



Mass. state payroll climbs to almost \$7 billion



By [Matt Rocheleau](#)

GLOBE STAFF JANUARY 12, 2018

One year after declining for the first time in recent memory, the Massachusetts state payroll climbed in 2017, growing to a record-high \$6.99 billion. That marked a 2 percent increase from 2016. There were eye-popping individual salaries, along with creeping overtime that piled up in departments around the state. Let's take a look at how the numbers break down.

The big picture

For nearly two decades, the state of Massachusetts payroll, which represents about 18 percent of the state's overall \$40 billion budget, has steadily risen. That's even been true under Governor Charlie Baker, a fiscally conservative Republican.

Since taking office in 2015, Baker has taken steps to rein in state spending and help close budget gaps, including his move to cut more than 2,500 positions from the executive branch.

ADVERTISEMENT



SWITCH TO DIRECTV TODAY AND GET A \$200 AT&T VISA® REWARDS CARDS. W/24-mo agmt. Online only. Redemption req'd.

DIRECTV SWITCH TODAY

But much of the payroll isn't under his direct control. For example, the state colleges and universities listed here account for large chunks of the payroll, while the pay rates of many other state workers are dictated by union contracts.

Get **Metro Headlines** in your inbox:

The 10 top local news stories from metro Boston and around New England delivered daily.

Sign Up

As you take a look at this list, also remember that figures used in this story do not account for several independent state agencies such as the Massachusetts Bay Transportation Authority.

Top-paid workers

The big question for anyone seeing this list: So who made the most?

(To see a full list of the 100 highest paid state workers in 2017, scroll to the bottom of this article.)

The number of state workers earning six-figure sums grew by about 10 percent from a year ago.

Last year, 14,956 people took home \$100,000 or more, up from 13,573 in 2016.

RELATED LINKS



[Read Story](#)

Graphic: The state's highest paid employees

Last year 17 people took home six-figure sums in overtime pay alone, up from 16 the year prior.

ADVERTISEMENT

University of Massachusetts employees dominated the list of the highest-paid state workers last year, as they have in previous years.

The highest paid employee was UMass Medical School chancellor and senior vice president for health sciences Michael Collins who made \$1,043,225 last year, an 11 percent hike from the \$938,000 he took home in 2016.

UMass officials said the raise was designed to be competitive nationally. They also said it was based on the value of retaining someone like Collins who is in his 11th year leading the medical school.

He was followed by a trio of fellow UMass Medical School higher-ups:

Terrence Flotte, medical school dean, provost, and executive deputy chancellor, made \$848,752; Mark Klempner, executive vice chancellor for MassBiologics and a professor of medicine, made \$629,991; while Joyce Murphy, executive vice chancellor of the Commonwealth Medicine division, made \$616,174.

ADVERTISEMENT

The fifth-highest paid worker was UMass system president Martin Meehan, who took home \$614,381.

UMass officials said the compensation levels are in line with what the market dictates for leadership roles in public higher education. Salaries, they say, trend higher than in other government departments because many positions require advanced degrees.

They also noted that UMass mostly uses funding sources other than taxpayer dollars to cover payroll

costs; only 22 percent of UMass' revenue comes from state tax dollars. For the Medical School specifically, only 5 percent of its revenue comes from state tax dollars.

The highest-paid state worker not from UMass was former State Police colonel Richard McKeon, who abruptly retired late in the year amid a scandal involving an altered report on the arrest of a judge's daughter.

He made \$386,829 last year, the 26th highest salary in the state, which included a [large payout](#) for unused sick and vacation time.

And in case you're wondering, Baker made \$151,800, and Lieutenant Governor Karyn Polito made \$122,058, in each of the last two years. Both opted not to accept a raise last year.

One name noticeably absent from the very top of the list was Derek Kellogg, the former UMass basketball coach who had been the highest paid state worker for three straight years prior to 2017. He was fired from that job in March. Still, he took home \$585,965 from UMass in 2017, good for the 8th highest total of any state employee.

Agencies with big changes in payroll

As you may be able to tell by now, the University of Massachusetts system is by far the largest state department in terms of the number of people it employs and the most costly in terms of payroll.

Overall, the UMass payroll grew by only 1.5 percent last year, but that amounted to a \$27 million increase in payroll spending for the five-campus system — the largest year-over-year increase in state government. UMass officials said the rise in payroll spending was driven by collective bargaining obligations.

The next largest increase, \$22.6 million, was at the Department of Children and Families, representing a 9 percent increase for the agency that the Baker administration has been [working to rebuild](#) in recent years, including by allocating additional funding to hire more social workers.

Some departments also made cuts.

The largest trim was the \$23.8 million cut from the payroll of the Department of Transportation, which represented an 8 percent decrease. Patrick Marvin, spokesman for the department, said the agency's transition away from manual toll collection drove the reduction in payroll.

Mary Connaughton, director of government transparency at the Pioneer Institute, a nonprofit think tank that supports limited government, said the payroll increase for DCF was a positive, but she was critical of the increase at UMass.

"The good news is that a good chunk the pay hikes are going a place where they're needed the most, the Department of Children and Families, where minimal staffing levels had left the state's most vulnerable children at risk," Connaughton said. "On the other hand, the payroll party at UMass continues in full swing, at the same time when tuition and fees grew."

Overtime pay

Overtime pay in 2017 ballooned to about \$264 million, or about 4 percent of the total payroll. That marked an increase from 2016 of about 5.5 percent, with certain departments leading the list.

David Tuerck, a Suffolk University economics professor and president of the Beacon Hill Institute, a conservative research center, said that at certain state agencies, “it looks like overtime is being over used.”

The state Trial Court spent about \$1.69 million on overtime pay, more than triple the \$524,000 it spent in 2016 (although the department’s overall payroll jump of 2 percent was on par with other departments).

Court system spokeswoman Jennifer Donahue said the increase was due to an agreement with labor unions to pay out a percentage of comp time that employees had accrued, some of which was paid as overtime for employees with more than 75 hours of comp time.

The Department of Correction spent \$34.6 million on overtime pay, up 32 percent from the previous year and up 80 percent from 2015, though its overall payroll has been fairly flat the past three years. Officials there did not provide comment on the reason for the most recent spike, but a year ago they attributed increases in overtime spending to pay raises under collective bargaining and to more employees using leave benefits.

Last year 17 people took home six-figure sums in overtime pay alone, up from [16 the year prior](#).

The state's highest paid employees

Search

RANK	NAME	TOTAL PAY	TITLE	DEPARTMENT
1	Michael Collins	\$1,043,225.62	Chancellor & SVP Hlth Sciences	UMass system
2	Terence Flotte	\$848,752.18	Exec Dep Chanc Provost & Dean	UMass system
3	Mark Klempner	\$629,991.99	Exec Vice Chancellor, UMBL	UMass system
4	Joyce Murphy	\$616,174.67	Exec VC, Commonwealth Medicine	UMass system
5	Martin Meehan	\$614,381.57	President, University of Mass	UMass system
6	Derek Lovley	\$607,009.00	Associate Dean CNS	UMass system
7	Brendan O'Leary	\$590,128.95	Exec VC Innovation & Bus Devel, Special Advisor to the EVC	UMass system
8	Derek Kellogg	\$585,965.94	Head Basketball Coach	UMass system
9	Kenneth Rock	\$535,770.46	Chairman of Department	UMass system
10	Kumble Subbaswamy	\$531,029.89	Chancellor	UMass system

11	Katherine Newman	\$517,679.18	Provost/VC for Academic Aff	UMass system
12	Robert Jenal	\$508,747.00	Exec VC, Admin & Finance	UMass system
13	Mark Whipple	\$492,654.20	Head Football Coach	UMass system
14	Jeffrey Geller	\$492,310.49	Professor	UMass system
15	Charles Pagnam	\$462,923.27	Director, Executive	UMass system
16	Andrew McCallum	\$454,102.81	Professor U of M	UMass system
17	Peter Reinhart	\$450,180.59	Dir Inst Applied Life Sciences	UMass system
18	Normand Bazin	\$441,923.29	Head Coach - Men's Ice Hockey	UMass system
19	Mark Fuller	\$432,453.82	Dean, School of Management	UMass system
20	Jacqueline Moloney	\$428,969.01	Chancellor	UMass system
21	Michael Czech	\$419,760.90	Professor	UMass system
22	William Croft	\$406,233.96	Dean Computer Science, Staff Administrator	UMass system
23	Gregory Wolf	\$397,452.42	Chief Information Officer	UMass system
24	Murugappan Muthukumar	\$392,720.30	Wilmer D. Barrett Professor	UMass system
25	Catarina Kiefe	\$392,374.07	Chairman of Department	UMass system
26	Richard Mckeon	\$386,829.60	Superintendent	State Police
27	Charles Matthews	\$382,842.07	Chairman of Department	UMass system
28	Matthew McCall	\$381,577.22	Head Basketball Coach	UMass system
29	David Polakoff	\$380,182.69	Chief Medical Officer, CWM	UMass system
30	James Julian Jr	\$377,883.01	Executive Vice President	UMass system
31	Bryan Harvey	\$373,649.58	Assoc Chan/Chief Plan Officer, Temporary Professional	UMass system
32	Allan Jacobson	\$368,832.10	Professor	UMass system
33	Sheldon Benjamin	\$368,671.64	Professor	UMass system
34	Timothy Anderson	\$361,318.80	Dean, Engineering	UMass system
35	Supriya Chakrabarti	\$355,048.55	Assoc Dean - Res & Grad Prog, Professor, Professor (Director)	UMass system
36	John Finch	\$347,980.90	Deputy Director	UMass system
37	Joanne Yestramski	\$345,848.60	Sr VC - Fin, Ops & Strat Plan	UMass system
38	James Motley	\$345,499.85	Chancellor, Chancellor Emeritus	UMass system

39	Francis Hughes	\$339,444.38	Deputy Superintendent	State Police
40	James Watkins	\$338,242.45	Professor U of M	UMass system
41	John Hayes	\$334,815.03	VC, Advancement	UMass system
42	Paul Noroian	\$331,846.34	Asst Professor	UMass system
43	Michael Leto	\$330,698.13	Vice Chan for Dev & Alumni Rel	UMass system
44	Ryan Bamford	\$329,097.75	Athletic Director	UMass system
45	Daniel Asquino	\$328,877.66	President	Mt Wachusett Community College
46	Luanne Thorndyke	\$327,944.48	Vice Provost Faculty Affairs	UMass system
47	Donald Towsley	\$327,913.74	Distinguished Professor	UMass system
48	Michael Malone	\$327,812.67	VC Research & Engagement	UMass system
49	Mohammad Karim	\$327,473.12	Provst & Exec VC Ac St Af COO	UMass system
50	Jeroan Allison	\$326,619.28	Professor	UMass system
51	Christopher Agoglia	\$325,123.37	Chrm.Of Department U of M, Professor U of M	UMass system
52	Michael Vayda	\$324,583.03	Provost & VC for Acad Affairs	UMass system
53	Marcellette Williams	\$324,461.28	Senior Vice President	UMass system
54	Melvin Piercey	\$323,180.87	Chrm.Of Department U of M, Professor U of M	UMass system
55	James Kurose	\$322,374.52	Distinguished Univ Prof,UMA	UMass system
56	Agha Ali	\$322,012.71	Chrm.Of Department U of M	UMass system
57	William Brown Jr	\$321,767.32	Visiting Associate Professor	UMass system
58	C Aelion	\$317,841.23	Dean, Public Health	UMass system
59	Jean Sullivan	\$317,055.63	Assoc VC CWM-Dir CTR H/L&E	UMass system
60	Deborah Molrine	\$315,695.48	Deputy Director & Clin&Reg Aff	UMass system
61	Thomas Russell	\$314,971.55	Distinguished Univ Prof,UMA	UMass system
62	Robert Nakosteen	\$314,617.63	Professor U of M	UMass system
63	David Lepak	\$314,192.94	Chrm.Of Department U of M, Professor U of M	UMass system
64	John Klier	\$313,799.42	Head of Department	UMass system
65	Steven Floyd	\$312,547.10	Professor U of M	UMass system
66	Todd Emrick	\$309,971.63	Professor U of M	UMass system
67	Richard Palmer	\$309,237.03	Head of Department	UMass system

68	Prescott Stewart	\$309,060.09	Executive Dir, Advancement	UMass system
69	Gregory Carvel	\$308,869.82	Athletic Coach	UMass system
70	John O'Grady	\$307,903.19	Lieutenant	State Police
71	Lila Gierasch	\$307,630.10	Distinguished Professor	UMass system
72	Marc Thibodeau	\$307,336.49	Executive Director CHCF, CWM	UMass system
73	Boris Lorberg	\$306,124.38	Asst Professor	UMass system
74	Denis Mahoney	\$305,381.47	State Police Sergeant	State Police
75	Martin Richman	\$303,000.34	Executive Dir, Advancement	UMass system
76	Sankaran Thayumanavan	\$301,099.12	Professor U of M	UMass system
77	Thomas Moliterno	\$298,453.41	Assoc Dean, School of Mgmt	UMass system
78	Robert Goldberg	\$297,067.35	Professor	UMass system
79	David Douthwright	\$296,807.28	State Police Sergeant	State Police
80	Anthony Carruthers	\$296,737.51	Dean, Grad Sch of Biomed Sci	UMass system
81	Rochelle Scheib	\$296,589.43	Physician Specialist	Department of Public Health
82	Vivian Budnik	\$296,182.64	Chairman of Department	UMass system
83	Robert Hallock	\$295,648.94	Distinguished Univ Prof, UMA	UMass system
84	James McNamara	\$295,646.78	Exec Dir, Ofc of Tech Mgmt	UMass system
85	Jack Wilson	\$295,149.40	President Emeritus	UMass system
86	Stephen Cavanagh	\$294,679.30	Dean, Nursing	UMass system
87	Raymond Bradley	\$294,055.62	Distinguished Professor	UMass system
88	Patti Onorato	\$293,674.69	Assoc VC, CWM Operations	UMass system
89	Deborah Plummer	\$293,327.84	VC, Diversity & Inclusion	UMass system
90	Charles Emerson	\$292,954.96	Professor	UMass system
91	Sadettin Ozturk	\$290,759.16	Deputy Dir, Process Developmnt	UMass system
92	Winston Langley	\$289,751.82	Provost & VC Academic Affairs, Professor A	UMass system
93	Robert Finberg	\$289,593.36	Physician (Dual)	UMass system
94	James Staros	\$289,417.44	Professor U of M	UMass system
95	Jorge Haddock	\$289,403.92	Dean College of Management, Professor A	UMass system
96	Donald Pierson	\$289,052.52	Special Asst to Chancellor	UMass system
97	Katherine	\$288,719.65	Professor	UMass system

Fitzgerald

98	Arthur Sugrue	\$287,575.60	Major	State Police
99	John Lindstedt	\$285,182.89	Exec VC, Admin & Finance, Assoc VC Admin & Finance	UMass system
100	Joseph Hartman	\$285,163.09	Dean - Engineering	UMass system

SOURCE: Commonwealth of Massachusetts

GLOBE STAFF

Matt Rocheleau can be reached at matthew.rocheleau@globe.com. Follow him on Twitter [@mrochele](https://twitter.com/mrochele)

Show 127 Comments

Top 10 Trending Articles

Viewed	Commented	Shared
--------	-----------	--------

Mass. authorities face steep hurdles in shutting down sex trafficking

Ideas | Linda Rodriguez McRobbie: Too old to be president? Science says yes.

The backyard mechanic who is taking on Tesla

Road to Recovery: Drugs took their children, but not their hope that others might be saved

Julia Ruth Stevens, Babe Ruth's last surviving child, dies at 102

Six things to know about Michael Bennett, the newest Patriot

'SNL' tackles R. Kelly sex assault accusations with parody of CBS interview, Pete Davidson monologue

Yvonne Abraham | Recycling can't fix what really ails us

Patriots could be diving into the quarterback market

As UMass makes a big bet on online education, rivals offer words of caution

How do you fix a window? Do your homework first

A socialist even a conservative could love; as Burlington mayor, Sanders was able to out-Republican the Republicans

Ideas | Beth Wolfensberger Singer: Reviewing my more gung-ho Michael Jackson moments with sincere unease

Lynn English survives scare from Central Catholic in D1 final

Before decluttering, think twice about those heirlooms

'Your friendly neighborhood copy chief'

GE's would-be HQ tower could be turned into labs

Northampton lawyer who defended nurse against death penalty set to represent Coleman

Ma'am? Miss? What's the best greeting for a ride-share driver to use?

Turbulence injures 30 on flight from Istanbul to New York

Sex trafficking is in plain sight in Massachusetts communities

[Recycling can't fix what really ails us](#)

[First lady has a growing ease in her official role, but not politics](#)

[Tara Sullivan: Enough with the PED excuses](#)

[At SXSW, Elizabeth Warren defends call for breaking up tech giants](#)

[New Orleans Saints fans need to get a grip](#)

[As UMass makes a big bet on online education, rivals offer words of caution](#)

[Drugs took their children but not their hope: That others might be saved](#)

[Trump will seek more money for border wall](#)

[Kyrie Irving, Celtics finish off Lakers this time](#)

[Most Popular In Metro →](#)

Subscribe Now

[Digital Access](#)

[Home Delivery](#)

[Gift Subscriptions](#)

My Account

[Manage my Account](#)

[Mobile Customer Service](#)

[Sign Up For Newsletters](#)

Contact

[Help](#)

[FAQs](#)

[Globe newsroom](#)

[Advertise](#)

[Order back issues](#)

Social

[Facebook](#)

[Twitter](#)

[Google+](#)

More

[ePaper](#)

[News in Education](#)

[Archives](#)

[Privacy policy](#)

[Terms of service](#)

[Terms of purchase](#)

[Work at Boston Globe Media](#)

