

Doyle Volunteer Hose Company

Executive Director / CEO

EIN 161129165

NY · NTEE M24

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Chelsie Windover, Executive Director / CEO** (\$2,917) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

Benchmarked executive: Chelsie Windover — reported title “INTERIM 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 \$128,983 and \$288,768 — 0.67x to 1.50x the subject's \$192,512 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (M24) + NY + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$374	\$675	\$1,200	\$2,671	\$6,693	\$2,917
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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
East Syracuse Fire Department Inc	NY	\$192,446	Caretaker	\$1,250	\$1,214	2024
Vol & Exempt Firefighters Benevolent Assoc Of Briarcliff Manor Ny	NY	\$192,067	President	\$3,000	\$2,914	2024
Ae Crandall Hook And Ladder Co Inc	NY	\$193,746	Chief	\$300	\$291	2024
People's Firehouse Inc	NY	\$195,289	Executive Director	\$39,500	\$38,367	2024
Cronomer Valley Fire Department Inc	NY	\$187,958	Vice Preside	\$600	\$600	2023
Millbrook Engine Hook & Ladder Co	NY	\$185,671	2nd Lt, Fd/secretary	\$7,150	\$6,945	2024
Depew Volunteer Fire Department Inc	NY	\$182,645	Secretary	\$1,200	\$1,166	2024
Lebanon Valley Protective	NY	\$182,228	Pres/treas	\$1,500	\$1,500	2023
Cattaraugus Volunteer Fire Co Inc	NY	\$181,531	Treasurer	\$1,000	\$946	2025
Manhasset-lakeville Fire Department Corp	NY	\$179,932	Treasurer	\$750	\$750	2023
Monticello Fire Department Inc	NY	\$206,137	Treasurer	\$1,200	\$1,200	2023
Springs Fire Department Inc	NY	\$174,314	Chief	\$1,500	\$1,500	2023
Fishers Island Fire Department	NY	\$216,886	Fire Chief	\$3,000	\$2,914	2024
Spencerport Volunteer Firemens Assoc Inc	NY	\$164,917	President	\$2,000	\$2,000	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hope Engine Company Number 1 Of White Plains New York	NY	\$220,265	Treasurer	\$300	\$300	2023
Freehold Volunteer Fire Company Inc	NY	\$220,673	President	\$500	\$500	2023
Eagle Fire Engine & Hose Company No 1 2	NY	\$160,506	President	\$100	\$100	2023
Port Jefferson Volunteer Firemens Benevolent Association Inc	NY	\$155,788	Secretary	\$750	\$750	2023
Vestal Fire Department Inc	NY	\$229,649	Recording Secretary	\$1,000	\$1,000	2023
Lake Pleasant Volunteer Fire Department	NY	\$230,088	Vice President	\$3,554	\$3,452	2024
Hilton Fire Department	NY	\$151,132	Board Treasurer	\$9,975	\$9,689	2024
United Fire Company No 1	NY	\$239,248	Financial Se	\$3,000	\$2,914	2024
Warwick Fire Department	NY	\$244,809	President	\$2,000	\$1,943	2024
St Paul Blvd Fire Association Inc	NY	\$138,653	President	\$500	\$500	2023
Wantagh Fire Department	NY	\$249,513	Recording Secretary	\$6,500	\$6,314	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 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 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 35 organizations. Compensation range \$100–\$38,367; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$192,512); for reference, expenses \$147,698 and assets \$226,699.

ROLE MATCH Chelsie Windover, reported title "INTERIM SECRETARY", 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.**

OUTLIERS 5 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	83 rd
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	83 rd

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 (Chelsie Windover) 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 35 similarly situated organizations (Same NTEE sector (M24) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,917 is reasonable (approximately the 83rd 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.