

Bergenfield Volunteer Ambulance Corp Inc

Executive Director / CEO

EIN 223076359
 NJ · NTEE E62
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Ahmos Silvera, Executive Director / CEO** (\$15,503) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

Benchmarked executive: Ahmos Silvera — reported title “DEPUTY CHIEF”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

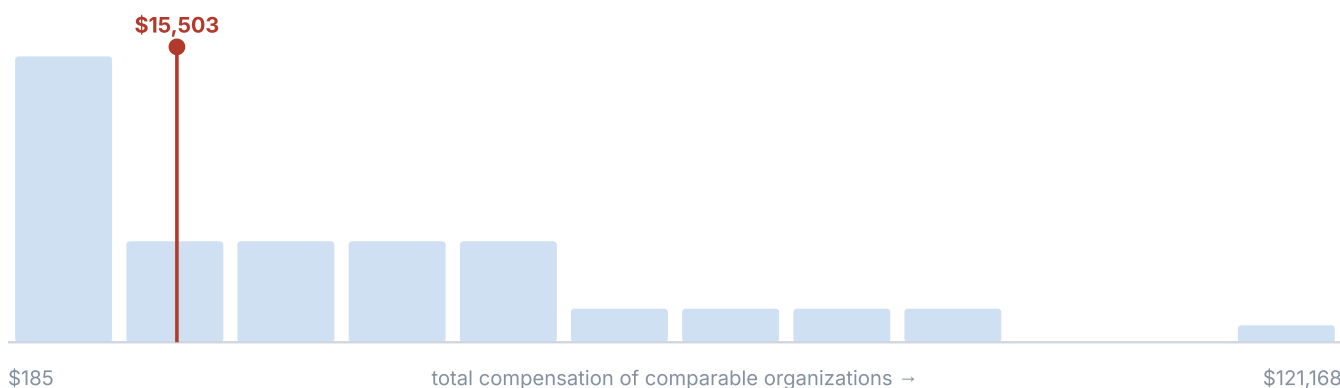
SECTOR Organizations sharing the subject's NTEE classification (E62).

BUDGET Total revenue between \$170,490 and \$381,694 — 0.67x to 1.50x the subject's \$254,463 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E62), nationwide + budget 0.67–1.5x revenue.

50 organizations qualified on sector, size, and geography → **50** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,040	\$3,096	\$21,305	\$43,840	\$70,899	\$15,503
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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
Port Canaveral Marine Firefighting Training Academy Inc	FL	\$253,279	Program Director	\$83,705	\$88,072	2024
Millerstown Ambulance League	PA	\$255,842	Treasurer	\$9,585	\$11,022	2023
Pleasant Plains First Aid Squad In	NJ	\$251,113	Treasurer	\$4,069	\$4,189	2023
Stanley Civil Defense Rescue	NC	\$258,898	1st Sergeant	\$18,200	\$21,062	2024
Tionesta Ambulance Service Inc	PA	\$260,800	Director	\$48,297	\$53,944	2024
Jackson Twp Emergency	IN	\$246,841	President	\$1,553	\$1,834	2024
Fox Township Ambulance Association Inc	PA	\$262,402	Manager	\$13,050	\$14,576	2024
Cavalier Hook And Ladder Society	ND	\$262,507	Treasurer/gaming Manager	\$21,000	\$26,574	2023
Orbisonia Rockhill Emergency Medical Service	PA	\$265,620	Secretary	\$40,819	\$45,592	2024
Buncombe County Rescue Squad	NC	\$270,094	Chief	\$19,600	\$22,683	2024
Maddock Ambulance Service	ND	\$235,487	President	\$2,311	\$2,767	2025
Dickeyville Rescue Squad Inc	WI	\$281,007	President	\$42,000	\$47,861	2025
Greater Northwest Emergency Medical	MN	\$281,243	Executive Di	\$109,485	\$121,168	2024
Fennimore Area Rescue Squad Inc	WI	\$226,423	Chief	\$9,678	\$11,320	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Amelia Emergency Squad Inc	VA	\$288,031	Member At La	\$963	\$1,041	2024
Center Point Ambulance Service Inc	IA	\$292,486	President	\$12,442	\$15,710	2023
Durant Ambulance Service Inc	IA	\$215,447	President	\$347	\$438	2023
Garretson Community Ambulance Corp	SD	\$295,575	President	\$24,439	\$30,209	2024
Community Ambulance Service Of	MT	\$211,461	President	\$675	\$794	2025
Southwest Region Ems & Trauma	WA	\$209,197	Executive Director	\$33,905	\$33,999	2024
Tusten Volunteer Ambulance Service	NY	\$209,106	Captain	\$69,875	\$70,719	2024
Irvona Volunteer Ambulance Services	PA	\$300,056	Treasurer	\$38,008	\$42,452	2024
Spokane County Ems & Trauma Council	WA	\$302,653	Office Administrator	\$35,472	\$35,570	2024
Chestnut Ridge Ambulance Assoc	PA	\$204,193	Manager	\$30,334	\$33,007	2025
B Holding Group Foundation Inc	GA	\$203,665	Executive Di	\$38,210	\$44,302	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	50 organizations. Compensation range \$185–\$121,168; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$254,463); for reference, expenses \$366,282 and assets \$1,053,106. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Ahmos Silvera, reported title " <i>DEPUTY CHIEF</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.
OUTLIERS	1 peer 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	44 th
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	44 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 (Ahmos Silvera) 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 50 similarly situated organizations (Same NTEE sector (E62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,503 is reasonable (approximately the 44th 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.