

Santa Barbara County Sheriff's

Executive Director / CEO

This analysis benchmarks the total compensation of **Alissa Massey, Executive Director / CEO** (\$7,772) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

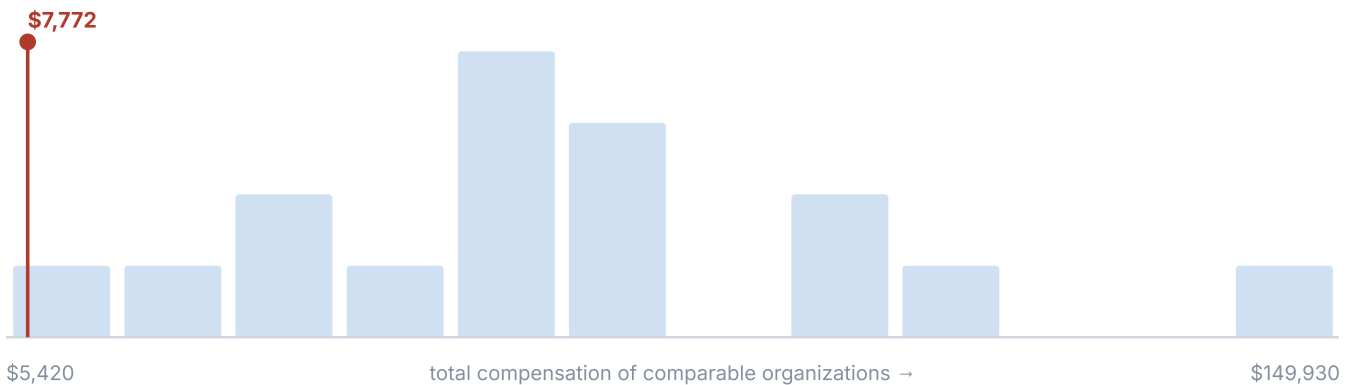
Benchmarked executive: Alissa Massey — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I20Z).
BUDGET	Total revenue between \$131,009 and \$293,305 — 0.67x to 1.50x the subject's \$195,537 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I20), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$31,919	\$41,601	\$62,240	\$82,951	\$105,113	\$7,772
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 6TH
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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
Englewood First Responders	IL	\$190,347	President	\$34,545	\$39,330	2023
Alliance To Counter Crime Online	DC	\$201,896	Executive Director	\$35,800	\$36,382	2023
Weed & Seed Hawaii Inc	HI	\$186,168	Executive Director	\$105,000	\$108,867	2023
Minnesota Dare Inc	MN	\$185,919	Executive Director	\$91,192	\$101,358	2024
A Child Is Missing Inc	FL	\$208,762	Executive Di	\$62,292	\$65,825	2024
Crime Stoppers Of The United States Of America Inc	VA	\$235,634	Director	\$39,000	\$42,358	2024
Lamoille County Special Investigation	VT	\$241,895	Exceutive Director	\$68,515	\$77,572	2024
Legacies Of Success Cdc	OH	\$146,819	Executive Dir.	\$60,036	\$71,527	2024
Journey 4ward	TX	\$245,349	Advocate/director	\$52,737	\$59,340	2024
Capital Region Crime Stoppers Inc	LA	\$245,875	Executive Di	\$80,000	\$99,089	2024
Stop The Violence Indianapolis Inc	IN	\$141,307	President/executive Director	\$45,000	\$54,957	2023
West Hamlin Unity Place Inc	WV	\$138,243	President	\$53,483	\$65,139	2024
Soulard Safety Program Inc	MO	\$255,466	Secretary	\$4,550	\$5,420	2024
Crime Stoppers Of Palm Beach County	FL	\$256,219	Executive Di	\$25,237	\$27,456	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Momentum Nonprofit Partners	TN	\$281,398	Chief Executive Officer	\$123,166	\$149,930	2023
Citizens Crime Commission Of Delaware Valley	PA	\$283,394	President	\$50,000	\$57,744	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2023 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.

Sample, role match & sensitivity

PEER COUNT 16 organizations. Compensation range \$5,420–\$149,930; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$195,537); for reference, expenses \$151,556 and assets \$322,545.

ROLE MATCH Alissa Massey, reported title "*SECRETARY*", 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 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th

Reportable pay only (column D), adjusted

13th

All sources (D + E + F), adjusted

6th

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 (Alissa Massey) 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 16 similarly situated organizations (Same NTEE sector (I20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,772 is reasonable (approximately the 6th 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.