

Colorado Smart Cities Alliance

Executive Director / CEO

EIN 831684342

CO · NTEE S20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tyler Svitak, Executive Director / CEO** (\$152,897) against **every comparable organization** that fit the selection criteria — **317** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

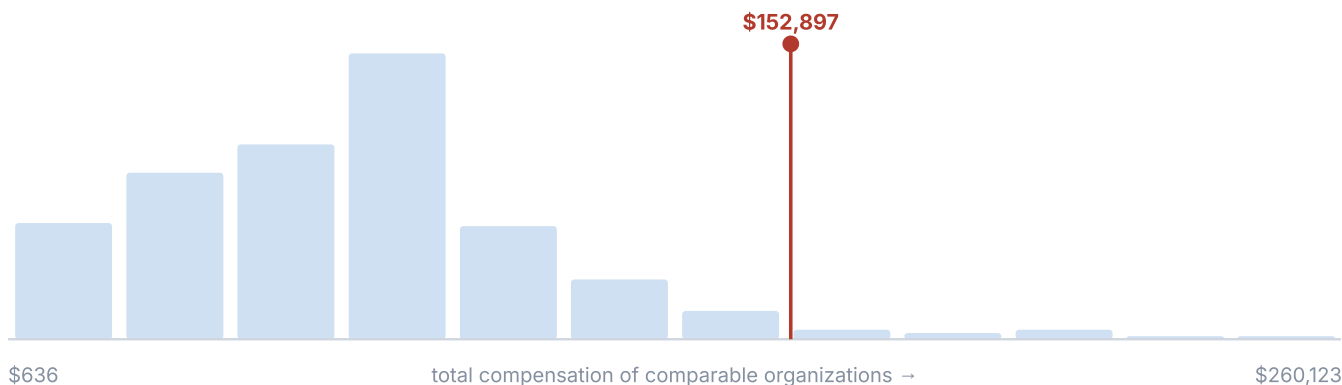
Benchmarked executive: Tyler Svitak — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$239,575 and \$536,362 — 0.67x to 1.50x the subject's \$357,575 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

317 organizations qualified on sector, size, and geography → **317** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,382	\$38,039	\$67,041	\$86,218	\$116,779	\$152,897
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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 CO 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
Virginia Park Community Investment Associates Inc	MI	\$357,592	President	\$3,600	\$3,875	2024
Conference Of Western Wayne	MI	\$357,625	Executive Director	\$124,206	\$133,699	2024
Beloit 2020 Corporation	WI	\$358,017	Ceo	\$48,000	\$52,279	2024
Core Services Group Inc	NY	\$357,047	Vp Of General Coun	\$108,776	\$105,536	2023
Southern Boulevard District	NY	\$358,177	Executive Di	\$82,308	\$75,566	2025
Main Street Of Sterling Inc	IL	\$358,284	Executive Di	\$76,850	\$78,793	2024
Austin African American Business Network Nfp	IL	\$356,485	President	\$55,916	\$59,023	2023
The Louisiana Center Against Poverty Inc	LA	\$356,129	Executive Director	\$55,530	\$65,652	2023
Disability Pride Philadelphia Inc	PA	\$359,480	Executive Di	\$13,500	\$13,678	2025
Columbus Organizing Project	OH	\$355,451	Lead Organizer	\$78,901	\$87,152	2024
Dimplez 4 Dayz Incorporated	PA	\$355,232	Executive Director	\$77,000	\$82,445	2023
Paradise Community Homes Inc	IN	\$360,807	Executive Di	\$4,167	\$4,583	2024
Kodiak Community Support Inc	AK	\$353,699	President 2023	\$35,789	\$35,683	2024
Positive Move Nfp	IL	\$361,896	Ceo	\$69,255	\$73,103	2023
Civic Results	CO	\$353,127	Former Principal	\$100,673	\$103,647	2023
Booc Inc	IL	\$352,023	Executive Director	\$94,576	\$96,967	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Spencer Main Street Company	IA	\$363,357	Director	\$56,680	\$63,054	2025
Greater Louisville Foundation Inc	KY	\$363,497	President/ceo	\$33,738	\$37,801	2024
Jackson Hill Main Street Management Corporation	NJ	\$363,560	Executive Director	\$57,750	\$55,361	2023
Ferguson Road Initiative	TX	\$363,705	Executive Director	\$52,885	\$55,170	2024
Pike Township Educational Foundation	IN	\$351,107	Executive Dir.	\$38,608	\$41,366	2025
Rockdale Coalition For Children & Families Inc	GA	\$364,279	Executive Director	\$82,862	\$84,650	2025
Main Street Martinez Inc DbA	CA	\$365,098	Executive Dir.	\$110,907	\$99,875	2024
Makers Collective	SC	\$349,248	Executive Dir.	\$20,400	\$22,195	2024
Midtown Greenway Coalition	MN	\$349,180	Executive Director	\$76,641	\$78,978	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	317 organizations. Compensation range \$636–\$260,123; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$357,575); for reference, expenses \$403,524 and assets \$117,163.
ROLE MATCH	Tyler Svitak, reported title " <i>EXECUTIVE DIRECTOR</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 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	97 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	93 rd

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 (Tyler Svitak) 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 317 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$152,897 is reasonable (approximately the 97th 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.