

# The North Stonington Volunteer Fire

Executive Director / CEO

EIN 066037708

CT · NTEE M24

FY ending 2023-06-30

June 13, 2026

This analysis benchmarks the total compensation of **Charles A Steinhart V, Executive Director / CEO** (\$10,769) against **every comparable organization** that fit the selection criteria — **193** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Charles A Steinhart V — reported title “CHIEF”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (M24).

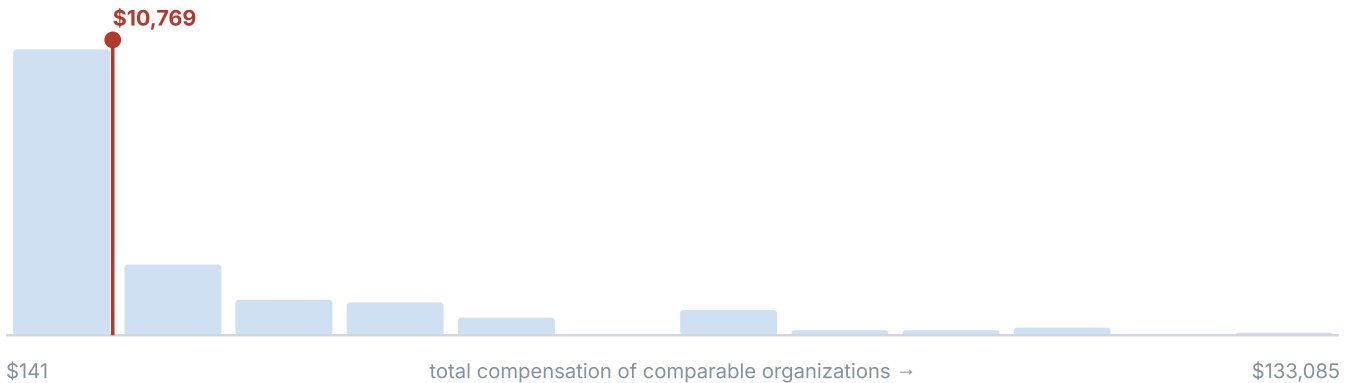
**BUDGET** Total revenue between \$310,242 and \$694,573 — 0.67x to 1.50x the subject's \$463,049 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (M24), nationwide + budget 0.67–1.5x revenue.

**193** organizations qualified on sector, size, and geography

→ **193** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$865	\$2,421	\$7,204	\$24,621	\$51,660	\$10,769
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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 CT 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
<a href="#">Parkton Fire And Rescue Inc</a>	NC	\$462,628	Fire Chief	\$5,760	<b>\$6,166</b>	2024
<a href="#">Central Alexander Fire Department</a>	NC	\$463,632	Chief/ex Off	\$24,845	<b>\$25,908</b>	2025
<a href="#">Stafford Fire Department Inc</a>	NY	\$464,010	Secretary	\$900	<b>\$842</b>	2024
<a href="#">Kohlsville Volunteer Fire Co</a>	WI	\$465,328	Chief	\$650	<b>\$703</b>	2024
<a href="#">Lamott Fire Company No 1</a>	PA	\$467,417	Trustee	\$2,126	<b>\$2,196</b>	2024
<a href="#">Humboldt Fire Department Inc</a>	SD	\$467,960	Chief	\$120	<b>\$141</b>	2023
<a href="#">Fire District 28 Inc</a>	NC	\$468,115	Chief	\$68,549	<b>\$73,375</b>	2024
<a href="#">Mansfield Hose Company</a>	PA	\$469,849	Treasurer	\$900	<b>\$957</b>	2023
<a href="#">Wicksburg Volunteer Fire &amp; Rescue</a>	AL	\$473,763	Chief	\$45,001	<b>\$50,364</b>	2024
<a href="#">Exeter Volunteer Fire Department #1 Inc</a>	RI	\$474,368	Chief	\$21,586	<b>\$21,443</b>	2024
<a href="#">Waseca Firefighter's Relief Association</a>	MN	\$476,221	President	\$275	<b>\$281</b>	2024
<a href="#">Lodi Volunteer Ambulance Rescue Squad Inc</a>	NJ	\$449,326	Secretary	\$6,200	<b>\$5,904</b>	2023
<a href="#">Wilderness Volunteer Fire Department Inc</a>	WV	\$448,811	Chairman	\$10,932	<b>\$12,624</b>	2023
<a href="#">Goodwill Fire Co No 1 Of York Twp</a>	PA	\$448,641	Co-treasurer	\$3,206	<b>\$3,312</b>	2024
<a href="#">Fire Adapted Colorado</a>	CO	\$477,857	Executive Director	\$67,284	<b>\$66,836</b>	2024
<a href="#">West Chester Volunteer Firemans</a>	PA	\$446,136	President	\$5,850	<b>\$6,043</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Cold Water Volunteer Fire Department</a>	NC	\$479,971	President	\$13,311	<b>\$14,248</b>	2024
<a href="#">Lafayette Community Fire Protection</a>	MN	\$480,602	Treasurer	\$600	<b>\$599</b>	2025
<a href="#">Elk River Fire Department Relief</a>	MN	\$483,667	President (Thru 12/01/2024)	\$416	<b>\$426</b>	2024
<a href="#">Ronda Community Vol Fire Dept Inc</a>	NC	\$442,014	Member	\$7,800	<b>\$8,349</b>	2024
<a href="#">Glenn Dale Fire Association Inc</a>	MD	\$484,409	Treasurer	\$22,830	<b>\$22,111</b>	2024
<a href="#">Haverford Township Volunteer</a>	PA	\$488,912	Treasurer	\$4,000	<b>\$4,132</b>	2024
<a href="#">Paxtonia Fire Company</a>	PA	\$434,688	President	\$12,000	<b>\$12,397</b>	2024
<a href="#">Elizabeth Volunteer Fire Department</a>	IN	\$434,627	Clerk	\$20,336	<b>\$22,872</b>	2023
<a href="#">Blossburg Volunteer Fire Department</a>	PA	\$491,559	Treasurer	\$2,625	<b>\$2,792</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 193 organizations. Compensation range \$141–\$133,085; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$463,049); for reference, expenses \$456,806 and assets \$426,709.

ROLE MATCH	Charles A Steinhart V, reported title " <i>CHIEF</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	18 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	58 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	58 <sup>th</sup>
Reportable pay only (column D), adjusted	59 <sup>th</sup>
All sources (D + E + F), adjusted	58 <sup>th</sup>

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 (Charles A Steinhart V) 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 13, 2026, comparing compensation against 193 similarly situated organizations (Same NTEE sector (M24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,769 is reasonable (approximately the 58<sup>th</sup> 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 13, 2026.