

Brighton Volunteer Firemens

Executive Director / CEO

EIN 161555821

NY · NTEE M11

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **F Peter Casey, Executive Director / CEO** (\$833) against **every comparable organization** that fit the selection criteria — **214** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: F Peter Casey — 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 (M11).
BUDGET	Total revenue between \$103,793 and \$232,374 — 0.67x to 1.50x the subject's \$154,916 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

214 organizations qualified on sector, size, and geography → **214** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$500	\$961	\$4,741	\$37,608	\$75,453	\$833
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 22ND
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\$833



■ 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
Florida National Guard Foundation Inc	FL	\$154,888	Executive Dir.	\$31,200	\$31,505	2024
Green Isle Firemen's Relief Association	MN	\$155,340	Treasurer	\$750	\$796	2024
Capracare Inc	NY	\$154,101	President & Ceo	\$10,097	\$10,097	2023
Port Jefferson Volunteer Firemens Benevolent Association Inc	NY	\$155,788	Secretary	\$750	\$750	2023
Whitelaw Volunteer Fire Department	WI	\$153,308	President	\$1,808	\$2,029	2024
Columbus Fireman's Cheer Fund	IN	\$157,344	Co-chair	\$1,500	\$1,700	2024
Addventuri	VA	\$158,204	Executive Di	\$66,269	\$68,779	2024
York Beach Volunteer Fire Dept	ME	\$151,575	Treasurer/captain	\$2,250	\$2,359	2025
Memphis-shelby County Law Enforcement Foundation Inc	TN	\$151,500	Executive Director	\$60,833	\$66,962	2025
Hilton Fire Department	NY	\$151,132	Board Treasurer	\$9,975	\$9,689	2024
Pipestone Firefighters Relief Assoc	MN	\$150,388	President	\$100	\$106	2024
Mantorville Fire Department	MN	\$159,745	President	\$500	\$547	2023
Eagle Fire Engine & Hose Company No 1 2	NY	\$160,506	President	\$100	\$100	2023
Volunteer Firemen's Relief Assoc Of	PA	\$160,572	President	\$500	\$536	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Friendship Hose Co 1	PA	\$149,162	Vice President	\$4,500	\$4,824	2024
Decorah Volunteer Fire Department	IA	\$160,745	Chief	\$778	\$943	2023
Safety And Justice Oregon	OR	\$161,007	Executive Director Of Hrja	\$13,228	\$13,204	2024
The Elevated Studio Inc	NY	\$161,388	Executive Director/president	\$35,600	\$35,600	2023
Bowlus Firemens Relief Association	MN	\$148,274	Gambling Manager	\$9,900	\$10,515	2024
New Bethlehem Firemens Company No 1	PA	\$148,051	Treasurer	\$400	\$429	2024
Tri-state Fire School Association Inc	WV	\$162,176	Director	\$25,928	\$31,067	2023
Winhall Fire Department Inc	VT	\$147,391	Chief	\$9,709	\$10,504	2024
Montezuma Fire Department Inc	OH	\$147,032	Fire Chief	\$1,500	\$1,708	2024
Lovington Comm Ambulance Serv Inc	IL	\$145,867	Treasurer	\$4,050	\$4,406	2023
Accessos	CA	\$164,087	Executive Director	\$98,149	\$91,100	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 **214** organizations. Compensation range \$2–\$264,619; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$154,916); for reference, expenses \$57,397 and assets \$1,382,537. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	F Peter Casey, reported title " <i>SECRETARY</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	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	22 nd
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	28 th
All sources (D + E + F), adjusted	22 nd

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 (F Peter Casey) 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 10, 2026, comparing compensation against 214 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$833 is reasonable (approximately the 22nd 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 10, 2026.