

Schroon Lake Volunteer Fire Department Inc

Executive Director / CEO

EIN 114132706

NY · NTEE M24

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Jeffrey Haines, Executive Director / CEO** (\$7,500) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

Benchmarked executive: Jeffrey Haines — reported title “Secretary/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 (M24).

BUDGET Total revenue between \$31,156 and \$69,753 — 0.67x to 1.50x the subject's \$46,502 (the band tightens as size grows).

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

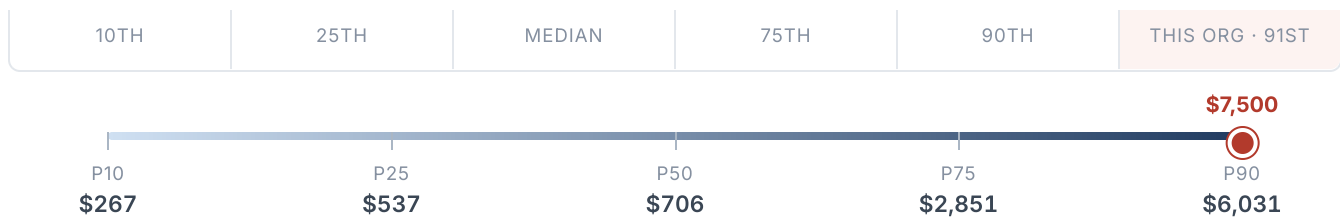
22 organizations qualified on sector, size, and geography

→ **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$267	\$537	\$706	\$2,851	\$6,031	\$7,500
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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
Silver Bay Firefighters	MN	\$42,906	Treasurer	\$500	\$547	2024
Wesley Fire Department Inc	IA	\$42,145	Fire Chief/p	\$635	\$792	2023
Yorkshire Volunteer Fire Department	VA	\$50,952	Treasurer	\$4,200	\$4,620	2023
Winona Volunteer Fire Department	MO	\$51,147	President	\$830	\$973	2024
Mission Township Fire Fighters Reli	MN	\$52,600	President	\$240	\$262	2024
Remer Volunteer Firemens Relief	MN	\$39,080	Chair	\$3,315	\$3,732	2023
Thornwood Fire Co No 1	NY	\$54,202	President	\$200	\$206	2023
Watkins Fireman's Relief Association	MN	\$54,967	President	\$300	\$328	2024
St Paul Volunteer Fire Department	IN	\$37,444	Fire Chief	\$500	\$601	2023
Brooktondale Volunteer Fire Co Inc	NY	\$57,882	President	\$300	\$309	2023
Dunkirk Volunteer Fire Department Inc	IN	\$34,854	President	\$797	\$958	2023
Kenyon Fire Relief Association	MN	\$59,974	Treasurer	\$550	\$619	2023
Greenwood Lake Volunteer Fire	NY	\$60,771	Secretary	\$599	\$599	2024
Central Lakes Community Organization And	MN	\$61,523	Treasurer	\$900	\$984	2024
Firemens Protective Association	CT	\$61,547	Treasurer	\$3,000	\$3,113	2024
Lapaz North Township Fire Dept	IN	\$31,235	Chief	\$1,717	\$2,063	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dawson Firemen's Benefit	MN	\$62,683	Trustee	\$37,170	\$40,645	2024
River Vale Volunteer Ambulance Corps Inc	NJ	\$63,498	President	\$540	\$534	2024
Washington Fire Company No 2 Inc	IN	\$63,832	Secy-treas	\$480	\$577	2023
Beecher Falls Volunteer Fire Dept Inc	VT	\$65,561	Chief	\$5,396	\$6,188	2023
Nvfc 21st Century Fund	DC	\$66,162	Chief Executive Officer	\$23,829	\$23,141	2024
Ghent Firemen's Relief Association	MN	\$66,359	President	\$100	\$109	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 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.

Sample, role match & sensitivity

PEER COUNT	22 organizations. Compensation range \$109–\$40,645; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$46,502); for reference, expenses \$119,884 and assets \$259,042. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Jeffrey Haines, reported title <i>"Secretary/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	1 peer 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	91 st
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	95 th
All sources (D + E + F), adjusted	91 st

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 (Jeffrey Haines) 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 22 similarly situated organizations (Same NTEE sector (M24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,500 is reasonable (approximately the 91st 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.