

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 (\$\$) ¹	Severance (work days paid)	Car (Y/N)	Car Allowance (\$\$) ²	Parking Assignment (Y/N)	Parking Allowance (\$\$)	TOTAL COMPENSATION (\$\$) ³
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
TOTAL (Yeses)	18	18	14	29		17								14				16		14		
AVERAGE (\$\$)							\$164,980	\$16,005		\$18,142						\$15,633.60						\$185,991

¹: 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.

²: 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.

³: 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").

Quasi-Public Authority Compensation Commission

Master List

Sorted by SALARY

2)

	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 (\$) ¹	Severance (work days paid)	Car (Y/N)	Car Allowance (\$) ²	Parking Assignment (Y/N)	Parking Allowance (\$)	TOTAL COMPENSATION (\$) ³
1	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
2	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
3	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
4	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
5	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
6	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
7	MBTA	N		N	Y	Daniel Grabuskas, 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
8	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
9	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
10	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
11	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
12	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
13	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
14	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
15	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
16	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		\$179,934
17	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
18	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
19	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
20	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
21	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
22	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
23	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
24	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
25	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
26	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
27	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
28	Brocton 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
29	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
30	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
31	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
32	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
33	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
34	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
35	Cape Ann TA	N		N	Y	Paul F. Talbot, Administrator		\$94,458	\$7,084	\$0	\$0	100.0%	100%		N	0.0%	\$0.00		Y	\$4,800.00			\$106,342
36	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
37	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
38	Martha's Vineyard TA	N		N	Y	Angela Grant, Administrator		\$86,632	\$0	\$0	\$0	75.0%			N				N	\$0.00	N	\$0.00	\$86,632
39	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
40	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
41	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
42	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
	TOTAL (Yeses)	18	18	14	29		17								14				16		14		
	AVERAGE (\$)							\$164,980	\$16,005		\$18,142						\$15,633.60						\$185,991

¹: 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.

²: 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.

³: 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").

Quasi-Public Authority Compensation Commission

Master List

Sorted by TOTAL COMPENSATION

3)

	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 (\$) ¹	Severance (work days paid)	Car (Y/N)	Car Allowance (\$) ²	Parking Assignment (Y/N)	Parking Allowance (\$)	TOTAL COMPENSATION (\$) ³
1	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
2	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
3	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
4	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
5	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
6	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
7	Life Sciences Center	N	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
8	MBTA	N	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
9	MEFA	Y	Y	Y	Y	Thomas M. Graf, Executive Director	Y	\$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
10	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
11	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
12	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
13	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
14	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
15	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
16	Steamship Authority	N	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
17	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
18	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
19	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
20	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
21	Commonwealth Corp.	N	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
22	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
23	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
24	Mass. School Building Authority	N	N	N	Y	Katherine Craven, Executive Director	N	\$150,000	\$0	\$0	\$0	0.0%	0%	0	Y	0.0%	\$0.00		N	\$0.00	Y	\$0.00	\$150,000
25	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
26	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
27	Commonwealth Zoo Corp	N	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
28	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
29	Southeastern RTA	N	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
30	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
31	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
32	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
33	Water Pollution Abatement Trust	N	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
34	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
35	Cape Ann TA	N	N	N	Y	Paul F. Talbot, Administrator	N	\$94,458	\$7,084	\$0	\$0	100.0%	100%		N	0.0%	\$0.00		Y	\$4,800.00			\$106,342
36	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
37	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
38	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
39	Martha's Vineyard TA	N	N	N	Y	Angela Grant, Administrator	N	\$86,632	\$0	\$0	\$0	75.0%	0%	0	N	0%	\$0.00		N	\$0.00	N	\$0.00	\$86,632
40	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
41	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
42	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
	TOTAL (Yeses)	18	18	14	29		17								14				16		14		
	AVERAGE (\$)							\$164,980	\$16,005		\$18,142						\$15,633.60						\$185,991

¹: 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.

²: 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.

³: 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").

Quasi-Public Authority Compensation Commission

Master List

Sorted by **ORGANIZATIONAL CATEGORY**

4)

	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 (\$\$) ¹	Severance (work days paid)	Car (Y/N)	Car Allowance (\$\$) ²	Parking Assignment (Y/N)	Parking Allowance (\$\$)	TOTAL COMPENSATION (\$\$) ³
	Regional Transit Authorities																						
1	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
2	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
3	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
4	Lowell RTA	Y	Y	N	Y	James H. Scanlan, Administrator	Y	\$116,167	\$5,893	\$0	\$0	0.0%	0%	0	N	0.0%	\$0.00	2	Y	\$5,466.67	Y	\$0.00	\$127,527
5	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
6	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
7	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
8	Cape Ann TA	N		N	Y	Paul F. Talbot, Administrator		\$94,458	\$7,084	\$0	\$0	100.0%	100%		N	0.0%	\$0.00		Y	\$4,800.00			\$106,342
9	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
10	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
11	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
12	Martha's Vineyard TA	N		N	Y	Angela Grant, Administrator		\$86,632	\$0	\$0	\$0	75.0%		0	N					\$0.00	N	\$0.00	\$86,632
13	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
14	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
15	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
	Other Authorities																						
16	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
17	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
18	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
19	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
20	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
21	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
22	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
23	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
24	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		\$179,934
25	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
26	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
27	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
	Other Quasi-Public Organizations																						
28	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
29	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
30	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	\$312,400
31	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
32	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
33	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
34	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
35	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
36	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
37	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
38	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
39	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
40	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
41	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
42	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

¹: 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.

²: 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.

³: 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").