

Letter Carriers Branch 4065 Association Of Letter Carriers

Executive Director / CEO

EIN 756061354
 TX · NTEE J40
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Mitch Hanson, Executive Director / CEO** (\$24,734) against **every comparable organization** that fit the selection criteria — **155** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

Benchmarked executive: Mitch Hanson — reported title “PRESIDENT, SHOP STEWARD”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J40).
BUDGET	Total revenue between \$157,219 and \$351,984 — 0.67x to 1.50x the subject's \$234,656 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J40), nationwide + budget 0.67–1.5x revenue.

155 organizations qualified on sector, size, and geography → **155** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,148 10TH	\$5,049 25TH	\$11,404 MEDIAN	\$25,320 75TH	\$72,725 90TH	\$24,734 THIS ORG · 75TH
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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
Las Vegas Peace Officers Association	NV	\$234,866	President	\$6,681	\$6,522	2025
Milpitas Police Officers Association	CA	\$235,488	President	\$10,900	\$9,167	2025
Amalgamated Transit Union	CT	\$233,362	President	\$32,592	\$30,549	2024
Amalgamated Transit Union-division 956	PA	\$233,203	President	\$19,719	\$19,658	2024
Ubc & Ja Local 352	NH	\$228,364	Warden	\$700	\$630	2025
Shreveport Professional Firefighters	LA	\$241,319	President	\$12,600	\$13,870	2024
Brotherhood Of Railroad Signalmen	NM	\$241,426	President	\$2,426	\$2,686	2023
American Postal Workers Union	PA	\$242,172	President	\$7,250	\$7,228	2024
Building & Construction Trades Council	NY	\$227,078	President	\$6,000	\$5,580	2023
San Joaquin County Probation Officers	CA	\$227,028	President	\$1,125	\$971	2024
Manchester Police Patrolmans	NH	\$227,019	President	\$7,000	\$6,462	2024
Local No 1560 Amalgamated Transit Union	LA	\$242,327	President	\$22,245	\$24,487	2024
International Association Of Machinists & Aerospace Workers	IL	\$242,334	President	\$4,650	\$4,570	2024
Garfield Federation Of Teachers	NJ	\$226,873	President	\$6,520	\$5,820	2024
Monroe County Sheriff Police Benevolent	NY	\$226,620	Out-going President	\$4,231	\$3,935	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Protective Service Officers United	MD	\$242,695	President	\$18,969	\$17,729	2024
International Association Of Sheet Metal Air Rail & Transportation 0023td	CA	\$243,029	President	\$5,696	\$4,917	2024
Brass City Local Cacap Inc	CT	\$243,248	President	\$11,811	\$11,398	2023
Neca-ibew Joint Apprenticeship &	IL	\$226,048	Trustee	\$46,888	\$46,082	2024
American Postal Workers Union	FL	\$225,472	President	\$17,064	\$16,499	2023
Intl Brotherhood Of Boilermaker Mppb	CA	\$243,849	President	\$7,598	\$6,559	2024
American Federation Of Teachers	MN	\$244,040	President	\$82,437	\$79,333	2025
Oklahoma Holstein-friesian Association	OK	\$224,282	Secretary	\$2,500	\$2,833	2023
Carpinteria Association United School	CA	\$223,099	President	\$43,103	\$36,249	2025
Smith Steel Workers' Directly Affiliated	WI	\$246,381	Trustee	\$26,540	\$27,709	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 **155** organizations. Compensation range \$18–\$281,952; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$234,656); for reference, expenses \$264,073 and assets \$202,206.

ROLE MATCH	Mitch Hanson, reported title " <i>PRESIDENT, SHOP STEWARD</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 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	75 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	74 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 (Mitch Hanson) 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 155 similarly situated organizations (Same NTEE sector (J40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,734 is reasonable (approximately the 75th 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.