

# Derry Twp Vol Fire Dept Of Bradenville

Executive Director / CEO

EIN 251512323

PA · NTEE M240

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dale Hillis, Executive Director / CEO** (\$500) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Dale Hillis — reported title "TREASURER", 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 (M240).

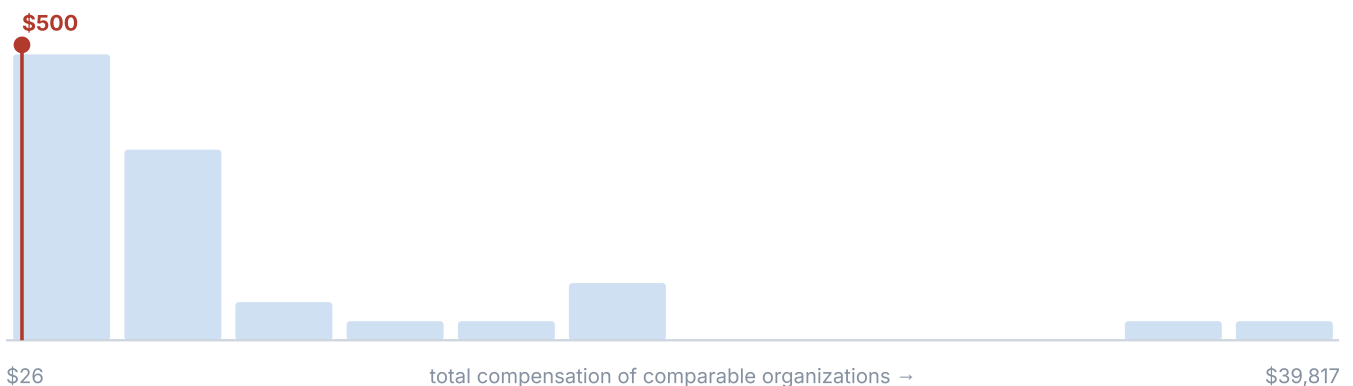
**BUDGET** Total revenue between \$257,143 and \$575,695 — 0.67x to 1.50x the subject's \$383,797 (the band tightens as size grows).

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

**34** organizations qualified on sector, size, and geography

→ **34** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$1,569

\$2,306

\$3,773

\$6,851

\$17,441

\$500



## ■ 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
<a href="#">Northampton Township Volunteer Fire Relief Association</a>	PA	\$378,327	Treasurer	\$2,275	<b>\$2,275</b>	2024
<a href="#">Mountain Top Fire Company Inc</a>	PA	\$393,046	Vice President	\$7,134	<b>\$7,134</b>	2024
<a href="#">Conneaut Lake Volunteer Fire</a>	PA	\$368,647	Director	\$3,281	<b>\$3,378</b>	2023
<a href="#">Moon Twp Volunteer Fire Co</a>	PA	\$401,749	Treasurer	\$4,150	<b>\$4,150</b>	2024
<a href="#">Huntingdon Valley Fire Co</a>	PA	\$356,660	Treasurer	\$6,000	<b>\$6,000</b>	2024
<a href="#">Shoemakersville Fire Company No 1</a>	PA	\$416,935	President	\$15,062	<b>\$15,062</b>	2024
<a href="#">Volunteer Fire Company Of Mt Lebanon Inc</a>	PA	\$346,736	President	\$666	<b>\$666</b>	2024
<a href="#">Pocono Mountain Volunteer Fire Company</a>	PA	\$341,708	Fire Chief	\$1,500	<b>\$1,544</b>	2023
<a href="#">Swedesburg Volunteer Fire Company</a>	PA	\$427,580	Board Member	\$18,740	<b>\$19,294</b>	2023
<a href="#">Stroud Township Volunteer Fire</a>	PA	\$429,485	Treasurer	\$2,400	<b>\$2,400</b>	2024
<a href="#">Western Salisbury Volunteer Fire Company</a>	PA	\$432,068	Fire Chief	\$1,800	<b>\$1,800</b>	2024
<a href="#">Paxtonia Fire Company</a>	PA	\$434,688	President	\$12,000	<b>\$12,000</b>	2024
<a href="#">West Chester Volunteer Firemans</a>	PA	\$446,136	President	\$5,850	<b>\$5,850</b>	2024
<a href="#">Goodwill Fire Co No 1 Of York Twp</a>	PA	\$448,641	Co-treasurer	\$3,206	<b>\$3,206</b>	2024
<a href="#">Bower Hill Volunteer Fire Dept</a>	PA	\$318,223	Trustee	\$1,643	<b>\$1,692</b>	2023
<a href="#">East Mead Volunteer Fire Company No 1</a>	PA	\$312,458	Manager Of Operations	\$38,675	<b>\$39,817</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Clintonville Volunteer Fire</a>	PA	\$311,761	Treasurer	\$3,000	<b>\$3,089</b>	2023
<a href="#">Lamott Fire Company No 1</a>	PA	\$467,417	Trustee	\$2,126	<b>\$2,126</b>	2024
<a href="#">Factoryville Fire Company</a>	PA	\$299,732	Treasurer	\$3,600	<b>\$3,706</b>	2023
<a href="#">Mansfield Hose Company</a>	PA	\$469,849	Treasurer	\$900	<b>\$927</b>	2023
<a href="#">Primos-secane-westbrook Park Fire</a>	PA	\$297,704	President	\$17,640	<b>\$17,640</b>	2024
<a href="#">North Franklin Township Volunteer</a>	PA	\$290,795	President	\$2,380	<b>\$2,450</b>	2023
<a href="#">Safety First Volunteer Fire Co</a>	PA	\$283,305	Steward	\$33,120	<b>\$34,098</b>	2023
<a href="#">Haverford Township Volunteer</a>	PA	\$488,912	Treasurer	\$4,000	<b>\$4,000</b>	2024
<a href="#">Blossburg Volunteer Fire Department</a>	PA	\$491,559	Treasurer	\$2,625	<b>\$2,703</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 34 organizations. Compensation range \$26–\$39,817; filing years 2023–2024.

**SIZE BASIS** Matched on total revenue (\$383,797); for reference, expenses \$305,350 and assets \$2,420,201.

**ROLE MATCH** Dale Hillis, reported title "*TREASURER*", 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** 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 6 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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	3 <sup>rd</sup>
Reportable pay only (column D), adjusted	3 <sup>rd</sup>
All sources (D + E + F), adjusted	3 <sup>rd</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 (Dale Hillis) 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 34 similarly situated organizations (Same NTEE sector (M24) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$500 is reasonable (approximately the 3<sup>rd</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 9, 2026.