

Southern California Association Of

Executive Director / CEO

EIN 831068250
 CA · NTEE J40
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Richard G Harris, Executive Director / CEO** (\$81,692) against **every comparable organization** that fit the selection criteria — **164** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79th** percentile of comparable organizations within the typical range

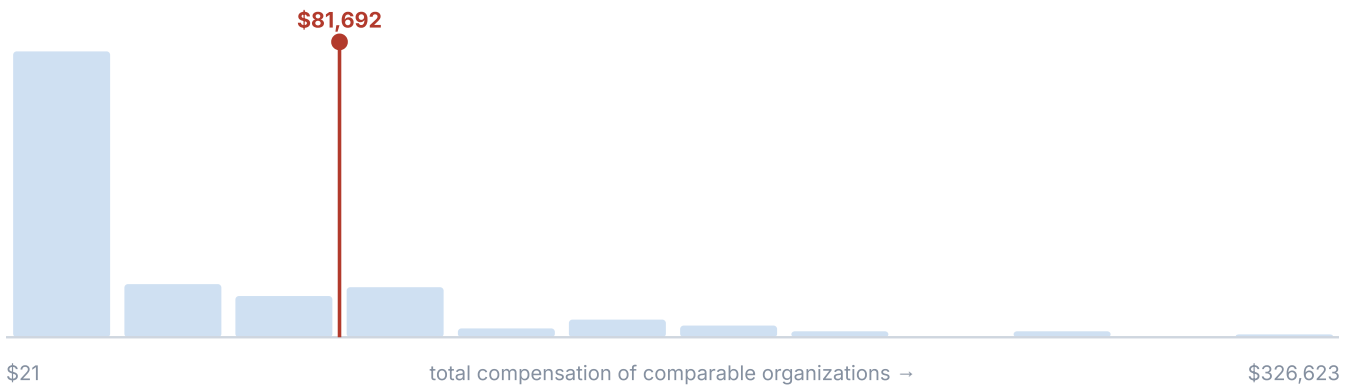
Benchmarked executive: Richard G Harris — reported title “CFO”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

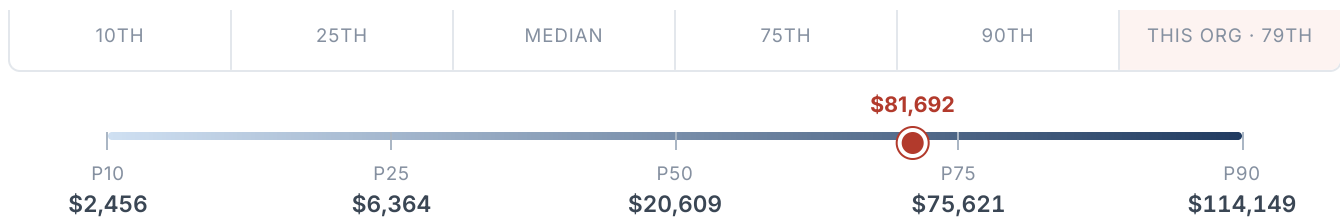
SECTOR	Organizations sharing the subject's NTEE classification (J40).
BUDGET	Total revenue between \$225,869 and \$505,677 — 0.67x to 1.50x the subject's \$337,118 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J40), nationwide + budget 0.67–1.5x revenue.

164 organizations qualified on sector, size, and geography → **164** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,456	\$6,364	\$20,609	\$75,621	\$114,149	\$81,692
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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
United Brotherhood Of Carpenters &	TN	\$337,605	President	\$440	\$522	2025
American Postal Workers Union 2577	NY	\$337,706	President	\$56,967	\$59,614	2024
Tucson Police Officers Association	AZ	\$335,622	President	\$3,750	\$4,300	2023
Nurse Alliance Of Seiu California	CA	\$335,501	Executive Dir.	\$326,623	\$326,623	2024
Union Independiente De Empleados Telefonicos De P R Inc	PR	\$338,842	Metro Rep	\$20,877	\$20,877	2024
Milwaukee Deputy Sheriffs' Association	WI	\$335,311	President	\$2,500	\$3,113	2023
Neank	RI	\$334,575	President	\$2,182	\$2,361	2025
International Association Of Fire	AZ	\$333,991	President	\$12,000	\$13,365	2024
Retail Wholesale Dc Ufcw	MI	\$340,811	President (P	\$70,293	\$86,505	2023
Kenosha Education Association	WI	\$332,371	Executive Director	\$146,889	\$182,903	2023
International Association Of	WA	\$330,334	President	\$24,391	\$25,289	2024
Jewish Labor Committee	NY	\$344,292	Executive Director	\$75,000	\$80,803	2023
Suffolk County Probation Officers Association Inc	NY	\$329,489	President	\$6,600	\$6,907	2024
International Association Of Heat &	NY	\$328,995	Business Manager/secretary	\$71,505	\$74,828	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
International Association Of Sheet Metal Air Rail & Transportation	CA	\$328,349	President	\$12,989	\$12,989	2024
Brewster Teachers Association	NY	\$347,711	President	\$12,300	\$12,540	2025
National Association Of Transportation	NJ	\$323,670	President	\$20,000	\$20,680	2024
American Postal Workers Union	NC	\$323,454	President	\$24,593	\$30,297	2023
International Association Of Sheet Metal Air Rail & Transportation	NY	\$323,228	President	\$27,009	\$28,264	2024
City Of Madison Employees Assoc	WI	\$322,993	President	\$8,850	\$10,704	2024
Amalgamated Transit Union Local 22	MA	\$322,399	President	\$1,282	\$1,334	2024
Orange County Managers Association	CA	\$322,370	Executive Dir.	\$108,944	\$108,944	2024
International Association Of Firefighters - Local 732	RI	\$322,084	President	\$10,276	\$11,749	2023
Brotherhood Of Railroad Signalmen Local 119	NE	\$321,115	Financial Secretary	\$8,921	\$11,112	2024
81359 Local	NY	\$319,994	President	\$500	\$523	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 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 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	164 organizations. Compensation range \$21–\$326,623; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$337,118); for reference, expenses \$168,091 and assets \$826,724. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Richard G Harris, reported title "CFO", 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	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	79 th
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	76 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 (Richard G Harris) 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 164 similarly situated organizations (Same NTEE sector (J40), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$81,692 is reasonable (approximately the 79th 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.