

Staff Pay Levels for Selected Positions in Senators' Offices, FY2009-FY2013

R. Eric Petersen

Specialist in American National Government

Lara E. Chausow

Research Assistant

Amber Hope Wilhelm

Visual Information Specialist

November 3, 2014

Congressional Research Service

7-5700

www.crs.gov

R43774

Summary

This report provides pay data for 16 staff position titles that are typically deployed in Senators' offices. The positions include the following: Administrative Director; Casework Supervisor; Caseworker; Chief of Staff; Communications Director; Counsel; Executive Assistant; Field Representative; Legislative Assistant; Legislative Correspondent; Legislative Director; Press Secretary; Scheduler; "Specials Director," a combined category that includes the job titles Director of Projects, Director of Special Projects, Director of Federal Projects, Director of Grants, Projects Director, or Grants Director; Staff Assistant; and State Director. Senators' staff pay data for the years FY2009-FY2013 were derived from a random sampling of Senators' offices in which at least one staff member worked in a position in each year.

Data tables provide tabular pay data for each staff position. A graphic for each position is also included. The graphics display representations of pay from three perspectives, including the following:

- change in pay, FY2009-FY2013, in nominal (current) and constant, 2014 dollars;
- a comparison of the cumulative percentage change for that position to changes in pay, in constant dollars, for Members of Congress and federal civilian workers paid under the General Schedule in Washington, DC, and surrounding areas in northern Virginia, Maryland, West Virginia and Pennsylvania (DC), and Rest of the U.S. (RUS) from FY2009-FY2013; and
- distributions of FY2013 pay in 2014 dollars, in \$10,000 increments.

Between FY2009 and FY2013, the median change in pay, in constant, 2014 dollars for all 16 staff positions working in Senators' offices declined. The smallest, -0.13%, was found among administrative directors. Schedulers were affected by the greatest change, -20.56%. This may be compared to changes over approximately the same period (calendar years 2009-2013) to Members of Congress, -7.91%; General Schedule, DC, -5.67%; and General Schedule, RUS, -6.28%.

Pay data for staff working in House Member offices are available in CRS Report R43775, *Staff Pay Levels for Selected Positions in House Member Offices, 2009-2013*, by R. Eric Petersen, Lara E. Chausow, and Amber Hope Wilhelm.

Contents

Introduction.....	1
Data Concerns.....	3
Data Tables and Visualizations	3

Tables

Table 1. Administrative Director.....	5
Table 2. Casework Supervisor	6
Table 3. Caseworker	7
Table 4. Chief of Staff.....	8
Table 5. Communications Director	9
Table 6. Counsel	10
Table 7. Executive Assistant	11
Table 8. Field Representative.....	12
Table 9. Legislative Assistant	13
Table 10. Legislative Correspondent	14
Table 11. Legislative Director.....	15
Table 12. Press Secretary	16
Table 13. Scheduler.....	17
Table 14. Specials Director	18
Table 15. Staff Assistant	19
Table 16. State Director	20

Contacts

Author Contact Information.....	21
Acknowledgments	21

Introduction

Levels of pay for congressional staff are a source of recurring questions among Members of Congress, congressional staff, and the public. Senators set the terms and conditions of employment for staff in their offices. This includes job titles and descriptions, rates of pay, subject to minimum and maximum levels,¹ and resources available to them to carry out their official duties.² There may be interest in congressional pay data from multiple perspectives, including assessment of the costs of congressional operations; guidance in setting pay levels for staff in Member offices; or comparison of congressional staff pay levels with those of other federal government pay systems.

Publicly available information sources do not provide aggregated congressional staff pay data in a readily retrievable form. The most recent publicly available Senate staff compensation report was issued in 2006,³ and relied on anonymous, self-reported survey data. Data in this report are based on official Senate reports, which afford the opportunity to use consistently collected data. Pay⁴ information in this report is based on the Senate's *Report of the Secretary of the Senate*, published semiannually, in periods from April 1 to September 30, and October 1 to March 31,⁵ as collated by LegiStorm, a private entity that provides some congressional data by subscription.⁶ Additionally, this report provides annual data, which allows for observations about the nature of Senators' personal staff compensation over time.

This report provides pay data for 16 staff position titles that are typically used in Senators' offices.⁷ The positions include the following:

- Administrative Director⁸
- Casework Supervisor⁹
- Caseworker¹⁰

¹ Since 2009, the minimum level of gross pay has been \$2,267, and the maximum annual pay for staff in a Senator's personal office has been \$169,459, 2 U.S.C. 4575.

² For discussion of resources available to Members to carry out their official duties, see CRS Report RL30064, *Congressional Salaries and Allowances*, by Ida A. Brudnick.

³ U.S. Senate, Secretary of the Senate, *2006 U.S. Senate Employment, Compensation, Hiring and Benefits Study* (Washington: 2006).

⁴ In this report, pay refers to monies paid by the Senate to staff, and excludes other components of total compensation, which might include paid leave or employer contributions to various insurance and retirement benefits.

⁵ The *Report of the Secretary of the Senate* since April, 2011, is available at https://www.senate.gov/legislative/common/generic/report_secsen.htm.

⁶ <http://www.legistorm.com/>.

⁷ For a discussion of staff roles in Members' offices, see CRS Report RL34545, *Congressional Staff: Duties and Functions of Selected Positions*, by R. Eric Petersen.

⁸ Other job titles which may indicate similar duties, and for which pay data were collected, include Office Manager, Office Administrator, and Administrative Manager.

⁹ Other job titles which may indicate similar duties, and for which pay data were collected, include Casework Director, Casework Coordinator, and Director of Constituent Services.

¹⁰ Other job titles which may indicate similar duties, and for which pay data were collected, include Constituent Services Representative and Federal Caseworker.

- Chief of Staff
- Communications Director
- Counsel¹¹
- Executive Assistant
- Field Representative¹²
- Legislative Assistant
- Legislative Correspondent
- Legislative Director.
- Press Secretary
- Scheduler
- “Specials Director,” a combined category that includes the job titles Director of Projects, Director of Special Projects, Director of Federal Projects, Director of Grants, Projects Director, or Grants Director
- Staff Assistant
- State Director

Senators' staff pay data for the years FY2009-FY2013 were derived from a random sampling of Senators' offices in which at least one staff member worked in a position in each year. For each fiscal year, FY2009-FY2013, a random sample¹³ of 25 Senators' offices was taken for each position. In order to be included, Senate staff had to hold a position with the same job title in the Senator's office for the entire fiscal year examined. Every recorded payment ascribed in the LegiStorm data to those staff for the fiscal year is included. For some positions, it was not possible to identify 25 offices that employed staff for an entire year. Generally, each position has no more than one observation per Senator's office each fiscal year.

Pay data for staff working in House Member offices are available in CRS Report R43775, *Staff Pay Levels for Selected Positions in House Member Offices, 2009-2013*, by R. Eric Petersen, Lara E. Chausow, and Amber Hope Wilhelm.

¹¹ Other job titles which may indicate similar duties, and for which pay data were collected, include Legal Counsel, Legislative Counsel, Senior Counsel, Chief Counsel, and General Counsel.

¹² Another job title which may indicate similar duties, and for which pay data were collected, was Regional Representative.

¹³ Obtaining the salaries of every congressional staff member from every Senator's office listed in the *Report of the Secretary of the Senate* was beyond the capacity of available resources. Each year, a different, random sample of Senators' offices was taken for each position. The large random samples of positions in Senators' offices mean that a full accounting would be unlikely to yield significantly different results. At the same time, a study that examines pay data based on different job titles, or which combines pay data from positions of similar titles or duties (e.g., legislative assistant and senior legislative assistant, or executive assistants, schedulers and executive assistant/schedulers), could result in findings that are different from those provided here.

Data Concerns

There may be some advantages to relying on official salary expenditure data instead of survey findings, but data presented here are subject to some challenges that could affect findings or their interpretation. Some of the concerns include the following:

- Data are lacking for first-term Senators in the first session of a Congress. The periods of time covered by the *Report of the Secretary of the Senate* overlap the end of one Congress and convening of the next. This report provides no data for first-term Senators in the first nine months of their service.¹⁴
- Pay data provide no insight into the experience, tenure, full- or part-time status, demographics, or other potential explanations for levels of compensation.
- Staff could be based in Washington, DC, state offices, or both.
- Potential differences might exist in the job duties of positions with the same title. Aggregation of pay by job title rests on the assumption that staff with the same title carry out the same or similar tasks. Given the wide discretion congressional employing authorities have in setting the terms and conditions of employment, there may be differences in the duties of similarly titled staff that could have effects on their levels of pay. Acknowledging the imprecision inherent in congressional job titles, an older edition of the *Senate Handbook* states, "Throughout the Senate, individuals with the same job title perform vastly different duties."¹⁵

Data Tables and Visualizations

Data tables provide tabular pay data for each staff position. A graphic for each position is also included. The graphics display representations of pay from three perspectives, including the following:

- change in pay, FY2009-FY2013, in nominal (current) and constant, 2014 dollars;
- a comparison of the cumulative percentage change of that position to changes in pay, in constant dollars, of Members of Congress, and federal civilian workers paid under the General Schedule in Washington, DC, and surrounding areas in northern Virginia, Maryland, West Virginia and Pennsylvania (DC),¹⁶ and Rest of the U.S. (RUS)¹⁷ from FY2009-FY2013¹⁸; and

¹⁴ For information on the number of first-term Members in each Congress, see CRS Report R41283, *First-Term Members of the House of Representatives and Senate, 64th - 113th Congresses*, by Jennifer E. Manning and R. Eric Petersen.

¹⁵ U.S. Senate, Committee on Rules and Administration, *Senate Handbook* (Washington: 1996), pp. I-13, available from the authors.

¹⁶ For a complete description of areas covered under the Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA locality pay table, see <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2014/locality-pay-area-definitions/#w>.

¹⁷ The RUS pay table includes those portions of the United States and its territories and possessions (nonforeign areas) not located within another locality pay area. For definitions of 2014 locality pay areas, see Office of Personnel (continued...)

- distributions of FY2013 pay in 2014 dollars, in \$10,000 increments.

Between 2009 and 2013, the median¹⁹ change in pay, in constant 2014 dollars, for all 16 staff positions working in Senators' offices declined. The smallest change, -0.13%, was found among administrative directors. Schedulers were affected by the greatest change, -20.56%, between FY2009 and FY2013. This may be compared to changes over approximately the same period (calendar years 2009-2013) to Members of Congress, -7.91%; General Schedule, DC, -5.67%; and General Schedule, RUS, -6.28%.

(...continued)

Management, "Pay & Leave, Salaries & Wages," <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2014/locality-pay-area-definitions>. For discussion of how locality pay is calculated, see CRS Report RL34463, *Federal White-Collar Pay: FY2009 and FY2010 Salary Adjustments*, by Barbara L. Schwemle.

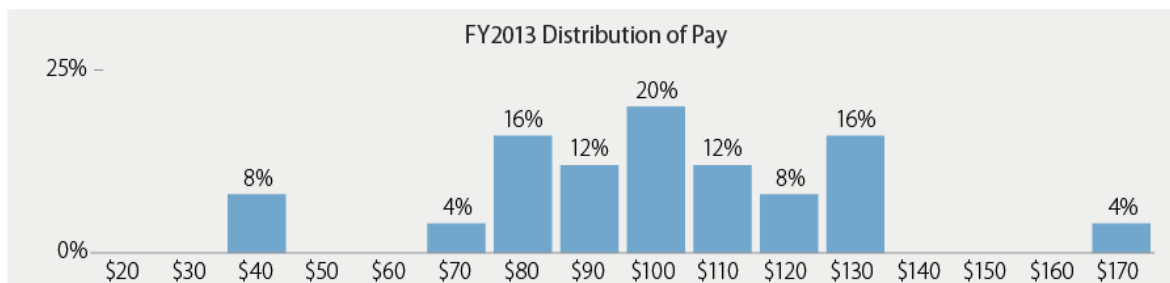
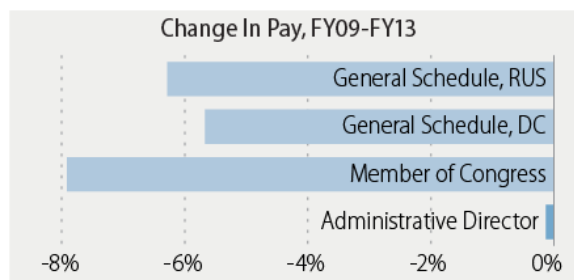
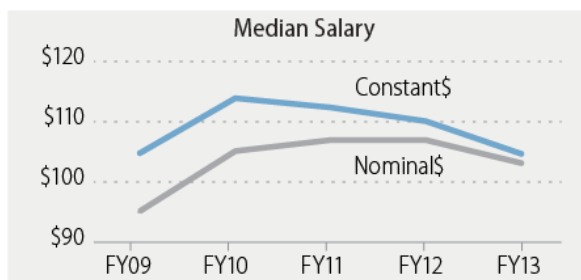
¹⁸ Change in pay data for General Schedule and Members of Congress are based on calendar year 2009-2013 change; staff positions are based on median change, FY2009-FY2013.

¹⁹ The median is the midpoint at which half of the numbers in a list are higher and the other half lower.

Table I. Administrative Director

Duties may include: directing the administrative support staff; maintenance of office accounts; and procuring and maintaining equipment for office.

		FY09	FY10	FY11	FY12	FY13
Nominal \$	Minimum	\$46,459	\$64,772	\$54,375	\$58,000	\$42,667
	Median	\$95,164	\$105,167	\$107,000	\$107,000	\$103,200
	Average	\$96,479	\$102,624	\$104,195	\$104,323	\$102,752
	Maximum	\$140,250	\$150,811	\$153,506	\$135,521	\$169,000
Constant \$	Minimum	\$51,190	\$70,216	\$57,141	\$59,715	\$43,294
	Median	\$104,855	\$114,006	\$112,444	\$110,164	\$104,718
	Average	\$106,303	\$111,250	\$109,496	\$107,408	\$104,263
	Maximum	\$154,532	\$163,487	\$161,317	\$139,529	\$171,486
Change	Median	—	8.73%	-1.37%	-2.03%	-4.94%
	Average	—	4.65%	-1.58%	-1.91%	-2.93%
	Annual Average		-0.44%	Annual Median	0.10%	
	FY09-FY13 Average		-1.92%	FY09-FY13 Median	-0.13%	



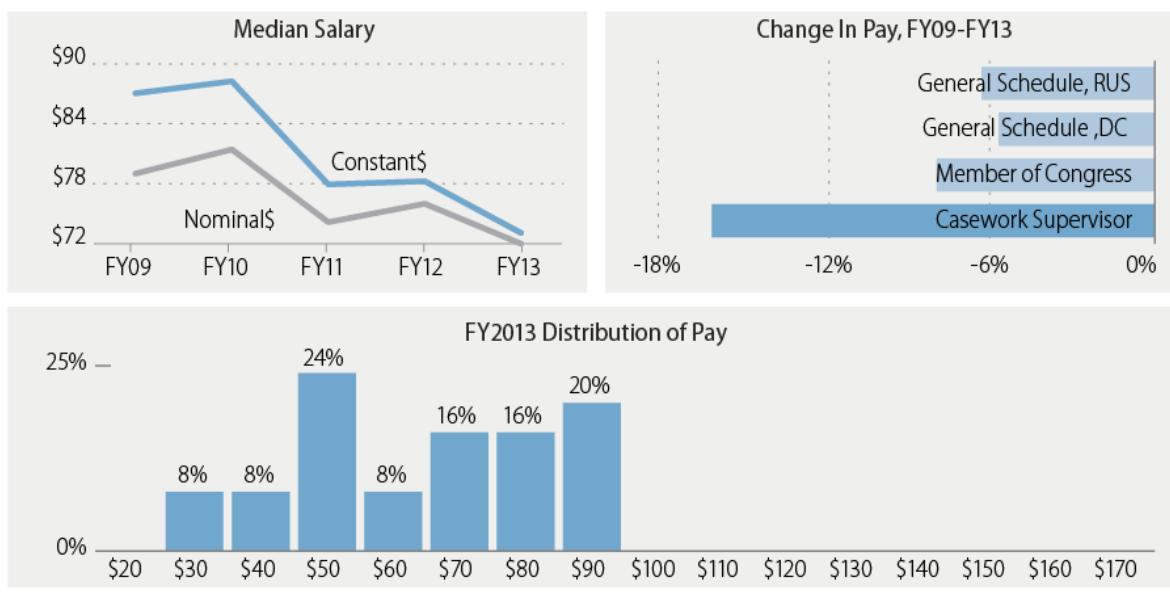
Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Visualizations provide information in constant 2014 dollars in thousands, except where indicated. Detailed information about data sources is available above in "Data Tables and Visualizations."

Notes: Data are based on a sample of 25 observations per year from various Senators' offices. Other job titles included in data for this position include Office Manager, Office Administrator, and Administrative Manager. In the Change section of the data table, Annual Average and Annual Median cells provide the average and median change per year, respectively, while the FY09-FY13 Average and FY09-FY13 Median provide the change over the entire five-year period, respectively. Change in pay data for General Schedule and Members of Congress are based on calendar year 2009-2013 change; staff position is based on median change, FY2009-FY2013. In the FY2013 Distribution of Pay visualization, percentages are rounded, and may not equal 100%.

Table 2. Casework Supervisor

Duties may include: managing caseworkers and casework workflows; and acting as a liaison for the Senator with federal, state, and local agencies on behalf of constituents.

		FY09	FY10	FY11	FY12	FY13
Nominal \$	Minimum	\$55,750	\$40,773	\$40,773	\$40,000	\$34,187
	Median	\$79,000	\$81,416	\$74,154	\$76,000	\$72,000
	Average	\$79,269	\$80,992	\$76,233	\$74,940	\$68,184
	Maximum	\$109,356	\$120,697	\$122,000	\$127,000	\$95,583
Constant \$	Minimum	\$61,427	\$44,200	\$42,847	\$41,183	\$34,689
	Median	\$87,045	\$88,259	\$77,927	\$78,247	\$73,059
	Average	\$87,341	\$87,799	\$80,111	\$77,157	\$69,187
	Maximum	\$120,493	\$130,841	\$128,207	\$130,756	\$96,989
Change	Median	—	1.39%	-11.71%	0.41%	-6.63%
	Average	—	0.53%	-8.76%	-3.69%	-10.33%
	Annual Average		-5.56%	Annual Median	-4.13%	
	FY09-FY13 Average		-20.78%	FY09-FY13 Median	-16.07%	



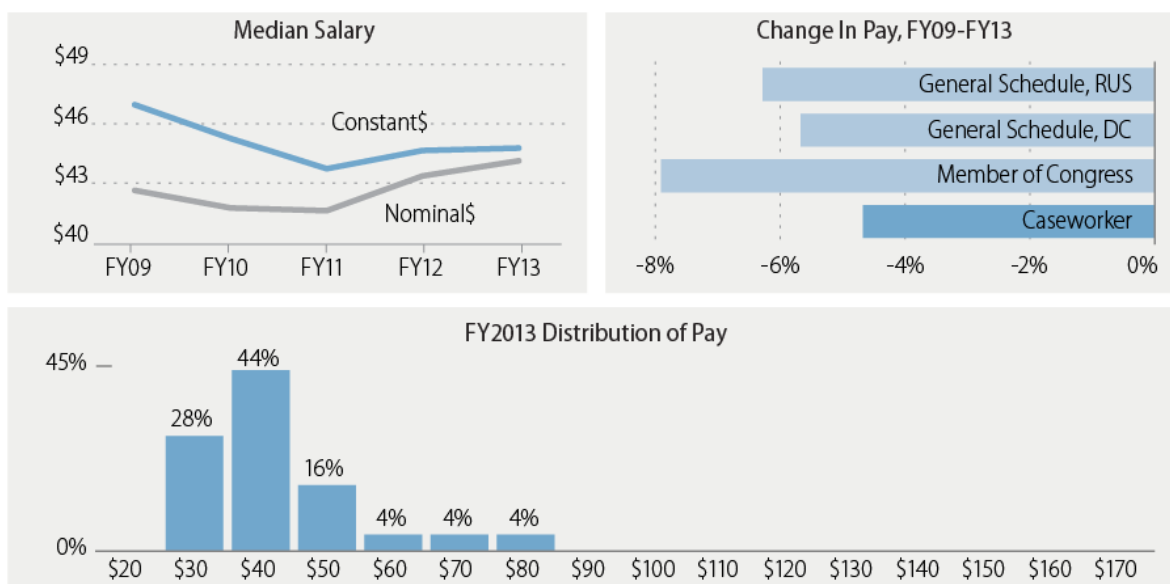
Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Visualizations provide information in constant 2014 dollars in thousands, except where indicated. Detailed information about data sources is available above in "Data Tables and Visualizations."

Notes: Data are based on a sample of 25 observations per year from various Senators' offices. Other job titles included in data for this position include Casework Director, Casework Coordinator, and Director of Constituent Services. In the Change section of the data table, Annual Average and Annual Median cells provide the average and median change per year, respectively, while the FY09-FY13 Average and FY09-FY13 Median provide the change over the entire five-year period, respectively. Change in pay data for General Schedule and Members of Congress are based on calendar year 2009-2013 change; staff position is based on median change, FY2009-FY2013. In the FY2013 Distribution of Pay visualization, percentages are rounded, and may not equal 100%.

Table 3. Caseworker

Duties may include: responding to casework inquiries from constituents; acting as a grassroots representative for the Senator within assigned areas of responsibility; and monitoring and updating the Senator or relevant official in the office on casework issues.

		FY09	FY10	FY11	FY12	FY13
Nominal \$	Minimum	\$19,583	\$23,500	\$28,237	\$30,000	\$30,000
	Median	\$42,629	\$41,745	\$41,603	\$43,365	\$44,125
	Average	\$44,897	\$47,926	\$44,809	\$44,187	\$46,201
	Maximum	\$76,847	\$90,800	\$87,450	\$87,465	\$85,000
Constant \$	Minimum	\$21,578	\$25,475	\$29,674	\$30,887	\$30,441
	Median	\$46,970	\$45,253	\$43,720	\$44,647	\$44,774
	Average	\$49,469	\$51,954	\$47,089	\$45,494	\$46,881
	Maximum	\$84,673	\$98,432	\$91,899	\$90,052	\$86,250
Change	Median	—	-3.65%	-3.39%	2.12%	0.28%
	Average	—	5.02%	-9.36%	-3.39%	3.05%
	Annual Average		-1.17%	Annual Median	-1.16%	
	FY09-FY13 Average		-5.23%	FY09-FY13 Median	-4.68%	



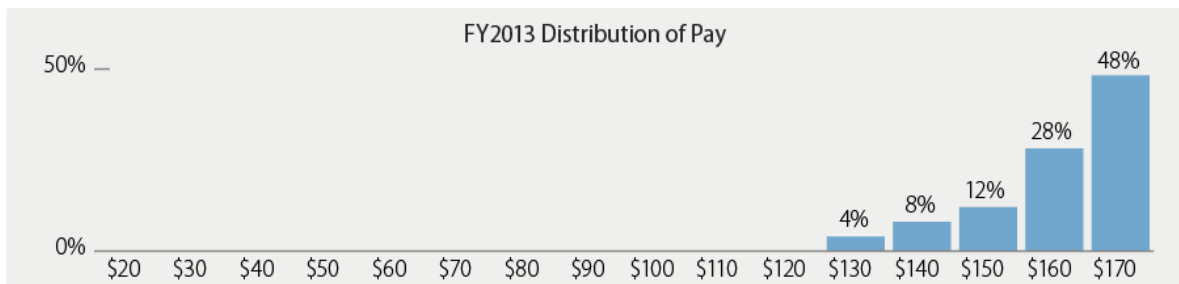
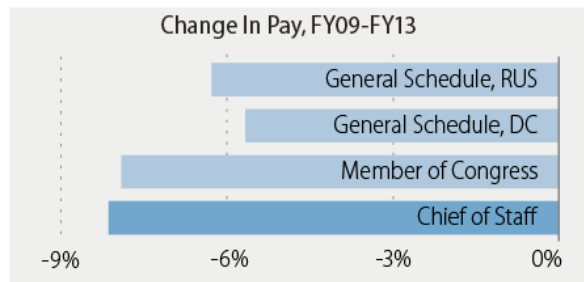
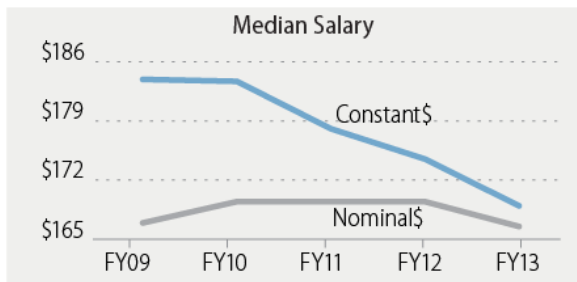
Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Visualizations provide information in constant 2014 dollars in thousands, except where indicated. Detailed information about data sources is available above in "Data Tables and Visualizations."

Notes: Data are based on a sample of 25 observations per year from various Senators' offices. Other job titles included in data for this position include Constituent Services Representative and Federal Caseworker. In the Change section of the data table, Annual Average and Annual Median cells provide the average and median change per year, respectively, while the FY09-FY13 Average and FY09-FY13 Median provide the change over the entire five-year period, respectively. Change in pay data for General Schedule and Members of Congress are based on calendar year 2009-2013 change; staff position is based on median change, FY2009-FY2013. In the FY2013 Distribution of Pay visualization, percentages are rounded, and may not equal 100%.

Table 4. Chief of Staff

Duties may include: developing and implementing all policy objectives, strategies, and operating plans for a Senator's office; managing and directing all activities and staff of the Senator's Washington, DC, and field offices; coordinating the activities of the Senator with the leadership of the appropriate chamber and committees; and overseeing the Senator's office budget.

		FY09	FY10	FY11	FY12	FY13
Nominal \$	Minimum	\$147,960	\$156,930	\$138,500	\$140,417	\$128,844
	Median	\$166,926	\$169,428	\$169,459	\$169,459	\$166,500
	Average	\$164,532	\$166,654	\$166,692	\$166,399	\$161,550
	Maximum	\$167,305	\$169,459	\$169,459	\$169,459	\$169,459
Constant \$	Minimum	\$163,027	\$170,121	\$145,547	\$144,569	\$130,739
	Median	\$183,925	\$183,669	\$178,081	\$174,471	\$168,949
	Average	\$181,287	\$180,662	\$175,174	\$171,320	\$163,926
	Maximum	\$184,342	\$183,702	\$178,081	\$174,471	\$171,952
Change	Median	–	-0.14%	-3.04%	-2.03%	-3.16%
	Average	–	-0.35%	-3.04%	-2.20%	-4.32%
	Annual Average		-2.47%	Annual Median	-2.09%	
	FY09-FY13 Average		-9.58%	FY09-FY13 Median	-8.14%	



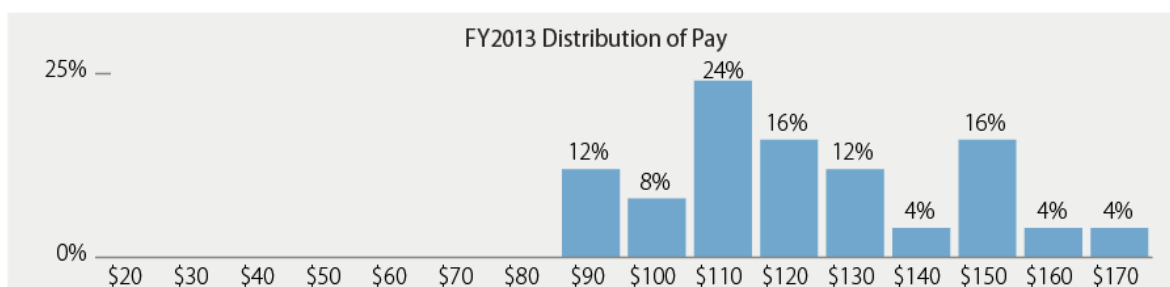
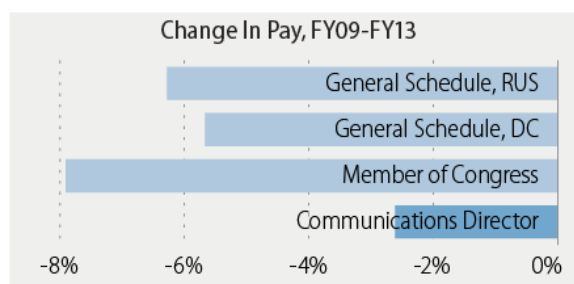
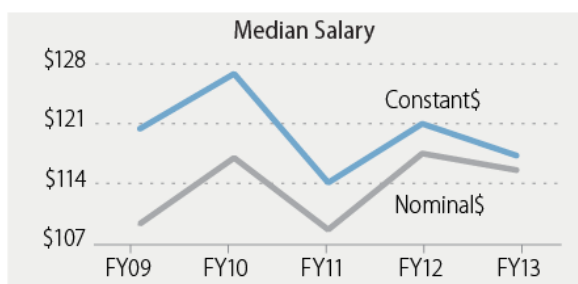
Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Visualizations provide information in constant 2014 dollars in thousands, except where indicated. Detailed information about data sources is available above in "Data Tables and Visualizations."

Notes: Data are based on a sample of 25 observations per year from various Senators' offices. In the Change section of the data table, Annual Average and Annual Median cells provide the average and median change per year, respectively, while the FY09-FY13 Average and FY09-FY13 Median provide the change over the entire five-year period, respectively. Change in pay data for General Schedule and Members of Congress are based on calendar year 2009-2013 change; staff position is based on median change, FY2009-FY2013. In the FY2013 Distribution of Pay visualization, percentages are rounded, and may not equal 100%.

Table 5. Communications Director

Duties may include managing and coordination all messaging for the Senator and the office.

		FY09	FY10	FY11	FY12	FY13
Nominal \$	Minimum	\$75,400	\$90,875	\$90,000	\$91,855	\$80,333
	Median	\$109,296	\$116,996	\$108,562	\$117,500	\$115,575
	Average	\$111,197	\$115,873	\$113,114	\$115,597	\$116,213
	Maximum	\$156,687	\$167,500	\$168,547	\$147,184	\$164,568
Constant \$	Minimum	\$83,078	\$98,513	\$94,579	\$94,572	\$81,515
	Median	\$120,425	\$126,829	\$114,086	\$120,975	\$117,275
	Average	\$122,521	\$125,612	\$118,869	\$119,016	\$117,922
	Maximum	\$172,643	\$181,579	\$177,123	\$151,537	\$166,989
Change	Median	—	5.32%	-10.05%	6.04%	-3.06%
	Average	—	2.52%	-5.37%	0.12%	-0.92%
	Annual Average		-0.91%	Annual Median	-0.44%	
	FY09-FY13 Average		-3.75%	FY09-FY13 Median	-2.62%	



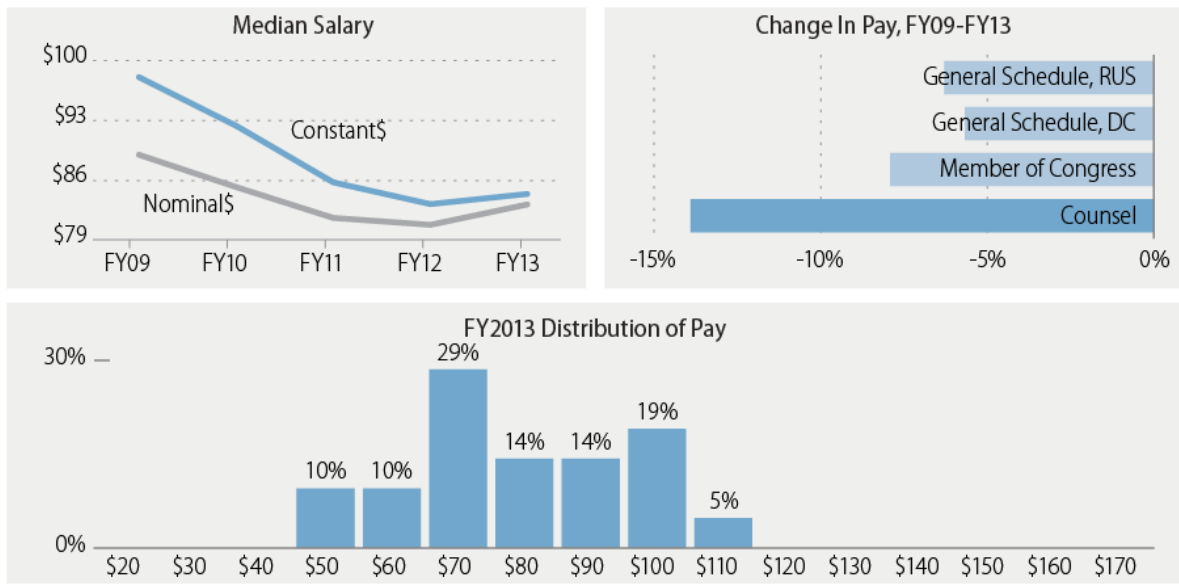
Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Visualizations provide information in constant 2014 dollars in thousands, except where indicated. Detailed information about data sources is available above in "Data Tables and Visualizations."

Notes: Data are based on a sample of 25 observations per year from various Senators' offices. In the Change section of the data table, Annual Average and Annual Median cells provide the average and median change per year, respectively, while the FY09-FY13 Average and FY09-FY13 Median provide the change over the entire five-year period, respectively. Change in pay data for General Schedule and Members of Congress are based on calendar year 2009-2013 change; staff position is based on median change, FY2009-FY2013. In the FY2013 Distribution of Pay visualization, percentages are rounded, and may not equal 100%.

Table 6. Counsel

Duties may include: advising the Senator on legal issues; and ensuring compliance with chamber rules, the law, and ethics guidelines.

		FY09	FY10	FY11	FY12	FY13
Nominal \$	Minimum	\$45,000	\$45,000	\$45,000	\$49,750	\$55,250
	Median	\$89,000	\$85,250	\$81,663	\$80,868	\$83,200
	Average	\$88,826	\$86,043	\$81,035	\$87,312	\$83,353
	Maximum	\$129,788	\$141,500	\$138,000	\$151,275	\$109,000
Constant \$	Minimum	\$49,582	\$48,782	\$47,290	\$51,221	\$56,063
	Median	\$98,063	\$92,415	\$85,818	\$83,260	\$84,424
	Average	\$97,871	\$93,275	\$85,158	\$89,894	\$84,579
	Maximum	\$143,005	\$153,393	\$145,022	\$155,749	\$110,603
Change	Median	—	-5.76%	-7.14%	-2.98%	1.40%
	Average	—	-4.70%	-8.70%	5.56%	-5.91%
	Annual Average		-3.44%	Annual Median	-3.62%	
	FY09-FY13 Average		-13.58%	FY09-FY13 Median	-13.91%	



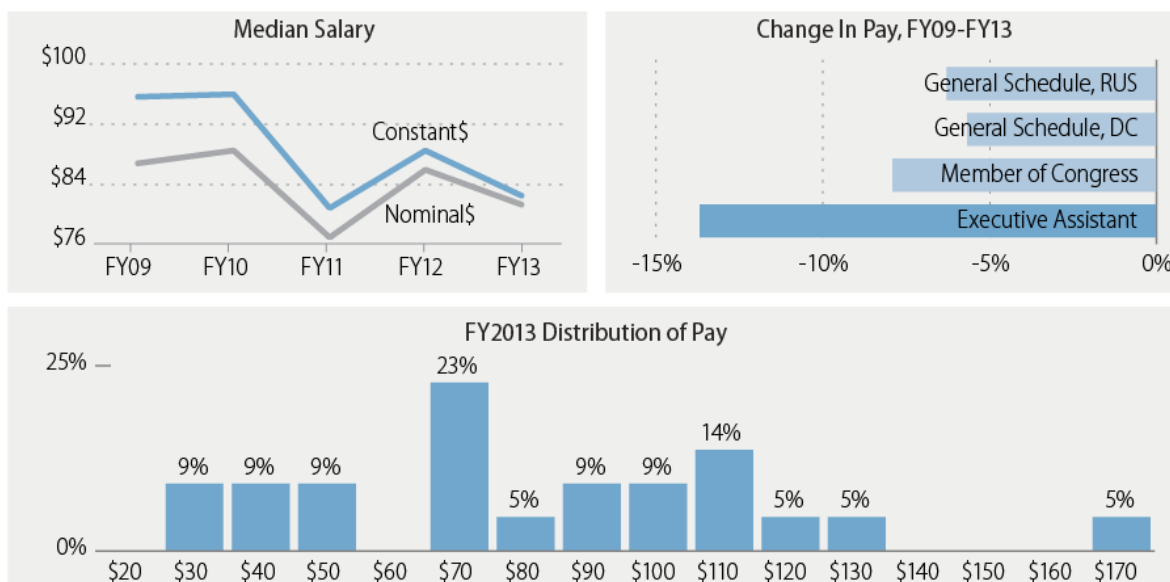
Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Visualizations provide information in constant 2014 dollars in thousands, except where indicated. Detailed information about data sources is available above in "Data Tables and Visualizations."

Notes: Data are based on a sample of 25 observations in FY10 and FY12; 23 in FY09; and 21 in FY11 and FY13 from various Senators' offices. Other job titles included in data for this position include Legal Counsel, Legislative Counsel, Senior Counsel, Chief Counsel, and General Counsel. In the Change section of the data table, Annual Average and Annual Median cells provide the average and median change per year, respectively, while the FY09-FY13 Average and FY09-FY13 Median provide the change over the entire five-year period, respectively. Change in pay data for General Schedule and Members of Congress are based on calendar year 2009-2013 change; staff position is based on median change, FY2009-FY2013. In the FY2013 Distribution of Pay visualization, percentages are rounded, and may not equal 100%.

Table 7. Executive Assistant

Duties may include: maintaining the Senator's files, including notes, correspondence, and all information related to travel; logging and monitoring the Senator's incoming telephone calls; taking messages; and ensuring that the Senator is provided with briefing materials for various activities in which the Senator participates.

		FY09	FY10	FY11	FY12	FY13
Nominal \$	Minimum	\$42,272	\$33,458	\$37,500	\$37,500	\$37,667
	Median	\$86,817	\$88,531	\$77,000	\$86,000	\$81,372
	Average	\$91,183	\$90,428	\$84,788	\$87,805	\$85,565
	Maximum	\$167,305	\$169,459	\$169,459	\$169,459	\$169,459
Constant \$	Minimum	\$46,577	\$36,270	\$39,408	\$38,609	\$38,221
	Median	\$95,658	\$95,972	\$80,918	\$88,543	\$82,569
	Average	\$100,469	\$98,029	\$89,102	\$90,402	\$86,824
	Maximum	\$184,342	\$183,702	\$178,081	\$174,471	\$171,952
Change	Median	—	0.33%	-15.69%	9.42%	-6.75%
	Average	—	-2.43%	-9.11%	1.46%	-3.96%
	Annual Average		-3.51%	Annual Median	-3.17%	
	FY09-FY13 Average		-13.58%	FY09-FY13 Median	-13.68%	



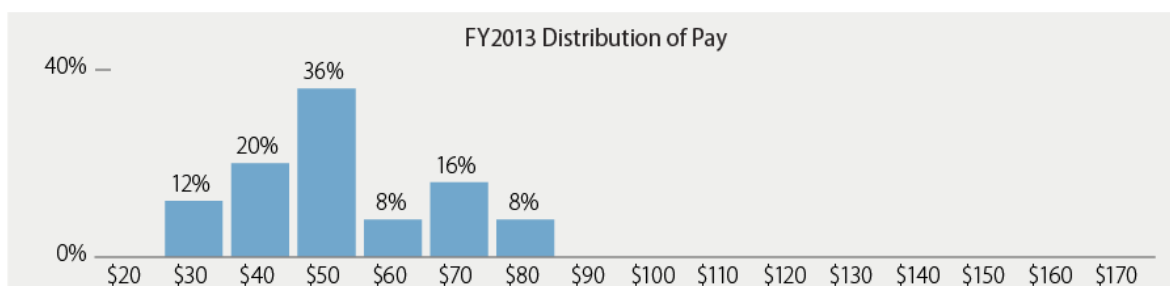
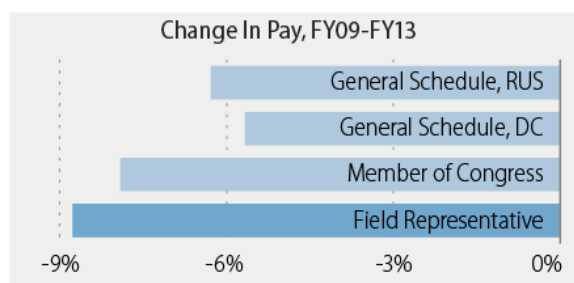
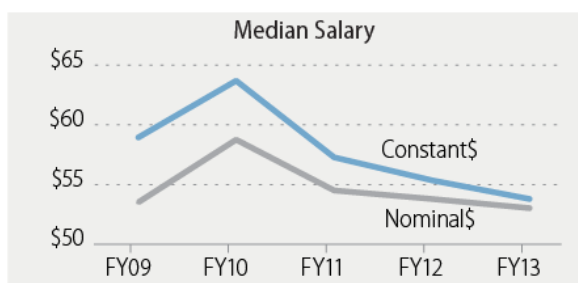
Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Visualizations provide information in constant 2014 dollars in thousands, except where indicated. Detailed information about data sources is available above in "Data Tables and Visualizations."

Notes: Data are based on a sample of 25 observations per year, FY09-FY12; and 22 in FY13, from various Senators' offices. In the Change section of the data table, Annual Average and Annual Median cells provide the average and median change per year, respectively, while the FY09-FY13 Average and FY09-FY13 Median provide the change over the entire five-year period, respectively. Change in pay data for General Schedule and Members of Congress are based on calendar year 2009-2013 change; staff position is based on median change, FY2009-FY2013. In the FY2013 Distribution of Pay visualization, percentages are rounded, and may not equal 100%.

Table 8. Field Representative

Duties may include: acting as a liaison with federal, state, and local agencies for the Senator and constituents; and assessing casework for matters that might require legislative action.

		FY09	FY10	FY11	FY12	FY13
Nominal \$	Minimum	\$29,495	\$30,712	\$32,250	\$31,750	\$33,500
	Median	\$53,500	\$58,750	\$54,504	\$53,768	\$53,000
	Average	\$55,405	\$58,025	\$54,968	\$55,790	\$55,482
	Maximum	\$91,750	\$102,500	\$74,927	\$79,670	\$83,000
Constant \$	Minimum	\$32,499	\$33,294	\$33,891	\$32,689	\$33,993
	Median	\$58,948	\$63,688	\$57,277	\$55,358	\$53,780
	Average	\$61,047	\$62,902	\$57,765	\$57,440	\$56,298
	Maximum	\$101,093	\$111,115	\$78,739	\$82,026	\$84,221
Change	Median	—	8.04%	-10.07%	-3.35%	-2.85%
	Average	—	3.04%	-8.17%	-0.56%	-1.99%
	Annual Average		-1.92%	Annual Median	-2.06%	
	FY09-FY13 Average		-7.78%	FY09-FY13 Median	-8.77%	



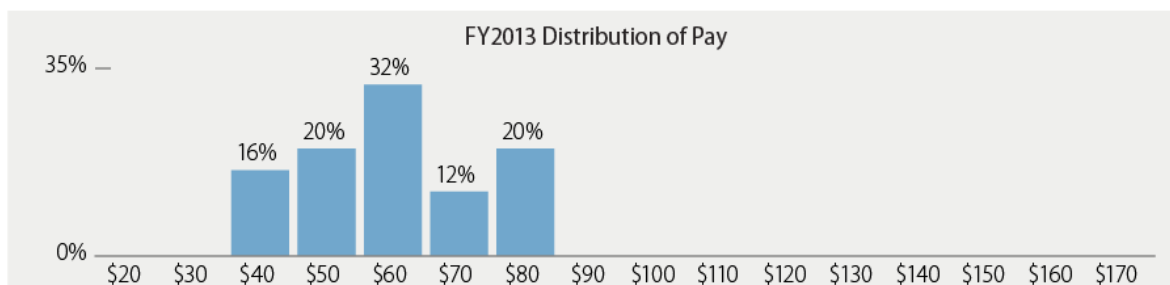
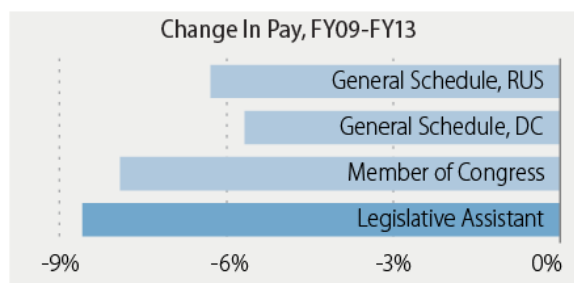
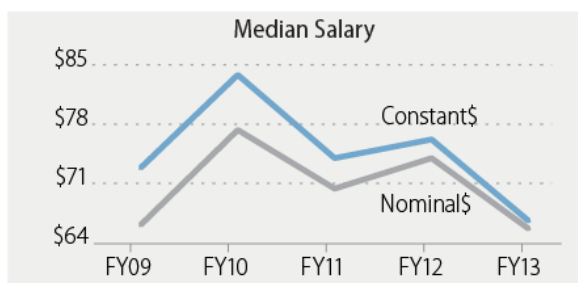
Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Visualizations provide information in constant 2014 dollars in thousands, except where indicated. Detailed information about data sources is available above in "Data Tables and Visualizations."

Notes: Data are based on a sample of 25 observations per year from various Senators' offices. Another job title included in data for this position is Regional Representative. In the Change section of the data table, Annual Average and Annual Median cells provide the average and median change per year, respectively, while the FY09-FY13 Average and FY09-FY13 Median provide the change over the entire five-year period, respectively. Change in pay data for General Schedule and Members of Congress are based on calendar year 2009-2013 change; staff position is based on median change, FY2009-FY2013. In the FY2013 Distribution of Pay visualization, percentages are rounded, and may not equal 100%.

Table 9. Legislative Assistant

Duties may include: developing legislative initiatives; advising the Senator on legislative issues; and monitoring legislative and policy developments within assigned substantive areas.

		FY09	FY10	FY11	FY12	FY13
Nominal \$	Minimum	\$50,042	\$55,021	\$46,042	\$46,667	\$42,333
	Median	\$66,125	\$77,344	\$70,396	\$74,000	\$65,640
	Average	\$69,293	\$75,900	\$70,272	\$73,228	\$65,043
	Maximum	\$106,916	\$110,528	\$112,078	\$120,828	\$87,750
Constant \$	Minimum	\$55,138	\$59,645	\$48,384	\$48,047	\$42,956
	Median	\$72,859	\$83,845	\$73,978	\$76,188	\$66,606
	Average	\$76,349	\$82,279	\$73,847	\$75,393	\$66,000
	Maximum	\$117,803	\$119,818	\$117,780	\$124,401	\$89,041
Change	Median	—	15.08%	-11.77%	2.99%	-12.58%
	Average	—	7.77%	-10.25%	2.09%	-12.46%
	Annual Average		-3.21%	Annual Median	-1.57%	
	FY09-FY13 Average		-13.56%	FY09-FY13 Median	-8.58%	



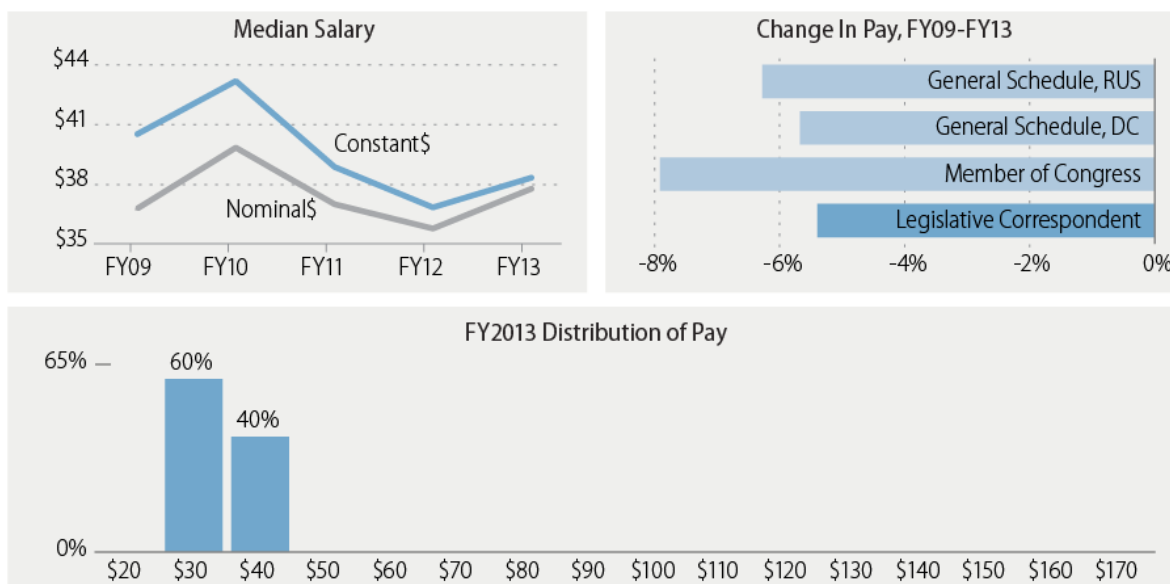
Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Visualizations provide information in constant 2014 dollars in thousands, except where indicated. Detailed information about data sources is available above in "Data Tables and Visualizations."

Notes: Data are based on a sample of 25 observations per year from various Senators' offices. In the Change section of the data table, Annual Average and Annual Median cells provide the average and median change per year, respectively, while the FY09-FY13 Average and FY09-FY13 Median provide the change over the entire five-year period, respectively. Change in pay data for General Schedule and Members of Congress are based on calendar year 2009-2013 change; staff position is based on median change, FY2009-FY2013. In the FY2013 Distribution of Pay visualization, percentages are rounded, and may not equal 100%.

Table 10. Legislative Correspondent

Duties may include: providing research for response to constituents' correspondence; drafting, proofreading, and transmitting letters; and providing administrative support to legislative staff as needed.

		FY09	FY10	FY11	FY12	FY13
Nominal \$	Minimum	\$30,156	\$30,484	\$31,500	\$29,250	\$34,000
	Median	\$36,786	\$39,850	\$37,000	\$35,786	\$37,787
	Average	\$38,093	\$39,817	\$37,460	\$37,616	\$39,396
	Maximum	\$49,750	\$50,500	\$51,250	\$53,417	\$49,083
Constant \$	Minimum	\$33,226	\$33,046	\$33,103	\$30,115	\$34,500
	Median	\$40,532	\$43,199	\$38,883	\$36,844	\$38,343
	Average	\$41,972	\$43,164	\$39,366	\$38,729	\$39,976
	Maximum	\$54,816	\$54,745	\$53,858	\$54,996	\$49,805
Change	Median	—	6.58%	-9.99%	-5.24%	4.07%
	Average	—	2.84%	-8.80%	-1.62%	3.22%
	Annual Average		-1.09%	Annual Median	-1.15%	
	FY09-FY13 Average		-4.76%	FY09-FY13 Median	-5.40%	



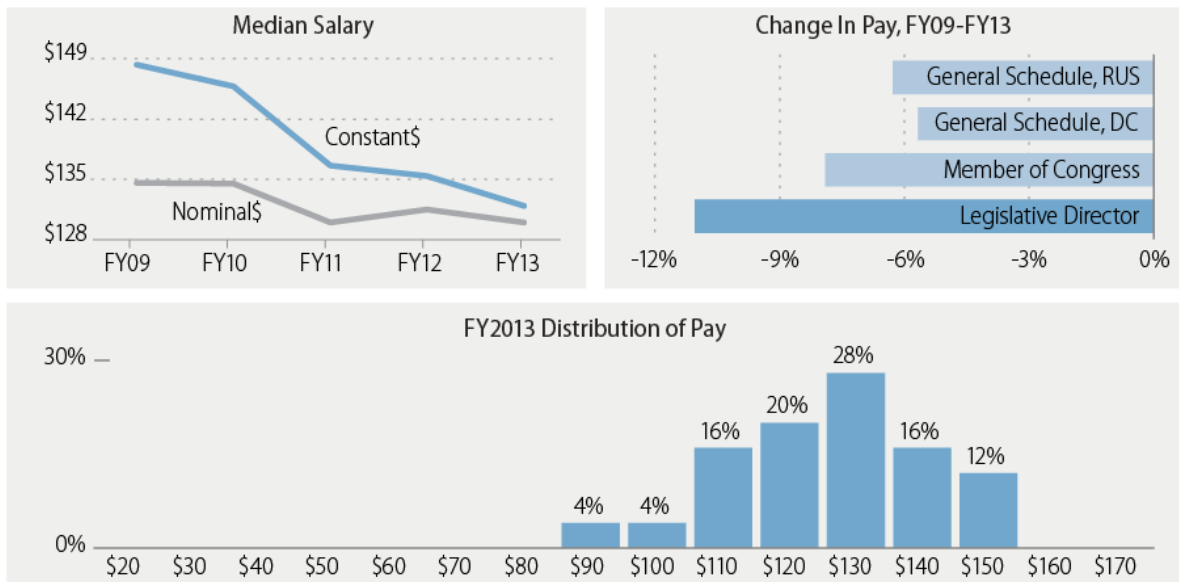
Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Visualizations provide information in constant 2014 dollars in thousands, except where indicated. Detailed information about data sources is available above in "Data Tables and Visualizations."

Notes: Data are based on a sample of 25 observations per year from various Senators' offices. In the Change section of the data table, Annual Average and Annual Median cells provide the average and median change per year, respectively, while the FY09-FY13 Average and FY09-FY13 Median provide the change over the entire five-year period, respectively. Change in pay data for General Schedule and Members of Congress are based on calendar year 2009-2013 change; staff position is based on median change, FY2009-FY2013. In the FY2013 Distribution of Pay visualization, percentages are rounded, and may not equal 100%.

Table 11. Legislative Director

Duties may include: managing office legislative activities; supervising a Senator's legislative staff; assisting in the development of policy positions and legislative initiatives; and monitoring floor activity.

	LD	FY09	FY10	FY11	FY12	FY13
Nominal \$	Minimum	\$98,743	\$105,000	\$96,458	\$99,667	\$94,854
	Median	\$134,583	\$134,500	\$130,000	\$131,500	\$130,000
	Average	\$135,702	\$138,951	\$129,435	\$133,606	\$128,555
	Maximum	\$167,305	\$169,459	\$169,459	\$169,459	\$156,205
Constant \$	Minimum	\$108,798	\$113,825	\$101,366	\$102,614	\$96,249
	Median	\$148,288	\$145,805	\$136,614	\$135,389	\$131,912
	Average	\$149,521	\$150,630	\$136,020	\$137,557	\$130,446
	Maximum	\$184,342	\$183,702	\$178,081	\$174,471	\$158,503
Change	Median	—	-1.67%	-6.30%	-0.90%	-2.57%
	Average	—	0.74%	-9.70%	1.13%	-5.17%
	Annual Average		-3.25%	Annual Median	-2.86%	
	FY09-FY13 Average		-12.76%	FY09-FY13 Median	-11.04%	



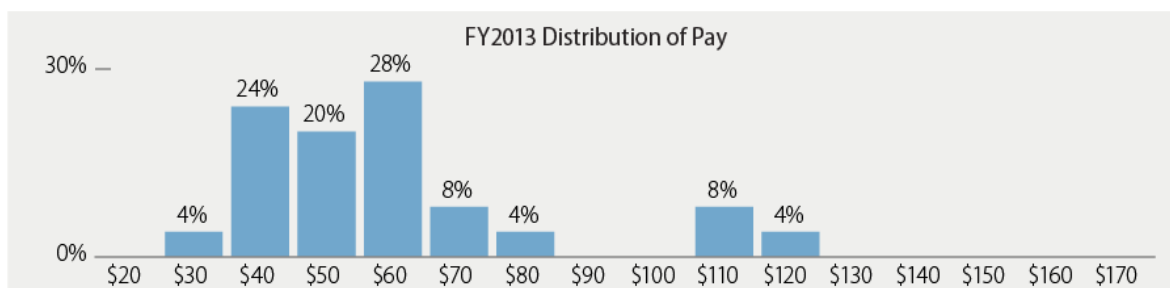
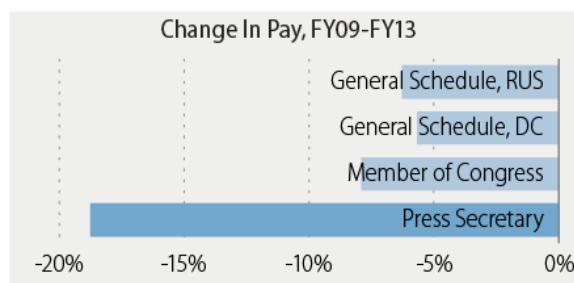
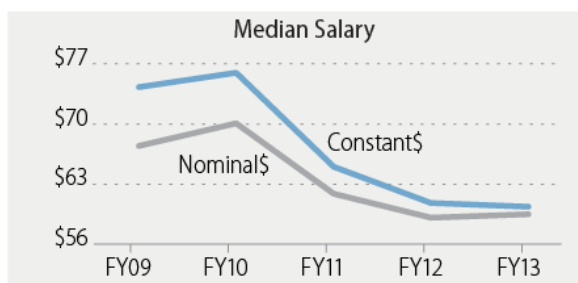
Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Visualizations provide information in constant 2014 dollars in thousands, except where indicated. Detailed information about data sources is available above in "Data Tables and Visualizations."

Notes: Data are based on a sample of 25 observations per year from various Senators' offices. In the Change section of the data table, Annual Average and Annual Median cells provide the average and median change per year, respectively, while the FY09-FY13 Average and FY09-FY13 Median provide the change over the entire five-year period, respectively. Change in pay data for General Schedule and Members of Congress are based on calendar year 2009-2013 change; staff position is based on median change, FY2009-FY2013. In the FY2013 Distribution of Pay visualization, percentages are rounded, and may not equal 100%.

Table 12. Press Secretary

Duties may include: developing and implementing media and communications strategies for the Senator; acting as the formal spokesperson and media liaison for the Senator; and writing speeches for the Senator.

		FY09	FY10	FY11	FY12	FY13
Nominal \$	Minimum	\$38,452	\$41,000	\$46,808	\$40,000	\$39,221
	Median	\$67,453	\$70,096	\$61,896	\$59,083	\$59,500
	Average	\$71,592	\$73,021	\$65,442	\$64,934	\$64,690
	Maximum	\$131,000	\$138,419	\$110,591	\$118,000	\$127,500
Constant \$	Minimum	\$42,368	\$44,446	\$49,190	\$41,183	\$39,798
	Median	\$74,322	\$75,987	\$65,045	\$60,831	\$60,375
	Average	\$78,883	\$79,158	\$68,772	\$66,855	\$65,642
	Maximum	\$144,340	\$150,053	\$116,218	\$121,490	\$129,376
Change	Median	—	2.24%	-14.40%	-6.48%	-0.75%
	Average	—	0.35%	-13.12%	-2.79%	-1.81%
	Annual Average		-4.34%	Annual Median	-4.85%	
	FY09-FY13 Average		-16.79%	FY09-FY13 Median	-18.77%	



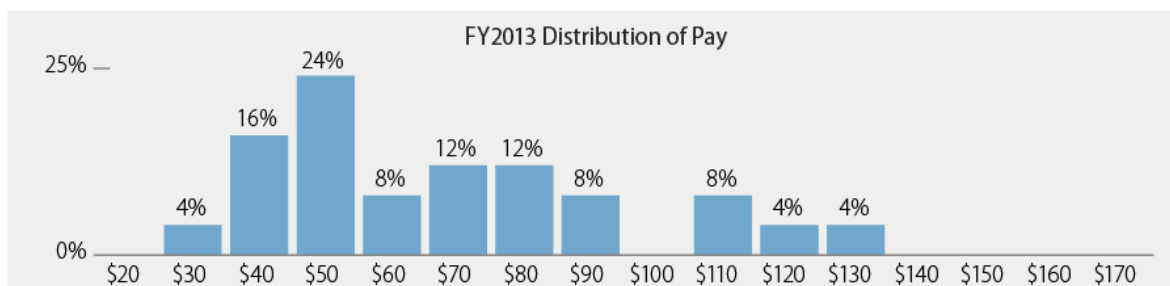
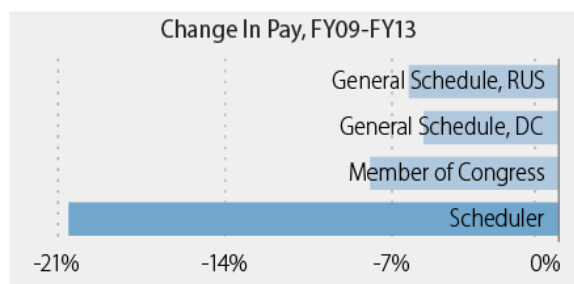
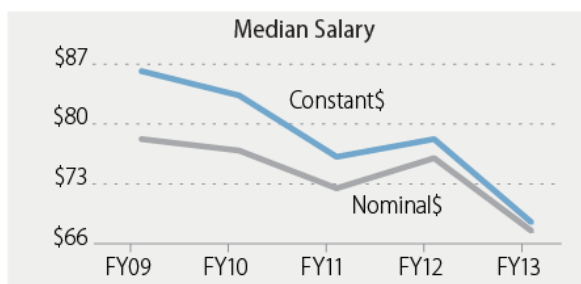
Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Visualizations provide information in constant 2014 dollars in thousands, except where indicated. Detailed information about data sources is available above in "Data Tables and Visualizations."

Notes: Data are based on a sample of 25 observations per year, FY09-FY10, and FY12-FY13; and 24, in FY11, from various Senators' offices. In the Change section of the data table, Annual Average and Annual Median cells provide the average and median change per year, respectively, while the FY09-FY13 Average and FY09-FY13 Median provide the change over the entire five-year period, respectively. Change in pay data for General Schedule and Members of Congress are based on calendar year 2009-2013 change; staff position is based on median change, FY2009-FY2013. In the FY2013 Distribution of Pay visualization, percentages are rounded, and may not equal 100%.

Table 13. Scheduler

Duties may include: briefing the Senator on all scheduling activities; making recommendations on proposed meetings; scheduling staff meetings; and coordinating the scheduling of the Senator's press and media interactions with the press secretary or communications director.

		FY09	FY10	FY11	FY12	FY13
Nominal \$	Minimum	\$28,468	\$34,916	\$38,000	\$38,792	\$33,641
	Median	\$78,250	\$76,887	\$72,500	\$76,000	\$67,500
	Average	\$76,762	\$78,105	\$76,168	\$77,970	\$72,157
	Maximum	\$162,986	\$125,701	\$159,333	\$135,000	\$130,000
Constant \$	Minimum	\$31,367	\$37,851	\$39,933	\$39,939	\$34,136
	Median	\$86,218	\$83,350	\$76,189	\$78,248	\$68,493
	Average	\$84,579	\$84,669	\$80,043	\$80,276	\$73,219
	Maximum	\$179,583	\$136,266	\$167,440	\$138,992	\$131,912
Change	Median	—	-3.33%	-8.59%	2.70%	-12.47%
	Average	—	0.11%	-5.46%	0.29%	-8.79%
	Annual Average		-3.46%	Annual Median	-5.42%	
	FY09-FY13 Average		-13.43%	FY09-FY13 Median	-20.56%	



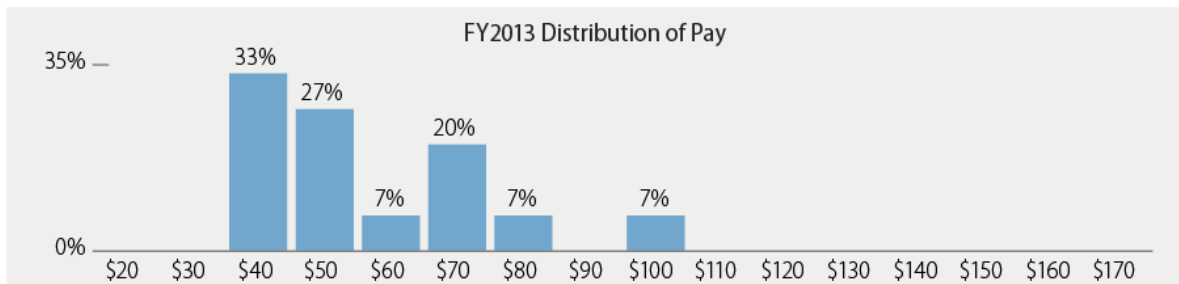
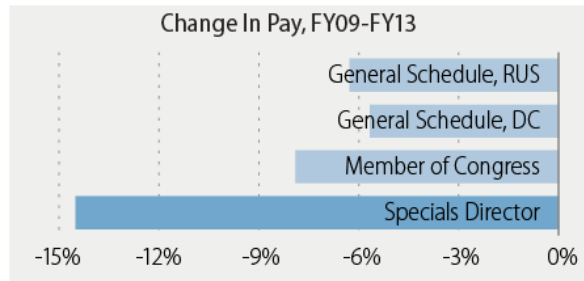
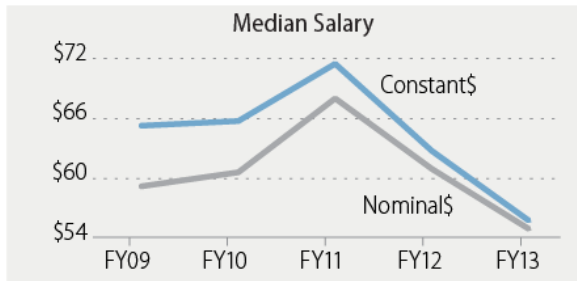
Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Visualizations provide information in constant 2014 dollars in thousands, except where indicated. Detailed information about data sources is available above in "Data Tables and Visualizations."

Notes: Data are based on a sample of 25 observations per year from various Senators' offices. In the Change section of the data table, Annual Average and Annual Median cells provide the average and median change per year, respectively, while the FY09-FY13 Average and FY09-FY13 Median provide the change over the entire five-year period, respectively. Change in pay data for General Schedule and Members of Congress are based on calendar year 2009-2013 change; staff position is based on median change, FY2009-FY2013. In the FY2013 Distribution of Pay visualization, percentages are rounded, and may not equal 100%.

Table 14. Specials Director

Duties may include: overseeing office activities or staff related to grants or projects designated by the Senator.

		FY09	FY10	FY11	FY12	FY13
Nominal \$	Minimum	\$16,810	\$25,088	\$38,000	\$33,825	\$40,600
	Median	\$59,246	\$60,653	\$68,017	\$60,962	\$55,000
	Average	\$64,690	\$63,544	\$67,259	\$65,481	\$60,860
	Maximum	\$134,557	\$139,788	\$96,655	\$97,083	\$105,083
Constant \$	Minimum	\$18,522	\$27,197	\$39,933	\$34,825	\$41,197
	Median	\$65,279	\$65,751	\$71,478	\$62,765	\$55,809
	Average	\$71,278	\$68,885	\$70,681	\$67,417	\$61,756
	Maximum	\$148,260	\$151,538	\$101,573	\$99,954	\$106,629
Change	Median	—	0.72%	8.71%	-12.19%	-11.08%
	Average	—	-3.36%	2.61%	-4.62%	-8.40%
	Annual Average		-3.44%	Annual Median	-3.46%	
	FY09-FY13 Average		-13.36%	FY09-FY13 Median	-14.51%	



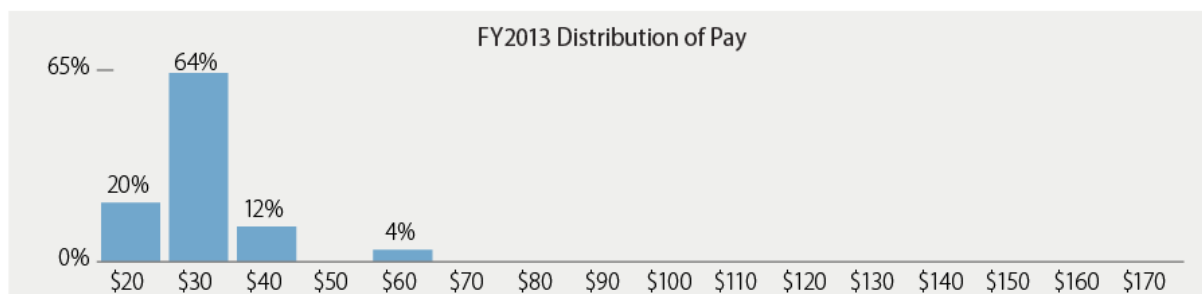
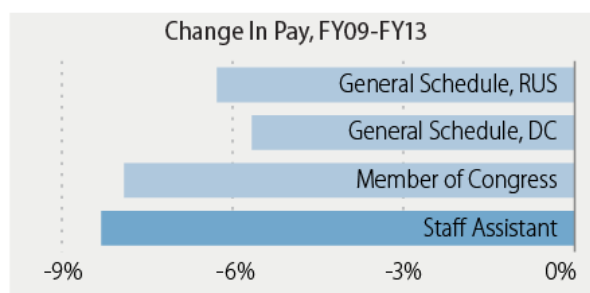
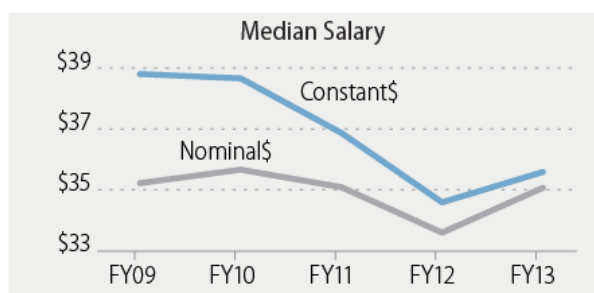
Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Visualizations provide information in constant 2014 dollars in thousands, except where indicated. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Notes: Data are based on a sample of 25 observations per year, FY09-FY10, 22, in FY11-FY12, and 15, in FY13, from various Senators' offices. Job titles included in data for this combined category include Director of Projects, Director of Special Projects, Director of Federal Projects, Director of Grants, Projects Director, or Grants Director. In the Change section of the data table, Annual Average and Annual Median cells provide the average and median change per year, respectively, while the FY09-FY13 Average and FY09-FY13 Median provide the change over the entire five-year period, respectively. Change in pay data for General Schedule and Members of Congress are based on calendar year 2009-2013 change; staff position is based on median change, FY2009-FY2013. In the FY2013 Distribution of Pay visualization, percentages are rounded, and may not equal 100%.

Table 15. Staff Assistant

Duties may include: answering telephones and providing support services; greeting visitors; assisting with scheduling; responding to constituent requests for general information, tours and other non-legislative matters; and monitoring delivery and pickup of materials.

		FY09	FY10	FY11	FY12	FY13
Nominal \$	Minimum	\$18,683	\$18,781	\$27,668	\$22,000	\$24,431
	Median	\$35,216	\$35,661	\$35,083	\$33,583	\$35,062
	Average	\$37,386	\$36,566	\$37,963	\$37,968	\$35,959
	Maximum	\$56,500	\$61,500	\$59,300	\$72,000	\$60,300
Constant \$	Minimum	\$20,585	\$20,359	\$29,076	\$22,651	\$24,791
	Median	\$38,802	\$38,659	\$36,868	\$34,577	\$35,578
	Average	\$41,193	\$39,639	\$39,894	\$39,091	\$36,488
	Maximum	\$62,254	\$66,669	\$62,317	\$74,129	\$61,187
Change	Median	—	-0.37%	-4.63%	-6.22%	2.90%
	Average	—	-3.77%	0.64%	-2.01%	-6.66%
	Annual Average		-2.95%	Annual Median	-2.08%	
	FY09-FY13 Average		-11.42%	FY09-FY13 Median	-8.31%	



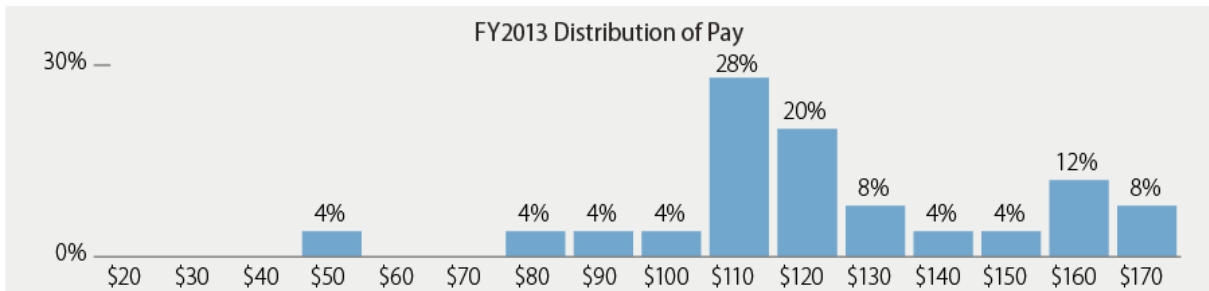
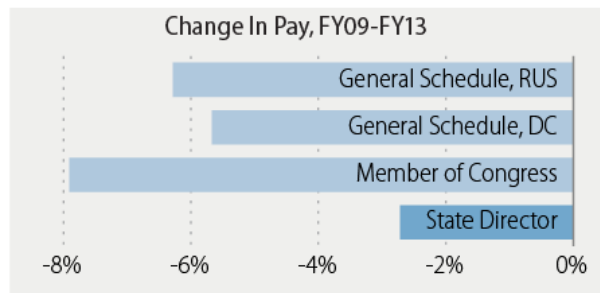
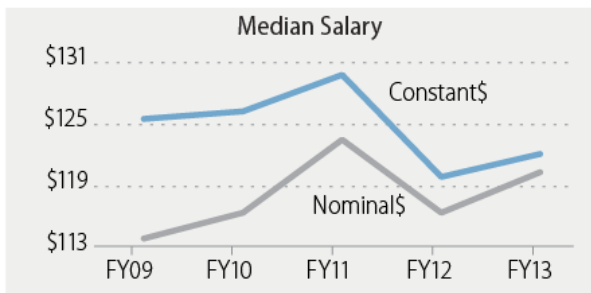
Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Visualizations provide information in constant 2014 dollars in thousands, except where indicated. Detailed information about data sources is available above in "Data Tables and Visualizations."

Notes: Data are based on a sample of 25 observations per year from various Senators' offices. In the Change section of the data table, Annual Average and Annual Median cells provide the average and median change per year, respectively, while the FY09-FY13 Average and FY09-FY13 Median provide the change over the entire five-year period, respectively. Change in pay data for General Schedule and Members of Congress are based on calendar year 2009-2013 change; staff position is based on median change, FY2009-FY2013. In the FY2013 Distribution of Pay visualization, percentages are rounded, and may not equal 100%.

Table 16. State Director

Duties may include: managing the principal state office or other state offices of a Senator; and overseeing all state office operations.

		FY09	FY10	FY11	FY12	FY13
Nominal \$	Minimum	\$81,132	\$79,429	\$81,500	\$83,500	\$56,167
	Median	\$113,975	\$116,496	\$123,557	\$116,500	\$120,400
	Average	\$118,890	\$120,986	\$126,386	\$123,006	\$125,491
	Maximum	\$167,305	\$169,459	\$169,459	\$169,459	\$169,459
Constant \$	Minimum	\$89,394	\$86,106	\$85,647	\$85,969	\$56,993
	Median	\$125,581	\$126,288	\$129,844	\$119,945	\$122,171
	Average	\$130,997	\$131,155	\$132,816	\$126,643	\$127,337
	Maximum	\$184,342	\$183,702	\$178,081	\$174,471	\$171,952
Change	Median	—	0.56%	2.82%	-7.62%	1.86%
	Average	—	0.12%	1.27%	-4.65%	0.55%
	Annual Average		-0.68%	Annual Median	-0.60%	
	FY09-FY13 Average		-2.79%	FY09-FY13 Median	-2.72%	



Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Visualizations provide information in constant 2014 dollars in thousands, except where indicated. Detailed information about data sources is available above in "Data Tables and Visualizations."

Notes: Data are based on a sample of 25 observations per year from various Senators' offices. In the Change section of the data table, Annual Average and Annual Median cells provide the average and median change per year, respectively, while the FY09-FY13 Average and FY09-FY13 Median provide the change over the entire five-year period, respectively. Change in pay data for General Schedule and Members of Congress are based on calendar year 2009-2013 change; staff position is based on median change, FY2009-FY2013. In the FY2013 Distribution of Pay visualization, percentages are rounded, and may not equal 100%.

Author Contact Information

R. Eric Petersen
Specialist in American National Government
epetersen@crs.loc.gov, 7-0643

Amber Hope Wilhelm
Visual Information Specialist
awilhelm@crs.loc.gov, 7-2392

Lara E. Chausow
Research Assistant
lchausow@crs.loc.gov, 7-2384

Acknowledgments

Jose Wisniewski and Claire Laurence, former CRS interns, collected data for this report.