

Climate Jobs Massachusetts Action Fund

Executive Director / CEO

EIN 923256337
 MA · NTEE J01
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Ryan Murphy, Executive Director / CEO** (\$129,810) against **every comparable organization** that fit the selection criteria — **366** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Ryan Murphy — 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 (J01).
BUDGET	Total revenue between \$164,086 and \$367,357 — 0.67x to 1.50x the subject's \$244,905 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

366 organizations qualified on sector, size, and geography → **366** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,745	\$12,158	\$43,145	\$77,590	\$104,267	\$129,810
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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 MA 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
West Central Ohio Manufacturing	OH	\$244,260	Managing Director	\$56,700	\$66,829	2024
American Federation Of Teachers	MN	\$244,040	President	\$82,437	\$88,311	2025
Intl Brotherhood Of Boilermaker Mppb	CA	\$243,849	President	\$7,598	\$7,301	2024
United Core Alliance	CA	\$243,448	President & Ceo	\$25,750	\$24,744	2024
Smith Steel Workers' Directly Affiliated	WI	\$246,381	Trustee	\$26,540	\$30,845	2024
Brass City Local Ccap Inc	CT	\$243,248	President	\$11,811	\$12,688	2023
Seeing Hand Association Inc	WV	\$246,772	Executive Di	\$65,039	\$80,680	2023
International Association Of Sheet Metal Air Rail & Transportation 0023td	CA	\$243,029	President	\$5,696	\$5,473	2024
Protective Service Officers United	MD	\$242,695	President	\$18,969	\$19,735	2024
Essex County Correctional Officers	MA	\$247,319	President	\$3,250	\$3,250	2024
International Association Of Machinists & Aerospace Workers	IL	\$242,334	President	\$4,650	\$5,087	2024
Local No 1560 Amalgamated Transit Union	LA	\$242,327	President	\$22,245	\$27,258	2024
American Postal Workers Union	PA	\$242,172	President	\$7,250	\$8,046	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Local Union 1483 Of The International	NE	\$247,702	President	\$11,758	\$14,489	2023
Cheektowaga Central Teachers Association Benefit Trust	NY	\$247,737	Fund Advisor	\$3,500	\$3,429	2025
Sheet Metal Morkers Local 202	MO	\$247,758	President/business Mgr	\$65,082	\$78,974	2023
Oregon Acte Inc	OR	\$242,007	Executive Director	\$40,500	\$43,090	2023
American Postal Workers Union II	IL	\$247,856	President	\$11,686	\$12,785	2024
Employment Service Consultants Inc	CA	\$241,439	President & Ceo	\$70,470	\$69,716	2023
Brotherhood Of Railroad Signalmen	NM	\$241,426	President	\$2,426	\$2,990	2023
Local Union No 900 Iatse And	AL	\$248,404	President	\$252	\$303	2024
Shreveport Professional Firefighters	LA	\$241,319	President	\$12,600	\$15,440	2024
Minnesota Africans United	MN	\$248,785	Ceo	\$95,762	\$108,410	2023
Real-life Works Incorporated	NC	\$240,617	Executive Director	\$40,000	\$47,352	2023
Working For Women Inc	NY	\$249,225	Ceo	\$100,000	\$103,528	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	366 organizations. Compensation range \$20–\$620,912; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$244,905); for reference, expenses \$266,478 and assets \$177,805.
ROLE MATCH	Ryan Murphy, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	95 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	92 nd

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 (Ryan Murphy) 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 366 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$129,810 is reasonable (approximately the 95th 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.