

# **Attachment E**

## Database of Compensation Packages

- Sorted Alphabetically
- Sorted by Salary
- Sorted by Total Compensation
- Sorted by Organizational Category

**Quasi-Public Authority Compensation Commission**

**Master List**

*Sorted ALPHABETICALLY*

1)

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W
Organization	Separate Comp. Committee for Board? (Y/N)	Comp. Committee Meet Separately from Mgt.? (Y/N)	Use Outside Consultant? (Y/N)	Other Authority(ies) used for Comparison? (Y/N)	Name, Position	Employment Contract (Y/N)	Salary (\$\$)	Deferred Compensation (\$\$)	Longevity Pay (\$\$)	Bonus (\$\$)	Health Insurance (% paid by employer)	Life Insurance Premium (% paid by employer)	Sick Days Paid Out Upon Leaving	State Employee Retirement System Participant (Y/N)	Retirement Employer Share (%)	Retirement Employer Share (\$\$) <sup>1</sup>	Severance (work days paid)	Car (Y/N)	Car Allowance (\$\$) <sup>2</sup>	Parking Assignment (Y/N)	Parking Allowance (\$\$)	TOTAL COMPENSATION (\$\$) <sup>3</sup>
Berkshire RTA	Y	Y	N	Y	Gary Shepard, Administrator	Y	\$72,100	\$0	\$0	\$0	85.0%	85%	0	N	2.5%	\$1,802.50	43	N	\$6,000.00	N	\$0.00	\$79,903
Brockton Area TA	N	N	N	Y	Reinald G. Ledoux Jr.	Y	\$116,390	\$0	\$0	\$0	75.0%	100%	20%	N	10.0%	\$11,639.00	0	Y	\$5,466.67	Y	\$0.00	\$133,496
Cape Ann TA	N		N	Y	Paul F. Talbot, Administrator		\$94,458	\$7,084	\$0	\$0	100.0%	100%	25%	N	0.0%	\$0.00		Y	\$4,800.00			\$106,342
Cape Cod RTA	Y	Y	Y	Y	Joseph Potzka, Administrator	N	\$93,359	\$0	\$0	\$0	75.0%	0%	25	N	7.5%	\$0.00		N	\$0.00	N	\$0.00	\$93,359
CEDAC	N	N	N	Y	Roger E. Herzog, Executive Director	N	\$140,000	\$5,930	\$0	\$2,000	100.0%	100%	0	N	4.5%	\$6,300.00	0	N	\$0.00	N	\$0.00	\$154,230
Clean Energy Center	Y	Y	N	Y	Patrick Cloney, Interim Executive Director	N	\$190,000	\$0	\$0	\$0	90.0%	0%	0	N	15.0%	\$28,500.00	0	N	\$0.00	Y	\$5,100.00	\$218,500
Commonwealth Connector	Y	Y	N	Y	Jon Kingsdale, Executive Director	Y	\$238,703	\$0	\$0	\$3,476	0.0%	75%	0	Y	5.7%	\$13,503.00	0	N	\$0.00	Y	\$4,728.00	\$255,682
Commonwealth Corp.	N		N	N	Nancy Snyder, President	N	\$145,000	\$0	\$0	\$0	80.0%	100%	0	N	13.2%	\$16,240.00	0	N	\$0.00	N	\$0.00	\$161,240
Commonwealth Zoo Corp	N		N	Y	John Linehan, President & CEO	N	\$129,780	\$0	\$0	\$0	75.0%	100%	0	N	6.0%	\$4,253.42		Y	\$5,466.67			\$139,500
Franklin RTA	N	N	N	N	Tina M. Cote, Administrator	N	\$78,500	\$0	\$0	\$0	75.0%	0%	0	N	0.0%	\$0.00	0	Y	\$5,466.67	N	\$0.00	\$83,967
Greater Attleboro RTA	N	N	N	N	Francis Gay, Administrator	N	\$86,415	\$0	\$0	\$0	90.0%	100%	100%	N	0.0%	\$0.00	0	Y	\$5,466.67	N	\$0.00	\$91,882
HEFA	Y	Y	Y	Y	Benson Caswell, Executive Director	Y	\$225,000	\$67,500	\$0	\$14,583	10.0%	100%	0	N	10.0%	\$22,500.00	607	N	\$5,000.00	N	\$0.00	\$334,583
Life Sciences Center	N		N	N	Susan Windham-Bannister, President & CEO	N	\$285,000	\$0	\$0	\$0	75.0%	0%	100%	Y	5.0%	\$14,109.00	60	N	\$0.00	N	\$0.00	\$299,109
Lowell RTA	Y	Y	N	Y	James H. Scanlan, Administrator	Y	\$116,167	\$5,893	\$0	\$0	0.0%	0%	30	N	0.0%	\$0.00	2	Y	\$5,466.67	Y	\$0.00	\$127,527
Martha's Vineyard TA	N		N	Y	Angela Grant, Administrator		\$86,632	\$0	\$0	\$0	75.0%		0	N		\$0		N	\$0.00	N	\$0.00	\$86,632
Mass. Community Dev. Finance Corp.	Y	Y	N	N	Andres Lopez, President	N	\$122,613	\$0	\$0	\$3,000	85.0%	100%	0	N	10.0%	\$12,200.00	0	N	\$0.00	N	\$0.00	\$137,813
Mass. Housing Partnership	Y	Y	Y	Y	Clark Ziegler, Executive Director	N	\$196,500	\$0	\$0	\$16,833	80.0%	100%	0	N	12.0%	\$23,580	0	N	\$0.00	N	\$0.00	\$236,913
Mass. Pike	N	N	N	Y	Jeffrey Mullan, Executive Director	N	\$160,000	\$0	\$0	\$0	80.0%	100%	20%	Y	6.6%	\$9,211.00		Y	\$5,466.67	Y	\$0.00	\$174,678
Mass. School Building Authority	N		N	Y	Katherine Craven, Executive Director	N	\$150,000	\$0	\$0	\$0	0.0%			Y	0.0%	\$0.00		N	\$0.00	Y		\$150,000
Mass. Tech. Development Corp.	Y	Y	Y	Y	Robert Crowley, President	N	\$188,000	\$0	\$0	\$25,000	90.0%	100%	0	N	10.0%	\$21,300	0	N	\$0.00	N	\$0.00	\$234,300
MassDevelopment	N	N	Y	Y	Robert Culver, President & CEO	N	\$299,000	\$14,950	\$0	\$3,637	80.0%	100%	0	N	7.5%	\$22,425.00	120	N	\$0.00	Y	\$0.00	\$340,012
MassHousing	N	N	Y	Y	Thomas Gleason, Executive Director	Y	\$236,704	\$0	\$0	\$1,571	80%	100%	20%	Y	0.0%	\$0.00	0	Y	\$5,466.67	Y	\$0.00	\$243,742
MassPort	Y	Y	Y	N	Thomas Kinton, CEO/Executive Director	Y	\$295,598	\$3,000	\$0	\$0	85%	100%	477.92	N	0%	\$0	250	Y	\$5,467	Y	\$0	\$304,064
MBTA	N		N	Y	Daniel Grabauskas, General Manager	Y	\$255,000	\$0	\$0	\$0	75.0%	100%	50%	N	8.0%	\$20,569.00	0	Y	\$5,466.67	Y	\$0.00	\$281,036
MCCA	Y	Y	Y	Y	James Rooney, Executive Director	Y	\$276,349	\$0	\$0	\$57,334	0.0%	100%	30	Y	3.7%	\$10,457.00	0	Y	\$5,466.67	N	\$0.00	\$349,607
MEFA	Y	Y	Y	Y	Thomas M. Graf, Executive Director	N	\$210,585	\$0	\$0	\$36,935	85.0%	100%	0	N	11.0%	\$23,164.00	0	N	\$0.00	Y	\$0.00	\$270,684
Merrimack Valley RTA	Y	Y	N	N	Joseph J Costanzo, Administrator	N	\$93,143	\$0	\$0	\$0	75.0%	75%	60	Y	0.0%	\$0.00	80	N	\$0.00	N	\$0.00	\$93,143
Metrowest RTA	Y	Y	N	N	Edward J. Carr, Administrator	Y	\$97,850	\$0	\$0	\$0	80.0%	0%	0	N	11.0%	\$10,163.40	0	N	\$5,000.00	N	\$0.00	\$113,013
Montachusett RTA	N	N	N	N	Mohammed Khan, Administrator	N	\$114,925	\$0	\$0	\$0	0.0%	100%	0	N	1.7%	\$2,000.00	0	Y	\$5,466.67	N	\$0.00	\$122,392
MWRA	Y	N	N	Y	Frederick A. Laskey, Executive Director	Y	\$163,937	\$0	\$0	\$0	80%	80%	30%	Y	0.0%	\$0.00	130	N	\$8,400.00	N	\$0.00	\$172,337
Nantucket RTA	N	N	N	Y	Paula Leary, Administrator	N	\$75,523	\$5,200	\$3,000	\$0	90.0%	50%	50%	N	0.0%	\$0.00	30	N	\$0.00	N	\$0.00	\$83,723
PERAC	Y	Y	N	Y	Joseph E. Connarton, Exec. Director	Y	\$153,530	\$0	\$0	\$0	80.0%	0%	20%	Y	8.2%	\$12,609.00	0	Y	\$5,466.67	N	\$0.00	\$171,605
Pioneer Valley RTA	N	N	N	Y	Mary MacInnes, Administrator	Y	\$118,560	\$18,480	\$0	\$0	87.5%	99%	18.37	N	12.0%	\$14,227.20	80	N	\$3,600.00	N	\$0.00	\$154,867
PRIM Board	Y	Y	Y	Y	Michael Travaglini, Executive Director	N	\$322,000	\$0	\$0	\$45,000	80.0%	80%	0	Y	0.0%	\$0.00	0	N	\$0.00	Y	\$0.00	\$367,000
Southeastern RTA	N		N	N	Joseph L. Cosentino, Administrator	Y	\$97,850	\$0	\$0	\$0	90.0%	90%	max 45 days	N	0.2%	\$24,607.00	0	Y	\$5,466.67	Y	\$0.00	\$127,924
State College BA	N	N	N	Y	Edward H. Adelman, Executive Director	N	\$174,900	\$0	\$0	\$0	85.0%	0%	20%	Y	5.9%	\$5,034.00	0	N	\$0.00	N	\$0.00	\$179,934
Steamship Authority	N		Y	N	Wayne Lamson, General Manager	Y	\$166,421	\$0	\$0	\$8,333	95.0%	100%	0-16.25 days	N	15.0%	\$24,963.00	Per contract	Y	\$5,466.67	N	\$0.00	\$205,183
Teachers' Retirement System	N	N	N	Y	Joan Schloss, Executive Director	N	\$147,429	\$0	\$0	\$0	80.0%	0%	20%	Y	0.0%	\$0.00	2	N	\$0.00	N	\$2,280.00	\$147,429
Tech Collaborative	Y	Y	Y	Y	Mitchell Adams, Executive Director	Y	\$263,925	\$0	\$0	\$0	0.0%	100.0%	0	N	18.0%	\$48,115.00	250	N	\$0.00	N	\$2,100.00	\$312,040
UMass Building Authority	N	N	Y	Y	David MacKenzie, Executive Director	N	\$238,000	\$0	\$0	\$0	80.0%	0%	0	Y	3.2%	\$7,459.00	0	N	\$0.00	N	\$0.00	\$245,459
Water Pollution Abatement Trust	N		N	N	Scott Jordan, Executive Director	N	\$113,322	\$0	\$0	\$0	85.0%	0%	0	Y	0.0%	\$0.00	0	N	\$0.00	Y	\$2,132.00	\$113,322
Worcester RTA	Y	Y	N	Y	Stephen O'Neil, Administrator	Y	\$100,000	\$0	\$2,000	\$0	75.0%	60%	20	N	7.0%	\$6,000.00	80	Y	\$5,466.67	N	\$0.00	\$113,467
<b>TOTAL (Yeses)</b>	<b>18</b>	<b>18</b>	<b>14</b>	<b>29</b>		<b>17</b>								<b>14</b>				<b>16</b>		<b>14</b>		
<b>AVERAGE (\$\$)</b>							<b>\$164,980</b>	<b>\$16,005</b>		<b>\$18,142</b>						<b>\$15,633.60</b>						<b>\$185,991</b>

<sup>1</sup>: Column "Q" ("Retirement Employer Share") contains data from two different types of retirement plans. The number represents the amount paid by the authority into the incumbent's retirement plan. If the incumbent is a member of the state retirement system ("Y" in Column "O"), their data was derived from an actuarial estimate based on a number of factors including age, years of service and beginning date of state service. The number could be "zero", depending on these factors. If the incumbent is not a member of the state retirement system ("N" in Column "O"), their number is the actual dollar amount paid by their authority into their retirement plan.

<sup>2</sup>: Column "T" ("Car Allowance") contains both car allowance amounts and the estimated value of the use of an authority car. For those who received car allowances, the actual amount is entered. For those who had the use of an authority car, the Commission estimated the value of that use as the average of all those reporting a car allowance.

<sup>3</sup>: Column "W" ("Total Compensation") is the sum of data from Column "H" ("Salary"), Column "I" ("Deferred Compensation"), Column "J" ("Longevity Pay"), Column "K" ("Bonus"), Column "Q" ("Retirement Employer Share") and Column "T" ("Car Allowance").