

Blue Line Bears Inc

Executive Director / CEO

EIN 814879961

FL · NTEE M19

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Megan O'grady, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **334** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

Benchmarked executive: Megan O'grady — reported title "PRESIDENT & 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

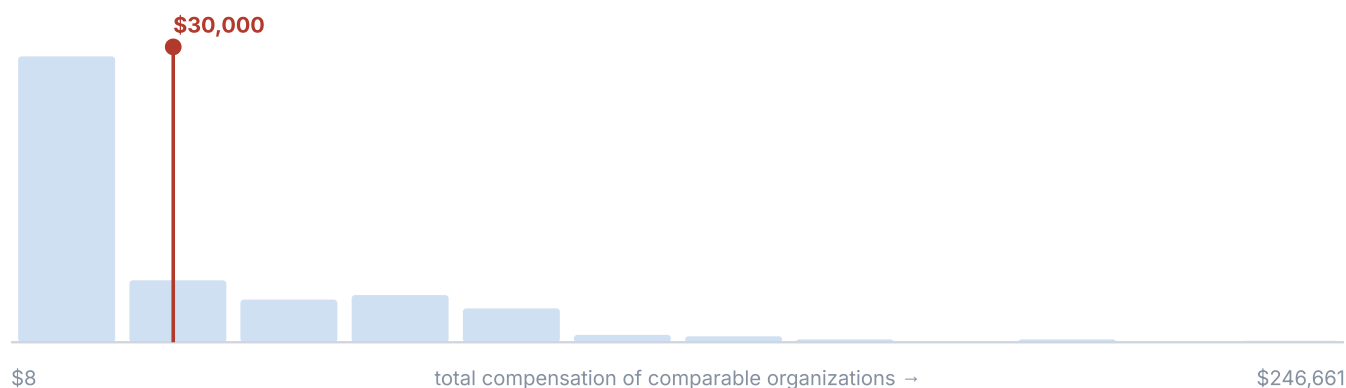
SECTOR Organizations sharing the subject's NTEE classification (M19).

BUDGET Total revenue between \$190,574 and \$426,660 — 0.67x to 1.50x the subject's \$284,440 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

334 organizations qualified on sector, size, and geography → **334** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$615

\$1,978

\$12,470

\$51,685

\$83,575

\$30,000



■ 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 FL 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
South Haven Firemens Relief Association	MN	\$283,323	Treasurer	\$1,200	\$1,226	2024
Safety First Volunteer Fire Co	PA	\$283,305	Steward	\$33,120	\$35,158	2023
North Central Florida Safety Council Inc	FL	\$285,577	Executive Director	\$35,867	\$34,838	2024
Greensboro Police Foundation	NC	\$282,325	Executive Director	\$37,084	\$39,618	2024
Bike Walk Wichita Inc	KS	\$287,436	Executive Dir.	\$19,385	\$21,653	2024
Canajoharie Volunteer Firefighters Inc	NY	\$281,037	Treasurer	\$500	\$467	2024
Ideal Firefighter Relief Assn	MN	\$280,771	President	\$599	\$630	2023
Rye Volunteer Firefighters Inc	NY	\$288,373	Chief/secretary	\$1,200	\$1,122	2024
California Gun Rights Foundation	NV	\$280,169	Executive Director	\$16,000	\$16,582	2024
4b Disaster Response Network	TX	\$280,109	Executive Director	\$60,000	\$63,889	2023
Bexar County Emergency Services Districts Association	TX	\$280,000	Executive Director	\$17,150	\$18,262	2023
Webster Volunteer Fire Department Inc	NY	\$279,416	Treasurer	\$9,440	\$9,080	2023
Long Lake Volunteer Firemen's Relief	MN	\$279,258	President	\$500	\$511	2024
Mendon Fire Department Inc	NY	\$289,747	President	\$1,200	\$1,154	2023
Arlington Fire Relief Association	MN	\$279,106	Treasurer	\$900	\$919	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
East Grand Lake Volunteer Fire	MI	\$278,640	Chief	\$1,900	\$2,088	2023
North Franklin Township Volunteer	PA	\$290,795	President	\$2,380	\$2,526	2023
Red Lightning	AZ	\$277,286	President And Ceo	\$80,000	\$79,550	2024
Ausable Forks Fire Department Inc	NY	\$277,098	President	\$500	\$481	2023
Gnesen Volunteer Fire Department Inc	MN	\$291,786	Gambling Manager	\$15,560	\$16,366	2023
Southeast Colorado Regional Trauma & Ems Advisory Council Inc	CO	\$291,947	Coordinator	\$75,000	\$72,440	2025
Buffalo Springs Lake Volunteer	TX	\$291,987	President	\$2,772	\$2,952	2023
Ham Lake Fire Relief Association	MN	\$276,808	Treasurer	\$300	\$306	2024
Cambridge Fire Company Inc	VT	\$276,680	Chief	\$4,079	\$4,370	2023
National Assoc Of State 911 Administrators	MI	\$292,475	Director	\$231,128	\$246,661	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 334 organizations. Compensation range \$8–\$246,661; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$284,440); for reference, expenses \$289,410 and assets \$153,732.

ROLE MATCH	Megan O'grady, reported title " <i>PRESIDENT & TREASURER</i> ", 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	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	64 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	63 rd

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 (Megan O'grady) 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 334 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 64th 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.