

# Bexar County Emergency Services Districts Association

Executive Director / CEO

EIN 921925383  
 TX · NTEE M24  
 FY ending 2023-09-30  
**June 9, 2026**

This analysis benchmarks the total compensation of **Joshua Brown, Executive Director / CEO** (\$17,150) against **every comparable organization** that fit the selection criteria — **184** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Joshua Brown — 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 (M24).
BUDGET	Total revenue between \$187,600 and \$420,000 — 0.67x to 1.50x the subject's \$280,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (M24), nationwide + budget 0.67–1.5x revenue.

**184** organizations qualified on sector, size, and geography → **184** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$443</b> 10TH	<b>\$1,118</b> 25TH	<b>\$3,354</b> MEDIAN	<b>\$15,402</b> 75TH	<b>\$37,426</b> 90TH	<b>\$17,150</b> THIS ORG · 79TH
----------------------	------------------------	--------------------------	-------------------------	-------------------------	------------------------------------



## ■ 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="#">Webster Volunteer Fire Department Inc</a>	NY	\$279,416	Treasurer	\$9,440	<b>\$8,528</b>	2023
<a href="#">Canajoharie Volunteer Firefighters Inc</a>	NY	\$281,037	Treasurer	\$500	<b>\$439</b>	2024
<a href="#">East Grand Lake Volunteer Fire</a>	MI	\$278,640	Chief	\$1,900	<b>\$1,961</b>	2023
<a href="#">Ausable Forks Fire Department Inc</a>	NY	\$277,098	President	\$500	<b>\$452</b>	2023
<a href="#">Safety First Volunteer Fire Co</a>	PA	\$283,305	Steward	\$33,120	<b>\$33,018</b>	2023
<a href="#">Cambridge Fire Company Inc</a>	VT	\$276,680	Chief	\$4,079	<b>\$4,104</b>	2023
<a href="#">South Haven Firemens Relief Association</a>	MN	\$283,323	Treasurer	\$1,200	<b>\$1,152</b>	2024
<a href="#">Lawrence Park Volunteer Fire Department</a>	PA	\$275,652	Treasurer	\$2,800	<b>\$2,712</b>	2024
<a href="#">Lizton Union Township Hendricks Cou</a>	IN	\$274,066	Trustee	\$24,941	<b>\$25,539</b>	2024
<a href="#">Cord Volunteer Fire Department Inc</a>	AR	\$272,906	Secretary/treasurer	\$1,280	<b>\$1,438</b>	2023
<a href="#">Signal Hill Fire Protection</a>	IL	\$272,876	Board Member	\$1,194	<b>\$1,140</b>	2024
<a href="#">Greensburg Fire Dept Board Of Control</a>	PA	\$272,197	President - Station #6	\$25	<b>\$25</b>	2023
<a href="#">Rye Volunteer Firefighters Inc</a>	NY	\$288,373	Chief/secretary	\$1,200	<b>\$1,053</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lake Placid Volunteer Fire</a>	NY	\$270,494	Deputy Secre	\$2,500	<b>\$2,193</b>	2024
<a href="#">Mendon Fire Department Inc</a>	NY	\$289,747	President	\$1,200	<b>\$1,084</b>	2023
<a href="#">Grimesland Volunteer Fire Dept</a>	NC	\$269,468	Treasurer	\$2,400	<b>\$2,346</b>	2025
<a href="#">North Franklin Township Volunteer</a>	PA	\$290,795	President	\$2,380	<b>\$2,373</b>	2023
<a href="#">Gnesen Volunteer Fire Department Inc</a>	MN	\$291,786	Gambling Manager	\$15,560	<b>\$15,370</b>	2023
<a href="#">Buffalo Springs Lake Volunteer</a>	TX	\$291,987	President	\$2,772	<b>\$2,772</b>	2023
<a href="#">Grafton Volunteer Fire Department</a>	ND	\$267,554	Fire Chief	\$5,510	<b>\$5,871</b>	2024
<a href="#">Richardton Firemen's Auxiliary</a>	ND	\$267,191	Gaming Manag	\$4,900	<b>\$5,087</b>	2025
<a href="#">Lubbock Fire Educators Inc</a>	TX	\$266,954	President	\$33,105	<b>\$32,155</b>	2024
<a href="#">Dell Rapids Volunteer Fire</a>	SD	\$265,855	Chief	\$3,600	<b>\$3,972</b>	2023
<a href="#">Citizens Hook &amp; Ladder Co No 1</a>	PA	\$265,819	Financial Trustee	\$6,000	<b>\$5,810</b>	2024
<a href="#">Mastic Chemical Company No 1 Inc</a>	NY	\$265,484	Treasurer	\$1,500	<b>\$1,316</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	184 organizations. Compensation range \$25–\$134,974; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$280,000); for reference, expenses \$179,378 and assets \$100,622.
ROLE MATCH	Joshua Brown, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	79 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	78 <sup>th</sup>
Reportable pay only (column D), adjusted	80 <sup>th</sup>
All sources (D + E + F), adjusted	78 <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 (Joshua Brown) 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 184 similarly situated organizations (Same NTEE sector (M24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,150 is reasonable (approximately the 79<sup>th</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.