

# Camden-clark Health Services Inc

Executive Director / CEO

EIN 550769602

WV · NTEE E21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Steve Altmiller, Executive Director / CEO** (\$36,902) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Steve Altmiller — reported title "CCMC 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 (E21).
BUDGET	Total revenue between \$0 and \$0 — 0.00x to 0.00x the subject's \$0 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E21), nationwide + budget 0.67–1.5x revenue.

**18** organizations qualified on sector, size, and geography → **18** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$21,922	\$50,685	\$79,752	\$200,323	\$356,480	\$36,902
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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 WV 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="#">Central Iowa Health System</a>	IA	\$0	Market President (Fr 01/24)	\$88,339	<b>\$86,771</b>	2024
<a href="#">St Joseph's Health Inc</a>	NJ	\$0	President/ceo	\$341,477	<b>\$273,507</b>	2024
<a href="#">Unity Health System Inc</a>	NY	\$0	Ceo	\$62,774	<b>\$50,886</b>	2024
<a href="#">Deaconess Health Care Services Co</a>	OH	\$0	Chief Executive Officer	\$213,102	<b>\$202,478</b>	2024
<a href="#">New York Queens Charter Ventures Inc</a>	NY	\$0	Director	\$76,947	<b>\$62,375</b>	2024
<a href="#">Crouse Health System Inc</a>	NY	\$0	President & Ceo	\$62,442	<b>\$50,618</b>	2024
<a href="#">Montgomery General Health</a>	WV	\$0	President/ceo	\$3,496	<b>\$3,396</b>	2024
<a href="#">Belmont Community Hospital</a>	OH	\$0	Director, President	\$106,662	<b>\$101,345</b>	2024
<a href="#">Advocate Health Inc</a>	NC	\$0	Co-chief Executive Officer	\$18,576,902	<b>\$17,728,011</b>	2023
<a href="#">Main Line Diversified Services Inc</a>	PA	\$0	President & Ex-officio Trustee	\$597,253	<b>\$550,085</b>	2023
<a href="#">Mercy Home Health Services</a>	PA	\$0	Dir; Pres & Ceo Mid-atlantic Region	\$74,073	<b>\$68,223</b>	2023
<a href="#">Sarah Bush Lincoln Health System</a>	IL	\$0	President	\$80,102	<b>\$72,732</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">St Luke's Health Clinical Operations</a>	TX	\$0	Ceo Of Chi St. Luke's Health System	\$209,833	<b>\$193,858</b>	2023
<a href="#">South Florida Health Inc</a>	FL	\$0	Ceo	\$250,000	<b>\$216,908</b>	2023
<a href="#">Elliot Health System</a>	NH	\$0	President & Ceo, Solutionhealth	\$205,476	<b>\$175,230</b>	2023
<a href="#">Brooklyn Health Inc</a>	NY	\$0	President & Ceo, Ex-officio	\$12,234	<b>\$10,210</b>	2023
<a href="#">Hunterdon Regional Community</a>	NJ	\$0	Trustee - President/ceo	\$32,673	<b>\$26,942</b>	2023
<a href="#">Carle Health - West Region</a>	IL	\$0	Ex Officio, Non-voting // Officer - President, Carle Health - West Region	\$44,092	<b>\$40,035</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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	18 organizations. Compensation range \$3,396–\$17,728,011; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$0); for reference, expenses \$0 and assets \$0.
ROLE MATCH	Steve Altmiller, reported title " <i>CCMC President CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	17 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	17 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	33 <sup>rd</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 (Steve Altmiller) 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 18 similarly situated organizations (Same NTEE sector (E21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,902 is reasonable (approximately the 17<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.