

Union Fire Company & Rescue Squad

Executive Director / CEO

EIN 331039924
 NJ · NTEE E62
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **William Tunncliffe Iii, Executive Director / CEO** (\$1,325) against **every comparable organization** that fit the selection criteria — **55** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

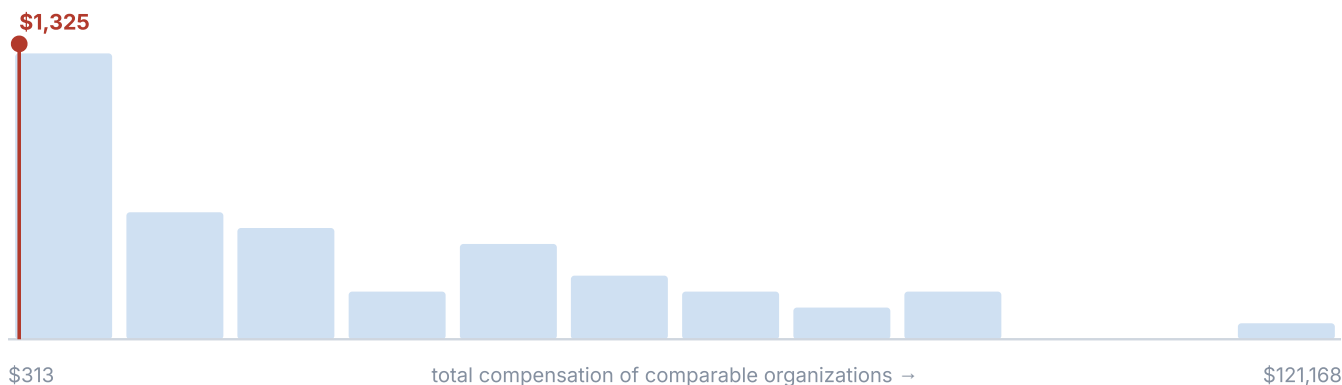
Benchmarked executive: William Tunncliffe Iii — reported title “FIRE CHIEF”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E62).
BUDGET	Total revenue between \$205,336 and \$459,709 — 0.67x to 1.50x the subject's \$306,473 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E62), nationwide + budget 0.67–1.5x revenue.

55 organizations qualified on sector, size, and geography → **55** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,478	\$7,879	\$21,257	\$48,289	\$71,796	\$1,325
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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 NJ 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
Valois Logan & Hector Volunteer	NY	\$307,817	Fire Chief	\$300	\$313	2023
Spokane County Ems & Trauma Council	WA	\$302,653	Office Administrator	\$35,472	\$35,570	2024
Irvona Volunteer Ambulance Services	PA	\$300,056	Treasurer	\$38,008	\$42,452	2024
Conemaugh Valley Regional	PA	\$315,942	President	\$49,287	\$55,050	2024
Garretson Community Ambulance Corp	SD	\$295,575	President	\$24,439	\$30,209	2024
Center Point Ambulance Service Inc	IA	\$292,486	President	\$12,442	\$15,710	2023
Cool Branch Volunteer Rescue	VA	\$322,030	Captian	\$37,144	\$41,355	2023
Penn Mahoning Ambulance Association	PA	\$324,791	President	\$2,508	\$2,884	2023
Amelia Emergency Squad Inc	VA	\$288,031	Member At La	\$963	\$1,041	2024
Moosabec Ambulance Service	ME	\$331,398	Chief	\$30,550	\$34,263	2024
Greater Northwest Emergency Medical	MN	\$281,243	Executive Di	\$109,485	\$121,168	2024
Dickeyville Rescue Squad Inc	WI	\$281,007	President	\$42,000	\$47,861	2025
Flemington Area Emergency Medical	WV	\$340,570	Chief	\$17,529	\$21,257	2024
Buncombe County Rescue Squad	NC	\$270,094	Chief	\$19,600	\$22,683	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Orbisonia Rockhill Emergency Medical Service	PA	\$265,620	Secretary	\$40,819	\$45,592	2024
Cavalier Hook And Ladder Society	ND	\$262,507	Treasurer/gaming Manager	\$21,000	\$26,574	2023
Fox Township Ambulance Association Inc	PA	\$262,402	Manager	\$13,050	\$14,576	2024
Mobile Surgery International	UT	\$351,788	President	\$57,500	\$65,913	2024
Tionesta Ambulance Service Inc	PA	\$260,800	Director	\$48,297	\$53,944	2024
Relief Association Of The Broomall	PA	\$353,519	President	\$922	\$1,030	2024
Stanley Civil Defense Rescue	NC	\$258,898	1st Sergeant	\$18,200	\$21,062	2024
Millerstown Ambulance League	PA	\$255,842	Treasurer	\$9,585	\$11,022	2023
Schleicher County Volunteer Ems	TX	\$357,262	Comptroller	\$64,723	\$72,514	2024
Bergenfield Volunteer Ambulance Corp Inc	NJ	\$254,463	Deputy Chief	\$15,503	\$15,503	2024
Port Canaveral Marine Firefighting Training Academy Inc	FL	\$253,279	Program Director	\$83,705	\$88,072	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	55 organizations. Compensation range \$313–\$121,168; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$306,473); for reference, expenses \$280,928 and assets \$794,530.
ROLE MATCH	William Tunncliffe Iii, reported title "FIRE CHIEF", benchmarked as Executive Director / CEO. The title maps directly to this 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	1 peer 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	9 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	9 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 (William Tunncliffe Iii) 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 55 similarly situated organizations (Same NTEE sector (E62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,325 is reasonable (approximately the 9th 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.