

Vestal Fire Department Inc

Executive Director / CEO

EIN 464210641

NY · NTEE M24

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Edward Hildebrand, Executive Director / CEO** (\$1,000) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

Benchmarked executive: Edward Hildebrand — reported title “Recording Secretary”, 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 \$153,864 and \$344,473 — 0.67x to 1.50x the subject's \$229,649 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (M24) + NY + budget 0.67–1.5x revenue.

38 organizations qualified on sector, size, and geography → **38** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$297	\$525	\$1,207	\$2,793	\$5,974	\$1,000
-------	-------	---------	---------	---------	---------



■ 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
Lake Pleasant Volunteer Fire Department	NY	\$230,088	Vice President	\$3,554	\$3,452	2024
Freehold Volunteer Fire Company Inc	NY	\$220,673	President	\$500	\$500	2023
Hope Engine Company Number 1 Of White Plains New York	NY	\$220,265	Treasurer	\$300	\$300	2023
United Fire Company No 1	NY	\$239,248	Financial Se	\$3,000	\$2,914	2024
Fishers Island Fire Department	NY	\$216,886	Fire Chief	\$3,000	\$2,914	2024
Warwick Fire Department	NY	\$244,809	President	\$2,000	\$1,943	2024
Wantagh Fire Department	NY	\$249,513	Recording Secretary	\$6,500	\$6,314	2024
Monticello Fire Department Inc	NY	\$206,137	Treasurer	\$1,200	\$1,200	2023
Gerry Volunteer Fire Department Inc	NY	\$257,078	President	\$200	\$200	2023
Windsor Fire Company Inc	NY	\$258,763	President/captain	\$1,000	\$971	2024
Valley Stream Fire Dept Inc	NY	\$261,037	Maint Chairman	\$2,400	\$2,271	2025
People's Firehouse Inc	NY	\$195,289	Executive Director	\$39,500	\$38,367	2024
Mastic Chemical Company No 1 Inc	NY	\$265,484	Treasurer	\$1,500	\$1,457	2024
Ae Crandall Hook And Ladder Co Inc	NY	\$193,746	Chief	\$300	\$291	2024
Doyle Volunteer Hose Company	NY	\$192,512	Interim Secretary	\$2,917	\$2,917	2023
East Syracuse Fire Department Inc	NY	\$192,446	Caretaker	\$1,250	\$1,214	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vol & Exempt Firefighters Benevolent Assoc Of Briarcliff Manor Ny	NY	\$192,067	President	\$3,000	\$2,914	2024
Lake Placid Volunteer Fire	NY	\$270,494	Deputy Secre	\$2,500	\$2,428	2024
Cronomer Valley Fire Department Inc	NY	\$187,958	Vice Preside	\$600	\$600	2023
Millbrook Engine Hook & Ladder Co	NY	\$185,671	2nd Lt, Fd/secretary	\$7,150	\$6,945	2024
Depew Volunteer Fire Department Inc	NY	\$182,645	Secretary	\$1,200	\$1,166	2024
Lebanon Valley Protective	NY	\$182,228	Pres/treas	\$1,500	\$1,500	2023
Ausable Forks Fire Department Inc	NY	\$277,098	President	\$500	\$500	2023
Cattaraugus Volunteer Fire Co Inc	NY	\$181,531	Treasurer	\$1,000	\$946	2025
Manhasset-lakeville Fire Department Corp	NY	\$179,932	Treasurer	\$750	\$750	2023

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 **38** organizations. Compensation range \$100–\$38,367; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$229,649); for reference, expenses \$117,069 and assets \$328,678. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Edward Hildebrand, reported title "*Recording Secretary*", 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 4 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	39 th
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	42 nd
All sources (D + E + F), adjusted	39 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 (Edward Hildebrand) 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 38 similarly situated organizations (Same NTEE sector (M24) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,000 is reasonable (approximately the 39th 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.