

Central Kansas Medical Center

Executive Director / CEO

EIN 480543724

CO · NTEE E220

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Peter Banko, Executive Director / CEO** (\$828,093) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Peter Banko — reported title “CHAIR / CEO & President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E220).

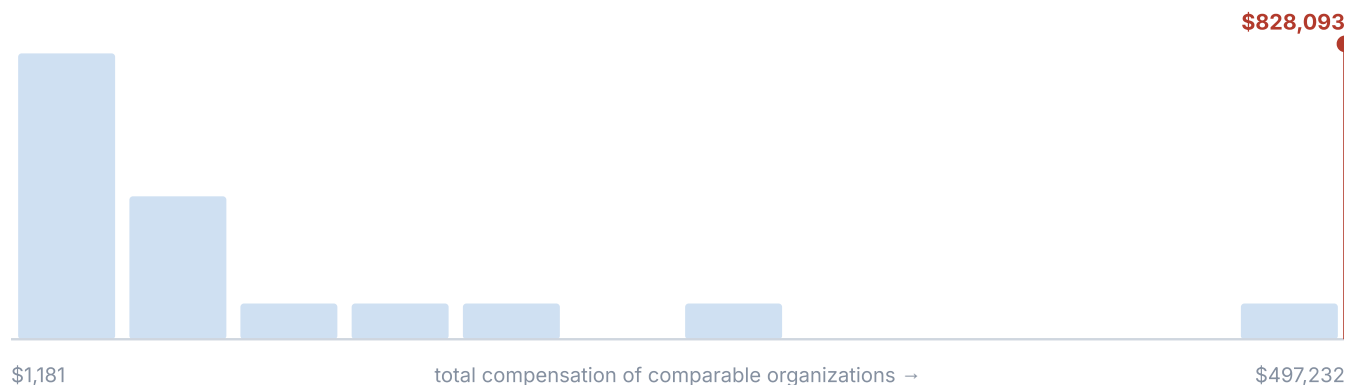
BUDGET Total revenue between \$1,841 and \$4,123 — 0.67x to 1.50x the subject's \$2,749 (the band tightens as size grows).

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

17 organizations qualified on sector, size, and geography

→ **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,947	\$32,830	\$43,267	\$85,491	\$226,458	\$828,093
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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
Live Well Live Atchison Inc	KS	\$2,705	Director	\$30,000	\$32,830	2024
Advanced Medical Transport Inc	IL	\$2,500	Board Member/ceo Of Phmms	\$25,070	\$24,967	2024
Community Care Collaborative	TX	\$2,500	Executive Director	\$44,061	\$44,646	2024
Imai-imci Alliance Inc	FL	\$2,483	Board Chair	\$1,241	\$1,181	2024
Healthfirst Inc	NY	\$2,427	President And Ceo	\$543,220	\$497,232	2024
Mercy Hospital Iowa City Iowa Self	IA	\$3,228	Treasurer (End 7/22)	\$32,802	\$37,456	2023
Margaret Tietz Nursing And	NY	\$2,241	President/ceo	\$220,562	\$201,890	2024
Jfk Medical Associates Pa	NJ	\$2,000	Trustee - President	\$291,140	\$263,311	2024
Hi-desert Memorial Health Care District Foundation	CA	\$1,990	Ceo	\$32,981	\$28,849	2024
Asian Health Services Foundation	CA	\$3,576	Ceo	\$19,340	\$17,416	2023
11th Street Family Health Services Inc	PA	\$3,585	President & Chairman	\$157,401	\$163,697	2023
Jpchc Foundation Inc	IN	\$1,896	Director	\$41,562	\$44,398	2024
Institute For Labor & Mental Health	CA	\$3,646	Executive Director Of Nsp	\$49,465	\$43,267	2024
Baptist Homes Association Of The Rocky	MN	\$3,812	President & Ceo	\$38,445	\$38,480	2024
Wills Community Surgical Services Of	PA	\$3,835	Chief Executive Officer	\$84,631	\$85,491	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hackensack Specialty Care Associates Pc	NJ	\$4,000	President	\$44,418	\$41,359	2023
Rei Medical Clinics Inc	WI	\$4,097	Director/ceo - Msi	\$66,933	\$72,900	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 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	17 organizations. Compensation range \$1,181–\$497,232; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$2,749); for reference, expenses \$0 and assets \$186,951. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Peter Banko, reported title " <i>CHAIR / CEO & President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	100th
Total compensation (D + F), as reported (no adjustments)	100th
Reportable pay only (column D), adjusted	0th

All sources (D + E + F), adjusted

94th

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 (Peter Banko) 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 17 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$828,093 is reasonable (approximately the 100th 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.