

Tri-county Firesafe Working Group

Executive Director / CEO

EIN 475387650
 MT · NTEE M24
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Ray Prill, Executive Director / CEO** (\$44,398) against **every comparable organization** that fit the selection criteria — **184** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

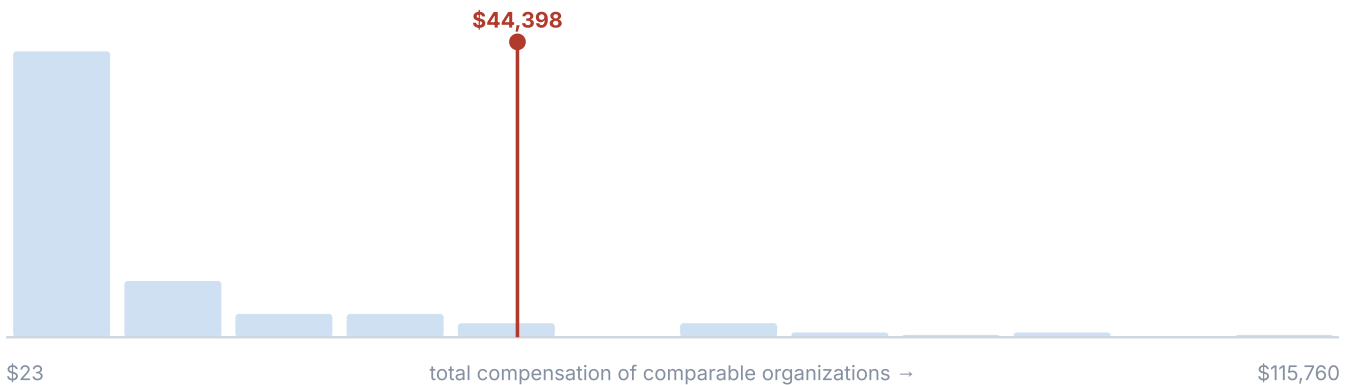
Benchmarked executive: Ray Prill — reported title “FORMER EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M24).
BUDGET	Total revenue between \$239,869 and \$537,021 — 0.67x to 1.50x the subject's \$358,014 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (M24), nationwide + budget 0.67–1.5x revenue.

184 organizations qualified on sector, size, and geography → **184** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$503	\$1,506	\$4,714	\$15,366	\$35,634	\$44,398
-------	---------	---------	----------	----------	-----------------



● 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 MT 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
Safe Ride Foundation Inc	MD	\$358,647	Executive Director	\$39,650	\$32,541	2025
Horicon Fire Department Inc	NY	\$357,249	Chief	\$1,500	\$1,257	2023
East Rivanna Vol Fire Company Inc	VA	\$357,056	Treasurer	\$4,563	\$3,970	2024
Huntingdon Valley Fire Co	PA	\$356,660	Treasurer	\$6,000	\$5,392	2024
Blossom Fire Company Inc	NY	\$356,244	President	\$599	\$502	2023
Cridersville Volunteer Fire Departm	OH	\$355,850	Fire Chief	\$14,638	\$14,383	2023
New Auburn Area Fire Department Inc	WI	\$353,312	Secretary/treasurer	\$5,000	\$4,706	2024
Olanta Rural Fire Department Inc	SC	\$353,299	Chief	\$75,842	\$69,457	2025
Ronkonkoma Fire Department Inc	NY	\$351,973	Treasurer	\$1,200	\$977	2024
Wolfhurst Central Volunteer Fire	OH	\$351,885	President	\$12,906	\$12,318	2024
William R Davie Volunteer Fire Dept	NC	\$349,487	Chief	\$71,374	\$64,740	2025
New Jersey Crime Victim Law Center Inc	NJ	\$367,377	Director	\$111,457	\$92,318	2023
Orr's & Bailey Islands Fire Department	ME	\$367,598	Fire Chief	\$6,749	\$6,089	2024
Old Forge Volunteer Fire Department Inc	NY	\$348,275	Secretary Treasurer	\$5,400	\$4,527	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lanes Creek Volunteer Fire Department Inc	NC	\$367,820	Member-part Time Firefighter	\$8,340	\$7,994	2023
Conneaut Lake Volunteer Fire	PA	\$368,647	Director	\$3,281	\$3,035	2023
Mineral Springs Volunteer Fire &	NC	\$347,220	Chief	\$21,938	\$20,426	2024
Ridgecrest Volunteer Fire Dept Inc	NC	\$368,905	Chief	\$9,034	\$8,660	2023
Volunteer Fire Company Of Mt Lebanon Inc	PA	\$346,736	President	\$666	\$599	2024
West Greenwich Volunteer Fire	RI	\$345,252	President	\$4,012	\$3,377	2025
Delhi Volunteer Fire Department Inc	LA	\$371,331	Fire Chief	\$40,772	\$40,454	2024
Drewry Volunteer Fire Department	NC	\$344,348	Captain	\$9,165	\$8,533	2024
Darien Center Chemical Fire Company Inc	NY	\$374,264	Treasurer	\$6,000	\$5,030	2023
Pocono Mountain Volunteer Fire Company	PA	\$341,708	Fire Chief	\$1,500	\$1,388	2023
Bay Shore Fire Department	NY	\$374,451	Chief	\$5,000	\$4,072	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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	184 organizations. Compensation range \$23–\$115,760; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$358,014); for reference, expenses \$354,864 and assets \$123,664.
ROLE MATCH	Ray Prill, reported title " <i>FORMER EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	18 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	92 nd
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	90 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 (Ray Prill) 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 184 similarly situated organizations (Same NTEE sector (M24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,398 is reasonable (approximately the 92nd 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.