

# Permian Road Safety Coalition

Executive Director / CEO

EIN 831577726  
TX · NTEE M99  
FY ending 2023-12-31  
June 9, 2026

This analysis benchmarks the total compensation of **Ellen K Ramsey, Executive Director / CEO** (\$88,718) against **every comparable organization** that fit the selection criteria — **342** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

**Benchmarked executive:** Ellen K Ramsey — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M99).
BUDGET	Total revenue between \$263,588 and \$590,124 — 0.67x to 1.50x the subject's \$393,416 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

**342** organizations qualified on sector, size, and geography → **342** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$968	\$3,367	\$14,812	\$54,728	\$85,126	<b>\$88,718</b>
-------	---------	----------	----------	----------	-----------------



## ● 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 TX 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="#">Gardner Lake Volunteer Fire Company Inc</a>	CT	\$393,064	Treasurer	\$9,000	<b>\$8,436</b>	2023
<a href="#">Mountain Top Fire Company Inc</a>	PA	\$393,046	Vice President	\$7,134	<b>\$6,908</b>	2024
<a href="#">Butler Volunteer Fire Department</a>	WI	\$392,331	President/chief	\$9,990	<b>\$10,430</b>	2023
<a href="#">Damascus Fire Dept Inc</a>	OH	\$394,995	Trustee-at-l	\$12,735	<b>\$12,760</b>	2025
<a href="#">Thinkfirst Foundation</a>	IL	\$395,152	Executive Director	\$104,454	<b>\$99,713</b>	2024
<a href="#">Arklatex Safety Council Inc</a>	LA	\$395,212	Executive Director	\$50,000	<b>\$55,040</b>	2023
<a href="#">New Jersey Emergency Preparedness</a>	NJ	\$391,510	Executive Di	\$13,188	<b>\$11,771</b>	2023
<a href="#">Saxis Volunteer Fire Company I</a>	VA	\$391,443	Treasurer	\$1,200	<b>\$1,125</b>	2024
<a href="#">Ramsey Firefighters Relief Association</a>	MN	\$395,522	President	\$1,000	<b>\$959</b>	2024
<a href="#">Conch Republic Marine Army</a>	FL	\$389,491	President	\$60,000	<b>\$54,732</b>	2024
<a href="#">Community Center Of St Bernard</a>	LA	\$397,956	Executive Dir.	\$62,500	<b>\$68,800</b>	2023
<a href="#">Rebuild Bay County Inc Fka Bay County Long Term Disaster Recov</a>	FL	\$398,977	Executive Director	\$118,000	<b>\$110,817</b>	2023
<a href="#">Fairmont Fire Department Relief Assoc</a>	MN	\$386,302	President	\$550	<b>\$543</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Hospital Foundation Of Decatur Coun</a>	IN	\$385,935	Director	\$25,446	<b>\$26,056</b>	2024
<a href="#">Moon Twp Volunteer Fire Co</a>	PA	\$401,749	Treasurer	\$4,150	<b>\$4,019</b>	2024
<a href="#">Valley Splash Aquatics Inc</a>	CA	\$401,774	Ceo	\$108,843	<b>\$91,261</b>	2024
<a href="#">Leaksville Volunteer Fire Dept</a>	NC	\$402,463	Secretary	\$40,636	<b>\$41,975</b>	2023
<a href="#">Derry Twp Vol Fire Dept Of Bradenville</a>	PA	\$383,797	Treasurer	\$500	<b>\$485</b>	2024
<a href="#">Deep Branch Volunteer Fire Department Inc</a>	NC	\$382,825	Member	\$6,158	<b>\$6,361</b>	2023
<a href="#">Homeland Preparedness Project</a>	TX	\$405,069	Executive Director	\$79,310	<b>\$77,035</b>	2024
<a href="#">Mowbray Volunteer Fire Department Inc</a>	TN	\$380,760	Chairman/operation Chief	\$37,265	<b>\$38,035</b>	2024
<a href="#">Hauppauge Volunteer Exempt Firemans Benevolent Association Inc</a>	NY	\$379,962	Treasurer	\$6,500	<b>\$5,556</b>	2025
<a href="#">Louisiana Troopers Charities Inc</a>	LA	\$407,070	Executive Director	\$13,798	<b>\$14,753</b>	2024
<a href="#">Tyler County Emergency Squad Unit 1</a>	WV	\$407,095	President	\$677	<b>\$733</b>	2023
<a href="#">Traffic Safety Plus</a>	NE	\$379,677	Executive Director	\$95,864	<b>\$100,118</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	342 organizations. Compensation range \$8–\$296,019; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$393,416); for reference, expenses \$555,291 and assets \$321,730. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Ellen K Ramsey, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	10 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	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	90 <sup>th</sup>
Reportable pay only (column D), adjusted	93 <sup>rd</sup>
All sources (D + E + F), adjusted	88 <sup>th</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 (Ellen K Ramsey) 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 342 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$88,718 is reasonable (approximately the 91<sup>st</sup> 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.