

San Saba Economic Development Corp

Executive Director / CEO

EIN 752938286

TX · NTEE S30

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Sarah Saldivar, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **197** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

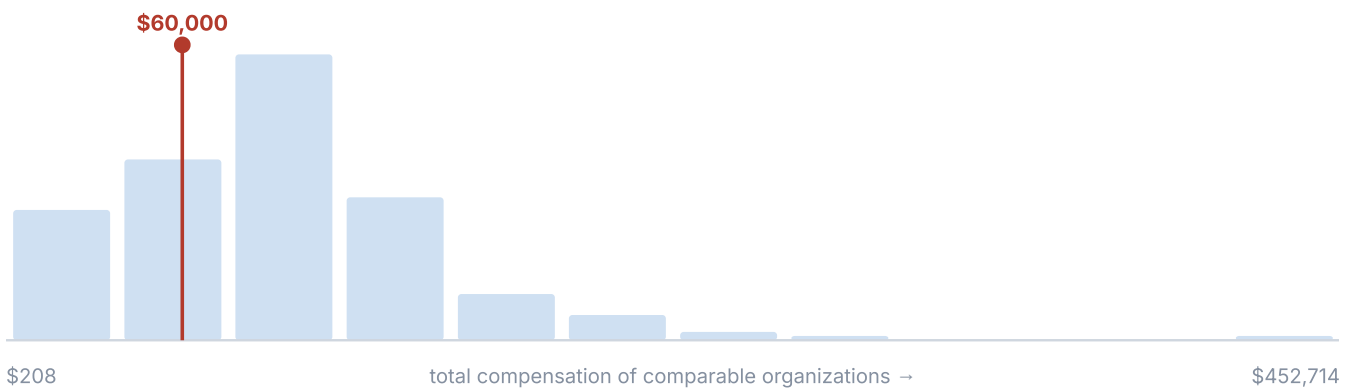
Benchmarked executive: Sarah Saldivar — reported title “EDC SECRETARY TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S30).
BUDGET	Total revenue between \$295,725 and \$662,071 — 0.67x to 1.50x the subject's \$441,381 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S30), nationwide + budget 0.67–1.5x revenue.

197 organizations qualified on sector, size, and geography → **197** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,712	\$56,587	\$88,453	\$119,831	\$151,232	\$60,000
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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
Economic Forum	NM	\$441,102	Executive Di	\$130,000	\$143,908	2023
Just Economics	NC	\$441,994	Executive Director	\$73,343	\$75,759	2024
Randolph County Community & Economic	IN	\$439,187	Executive Director	\$44,499	\$46,912	2024
Pennsylvania Route 6 Alliance	PA	\$445,943	Executive Director	\$59,048	\$58,866	2024
Forge Greensboro	NC	\$448,207	Executive Director	\$46,667	\$49,628	2023
Delaware County Local Development Corp	NY	\$448,417	Executive Direc	\$11,295	\$10,203	2024
Stevenson Downtown Association	WA	\$433,708	Executive Director	\$68,210	\$61,050	2024
Franklin Southampton Economic	VA	\$449,138	President	\$95,605	\$92,282	2024
Xcelerate Women	OR	\$450,105	Executive Dir.	\$94,938	\$88,137	2024
Grow Licking County	OH	\$451,225	Executive Director	\$120,000	\$130,811	2023
Las Vegas Employment Project	NV	\$451,865	President	\$16,195	\$15,811	2025
Ravalli County Economic Development	MT	\$430,835	Executive Dir.	\$58,135	\$62,647	2024
Operation Reboot	CA	\$452,245	Chief Executive Officer	\$169,982	\$151,068	2023
Prospera Georgia Llc	GA	\$452,756	Ceo/president	\$44,863	\$45,095	2024
Downtown Management Corporation Of Fort	FL	\$453,787	President	\$109,750	\$103,070	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Economic Development Corporation Of New	CT	\$453,860	Administrator	\$127,844	\$119,831	2024
Main Street Pascagoula	MS	\$426,927	Executive Di	\$60,875	\$67,778	2024
Oyster Bay Main Street Association	NY	\$425,779	Executive Director Terminated Jan 2025	\$79,000	\$69,525	2025
Gibson County Economic Development Corporation	IN	\$457,365	Executive Director	\$107,796	\$113,642	2024
Identity Clark County	WA	\$458,605	Policy And Projects Coordinator	\$2,143	\$1,974	2023
Division Midway Alliance For	OR	\$458,798	Executive Dir.	\$90,189	\$83,728	2024
Buffalo Niagara Film Commission Inc	NY	\$459,494	President	\$110,892	\$100,174	2024
Bside Fund	CO	\$421,663	Chief Executive Officer	\$2,371	\$2,273	2024
Michigan Economic Developers	MI	\$463,953	Executive Di	\$117,108	\$124,407	2023
Economic Development Corporation	UT	\$465,280	Director	\$107,039	\$112,753	2023

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 **197** organizations. Compensation range \$208–\$452,714; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$441,381); for reference, expenses \$168,931 and assets \$1,151,184. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Sarah Saldivar, reported title " <i>EDC SECRETARY TREASURER</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	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	27 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	28 th
All sources (D + E + F), adjusted	19 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 (Sarah Saldivar) 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 197 similarly situated organizations (Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 27th 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.