

Staff Pay Levels for Selected Positions in Senators' Offices, FY2001-FY2014

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Summary

The level of pay for congressional staff is a source of recurring questions among Members of Congress, congressional staff, and the public. 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.

This report provides pay data for 16 staff position titles that are typically used 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.

Tables provide tabular pay data for each of the selected staff positions in a Senator's office. Graphic displays are also included, providing representations of pay from three perspectives, including the following:

- a line graph showing change in pay;
- a comparison at 5-, 10-, and 14-year intervals from FY2014, depending on data availability, of the cumulative percentage change in pay for that position to changes in pay of Members of Congress and federal civilian workers paid under the General Schedule in Washington, DC, and surrounding areas; and
- distributions of FY2014 pay in \$10,000 increments.

In the past five years (FY2010 and FY2014), the change in median pay, in constant 2015 dollars, ranged from a 0.78% increase for state directors to a -20.21% decrease for legislative assistants. All staff positions other than state directors saw declines in pay. This may be compared to changes to the pay of Members of Congress, -7.89%, and General Schedule, DC, -6.97%, over approximately the same period (calendar years 2010-2014).

Pay data for staff working in House Member offices are available in CRS Report R44323, *Staff Pay Levels for Selected Positions in House Member Offices, 2001-2014*. Data describing the pay of congressional staff working in House and Senate committee offices are available in CRS Report R44322, *Staff Pay Levels for Selected Positions in House Committees, 2001-2014*, and CRS Report R44325, *Staff Pay Levels for Selected Positions in Senate Committees, FY2001-FY2014*, respectively.

Contents

Introduction	1
Data Concerns	3
Data Tables and Visualizations	3

Tables

Table 1. Annual Maximum Pay for Selected Staff In Senators' Offices, 2001-2014	5
Table 2. Change in Pay for Selected Staff In Senators' Offices, Selected Periods	6
Table 3. Administrative Director	7
Table 4. Casework Supervisor	8
Table 5. Caseworker	9
Table 6. Chief of Staff	10
Table 7. Communications Director	11
Table 8. Counsel	12
Table 9. Executive Assistant	13
Table 10. Field Representative	14
Table 11. Legislative Assistant	15
Table 12. Legislative Correspondent	16
Table 13. Legislative Director	17
Table 14. Press Secretary	18
Table 15. Scheduler	19
Table 16. Specials Director	20
Table 17. Staff Assistant	21
Table 18. State Director	22

Contacts

Author Contact Information	23
Acknowledgments	23

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
- Chief of Staff

¹ Since 2014, the minimum level of gross pay has been \$2,267 for Senate staff. The maximum annual pay for staff in a Senator's personal office has since 2009 been \$169,459, 2 U.S.C. 4575. Maximum payable rates for staff in a Senator's office since 2001 are available in **Table 1**.

² For discussion of resources available to Members to carry out their official duties, see, *Congressional Salaries and Allowances*, by (name redacted).

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, *Congressional Staff: Duties and Functions of Selected Positions*, by (name redacted).

⁸ Other job titles which may indicate similar duties, and for which pay data were collected for this category, include Office Manager, Office Administrator, and Administrative Manager. No data are available for administrative directors in FY2001-FY2003.

⁹ Other job titles which may indicate similar duties, and for which pay data were collected for this category, 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 for this category, include Constituent Services Representative and Federal Caseworker.

- 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 FY2001-FY2014 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, FY2001-FY2014, 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, and not receive pay from any other congressional employing authority. For some positions, it was not possible to identify 25 offices that employed staff for an entire year. In circumstances when data for 14 or fewer staff were identified for a position, this report provides no data. Every recorded payment ascribed in the LegiStorm data to those staff for the fiscal year is included.¹⁴ Data collected for this report may differ from an employee's stated annual salary due to the inclusion of overtime, bonuses, or other payments¹⁵ in addition to base salary paid in the course of a 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 R44323, *Staff Pay Levels for Selected Positions in House Member Offices, 2001-2014*. Data describing the pay of congressional staff working in House and Senate committee offices are available in CRS Report R44322, *Staff Pay Levels for Selected Positions in House Committees, 2001-2014*, and

¹¹ Other job titles which may indicate similar duties, and for which pay data were collected for this category, 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 for this category, 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.

¹⁴ The numbers of staff whose data were counted are identified as observations in the data tables.

¹⁵ Other forms of payment do not appear to be recorded in a consistent manner. Sometimes overtime and other pay is listed as separate entries and in other instances, significant one-time changes in a quarterly total may suggest payments in addition to regular salary.

CRS Report R44325, *Staff Pay Levels for Selected Positions in Senate Committees, FY2001-FY2014*, respectively.

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.¹⁶
- Pay data provide no insight into the education, work experience, position tenure, full- or part-time status of staff, 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.”¹⁷

Data Tables and Visualizations

Tables in this section provide background information on Senate pay practices, comparative data for each position, and detailed data and visualizations for each position. **Table 1** provides the maximum payable rates for staff in Senators’ offices since 2001 in both nominal (current) and constant 2015 dollars.

Constant dollar calculations throughout the report are based on the Consumer Price Index for All Urban Consumers (CPI-U) for various years, expressed in constant, 2015 dollars.¹⁸

Table 2 provides the available cumulative percentage changes in pay in constant 2015 dollars for each of the 16 positions, Members of Congress,¹⁹ and salaries paid under the General Schedule in Washington, DC, and surrounding areas.²⁰ **Table 3-Table 18** provide tabular pay data for

¹⁶ For information on the number of first-term Members in each Congress, see, *First-Term Members of the House of Representatives and Senate, 64th - 113th Congresses*, by (name redacted) and (name redacted).

¹⁷ U.S. Senate, Committee on Rules and Administration, *Senate Handbook* (Washington: 1996), pp. I-13.

¹⁸ U.S. Department of Labor, Bureau of Labor Statistics, *Consumer Price Index*, at <http://www.bls.gov/cpi/tables.htm>.

¹⁹ Member pay data are taken from CRS Report 97-1011, *Salaries of Members of Congress: Recent Actions and Historical Tables*, by (name redacted).

²⁰ General Schedule pay change is based on changes in pay levels, and not the pay of individuals. General Schedule pay tables are available at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/general-schedule/>. (continued...)

Senators' staff positions. The numbers of staff whose data were counted are identified as observations in the data tables. Graphic displays are also included, providing representations of pay from three perspectives, including the following:

- a line graph showing change in pay, depending on data availability, in nominal (current) and constant 2015 dollars;
- a comparison at 5-, 10-, and 14-year intervals from FY2014,²¹ depending on data availability, of the cumulative percentage change in pay of that position to changes in pay, in constant 2015 dollars, of Members of Congress and federal civilian workers paid under the General Schedule in Washington, DC, and surrounding areas; and
- distributions of FY2014 pay, in 2015 dollars, in \$10,000 increments.

Between FY2010 and FY2014, the change in median²² pay, in constant 2015 dollars, ranged from a 0.78% increase for state directors to a -20.21% decrease for legislative assistants. All staff positions other than state directors saw declines in pay. This may be compared to changes in the pay of Members of Congress, -7.89%, and General Schedule, DC, -6.97%, over approximately the same period (calendar years 2010-2014).

Between FY2005 and FY2014, the change in median pay, in constant 2015 dollars, ranged from a 7.07% increase for field representatives to a -26.51% decrease for press secretaries. Of the 16 staff positions, 5 saw pay increases while 11 saw declines. This may be compared to changes in the pay of Members of Congress, -11.45%, and General Schedule, DC, -0.80%, over approximately the same period (calendar years 2005-2014).

Between FY2001 and FY2014, the change in median pay, in constant 2015 dollars, ranged from a 19.91% increase for state directors to a -29.36% decrease for press secretaries. Of 15 staff positions for which data were available in FY2010 and FY2014,²³ 7 saw pay increases while 8 saw declines. This may be compared to changes in the pay of Members of Congress, -10.29%, and General Schedule, DC, 6.42%, over approximately the same period (calendar years 2001-2014).

(...continued)

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>.

²¹ 5 years, FY2010-FY2014; 10 years, FY2005-FY2014; and 14 years, FY2001-FY2014.

²² The median is the midpoint at which half of the numbers in a list are higher and the other half lower.

²³ Data are not available in FY2001 for administrative directors.

Table 1. Annual Maximum Pay for Selected Staff In Senators' Offices, 2001-2014

Year	Nominal \$	Constant 2015 \$
2001	\$140,559	\$187,802
2002	\$145,459	\$191,324
2003	\$150,159	\$193,105
2004	\$153,559	\$192,355
2005	\$157,559	\$190,898
2006	\$160,659	\$188,571
2007	\$160,659	\$183,349
2008	\$164,759	\$181,075
2009	\$169,459	\$186,906
2010	\$169,459	\$183,890
2011	\$169,459	\$178,263
2012	\$169,459	\$174,648
2013	\$169,459	\$172,127
2014	\$169,459	\$169,380

Source: 2 U.S.C. 4575, note, CRS calculations. Detailed information about data sources is available above in "Data Tables and Visualizations."

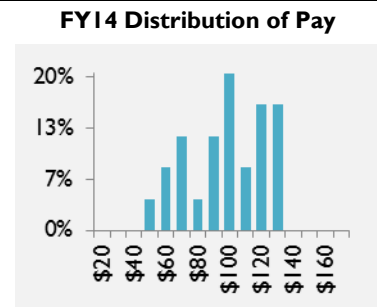
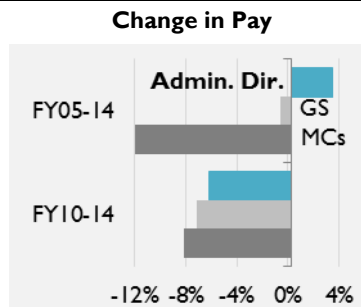
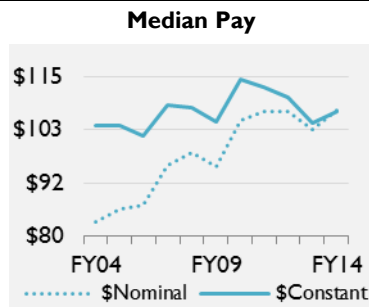
Table 2. Change in Pay for Selected Staff In Senators' Offices, Selected Periods

	5 Years FY10-14	10 Years FY05-14	14 Years FY01-14
Administrative Director	-6.05%	3.05%	—
Casework Supervisor	-14.34%	-4.27%	9.30%
Caseworker	-1.52%	-5.04%	0.58%
Chief of Staff	-8.10%	-9.18%	-6.07%
Communications Director	-14.75%	-3.81%	-2.62%
Counsel	-8.05%	-8.09%	-8.89%
Executive Assistant	-17.69%	-13.84%	-2.15%
Field Representative	-11.48%	7.07%	2.18%
Legislative Assistant	-20.21%	-5.98%	-7.24%
Legislative Correspondent	-5.88%	3.92%	4.15%
Legislative Director	-9.60%	-8.79%	1.81%
Press Secretary	-17.33%	-26.51%	-29.36%
Scheduler	-9.50%	4.58%	11.00%
Specials Director	-15.89%	-7.74%	-16.36%
Staff Assistant	-5.59%	-17.08%	-5.67%
State Director	0.78%	2.17%	19.91%
Members of Congress	-7.89%	-11.45%	-10.29%
General Schedule, DC	-6.97%	-0.80%	6.42%

Source: CRS calculations, based on data provided in **Table 3-Table 18** for congressional positions, CRS Report 97-1011, *Salaries of Members of Congress: Recent Actions and Historical Tables*, by -name redacted-for Members of Congress, and the Office of Personnel Management for federal civilian workers in the District of Columbia and surrounding areas, various years. No data were available for administrative directors for FY2001. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 3. Administrative Director

Year	Observations	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY04	18	\$33,750	\$83,942	\$83,080	\$142,968	\$42,212	\$104,990	\$103,912	\$178,816
FY05	15	\$33,200	\$87,806	\$85,875	\$150,223	\$40,164	\$106,224	\$103,888	\$181,733
FY06	22	\$38,597	\$84,438	\$86,821	\$124,264	\$45,234	\$98,957	\$101,750	\$145,631
FY07	19	\$65,453	\$95,393	\$95,271	\$126,242	\$74,583	\$108,700	\$108,560	\$143,851
FY08	25	\$71,706	\$100,159	\$98,179	\$140,250	\$78,687	\$109,911	\$107,738	\$153,905
FY09	25	\$46,459	\$96,479	\$95,164	\$140,250	\$51,164	\$106,250	\$104,802	\$154,454
FY10	25	\$64,772	\$102,624	\$105,167	\$150,811	\$70,180	\$111,194	\$113,949	\$163,404
FY11	25	\$54,375	\$104,195	\$107,000	\$153,506	\$57,113	\$109,441	\$112,388	\$161,235
FY12	25	\$58,000	\$104,323	\$107,000	\$135,521	\$59,685	\$107,354	\$110,109	\$139,459
FY13	25	\$42,667	\$102,752	\$103,200	\$169,000	\$43,272	\$104,211	\$104,665	\$171,400
FY14	25	\$50,937	\$103,458	\$107,265	\$139,080	\$50,836	\$103,252	\$107,052	\$138,803
Change							5 Years, FY10-FY14:	-6.05%	
							10 Years, FY05-FY14:	3.05%	

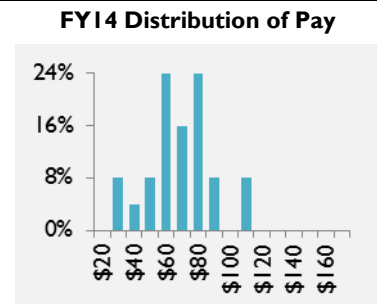
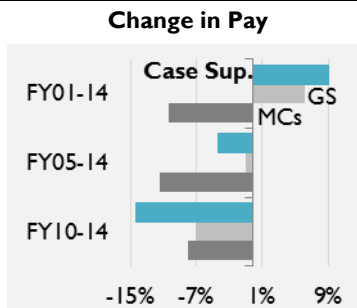
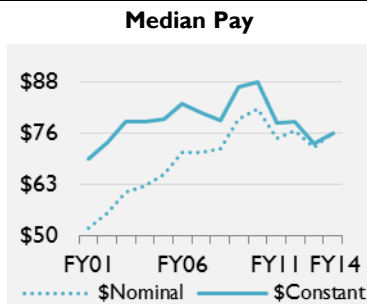


Dollars in figures are in thousands.

Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Tabular change is based on change in median pay expressed in constant dollars for the periods noted. In the visualizations, position pay information based on constant 2015 dollars in thousands of dollars, or change in those levels, is presented in blue. Change in Pay visualizations for General Schedule, Washington, DC, and Members of Congress are based on calendar year change calculated in constant, 2015 dollars; staff position is based on change by fiscal year. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 4. Casework Supervisor

Year	Observations	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$23,928	\$50,594	\$51,828	\$83,000	\$31,922	\$67,496	\$69,142	\$110,728
FY02	25	\$28,334	\$57,812	\$55,667	\$87,625	\$37,211	\$75,925	\$73,108	\$115,079
FY03	24	\$27,620	\$58,399	\$60,956	\$82,750	\$35,466	\$74,987	\$78,270	\$106,255
FY04	25	\$27,500	\$60,683	\$62,549	\$88,679	\$34,395	\$75,899	\$78,232	\$110,915
FY05	25	\$33,933	\$65,254	\$65,250	\$137,450	\$41,050	\$78,941	\$78,936	\$166,281
FY06	25	\$33,933	\$67,610	\$70,611	\$102,768	\$39,767	\$79,235	\$82,753	\$120,439
FY07	25	\$33,741	\$69,613	\$70,599	\$103,461	\$38,447	\$79,324	\$80,448	\$117,893
FY08	25	\$50,708	\$73,334	\$71,789	\$109,333	\$55,645	\$80,474	\$78,778	\$119,978
FY09	25	\$55,750	\$79,269	\$79,000	\$109,356	\$61,396	\$87,297	\$87,001	\$120,432
FY10	25	\$40,773	\$80,992	\$81,416	\$120,697	\$44,178	\$87,755	\$88,215	\$130,775
FY11	25	\$40,773	\$76,233	\$74,154	\$122,000	\$42,826	\$80,071	\$77,888	\$128,143
FY12	25	\$40,000	\$74,940	\$76,000	\$127,000	\$41,162	\$77,118	\$78,208	\$130,690
FY13	25	\$34,187	\$68,184	\$72,000	\$95,583	\$34,672	\$69,153	\$73,022	\$96,941
FY14	25	\$35,500	\$74,974	\$75,719	\$113,875	\$35,429	\$74,824	\$75,569	\$113,648
						5 Years, FY10-FY14:			-14.34%
						Change 10 Years, FY05-FY14:			-4.27%
						14 Years, FY01-FY14:			9.30%

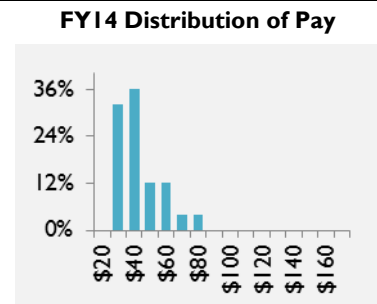
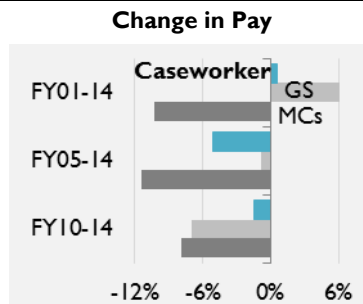
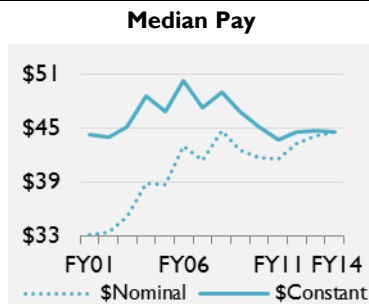


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Table 5. Caseworker

Year	Observations	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$23,802	\$34,979	\$33,197	\$50,200	\$31,754	\$46,664	\$44,288	\$66,971
FY02	25	\$23,414	\$34,963	\$33,500	\$59,968	\$30,750	\$45,917	\$43,996	\$78,757
FY03	25	\$25,985	\$37,602	\$35,135	\$58,964	\$33,366	\$48,283	\$45,116	\$75,713
FY04	25	\$25,896	\$39,605	\$38,822	\$63,100	\$32,389	\$49,535	\$48,556	\$78,922
FY05	25	\$25,251	\$39,871	\$38,777	\$57,500	\$30,547	\$48,234	\$46,911	\$69,561
FY06	25	\$29,956	\$44,725	\$43,000	\$74,313	\$35,107	\$52,415	\$50,394	\$87,091
FY07	25	\$26,833	\$43,262	\$41,503	\$65,603	\$30,576	\$49,297	\$47,292	\$74,754
FY08	25	\$26,601	\$46,851	\$44,685	\$72,337	\$29,190	\$51,413	\$49,035	\$79,379
FY09	25	\$19,583	\$44,897	\$42,629	\$76,847	\$21,567	\$49,444	\$46,946	\$84,630
FY10	25	\$23,500	\$47,926	\$41,745	\$90,800	\$25,462	\$51,928	\$45,231	\$98,382
FY11	25	\$28,237	\$44,809	\$41,603	\$87,450	\$29,659	\$47,065	\$43,698	\$91,853
FY12	25	\$30,000	\$44,187	\$43,365	\$87,465	\$30,872	\$45,471	\$44,625	\$90,006
FY13	25	\$30,000	\$46,201	\$44,125	\$85,000	\$30,426	\$46,857	\$44,751	\$86,207
FY14	25	\$32,500	\$48,662	\$44,633	\$89,179	\$32,435	\$48,566	\$44,544	\$89,001
						5 Years, FY10-FY14:			-1.52%
						Change 10 Years, FY05-FY14:			-5.04%
						14 Years, FY01-FY14:			0.58%

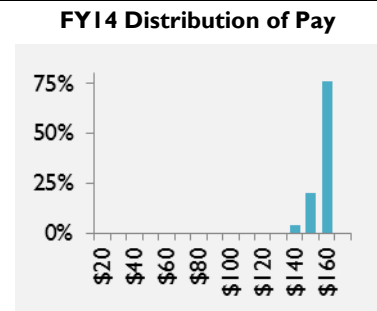
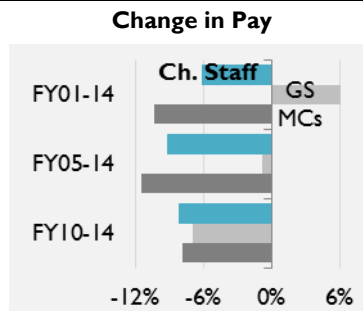
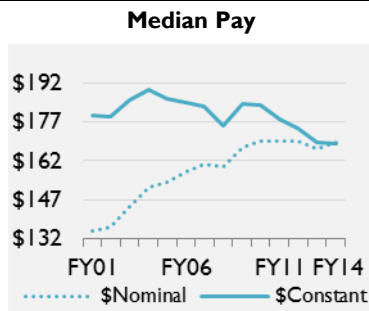


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Table 6. Chief of Staff

Year	Observations	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$103,657	\$130,841	\$134,630	\$139,609	\$138,286	\$174,551	\$179,606	\$186,249
FY02	25	\$109,875	\$133,309	\$136,241	\$144,234	\$144,300	\$175,076	\$178,927	\$189,424
FY03	25	\$124,000	\$140,044	\$144,234	\$148,984	\$159,222	\$179,823	\$185,203	\$191,303
FY04	25	\$100,000	\$145,165	\$151,576	\$152,709	\$125,074	\$181,563	\$189,582	\$190,999
FY05	25	\$107,100	\$148,145	\$153,559	\$156,742	\$129,565	\$179,219	\$185,769	\$189,619
FY06	25	\$130,600	\$152,445	\$157,486	\$160,659	\$153,056	\$178,658	\$184,565	\$188,284
FY07	25	\$138,871	\$156,287	\$160,659	\$160,659	\$158,242	\$178,088	\$183,070	\$183,070
FY08	25	\$145,833	\$158,701	\$159,863	\$163,734	\$160,032	\$174,152	\$175,427	\$179,675
FY09	25	\$147,960	\$164,532	\$166,926	\$167,305	\$162,945	\$181,196	\$183,832	\$184,249
FY10	25	\$156,930	\$166,654	\$169,428	\$169,459	\$170,035	\$180,571	\$183,576	\$183,610
FY11	25	\$138,500	\$166,692	\$169,459	\$169,459	\$145,474	\$175,086	\$177,991	\$177,991
FY12	25	\$140,417	\$166,399	\$169,459	\$169,459	\$144,496	\$171,234	\$174,383	\$174,383
FY13	25	\$128,844	\$161,550	\$166,500	\$169,459	\$130,673	\$163,844	\$168,864	\$171,865
FY14	25	\$141,050	\$164,932	\$169,042	\$169,459	\$140,769	\$164,604	\$168,706	\$169,122
						5 Years, FY10-FY14:		-8.10%	
						Change 10 Years, FY05-FY14:		-9.18%	
						14 Years, FY01-FY14:		-6.07%	

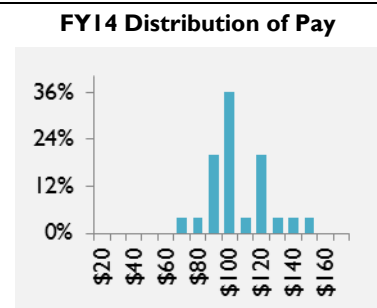
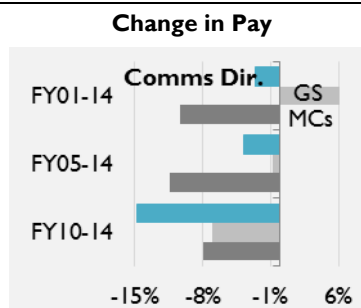
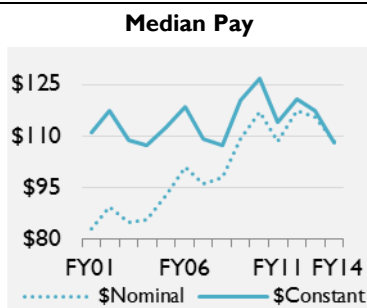


Dollars in figures are in thousands.

Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Tabular change is based on change in median pay expressed in constant dollars for the periods noted. In the visualizations, position pay information based on constant 2015 dollars in thousands of dollars, or change in those levels, is presented in blue. Change in Pay visualizations for General Schedule, Washington, DC, and Members of Congress are based on calendar year change calculated in constant, 2015 dollars; staff position is based on change by fiscal year. Detailed information about data sources is available above in "Data Tables and Visualizations."

Table 7. Communications Director

Year	Observations	Nominal \$				Constant \$				
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum	
FY01	25	\$42,189	\$83,784	\$83,186	\$128,974	\$56,283	\$111,774	\$110,976	\$172,062	
FY02	25	\$48,999	\$88,399	\$89,500	\$134,826	\$64,351	\$116,096	\$117,541	\$177,069	
FY03	25	\$45,451	\$89,453	\$84,860	\$140,191	\$58,362	\$114,862	\$108,964	\$180,013	
FY04	25	\$56,908	\$92,741	\$85,733	\$142,726	\$71,177	\$115,995	\$107,230	\$178,513	
FY05	25	\$58,083	\$94,798	\$92,875	\$147,206	\$70,267	\$114,683	\$112,356	\$178,083	
FY06	25	\$74,431	\$103,309	\$101,108	\$152,000	\$87,229	\$121,073	\$118,493	\$178,136	
FY07	25	\$53,068	\$98,056	\$95,917	\$150,942	\$60,471	\$111,735	\$109,296	\$171,997	
FY08	25	\$72,500	\$102,827	\$97,798	\$146,878	\$79,559	\$112,838	\$107,320	\$161,178	
FY09	25	\$75,400	\$111,197	\$109,296	\$156,687	\$83,036	\$122,459	\$120,365	\$172,556	
FY10	25	\$90,875	\$115,873	\$116,996	\$167,500	\$98,464	\$125,549	\$126,766	\$181,487	
FY11	25	\$90,000	\$113,114	\$108,562	\$168,547	\$94,532	\$118,809	\$114,029	\$177,034	
FY12	25	\$91,855	\$115,597	\$117,500	\$147,184	\$94,524	\$118,956	\$120,914	\$151,460	
FY13	25	\$80,333	\$116,213	\$115,575	\$164,568	\$81,474	\$117,863	\$117,216	\$166,905	
FY14	25	\$80,000	\$112,337	\$108,288	\$157,137	\$79,841	\$112,114	\$108,072	\$156,824	
							5 Years, FY10-FY14:		-14.75%	
							Change 10 Years, FY05-FY14:		-3.81%	
							14 Years, FY01-FY14:		-2.62%	

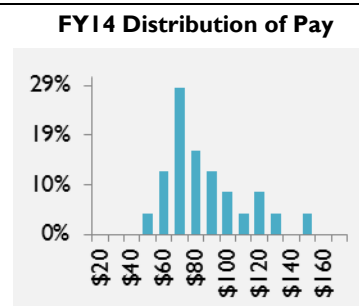
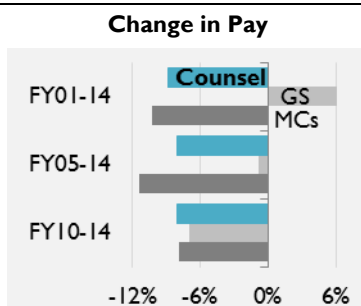
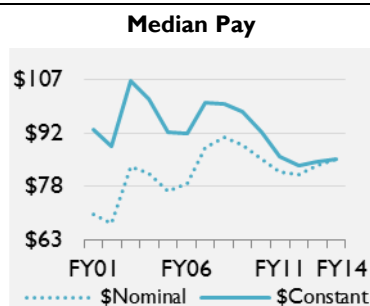


Dollars in figures are in thousands.

Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Tabular change is based on change in median pay expressed in constant dollars for the periods noted. In the visualizations, position pay information based on constant 2015 dollars in thousands of dollars, or change in those levels, is presented in blue. Change in Pay visualizations for General Schedule, Washington, DC, and Members of Congress are based on calendar year change calculated in constant, 2015 dollars; staff position is based on change by fiscal year. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 8. Counsel

Year	Observations	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	15	\$25,000	\$67,125	\$69,875	\$93,833	\$33,352	\$89,550	\$93,218	\$125,181
FY02	25	\$32,886	\$67,720	\$67,536	\$144,234	\$43,189	\$88,937	\$88,696	\$189,424
FY03	21	\$25,000	\$81,319	\$82,900	\$148,984	\$32,101	\$104,417	\$106,448	\$191,303
FY04	25	\$45,000	\$84,890	\$81,127	\$152,526	\$56,283	\$106,175	\$101,469	\$190,770
FY05	23	\$45,000	\$81,559	\$76,386	\$134,375	\$54,439	\$98,666	\$92,408	\$162,561
FY06	25	\$42,458	\$86,828	\$78,454	\$144,792	\$49,759	\$101,758	\$91,944	\$169,689
FY07	21	\$45,000	\$92,050	\$88,167	\$145,000	\$51,277	\$104,890	\$100,465	\$165,227
FY08	25	\$45,000	\$92,195	\$91,167	\$128,570	\$49,381	\$101,171	\$100,043	\$141,088
FY09	23	\$45,000	\$88,826	\$89,000	\$129,788	\$49,558	\$97,822	\$98,014	\$142,933
FY10	25	\$45,000	\$86,043	\$85,250	\$141,500	\$48,758	\$93,228	\$92,369	\$153,316
FY11	21	\$45,000	\$81,035	\$81,663	\$138,000	\$47,266	\$85,115	\$85,775	\$144,948
FY12	25	\$49,750	\$87,312	\$80,868	\$151,275	\$51,196	\$89,849	\$83,218	\$155,671
FY13	21	\$55,250	\$83,353	\$83,200	\$109,000	\$56,034	\$84,537	\$84,381	\$110,548
FY14	25	\$53,250	\$90,638	\$85,100	\$153,120	\$53,144	\$90,457	\$84,931	\$152,816
						5 Years, FY10-FY14:			-8.05%
						Change 10 Years, FY05-FY14:			-8.09%
						14 Years, FY01-FY14:			-8.89%

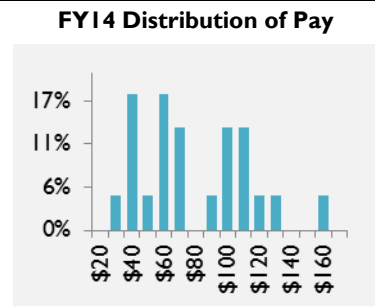
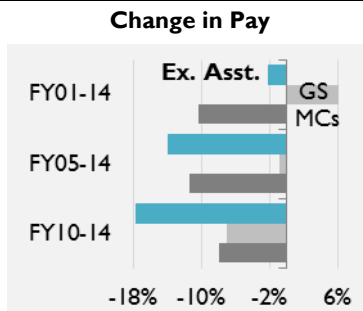
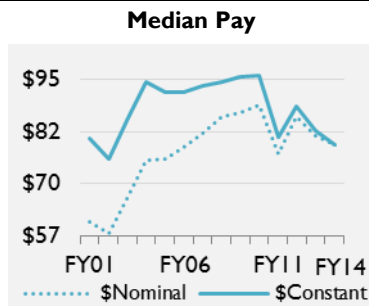


Dollars in figures are in thousands.

Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Tabular change is based on change in median pay expressed in constant dollars for the periods noted. In the visualizations, position pay information based on constant 2015 dollars in thousands of dollars, or change in those levels, is presented in blue. Change in Pay visualizations for General Schedule, Washington, DC, and Members of Congress are based on calendar year change calculated in constant, 2015 dollars; staff position is based on change by fiscal year. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 9. Executive Assistant

Year	Observations	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$36,000	\$65,378	\$60,480	\$124,583	\$48,027	\$87,219	\$80,685	\$166,204
FY02	25	\$32,880	\$62,934	\$57,608	\$139,492	\$43,182	\$82,652	\$75,658	\$183,196
FY03	25	\$29,926	\$70,414	\$66,040	\$148,984	\$38,427	\$90,415	\$84,798	\$191,303
FY04	25	\$32,262	\$76,616	\$75,250	\$152,709	\$40,351	\$95,826	\$94,118	\$190,999
FY05	25	\$34,000	\$72,919	\$75,750	\$107,705	\$41,132	\$88,214	\$91,639	\$130,297
FY06	25	\$36,375	\$73,189	\$78,417	\$120,500	\$42,630	\$85,774	\$91,900	\$141,220
FY07	25	\$37,176	\$83,038	\$81,880	\$160,659	\$42,362	\$94,622	\$93,302	\$183,070
FY08	25	\$40,928	\$87,763	\$85,833	\$163,563	\$44,913	\$96,308	\$94,190	\$179,488
FY09	25	\$42,272	\$91,183	\$86,817	\$167,305	\$46,553	\$100,418	\$95,610	\$184,249
FY10	25	\$33,458	\$90,428	\$88,531	\$169,459	\$36,252	\$97,979	\$95,924	\$183,610
FY11	25	\$37,500	\$84,788	\$77,000	\$169,459	\$39,388	\$89,057	\$80,877	\$177,991
FY12	25	\$37,500	\$87,805	\$86,000	\$169,459	\$38,589	\$90,357	\$88,499	\$174,383
FY13	22	\$37,667	\$85,565	\$81,372	\$169,459	\$38,201	\$86,780	\$82,528	\$171,865
FY14	23	\$32,750	\$85,535	\$79,110	\$169,459	\$32,685	\$85,364	\$78,953	\$169,122
						5 Years, FY10-FY14:		-17.69%	
						Change		10 Years, FY05-FY14: -13.84%	
								14 Years, FY01-FY14: -2.15%	

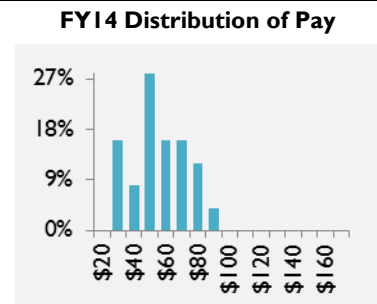
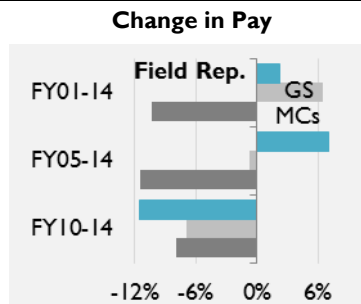
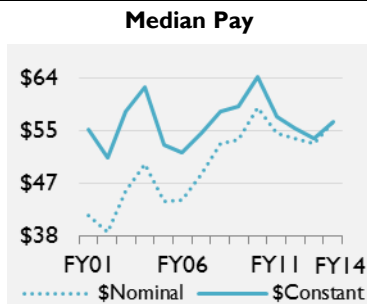


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Table 10. Field Representative

Year	Observations	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$20,519	\$42,290	\$41,337	\$70,466	\$27,374	\$56,418	\$55,146	\$94,007
FY02	25	\$22,746	\$38,968	\$38,625	\$56,250	\$29,873	\$51,177	\$50,727	\$73,874
FY03	25	\$23,898	\$43,528	\$45,292	\$73,897	\$30,686	\$55,892	\$58,157	\$94,887
FY04	25	\$21,518	\$46,831	\$49,562	\$87,500	\$26,913	\$58,574	\$61,990	\$109,440
FY05	25	\$26,228	\$44,154	\$43,500	\$68,608	\$31,729	\$53,415	\$52,624	\$82,999
FY06	25	\$29,199	\$47,152	\$43,875	\$73,075	\$34,220	\$55,260	\$51,419	\$85,640
FY07	25	\$19,562	\$49,139	\$47,931	\$76,250	\$22,291	\$55,994	\$54,617	\$86,886
FY08	25	\$36,113	\$53,956	\$52,859	\$80,750	\$39,629	\$59,210	\$58,005	\$88,612
FY09	25	\$29,495	\$55,405	\$53,500	\$91,750	\$32,483	\$61,017	\$58,918	\$101,042
FY10	25	\$30,712	\$58,025	\$58,750	\$102,500	\$33,277	\$62,870	\$63,656	\$111,059
FY11	25	\$32,250	\$54,968	\$54,504	\$74,927	\$33,874	\$57,736	\$57,248	\$78,700
FY12	25	\$31,750	\$55,790	\$53,768	\$79,670	\$32,673	\$57,411	\$55,330	\$81,985
FY13	25	\$33,500	\$55,482	\$53,000	\$83,000	\$33,976	\$56,270	\$53,753	\$84,179
FY14	25	\$34,833	\$60,554	\$56,458	\$93,948	\$34,764	\$60,434	\$56,346	\$93,762
						5 Years, FY10-FY14: -11.48%			
						Change 10 Years, FY05-FY14: 7.07%			
						14 Years, FY01-FY14: 2.18%			

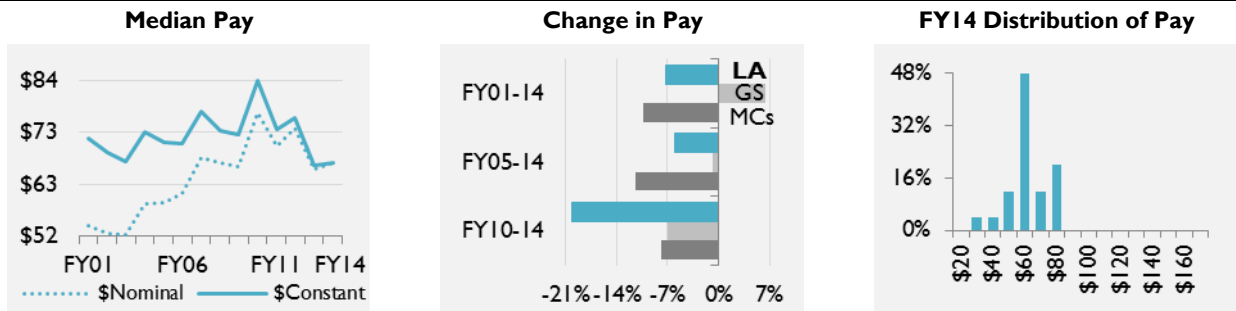


Dollars in figures are in thousands.

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Table II. Legislative Assistant

Year	Observations	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$31,916	\$55,641	\$54,032	\$83,533	\$42,578	\$74,230	\$72,082	\$111,439
FY02	25	\$32,706	\$54,456	\$52,592	\$92,917	\$42,954	\$71,517	\$69,069	\$122,029
FY03	25	\$29,996	\$57,178	\$52,337	\$117,500	\$38,516	\$73,419	\$67,204	\$150,876
FY04	25	\$30,203	\$66,495	\$58,500	\$135,000	\$37,776	\$83,167	\$73,168	\$168,850
FY05	25	\$38,933	\$62,584	\$58,788	\$113,636	\$47,100	\$75,711	\$71,119	\$137,471
FY06	25	\$35,376	\$64,299	\$60,625	\$129,356	\$41,459	\$75,355	\$71,049	\$151,599
FY07	25	\$40,333	\$64,727	\$68,000	\$128,270	\$45,960	\$73,756	\$77,486	\$146,163
FY08	25	\$49,688	\$69,144	\$66,971	\$106,532	\$54,525	\$75,876	\$73,491	\$116,904
FY09	25	\$50,042	\$69,293	\$66,125	\$106,916	\$55,110	\$76,310	\$72,822	\$117,744
FY10	25	\$55,021	\$75,900	\$77,344	\$110,528	\$59,615	\$82,238	\$83,803	\$119,758
FY11	25	\$46,042	\$70,272	\$70,396	\$112,078	\$48,360	\$73,810	\$73,940	\$117,721
FY12	25	\$46,667	\$73,228	\$74,000	\$120,828	\$48,022	\$75,355	\$76,150	\$124,339
FY13	25	\$42,333	\$65,043	\$65,640	\$87,750	\$42,934	\$65,967	\$66,572	\$88,996
FY14	25	\$30,333	\$66,806	\$67,000	\$87,500	\$30,273	\$66,673	\$66,867	\$87,326
						5 Years, FY10-FY14:			-20.21%
						Change 10 Years, FY05-FY14:			-5.98%
						14 Years, FY01-FY14:			-7.24%

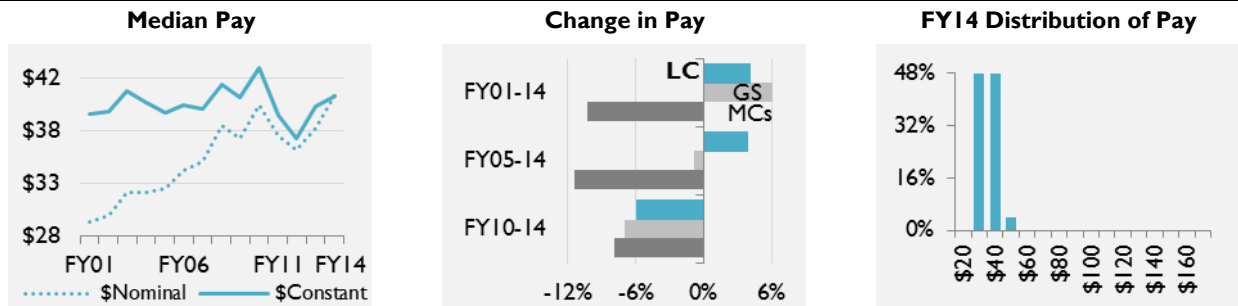


Dollars in figures are in thousands.

Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Tabular change is based on change in median pay expressed in constant dollars for the periods noted. In the visualizations, position pay information based on constant 2015 dollars in thousands of dollars, or change in those levels, is presented in blue. Change in Pay visualizations for General Schedule, Washington, DC, and Members of Congress are based on calendar year change calculated in constant, 2015 dollars; staff position is based on change by fiscal year. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 12. Legislative Correspondent

Year	Observations	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$22,344	\$30,560	\$29,250	\$41,250	\$29,808	\$40,770	\$39,022	\$55,031
FY02	25	\$25,833	\$31,677	\$29,874	\$44,525	\$33,927	\$41,601	\$39,234	\$58,475
FY03	25	\$25,391	\$32,950	\$32,000	\$46,853	\$32,603	\$42,309	\$41,090	\$60,162
FY04	25	\$25,327	\$34,350	\$31,994	\$56,467	\$31,678	\$42,963	\$40,017	\$70,625
FY05	25	\$27,000	\$32,787	\$32,327	\$43,585	\$32,663	\$39,664	\$39,108	\$52,727
FY06	25	\$26,823	\$34,706	\$33,973	\$47,070	\$31,436	\$40,674	\$39,815	\$55,164
FY07	25	\$30,337	\$36,061	\$34,689	\$44,500	\$34,569	\$41,091	\$39,528	\$50,707
FY08	25	\$31,350	\$38,316	\$38,000	\$52,250	\$34,403	\$42,046	\$41,700	\$57,337
FY09	25	\$30,156	\$38,093	\$36,786	\$49,750	\$33,210	\$41,951	\$40,511	\$54,789
FY10	25	\$30,484	\$39,817	\$39,850	\$50,500	\$33,029	\$43,142	\$43,178	\$54,717
FY11	25	\$31,500	\$37,460	\$37,000	\$51,250	\$33,086	\$39,347	\$38,863	\$53,830
FY12	25	\$29,250	\$37,616	\$35,786	\$53,417	\$30,100	\$38,709	\$36,826	\$54,969
FY13	25	\$34,000	\$39,396	\$37,787	\$49,083	\$35,712	\$41,380	\$39,690	\$51,555
FY14	25	\$32,388	\$40,412	\$40,722	\$58,333	\$32,324	\$40,331	\$40,641	\$58,217
						5 Years, FY10-FY14:		-5.88%	
						Change 10 Years, FY05-FY14:		3.92%	
						14 Years, FY01-FY14:		4.15%	

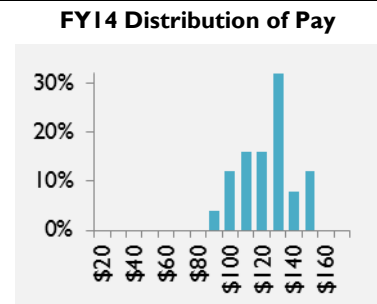
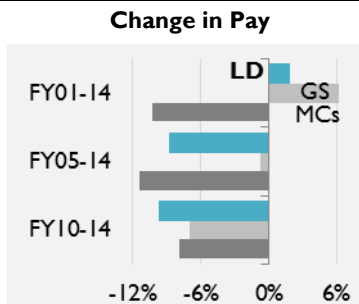
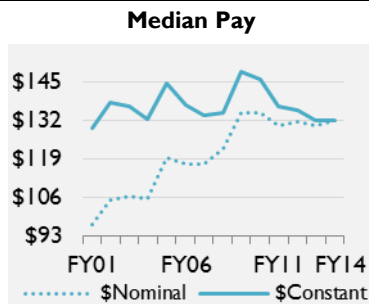


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Table 13. Legislative Director

Year	Observations	Nominal \$				Constant \$				
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum	
FY01	25	\$70,417	\$97,697	\$96,988	\$138,459	\$93,941	\$130,336	\$129,389	\$184,715	
FY02	25	\$88,750	\$106,021	\$104,925	\$140,542	\$116,556	\$139,239	\$137,799	\$184,575	
FY03	25	\$63,821	\$102,688	\$106,396	\$130,986	\$81,949	\$131,857	\$136,617	\$168,193	
FY04	25	\$67,401	\$107,803	\$105,695	\$140,245	\$84,301	\$134,834	\$132,197	\$175,410	
FY05	25	\$46,028	\$114,528	\$119,391	\$156,559	\$55,682	\$138,551	\$144,434	\$189,398	
FY06	25	\$87,083	\$118,402	\$117,038	\$152,430	\$102,057	\$138,762	\$137,163	\$178,640	
FY07	25	\$76,166	\$114,607	\$117,333	\$146,601	\$86,791	\$130,594	\$133,701	\$167,051	
FY08	25	\$88,042	\$125,774	\$122,500	\$160,395	\$96,613	\$138,020	\$134,427	\$176,012	
FY09	25	\$98,743	\$135,702	\$134,583	\$167,305	\$108,743	\$149,445	\$148,214	\$184,249	
FY10	25	\$105,000	\$138,951	\$134,500	\$169,459	\$113,768	\$150,554	\$145,731	\$183,610	
FY11	25	\$96,458	\$129,435	\$130,000	\$169,459	\$101,315	\$135,952	\$136,546	\$177,991	
FY12	25	\$99,667	\$133,606	\$131,500	\$169,459	\$102,562	\$137,488	\$135,321	\$174,383	
FY13	25	\$94,854	\$128,555	\$130,000	\$156,205	\$96,201	\$130,380	\$131,846	\$158,423	
FY14	25	\$100,000	\$128,618	\$132,000	\$155,750	\$99,801	\$128,362	\$131,737	\$155,440	
							5 Years, FY10-FY14:		-9.60%	
							Change 10 Years, FY05-FY14:		-8.79%	
							14 Years, FY01-FY14:		1.81%	

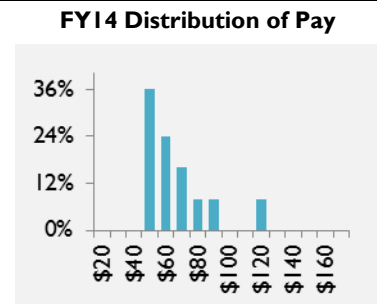
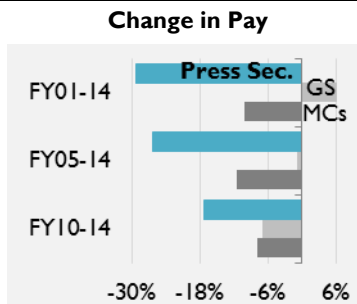
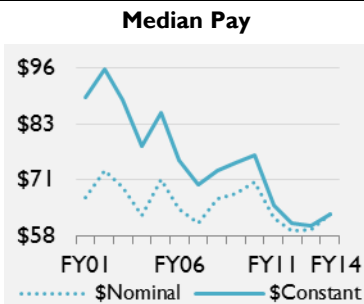


Dollars in figures are in thousands.

Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Tabular change is based on change in median pay expressed in constant dollars for the periods noted. In the visualizations, position pay information based on constant 2015 dollars in thousands of dollars, or change in those levels, is presented in blue. Change in Pay visualizations for General Schedule, Washington, DC, and Members of Congress are based on calendar year change calculated in constant, 2015 dollars; staff position is based on change by fiscal year. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 14. Press Secretary

Year	Observations	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$21,120	\$64,528	\$66,625	\$92,242	\$28,176	\$86,086	\$88,883	\$123,058
FY02	25	\$38,042	\$69,220	\$72,533	\$102,667	\$49,960	\$90,907	\$95,258	\$134,833
FY03	25	\$41,983	\$70,863	\$68,893	\$100,000	\$53,909	\$90,992	\$88,462	\$128,405
FY04	25	\$41,098	\$67,127	\$62,523	\$109,734	\$51,403	\$83,959	\$78,200	\$137,248
FY05	25	\$47,280	\$73,719	\$70,625	\$116,347	\$57,197	\$89,182	\$85,439	\$140,751
FY06	25	\$38,667	\$65,042	\$63,917	\$112,446	\$45,315	\$76,227	\$74,907	\$131,781
FY07	25	\$44,958	\$70,928	\$61,000	\$125,644	\$51,230	\$80,822	\$69,509	\$143,171
FY08	25	\$53,333	\$70,951	\$66,323	\$147,569	\$58,526	\$77,859	\$72,780	\$161,936
FY09	25	\$38,452	\$71,592	\$67,453	\$131,000	\$42,346	\$78,843	\$74,285	\$144,267
FY10	25	\$41,000	\$73,021	\$70,096	\$138,419	\$44,424	\$79,118	\$75,949	\$149,977
FY11	24	\$46,808	\$65,442	\$61,896	\$110,591	\$49,165	\$68,737	\$65,012	\$116,160
FY12	25	\$40,000	\$64,934	\$59,083	\$118,000	\$41,162	\$66,821	\$60,800	\$121,428
FY13	25	\$39,221	\$64,690	\$59,500	\$127,500	\$39,778	\$65,609	\$60,345	\$129,310
FY14	25	\$50,333	\$71,385	\$62,914	\$130,000	\$50,233	\$71,243	\$62,789	\$129,741
						5 Years, FY10-FY14: -17.33%			
						Change 10 Years, FY05-FY14: -26.51%			
						14 Years, FY01-FY14: -29.36%			

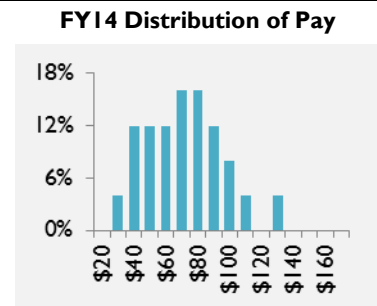
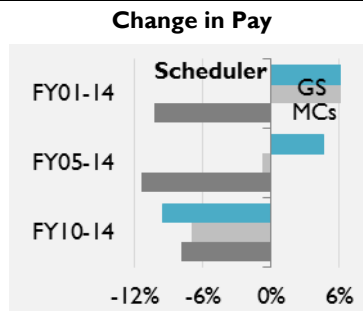
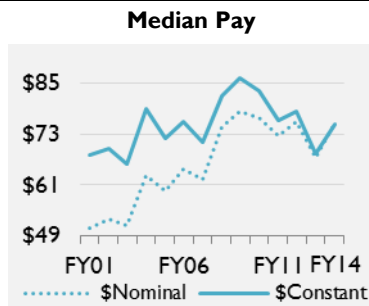


Dollars in figures are in thousands.

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Table 15. Scheduler

Year	Observations	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$29,690	\$50,705	\$50,917	\$75,308	\$39,609	\$67,644	\$67,927	\$100,466
FY02	25	\$31,625	\$54,661	\$52,875	\$83,000	\$41,533	\$71,788	\$69,441	\$109,005
FY03	25	\$20,000	\$55,495	\$51,292	\$86,488	\$25,681	\$71,258	\$65,861	\$111,054
FY04	25	\$39,583	\$64,745	\$63,167	\$120,280	\$49,508	\$80,980	\$79,005	\$150,439
FY05	25	\$35,508	\$60,678	\$59,594	\$93,865	\$42,956	\$73,406	\$72,094	\$113,554
FY06	25	\$44,026	\$64,998	\$64,825	\$102,673	\$51,596	\$76,174	\$75,971	\$120,327
FY07	25	\$29,021	\$61,579	\$62,357	\$106,447	\$33,069	\$70,168	\$71,056	\$121,296
FY08	25	\$37,975	\$72,018	\$74,594	\$112,096	\$41,672	\$79,030	\$81,857	\$123,010
FY09	25	\$28,468	\$76,762	\$78,250	\$162,986	\$31,351	\$84,537	\$86,175	\$179,493
FY10	25	\$34,916	\$78,105	\$76,887	\$125,701	\$37,832	\$84,627	\$83,308	\$136,197
FY11	25	\$38,000	\$76,168	\$72,500	\$159,333	\$39,913	\$80,003	\$76,150	\$167,356
FY12	25	\$38,792	\$77,970	\$76,000	\$135,000	\$39,919	\$80,236	\$78,208	\$138,922
FY13	25	\$33,641	\$72,157	\$67,500	\$130,000	\$34,119	\$73,182	\$68,458	\$131,846
FY14	25	\$35,262	\$77,111	\$75,546	\$131,812	\$35,192	\$76,957	\$75,396	\$131,550
						5 Years, FY10-FY14:		-9.50%	
						Change 10 Years, FY05-FY14:		4.58%	
						14 Years, FY01-FY14:		11.00%	

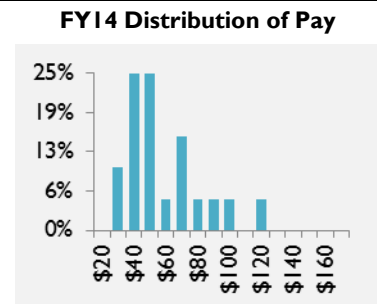
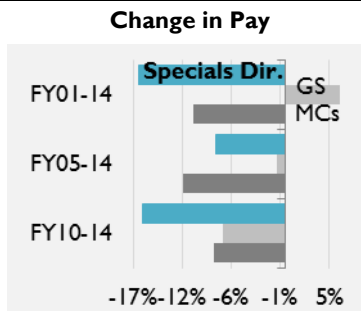
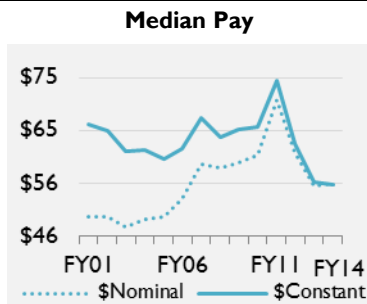


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Table 16. Specials Director

Year	Observations	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	23	\$32,322	\$55,308	\$49,538	\$107,883	\$43,119	\$73,785	\$66,087	\$143,924
FY02	25	\$25,167	\$54,933	\$49,498	\$116,095	\$33,052	\$72,144	\$65,006	\$152,470
FY03	22	\$26,667	\$53,825	\$47,619	\$122,214	\$34,241	\$69,114	\$61,145	\$156,928
FY04	25	\$33,040	\$55,154	\$49,082	\$98,051	\$41,324	\$68,983	\$61,389	\$122,636
FY05	25	\$30,508	\$57,955	\$49,525	\$133,860	\$36,907	\$70,111	\$59,914	\$161,938
FY06	25	\$34,875	\$58,483	\$52,598	\$105,933	\$40,872	\$68,539	\$61,642	\$124,148
FY07	22	\$32,753	\$63,093	\$58,978	\$109,000	\$37,322	\$71,895	\$67,205	\$124,205
FY08	21	\$39,700	\$63,145	\$58,167	\$123,875	\$43,566	\$69,293	\$63,830	\$135,935
FY09	25	\$16,810	\$64,690	\$59,246	\$134,557	\$18,513	\$71,242	\$65,246	\$148,185
FY10	25	\$25,088	\$63,544	\$60,653	\$139,788	\$27,183	\$68,851	\$65,718	\$151,461
FY11	19	\$38,000	\$67,259	\$70,500	\$96,655	\$39,913	\$70,645	\$74,050	\$101,522
FY12	22	\$33,825	\$65,481	\$60,962	\$97,083	\$34,808	\$67,383	\$62,733	\$99,904
FY13	15	\$40,600	\$60,860	\$55,000	\$105,083	\$41,176	\$61,724	\$55,781	\$106,575
FY14	20	\$39,338	\$64,122	\$55,386	\$129,000	\$39,260	\$63,995	\$55,276	\$128,743
						5 Years, FY10-FY14:			-15.89%
						Change 10 Years, FY05-FY14:			-7.74%
						14 Years, FY01-FY14:			-16.36%

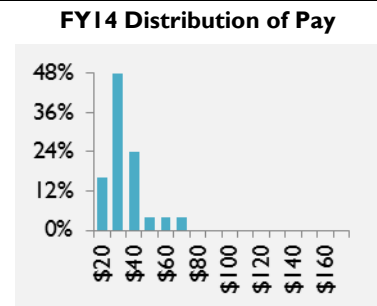
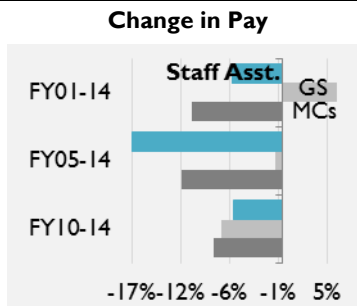
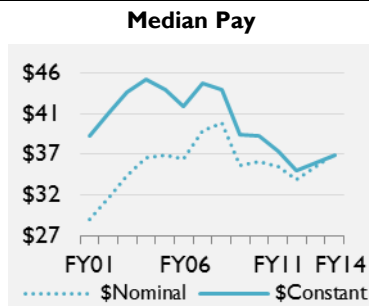


Dollars in figures are in thousands.

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Table 17. Staff Assistant

Year	Observations	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$22,000	\$31,205	\$28,985	\$51,275	\$29,350	\$41,630	\$38,669	\$68,405
FY02	25	\$21,746	\$34,269	\$31,500	\$67,250	\$28,559	\$45,006	\$41,369	\$88,320
FY03	25	\$21,500	\$37,073	\$34,095	\$72,250	\$27,607	\$47,604	\$43,779	\$92,773
FY04	25	\$21,000	\$36,668	\$36,107	\$62,917	\$26,266	\$45,862	\$45,161	\$78,692
FY05	25	\$21,153	\$38,744	\$36,365	\$66,333	\$25,590	\$46,871	\$43,993	\$80,247
FY06	25	\$22,781	\$39,231	\$35,954	\$84,136	\$26,698	\$45,977	\$42,136	\$98,603
FY07	25	\$25,962	\$41,297	\$39,275	\$83,998	\$29,584	\$47,058	\$44,754	\$95,715
FY08	25	\$19,600	\$44,694	\$40,104	\$81,750	\$21,508	\$49,046	\$44,008	\$89,709
FY09	25	\$18,683	\$37,386	\$35,216	\$56,500	\$20,575	\$41,172	\$38,782	\$62,222
FY10	25	\$18,781	\$36,566	\$35,661	\$61,500	\$20,349	\$39,619	\$38,639	\$66,636
FY11	25	\$27,668	\$37,963	\$35,083	\$59,300	\$29,061	\$39,874	\$36,850	\$62,286
FY12	25	\$22,000	\$37,968	\$33,583	\$72,000	\$22,639	\$39,071	\$34,559	\$74,092
FY13	25	\$24,431	\$35,959	\$35,062	\$60,300	\$24,778	\$36,469	\$35,560	\$61,156
FY14	25	\$28,114	\$39,920	\$36,551	\$75,000	\$28,058	\$39,840	\$36,478	\$74,851
						5 Years, FY10-FY14:		-5.59%	
						Change 10 Years, FY05-FY14:		-17.08%	
						14 Years, FY01-FY14:		-5.67%	

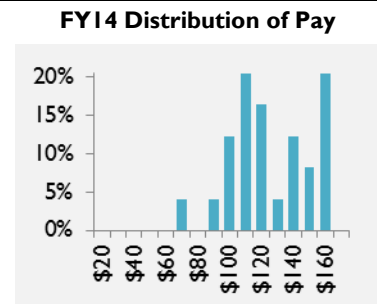
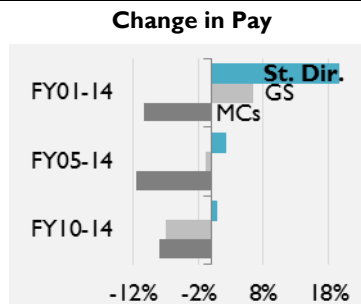
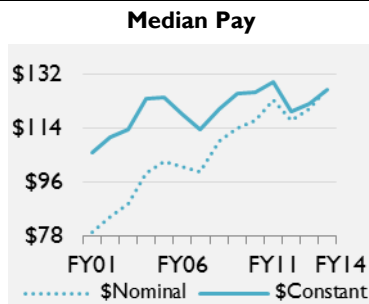


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Table 18. State Director

Year	Observations	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$56,000	\$82,660	\$79,521	\$122,533	\$74,708	\$110,275	\$106,087	\$163,469
FY02	25	\$61,604	\$87,459	\$84,567	\$130,104	\$80,905	\$114,861	\$111,063	\$170,868
FY03	25	\$57,083	\$85,785	\$88,700	\$109,667	\$73,298	\$110,152	\$113,895	\$140,817
FY04	25	\$70,000	\$96,097	\$99,000	\$123,126	\$87,552	\$120,193	\$123,823	\$153,998
FY05	25	\$77,017	\$104,232	\$102,927	\$139,312	\$93,172	\$126,095	\$124,516	\$168,534
FY06	25	\$54,398	\$104,504	\$101,328	\$159,755	\$63,752	\$122,474	\$118,751	\$187,224
FY07	25	\$79,146	\$106,843	\$99,707	\$160,659	\$90,186	\$121,747	\$113,615	\$183,070
FY08	25	\$73,750	\$112,563	\$110,006	\$163,563	\$80,930	\$123,522	\$120,717	\$179,488
FY09	25	\$81,132	\$118,890	\$113,975	\$167,305	\$89,349	\$130,931	\$125,518	\$184,249
FY10	25	\$79,429	\$120,986	\$116,496	\$169,459	\$86,062	\$131,089	\$126,225	\$183,610
FY11	25	\$81,500	\$126,386	\$123,557	\$169,459	\$85,604	\$132,749	\$129,779	\$177,991
FY12	25	\$83,500	\$123,006	\$116,500	\$169,459	\$85,926	\$126,580	\$119,885	\$174,383
FY13	25	\$56,167	\$125,491	\$120,400	\$169,459	\$56,964	\$127,273	\$122,110	\$171,865
FY14	25	\$78,833	\$132,613	\$127,467	\$169,459	\$78,676	\$132,350	\$127,213	\$169,122
						5 Years, FY10-FY14: 0.78%			
						Change 10 Years, FY05-FY14: 2.17%			
						14 Years, FY01-FY14: 19.91%			



Dollars in figures are in thousands.

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