	<b>\$6,429</b>	2025
<a href="#">Kanu I Ka Pono Inc</a>	HI	\$100,000	Ceo/chairman	\$23,650	<b>\$20,621</b>	2025
<a href="#">Sparkreach Leadership Institute</a>	CA	\$100,000	Director	\$66,583	<b>\$57,477</b>	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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **509** organizations. Compensation range \$2–\$441,135; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$97,730); for reference, expenses \$207,779 and assets \$136,681. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Julissa Ramos, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	131 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	25 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	85 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	85 <sup>th</sup>
Reportable pay only (column D), adjusted	91 <sup>st</sup>
All sources (D + E + F), adjusted	66 <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 (Julissa Ramos) 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 509 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,025 is reasonable (approximately the 85<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.