

Providence Permanent Firemen's

Executive Director / CEO

EIN 050277221
 RI · NTEE J32
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **Carl Richards, Executive Director / CEO** (\$73,712) against **every comparable organization** that fit the selection criteria — **201** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 81st percentile of comparable organizations

within the typical range

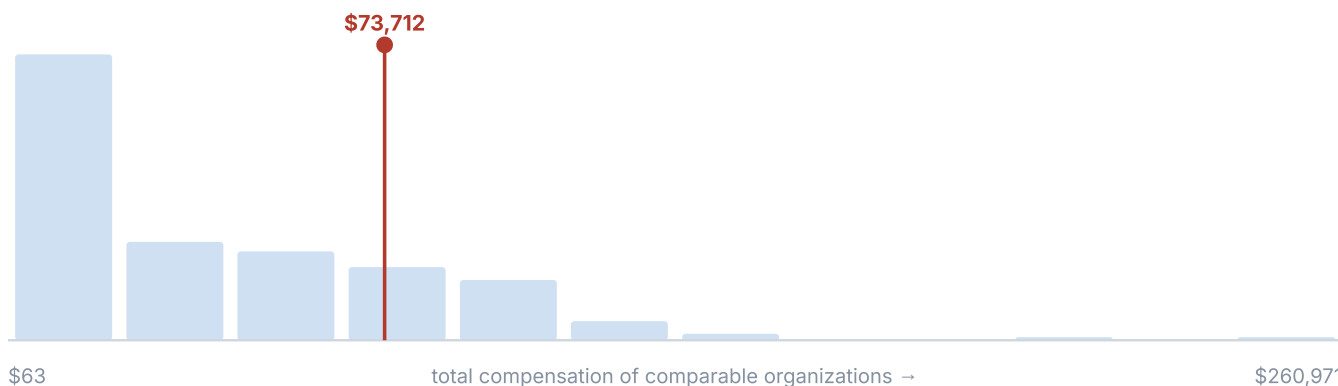
Benchmarked executive: Carl Richards — reported title "TREASURER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J32).
BUDGET	Total revenue between \$107,500 and \$240,672 — 0.67x to 1.50x the subject's \$160,448 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

201 organizations qualified on sector, size, and geography → **201** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$5,236	\$9,152	\$30,496	\$65,918	\$92,658	\$73,712
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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 RI 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
Southeastern Efforts Developing	NC	\$160,545	Chair	\$54,750	\$58,997	2024
The Steamfitting Industry Labor Management Cooperation Committee	NY	\$161,422	Executive Administrator	\$70,808	\$68,699	2023
Professional Personnel Of Van Dyke	MI	\$159,395	Negotiator Exec.board	\$6,502	\$6,818	2025
Lake Superior Community Ptnrshp Foundation	MI	\$157,791	Vice President	\$9,574	\$10,610	2023
Westchester & Putnam Plumbers & Steamfit	NY	\$157,388	Trustee	\$112,619	\$109,264	2023
Seiu Local 721 Training Trust Fund	CA	\$163,512	Trustee Chair	\$35,478	\$31,949	2024
United Brotherhood Of Carpenters	TN	\$157,157	President	\$363	\$388	2025
Independent Soft Drink Workers	OH	\$163,962	President	\$14,406	\$16,383	2023
Sheet Metal Workers Local No 3	NE	\$164,742	Financial Secretary	\$64,438	\$72,279	2024
North Carolina Employee Ownership Center	NC	\$165,426	Executive Director	\$20,328	\$21,905	2024
Sacramento County Administrative	CA	\$166,621	President	\$13,600	\$11,931	2025
Faculty Association Of Monmouth	NJ	\$166,674	President	\$6,000	\$5,442	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tranzed Apprenticeship Ventures Inc	MD	\$153,973	Chief Executive Officer	\$9,134	\$9,169	2023
Afge Tsa Local 1230	CA	\$167,733	President	\$5,006	\$4,508	2024
The Bridge Of Southern New Mexico	NM	\$152,069	Former Ceo	\$76,950	\$88,863	2023
Assoc Of Prof Police Officers	IL	\$151,134	President	\$5,865	\$6,191	2023
American Federation Of State County & Municipal Employees	IL	\$170,166	President	\$19,839	\$20,941	2023
Roger Williams University Faculty Association Inc	RI	\$170,551	President/negotiation Team	\$11,500	\$11,840	2023
Nsca Education Foundation	IA	\$170,678	Executive Director	\$21,088	\$24,080	2024
Family Promise Of Carteret County	NC	\$171,481	Director	\$60,000	\$66,564	2023
International Union East Moline U A W Building	IL	\$171,669	President	\$3,296	\$3,479	2023
San Mateo County Probation And Detention	CA	\$148,806	President	\$3,500	\$3,152	2024
Laborers Local 754	NY	\$148,769	Trustee	\$54,706	\$53,077	2023
Maxwell Foundation Inc	FL	\$148,466	President	\$10,400	\$10,189	2024
Goodwill Industries Of San Joaquin	CA	\$172,845	President/ceo	\$53,958	\$48,591	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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	201 organizations. Compensation range \$63–\$260,971; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$160,448); for reference, expenses \$192,692 and assets \$1,013,151.
ROLE MATCH	Carl Richards, reported title " <i>TREASURER</i> ", 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	31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	81 st
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	70 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 (Carl Richards) 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 201 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$73,712 is reasonable (approximately the 81st 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.