

Escambia County Medical Society

Executive Director / CEO

EIN 590919944

FL · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Laura Griffin, Executive Director / CEO** (\$66,000) against **every comparable organization** that fit the selection criteria — **74** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

Benchmarked executive: Laura Griffin — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S41).

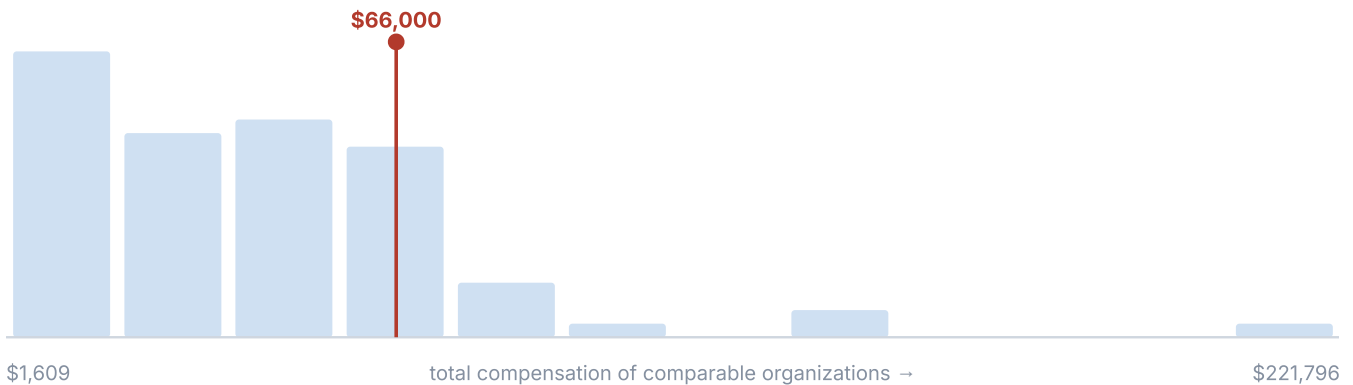
BUDGET Total revenue between \$61,833 and \$138,433 — 0.67x to 1.50x the subject's \$92,289 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

74 organizations qualified on sector, size, and geography

→ **74** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,751	\$16,660	\$40,892	\$62,528	\$75,356	\$66,000
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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
Washington Contract Firefighters Association	WA	\$92,115	President / Instructor	\$9,870	\$9,685	2023
Mat-su Cabaret Hotel Restaurant	AK	\$92,053	Executive Dir.	\$39,300	\$39,996	2024
Bizworks Enterprise Center	VA	\$90,466	Executive Director	\$65,048	\$65,133	2025
Davis Chamber Of Commerce	OK	\$94,341	Director	\$37,040	\$43,416	2024
Grow Spink Inc	SD	\$89,853	Executive Director	\$48,000	\$58,056	2023
Namc-dallas Fortworth Chapter Inc	TX	\$88,494	President	\$14,000	\$15,348	2023
Black Wall Street Chamber Of Commerce	OK	\$96,670	President/ceo	\$55,666	\$75,529	2021
Quad City Painting Industry	IA	\$97,442	Executive Director	\$4,500	\$5,400	2023
Mid-atlantic Nato Inc	MD	\$97,513	Executive Director	\$71,874	\$69,684	2025
Professional Advocacy Association Of	TX	\$97,675	Sec/exec Director	\$23,500	\$25,762	2023
Tri State Stone Operators Association Inc	WV	\$97,750	Secretary & Trainer	\$36,000	\$42,717	2023
Dealercpa Network Inc	NY	\$85,900	Executive Director	\$28,800	\$28,521	2023
Fruitland Chamber Of Commerce Inc	ID	\$98,710	Executive Dir.	\$44,368	\$51,726	2023
Medical Board Of Nyp Bmh Corp	NY	\$98,715	Pres	\$52,000	\$51,496	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oak Harbor Area Chamber Of Commerce	OH	\$99,270	Exec Director	\$9,833	\$11,086	2024
Governmental Purchasing Association	NJ	\$100,656	Executive Dir.	\$4,500	\$4,403	2023
Montana Avenue Merchant Association	CA	\$83,773	Treasurer	\$1,750	\$1,609	2024
Commercial Space Progress	NM	\$83,608	Ceo And Director	\$42,914	\$49,133	2024
Tx Assoc Of Mexican American Chambers Of Commerce	TX	\$82,485	President/ceo	\$35,600	\$37,907	2024
Monitor Inc	DC	\$81,986	Director, Co-chairman	\$154,006	\$148,109	2023
National Independent Talent Organization	CA	\$81,184	Executive Dir.	\$49,998	\$45,957	2024
Federation Of Mental Health Services Inc	NY	\$81,000	Presdent	\$19,200	\$19,014	2023
Ohio High School Bowling Coaches	OH	\$80,612	Executive Di	\$29,400	\$32,292	2025
Lower Santa Cruz River Allianceinc	AZ	\$80,000	President Ce	\$52,500	\$55,334	2023
Northwestern Showmen's Club	OR	\$79,706	Secretary	\$9,000	\$8,897	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 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 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	74 organizations. Compensation range \$1,609–\$221,796; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$92,289); for reference, expenses \$123,366 and assets \$237,643.
ROLE MATCH	Laura Griffin, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 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	80 th
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	76 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 (Laura Griffin) 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 74 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,000 is reasonable (approximately the 80th 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.