

Rio Grande Volunteer Fire Co #1 Inc

Executive Director / CEO

EIN 226048714
 NJ · NTEE M24
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Daniel Desimone, Executive Director / CEO** (\$1,200) against **every comparable organization** that fit the selection criteria — **157** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

Benchmarked executive: Daniel Desimone — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M24).
BUDGET	Total revenue between \$145,864 and \$326,562 — 0.67x to 1.50x the subject's \$217,708 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (M24), nationwide + budget 0.67–1.5x revenue.

157 organizations qualified on sector, size, and geography → **157** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$456	\$986	\$2,530	\$8,246	\$29,204	\$1,200
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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
Fishers Island Fire Department	NY	\$216,886	Fire Chief	\$3,000	\$3,036	2024
Melfa Volunteer Fire And Rescu	VA	\$216,290	Fire Chief	\$5,300	\$5,583	2025
Mountain Park Volunteer Fire Department Inc	NC	\$216,005	Treasurer	\$1,475	\$1,663	2025
Albany Area Volunteer Fire Dep	OH	\$219,413	Fire Chief	\$390	\$451	2025
White Plains Volunteer Fire Department Inc	NC	\$215,185	Secretary/treasurer	\$6,000	\$6,764	2025
Hope Engine Company Number 1 Of White Plains New York	NY	\$220,265	Treasurer	\$300	\$313	2023
Litchfield County Fire Chiefs Emergency	CT	\$220,415	School Director	\$6,150	\$6,650	2023
Lake Dalecarlia Volunteer Fire Depa	IN	\$214,937	Chief	\$1,250	\$1,583	2022
Freehold Volunteer Fire Company Inc	NY	\$220,673	President	\$500	\$521	2023
Lake Kabetogama Area Vol Fire Dept	MN	\$221,132	Treasurer	\$3,600	\$3,881	2025
Manor Volunteer Fire Department	PA	\$213,195	President	\$240	\$268	2024
Flushing Volunteer Fire Department	OH	\$222,384	President	\$21,975	\$26,838	2023
Routt County Wildfire Mitigation Council	CO	\$222,467	Executive Director	\$68,221	\$73,267	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shop On State Inc	IA	\$212,753	Manager	\$24,301	\$29,034	2025
Option Independent Fire Company Of	PA	\$212,217	President	\$480	\$552	2023
Wellsburg Volunteer Fire Department Inc	WV	\$223,428	Fire Chief	\$600	\$728	2024
Floyd Romance Volunteer Fire Department	AR	\$224,769	Treasurer	\$1,313	\$1,610	2025
Hawtree Volunteer Fire Department Inc	NC	\$224,891	Chief	\$256	\$306	2023
Long Cove Volunteer Fire Department	AL	\$225,080	Employee	\$128,667	\$155,687	2024
Cranbury Fire Company Inc	NJ	\$207,874	Treasurer	\$400	\$400	2024
North Middleton Township Volunteer	PA	\$207,824	Trustee Thro	\$2,074	\$2,385	2023
Ringgold Volunteer Fire & Rescue Inc	VA	\$228,267	Director	\$15,546	\$16,812	2024
Monticello Fire Department Inc	NY	\$206,137	Treasurer	\$1,200	\$1,250	2023
Vestal Fire Department Inc	NY	\$229,649	Recording Secretary	\$1,000	\$1,042	2023
Anderson Township Perry County Fire Dept Inc	IN	\$229,966	Fire Chief	\$599	\$707	2024

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	157 organizations. Compensation range \$29–\$155,687; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$217,708); for reference, expenses \$162,564 and assets \$499,152.
ROLE MATCH	Daniel Desimone, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	25 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	28 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	28 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 (Daniel Desimone) 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 157 similarly situated organizations (Same NTEE sector (M24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,200 is reasonable (approximately the 28th 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.