

Huntington Manor Volunteer Fire

Executive Director / CEO

EIN 824690777
 NY · NTEE M24
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **James Glidden, Executive Director / CEO** (\$1,800) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

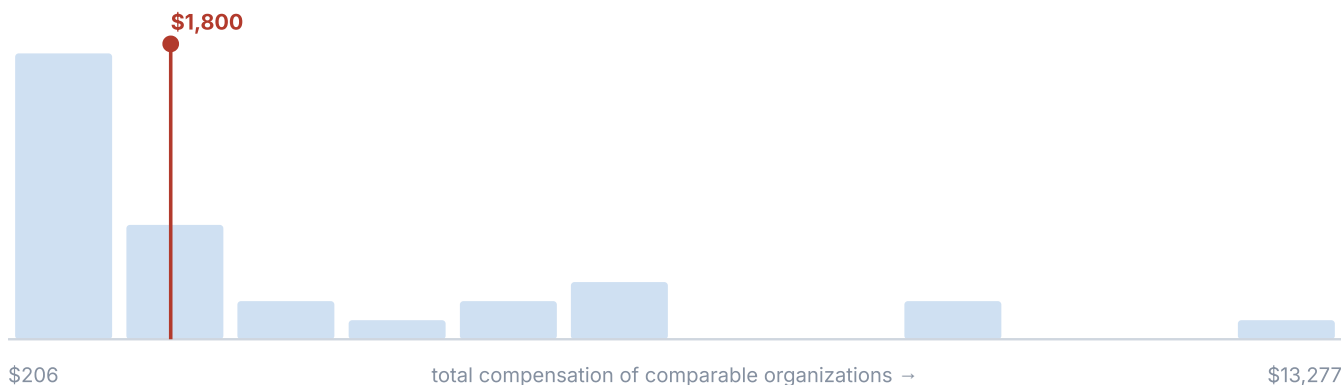
SECTOR Organizations sharing the subject's NTEE classification (M24).

BUDGET Total revenue between \$219,306 and \$490,984 — 0.67x to 1.50x the subject's \$327,323 (the band tightens as size grows).

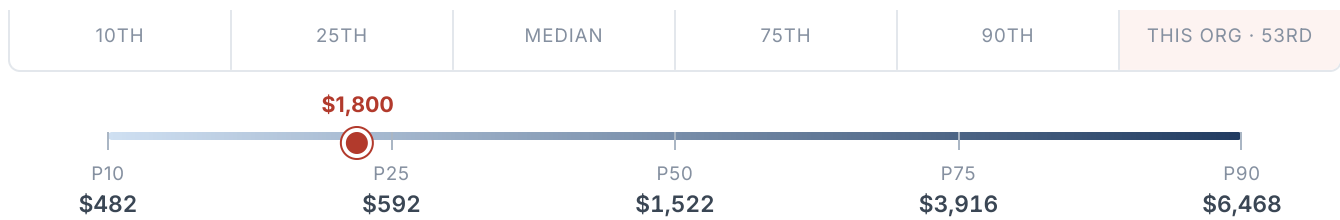
GEOGRAPHY Same NTEE sector (M24) + NY + budget 0.67–1.5x revenue.

32 organizations qualified on sector, size, and geography → **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$482	\$592	\$1,522	\$3,916	\$6,468	\$1,800
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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 NY 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
Kings Park Fire Department Inc	NY	\$318,169	Secretary	\$6,000	\$6,000	2024
Potsdam Volunteer Fire Department	NY	\$316,461	Warden	\$300	\$292	2025
Old Forge Volunteer Fire Department Inc	NY	\$348,275	Secretary Treasurer	\$5,400	\$5,560	2023
Ronkonkoma Fire Department Inc	NY	\$351,973	Treasurer	\$1,200	\$1,200	2024
Clarendon Fire Company Inc	NY	\$301,735	President	\$500	\$500	2024
Town Of Carlton Fire Company No 1 Inc	NY	\$301,023	President	\$480	\$480	2024
Blossom Fire Company Inc	NY	\$356,244	President	\$599	\$617	2023
Horicon Fire Department Inc	NY	\$357,249	Chief	\$1,500	\$1,544	2023
Mendon Fire Department Inc	NY	\$289,747	President	\$1,200	\$1,235	2023
Rye Volunteer Firefighters Inc	NY	\$288,373	Chief/secretary	\$1,200	\$1,200	2024
Canajoharie Volunteer Firefighters Inc	NY	\$281,037	Treasurer	\$500	\$500	2024
Darien Center Chemical Fire Company Inc	NY	\$374,264	Treasurer	\$6,000	\$6,177	2023
Bay Shore Fire Department	NY	\$374,451	Chief	\$5,000	\$5,000	2024
Webster Volunteer Fire Department Inc	NY	\$279,416	Treasurer	\$9,440	\$9,719	2023
Ausable Forks Fire Department Inc	NY	\$277,098	President	\$500	\$515	2023
Lake Placid Volunteer Fire	NY	\$270,494	Deputy Secre	\$2,500	\$2,500	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mastic Chemical Company No 1 Inc	NY	\$265,484	Treasurer	\$1,500	\$1,500	2024
Valley Stream Fire Dept Inc	NY	\$261,037	Maint Chairman	\$2,400	\$2,338	2025
Windsor Fire Company Inc	NY	\$258,763	President/captain	\$1,000	\$1,000	2024
Gerry Volunteer Fire Department Inc	NY	\$257,078	President	\$200	\$206	2023
Wantagh Fire Department	NY	\$249,513	Recording Secretary	\$6,500	\$6,500	2024
Warwick Fire Department	NY	\$244,809	President	\$2,000	\$2,000	2024
United Fire Company No 1	NY	\$239,248	Financial Se	\$3,000	\$3,000	2024
Pittsford Volunteer Fire	NY	\$416,878	Chief	\$2,065	\$2,065	2024
Merrick Volunteer Fire Department Inc	NY	\$417,894	Secretary	\$2,000	\$2,059	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 32 organizations. Compensation range \$206–\$13,277; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$327,323); for reference, expenses \$390,087 and assets \$1,878,701.

ROLE MATCH James Glidden, reported title "*CHIEF*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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	53 rd
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	53 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 (James Glidden) 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 32 similarly situated organizations (Same NTEE sector (M24) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,800 is reasonable (approximately the 53rd 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.