

# Confluent Health Employee

Executive Director / CEO

EIN 823753490

KY · NTEE M20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Laurence N Benz, Executive Director / CEO** (\$43,862) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Laurence N Benz — reported title “PRESIDENT/DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

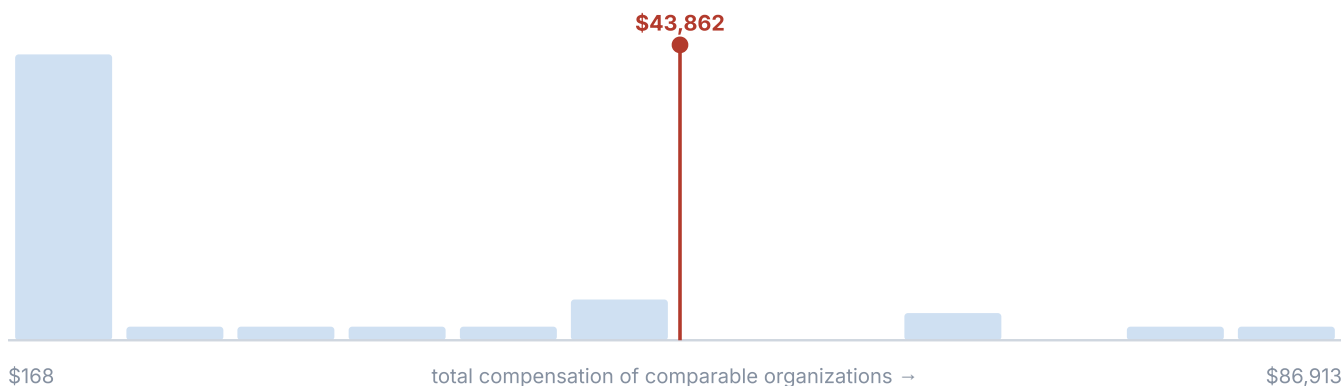
**SECTOR** Organizations sharing the subject's NTEE classification (M20).

**BUDGET** Total revenue between \$28,604 and \$64,041 — 0.67x to 1.50x the subject's \$42,694 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

**32** organizations qualified on sector, size, and geography → **32** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$285	\$491	\$1,485	\$28,386	\$61,278	\$43,862
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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 KY 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="#">Silver Bay Firefighters</a>	MN	\$42,906	Treasurer	\$500	<b>\$447</b>	2024
<a href="#">Wesley Fire Department Inc</a>	IA	\$42,145	Fire Chief/p	\$635	<b>\$647</b>	2023
<a href="#">Hill City Firemen's Relief Associat</a>	MN	\$42,089	Gambling Man	\$46,050	<b>\$42,353</b>	2023
<a href="#">D Disaster Helping Hand Inc</a>	TX	\$40,677	President	\$39,821	<b>\$37,076</b>	2023
<a href="#">Remer Volunteer Firemens Relief</a>	MN	\$39,080	Chair	\$3,315	<b>\$3,049</b>	2023
<a href="#">Schroon Lake Volunteer Fire Department Inc</a>	NY	\$46,502	Secretary/treasurer	\$7,500	<b>\$6,127</b>	2024
<a href="#">Waterfront Rescue Mission</a>	FL	\$47,414	President	\$30,627	<b>\$26,780</b>	2023
<a href="#">St Paul Volunteer Fire Department</a>	IN	\$37,444	Fire Chief	\$500	<b>\$491</b>	2023
<a href="#">Bound Brook Fire Department</a>	NJ	\$37,283	Treasurer	\$1,200	<b>\$969</b>	2024
<a href="#">Nyc Medics</a>	NY	\$48,826	Executive Director	\$94,337	<b>\$79,345</b>	2023
<a href="#">Texas Association Of Realtors Disaster</a>	TX	\$36,381	President/chief Executive	\$45,181	<b>\$42,067</b>	2023
<a href="#">Dunkirk Volunteer Fire Department Inc</a>	IN	\$34,854	President	\$797	<b>\$782</b>	2023
<a href="#">Westbrook Firemens Relief Assoc</a>	MN	\$34,622	Gambling Manager	\$15,200	<b>\$13,579</b>	2024
<a href="#">Yorkshire Volunteer Fire Department</a>	VA	\$50,952	Treasurer	\$4,200	<b>\$3,775</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Winona Volunteer Fire Department</a>	MO	\$51,147	President	\$830	<b>\$795</b>	2024
<a href="#">Altura Fire Relief Association</a>	MN	\$33,229	Gambling Manager	\$19,800	<b>\$18,210</b>	2023
<a href="#">Mission Township Fire Fighters Reli</a>	MN	\$52,600	President	\$240	<b>\$214</b>	2024
<a href="#">Home Building Industry Disaster Relief</a>	DC	\$53,020	Secretary	\$79,890	<b>\$63,381</b>	2024
<a href="#">Lapaz North Township Fire Dept</a>	IN	\$31,235	Chief	\$1,717	<b>\$1,685</b>	2023
<a href="#">Thornwood Fire Co No 1</a>	NY	\$54,202	President	\$200	<b>\$168</b>	2023
<a href="#">Watkins Fireman's Relief Association</a>	MN	\$54,967	President	\$300	<b>\$268</b>	2024
<a href="#">Safeguard Iowa Partnership</a>	IA	\$56,198	Executive Director	\$85,280	<b>\$86,913</b>	2023
<a href="#">Los Angeles County Fire Department</a>	CA	\$28,810	President	\$82,500	<b>\$64,405</b>	2024
<a href="#">Brooktondale Volunteer Fire Co Inc</a>	NY	\$57,882	President	\$300	<b>\$252</b>	2023
<a href="#">Kenyon Fire Relief Association</a>	MN	\$59,974	Treasurer	\$550	<b>\$506</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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 32 organizations. Compensation range \$168–\$86,913; filing years 2023–2024.

SIZE BASIS	Matched on total revenue (\$42,694); for reference, expenses \$222,173 and assets \$78,549. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Laurence N Benz, reported title " <i>PRESIDENT/DIRECTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	3 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	88 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	81 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
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

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 (Laurence N Benz) 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 32 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$43,862 is reasonable (approximately the 88<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.