

Old Forge Volunteer Fire Department Inc

Executive Director / CEO

EIN 274705476
 NY · NTEE M24
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Anthony Tormey, Executive Director / CEO** (\$5,400) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79th** percentile of comparable organizations within the typical range

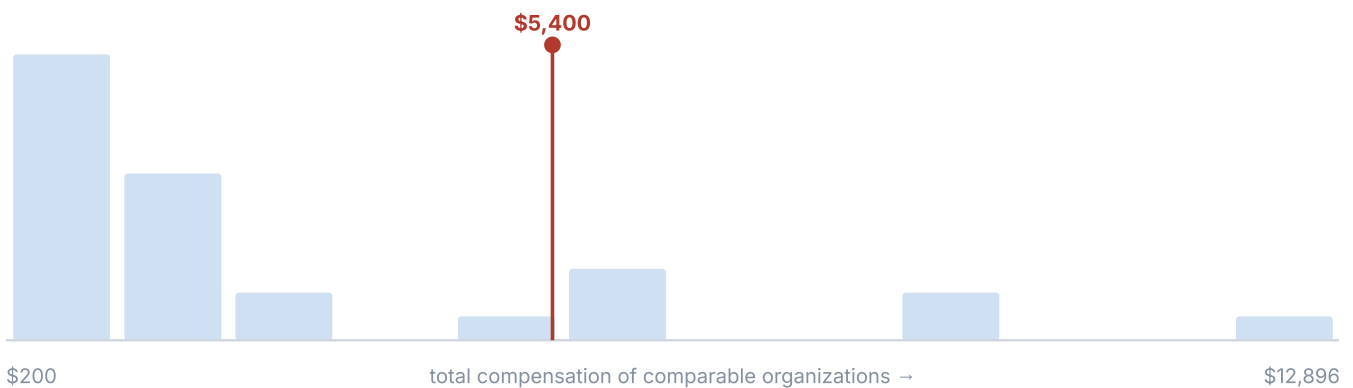
Benchmarked executive: Anthony Tormey — reported title “Secretary Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M24).
BUDGET	Total revenue between \$233,344 and \$522,412 — 0.67x to 1.50x the subject's \$348,275 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (M24) + NY + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$480	\$805	\$1,624	\$3,400	\$7,072	\$5,400
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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 NY 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
Ronkonkoma Fire Department Inc	NY	\$351,973	Treasurer	\$1,200	\$1,166	2024
Blossom Fire Company Inc	NY	\$356,244	President	\$599	\$599	2023
Horicon Fire Department Inc	NY	\$357,249	Chief	\$1,500	\$1,500	2023
Huntington Manor Volunteer Fire	NY	\$327,323	Chief	\$1,800	\$1,748	2024
Darien Center Chemical Fire Company Inc	NY	\$374,264	Treasurer	\$6,000	\$6,000	2023
Bay Shore Fire Department	NY	\$374,451	Chief	\$5,000	\$4,857	2024
Kings Park Fire Department Inc	NY	\$318,169	Secretary	\$6,000	\$5,828	2024
Potsdam Volunteer Fire Department	NY	\$316,461	Warden	\$300	\$284	2025
Clarendon Fire Company Inc	NY	\$301,735	President	\$500	\$486	2024
Town Of Carlton Fire Company No 1 Inc	NY	\$301,023	President	\$480	\$466	2024
Mendon Fire Department Inc	NY	\$289,747	President	\$1,200	\$1,200	2023
Rye Volunteer Firefighters Inc	NY	\$288,373	Chief/secretary	\$1,200	\$1,166	2024
Canajoharie Volunteer Firefighters Inc	NY	\$281,037	Treasurer	\$500	\$486	2024
Pittsford Volunteer Fire	NY	\$416,878	Chief	\$2,065	\$2,006	2024
Webster Volunteer Fire Department Inc	NY	\$279,416	Treasurer	\$9,440	\$9,440	2023
Merrick Volunteer Fire Department Inc	NY	\$417,894	Secretary	\$2,000	\$2,000	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ausable Forks Fire Department Inc	NY	\$277,098	President	\$500	\$500	2023
The Saint James Fire Department Incorporated	NY	\$420,150	Treasurer	\$13,277	\$12,896	2024
Lake Placid Volunteer Fire	NY	\$270,494	Deputy Secre	\$2,500	\$2,428	2024
White Springs Fire Association Inc	NY	\$427,043	Treasurer	\$9,100	\$8,839	2024
Mastic Chemical Company No 1 Inc	NY	\$265,484	Treasurer	\$1,500	\$1,457	2024
Valley Stream Fire Dept Inc	NY	\$261,037	Maint Chairman	\$2,400	\$2,271	2025
Windsor Fire Company Inc	NY	\$258,763	President/captain	\$1,000	\$971	2024
Gerry Volunteer Fire Department Inc	NY	\$257,078	President	\$200	\$200	2023
Wantagh Fire Department	NY	\$249,513	Recording Secretary	\$6,500	\$6,314	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	28 organizations. Compensation range \$200–\$12,896; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$348,275); for reference, expenses \$319,207 and assets \$1,619,706.
ROLE MATCH	Anthony Tormey, reported title " <i>Secretary Treasurer</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	79 th
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	79 th
All sources (D + E + F), adjusted	79 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 (Anthony Tormey) 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 28 similarly situated organizations (Same NTEE sector (M24) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,400 is reasonable (approximately the 79th 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.