

Florida Association Of School Safety

Executive Director / CEO

EIN 922687278

FL · NTEE M99

FY ending 2023-06-30

June 10, 2026

This analysis benchmarks the total compensation of **William J Montford Iii, Executive Director / CEO** (\$58,263) against **every comparable organization** that fit the selection criteria — **335** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

Benchmarked executive: William J Montford Iii — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

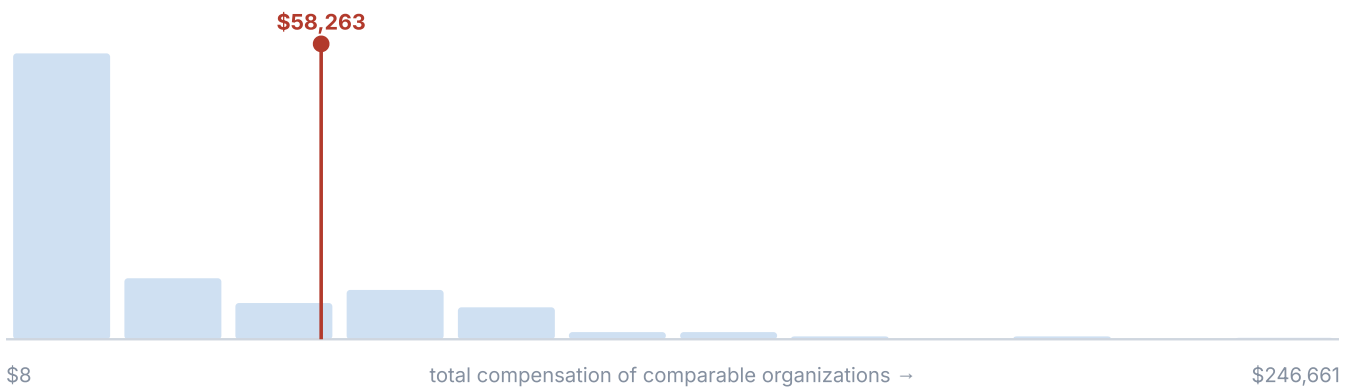
SECTOR Organizations sharing the subject's NTEE classification (M99).

BUDGET Total revenue between \$207,996 and \$465,663 — 0.67x to 1.50x the subject's \$310,442 (the band tightens as size grows).

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

335 organizations qualified on sector, size, and geography → **335** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$672	\$2,449	\$12,405	\$49,519	\$83,532	\$58,263
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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 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
Mountain View Volunteer Fire	NC	\$310,079	Chief	\$1,186	\$1,234	2025
Southwest Ranches Volunteer Fire Rescue Inc	FL	\$310,895	President Fire Chief	\$19,800	\$19,232	2024
The Voluntown Volunteer Fire Company	CT	\$311,097	President	\$12,448	\$12,068	2024
State Firemens And Fire Marshals	TX	\$309,675	Exec Director	\$16,807	\$17,896	2023
Clintonville Volunteer Fire	PA	\$311,761	Treasurer	\$3,000	\$3,185	2023
Savannah Volunteer Fire Company	OH	\$312,384	Chief	\$16,020	\$17,543	2024
Amity Community Volunteer Fire	IN	\$308,429	Board Member	\$1,950	\$2,126	2024
East Mead Volunteer Fire Company No 1	PA	\$312,458	Manager Of Operations	\$38,675	\$41,055	2023
Collaborating Agencies	CA	\$308,270	Executive Dir.	\$72,000	\$66,181	2023
Prichard Volunteer Fire Department	WV	\$308,090	Fire Chief	\$33,265	\$38,340	2023
Devils Lake Volunteer Fire Dept	ND	\$307,857	Secretary	\$1,200	\$1,362	2024
Fountain Rural Fire Association Inc	NC	\$306,965	President	\$156	\$172	2023
Cooleemee Volunteer Fire Department	NC	\$314,024	President	\$15,911	\$16,999	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hamilton Co Special Tactics And Rescue Service	TN	\$314,333	Chief President	\$6,000	\$6,521	2024
Eldridge Volunteer Fire Co Inc	IA	\$306,212	President	\$2,140	\$2,423	2024
Morrisvale Volunteer Fire Department Inc	WV	\$304,798	Treasurer	\$6,000	\$6,544	2025
C B S Fire Association	IA	\$304,432	Treasurer	\$285	\$323	2024
Potsdam Volunteer Fire Department	NY	\$316,461	Warden	\$300	\$273	2025
Institute For Safer Trucking	DC	\$303,964	Co Chair	\$96,923	\$87,940	2024
Renegade Relief Foundation Inc	OR	\$316,989	President And Ceo	\$16,927	\$15,834	2025
Belle Plaine Fire Department	MN	\$317,279	President	\$600	\$613	2024
Sellersburg Vol Fire Dept	IN	\$303,586	Board Member	\$65,943	\$71,901	2024
Three Oaks Emergency Vehicle Association	MI	\$303,482	Administrator/director	\$82,286	\$87,816	2024
Wyoming-montana Safety Council	WY	\$318,143	Executive Director	\$78,074	\$84,212	2025
Kings Park Fire Department Inc	NY	\$318,169	Secretary	\$6,000	\$5,606	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	335 organizations. Compensation range \$8–\$246,661; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$310,442); for reference, expenses \$293,276 and assets \$204,806.
ROLE MATCH	William J Montford Iii, reported title "CHIEF EXECUTIVE OFFICER", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 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	77 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 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 (William J Montford Iii) 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 335 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,263 is reasonable (approximately the 77th 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.