

# Wading River Fire Dept

Executive Director / CEO

EIN 112733048

NY · NTEE M24

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Theresa Meier, Executive Director / CEO** (\$2,100) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Theresa Meier — reported title "Secretary", 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 (M24).

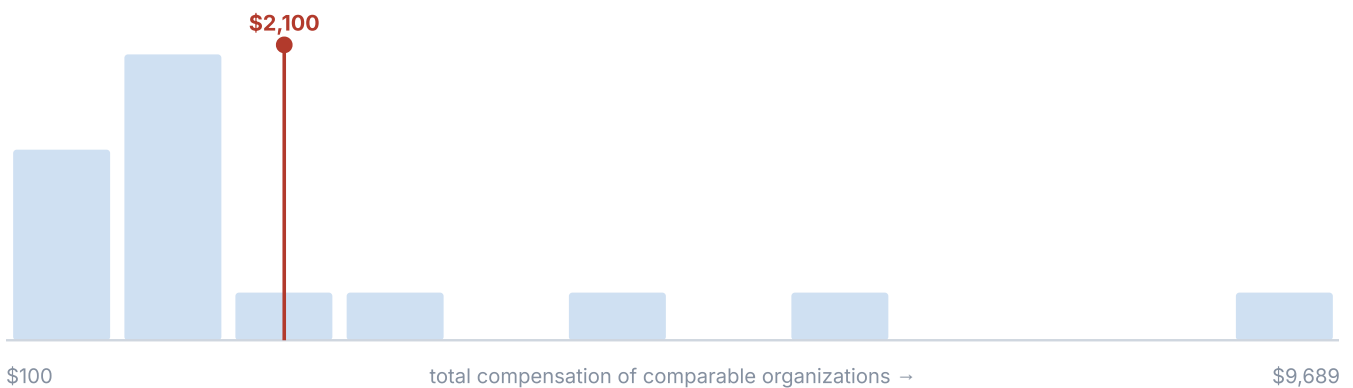
**BUDGET** Total revenue between \$73,811 and \$165,250 — 0.67x to 1.50x the subject's \$110,167 (the band tightens as size grows).

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

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

→ **15** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$533	\$850	\$1,166	\$2,500	\$5,543	\$2,100
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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 NY 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="#">Community Fire Co Of Pavilion Inc</a>	NY	\$113,359	Treasurer	\$1,200	<b>\$1,166</b>	2024
<a href="#">Deerfield Volunteer Fire Company I</a>	NY	\$113,918	Secretary	\$600	<b>\$583</b>	2024
<a href="#">Farmingville Fire Dept Benevolent Association</a>	NY	\$104,658	Treasurer	\$5,000	<b>\$4,857</b>	2024
<a href="#">Terryville Fire Department Inc</a>	NY	\$98,159	Treasurer	\$3,000	<b>\$3,000</b>	2023
<a href="#">North Granville Hose Co Inc</a>	NY	\$125,087	Treasurer	\$6,000	<b>\$6,000</b>	2023
<a href="#">Kendall Fire Department Inc</a>	NY	\$87,748	Treasurer	\$1,000	<b>\$971</b>	2024
<a href="#">Bethany Volunteer Fire Company Incorporated</a>	NY	\$135,338	Treasurer	\$1,200	<b>\$1,166</b>	2024
<a href="#">St Paul Blvd Fire Association Inc</a>	NY	\$138,653	President	\$500	<b>\$500</b>	2023
<a href="#">Good Will Fire Department Inc</a>	NY	\$80,576	Secretary	\$1,500	<b>\$1,457</b>	2024
<a href="#">Somers Volunteer Fire Departmen Inc</a>	NY	\$79,825	President	\$1,000	<b>\$971</b>	2024
<a href="#">Sidney Fire Department Inc</a>	NY	\$78,010	Treasurer	\$950	<b>\$950</b>	2023
<a href="#">Hilton Fire Department</a>	NY	\$151,132	Board Treasurer	\$9,975	<b>\$9,689</b>	2024
<a href="#">Port Jefferson Volunteer Firemens Benevolent Association Inc</a>	NY	\$155,788	Secretary	\$750	<b>\$750</b>	2023
<a href="#">Eagle Fire Engine &amp; Hose Company No 12</a>	NY	\$160,506	President	\$100	<b>\$100</b>	2023
<a href="#">Spencerport Volunteer Firemens Assoc Inc</a>	NY	\$164,917	President	\$2,000	<b>\$2,000</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

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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 NY 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

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PEER COUNT	15 organizations. Compensation range \$100–\$9,689; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$110,167); for reference, expenses \$133,382 and assets \$829,076.
ROLE MATCH	Theresa Meier, reported title " <i>Secretary</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
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	73 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	73 <sup>rd</sup>
Reportable pay only (column D), adjusted	73 <sup>rd</sup>
All sources (D + E + F), adjusted	73 <sup>rd</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

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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 (Theresa Meier) 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 15 similarly situated organizations (Same NTEE sector (M24) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,100 is reasonable (approximately the 73<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date] , by a vote of [\_\_ for / \_\_ against] .

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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.