

Lake Pillsbury Properties

Executive Director / CEO

EIN 952773254
 CA · NTEE W80
 FY ending 2025-07-31
 June 9, 2026

This analysis benchmarks the total compensation of **Michael Ullom, Executive Director / CEO** (\$31,276) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

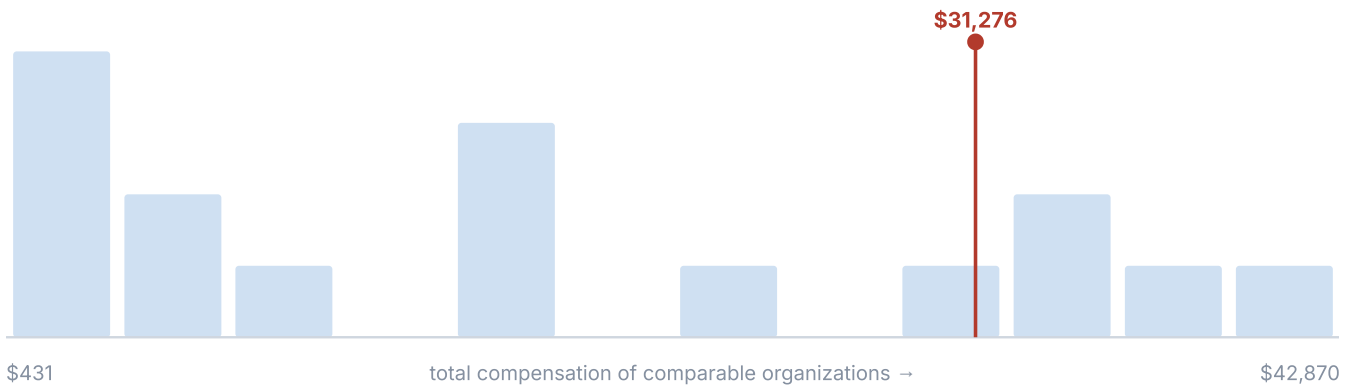
Benchmarked executive: Michael Ullom — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (W80).
- BUDGET** Total revenue between \$118,845 and \$266,073 — 0.67x to 1.50x the subject's \$177,382 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (W80), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,925	\$3,759	\$15,520	\$30,268	\$37,098	\$31,276
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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
Brady County Water District	MT	\$162,462	Secretary / Treasurer	\$12,003	\$15,381	2024
Pine Hill Water System Inc	LA	\$161,605	Secretary	\$11,963	\$15,659	2024
The Niwot Ditch Company	CO	\$207,506	Secretary	\$2,500	\$3,054	2022
White Oak Shores Sewer Service Corporation	TX	\$147,166	Secretary/treasurer	\$7,770	\$9,240	2024
Mettler Valley Mutual Water Co Inc	CA	\$145,149	Secretary	\$16,838	\$17,794	2023
Marsha Water Supply Corporation	TX	\$212,265	President	\$32,435	\$38,568	2024
Sky Lakes Water Supply Corporation	TX	\$133,526	Treasurer	\$6,000	\$7,135	2024
Groom Creek Water Users Association	AZ	\$225,386	Officeoperations Mangr Past	\$37,500	\$42,870	2024
Prairie Village Water Trust	WI	\$231,474	Trustee	\$3,200	\$3,973	2024
Northwest Turfgrass Association	WA	\$232,382	Executive Director	\$32,515	\$35,627	2023
Trenton Water Users Cooperative	ND	\$235,707	President	\$2,390	\$3,117	2024
Southwest Wayne Water Assoc Inc	MS	\$238,996	President	\$325	\$431	2024
Los Tules Mutual Water Company	CA	\$239,926	Director	\$28,700	\$29,459	2024
Graham East Water Supply Corp	TX	\$241,562	Secretary	\$18,354	\$21,825	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lorena-lemon-burns Water Association	MS	\$254,198	President	\$600	\$795	2024
Ptda Foundation	IL	\$261,016	Executive Director	\$27,174	\$32,695	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2025 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 16 organizations. Compensation range \$431–\$42,870; filing years 2022–2024.

SIZE BASIS Matched on total revenue (\$177,382); for reference, expenses \$172,968 and assets \$508,822.

ROLE MATCH Michael Ullom, reported title "*DIRECTOR*", 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 1 peer 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	75th
Total compensation (D + F), as reported (no adjustments)	81st
Reportable pay only (column D), adjusted	81st
All sources (D + E + F), adjusted	75th

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 (Michael Ullom) 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 16 similarly situated organizations (Same NTEE sector (W80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,276 is reasonable (approximately the 75th 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.