

3250 Sacramento Housing Inc

Executive Director / CEO

EIN 943266005

CA · NTEE L21

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Dan Sawislak, Executive Director / CEO** (\$47,732) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

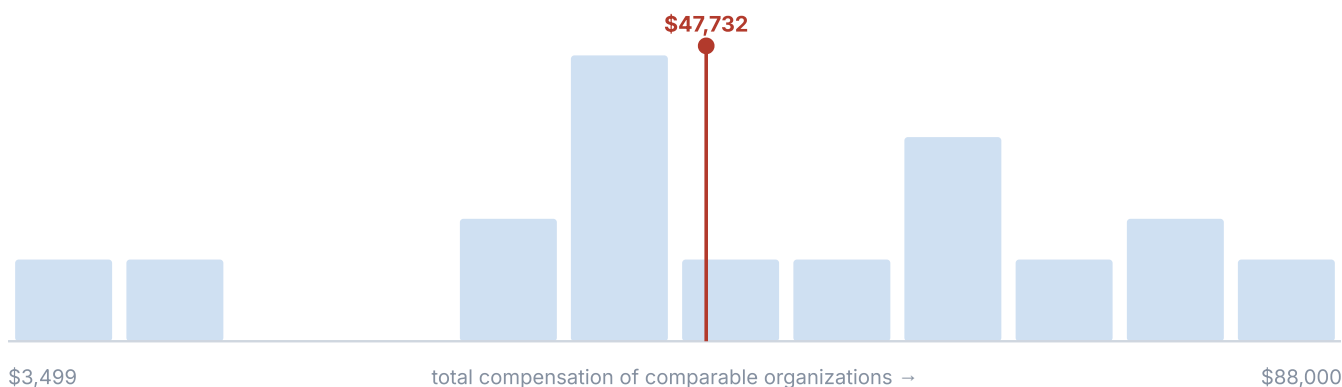
Benchmarked executive: Dan Sawislak — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

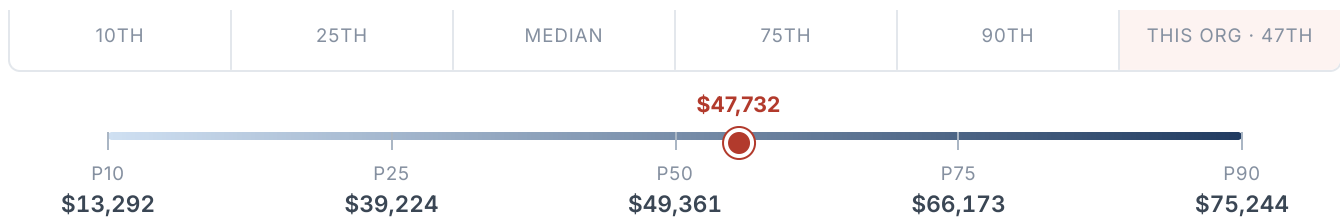
SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$265,621 and \$594,675 — 0.67x to 1.50x the subject's \$396,450 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21) + CA + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,292	\$39,224	\$49,361	\$66,173	\$75,244	\$47,732
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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
Lane Manor Rhf Housing Inc	CA	\$411,152	President/ceo	\$68,128	\$66,173	2024
Pagedale Rhf Housing Inc	CA	\$412,108	President/ceo	\$76,739	\$72,616	2025
Regency Apartments Rhf Housing Inc	CA	\$380,268	President/ceo	\$76,739	\$74,537	2024
Decro Epsilon Corporation	CA	\$379,614	Chief Executive Officer	\$6,300	\$6,300	2023
Uc Independent Inc	CA	\$374,336	President	\$43,669	\$43,669	2023
Manteca Senior Housing Corporation	CA	\$363,382	President	\$43,669	\$43,669	2023
Gardella Plaza Inc	CA	\$361,384	President	\$43,669	\$43,669	2023
Villa San Pedro Hdc Inc	CA	\$432,245	President	\$69,198	\$67,213	2024
The Salvation Army Colorado Springs Residences Ii	CA	\$358,927	President	\$32,694	\$32,694	2023
Central Valley Senior Housing	CA	\$357,980	President	\$43,669	\$43,669	2023
The Salvation Army Missoula Residences Inc	CA	\$350,630	President	\$32,694	\$32,694	2023
Lucian Manor Affordable Housing Inc	CA	\$447,045	President/ceo	\$12,716	\$12,716	2023
Drachma Housing Inc	CA	\$344,278	Ceo	\$47,732	\$47,732	2023
Los Robles Apartments Inc	CA	\$319,840	Secretary	\$52,496	\$50,990	2024
Culver City Rotary Plaza Inc	CA	\$315,455	President/ceo	\$68,128	\$66,173	2024
Dublin Transit Eah Inc	CA	\$478,483	President	\$32,623	\$31,687	2024
Abbey Rhf Housing Inc	CA	\$483,873	President/ceo	\$68,128	\$66,173	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nhdc Hampton Court Apartments Inc	CA	\$487,216	President	\$13,750	\$13,356	2024
Lupine Housing Inc	CA	\$279,929	Executive Dir.	\$3,602	\$3,499	2024
Dr Lynch Foundation	CA	\$518,707	Director	\$61,321	\$58,026	2025
Salishan Senior Housing	CA	\$523,681	Chief Executive Officer	\$40,383	\$39,224	2024
Samchai	CA	\$528,714	President	\$58,718	\$58,718	2023
Saratoga Court Inc	CA	\$529,419	Cfo / Assistant Secretary	\$77,467	\$75,244	2024
Rio Hondo Community Development	CA	\$533,925	Executive Director	\$40,178	\$40,178	2023
Intercontinental Affordable Housing Inc	CA	\$534,980	President	\$90,000	\$87,418	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 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 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	30 organizations. Compensation range \$3,499–\$88,000; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$396,450); for reference, expenses \$564,102 and assets \$2,319,981. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Dan Sawislak, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	47 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	33 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 (Dan Sawislak) 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 30 similarly situated organizations (Same NTEE sector (L21) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,732 is reasonable (approximately the 47th 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.