

# Morrisvale Volunteer Fire Department Inc

Executive Director / CEO

EIN 550605129  
 WV · NTEE M24  
 FY ending 2025-06-30  
 June 10, 2026

This analysis benchmarks the total compensation of **Ashlie Pinson, Executive Director / CEO** (\$6,000) 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 **61<sup>st</sup>** percentile of comparable organizations

within the typical range

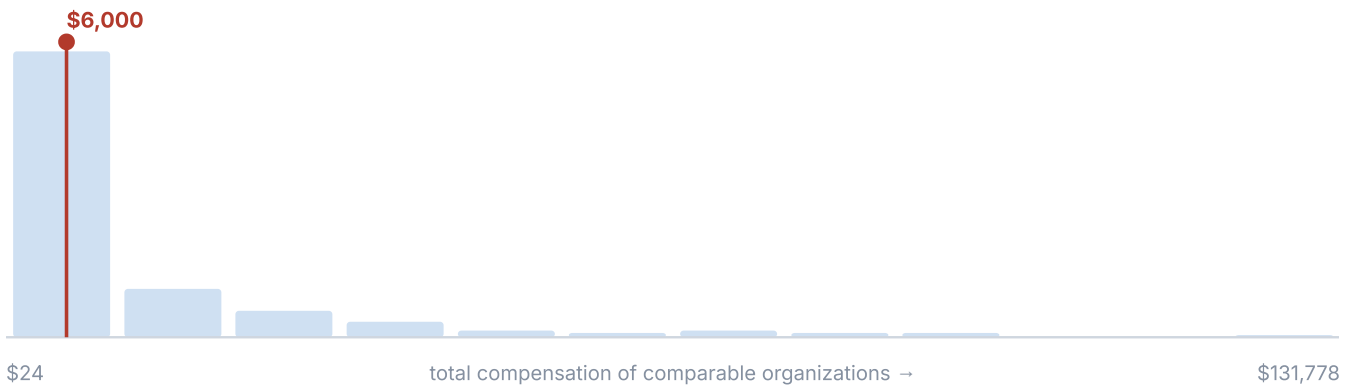
**Benchmarked executive:** Ashlie Pinson — reported title "TREASURER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M24).
BUDGET	Total revenue between \$204,214 and \$457,197 — 0.67x to 1.50x the subject's \$304,798 (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



\$441	\$1,278	\$3,942	\$14,432	\$34,339	<b>\$6,000</b>
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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 WV 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="#">C B S Fire Association</a>	IA	\$304,432	Treasurer	\$285	<b>\$296</b>	2024
<a href="#">Sellersburg Vol Fire Dept</a>	IN	\$303,586	Board Member	\$65,943	<b>\$65,926</b>	2024
<a href="#">Three Oaks Emergency Vehicle Association</a>	MI	\$303,482	Administrator/director	\$82,286	<b>\$80,518</b>	2024
<a href="#">Eldridge Volunteer Fire Co Inc</a>	IA	\$306,212	President	\$2,140	<b>\$2,222</b>	2024
<a href="#">Fountain Rural Fire Association Inc</a>	NC	\$306,965	President	\$156	<b>\$157</b>	2023
<a href="#">International Assoc Of Fire Fighte</a>	CT	\$302,461	Board Member	\$7,000	<b>\$6,222</b>	2024
<a href="#">Devils Lake Volunteer Fire Dept</a>	ND	\$307,857	Secretary	\$1,200	<b>\$1,249</b>	2024
<a href="#">Clarendon Fire Company Inc</a>	NY	\$301,735	President	\$500	<b>\$428</b>	2024
<a href="#">Prichard Volunteer Fire Department</a>	WV	\$308,090	Fire Chief	\$33,265	<b>\$35,154</b>	2023
<a href="#">Amity Community Volunteer Fire</a>	IN	\$308,429	Board Member	\$1,950	<b>\$1,950</b>	2024
<a href="#">Town Of Carlton Fire Company No 1 Inc</a>	NY	\$301,023	President	\$480	<b>\$411</b>	2024
<a href="#">Penderlea Fire Department</a>	NC	\$300,834	Assistant Chief	\$175	<b>\$172</b>	2024
<a href="#">State Firemens And Fire Marshals</a>	TX	\$309,675	Exec Director	\$16,807	<b>\$16,409</b>	2023
<a href="#">Factoryville Fire Company</a>	PA	\$299,732	Treasurer	\$3,600	<b>\$3,504</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mountain View Volunteer Fire</a>	NC	\$310,079	Chief	\$1,186	<b>\$1,132</b>	2025
<a href="#">Watford City Volunteer Fire Dept</a>	ND	\$299,429	Chief	\$10,892	<b>\$11,666</b>	2023
<a href="#">Southwest Ranches Volunteer Fire Rescue Inc</a>	FL	\$310,895	President Fire Chief	\$19,800	<b>\$17,634</b>	2024
<a href="#">The Voluntown Volunteer Fire Company</a>	CT	\$311,097	President	\$12,448	<b>\$11,064</b>	2024
<a href="#">Clintonville Volunteer Fire</a>	PA	\$311,761	Treasurer	\$3,000	<b>\$2,920</b>	2023
<a href="#">Primos-secane-westbrook Park Fire</a>	PA	\$297,704	President	\$17,640	<b>\$16,677</b>	2024
<a href="#">Savannah Volunteer Fire Company</a>	OH	\$312,384	Chief	\$16,020	<b>\$16,086</b>	2024
<a href="#">East Mead Volunteer Fire Company No 1</a>	PA	\$312,458	Manager Of Operations	\$38,675	<b>\$37,643</b>	2023
<a href="#">Cooleemee Volunteer Fire Department</a>	NC	\$314,024	President	\$15,911	<b>\$15,586</b>	2024
<a href="#">Potsdam Volunteer Fire Department</a>	NY	\$316,461	Warden	\$300	<b>\$250</b>	2025
<a href="#">Belle Plaine Fire Department</a>	MN	\$317,279	President	\$600	<b>\$562</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV cost of living and 2025 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 WV 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	184 organizations. Compensation range \$24–\$131,778; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$304,798); for reference, expenses \$250,652 and assets \$2,368,442.
ROLE MATCH	Ashlie Pinson, reported title "TREASURER", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	61 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	57 <sup>th</sup>
Reportable pay only (column D), adjusted	63 <sup>rd</sup>
All sources (D + E + F), adjusted	61 <sup>st</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 (Ashlie Pinson) 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 10, 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 \$6,000 is reasonable (approximately the 61<sup>st</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 10, 2026.