

Carroll County Health Services Corporation

Executive Director / CEO

EIN 520691413
 MD · NTEE E21Z
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Neil M Meltzer, Executive Director / CEO** (\$409,939) against **every comparable organization** that fit the selection criteria — **198** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Neil M Meltzer — reported title "DIRECTOR/LBH PRESIDENT/CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E21Z).
BUDGET	Total revenue between \$53,591 and \$119,982 — 0.67x to 1.50x the subject's \$79,988 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

198 organizations qualified on sector, size, and geography → **198** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,069	\$17,095	\$35,361	\$60,060	\$104,017	\$409,939
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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 MD 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
Pbhmc Inc	AZ	\$80,000	Vice President	\$25,487	\$25,466	2024
Oakes Community Hospital	ND	\$80,228	Executive Director	\$35,757	\$41,972	2023
Franklin General Hospital Foundation	IA	\$79,699	Foundation Manager	\$30,614	\$34,826	2024
National Association For	MD	\$80,342	President -Part Time	\$148,256	\$148,256	2023
Surgery On Sunday Inc	KY	\$80,778	Executive Director	\$19,692	\$22,629	2023
The Sewanee Hospitality Shop	TN	\$80,833	Shop Manager	\$32,859	\$35,884	2024
Trinity Health Pace Alexandria Inc	LA	\$79,073	Director; President & Ceo	\$172,937	\$197,841	2024
Riverstone Wellness	CA	\$81,150	Founder	\$21,720	\$19,486	2024
Family Medical Care Clinics Corporation	ID	\$78,777	Director	\$18,106	\$20,602	2023
Nnu Health Inc	ID	\$81,255	Treasurer	\$56,228	\$62,144	2024
Tcc Support Corporation	CA	\$78,000	Secretary	\$35,487	\$31,836	2024
Mission Link	OH	\$77,830	President & Ceo	\$68,310	\$75,168	2024
The Partnership For Male Youth	DC	\$77,620	President Ceo	\$39,000	\$36,606	2023
Athol Memorial Hospital Nmtc Holdings	MA	\$77,252	Former President/ceo	\$26,970	\$25,179	2024
Beth Israel Deaconess Department Of	MA	\$83,162	Director (Ex-officio) (Hmfp Ceo)	\$109,829	\$102,537	2024
West Michigan Dental Foundation	MI	\$83,190	Executive Se	\$27,000	\$29,809	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cancer Wellness Spa Of Greater	NY	\$76,775	President	\$42,000	\$39,430	2024
Neuro Vitality Foundation	CA	\$76,637	Secretary	\$59,500	\$52,003	2025
Rochelle Community Hospital Foundation	IL	\$76,211	Ceo	\$35,592	\$36,354	2024
Windom Area Hospital Foundation Inc	MN	\$76,209	Business Development Director	\$43,444	\$43,450	2025
Holy Redeemer Active & Retirement Living	PA	\$76,206	Board Member, President/ceo	\$23,945	\$25,541	2023
San Juan Regional Rehabilitation Hospital Inc	NM	\$84,109	Ceo	\$80,619	\$92,748	2023
Well-one Health Inc	CA	\$84,355	Secretary	\$62,732	\$56,278	2024
Tbhc Emergency Medicine Pc	NY	\$84,390	President	\$12,384	\$11,627	2024
The Pages Of Our Communities	MN	\$75,397	President	\$39,084	\$40,123	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 198 organizations. Compensation range \$96–\$1,743,764; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$79,988); for reference, expenses \$4,194 and assets \$392,109,182. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Neil M Meltzer, reported title " <i>DIRECTOR/LBH PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	101 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	99 th
Total compensation (D + F), as reported (no adjustments)	99 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 (Neil M Meltzer) 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 198 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$409,939 is reasonable (approximately the 99th 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.