

# Shands Jacksonville Properties Inc

Executive Director / CEO

EIN 591158241

FL · NTEE E220

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Russell E Armistead Jr Mba, Executive Director / CEO** (\$19,903) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Russell E Armistead Jr Mba — reported title “Chairman / CEO of SJMC”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

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

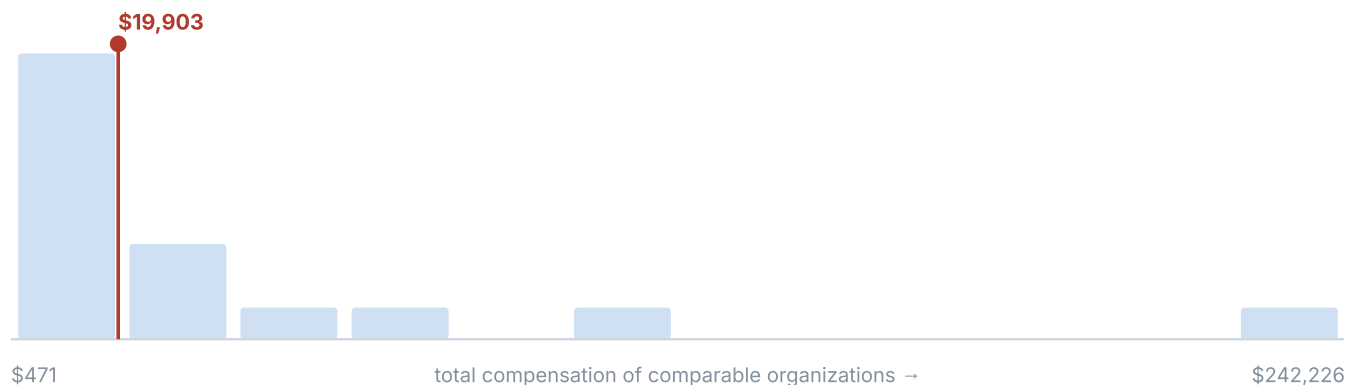
**BUDGET** Total revenue between \$68,031 and \$152,308 — 0.67x to 1.50x the subject's \$101,539 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (E22), nationwide + budget 0.67–1.5x revenue.

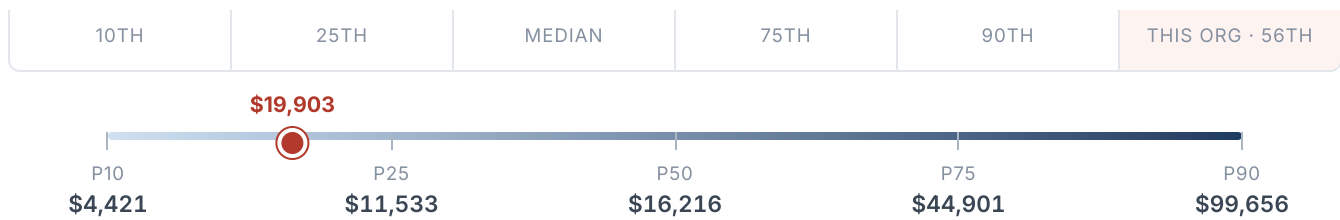
**16** organizations qualified on sector, size, and geography

→ **16** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,421	\$11,533	\$16,216	\$44,901	\$99,656	\$19,903
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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
<a href="#">Upmc Northwest Auxillary</a>	PA	\$101,445	Board Member	\$12,346	<b>\$12,730</b>	2024
<a href="#">Doctors Hospital</a>	OH	\$100,765	President/secretary	\$71,646	<b>\$80,777</b>	2023
<a href="#">Nmc Services Inc</a>	TN	\$102,968	Chief Wind-down Officer	\$12,638	<b>\$13,735</b>	2024
<a href="#">Och Holdings</a>	TX	\$107,867	Director & President	\$234,201	<b>\$242,226</b>	2024
<a href="#">Sheffield Area Medical Center Inc</a>	PA	\$108,890	Executive Director	\$17,612	<b>\$18,696</b>	2023
<a href="#">Memorial Hospital Foundation Inc</a>	GA	\$91,427	Ceo/presiden	\$39,076	<b>\$40,624</b>	2024
<a href="#">Saunders Hospital</a>	IL	\$115,505	President	\$600	<b>\$628</b>	2023
<a href="#">Valley County Health System Foundat</a>	NE	\$85,841	Administrato	\$411	<b>\$471</b>	2023
<a href="#">Tbhc Emergency Medicine Pc</a>	NY	\$84,390	President	\$12,384	<b>\$11,571</b>	2024
<a href="#">The Sewanee Hospitality Shop</a>	TN	\$80,833	Shop Manager	\$32,859	<b>\$35,711</b>	2024
<a href="#">Franklin General Hospital Foundation</a>	IA	\$79,699	Foundation Manager	\$30,614	<b>\$34,659</b>	2024
<a href="#">Sisters Of St Joseph Of St Mark</a>	OH	\$127,740	President	\$7,500	<b>\$8,213</b>	2024
<a href="#">Waverly Health Center Foundation</a>	IA	\$139,330	Former Treasurer	\$49,532	<b>\$57,732</b>	2023
<a href="#">Mendocino Coast Healthcare Foundation</a>	CA	\$149,661	Executive Director	\$128,956	<b>\$118,534</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Eastern New Mexico Medical Center</a>	NM	\$151,822	President	\$10,268	<b>\$11,418</b>	2024
<a href="#">Advocates For Upstate Medical University University Hospital Inc</a>	NY	\$151,853	Administrative Coordinator	\$13,365	<b>\$12,165</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	16 organizations. Compensation range \$471–\$242,226; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$101,539); for reference, expenses \$1,490,724 and assets \$57,956,619. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Russell E Armistead Jr Mba, reported title " <i>Chairman / CEO of SJMC</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 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	<b>56<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>56<sup>th</sup></b>

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 Reportable pay only (column D), adjusted
0<sup>th</sup>


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 All sources (D + E + F), adjusted
94<sup>th</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

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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 (Russell E Armistead Jr Mba) 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 16 similarly situated organizations (Same NTEE sector (E22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,903 is reasonable (approximately the 56<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.