

Bear Pond Rural Fire Departmentinc

Executive Director / CEO

EIN 566063116

NC · NTEE M24

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Billy Jenkins, Executive Director / CEO** (\$15,288) against **every comparable organization** that fit the selection criteria — **142** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

Benchmarked executive: Billy Jenkins — reported title “CHIEF”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

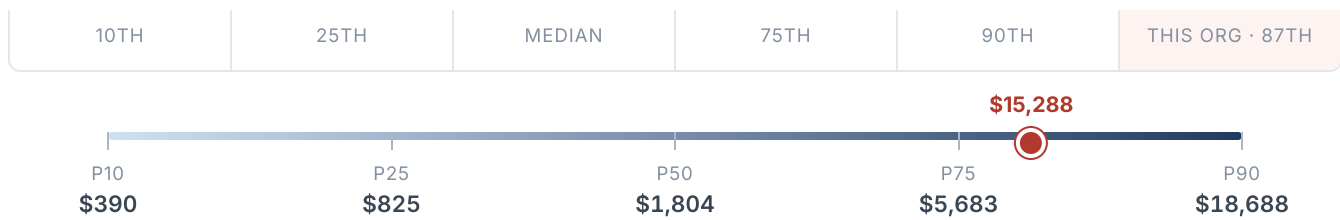
| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (M24). |
| BUDGET | Total revenue between \$131,504 and \$294,414 — 0.67x to 1.50x the subject's \$196,276 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (M24), nationwide + budget 0.67–1.5x revenue. |

142 organizations qualified on sector, size, and geography → **142** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|-------|-------|---------|---------|----------|----------|
| \$390 | \$825 | \$1,804 | \$5,683 | \$18,688 | \$15,288 |
|-------|-------|---------|---------|----------|----------|



● 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 NC 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 |
|---|-------|-----------|------------------------|-----------------|-----------------|------|
| Nelson Volunteer Fire Company Inc | PA | \$195,943 | Ems Chief | \$34,102 | \$32,913 | 2023 |
| Biglerville Hose & Truck Co No 1 | PA | \$196,883 | Treasurer | \$3,600 | \$3,474 | 2023 |
| Center City Firemen's Relief Association | MN | \$197,073 | Board Member/gamb Mngr | \$20,230 | \$18,791 | 2024 |
| People's Firehouse Inc | NY | \$195,289 | Executive Director | \$39,500 | \$33,553 | 2024 |
| Hardin Volunteer Fire Department Inc | TX | \$197,620 | President | \$56,031 | \$52,687 | 2024 |
| Cody Volunteer Fire Department | WY | \$198,218 | Treasurer | \$1,500 | \$1,510 | 2024 |
| Vashti Volunteer Fire Dept Inc | NC | \$194,061 | Treasurer | \$7,119 | \$6,737 | 2025 |
| Stovall Volunteer Fire Department | NC | \$198,740 | Chief | \$5,775 | \$5,609 | 2024 |
| Ae Crandall Hook And Ladder Co Inc | NY | \$193,746 | Chief | \$300 | \$254 | 2024 |
| Waynesboro Volunteer Fire Department Inc | PA | \$198,913 | Treasurer | \$500 | \$483 | 2023 |
| Catons Chapel Richardson Cove Volunteer Fire Department Inc | TN | \$192,631 | Borard Member/chief | \$40,000 | \$38,506 | 2025 |
| Doyle Volunteer Hose Company | NY | \$192,512 | Interim Secretary | \$2,917 | \$2,551 | 2023 |
| East Syracuse Fire Department Inc | NY | \$192,446 | Caretaker | \$1,250 | \$1,062 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|---|-------|-----------|----------------------|-----------------|-----------------|------|
| Vol & Exempt Firefighters Benevolent Assoc Of Briarcliff Manor Ny | NY | \$192,067 | President | \$3,000 | \$2,548 | 2024 |
| Jot-um-down Vol Fire Dept In | NC | \$202,091 | Chief | \$700 | \$662 | 2025 |
| Branch Volunteer Fire & Rescue Inc | WI | \$202,352 | President | \$860 | \$844 | 2024 |
| Fire Dept Relief Assn St James | MN | \$188,038 | President | \$500 | \$465 | 2024 |
| Cronomer Valley Fire Department Inc | NY | \$187,958 | Vice Preside | \$600 | \$525 | 2023 |
| Monticello Fire Department Inc | NY | \$206,137 | Treasurer | \$1,200 | \$1,049 | 2023 |
| Tangier Volunteer Fire Department Inc | VA | \$186,396 | Acting Treasurer | \$12,000 | \$10,892 | 2024 |
| Millbrook Engine Hook & Ladder Co | NY | \$185,671 | 2nd Lt, Fd/secretary | \$7,150 | \$6,074 | 2024 |
| North Middleton Township Volunteer | PA | \$207,824 | Trustee Thro | \$2,074 | \$2,002 | 2023 |
| Cranbury Fire Company Inc | NJ | \$207,874 | Treasurer | \$400 | \$336 | 2024 |
| Traphill Volunteer Fire Department Inc | NC | \$182,877 | Asst Chief | \$1,778 | \$1,727 | 2024 |
| Depew Volunteer Fire Department Inc | NY | \$182,645 | Secretary | \$1,200 | \$1,020 | 2024 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 | 142 organizations. Compensation range \$23–\$130,669; filing years 2022–2025. |
| SIZE BASIS | Matched on total revenue (\$196,276); for reference, expenses \$250,148 and assets \$705,698. |
| ROLE MATCH | Billy Jenkins, reported title "CHIEF", benchmarked as Executive Director / CEO. The title maps directly to this role. |
| OUTLIERS | 22 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 | 87 th |
| Total compensation (D + F), as reported (no adjustments) | 85 th |
| Reportable pay only (column D), adjusted | 87 th |
| All sources (D + E + F), adjusted | 87 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 (Billy Jenkins) 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 142 similarly situated organizations (Same NTEE sector (M24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,288 is reasonable (approximately the 87th 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.