

National Utility Contractors Assoc Of Las Vegas

Executive Director / CEO

EIN **880494026**
 NV · NTEE S034
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Herminia Jones, Executive Director / CEO** (\$11,500) against **every comparable organization** that fit the selection criteria — **885** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

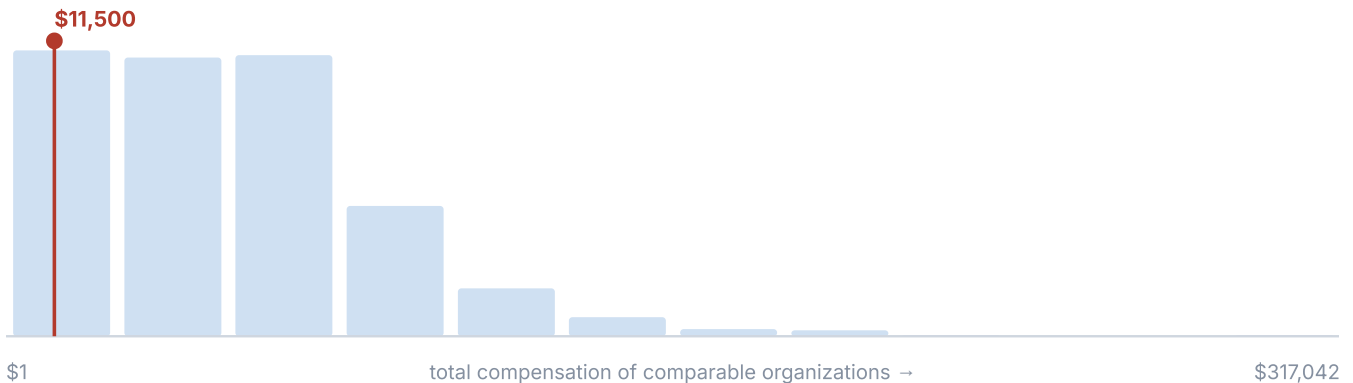
Benchmarked executive: Herminia Jones — reported title “Administrator”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S034).
BUDGET	Total revenue between \$110,335 and \$247,020 — 0.67x to 1.50x the subject's \$164,680 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

885 organizations qualified on sector, size, and geography → **885** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,765 10TH	\$23,925 25TH	\$49,372 MEDIAN	\$73,322 75TH	\$97,529 90TH	\$11,500 THIS ORG · 13TH
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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 NV 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
Nickel City Foundation Inc	NY	\$164,595	Board Member	\$10,220	\$8,949	2024
Downtown Natchez Alliance	MS	\$164,494	Executive Director	\$39,587	\$42,723	2024
Ofs Holdings Inc	WI	\$164,415	Executive Director (Thru 04/24)	\$22,790	\$23,063	2024
Willow Apts Group Home Inc	KY	\$164,382	Director	\$56,355	\$60,403	2023
Pac Holding Inc	MO	\$165,000	President	\$62,199	\$65,722	2023
Cambridge Main Street Inc	MD	\$164,326	Executive Di	\$65,371	\$60,971	2023
Gifford Workforce Llc	MA	\$164,221	President	\$11,821	\$10,597	2023
Vermillion Cultural Association	SD	\$164,175	Executive Director	\$34,002	\$36,362	2024
Forward Brunswick Inc	GA	\$164,154	Executive Director	\$80,500	\$78,433	2024
Mendocino Winegrowers Inc	CA	\$164,067	Executive Director	\$56,909	\$47,618	2024
Louisa County Chamber Of Commerce	VA	\$165,743	Executive Director	\$53,003	\$51,056	2023
Cathedral District-jax Inc	FL	\$165,794	Ceo/presiden	\$93,675	\$85,273	2024
Literacy Council Of Southwestern Pa	PA	\$165,913	Executive Di	\$70,700	\$68,320	2024
Chittenden County Senior Citizens Alliance Inc	VT	\$163,408	Executive Director	\$47,840	\$46,659	2024
Mount Sinai Med Office Buildii Inc	FL	\$163,279	President/ceo	\$77,682	\$70,714	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Texas Alternative Investments Association Inc	TX	\$163,149	Secretary	\$10,661	\$10,334	2024
Manasota Air Conditioning Contractors	FL	\$163,127	Secretary, Treasurer	\$6,766	\$6,341	2023
Decoursey Properties	TX	\$166,306	President & Ceo	\$47,205	\$47,108	2023
Cahec Building Corporation	NC	\$166,344	Assistant Secretary	\$59,714	\$59,788	2024
Into The Field	OH	\$166,593	President Executive Director	\$3,500	\$3,593	2024
Greater East Dallas Chamber Of Commerce	TX	\$162,675	Executive Staff	\$39,900	\$39,818	2023
Abayomi Community Development	MI	\$162,260	Director	\$60,000	\$60,011	2024
Richfield Tourism Promotion Board Inc	MN	\$162,171	Executive Director	\$56,500	\$54,098	2024
Texas Organization Of Residential Care Homes	TX	\$167,246	Secretary	\$61,962	\$60,060	2024
Grundy Livingston Kankakee	IL	\$162,110	Executive Di	\$74,849	\$71,305	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NV cost of living and 2023 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 NV 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 **885** organizations. Compensation range \$1–\$317,042; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$164,680); for reference, expenses \$142,715 and assets \$211,754.

ROLE MATCH	Herminia Jones, reported title " <i>Administrator</i> ", 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	145 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	21 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	13 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	10 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 (Herminia Jones) 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 885 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,500 is reasonable (approximately the 13th 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.