

Clinical And Patient Educators

Executive Director / CEO

EIN 272280465

CO · NTEE E03

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Thomas Rametta, Executive Director / CEO** (\$15,158) 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 9th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Thomas Rametta — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E03).

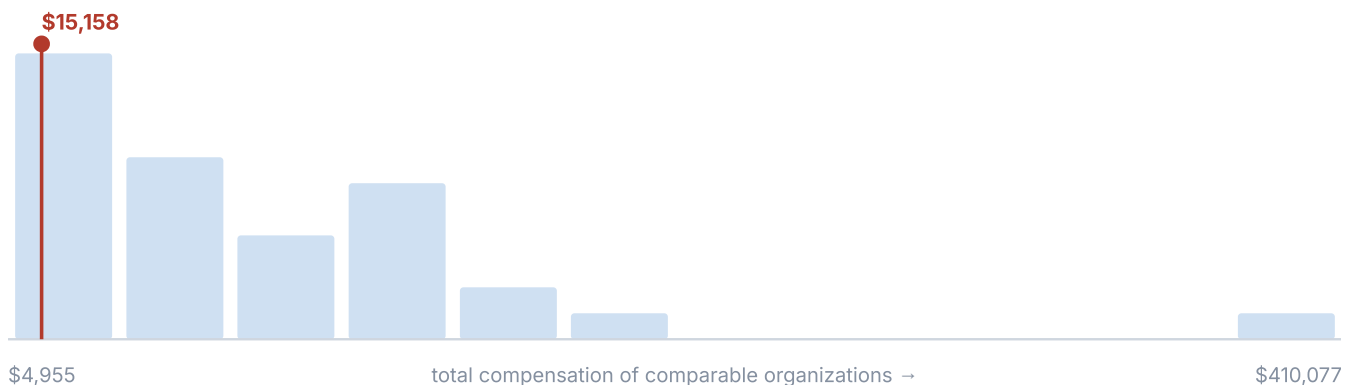
BUDGET Total revenue between \$289,462 and \$648,051 — 0.67x to 1.50x the subject's \$432,034 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E03), nationwide + budget 0.67–1.5x revenue.

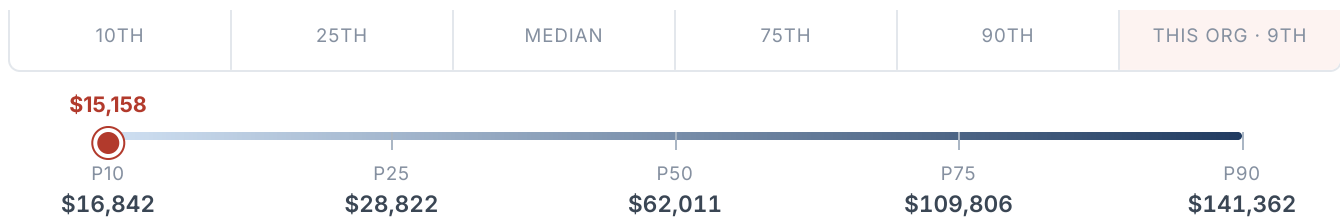
32 organizations qualified on sector, size, and geography

→ **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,842	\$28,822	\$62,011	\$109,806	\$141,362	\$15,158
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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 CO 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
Lancaster County Medical Society	NE	\$430,515	Executive Di	\$95,115	\$106,689	2024
King County Nurses Association Inc	WA	\$439,942	Executive Director	\$117,589	\$106,963	2025
Bayside Historical Society	NY	\$423,928	Executive Director	\$8,316	\$7,837	2024
Medical Staff Of West Hills	CA	\$422,601	Cme Prgrm Crdnt	\$18,000	\$16,210	2024
Midwinter Conference Of Immunologists	UT	\$405,401	Registrar	\$25,000	\$26,684	2024
Open Notebook Inc	WI	\$462,870	President	\$121,750	\$136,521	2023
Fresno-madera Medical Society	CA	\$463,015	Executive Dir.	\$144,602	\$134,065	2023
Pediatric Acute Lung Injury And Sepsis Investigators Network	NC	\$469,556	Executive Director	\$36,667	\$39,512	2024
Santa Barbara Dermatology Foundation Inc	KY	\$471,765	President	\$83,000	\$92,997	2024
The Medical Staff Of St John Hospital	MI	\$386,042	President	\$42,000	\$45,210	2024
Academia De Directores Medicos De Puerto Rico	PR	\$486,146	Program Director	\$55,620	\$57,263	2023
Foundation For Physician Advancement	MS	\$375,823	Executive Director	\$82,500	\$98,655	2023
Syrian American Medical Society	DC	\$501,862	Executive Director	\$5,414	\$4,955	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Arkansas Community Health Worker Associa	AR	\$359,300	Executive Dir.	\$100,947	\$118,336	2024
Dallas Methodist Physicians Network	TX	\$517,533	President	\$62,380	\$65,075	2024
Palomar Medical Center Medical Staff	CA	\$524,489	Chief Of Staff	\$99,000	\$91,786	2023
Medical Staff Of Hollywood	CA	\$337,111	President	\$30,000	\$27,016	2024
Direct Primary Care Alliance	ME	\$527,676	Executive Director	\$71,224	\$74,378	2024
Hillsborough County Medical Assn Inc	FL	\$529,329	Executive Director/ceo	\$140,684	\$141,900	2023
Va - Chw Association	VA	\$327,707	Exe Director	\$129,676	\$127,211	2025
Nalanda Institute For Contemplative Science	NY	\$324,440	Chairperson	\$9,590	\$8,805	2025
Somali Medical Association Of America	MN	\$311,236	Executive Director	\$32,436	\$33,425	2024
Hca Florida Kendall Medical Staff Inc	FL	\$303,200	President	\$30,000	\$29,391	2024
Hardin Medical & Dental Staff Inc	KY	\$299,947	Chief Direct	\$25,000	\$32,424	2021
American Association Of Nurse	IL	\$584,540	Ceo	\$399,967	\$410,077	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 \$4,955–\$410,077; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$432,034); for reference, expenses \$407,796 and assets \$186,011.
ROLE MATCH	Thomas Rametta, reported title "PRESIDENT", 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	1 peer 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	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Thomas Rametta) 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 (E03), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,158 is reasonable (approximately the 9th 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.