

Iron County Home Health Agency

Executive Director / CEO

EIN 870452185

UT · NTEE E92Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Maree Prince, Executive Director / CEO** (\$73,174) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

Benchmarked executive: Maree Prince — reported title “MANAGING EMPLOYEE”, 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 (E92Z).

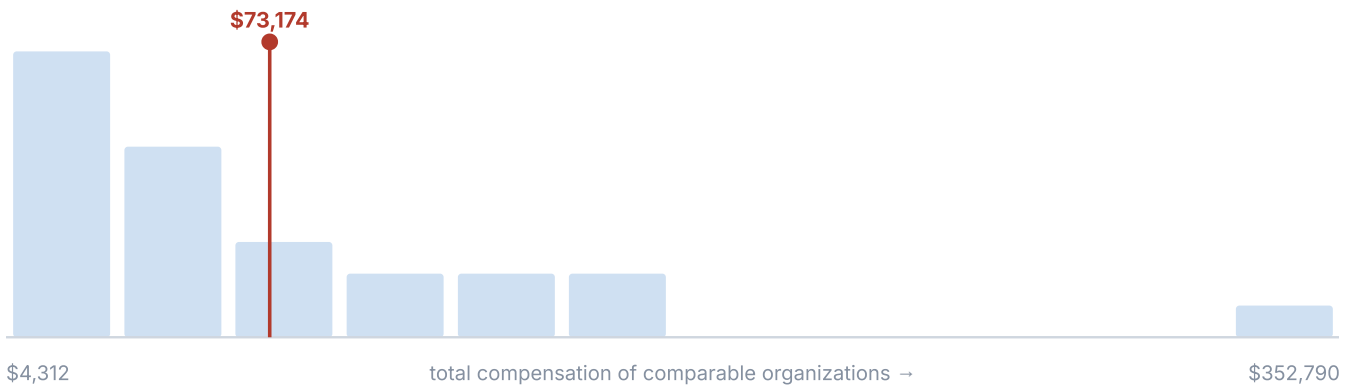
BUDGET Total revenue between \$322,984 and \$723,100 — 0.67x to 1.50x the subject's \$482,067 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E92), nationwide + budget 0.67–1.5x revenue.

25 organizations qualified on sector, size, and geography

→ **25** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,564	\$25,367	\$57,352	\$108,102	\$154,243	\$73,174
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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 UT 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
New Horizons Caregivers Group	CA	\$479,511	Executive Dir.	\$23,423	\$19,195	2024
Drive A Senior Central Texas	TX	\$479,238	Executive Dir.	\$62,768	\$59,587	2024
Bafflink Home Health Services	CO	\$472,444	Care Giver	\$19,345	\$17,604	2024
Flagler Home Care Llc	FL	\$507,950	President/ceo	\$27,637	\$25,367	2023
Aging At Home Inc	MO	\$509,682	Director	\$136,000	\$136,703	2024
Edison Biotechnology Center Inc	OH	\$452,441	President & Ceo	\$340,907	\$352,790	2023
Heritage At Home Inc	MI	\$525,105	Ceo	\$4,276	\$4,312	2023
Ohio State Health Inc	OH	\$427,170	President	\$110,927	\$111,501	2024
Jaisohn Home Health Care Inc	PA	\$415,585	Executive Director	\$134,174	\$126,983	2024
Home Care Plus	NE	\$415,152	President	\$32,017	\$32,680	2024
North Central Wisconsin Ahec Inc	WI	\$401,955	Executive Director	\$105,940	\$108,102	2023
San Jose Moscatti Medical Home	TX	\$562,936	President	\$51,925	\$50,750	2023
Vermont Assembly Of Home Health And	VT	\$394,213	Executive Dir.	\$173,716	\$165,937	2024
Masonic Homes Community Based Services	KY	\$576,991	President	\$31,336	\$31,950	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Visk Inc	NY	\$365,985	President	\$47,817	\$41,006	2024
Special Delivery Dental Care Pc	WA	\$599,602	Executive Director	\$72,000	\$61,176	2024
Oregon Nonprofit Hospice Alliance	OR	\$602,477	Finance Director	\$102,293	\$90,153	2024
Community Health Center Of St Marys	NY	\$608,146	Executive Director	\$61,618	\$52,842	2024
Jeffhome Pa-nj Llc	NJ	\$344,196	President	\$22,261	\$18,862	2024
Camden Area District Nursing Association	ME	\$340,798	Nursing Mang.	\$85,864	\$81,597	2024
Altair Aco	MN	\$628,136	Ceo	\$16,924	\$15,870	2024
Saint Thomas Home Health	MO	\$663,634	President/ceo, Ministry Market Executive (End 12/2022)	\$55,420	\$57,352	2023
Accra Home Health Inc	MN	\$674,008	Chief Executive Officer	\$7,395	\$7,139	2023
Western Pennsylvania Home Health	PA	\$680,035	President	\$75,000	\$70,980	2024
The Visiting Nurse Society Of	PA	\$707,489	Treasurer	\$175,125	\$170,635	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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 25 organizations. Compensation range \$4,312–\$352,790; filing years 2023–2024.

SIZE BASIS	Matched on total revenue (\$482,067); for reference, expenses \$421,740 and assets \$756,318.
ROLE MATCH	Maree Prince, reported title " <i>MANAGING EMPLOYEE</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	64 th
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	24 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 (Maree Prince) 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 25 similarly situated organizations (Same NTEE sector (E92), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,174 is reasonable (approximately the 64th 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.