

Fraternal Order Of Police

Executive Director / CEO

EIN 010701650

IL · NTEE M60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Scot Ward, Executive Director / CEO** (\$7,150) against **every comparable organization** that fit the selection criteria — **337** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

Benchmarked executive: Scot Ward — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M60).
BUDGET	Total revenue between \$282,878 and \$633,310 — 0.67x to 1.50x the subject's \$422,207 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

337 organizations qualified on sector, size, and geography → **337** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,122	\$3,784	\$15,135	\$60,000	\$92,824	\$7,150
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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 IL 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
Rebuilding Hope Inc	GA	\$421,993	Executive Director	\$55,858	\$57,129	2023
Little River Fire Department Inc	NC	\$422,636	Vice President	\$5,369	\$5,643	2023
Pulaski Tri County Fire Department	WI	\$421,774	Chief	\$17,726	\$18,830	2023
California Energy Alliance	CA	\$423,332	Executive Dir.	\$109,431	\$96,117	2023
The Saint James Fire Department Incorporated	NY	\$420,150	Treasurer	\$13,277	\$11,853	2024
Northeast First Aid Corps	PA	\$418,644	Administrator	\$76,455	\$75,328	2024
Community911 Training Inc	MA	\$418,434	President & Treasurer	\$48,166	\$44,026	2023
Sarpy County Safety Program Corporation	NE	\$418,354	Treasurer	\$6,000	\$6,564	2023
Franklin Township Fire Dept Inc	NC	\$418,018	Treasurer	\$4,800	\$5,045	2023
Creedmoor Volunteer Fire Department	NC	\$426,446	Assistant Fire Chief	\$8,400	\$8,828	2023
Merrick Volunteer Fire Department Inc	NY	\$417,894	Secretary	\$2,000	\$1,838	2023
Yall Squad Incorporated	KY	\$426,692	Director	\$13,654	\$14,921	2023
White Springs Fire Association Inc	NY	\$427,043	Treasurer	\$9,100	\$8,124	2024
Shoemakersville Fire Company No 1	PA	\$416,935	President	\$15,062	\$14,840	2024
Pittsford Volunteer Fire	NY	\$416,878	Chief	\$2,065	\$1,844	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Swedesburg Volunteer Fire Company	PA	\$427,580	Board Member	\$18,740	\$19,009	2023
Oakdale Fire Company Inc	CT	\$427,787	Asst Deputy	\$4,760	\$4,296	2025
Grace's Place Inc	MO	\$416,555	Executive Di	\$81,341	\$87,632	2023
National Poison Center Foundation	VA	\$428,984	President	\$3,928	\$3,651	2025
Somerton Volunteer Fire Company	OH	\$429,145	Chief	\$1,846	\$1,989	2023
Stroud Township Volunteer Fire	PA	\$429,485	Treasurer	\$2,400	\$2,364	2024
Bike Utah	UT	\$414,065	Co Exec. Dir	\$85,373	\$86,328	2024
North Mankato Firefighter's	MN	\$413,157	President	\$599	\$585	2024
Spring Valley Area Emergency Services Corp	WI	\$431,430	Fire Chief	\$4,000	\$4,127	2024
Western Salisbury Volunteer Fire Company	PA	\$432,068	Fire Chief	\$1,800	\$1,773	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 337 organizations. Compensation range \$8–\$301,196; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$422,207); for reference, expenses \$413,678 and assets \$377,832.

ROLE MATCH	Scot Ward, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 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	37 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	37 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 (Scot Ward) 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 337 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,150 is reasonable (approximately the 37th 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.