

# Architects & Engineers For 911

Executive Director / CEO

EIN 261532493  
 CA · NTEE M99  
 FY ending 2023-12-31  
 June 10, 2026

This analysis benchmarks the total compensation of **Andy Steele, Executive Director / CEO** (\$54,000) against **every comparable organization** that fit the selection criteria — **306** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77<sup>th</sup>** percentile of comparable organizations within the typical range

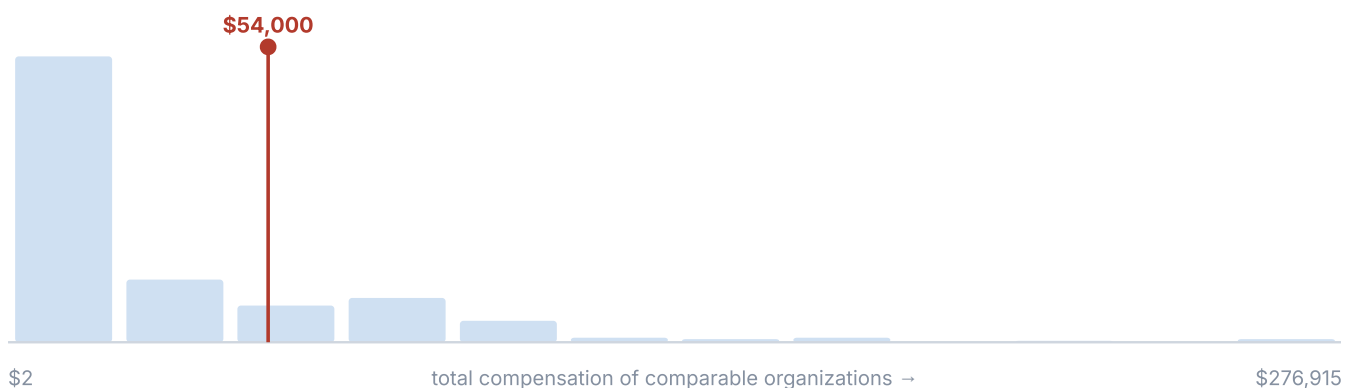
**Benchmarked executive:** Andy Steele — reported title “Director of Operations”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M99).
BUDGET	Total revenue between \$154,015 and \$344,811 — 0.67x to 1.50x the subject's \$229,874 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

**306** organizations qualified on sector, size, and geography → **306** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$556	\$1,570	\$8,572	\$47,760	\$85,738	<b>\$54,000</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 CA 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="#">Anderson Township Perry County Fire Dept Inc</a>	IN	\$229,966	Fire Chief	\$599	<b>\$711</b>	2024
<a href="#">Lake Pleasant Volunteer Fire Department</a>	NY	\$230,088	Vice President	\$3,554	<b>\$3,612</b>	2024
<a href="#">Vestal Fire Department Inc</a>	NY	\$229,649	Recording Secretary	\$1,000	<b>\$1,046</b>	2023
<a href="#">Villas Volunteer Fire Company Inc</a>	NJ	\$230,226	President	\$1,000	<b>\$1,004</b>	2024
<a href="#">Rebuild Paradise Foundation</a>	CA	\$230,879	Executive Director	\$75,500	<b>\$73,334</b>	2024
<a href="#">Hope Desoto Long Term Recovery</a>	FL	\$230,888	Executive Di	\$68,409	<b>\$72,288</b>	2024
<a href="#">Ringgold Volunteer Fire &amp; Rescue Inc</a>	VA	\$228,267	Director	\$15,546	<b>\$16,884</b>	2024
<a href="#">Cb Avalanche Center Inc</a>	CO	\$227,426	Executive Director	\$29,812	<b>\$32,155</b>	2024
<a href="#">Keystone Fire Company_1</a>	PA	\$226,607	Treasurer	\$599	<b>\$672</b>	2024
<a href="#">Brentwood Volunteer Exempt Firemen's</a>	NY	\$226,379	Secretary	\$5,000	<b>\$5,083</b>	2024
<a href="#">Community Organizations Active</a>	FL	\$233,766	Ceo	\$108,455	<b>\$111,651</b>	2025
<a href="#">New York State United Teachers Disaster Relief &amp; Scholarship Fund</a>	NY	\$225,980	Secretary	\$136,101	<b>\$138,339</b>	2024
<a href="#">Garretson Volunteer Fire Department</a>	SD	\$234,627	President	\$1,200	<b>\$1,490</b>	2024
<a href="#">Long Cove Volunteer Fire Department</a>	AL	\$225,080	Employee	\$128,667	<b>\$156,359</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">New Jersey Association For Floodplain Management</a>	NJ	\$234,675	Exec Director	\$12,466	<b>\$12,519</b>	2024
<a href="#">Hawtree Volunteer Fire Department Inc</a>	NC	\$224,891	Chief	\$256	<b>\$306</b>	2023
<a href="#">Floyd Romance Volunteer Fire Department</a>	AR	\$224,769	Treasurer	\$1,313	<b>\$1,617</b>	2025
<a href="#">Elgin Rural Fire Truck Assn</a>	MN	\$235,476	President	\$120	<b>\$134</b>	2024
<a href="#">Communities United Inc</a>	FL	\$224,071	Executive Director	\$48,000	<b>\$52,220</b>	2023
<a href="#">Caldwell Institute For Public Safety</a>	FL	\$223,897	President	\$25,000	<b>\$26,418</b>	2024
<a href="#">Wellsburg Volunteer Fire Department Inc</a>	WV	\$223,428	Fire Chief	\$600	<b>\$731</b>	2024
<a href="#">Western Wayne County Fire</a>	MI	\$237,161	Executive Di	\$10,200	<b>\$12,192</b>	2023
<a href="#">Lindstrom Volunteer Firemen's</a>	MN	\$222,499	Trustee	\$4,000	<b>\$4,577</b>	2023
<a href="#">Routt County Wildfire Mitigation Council</a>	CO	\$222,467	Executive Director	\$68,221	<b>\$73,583</b>	2024
<a href="#">Flushing Volunteer Fire Department</a>	OH	\$222,384	President	\$21,975	<b>\$26,954</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **306** organizations. Compensation range \$2–\$276,915; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$229,874); for reference, expenses \$262,624 and assets \$25,829.
ROLE MATCH	Andy Steele, reported title " <i>Director of Operations</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	77 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	79 <sup>th</sup>
Reportable pay only (column D), adjusted	79 <sup>th</sup>
All sources (D + E + F), adjusted	75 <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 (Andy Steele) 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 10, 2026, comparing compensation against 306 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,000 is reasonable (approximately the 77<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 10, 2026.