

# Metropolitan Electrical Contractors

Executive Director / CEO

EIN 921332279  
 NY · NTEE J03  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Diane Cafiero, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **444** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 21<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Diane Cafiero — reported title “Treasurer”, 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 (J03).
BUDGET	Total revenue between \$247,820 and \$554,821 — 0.67x to 1.50x the subject's \$369,881 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

**444** organizations qualified on sector, size, and geography → **444** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,249	\$23,923	\$63,156	\$94,549	\$133,081	\$20,000
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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 NY 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="#">Urban Bridges</a>	OH	\$371,517	President	\$28,800	<b>\$33,757</b>	2023
<a href="#">United Union Of Roofers 42 Rdwa</a>	OH	\$371,848	Business Man	\$76,305	<b>\$86,872</b>	2024
<a href="#">Margate Business Association Inc</a>	NJ	\$367,350	Executive Director	\$76,667	<b>\$73,578</b>	2024
<a href="#">Diversity Cyber Council Inc</a>	GA	\$367,282	President	\$37,500	<b>\$41,727</b>	2023
<a href="#">Bowling Green State University</a>	OH	\$367,156	President	\$8,400	<b>\$9,846</b>	2023
<a href="#">New Mexico Caregivers Coalition</a>	NM	\$367,110	President & Ceo/secretary	\$94,144	<b>\$108,841</b>	2024
<a href="#">Jefferson County Education</a>	CO	\$372,786	President	\$141,132	<b>\$145,465</b>	2024
<a href="#">Classified Employees</a>	AK	\$366,877	President	\$95,791	<b>\$98,441</b>	2024
<a href="#">We Grow Dreams Inc</a>	IL	\$366,585	Executive Director	\$30,000	<b>\$31,702</b>	2024
<a href="#">International Brotherhood Of Electrical Workers</a>	FL	\$373,358	Director	\$83,157	<b>\$81,806</b>	2025
<a href="#">Cincy Hat Foundation Inc</a>	OH	\$373,895	Vice President	\$32,295	<b>\$36,767</b>	2024
<a href="#">Forest Lake Education Association</a>	MN	\$365,436	President	\$5,300	<b>\$5,629</b>	2024
<a href="#">Action Research Collaborative Inc</a>	NY	\$365,415	Treasurer	\$9,500	<b>\$9,500</b>	2023
<a href="#">Ohio Valley And Southern States Laborers</a>	OH	\$374,527	Director	\$63,633	<b>\$72,445</b>	2024
<a href="#">Compassion Cafe</a>	NJ	\$364,157	Trustee	\$19,464	<b>\$18,680</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">American Federation Of Teachers</a>	NJ	\$363,650	President	\$28,880	<b>\$27,002</b>	2025
<a href="#">Tri-isle Personal Care Inc</a>	HI	\$363,365	Frm Executive Director	\$51,808	<b>\$49,859</b>	2024
<a href="#">Seminole County Professional</a>	FL	\$363,301	President	\$18,000	<b>\$18,713</b>	2023
<a href="#">Northeast Florida Local Apwu</a>	FL	\$362,310	President	\$82,120	<b>\$85,373</b>	2023
<a href="#">United Plant &amp; Production Workers</a>	NY	\$361,646	President	\$242,494	<b>\$235,537</b>	2024
<a href="#">Heartfelt Tidbits Inc</a>	OH	\$378,304	Executive Di	\$80,500	<b>\$91,648</b>	2024
<a href="#">Connecticut Federation Of School</a>	CT	\$378,502	Co-president	\$75,000	<b>\$77,821</b>	2023
<a href="#">Rural Engagement And Vitality Center</a>	OR	\$378,542	Executive Director	\$92,900	<b>\$92,734</b>	2024
<a href="#">Urban Ed Inc</a>	DC	\$379,011	President	\$106,855	<b>\$100,791</b>	2024
<a href="#">Operating Engineers National Charity</a>	DC	\$379,161	President	\$181,109	<b>\$170,832</b>	2024

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

## ■ Sample, role match & sensitivity

**PEER COUNT** 444 organizations. Compensation range \$19–\$599,754; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$369,881); for reference, expenses \$95,136 and assets \$274,745. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Diane Cafiero, reported title "*Treasurer*", 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** 57 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 10 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	21 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	21 <sup>st</sup>
Reportable pay only (column D), adjusted	31 <sup>st</sup>
All sources (D + E + F), adjusted	20 <sup>th</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 (Diane Cafiero) 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 444 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 21<sup>st</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.