

# Sentencing Alternatives Program Inc

Executive Director / CEO

EIN 770073093  
 CA · NTEE 144Z  
 FY ending 2025-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Monica Gallegos, Executive Director / CEO** (\$73,986) against **every comparable organization** that fit the selection criteria — **539** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42<sup>nd</sup>** percentile of comparable organizations within the typical range

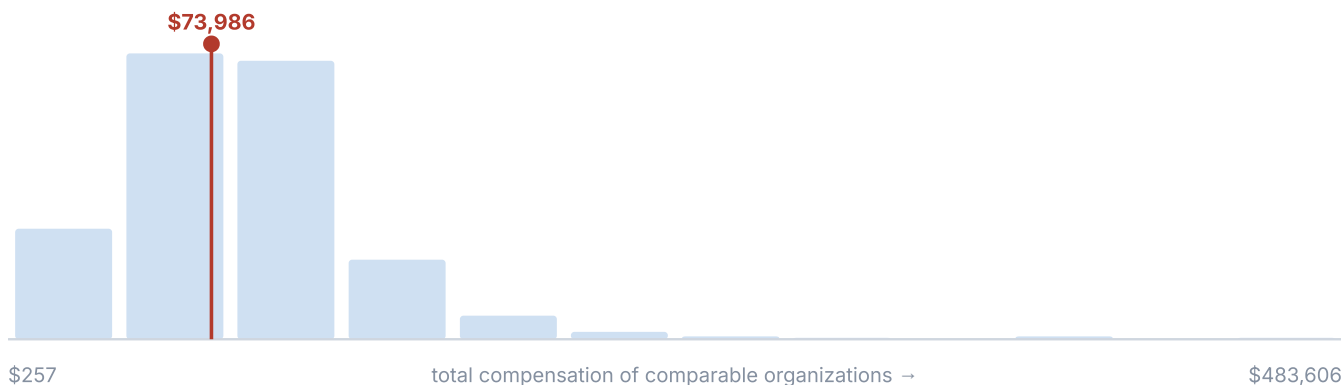
**Benchmarked executive:** Monica Gallegos — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (144Z).
BUDGET	Total revenue between \$242,863 and \$543,724 — 0.67x to 1.50x the subject's \$362,483 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

**539** organizations qualified on sector, size, and geography → **539** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$32,765	\$56,612	\$81,014	\$107,147	\$132,363	<b>\$73,986</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 CA 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="#">Pro Bono Organization For Native</a>	HI	\$362,223	Executive Di	\$80,000	<b>\$85,142</b>	2024
<a href="#">Just A Clean House Inc</a>	NC	\$362,882	Vice President	\$34,001	<b>\$42,995</b>	2023
<a href="#">Monroe County Senior Legal Services</a>	MI	\$363,058	Executive Director	\$69,884	<b>\$85,745</b>	2024
<a href="#">Philemon House</a>	IL	\$363,150	Executive Di	\$53,406	<b>\$62,413</b>	2024
<a href="#">Childrens Advocacy Center Of West Texas Inc</a>	TX	\$363,194	Exec Director	\$66,458	<b>\$79,024</b>	2024
<a href="#">Police On Bikes Inc</a>	MD	\$363,501	Executive Di	\$100,132	<b>\$114,567</b>	2023
<a href="#">Finding Our Voices</a>	ME	\$363,802	Secretary	\$1,000	<b>\$1,190</b>	2024
<a href="#">Mke Urban Stables Inc</a>	WI	\$360,740	Executive Director	\$91,695	<b>\$113,835</b>	2024
<a href="#">Rebuilding Exoffenders Successfully</a>	FL	\$360,213	Executive Director	\$72,000	<b>\$80,403</b>	2024
<a href="#">Cambria County Child Advocacy</a>	PA	\$365,235	Executive Di	\$74,026	<b>\$90,344</b>	2023
<a href="#">National Veterans Benefits Attorneys Inc</a>	FL	\$365,619	Executive Director	\$48,750	<b>\$56,048</b>	2023
<a href="#">Wenatchee Valley Dispute Resolution</a>	WA	\$365,647	Executive Director	\$89,211	<b>\$94,944</b>	2024
<a href="#">Heroes Academy Inc</a>	KS	\$366,125	Executive Director; Thru July 2022	\$66,731	<b>\$88,228</b>	2023
<a href="#">Equal Justice Under Law</a>	DC	\$366,145	President And Executive Director	\$198,084	<b>\$212,732</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Law Enforcement Drone Association</a>	OR	\$358,601	Executive Di	\$46,158	<b>\$52,460</b>	2023
<a href="#">Self Help Inc</a>	NM	\$358,462	Executive Dir.	\$60,320	<b>\$79,399</b>	2023
<a href="#">Network For Strong Communities Inc</a>	GA	\$366,548	Secretary	\$11,100	<b>\$13,267</b>	2024
<a href="#">Fort Bend County Dispute</a>	TX	\$358,183	Executive Di	\$76,034	<b>\$88,081</b>	2025
<a href="#">Restoring Ancestral Winds Inc</a>	UT	\$366,868	Executive Dir.	\$100,875	<b>\$126,351</b>	2023
<a href="#">Blueforce Strategies Inc</a>	VA	\$367,256	Officer/director	\$48,000	<b>\$56,719</b>	2023
<a href="#">Elementz</a>	OH	\$367,579	Executive Dir.	\$110,138	<b>\$138,667</b>	2024
<a href="#">Iron Defense</a>	MI	\$367,750	Executive Director	\$106,570	<b>\$130,757</b>	2024
<a href="#">Iowa State Bar Foundation</a>	IA	\$356,821	Executive Di	\$24,309	<b>\$31,640</b>	2024
<a href="#">Harbor Area High Gain Program Inc</a>	CA	\$355,348	Executive Di	\$46,970	<b>\$49,637</b>	2023
<a href="#">Horizon Community Engagement</a>	OH	\$369,749	Executive Di	\$33,252	<b>\$41,866</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2025 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 CA 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 539 organizations. Compensation range \$257–\$483,606; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$362,483); for reference, expenses \$336,693 and assets \$168,750.

ROLE MATCH	Monica Gallegos, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	42 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	56 <sup>th</sup>
Reportable pay only (column D), adjusted	44 <sup>th</sup>
All sources (D + E + F), adjusted	39 <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 (Monica Gallegos) 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 539 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,986 is reasonable (approximately the 42<sup>nd</sup> 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.