

Alburtis Fire Company No 1

Executive Director / CEO

EIN 230334384

PA · NTEE M24

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jasmine Wenner, Executive Director / CEO** (\$3,415) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

Benchmarked executive: Jasmine Wenner — reported title “FINANCIAL 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

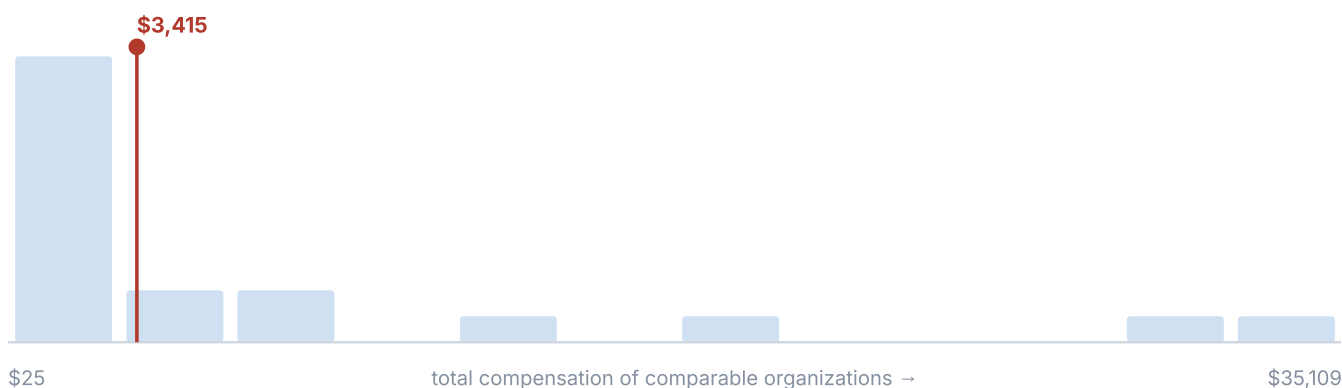
SECTOR Organizations sharing the subject's NTEE classification (M24).

BUDGET Total revenue between \$88,269 and \$197,617 — 0.67x to 1.50x the subject's \$131,745 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (M24) + PA + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$329

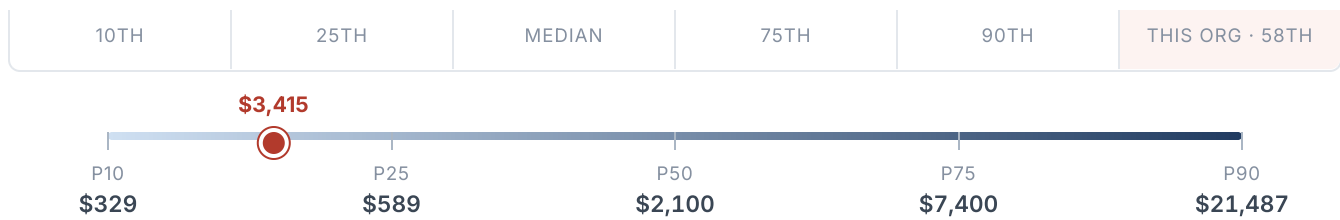
\$589

\$2,100

\$7,400

\$21,487

\$3,415



■ 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 PA 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
Brownstown Volunteer Fire Company	PA	\$133,120	Director	\$2,329	\$2,398	2023
Elkland Borough Volunteer Fire Department Inc	PA	\$134,481	Chief - Firehall; Secretary - Relief	\$25	\$25	2024
Brooklyn Hose Company No 3	PA	\$135,242	Secretary	\$28,802	\$29,653	2023
Crafton Volunteer Fire Department	PA	\$128,091	Chief	\$1,500	\$1,500	2024
Summit Township Volunteer Fire	PA	\$136,277	Financial Sec/treasurer	\$8,622	\$8,622	2024
New Stanton Volunteer Fire	PA	\$125,745	President	\$560	\$577	2023
Auburn Fire Company Ambulance Service	PA	\$139,575	President	\$13,000	\$13,384	2023
Volunteer Fire Company Of Mill Hall	PA	\$142,468	Treasurer	\$1,120	\$1,153	2023
Matamoros Fire Department	PA	\$120,456	Secretary	\$350	\$360	2023
Hop Bottom Hose Company	PA	\$115,849	Secretary	\$600	\$600	2024
Friendship Hose Co 1	PA	\$149,162	Vice President	\$4,500	\$4,500	2024
Chippewa Township Vfd	PA	\$113,480	President	\$500	\$500	2024
Oklahoma Civilian Defense Fire Company	PA	\$106,063	Treasurer	\$600	\$618	2023
Gale Hose Co No 1 Inc	PA	\$167,151	Billing/privacy Officer & Chief 10-70	\$6,000	\$6,177	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dale Borough Fire Company	PA	\$90,459	President	\$18,888	\$19,446	2023
Stonington Volunteer Fire Company	PA	\$90,200	Fire Chief	\$200	\$206	2023
West Wyoming Vol Hose Co 1	PA	\$89,790	President, Board Member	\$2,100	\$2,100	2024
Nelson Volunteer Fire Company Inc	PA	\$195,943	Ems Chief	\$34,102	\$35,109	2023
Biglerville Hose & Truck Co No 1	PA	\$196,883	Treasurer	\$3,600	\$3,706	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	19 organizations. Compensation range \$25–\$35,109; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$131,745); for reference, expenses \$106,475 and assets \$110,127.
ROLE MATCH	Jasmine Wenner, reported title " <i>FINANCIAL 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.
OUTLIERS	3 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	58 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	58 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 (Jasmine Wenner) 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 19 similarly situated organizations (Same NTEE sector (M24) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,415 is reasonable (approximately the 58th 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.