

Chestnut Ridge Ambulance Assoc

Executive Director / CEO

EIN 237166332

PA · NTEE E62

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Barbara Hammer, Executive Director / CEO** (\$30,334) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

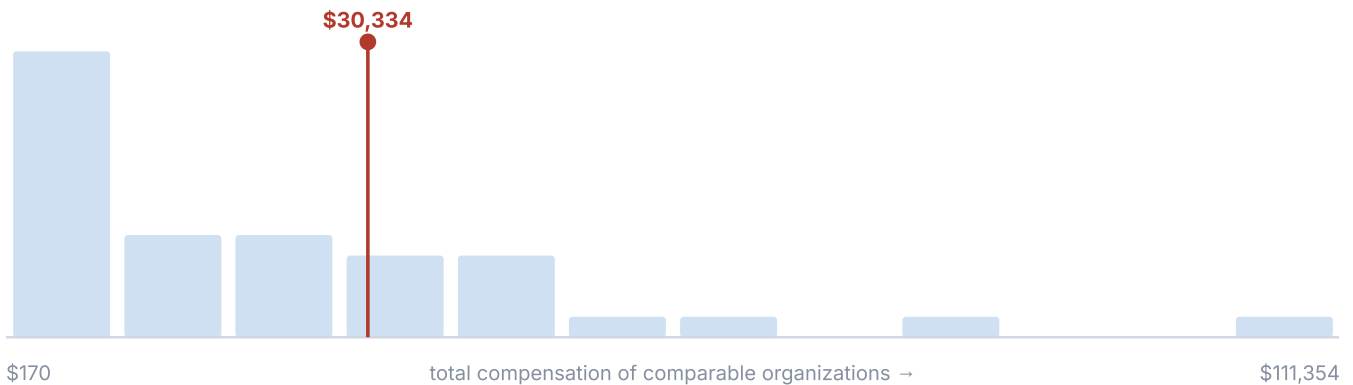
Benchmarked executive: Barbara Hammer — reported title “Manager”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E62).
BUDGET	Total revenue between \$136,809 and \$306,289 — 0.67x to 1.50x the subject's \$204,193 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E62), nationwide + budget 0.67–1.5x revenue.

36 organizations qualified on sector, size, and geography → **36** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,032	\$2,420	\$14,342	\$33,612	\$46,780	\$30,334
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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 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
B Holding Group Foundation Inc	GA	\$203,665	Executive Di	\$38,210	\$40,713	2023
Deuel County Ambulance Inc	SD	\$203,516	President	\$150	\$170	2024
Fair Lawn Borough Volunteer	NJ	\$202,735	Trustee	\$1,500	\$1,419	2023
Montfort Rescue Squad Inc	WI	\$202,523	Chief	\$1,907	\$2,049	2024
Walhalla Ambulance Service	ND	\$201,685	President	\$26,053	\$30,298	2023
Tusten Volunteer Ambulance Service	NY	\$209,106	Captain	\$69,875	\$64,992	2024
Southwest Region Ems & Trauma	WA	\$209,197	Executive Director	\$33,905	\$31,245	2024
Community Ambulance Service Of	MT	\$211,461	President	\$675	\$730	2025
Potosi Rescue Squad Inc	WI	\$193,676	Chief	\$3,190	\$3,429	2024
Durant Ambulance Service Inc	IA	\$215,447	President	\$347	\$403	2023
North Wayne Ambulance Service	IL	\$192,487	Sec/treas Asst Coordinator	\$18,835	\$19,622	2023
Bennetts Valley Ambulance Association	PA	\$182,295	Manager	\$35,443	\$36,381	2024
Fennimore Area Rescue Squad Inc	WI	\$226,423	Chief	\$9,678	\$10,403	2024
Maddock Ambulance Service	ND	\$235,487	President	\$2,311	\$2,543	2025
Dobson Rescue Squad Inc	NC	\$164,927	Secretary-treasurer	\$1,775	\$1,839	2025
Jackson Twp Emergency	IN	\$246,841	President	\$1,553	\$1,686	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pleasant Plains First Aid Squad In	NJ	\$251,113	Treasurer	\$4,069	\$3,850	2023
Port Canaveral Marine Firefighting Training Academy Inc	FL	\$253,279	Program Director	\$83,705	\$80,939	2024
Bergenfield Volunteer Ambulance Corp Inc	NJ	\$254,463	Deputy Chief	\$15,503	\$14,247	2024
Millerstown Ambulance League	PA	\$255,842	Treasurer	\$9,585	\$10,129	2023
Stanley Civil Defense Rescue	NC	\$258,898	1st Sergeant	\$18,200	\$19,357	2024
Tionesta Ambulance Service Inc	PA	\$260,800	Director	\$48,297	\$49,575	2024
Fox Township Ambulance Association Inc	PA	\$262,402	Manager	\$13,050	\$13,395	2024
Cavalier Hook And Ladder Society	ND	\$262,507	Treasurer/gaming Manager	\$21,000	\$24,421	2023
Kickapoo Valley Rescue Squad Inc	WI	\$145,813	Secretary	\$1,000	\$1,107	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 2025 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 36 organizations. Compensation range \$170–\$111,354; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$204,193); for reference, expenses \$228,862 and assets \$436,193.

ROLE MATCH Barbara Hammer, reported title *"Manager"*, 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 2 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	69 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	69 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 (Barbara Hammer) 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 36 similarly situated organizations (Same NTEE sector (E62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,334 is reasonable (approximately the 69th 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.