

# Buffalo Bill Dam Visitor Center

Executive Director / CEO

EIN 830291299  
 WY · NTEE A82Z  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Leslie Slater-wilson, Executive Director / CEO** (\$28,488) against **every comparable organization** that fit the selection criteria — **88** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22<sup>nd</sup>** percentile of comparable organizations below the typical range for comparable organizations

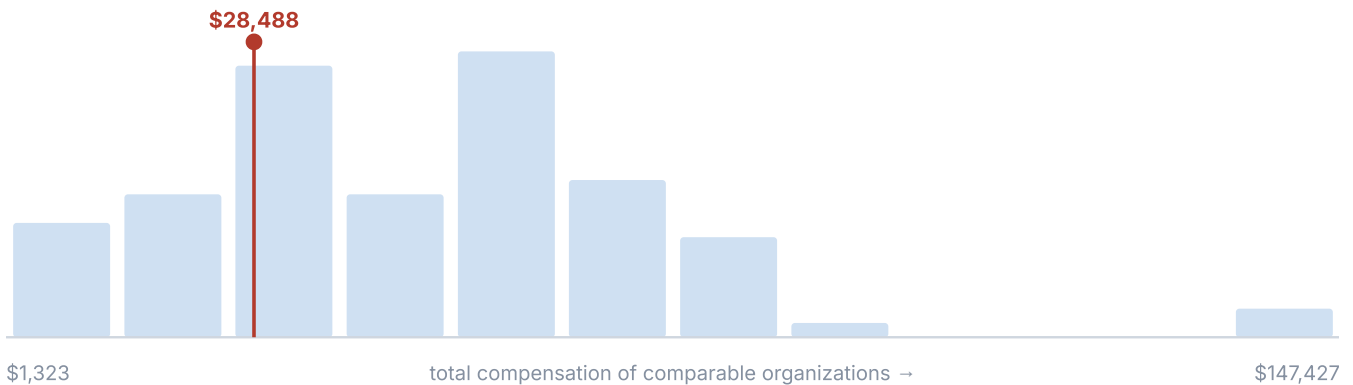
**Benchmarked executive:** Leslie Slater-wilson — reported title “GENERAL MANAGER”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A82Z).
BUDGET	Total revenue between \$147,854 and \$331,018 — 0.67x to 1.50x the subject's \$220,679 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A82), nationwide + budget 0.67–1.5x revenue.

**88** organizations qualified on sector, size, and geography → **88** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,326	\$32,202	\$47,840	\$61,450	\$75,591	<b>\$28,488</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 WY 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="#">Fort Mill Economic Partners</a>	SC	\$221,807	Executive Director	\$35,005	<b>\$35,111</b>	2023
<a href="#">Island County Historical Society</a>	WA	\$223,467	Executive Director	\$36,982	<b>\$31,834</b>	2023
<a href="#">Montgomery County Historical</a>	NY	\$223,779	Executive Di	\$29,955	<b>\$25,278</b>	2024
<a href="#">Peerless Rockville Historic Preservation Ltd</a>	MD	\$216,963	Executive Director	\$93,116	<b>\$83,698</b>	2023
<a href="#">Fort Mifflin On The Delaware</a>	PA	\$216,140	Executive Di	\$66,200	<b>\$63,472</b>	2023
<a href="#">Chippewa County Historical Society</a>	MN	\$215,141	Executive Di	\$39,640	<b>\$36,578</b>	2024
<a href="#">Kankakee County Historical Society</a>	IL	\$227,254	Executive Dir.	\$50,594	<b>\$46,450</b>	2024
<a href="#">James Whites Fort</a>	TN	\$210,761	Trustee	\$33,715	<b>\$33,095</b>	2024
<a href="#">Berea Historical Society</a>	OH	\$230,863	Key Employee	\$9,894	<b>\$9,786</b>	2024
<a href="#">Washington County Historical</a>	MD	\$231,361	Executive Di	\$30,601	<b>\$26,717</b>	2024
<a href="#">Wellesley Historical Society Inc</a>	MA	\$209,961	Executive Director	\$56,154	<b>\$48,516</b>	2023
<a href="#">Napa County Historical Society</a>	CA	\$209,695	Executive Dir	\$80,000	<b>\$62,849</b>	2025
<a href="#">Geneva Historical Society</a>	IL	\$233,566	Executive Dir.	\$74,888	<b>\$68,755</b>	2024
<a href="#">Harrisonburg-rockingham Historical</a>	VA	\$234,085	Executive Director	\$65,025	<b>\$58,632</b>	2024
<a href="#">Edisto Historical Preservation</a>	SC	\$206,694	Director	\$63,000	<b>\$61,378</b>	2024
<a href="#">Milton Historical Society</a>	WI	\$235,066	Executive Director	\$43,160	<b>\$43,337</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Historic Preservation Trust Of</a>	PA	\$235,874	Director	\$1,380	<b>\$1,323</b>	2023
<a href="#">Shaker Historical Society</a>	OH	\$204,842	Executive Di	\$62,344	<b>\$61,665</b>	2024
<a href="#">Garfield Heritage Society</a>	IL	\$236,787	Executive Director	\$3,338	<b>\$3,065</b>	2024
<a href="#">Crawford County Historical Society</a>	PA	\$239,650	Executive Director	\$35,907	<b>\$34,428</b>	2023
<a href="#">Lowell Area Historical Museum</a>	MI	\$201,437	Executive Director	\$38,103	<b>\$36,728</b>	2024
<a href="#">Historic Huntsville Foundation Inc</a>	AL	\$200,653	Executive Director	\$61,279	<b>\$63,650</b>	2023
<a href="#">Cortland County Historical Society Inc</a>	NY	\$200,438	Director	\$58,500	<b>\$49,366</b>	2024
<a href="#">Lelooska Foundation</a>	WA	\$241,645	President	\$12,253	<b>\$10,245</b>	2024
<a href="#">Colonial Pennsylvania Farmstead</a>	PA	\$244,925	Vice President	\$1,841	<b>\$1,765</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WY 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 WY 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** 88 organizations. Compensation range \$1,323–\$147,427; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$220,679); for reference, expenses \$187,043 and assets \$951,654.

**ROLE MATCH** Leslie Slater-wilson, reported title "*GENERAL MANAGER*", benchmarked as Executive Director / CEO. The title maps directly to this 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	2 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	22 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	18 <sup>th</sup>
Reportable pay only (column D), adjusted	23 <sup>rd</sup>
All sources (D + E + F), adjusted	20 <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 (Leslie Slater-wilson) 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 88 similarly situated organizations (Same NTEE sector (A82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,488 is reasonable (approximately the 22<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.