

River Vale Volunteer Fire Dept Assoc Inc

Executive Director / CEO

EIN 222493887
 NJ · NTEE M24
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Steve Velthaus, Executive Director / CEO** (\$4,400) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79th** percentile of comparable organizations within the typical range

Benchmarked executive: Steve Velthaus — reported title “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 \$59,956 and \$134,232 — 0.67x to 1.50x the subject's \$89,488 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (M24), nationwide + budget 0.67–1.5x revenue.

57 organizations qualified on sector, size, and geography → **57** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$277	\$599	\$1,082	\$3,126	\$11,061	\$4,400
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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 NJ 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
West Wyoming Vol Hose Co 1	PA	\$89,790	President, Board Member	\$2,100	\$2,346	2024
Ramsey Volunteer Fire Department	NJ	\$90,193	President	\$599	\$599	2024
Stonington Volunteer Fire Company	PA	\$90,200	Fire Chief	\$200	\$230	2023
Dale Borough Fire Company	PA	\$90,459	President	\$18,888	\$21,720	2023
Kendall Fire Department Inc	NY	\$87,748	Treasurer	\$1,000	\$1,012	2024
Lakeland Volunteer Fire Department	MN	\$91,816	Training Office	\$213	\$242	2023
Ellendale Fire Department Relief	MN	\$92,855	President	\$599	\$663	2024
Monterey Firefighters Community	CA	\$84,620	Ceo	\$3,000	\$2,901	2024
Trafford Fire Company 1	PA	\$84,553	President/ch	\$595	\$685	2023
Strafford Firemen's Association And	VT	\$97,820	Fire Chief,	\$2,500	\$2,902	2023
High Country Fire-rescue	AZ	\$97,954	Fire Chief	\$19,105	\$21,186	2023
Terryville Fire Department Inc	NY	\$98,159	Treasurer	\$3,000	\$3,126	2023
Good Will Fire Department Inc	NY	\$80,576	Secretary	\$1,500	\$1,518	2024
Somers Volunteer Fire Departmen Inc	NY	\$79,825	President	\$1,000	\$1,012	2024
Sidney Fire Department Inc	NY	\$78,010	Treasurer	\$950	\$990	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Goose Rocks Beach Fire Company	ME	\$103,096	President	\$500	\$561	2024
Tiltonville Volunteer Fire Department	OH	\$103,257	Fire Chief, Vice President	\$3,604	\$4,401	2023
Marble Rock Community Fire Company Inc	IA	\$103,331	President	\$10	\$12	2024
Property Owners League Fire Company	NJ	\$103,482	Secretary	\$225	\$225	2024
Lumberton Fire Company No 1	NJ	\$103,763	President	\$2,775	\$2,857	2023
Maynard Fire Relief Association	MN	\$74,904	Vice Preside	\$4,000	\$4,427	2024
Farmingville Fire Dept Benevolent Association	NY	\$104,658	Treasurer	\$5,000	\$5,060	2024
Oklahoma Civilian Defense Fire Company	PA	\$106,063	Treasurer	\$600	\$690	2023
Wilmot Volunteer Fire Company	NH	\$106,384	Chief	\$500	\$517	2024
Phoenix Fire Engine Company No 2	PA	\$72,444	Recording Se	\$500	\$575	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 57 organizations. Compensation range \$12–\$41,136; filing years 2023–2024.

SIZE BASIS	Matched on total revenue (\$89,488); for reference, expenses \$89,167 and assets \$92,626.
ROLE MATCH	Steve Velthaus, reported title "TREASURER", 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	7 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	79 th
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	79 th

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 (Steve Velthaus) 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 57 similarly situated organizations (Same NTEE sector (M24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,400 is reasonable (approximately the 79th 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.