

Aransas County Medical Services Inc

Executive Director / CEO

EIN 741850482

TX · NTEE E63Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Patricia Arnold, Executive Director / CEO** (\$85,143) against **every comparable organization** that fit the selection criteria — **1119** 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: Patricia Arnold — 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 (E63Z).
BUDGET	Total revenue between \$184,651 and \$413,398 — 0.67x to 1.50x the subject's \$275,599 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

1,119 organizations qualified on sector, size, and geography → **1,119** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,760	\$30,342	\$52,961	\$78,591	\$114,496	\$85,143
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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 TX 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
You Can Be My Angel Foundation	IL	\$275,904	President/chairman	\$30,078	\$28,713	2024
Educational Foundation Of The Texas Hotel & Lodging Asso	TX	\$276,183	Executive Director	\$118,444	\$115,046	2024
Pregnancy Resource Center Of Flint	MI	\$276,192	Executive Director	\$61,530	\$61,668	2024
Endorphin Power Company	NM	\$276,372	Executive Di	\$61,316	\$64,037	2024
Adams County Memorial Hospital	IN	\$276,484	Executive Director	\$25,305	\$26,677	2023
Therapeutic Riding Of Tri-cities	WA	\$276,533	Founder/executive Director	\$56,914	\$50,940	2023
Right To Heal	OR	\$274,480	Executive Dir.	\$44,366	\$41,188	2023
The Aphasia Project	NC	\$276,779	Prior Ed	\$59,665	\$59,862	2024
Zoecare Inc	SD	\$274,408	Executive Director	\$44,583	\$49,188	2023
Richmond Community Services	NY	\$276,866	President/ceo	\$63,618	\$55,820	2024
Wheel To Walk Foundation	OR	\$276,972	Vp	\$59,000	\$53,202	2024
Pride Wilton Inc	ND	\$277,068	Ceo	\$48,603	\$51,791	2024
Helen Hayes Hospital Foundation Inc	NY	\$277,074	Executive Director	\$60,671	\$53,234	2024
Nature Nurture Farmacy	WA	\$274,054	Executive Director	\$46,800	\$40,685	2024
Massachusetts Breast Cancer Coalition	MA	\$273,866	Executive Director	\$90,821	\$81,588	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
United States Lactation Consultant	DC	\$277,539	Executive Di	\$26,442	\$22,531	2024
Harbor Emergency Medical Education Foundation	CA	\$277,634	Research Assistant	\$8,980	\$7,529	2024
Breath Of Life Inc	FL	\$273,391	Secretary	\$256,598	\$234,065	2024
In His Hands Life Ministry Inc	NC	\$273,233	Executive Di	\$28,998	\$29,094	2024
Albany Area Ems Inc	WI	\$278,295	President	\$13,762	\$13,956	2024
Seashore Gardens Foundation	NJ	\$272,798	Treasurer	\$253,529	\$226,290	2023
Ramona Crisis Pregnancy Center	CA	\$272,722	Secretary/executive Director	\$72,312	\$62,422	2023
Community Pregnancy Center Of Pasadena	TX	\$272,667	Executive Director	\$56,392	\$54,774	2024
Southeast Alabama Emergency Medical	AL	\$278,554	Executive Di	\$65,520	\$68,731	2024
Grand Itasca Foundation	MN	\$272,620	Foundation Director	\$41,339	\$39,663	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 **1119** organizations. Compensation range \$100–\$3,178,920; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$275,599); for reference, expenses \$164,245 and assets \$2,109,835. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Patricia Arnold, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	228 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	49 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)	77 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	63 rd

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 (Patricia Arnold) 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 1119 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,143 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.