

Quinter Ambulance Service Inc

Executive Director / CEO

EIN 480798879

KS · NTEE M24

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ericka J Nicholson, Executive Director / CEO** (\$29,664) against **every comparable organization** that fit the selection criteria — **178** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

Benchmarked executive: Ericka J Nicholson — reported title “Chairman”, 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 \$159,969 and \$358,141 — 0.67x to 1.50x the subject's \$238,761 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (M24), nationwide + budget 0.67–1.5x revenue.

178 organizations qualified on sector, size, and geography → **178** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$23

total compensation of comparable organizations →

\$124,976

\$402

\$868

\$2,437

\$9,652

\$30,844

\$29,664



● 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 KS 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
United Fire Company No 1	NY	\$239,248	Financial Se	\$3,000	\$2,437	2024
Kittrell Volunteer Fire Department	NC	\$237,641	President	\$18,290	\$16,991	2024
Fuller Hose Company No 1	PA	\$240,021	Secretary	\$400	\$369	2023
Western Wayne County Fire	MI	\$237,161	Executive Di	\$10,200	\$9,745	2023
Lakota Fire Protection District Inc	ND	\$241,711	Sec/treasure	\$6,517	\$6,620	2023
Elgin Rural Fire Truck Assn	MN	\$235,476	President	\$120	\$107	2024
Garretson Volunteer Fire Department	SD	\$234,627	President	\$1,200	\$1,191	2024
Manitowish Waters Fire Company	WI	\$242,904	Chief	\$3,000	\$2,817	2024
Long Bridge Volunteer Fire Dept	NC	\$242,955	Chief	\$2,880	\$2,675	2024
Warwick Fire Department	NY	\$244,809	President	\$2,000	\$1,625	2024
Sheldon Fire Department Inc	VT	\$247,024	Chief	\$4,020	\$3,638	2024
Villas Volunteer Fire Company Inc	NJ	\$230,226	President	\$1,000	\$802	2024
Lake Pleasant Volunteer Fire Department	NY	\$230,088	Vice President	\$3,554	\$2,887	2024
Anderson Township Perry County Fire Dept Inc	IN	\$229,966	Fire Chief	\$599	\$568	2024
Wayne Township Volunteer Fire Dept Of Hamilton Co Inc	IN	\$247,778	Deputy Chief	\$46,262	\$45,158	2023
Vestal Fire Department Inc	NY	\$229,649	Recording Secretary	\$1,000	\$836	2023
Ringgold Volunteer Fire & Rescue Inc	VA	\$228,267	Director	\$15,546	\$13,496	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wantagh Fire Department	NY	\$249,513	Recording Secretary	\$6,500	\$5,281	2024
Penn Hills Volunteer Firemens	PA	\$252,258	Secretary	\$300	\$277	2023
Long Cove Volunteer Fire Department	AL	\$225,080	Employee	\$128,667	\$124,976	2024
Hawtree Volunteer Fire Department Inc	NC	\$224,891	Chief	\$256	\$245	2023
Floyd Romance Volunteer Fire Department	AR	\$224,769	Treasurer	\$1,313	\$1,292	2025
Wellsburg Volunteer Fire Department Inc	WV	\$223,428	Fire Chief	\$600	\$584	2024
Routt County Wildfire Mitigation Council	CO	\$222,467	Executive Director	\$68,221	\$58,814	2024
Flushing Volunteer Fire Department	OH	\$222,384	President	\$21,975	\$21,544	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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 **178** organizations. Compensation range \$23–\$124,976; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$238,761); for reference, expenses \$320,926 and assets \$703,645.

ROLE MATCH Ericka J Nicholson, reported title "*Chairman*", 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.**

RELATED-ORG PAY 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 23 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	88 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	88 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 (Ericka J Nicholson) 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 178 similarly situated organizations (Same NTEE sector (M24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,664 is reasonable (approximately the 88th 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.