

OPEN THE BOOKS OVERSIGHT REPORT

# FEDERAL & STATE GOVERNMENT'S GENDER HIRING GAP

GENDER STUDY OF HIGHLY COMPENSATED PUBLIC EMPLOYEES





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GENDER STUDY OF HIGHLY COMPENSATED PUBLIC EMPLOYEES

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“Open the Books is doing the work I envisioned when the Coburn-Obama bill became law. Their innovative app and other tools are putting sunlight through a magnifying glass.” March 11, 2014

**Dr. Tom Coburn, Honorary Chairman of OpenTheBooks.com**

## **OUR REPORT MADE POSSIBLE BY:**

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**(Public Law 109-282, 109th Congress)**

*“Is the spending in the public interest or the special interest?”*

– U.S. Sen. Tom Coburn

*“I know that restoring transparency is not only the surest way to achieve results,  
but also to earn back the trust in government...”*

– U.S. Sen. Barack Obama

# PROLOGUE

More than 50 years after American women began entering the workforce in droves during the feminist movement of the 1960s, allegations of gender inequality in the workplace still make the news.

Recently, the U.S. Department of Labor sued Google, alleging a “systematic” pay gap between men and women. Google won the first round in court. On Wall Street, the controversial “Fearless Girl” sculpture staring down the “Charging Bull” stands as a reminder that women fill just [11 percent](#) of Fortune 500 board positions.

Politicians reflexively attack perceived gender bias in private companies. But it’s important to ask how those politicians are doing with their *own* hiring. Do government payrolls reflect a “gender hiring gap?”

Our *OpenTheBooks.com Oversight Report – Federal and State Government’s Gender Hiring Gap* analyzed payroll from the top 25 federal agencies, Congress, the White House, and government positions in the five most populous states: California, Texas, Florida, New York and Illinois. Our analysis shows that men significantly outnumber women in the top-paid government positions.

We analyzed the 500 most highly compensated employees at the 25 largest federal agencies. Among 12,500 key employees, we found 7,869 men collectively earned \$1.5 billion in compensation and 4,631 women collectively earned \$817 million. These well-paid employees each received \$125,202 – \$403,849 annually.

Female Congressional employees fared even worse. Among the 1,000 top-paid Congressional staffers, male employees who earn up to \$172,500 outnumbered female employees who earn the same 2-to-1. Men, collectively, made \$105.4 million, while females earned \$58.6 million.

At the state level, we analyzed the 1,000 most highly compensated public employees in each of the five most populous states. We found, on average, just two out of 10 top earners were women. In the states, collectively, the men earned \$1.6 billion versus \$386 million for the women. Across the five states, just seven women were employed in the top 100 highest-earning positions.

At every level of government, the number of women employed in the top-paid positions lags the number of men by an enormous margin. Our analysis didn’t find a gender wage gap, but a gender hiring gap in the highly compensated positions. (*Note: Employees in the same position – regardless of gender – are paid the same wages. Doing otherwise is illegal.*)

## **This report raises several important questions that should elevate the debate:**

- Are men being hired in place of qualified women, or is there a lack of female applicants?
- At the federal level, why is just one in three top earners female?
- In the five most populous states, why do male employees outnumber female employees 4-to-1?
- Why does the private sector face such heavy criticism, when politicians are running government payrolls with such large gender disparities?

## **Who We Are**

American Transparency is a public charity. We do not accept government money. Our oversight reports present hard data without policy recommendations. Our goal is to enhance public discourse with delineated facts. Download our raw data sets [here](#).

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## TOP 10 TAKEAWAYS

1. At the federal level – federal agencies, Congress and the White House – among the most highly compensated employees, male employees outnumber female employees at a 2-to-1 ratio.
2. Among the 12,500 highly compensated federal employees (the highest 500 earners in each of the 25 largest federal agencies), 37 percent were female. The 7,869 men earned \$1.5 billion and outnumbered the 4,631 women who earned \$817 million.
3. Among the 500 top-paid U.S. House staffers, 176 were female (35 percent) vs. 324 men (65 percent). The 500 top earners made \$82.5 million – \$53.5 million of that amount was paid to men while women earned \$28.9 million.  
  
Among the 500 top-paid U.S. Senate staffers, 183 were female (36 percent) vs. 317 men (64 percent). The 500 top earners made \$81.6 million – \$51.9 million of that amount was paid to men while women earned \$29.7 million.
4. President Donald Trump's White House employs 200 men (54 percent) and 174 women (46 percent). Collectively, these 374 employees made \$35.7 million – men earned \$21 million and women were paid \$14.7 million.
5. On average, in the five most populous states, just two out of 10 top earners were women. In the states, collectively, men earned \$1.6 billion and women received \$386 million. Across the five states, just six women were employed in the top 100 highest-earning positions.
6. In California, the 1,000 most highly compensated public employees cost taxpayers \$340 million. The salaries ranged from \$289,000 to \$1.3 million. Within the top 1,000 high earners, 808 men earned \$275 million (81 percent) and 192 women earned \$65 million (19 percent).
7. In Texas, the 1,000 most highly compensated public employees cost taxpayers \$685 million. The salaries ranged from \$476,289 to \$4.7 million. Within the top 1,000 high earners, 802 men earned \$565 million (82 percent) and 198 women earned \$120 million (18 percent).
8. In Florida, the 1,000 most highly compensated public employees cost taxpayers \$326 million. The salaries ranged from \$242,138 to \$991,064. Within the top 1,000 high earners, 772 men earned \$256.8 million (79 percent) and 228 women (21 percent) earned \$68.3 million.
9. In New York, the 1,000 most highly compensated public employees cost taxpayers \$306.6 million. The salaries ranged from \$256,000 to \$748,991. Within the top 1,000 high earners, 828 men earned \$254 million (83 percent) and 172 women earned \$53 million (17 percent).
10. In Illinois, the 1,000 most highly compensated public employees cost taxpayers \$294 million. The salaries ranged from \$247,295 to \$1.6 million. Within the top 1,000 high earners, 715 men earned \$214 million (73 percent) and 285 women earned \$80 million (27 percent).



## SCOPE AND METHODOLOGY

Our OpenTheBooks oversight report analyzed public salary data from FY2016 (except in Florida and California - FY2015). These disclosed salaries were made possible through the federal and state *Freedom of Information Act* laws and public data portals.

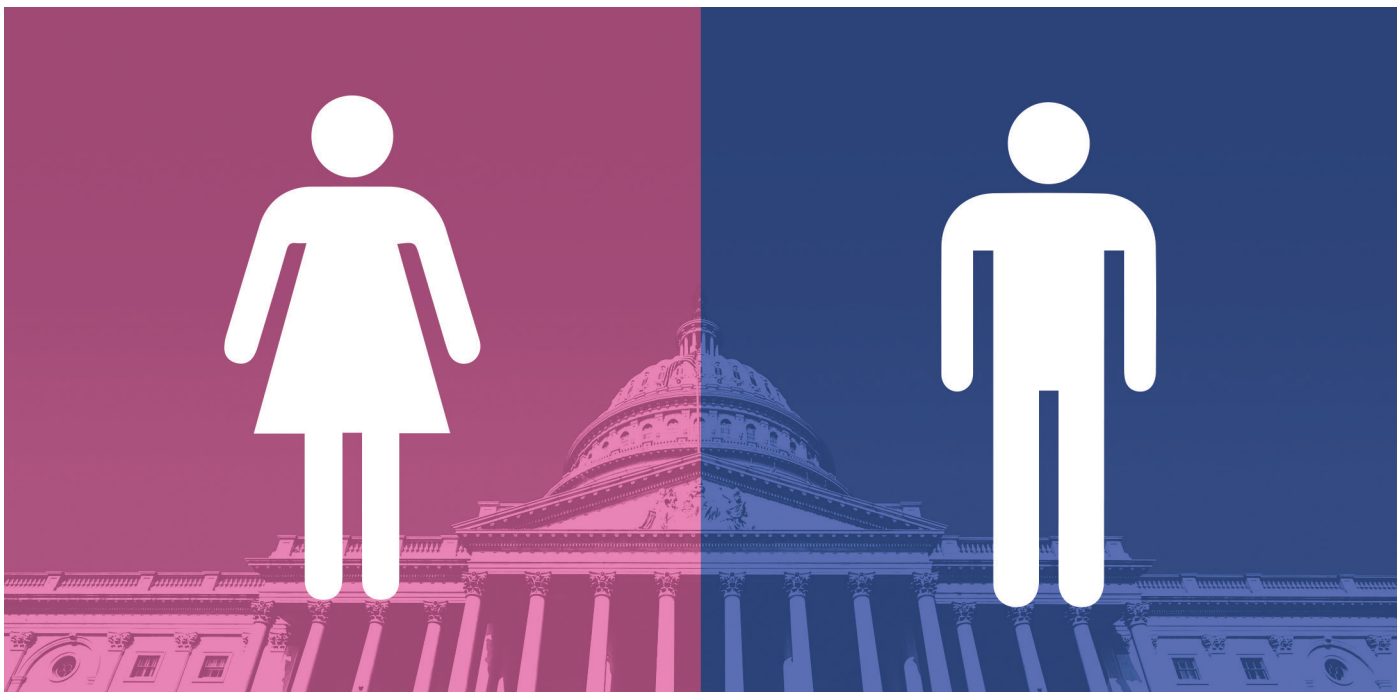
### Our team researched to determine the gender of each individual employee among:

- The 500 top-paid employees from each of the 25 largest federal agencies ranked by headcount in FY2016 (Source: The U.S. Office of Personnel Management).
- The 500 top-paid U.S. House of Representatives staffers 2016 (Source: U.S. House of Representatives data).
- The 500 top-paid U.S. Senate staffers FY2016 (Source: U.S. Senate data).
- The White House payroll data released on June 30, 2017 (Source: The White House).
- The 1,000 top-paid public employees in each of the five most populous states from local and state government payrolls in California, Texas, Florida, New York and Illinois (Source: Multiple Freedom of Information Act Requests with state and local governments).

### SPECIAL NOTE:

#### Case Studies of U.S. House of Representatives & U.S. Senate Leadership

We analyzed full-time staffers working for 12 months (Source: Legistorm.com). In the U.S. Senate, we reviewed staffers employed during the entire fiscal year (October 1, 2015 through September 30, 2016). In the U.S. House, our review comprised staffers employed during the entire calendar year (January 1, 2016 through December 31, 2016). Using this data from the latest disclosed year eliminates the adverse statistical effect of staff turnover. Our comparison is actual paid earnings as disclosed by the U.S. House and the U.S. Senate, not just 'hiring' data. Therefore, our statistical findings are a fair "apples to apples" comparison across all four leaders, respectively, of the U.S. House and the U.S. Senate. Other entities using "annual earnings of year-round, full-time workers" include the U.S. Census Bureau and the National Committee on Equal Pay - the organization behind Equal Pay Day. Our analysis excluded employees who earned less than \$24,000 – the estimated salary earned by a full-time minimum-wage employee working in Washington, D.C. in 2016.



## PART 1

## FEDERAL

25 FEDERAL AGENCIES, U.S. HOUSE OF REPRESENTATIVES,  
U.S. SENATE AND WHITE HOUSE

In our analysis of highly compensated federal employees, we discovered a striking disparity between men and women hired as top-level employees. We studied the federal government's "high earners": the 500 highest-paid employees disclosed by each of the top 25 government agencies, the 500 highest-paid U.S. House staffers, the 500 highest-paid U.S. Senate staffers, and the White House payroll (as of June 30, 2017). Data indicates there are nearly two men employed for every one woman among highly compensated federal employees.



## KEY FACTS ABOUT THE TOP 25 FEDERAL AGENCIES (RANKED BY HEAD COUNT FY2016)

- Among the 12,500 highly compensated federal employees (the highest 500 earners in each of the 25 largest federal agencies), just 37 percent were female. The 7,869 men earned \$1.5 billion and outnumbered the 4,631 women who earned \$817 million.
- **Veterans Affairs (VA)** showed the highest gender hiring gap among the agencies. Just 49 employees among the VA's 500 top earners were female. The VA paid its top employees nearly \$183 million. The men received \$165 million while women received \$18 million. All 500 top earners were "medical officers" who made between \$345,751 and \$403,849 each.
- **Health and Human Services (HHS)** was the only federal department in which female employees significantly outnumbered male employees among the top earners. At HHS, 286 females made \$46.1 million compared to 214 males who earned \$35 million. The most popular job title among high earners was "public health program specialist."
- The **Office of Personnel Management (OPM)** had virtually no gender hiring gap. The agency had 251 female employees compared to 249 male employees. However, the men still slightly out-earned the women – men earned \$36.4 million collectively while women earned \$36 million. Among the top earners, the most popular job title was "program management."
- Under the leadership of Secretary Penny Pritzker (2013-2016), the **Department of Commerce** employed 362 male employees earning \$67 million (72 percent) and 138 female employees earning nearly \$26 million (28 percent). The most popular job title was "patent attorney." Among the high earners, 49 female patent attorneys earned \$9.4 million while 118 male patent attorneys earned \$22.7 million. Ten female patent attorneys earned \$204,310 – the highest salary in the position – compared to 18 men. Further, the top five employees at Commerce were all males, earning up to \$249,255 as physicists and chemists.
- At the **Department of Transportation (DOT)**, 396 men earned \$76 million compared to 103 women who earned \$20 million. Among the top earners, the most popular job title at the DOT was "air traffic controller" – earning up to \$198,979. There were 52 female air traffic controllers making \$9.9 million and 284 male air traffic controllers earning \$54 million.
- The **Department of Energy (DOE)** paid 367 men \$66 million and 133 women \$24 million. The most popular job title among the DOT top earners was "program management." At the DOE, just two of the top 10 employees – earning between \$205,700 and \$249,885 each – were female.
- The **Department of Treasury** paid 315 males nearly \$74 million while paying 185 females \$43 million. Of the top 10 employees, two were female, making \$265,700 as financial institution examiners. At the Internal Revenue Service – a subdivision of the Department of Treasury – all employee names were redacted, giving no indication of gender. This study only includes employees with disclosed names.
- Among the **Department of Labor's** highest earners women are outnumbered by men at a two-to-three ratio. The 305 men earned \$51 million while 195 women earned \$33 million. Two of the department's top 10 employees were female: Economist Kathleen Franks (\$190,100) and IT management employee Diane Schweizer (\$185,100).
- For every woman employed in **NASA's** 500 top-paid positions, there are three men. Among the top 30 positions, 22 belong to general engineering employees and five are female. Overall, 126 females at NASA made \$22 million while 374 males earned \$66 million.
- The **Small Business Administration (SBA)** paid 211 female employees \$31 million and 289 male employees \$43 million. Among the 20 top-paid employees at the SBA, just five were female. Among the SBA's top earners, 32 were Program Management employees. Twelve of these employees were female.
- The **Securities and Exchange Commission** paid 317 men \$76 million and 183 women \$44 million. Of the department's 500 top-paid employees, 63 percent were male and 37 percent were female. Of the top 20 employees, seven were female. Director of Investor Education Kristin Kaepplein was the highest earning female – she made \$248,292.



## Top 25 Federal Agencies (Ranked by Head Count FY2016)

Analysis of the Top 500 Highest Paid Salaries in Each Agency

AGENCY	MALES	SUM OF TOTAL CASH TO MALES	FEMALES	SUM OF TOTAL CASH TO FEMALES	MOST POPULAR JOB TITLE
DEPARTMENT OF VETERANS AFFAIRS	451 (90%)	\$165,057,265.00	49 (10%)	\$17,858,059.00	MEDICAL OFFICER (500)
DEPARTMENT OF TRANSPORTATION	396 (79%)	\$76,061,311.00	104 (21%)	\$20,137,941.00	AIR TRAFFIC CONTROL (337)
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	374 (75%)	\$65,714,517.00	126 (25%)	\$22,163,695.00	GENERAL ENGINEERING (240)
DEPARTMENT OF ENERGY	367 (73%)	\$65,804,578.00	133 (27%)	\$23,974,434.00	PROGRAM MANAGEMENT (183)
DEPARTMENT OF COMMERCE	362 (72%)	\$67,336,649.00	138 (28%)	\$25,530,860.00	PATENT ATTORNEY (167)
DEPARTMENT OF INTERIOR	347 (69%)	\$58,782,257.00	153 (31%)	\$25,869,269.00	PROGRAM MANAGEMENT (128)
DEPARTMENT OF HOMELAND SECURITY	340 (68%)	\$60,615,849.00	160 (32%)	\$28,529,879.00	PROGRAM MANAGEMENT (195)
DEPARTMENT OF AGRICULTURE	333 (67%)	\$58,555,804.00	167 (33%)	\$29,247,833.00	GENERAL NATURAL RESOURCES MANAGEMENT & BIOLOGICAL SCIENCES (95)
FEDERAL DEPOSIT INSURANCE CORPORATION	320 (64%)	\$77,274,116.00	180 (36%)	\$43,082,918.00	GENERAL ATTORNEY (163)
SECURITIES AND EXCHANGE COMMISSION	317 (63%)	\$76,401,853.00	183 (37%)	\$44,147,624.00	GENERAL ATTORNEY (326)
DEPARTMENT OF TREASURY	315 (63%)	\$73,595,016.00	185 (37%)	\$42,805,599.00	FINANCIAL INSTITUTION EXAMINING (306)
UNITED STATES POSTAL SERVICE	315 (63%)	\$51,307,029.00	185 (37%)	\$29,369,324.00	ATTORNEY (71)
SOCIAL SECURITY ADMINISTRATION	311 (62%)	\$53,628,765.00	189 (38%)	\$32,751,286.00	ADMINISTRATIVE LAW JUDGE (342)
DEPARTMENT OF JUSTICE	306 (61%)	\$55,879,306.00	194 (39%)	\$35,028,501.00	GENERAL ATTORNEY (374)
DEPARTMENT OF LABOR	305 (61%)	\$50,962,208.00	195 (39%)	\$32,636,933.00	GENERAL ATTORNEY (137)
DEPARTMENT OF STATE	303 (61%)	\$50,210,858.00	197 (39%)	\$32,518,375.00	FOREIGN AFFAIRS (207)
GENERAL SERVICES ADMINISTRATION	303 (61%)	\$49,123,895.00	197 (39%)	\$31,672,805.00	MISCELLANEOUS ADMINISTRATION AND PROGRAM (129)
SMITHSONIAN INSTITUTION	295 (59%)	\$45,665,202.00	205 (41%)	\$31,626,240.00	MUSEUM CURATOR (55)
SMALL BUSINESS ADMINISTRATION	289 (58%)	\$42,815,281.00	211 (42%)	\$31,063,372.00	PROGRAM MANAGEMENT (167)
ENVIRONMENTAL PROTECTION AGENCY	287 (57%)	\$49,756,432.00	213 (43%)	\$36,300,443.00	PROGRAM MANAGEMENT (180)
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	261 (52%)	\$42,916,005.00	239 (48%)	\$39,133,810.00	PROGRAM MANAGEMENT (168)
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	256 (51%)	\$41,971,728.00	244 (49%)	\$39,932,078.00	MISCELLANEOUS ADMINISTRATION AND PROGRAM (155)
DEPARTMENT OF EDUCATION	253 (51%)	\$41,385,020.00	247 (49%)	\$40,115,919.00	MISCELLANEOUS ADMINISTRATION AND PROGRAM (119)
OFFICE OF PERSONNEL MANAGEMENT	249 (50%)	\$36,436,450.00	251 (50%)	\$36,028,300.00	PROGRAM MANAGEMENT (106)
DEPARTMENT OF HEALTH AND HUMAN SERVICES	214 (43%)	\$34,985,676.00	286 (57%)	\$46,076,483.00	PUBLIC HEALTH PROGRAM SPECIALIST (258)

SOURCE: FEDERAL AGENCIES PUBLIC EMPLOYEE SALARY DATA COMPILED BY OPENTHEBOOKS.COM VIA THE FREEDOM OF INFORMATION ACT AND OPEN RECORDS LAW.



# U.S. HOUSE OF REPRESENTATIVES STAFFERS (2016)

- Among the 500 top-paid U.S. House staffers, just 176 were female (35 percent) vs. 324 men (65 percent).
- \$82.5 million flowed to the 500 most highly compensated staffers. Men earned \$53.5 million while women earned \$28.9 million.
- Among the top 10 highest earners, three staffers were female.
- The top-paid female employee was Congressional Inspector General Theresa Grafenstine, who earned \$172,500.



## CASE STUDY Paul Ryan Speaker of the U.S. House of Representatives

Speaker of the U.S. House of Representatives Paul Ryan (R-WI) employed 24 men and 27 women. Collectively, men earned \$2.52 million while women earned \$2.48 million. On average, male employees made \$104,892 while female employees made \$91,846.

In his leadership office, Ryan employed 19 men and 19 women. On average, male employees earned \$119,017 while female employees made \$101,147. In his main office, Ryan employed four men and eight women. On average, male employees made \$49,099 while female employees made \$69,756.

Among the top five employees in Ryan’s leadership office – each earning \$172,500 – three were men and two were women: Director of House Operations Kelly Craven and Deputy Chief of Staff Joyce Meyer. In Ryan’s main office, Chief of Staff Danyell Tremmel was the top-paid employee. She earned \$122,450. The second highest salary in Ryan’s main office went to Deputy Chief of Staff Allison Steil.

Ryan paid out 21 six-figure salaries and 11 went to women. There were four women in the 10 top-paid staffers in Ryan’s offices including Assistant to the Speaker for Policy Cynthia Herrle (\$168,000) and Press Secretary Ashlee Strong (\$151,666).

OFFICE STAFF TOTALS		
	MALE	FEMALE
#	24	27
AVERAGE	\$104,892	\$91,846
TOTAL	\$2,517,423	\$2,479,856

SOURCE: U.S. HOUSE OF REPRESENTATIVES OFFICE STAFF DATA COMPILED BY OPENTHEBOOKS.COM. ANALYSIS ONLY INCLUDES FULL-TIME STAFFERS EMPLOYED FOR THE ENTIRE CALENDAR YEAR (JANUARY 01, 2016 THRU DECEMBER 31, 2016). OFFICE STAFF SOURCE: LEGISTORM.COM



**CASE STUDY**  
**Kevin McCarthy**  
 Majority Leader of the  
 U.S. House of Representatives

Majority Leader of the U.S. House of Representatives Kevin McCarthy (R-CA) employed 19 men and 10 women. Collectively, men earned \$1.68 million while women earned \$755,500. On average, male employees made \$88,289 while female employees made \$75,550.

In his leadership office, McCarthy employed 13 men and five women. On average, male employees received \$90,884 while female employees made \$84,600. In his main office, McCarthy employed eight men and five women. On average, male employees made \$57,187 while female employees received \$66,500.

The top-paid employee in McCarthy’s leadership office was Chief of Staff Timothy Barry (\$172,500), followed by Deputy Chief of Staff Elizabeth Karr (\$171,000). In McCarthy’s main office, Legislative Director Kyle Lombardi received the highest pay (\$109,500). James Min worked as chief of staff in both offices – making \$171,000 in total.

Two of the ten six-figure salaries paid out on McCarthy’s staff went to women including Director of Member Services Natalie Buchanan (\$124,500).

**OFFICE STAFF TOTALS**

	MALE	FEMALE
#	19	10
AVERAGE	\$88,289	\$75,550
TOTAL	\$1,677,500	\$755,500

**SOURCE:** U.S. HOUSE OF REPRESENTATIVES OFFICE STAFF DATA COMPILED BY OPENTHEBOOKS.COM. ANALYSIS ONLY INCLUDES FULL-TIME STAFFERS EMPLOYED FOR THE ENTIRE CALENDAR YEAR (JANUARY 01, 2016 THRU DECEMBER 31, 2016). **OFFICE STAFF SOURCE:** LEGISTORM.COM



**CASE STUDY**  
**Nancy Pelosi**  
 Minority Leader of the  
 U.S. House of Representatives

Minority Leader of the U.S. House of Representatives Nancy Pelosi (D-CA) employed 25 men and 30 women. Collectively, men earned \$3.11 million while women earned \$2.83 million. On average, male employees made \$124,404 while female employees made \$94,398.

In her leadership office, Pelosi employed 21 men and 23 women. On average, male employees received \$130,153 while female employees made \$104,368. In her main office, Pelosi employed five men and seven women. On average, male employees made \$64,424 while female employees received \$51,071.

In total, Pelosi paid five male chiefs of staff including Nadeam Elshami (\$172,500) and Yelberton Watkins (\$165,000) in her leadership office and Daniel Bernal (\$134,697) in her main office. Additionally, Robert Edmonson worked as a chief of staff in both offices – making \$139,754 in total. At the top of her leadership office, Pelosi paid eight employees \$172,500 each. Two out of eight top-paid employees were women: Deputy Chief of Staff Diane Dewhirst and Senior Policy Adviser Wyndee Parker. Overall, Pelosi paid out 29 six-figure salaries and 13 of them went to female employees.

**OFFICE STAFF TOTALS**

	MALE	FEMALE
#	25	30
AVERAGE	\$124,404	\$94,398
TOTAL	\$3,110,112	\$2,831,965

**SOURCE:** U.S. HOUSE OF REPRESENTATIVES OFFICE STAFF DATA COMPILED BY OPENTHEBOOKS.COM. ANALYSIS ONLY INCLUDES FULL-TIME STAFFERS EMPLOYED FOR THE ENTIRE CALENDAR YEAR (JANUARY 01, 2016 THRU DECEMBER 31, 2016). **OFFICE STAFF SOURCE:** LEGISTORM.COM



**CASE STUDY**  
**Steny Hoyer**  
 Minority Whip of the  
 U.S. House of Representatives

Minority Whip in the U.S. House of Representatives Steny Hoyer (D-MD) employed 15 men and 14 women. Collectively, men earned \$1.49 million while women earned \$1.46 million. On average, male employees made \$99,106 while female employees made \$104,213.


Hoyer employed 10 men and 11 women in his leadership office. On average, male employees made \$97,932 while female employees received \$103,079. In his main office, Hoyer employed seven men and four women. On average, male employees earned \$72,466 while female employees made \$81,277.

In his leadership office, Hoyer's top-paid employee was Chief of Staff Alexis Covey-Brandt, who made \$172,500. The second highest paid employee was Deputy Chief of Staff Brian Romick, who earned \$170,000. In Hoyer's main office, District Director Betsy Bossart made the highest salary (\$163,500). Two men made the second highest salary in Hoyer's main office: Senior Advisor James Notter and Deputy District Director Terrance Taylor (\$107,999).

Of Hoyer's top 10 employees, six were female. Hoyer paid out 13 six-figure salaries and seven went to women. Some of these top-paid women included Communications Director and Senior Advisor Kathryn Grant (\$144,616); Senior Policy Advisor Mary Repko (\$142,367); Deputy Outreach Director and Member Services Advisor Courtney Fry (\$128,999); Floor Director Shuwanza Goff (\$125,999); and Senior Policy Advisor Charlene MacDonald (\$123,200).


OFFICE STAFF TOTALS		
	MALE	FEMALE
#	15	14
AVERAGE	\$99,106	\$104,213
TOTAL	\$1,486,591	\$1,458,982

**SOURCE:** U.S. HOUSE OF REPRESENTATIVES OFFICE STAFF DATA COMPILED BY OPENTHEBOOKS.COM. ANALYSIS ONLY INCLUDES FULL-TIME STAFFERS EMPLOYED FOR THE ENTIRE CALENDAR YEAR (JANUARY 01, 2016 THRU DECEMBER 31, 2016).  
**OFFICE STAFF SOURCE:** LEGISTORM.COM



## U.S. SENATE STAFFERS (2016)

- Among the 500 top-paid U.S. Senate staffers, just 183 were female (36 percent) vs. 317 men (64 percent).
- \$81.6 million flowed to the 500 most highly compensated staffers. Men earned \$51.9 million while women earned \$29.7 million.
- Among the top three highest earners, two staffers were female. Of the next 60 most highly compensated staffers, there were only 18 females.
- The top two paid female Senate employees were Secretary of the Senate Julie Adams and Senate Legal Counsel Patricia Mack Bryan – both earned \$172,500.





**CASE STUDY**  
**Mitch McConnell**  
 Majority Leader of the  
 U.S. Senate

Majority Leader in the Senate Mitch McConnell (R-KY) employed 21 men and 23 women. Collectively, men earned \$2.26 million while women earned \$1.53 million. On average, male employees made \$107,813 while female employees made \$66,726.

McConnell employed eight men and six women in his leadership office. On average, male employees made \$126,972 while female employees received \$100,465. In his main office, McConnell employed 14 men and 17 women. On average, male employees earned \$89,178 while female employees made \$54,818.

In his leadership office, McConnell paid four top employees \$169,458 each – one of these employees was female: Director of Operations Stefanie Muchow. In McConnell’s main office, two male employees earned \$169,458: State Director Terry Carmack and Chief of Staff Brian McGuire. In McConnell’s main office, eight men out-earned the top-paid female employee Nancy Wood Mosher who made \$83,910 as an archivist.

McConnell paid out 16 six-figure salaries and three of them went to women including Policy Advisor Erica Soares (\$150,000) and Director of Administration Rebecca Fleeson (\$135,000).

**OFFICE STAFF TOTALS**

	MALE	FEMALE
#	21	23
AVERAGE	\$107,813	\$66,726
TOTAL	\$2,264,270	\$1,534,707

**SOURCE:** U.S. SENATE OFFICE STAFF DATA COMPILED BY OPENTHEBOOKS.COM. ANALYSIS ONLY INCLUDES FULL-TIME STAFFERS EMPLOYED FOR THE ENTIRE FISCAL YEAR (OCTOBER 01, 2015 THRU SEPTEMBER 30, 2016). **OFFICE STAFF SOURCE:** LEGISTORM.COM



**CASE STUDY**  
**Chuck Schumer**  
 Minority Leader of the  
 U.S. Senate

Minority Leader in the Senate Chuck Schumer (D-NY) employed 32 men and 41 women. Collectively, men earned \$2.45 million while women earned \$2.84 million. On average, male employees made \$76,711 while female employees made \$69,263.

In his leadership office, Schumer employed 10 men and 10 women. On average, male employees made \$105,579 while female employees received \$101,412. In his main office, Schumer employed 22 men and 31 women. On average, male employees earned \$63,589 while female employees made \$58,892.

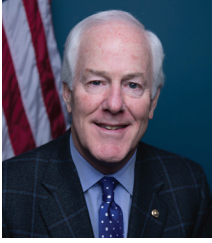
In his leadership office, Schumer’s top-paid employee was Administrative Director Ileanexis Deese – she made \$150,785. In Schumer’s main office, State Director Martin Brennan made the highest salary (\$168,000). Deputy Chief of Staff Erin Vaughn made the second highest salary (\$151,538).

Schumer paid out 14 six-figure salaries and seven went to women. These top-paid women included Legislative Director Meghan Taira (\$139,999); Senior Advisor for Human Resources Maria Robles Meier (\$136,704); Chief Counsel Rebecca Kelly Slaughter (\$121,000); Executive Assistant Adelle Cruz (\$112,999); and Director of Scheduling Krysta Juris (\$109,999).

**OFFICE STAFF TOTALS**

	MALE	FEMALE
#	32	41
AVERAGE	\$76,711	\$69,263
TOTAL	\$2,454,754	\$2,839,783

**SOURCE:** U.S. SENATE OFFICE STAFF DATA COMPILED BY OPENTHEBOOKS.COM. ANALYSIS ONLY INCLUDES FULL-TIME STAFFERS EMPLOYED FOR THE ENTIRE FISCAL YEAR (OCTOBER 01, 2015 THRU SEPTEMBER 30, 2016). **OFFICE STAFF SOURCE:** LEGISTORM.COM



**CASE STUDY**  
**John Cornyn**  
 Majority Whip of the  
 U.S. Senate

Republican Whip in the Senate John Cornyn (R-TX) employed 24 men and 26 women. Collectively, men earned \$1.73 million while women earned \$1.93 million. On average, male employees made \$72,287 while female employees made \$74,117.

Cornyn employed three men and two women in his leadership office. On average, male employees made \$100,416 while female employees received \$133,604. In his main office, Cornyn employed 21 men and 24 women. On average, male employees earned \$68,268 while female employees made \$69,160.

In his leadership office, Cornyn's top-paid employee was Chief of Staff Monica Popp (\$169,458) followed by Policy Advisor John Chapuis (\$142,499). In Cornyn's main office, the top-paid employee was Chief of Staff Elizabeth Jafari (\$169,458) followed by State Director David James (\$161,249).

Overall, Cornyn paid out 10 six-figure salaries and four of them went to women. These top-paid female employees included Director of Constituent Services Linda Bazaco (\$127,499) and Administrative Director Gabrielle Everett (\$123,749).

OFFICE STAFF TOTALS		
	MALE	FEMALE
#	24	26
AVERAGE	\$72,287	\$74,117
TOTAL	\$1,734,894	\$1,927,062

**SOURCE:** U.S. SENATE OFFICE STAFF DATA COMPILED BY OPENTHEBOOKS.COM. ANALYSIS ONLY INCLUDES FULL-TIME STAFFERS EMPLOYED FOR THE ENTIRE FISCAL YEAR (OCTOBER 01, 2015 THRU SEPTEMBER 30, 2016). **OFFICE STAFF SOURCE:** LEGISTORM.COM



**CASE STUDY**  
**Dick Durbin**  
 Minority Whip of the  
 U.S. Senate

Democratic Whip in the Senate Dick Durbin (D-IL) employed 21 men and 31 women. Collectively, men earned \$1.68 million while women earned \$2.11 million. On average, male employees made \$79,803 while female employees made \$67,908.

Durbin employed eight men and five women in his leadership office. On average, male employees made \$95,480 while female employees received \$111,061. In his main office, Durbin employed 13 men and 25 women. On average, male employees earned \$65,668 while female employees made \$56,282.

In his leadership office, Durbin's top-paid employee was Chief Counsel Joseph Zogby (\$168,303). In Durbin's main office, the top-paid employee was State Director William Houlihan (\$169,458) followed by Chicago Director Clarisol Duque (\$164,318).

Durbin paid 11 six-figure salaries and five went to women. These top-paid females included Floor Director Reema Dordin (\$137,512); Director of Operations Sally Brown-Shaklee (\$131,678); Speech Writer Molly Chief Rowley (\$113,153); and Senior Policy Advisor Jasmine Nicole Hunt Dimitriou (\$100,924).

OFFICE STAFF TOTALS		
	MALE	FEMALE
#	21	31
AVERAGE	\$79,803	\$67,908
TOTAL	\$1,675,869	\$2,105,172

**SOURCE:** U.S. SENATE OFFICE STAFF DATA COMPILED BY OPENTHEBOOKS.COM. ANALYSIS ONLY INCLUDES FULL-TIME STAFFERS EMPLOYED FOR THE ENTIRE FISCAL YEAR (OCTOBER 01, 2015 THRU SEPTEMBER 30, 2016). **OFFICE STAFF SOURCE:** LEGISTORM.COM



## WHITE HOUSE (Data Released June 30, 2017)

When President Donald Trump released his White House payroll on June 30, 2017, media outlets such as Roll Call and CNN quickly issued analysis, alleging a 20-cent wage gap between male staffers and their female counterparts. Even the conservative think tank American Enterprise Institute posted its analysis, arguing the White House pay gap is actually more like 38 cents.

Meanwhile, we published an analysis of Trump's payroll at [Forbes](#), revealing the leaner payroll could save taxpayers \$22 million. For this report, we've added new analysis based on gender.

- Trump's White House employs 200 men (54 percent) and 174 women (46 percent).
- Collectively, these 374 employees made \$35.7 million – men earned \$21 million and women earned \$14.7 million.
- There are 22 employees earning \$179,700 – the highest salary for permanent positions. Six of these top earners are women, including Kellyanne Conway, assistant to the president and senior counselor.
- First Lady Melania Trump's five-person staff includes four women. The first lady pays out \$601,700 in total payroll costs: women earn \$486,700 and the man earns \$115,000.
- If the first lady grew her staff to match former First Lady Michelle Obama's staff of 24, while maintaining her current female-to-male ratio, Trump's White House would employ 205 men and 188 females (48 percent).

**PART 2**

**STATE**

**FIVE MOST POPULOUS STATES:  
CALIFORNIA, TEXAS, FLORIDA, NEW YORK AND ILLINOIS**

We analyzed the 1,000 top-paid government employees in each of the five most populous states: California, Texas, Florida, New York and Illinois. These five states account for nearly one quarter of the U.S. population. We found, on average, that among the top earners in each of these states, just two of 10 are women.



**Gender Disparity in the 5 Most Populous States (FY2016)**

STATE	SUM OF GROSS PAY	MALES	SUM OF GROSS PAY TO MALES	FEMALES	SUM OF GROSS PAY TO FEMALES
*CALIFORNIA	\$340 MILLION	808	\$275 MILLION (81%)	192	\$65 MILLION (19%)
TEXAS	\$685 MILLION	802	\$565 MILLION (82%)	198	\$120 MILLION (18%)
*FLORIDA	\$326 MILLION	772	\$257 MILLION (79%)	228	\$68 MILLION (21%)
NEW YORK	\$307 MILLION	828	\$254 MILLION (83%)	172	\$53 MILLION (17%)
ILLINOIS	\$294 MILLION	715	\$214 MILLION (73%)	285	\$80 MILLION (27%)

SOURCE: STATE AND LOCAL PUBLIC EMPLOYEE SALARY DATA COMPILED BY OPENTHEBOOKS.COM VIA THE FREEDOM OF INFORMATION ACT AND OPEN RECORDS LAW.

\*LATEST CALIFORNIA AND FLORIDA PAYROLL DATA IS FROM FY2015.



## CALIFORNIA (2015)

- The 1,000 most highly compensated California public employees cost taxpayers \$340 million. The salaries ranged from \$289,000 to \$1.3 million.
- Within the top 1,000 high earners, 808 men earned \$275 million (81 percent) and 192 women earned \$65 million (19 percent).
- Among the top 20 public earners in California, two were women. Collectively, these top 20 public employees made a combined \$14 million: \$12 million went to men while \$2 million went to women.
- Los Angeles County employed 294 of the top 1,000 highest earning employees across the state with salaries totaling \$101 million: 227 men vs. 67 women. The City of Los Angeles had 83 employees in the top 1,000 high earners with 80 males and three females.
- There were 21 city managers in California earning between \$290,678 and \$413,452. Clayton Phillips was the most highly compensated city manager – he made \$413,452 in Escondido (pop. 151,603). Small-town managers included James App in Paso Robles (pop. 31,907) making \$293,054 and Cleve Morris in Placerville (pop. 10,681) receiving \$295,283. Three of these highly compensated city managers were female.
- Among the high earners, 256 were publicly-employed physicians costing taxpayers \$95 million: 190 males vs. 66 females.
- Kern County employed four out of the top five public employees in California and the only two women in the top 20. In fact, Kern County employed the highest earner in the state: Arturo Gomez (\$1.3 million) – an orthopedic surgeon. In total, Kern County had 35 employees in the top 1,000: 29 men and 6 women. The top female salary was earned by Andrea Snow (\$1.2 million) – a physician in Kern County. The second-highest female salary went to Maureen Martin (\$722,310) – chair of the Department of Surgery in Kern County.

### Other examples of high earners in California include:

Lee Wagner (\$653,025), an assistant sheriff in Riverside County; Charles Mills (\$550,008), president of the Public Utilities Commission; Timothy White (\$392,300), chancellor of California State University; port pilots in Los Angeles John Betz (\$482,792) and James McDaniel (\$444,046); Daniel Child (\$366,439), general manager at the Clean Water Authority in Silicon Valley; and Michael Henry (\$356,845), an “apparatus operator” in Los Angeles.

## Top 10 California Agencies (FY2015)

With Employees Amongst the Top 1,000 Most Highly Compensated in the State (\$289,000+)

EMPLOYER	COUNT	SUM OF GROSS PAY	MALES	SUM OF GROSS PAY TO MALES	FEMALES	SUM OF GROSS PAY TO FEMALES	MOST POPULAR JOB TITLE
COUNTY OF LOS ANGELES	294	\$101,028,643.30	227	\$78,168,681.00	67	\$22,859,961.00	PHYSICIAN (181)
CITY OF LOS ANGELES	83	\$27,815,707.90	80	\$26,843,789.00	3	\$971,918.00	FIRE CAPTAIN (27)
COUNTY OF SANTA CLARA	54	\$17,055,427.62	37	\$11,720,851.00	17	\$5,334,576.00	NOT AVAILABLE
CITY OF FREMONT	40	\$13,050,232.77	37	\$12,106,899.00	3	\$943,333.00	FIRE CAPTAIN (12)
COUNTY PUBLIC WORKS DEPARTMENT OF SAN JOAQUIN	40	\$15,474,359.40	33	\$12,795,213.00	7	\$2,679,145.00	PHYSICIAN (32)
COUNTY OF KERN	35	\$17,042,563.01	29	\$13,462,927.00	6	\$3,579,635.00	PHYSICIAN (21)
COUNTY OF RIVERSIDE	34	\$11,730,546.29	29	\$10,174,909.00	5	\$1,555,636.00	STAFF PSYCHIATRIST (19)
COUNTY OF MONTEREY	31	\$11,463,895.64	22	\$8,480,250.00	9	\$2,983,645.00	CONTRACT PHYSICIAN (18)
CITY OF SAN FRANCISCO	24	\$7,825,033.00	17	\$5,453,752.00	7	\$2,371,280.00	BATTALION CHIEF, FIRE SUPPRESS (4)
CITY OF ALAMEDA	22	\$6,939,539.00	20	\$6,325,953.00	2	\$613,586.00	FIRE CAPTAIN (6)

SOURCE: STATE AND LOCAL PUBLIC EMPLOYEE SALARY DATA COMPILED BY OPENTHEBOOKS.COM VIA THE FREEDOM OF INFORMATION ACT AND OPEN RECORDS LAW.

## TEXAS (2016)

- The 1,000 most highly compensated Texas public employees cost taxpayers \$685 million. The salaries ranged from \$476,289 to \$4.7 million.
- Within the top 1,000 high earners, 802 men earned \$565 million (82 percent) and 198 women earned \$120 million (18 percent).
- The top 29 public earners were all men. Collectively, these 29 men received \$59.5 million.
- The University of Texas MD Anderson Cancer Center employed 463 of the high earners across Texas; 319 employees were men and 144 were women.
- The University of Texas Health Science Center Houston employed 203 of the high earners: 190 were men and 13 were women.
- There were 74 public employees earning \$1 million or more – 69 men and five women. Earning the highest salary was Charlie Strong (\$4.7 million), who was the football coach at the University of Texas. The most highly compensated woman was Donna Sollenberger (\$1.3 million) – the executive vice president and CEO of the University of Texas Medical Branch.
- Seven of the top 10 public earners in Texas were basketball or football coaches at the state's public universities. The roster includes Kevin Sumlin (\$3.6 million) – the Texas A&M football coach – and Kliff Kingsbury (\$3.3 million) – the Texas Tech football coach.

### Other examples of high earners in Texas include:

Kirby Hocutt (\$1.2 million), the athletic director at Texas Tech; Charles Tull (\$550,858), director of investments at the Parks and Wildlife Department; Sheryl Sculley (\$511,970), city manager in San Antonio; and Venkatesh Shankar (\$515,644), a marketing professor at Texas A&M.

## Top 10 Texas Agencies (FY2016)

With Employees Amongst the Top 1,000 Most Highly Compensated in the State (\$476,000+)

EMPLOYER	COUNT	SUM OF GROSS PAY	MALES	SUM OF GROSS PAY TO MALES	FEMALES	SUM OF GROSS PAY TO FEMALES	MOST POPULAR JOB TITLE
UNIVERSITY OF TEXAS M.D. ANDERSON CANCER CENTER	463	\$308,444,438.36	319	\$220,978,101.00	144	\$87,466,337.00	NOT AVAILABLE
UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER HOUSTON	203	\$141,679,843.27	190	\$133,475,859.00	13	\$8,203,983.00	PROFESSOR (89)
UNIVERSITY OF TEXAS SOUTHWESTERN MEDICAL CENTER	97	\$61,974,696.69	94	\$59,722,193.00	3	\$2,252,503.00	NOT AVAILABLE
UNIVERSITY OF TEXAS MEDICAL BRANCH - GALVESTON	67	\$40,938,169.17	47	\$28,995,674.00	20	\$11,942,494.00	PROFESSOR (36)
UNIVERSITY OF TEXAS AT AUSTIN	30	\$28,533,270.73	27	\$26,099,192.00	4	\$2,434,078.00	NOT AVAILABLE
UNIVERSITY OF TEXAS A&M	13	\$14,672,354.93	13	\$14,672,354.00	0	\$0	COACH (7)
UNIVERSITY OF TEXAS TECH UNIVERSITY SYSTEM	8	\$9,994,689.41	7	\$9,512,113.00	1	\$482,576.00	COACH (5)
UNIVERSITY OF TEXAS MEDICAL BRANCH	17	\$9,985,632.66	13	\$7,877,893.00	4	\$2,107,739.00	PROFESSOR (15)
UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER AT SAN ANTONIO	13	\$9,312,583.18	12	\$8,818,849.00	1	\$493,733.00	NOT AVAILABLE
UNIVERSITY OF TEXAS SYSTEM	8	\$8,318,353.04	6	\$7,163,794.00	2	\$1,154,559.00	NOT AVAILABLE

SOURCE: STATE AND LOCAL PUBLIC EMPLOYEE SALARY DATA COMPILED BY OPENTHEBOOKS.COM VIA THE FREEDOM OF INFORMATION ACT AND OPEN RECORDS LAW.

## FLORIDA (2015)

- The 1,000 most highly compensated Florida public employees cost taxpayers \$326 million. The salaries ranged from \$242,138 to \$991,064.
- Within the top 1,000 high earners, 772 men earned \$257.7 million (79 percent) and 228 women (21 percent) earned \$68.1 million.
- The top 20 most highly compensated public employees in Florida – all of whom were men – collectively earned nearly \$14 million.
- There were 756 professors within the 1,000 high-earners costing taxpayers nearly \$252 million: 588 men earned \$201 million and 168 women earned \$51 million.
- The University of Florida employed 640 of the 1,000 high-earners for nearly \$216 million in payroll: 499 were men who earned \$173 million and 141 were women who earned nearly \$43 million.
- The top-paid woman was Dr. Deborah German (\$560,000), vice president for medical affairs and a professor at the University of Central Florida. German ranked 24th out of the top 1,000 public employees.
- Dr. William Friedman, chair of the Department of Neurosurgery and a professor at the University of Florida, earned the highest public salary in the state: \$991,064.

### Other examples of high earners in Florida include:

Wadie Atallah (\$643,937), former city manager of Greenacres; Robert Harlan (\$500,000), athletic director at University of South Florida; Thomas Ansbro (\$417,698) and Zodrow Creighton (\$417,698), attorneys at the City of Dania Beach; Joseph Lopano (\$364,665), CEO of Aviation Authority of Hillsborough County; Bertha Henry (\$332,929), Broward County administrator; Michael Merrill (\$332,893), Hillsborough County administrator; Kenneth Atwater (\$324,512), president of Community College of Hillsborough; Miguel Martinez (\$303,740), assistant chief of police in the City of Hallandale Beach; and Richard Braswell (\$281,569), community service specialist in the City of Plantation.

## Top 10 Florida Agencies (FY2015)

With Employees Amongst the Top 1,000 Most Highly Compensated in the State (\$242,000+)

EMPLOYER	COUNT	SUM OF GROSS PAY	MALES	SUM OF GROSS PAY TO MALES	FEMALES	SUM OF GROSS PAY TO FEMALES	MOST POPULAR JOB TITLE
UNIVERSITY OF FLORIDA	640	\$215,795,879.74	499	\$172,966,112.00	141	\$42,829,767.00	PROFESSOR (591)
UNIVERSITY OF SOUTH FLORIDA	53	\$16,753,009.93	38	\$12,239,070.00	15	\$4,513,939.00	PROFESSOR (35)
UNIVERSITY OF FLORIDA INTERNATIONAL	48	\$15,651,025.00	34	\$11,475,428.00	14	\$4,175,597.00	PROFESSOR (36)
UNIVERSITY OF CENTRAL FLORIDA	50	\$14,772,642.04	38	\$11,397,174.00	12	\$3,375,467.00	PROFESSOR (39)
UNIVERSITY OF FLORIDA STATE	40	\$11,754,175.00	35	\$10,323,671.00	5	\$1,430,504.00	PROFESSOR (34)
UNIVERSITY OF FLORIDA ATLANTIC	19	\$6,828,519.00	17	\$6,313,519.00	2	\$515,000.00	PROFESSOR (11)
MIAMI-DADE COUNTY	17	\$4,744,222.30	12	\$3,260,511.00	5	\$1,483,711.00	NOT AVAILABLE
PUBLIC HEALTH TRUST - JACKSON MEMORIAL HOSPITAL	9	\$2,786,008.12	7	\$2,246,495.00	2	\$539,512.00	NOT AVAILABLE
UNIVERSITY OF FLORIDA GULF COAST	7	\$2,038,656.00	6	\$1,785,259.00	1	\$253,397.00	VICE PRESIDENT (3)
COUNTY OF BROWARD	6	\$1,729,380.03	4	\$1,135,792.00	2	\$593,587.00	NOT AVAILABLE

SOURCE: STATE AND LOCAL PUBLIC EMPLOYEE SALARY DATA COMPILED BY OPENTHEBOOKS.COM VIA THE FREEDOM OF INFORMATION ACT AND OPEN RECORDS LAW.

## NEW YORK (2016)

- The 1,000 most highly compensated New York public employees cost taxpayers \$306.6 million. The salaries ranged from \$256,087 to \$748,991.
- Within the top 1,000 high earners, 828 men earned \$253.9 million (83 percent) and 172 women earned \$52.7 million (17 percent).
- The top 10 highly compensated employees collectively earned \$6.6 million: nine men earned \$5.94 million and one woman earned \$666,762.
- The most highly compensated female public employee in New York was Nancy Zimpher (\$666,762), chancellor of the State University of New York System (SUNY) – the sixth-highest salary.
- The top-paid public employee in New York was Dr. Carlos Pato (\$748,991), dean of the College of Medicine at SUNY Downstate Medical Center.
- New York City agencies placed 202 employees among the high earners and only three were female: Gail Mellow (President, Community College – LaGuardia; \$282,853); Sherry Chan (Chief Actuary, Office of the Actuary; \$279,135); and Diane Call (President, Community College – Queensboro; \$277,953).

In data provided by the NYC Office of Payroll, the 199 high earning men made \$59.2 million versus the three women collectively earning \$839,941. In FY2016, NYC paid \$2 billion for 33 million hours of overtime – driving up payroll costs – and minting many high earners. The overtime largess primarily benefited men.

- The Port Authority of New York and New Jersey employed 22 of the 1,000 high earners – all 22 were males. In total, these men received \$6 million collectively.

### Other examples of high earners in New York include:

Vincenzo Giurbino (379,384), a plumber at the NYC Housing Authority; Victor Vazquez (\$445,490), a warden at the Department of Corrections; Richard Schubert (\$400,663) a “supervisor ship carpenter” at the Department of Transportation; and Joseph Ponzio (\$251,847), assistant principal at PS/MS 89 in the Bronx.

## Top 10 New York Agencies (FY2016)

With Employees Amongst the Top 1,000 Most Highly Compensated in the State (\$249,000+)

EMPLOYER	COUNT	SUM OF GROSS PAY	MALES	SUM OF GROSS PAY TO MALES	FEMALES	SUM OF GROSS PAY TO FEMALES	MOST POPULAR JOB TITLE
DOWNSTATE MEDICAL CENTER	78	\$30,008,851.27	60	\$23,391,683.00	18	\$6,617,167.00	PROFESSOR (37)
SUNY AT STONYBROOK	77	\$24,060,872.68	61	\$19,232,232.00	16	\$4,828,639.00	PROFESSOR (51)
NASSAU HEALTH CARE CORPORATION	58	\$17,045,752.00	41	\$11,992,814.00	17	\$5,052,938.00	NOT AVAILABLE
DOWNSTATE MEDICAL CENTER (HOSPITAL)	42	\$14,700,689.77	32	\$11,546,205.00	10	\$3,154,483.00	PROFESSOR (18)
SUNY BUFFALO	45	\$13,719,382.30	33	\$10,067,340.00	12	\$3,652,041.00	PROFESSOR (22)
DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES	48	\$13,529,644.09	48	\$13,529,644.00	0	\$0.00	STATIONARY ENGINEER (34)
NY DEPARTMENT OF CORRECTION	42	\$12,424,558.11	42	\$12,424,558.00	0	\$0.00	OILER (10)
NASSAU COUNTY	42	\$11,346,135.00	41	\$11,087,164.00	1	\$258,971.00	NOT AVAILABLE
NYC HOUSING AUTHORITY	34	\$10,182,376.77	34	\$10,182,376.00	0	\$0.00	PLUMBER (24)
SUNY HEALTH SCIENCE CENTER SYRACUSE	24	\$7,715,478.38	21	\$6,726,913.00	3	\$988,564.00	PROFESSOR (14)

SOURCE: STATE AND LOCAL PUBLIC EMPLOYEE SALARY DATA COMPILED BY OPENTHEBOOKS.COM VIA THE FREEDOM OF INFORMATION ACT AND OPEN RECORDS LAW.

## ILLINOIS (2016)

- The 1,000 most highly compensated Illinois public employees cost taxpayers \$294 million. The salaries ranged from \$247,295 to \$1.6 million.
- Within the top 1,000 high earners, 715 men earned \$214 million (73 percent) and 285 women earned \$80 million (27 percent).
- Just one of the top 20 highest-paid Illinois employees was a woman. In the top 30, there were just two women. Collectively, the top 30 public earners cost taxpayers nearly \$19 million.
- The University of Illinois at Chicago (UIC) employed 298 of the 1,000 high earners costing taxpayers \$87.3 million. There were 209 men earning \$62.8 million and 89 women earning \$24.5 million.
- Dr. Jennifer Lim – a professor and ophthalmologist at the University of Illinois College of Medicine at Chicago – was the sole female in the top 20 high-earners in Illinois. She received the sixth-largest salary in the state: \$643,668.
- The largest public salary in Illinois went to Dr. Fady Charbel, a professor who heads the neurosurgery department at the University of Illinois College of Medicine at Chicago. He made nearly \$1.6 million in 2016.
- Joyce Carmine, Park Forest School District 63(\$398,229), Troy Paraday, Calumet City School District 155 (\$384,138) and Jon Nebor, Indian Springs School District 109 (\$377,409) were top-earning superintendents.

### Other examples of high earners in Illinois include:

Dale Chapman (\$465,000), president of Lewis and Clark Community College in Southern Illinois (enrollment: 15,000); Ginger Evans (\$400,000), commissioner of aviation in the City of Chicago; Chief Strategy Officer Marian Frances Cook (\$258,070), a contractual position at the Illinois Department of Innovation and Technology; and Loreatha Coleman (\$254,781), a nurse at the Department of Corrections. Michael Ellis was paid \$264,486 as “village manager” of Grayslake (population: 21,000). Meanwhile, Village Manager Lawrence Hileman of Glenview (population: 47,500) earned \$297,988 – out-earning the highest-paid U.S. governor (Pennsylvania) by more than \$107,000.

## Top 10 Illinois Agencies (FY2016)

With Employees Amongst the Top 1,000 Most Highly Compensated in the State (\$247,295+)

EMPLOYER	COUNT	SUM OF GROSS PAY	MALES	SUM OF GROSS PAY TO MALES	FEMALES	SUM OF GROSS PAY TO FEMALES	MOST POPULAR JOB TITLE
UNIVERSITY OF ILLINOIS AT CHICAGO (UIC)	298	\$87,260,187.00	210	\$62,760,742.00	89	\$24,499,445.00	NOT AVAILABLE
STROGER HOSPITAL	234	\$75,604,079.20	154	\$51,092,337.00	80	\$24,511,741.00	NOT AVAILABLE
UNIVERSITY OF ILLINOIS URBANA	185	\$52,066,428.00	155	\$44,002,118.00	29	\$7,799,310.00	NOT AVAILABLE
SOUTHERN ILLINOIS UNIVERSITY CARBONDALE (SIUC)	56	\$15,885,402.00	44	\$12,526,966.00	12	\$3,358,436.00	NOT AVAILABLE
PROVIDENT HOSPITAL	29	\$8,241,906.40	22	\$6,374,424.00	7	\$18,867,482.00	NOT AVAILABLE
IL DEPARTMENT OF HUMAN SERVICES	15	\$4,076,947.66	9	\$2,445,014.00	6	\$1,631,932.00	NOT AVAILABLE
CERMAK HEALTH SERVICES	9	\$2,384,980.00	5	\$1,310,684.00	4	\$1,074,295.00	NOT AVAILABLE
NORTHERN ILLINOIS UNIVERSITY	8	\$2,096,580.00	5	\$1,307,572.00	3	\$789,008.00	NOT AVAILABLE
COOK COUNTY - OFFICE OF THE CHIEF HEALTH OFFICER	6	\$1,993,811.04	3	\$1,218,000.00	3	\$775,810.00	NOT AVAILABLE
ILLINOIS STATE UNIVERSITY	6	\$1,732,609.00	5	\$1,467,609.00	1	\$265,000.00	NOT AVAILABLE

SOURCE: STATE AND LOCAL PUBLIC EMPLOYEE SALARY DATA COMPILED BY OPENTHEBOOKS.COM VIA THE FREEDOM OF INFORMATION ACT AND OPEN RECORDS LAW.

# NOTES:

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## The Board of Directors at American Transparency (OpenTheBooks.com) thanks our team:

**Adam Andrzejewski**, Founder and Chief Executive Officer, authored this report. **Matthew Tyrmand**, Deputy Director, disseminated this report to national media. **Craig Mijares**, Chief Operating Officer at American Transparency assembled and organized datasets. **Frank Bruno**, Director of Government Oversight managed our data investigation and oversight teams. **Jessie Fox**, Communications Specialist, helped draft and edit the report. **Laura Reigle**, Administrator, assisted our entire team.

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This report quantifies federal transactions compiled at [www.OpenTheBooks.com](http://www.OpenTheBooks.com) as a result of the Federal Funding Accountability and Transparency Act of 2006. To the extent the government makes mistakes in reporting inaccurate or incomplete data, our report will reflect these same mistakes.



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