

Sacramento Valley Manufacturing Alliance

Executive Director / CEO

EIN 861596027

CA · NTEE J20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dean Peckham, Executive Director / CEO** (\$93,600) against **every comparable organization** that fit the selection criteria — **54** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

Benchmarked executive: Dean Peckham — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J20).
BUDGET	Total revenue between \$130,881 and \$293,017 — 0.67x to 1.50x the subject's \$195,345 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

54 organizations qualified on sector, size, and geography → **54** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$30,634	\$46,135	\$71,877	\$99,395	\$118,182	\$93,600
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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
Georgia Job Tips Inc	GA	\$195,653	Ceo	\$43,839	\$51,047	2024
Tompkins County Workers Center Inc	NY	\$192,855	Coordinator	\$51,729	\$55,732	2023
Utah Job Opportunities Foundation	UT	\$191,026	President &	\$48,163	\$58,772	2023
Dress For Success Greater Chicago	IL	\$189,646	Executive Dir.	\$37,639	\$42,853	2024
Texas Municipal Police	TX	\$188,769	Executive Director	\$26,952	\$31,222	2024
The Exeter Group Ltd	IL	\$204,072	President	\$60,745	\$71,202	2023
Workfaith Birmingham	AL	\$204,207	Executive Director	\$99,534	\$128,206	2023
Crossroads Jobs Inc	VA	\$204,276	Executive Director	\$33,105	\$37,017	2024
Greenforce Training Inc	NY	\$186,411	President	\$115,131	\$120,481	2024
Southeast Asian Refugee Community Home	MN	\$204,321	Executive Director	\$89,960	\$105,982	2023
Dress For Success River Cities Inc	WV	\$205,064	Executive Director	\$42,461	\$53,242	2024
Foundation For Pops	MI	\$207,371	Executive Director	\$69,759	\$83,385	2024
Central Community Development Corp	DC	\$180,869	Vice Chair And Executive Director	\$32,083	\$32,604	2024
Supply Chain Oki	OH	\$210,740	President	\$66,609	\$81,701	2024
May Coalition Inc	NC	\$212,566	Executive Director	\$86,063	\$106,025	2023
Dominico American Society Of Queens Inc	NY	\$177,807	Executive Director	\$3,000	\$3,233	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
21st Century Workforce Development	LA	\$216,599	Executive Director/treasurer	\$70,050	\$89,328	2024
Dress For Success Reno-	NV	\$216,901	Executive Di	\$59,333	\$70,910	2023
Celebrate Edu	CO	\$216,976	Officer - Ceo	\$90,000	\$102,892	2023
Dress For Success Boise Inc	ID	\$217,462	Executive Director	\$62,100	\$78,763	2023
Northeast Pennsylvania Manufacturers And	PA	\$221,987	Exec Director	\$72,610	\$86,332	2023
Tle Center For Urban	MA	\$227,568	Executive Di	\$26,783	\$27,872	2024
Southeastern Efforts Developing	NC	\$160,545	Chair	\$54,750	\$65,514	2024
Utah Women In The Trades	UT	\$233,963	Executive Director	\$47,820	\$56,679	2024
Assisted Employment Services Inc	FL	\$234,395	President	\$72,897	\$79,306	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 54 organizations. Compensation range \$3,233–\$646,161; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$195,345); for reference, expenses \$227,880 and assets \$122,833.

ROLE MATCH Dean Peckham, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	5 peers 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	70 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	63 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 (Dean Peckham) 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 54 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$93,600 is reasonable (approximately the 70th 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.