

# Order Of The Engineer Inc

Executive Director / CEO

EIN 860914014  
 AZ · NTEE S41  
 FY ending 2024-09-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Paula Ostaff, Executive Director / CEO** (\$73,650) against **every comparable organization** that fit the selection criteria — **456** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57<sup>th</sup>** percentile of comparable organizations within the typical range

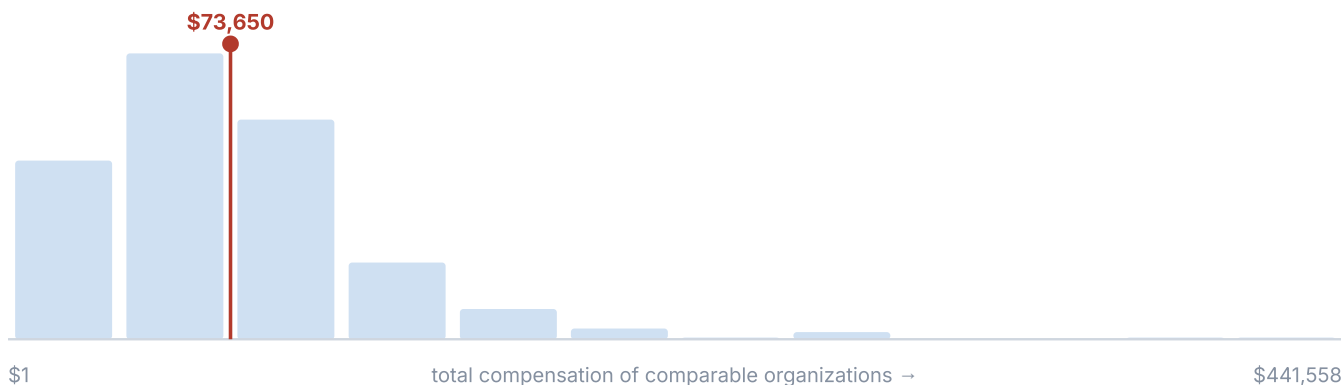
**Benchmarked executive:** Paula Ostaff — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$151,147 and \$338,391 — 0.67x to 1.50x the subject's \$225,594 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

**456** organizations qualified on sector, size, and geography → **456** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,775	\$41,566	\$66,820	\$93,979	\$132,142	\$73,650
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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 AZ 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="#">Lamoille Economic Development Corp</a>	VT	\$225,726	Executive Director	\$95,000	<b>\$96,862</b>	2025
<a href="#">United Vegetable Growers Cooperative</a>	CA	\$225,143	Ceo	\$250,000	<b>\$224,467</b>	2024
<a href="#">North Carolina Motorsports</a>	NC	\$226,226	Executive Di	\$60,000	<b>\$64,463</b>	2024
<a href="#">German American Business Assoc Of Calif</a>	CA	\$226,244	Executive Director	\$48,692	<b>\$43,719</b>	2024
<a href="#">Nevada Petroleum Marketers &amp;</a>	UT	\$224,761	State Execut	\$80,285	<b>\$85,440</b>	2024
<a href="#">Misquamicut Business Association</a>	RI	\$226,497	Executive Di	\$56,300	<b>\$56,133</b>	2024
<a href="#">Denver Petroleum Club Inc</a>	CO	\$224,516	Executive Director	\$90,000	<b>\$89,734</b>	2024
<a href="#">Shoreline Chamber Of Commerce</a>	CT	\$226,889	President	\$72,500	<b>\$70,682</b>	2024
<a href="#">Welding Research Council Inc</a>	OH	\$224,007	Secretary	\$25,000	<b>\$28,345</b>	2023
<a href="#">Western Medical Center</a>	CA	\$223,931	Chief Of Staff	\$60,000	<b>\$55,463</b>	2023
<a href="#">New Mexico Independent Power Producers</a>	AZ	\$227,260	Director	\$182,733	<b>\$182,733</b>	2024
<a href="#">Creative Enterprise Zone</a>	MN	\$223,848	Executive Di	\$91,528	<b>\$94,039</b>	2024
<a href="#">Fine Chocolate Industry Association</a>	WA	\$227,361	Executive Dir.	\$56,667	<b>\$54,312</b>	2023
<a href="#">Icti C A R E Foundation Inc</a>	NY	\$223,734	Bookkeeper	\$132,215	<b>\$124,228</b>	2024
<a href="#">Blair Chiropractic Membership</a>	AL	\$223,589	Executive Director	\$66,824	<b>\$75,066</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Veterinary Specialty Practice Alliance Inc</a>	OH	\$223,460	Executive Director	\$62,400	<b>\$68,722</b>	2024
<a href="#">Development Partner Institute Inc</a>	IL	\$227,747	Executive Di	\$102,073	<b>\$104,344</b>	2024
<a href="#">Orange Chamber Of Commerce</a>	TX	\$227,908	President & Ceo	\$77,218	<b>\$80,316</b>	2024
<a href="#">Next Generation In Trucking Association</a>	KY	\$223,098	President	\$141,413	<b>\$162,643</b>	2023
<a href="#">Airport Gateway Business Association</a>	WI	\$228,260	Executive Dir.	\$105,325	<b>\$114,375</b>	2024
<a href="#">The Lower Niagara River Region Chamber</a>	NY	\$222,922	Past President	\$82,458	<b>\$77,477</b>	2024
<a href="#">Nw High Performance</a>	OR	\$222,514	Executive Dir.	\$134,514	<b>\$133,725</b>	2023
<a href="#">Main Street Texarkana</a>	TX	\$229,139	Executive Dir.	\$60,320	<b>\$62,740</b>	2024
<a href="#">Rogue Valley Vintners</a>	OR	\$222,028	Executive Director	\$80,500	<b>\$80,028</b>	2023
<a href="#">Metropolitan Memphis Hotel &amp;</a>	TN	\$229,231	President	\$165,000	<b>\$180,341</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 456 organizations. Compensation range \$1–\$441,558; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$225,594); for reference, expenses \$171,016 and assets \$752,286.

ROLE MATCH	Paula Ostaff, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	57 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	59 <sup>th</sup>
Reportable pay only (column D), adjusted	58 <sup>th</sup>
All sources (D + E + F), adjusted	53 <sup>rd</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 (Paula Ostaff) 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 456 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,650 is reasonable (approximately the 57<sup>th</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.