

Buncombe County Rescue Squad

Executive Director / CEO

EIN 581416266

NC · NTEE E62Z

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Gregg Miller, Executive Director / CEO** (\$19,600) against **every comparable organization** that fit the selection criteria — **55** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

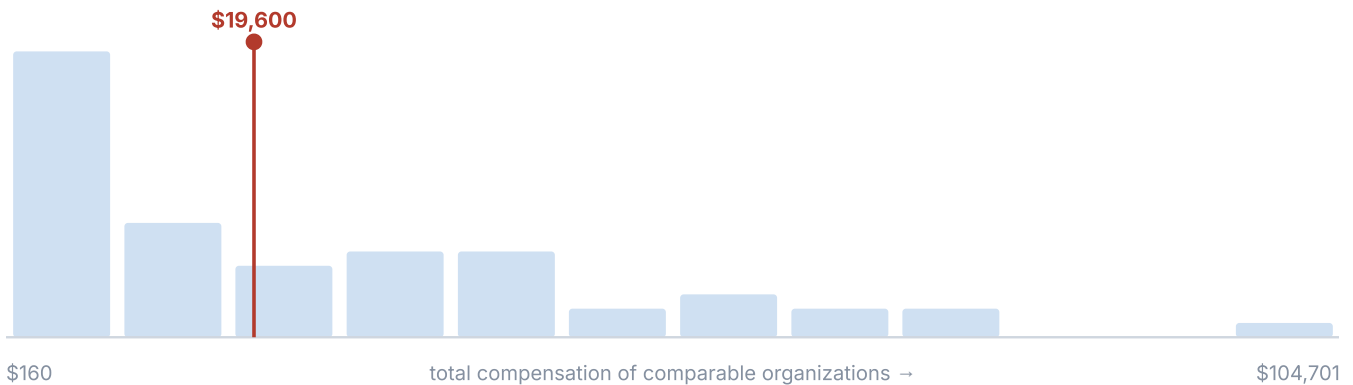
Benchmarked executive: Gregg Miller — reported title “CHIEF”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E62Z).
BUDGET	Total revenue between \$180,962 and \$405,141 — 0.67x to 1.50x the subject's \$270,094 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E62), nationwide + budget 0.67–1.5x revenue.

55 organizations qualified on sector, size, and geography → **55** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$998	\$2,858	\$13,575	\$37,482	\$59,447	\$19,600
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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 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
Orbisonia Rockhill Emergency Medical Service	PA	\$265,620	Secretary	\$40,819	\$39,396	2024
Cavalier Hook And Ladder Society	ND	\$262,507	Treasurer/gaming Manager	\$21,000	\$22,962	2023
Fox Township Ambulance Association Inc	PA	\$262,402	Manager	\$13,050	\$12,595	2024
Tionesta Ambulance Service Inc	PA	\$260,800	Director	\$48,297	\$46,613	2024
Dickeyville Rescue Squad Inc	WI	\$281,007	President	\$42,000	\$41,356	2025
Greater Northwest Emergency Medical	MN	\$281,243	Executive Di	\$109,485	\$104,701	2024
Stanley Civil Defense Rescue	NC	\$258,898	1st Sergeant	\$18,200	\$18,200	2024
Millerstown Ambulance League	PA	\$255,842	Treasurer	\$9,585	\$9,524	2023
Bergenfield Volunteer Ambulance Corp Inc	NJ	\$254,463	Deputy Chief	\$15,503	\$13,396	2024
Port Canaveral Marine Firefighting Training Academy Inc	FL	\$253,279	Program Director	\$83,705	\$76,103	2024
Amelia Emergency Squad Inc	VA	\$288,031	Member At La	\$963	\$900	2024
Pleasant Plains First Aid Squad In	NJ	\$251,113	Treasurer	\$4,069	\$3,620	2023
Center Point Ambulance Service Inc	IA	\$292,486	President	\$12,442	\$13,575	2023
Jackson Twp Emergency	IN	\$246,841	President	\$1,553	\$1,585	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Garretson Community Ambulance Corp	SD	\$295,575	President	\$24,439	\$26,103	2024
Irvona Volunteer Ambulance Services	PA	\$300,056	Treasurer	\$38,008	\$36,683	2024
Spokane County Ems & Trauma Council	WA	\$302,653	Office Administrator	\$35,472	\$30,736	2024
Maddock Ambulance Service	ND	\$235,487	President	\$2,311	\$2,391	2025
Union Fire Company & Rescue Squad	NJ	\$306,473	Fire Chief	\$1,325	\$1,145	2024
Valois Logan & Hector Volunteer	NY	\$307,817	Fire Chief	\$300	\$270	2023
Fennimore Area Rescue Squad Inc	WI	\$226,423	Chief	\$9,678	\$9,782	2024
Conemaugh Valley Regional	PA	\$315,942	President	\$49,287	\$47,568	2024
Cool Branch Volunteer Rescue	VA	\$322,030	Captian	\$37,144	\$35,735	2023
Durant Ambulance Service Inc	IA	\$215,447	President	\$347	\$378	2023
Penn Mahoning Ambulance Association	PA	\$324,791	President	\$2,508	\$2,492	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2024 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	55 organizations. Compensation range \$160–\$104,701; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$270,094); for reference, expenses \$498,583 and assets \$650,579. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Gregg Miller, reported title "CHIEF", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	1 peer 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	56 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	56 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 (Gregg Miller) 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 55 similarly situated organizations (Same NTEE sector (E62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,600 is reasonable (approximately the 56th 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 10, 2026.