

Yorkshire Volunteer Fire Department

Executive Director / CEO

EIN 541527397

VA · NTEE M24

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Tami Griffith, Executive Director / CEO** (\$4,200) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

Benchmarked executive: Tami Griffith — reported title “TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

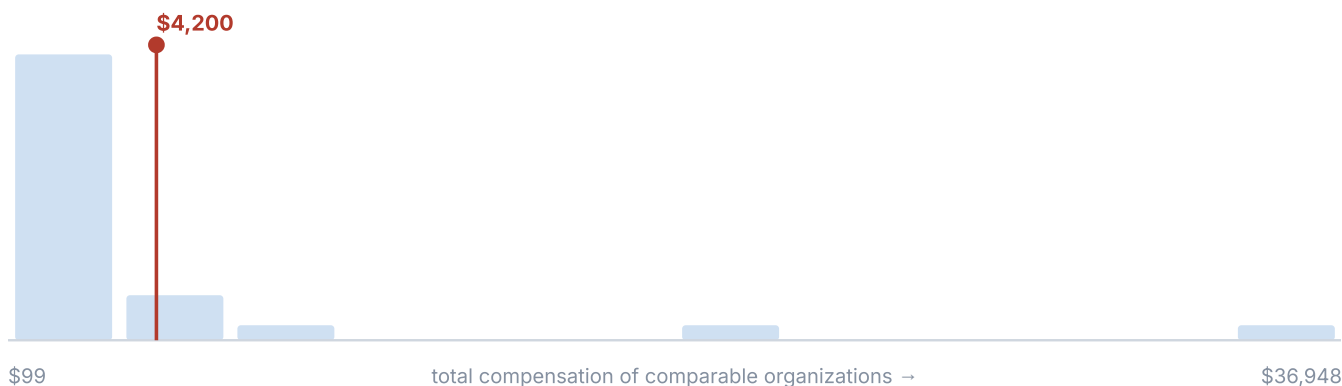
SECTOR Organizations sharing the subject's NTEE classification (M24).

BUDGET Total revenue between \$34,137 and \$76,428 — 0.67x to 1.50x the subject's \$50,952 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (M24), nationwide + budget 0.67–1.5x revenue.

25 organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$255	\$497	\$720	\$2,830	\$6,341	\$4,200
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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 VA 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
Winona Volunteer Fire Department	MO	\$51,147	President	\$830	\$884	2024
Mission Township Fire Fighters Reli	MN	\$52,600	President	\$240	\$238	2024
Thornwood Fire Co No 1	NY	\$54,202	President	\$200	\$187	2023
Watkins Fireman's Relief Association	MN	\$54,967	President	\$300	\$298	2024
Schroon Lake Volunteer Fire Department Inc	NY	\$46,502	Secretary/treasurer	\$7,500	\$6,818	2024
Brooktondale Volunteer Fire Co Inc	NY	\$57,882	President	\$300	\$281	2023
Silver Bay Firefighters	MN	\$42,906	Treasurer	\$500	\$497	2024
Wesley Fire Department Inc	IA	\$42,145	Fire Chief/p	\$635	\$720	2023
Kenyon Fire Relief Association	MN	\$59,974	Treasurer	\$550	\$563	2023
Greenwood Lake Volunteer Fire	NY	\$60,771	Secretary	\$599	\$545	2024
Central Lakes Community Organization And	MN	\$61,523	Treasurer	\$900	\$894	2024
Firemens Protective Association	CT	\$61,547	Treasurer	\$3,000	\$2,830	2024
Dawson Firemen's Benefit	MN	\$62,683	Trustee	\$37,170	\$36,948	2024
Remer Volunteer Firemens Relief	MN	\$39,080	Chair	\$3,315	\$3,392	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
River Vale Volunteer Ambulance Corps Inc	NJ	\$63,498	President	\$540	\$485	2024
Washington Fire Company No 2 Inc	IN	\$63,832	Secy-treas	\$480	\$524	2023
St Paul Volunteer Fire Department	IN	\$37,444	Fire Chief	\$500	\$546	2023
Beecher Falls Volunteer Fire Dept Inc	VT	\$65,561	Chief	\$5,396	\$5,625	2023
Nvfc 21st Century Fund	DC	\$66,162	Chief Executive Officer	\$23,829	\$21,035	2024
Ghent Firemen's Relief Association	MN	\$66,359	President	\$100	\$99	2024
Dunkirk Volunteer Fire Department Inc	IN	\$34,854	President	\$797	\$870	2023
Peel Fire Protection District	AR	\$70,765	Fire Chief	\$1,200	\$1,357	2024
The Vanlue Fire Department Inc	OH	\$72,436	Chief	\$1,500	\$1,598	2024
Phoenix Fire Engine Company No 2	PA	\$72,444	Recording Se	\$500	\$516	2023
Maynard Fire Relief Association	MN	\$74,904	Vice Preside	\$4,000	\$3,976	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	25 organizations. Compensation range \$99–\$36,948; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$50,952); for reference, expenses \$309,708 and assets \$1,711,790. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Tami Griffith, reported title "TREASURER", 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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	84 th
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	84 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 (Tami Griffith) 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 25 similarly situated organizations (Same NTEE sector (M24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,200 is reasonable (approximately the 84th 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.