

# Huntington Beach Police And

Executive Director / CEO

EIN 471726054  
 CA · NTEE M99  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Cindy Ford, Executive Director / CEO** (\$73,160) against **every comparable organization** that fit the selection criteria — **334** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78<sup>th</sup>** percentile of comparable organizations within the typical range

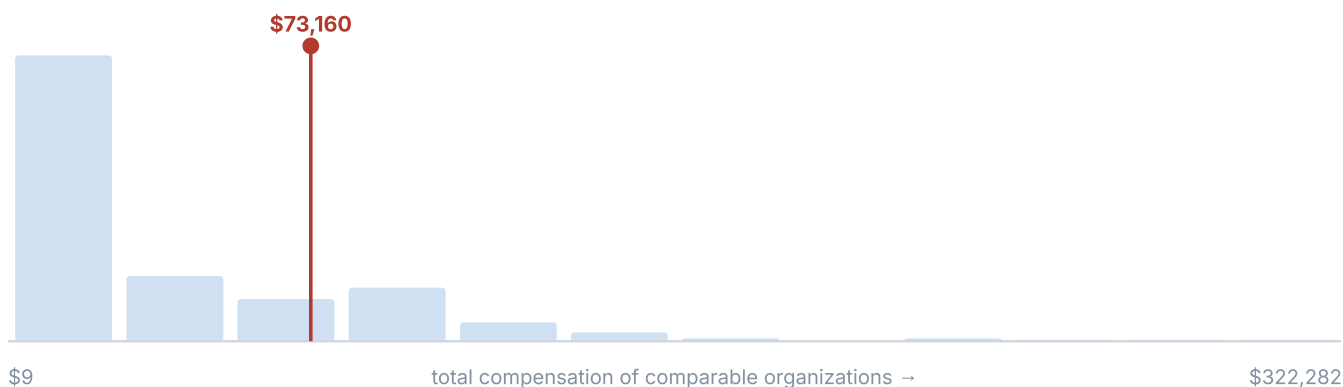
**Benchmarked executive:** Cindy Ford — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M99).
BUDGET	Total revenue between \$251,604 and \$563,293 — 0.67x to 1.50x the subject's \$375,529 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

**334** organizations qualified on sector, size, and geography → **334** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$962	\$3,753	\$17,443	\$59,622	\$100,016	\$73,160
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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="#">South Robeson Rescue Unit Inc</a>	NC	\$374,596	Commander/chief	\$21,082	<b>\$25,227</b>	2024
<a href="#">Minnesota Firearms Association</a>	MN	\$376,589	Executive Director	\$72,000	<b>\$84,824</b>	2023
<a href="#">Bay Shore Fire Department</a>	NY	\$374,451	Chief	\$5,000	<b>\$5,232</b>	2024
<a href="#">Haysi Rescue Squad</a>	VA	\$376,683	Chief/pres./	\$27,840	<b>\$31,130</b>	2024
<a href="#">Darlen Center Chemical Fire Company Inc</a>	NY	\$374,264	Treasurer	\$6,000	<b>\$6,464</b>	2023
<a href="#">Coastal Alabama Partnership</a>	AL	\$374,253	Executive Director	\$177,000	<b>\$221,447</b>	2024
<a href="#">Northampton Township Volunteer Fire Relief Association</a>	PA	\$378,327	Treasurer	\$2,275	<b>\$2,627</b>	2024
<a href="#">Mcmechen Volunteer Fire Department</a>	WV	\$378,943	Chief	\$1,305	<b>\$1,636</b>	2024
<a href="#">Cedar Grove Fire Department Inc</a>	NC	\$379,270	Fire Chief	\$67,083	<b>\$80,271</b>	2024
<a href="#">Traffic Safety Plus</a>	NE	\$379,677	Executive Director	\$95,864	<b>\$119,406</b>	2024
<a href="#">Delhi Volunteer Fire Department Inc</a>	LA	\$371,331	Fire Chief	\$40,772	<b>\$51,992</b>	2024
<a href="#">Hauppauge Volunteer Exempt Firemans Benevolent Association Inc</a>	NY	\$379,962	Treasurer	\$6,500	<b>\$6,626</b>	2025
<a href="#">Mowbray Volunteer Fire Department Inc</a>	TN	\$380,760	Chairman/operation Chief	\$37,265	<b>\$45,363</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Missing Kid Alert Db Gateway For Kids</a>	MI	\$370,048	Director	\$124,469	<b>\$153,175</b>	2023
<a href="#">Ridgecrest Volunteer Fire Dept Inc</a>	NC	\$368,905	Chief	\$9,034	<b>\$11,130</b>	2023
<a href="#">Conneaut Lake Volunteer Fire</a>	PA	\$368,647	Director	\$3,281	<b>\$3,901</b>	2023
<a href="#">Deep Branch Volunteer Fire Department Inc</a>	NC	\$382,825	Member	\$6,158	<b>\$7,586</b>	2023
<a href="#">Lanes Creek Volunteer Fire Department Inc</a>	NC	\$367,820	Member-part Time Firefighter	\$8,340	<b>\$10,274</b>	2023
<a href="#">Orr's &amp; Bailey Islands Fire Department</a>	ME	\$367,598	Fire Chief	\$6,749	<b>\$7,826</b>	2024
<a href="#">New Jersey Crime Victim Law Center Inc</a>	NJ	\$367,377	Director	\$111,457	<b>\$118,648</b>	2023
<a href="#">Derry Twp Vol Fire Dept Of Bradenville</a>	PA	\$383,797	Treasurer	\$500	<b>\$577</b>	2024
<a href="#">Evansville Police Department Foundation</a>	IN	\$365,346	Executive Director	\$22,500	<b>\$27,478</b>	2024
<a href="#">Hospital Foundation Of Decatur Coun</a>	IN	\$385,935	Director	\$25,446	<b>\$31,076</b>	2024
<a href="#">Dade County Firefighters Benevolent Association Inc</a>	FL	\$365,120	President/director	\$13,339	<b>\$14,940</b>	2023
<a href="#">Fairmont Fire Department Relief Assoc</a>	MN	\$386,302	President	\$550	<b>\$648</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 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 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	334 organizations. Compensation range \$9–\$322,282; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$375,529); for reference, expenses \$414,558 and assets \$324,455.
ROLE MATCH	Cindy Ford, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	78 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	84 <sup>th</sup>
Reportable pay only (column D), adjusted	80 <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 (Cindy Ford) 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 334 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$73,160 is reasonable (approximately the 78<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 9, 2026.