

# Lodi Volunteer Ambulance Rescue Squad Inc

Executive Director / CEO

EIN 226056875  
 NJ · NTEE M24  
 FY ending 2023-12-31  
 June 13, 2026

This analysis benchmarks the total compensation of **Donald Fleischer, Executive Director / CEO** (\$6,200) against **every comparable organization** that fit the selection criteria — **197** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44<sup>th</sup>** percentile of comparable organizations within the typical range

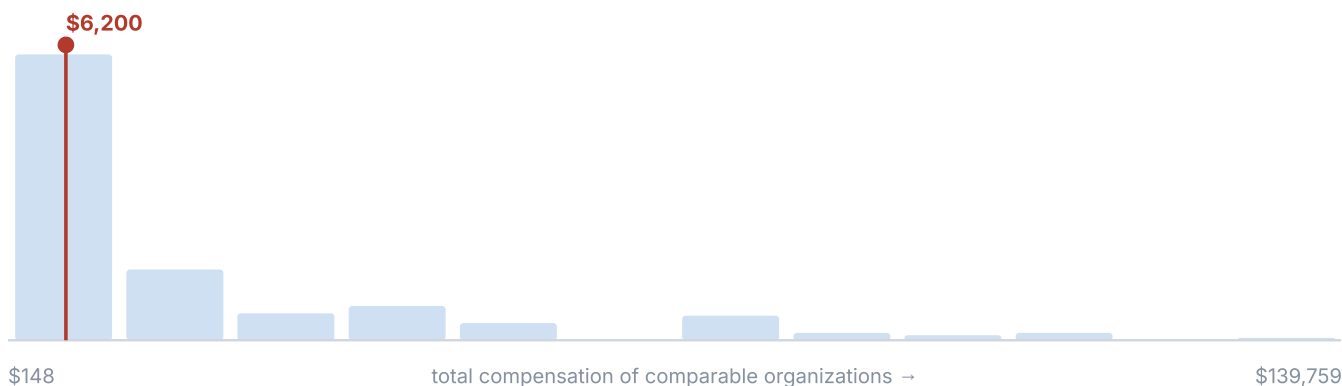
**Benchmarked executive:** Donald Fleischer — reported title “SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M24).
BUDGET	Total revenue between \$301,048 and \$673,989 — 0.67x to 1.50x the subject's \$449,326 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (M24), nationwide + budget 0.67–1.5x revenue.

**197** organizations qualified on sector, size, and geography → **197** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$859	\$2,468	\$7,140	\$24,660	\$54,791	<b>\$6,200</b>
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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
<a href="#">Wilderness Volunteer Fire Department Inc</a>	WV	\$448,811	Chairman	\$10,932	<b>\$13,257</b>	2023
<a href="#">Goodwill Fire Co No 1 Of York Twp</a>	PA	\$448,641	Co-treasurer	\$3,206	<b>\$3,478</b>	2024
<a href="#">West Chester Volunteer Firemans</a>	PA	\$446,136	President	\$5,850	<b>\$6,346</b>	2024
<a href="#">Ronda Community Vol Fire Dept Inc</a>	NC	\$442,014	Member	\$7,800	<b>\$8,768</b>	2024
<a href="#">Parkton Fire And Rescue Inc</a>	NC	\$462,628	Fire Chief	\$5,760	<b>\$6,475</b>	2024
<a href="#">The North Stonington Volunteer Fire</a>	CT	\$463,049	Chief	\$10,769	<b>\$11,309</b>	2023
<a href="#">Central Alexander Fire Department</a>	NC	\$463,632	Chief/ex Off	\$24,845	<b>\$27,208</b>	2025
<a href="#">Paxtonia Fire Company</a>	PA	\$434,688	President	\$12,000	<b>\$13,019</b>	2024
<a href="#">Stafford Fire Department Inc</a>	NY	\$464,010	Secretary	\$900	<b>\$885</b>	2024
<a href="#">Elizabeth Volunteer Fire Department</a>	IN	\$434,627	Clerk	\$20,336	<b>\$24,019</b>	2023
<a href="#">Lowell Volunteer Fire Dept</a>	NC	\$433,397	Fire Chief	\$22,921	<b>\$25,765</b>	2024
<a href="#">Kohlsville Volunteer Fire Co</a>	WI	\$465,328	Chief	\$650	<b>\$738</b>	2024
<a href="#">Western Salisbury Volunteer Fire Company</a>	PA	\$432,068	Fire Chief	\$1,800	<b>\$1,952</b>	2024
<a href="#">Spring Valley Area Emergency Services Corp</a>	WI	\$431,430	Fire Chief	\$4,000	<b>\$4,544</b>	2024
<a href="#">Lamott Fire Company No 1</a>	PA	\$467,417	Trustee	\$2,126	<b>\$2,306</b>	2024
<a href="#">Humboldt Fire Department Inc</a>	SD	\$467,960	Chief	\$120	<b>\$148</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Fire District 28 Inc</a>	NC	\$468,115	Chief	\$68,549	<b>\$77,054</b>	2024
<a href="#">Stroud Township Volunteer Fire</a>	PA	\$429,485	Treasurer	\$2,400	<b>\$2,604</b>	2024
<a href="#">Somerton Volunteer Fire Company</a>	OH	\$429,145	Chief	\$1,846	<b>\$2,190</b>	2023
<a href="#">Mansfield Hose Company</a>	PA	\$469,849	Treasurer	\$900	<b>\$1,005</b>	2023
<a href="#">Oakdale Fire Company Inc</a>	CT	\$427,787	Asst Deputy	\$4,760	<b>\$4,730</b>	2025
<a href="#">Swedesburg Volunteer Fire Company</a>	PA	\$427,580	Board Member	\$18,740	<b>\$20,931</b>	2023
<a href="#">White Springs Fire Association Inc</a>	NY	\$427,043	Treasurer	\$9,100	<b>\$8,946</b>	2024
<a href="#">Creedmoor Volunteer Fire Department</a>	NC	\$426,446	Assistant Fire Chief	\$8,400	<b>\$9,721</b>	2023
<a href="#">Wicksburg Volunteer Fire &amp; Rescue</a>	AL	\$473,763	Chief	\$45,001	<b>\$52,889</b>	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 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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 197 organizations. Compensation range \$148–\$139,759; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$449,326); for reference, expenses \$662,364 and assets \$311,667. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Donald Fleischer, reported title "*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.**

RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	44 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	49 <sup>th</sup>
Reportable pay only (column D), adjusted	46 <sup>th</sup>
All sources (D + E + F), adjusted	44 <sup>th</sup>

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 (Donald Fleischer) 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 13, 2026, comparing compensation against 197 similarly situated organizations (Same NTEE sector (M24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,200 is reasonable (approximately the 44<sup>th</sup> 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 13, 2026.