

Staff Pay Levels for Selected Positions in Senate Committees, FY2001-FY2014

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December 15, 2015

Congressional Research Service

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www.crs.gov

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 committee offices; or comparison of congressional staff pay levels with those of other federal government pay systems.

This report provides pay data for 13 staff position titles used in Senate committees. The positions include the following: Chief Clerk, Chief Counsel, Communications Director, Counsel, Legislative Assistant, Minority Chief Counsel, Minority Staff Director, Press Secretary, Professional Staff Member, Senior Counsel, Staff Assistant, Staff Director, and Systems Administrator.

Tables provide tabular pay data for each Senate committee staff position. 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;
- a comparison at 5-, 10-, and 14-year intervals from FY2014, depending on data availability, of the cumulative percentage change of pay for that position, to the change 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, when available, in \$10,000 increments.

In the past five years (FY2010 and FY2014), the change in median pay, in constant 2015 dollars, ranged from a 2.92% increase for systems administrators to a -24.41% decrease for counsels. Of 11 staff positions for which data were available in FY2010 and FY2014, 2 saw pay increases while 9 saw declines (data are not available in FY2010 or FY2014 for communications directors and press secretaries). This may be compared to changes over approximately the same period (calendar years 2010-2014) to the pay of Members of Congress, -7.89%, and General Schedule, DC, -6.97%.

Pay data for staff working in House committee offices are available in CRS Report R44322, *Staff Pay Levels for Selected Positions in House Committees, 2001-2014*. Data describing the pay of congressional staff working in the personal offices of Senators and Members of the House are available in CRS Report R44324, *Staff Pay Levels for Selected Positions in Senators' Offices, FY2001-FY2014*, and CRS Report R44323, *Staff Pay Levels for Selected Positions in House Member Offices, 2001-2014*, respectively.

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Introduction

The level of pay for congressional staff is a source of recurring questions among Members of Congress, congressional staff, and the public. In Senate committees, the chair and ranking Member set the terms and conditions of employment for majority and minority staff, respectively. This includes job titles and descriptions; rates of pay, subject to minimum and maximum levels;¹ and resources available to staff 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 committee 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. Data in this report are based on official Senate reports, which afford the opportunity to use consistently collected data. Pay³ 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 31,⁴ as collected and organized by LegiStorm, a private entity that provides some congressional data by subscription.⁵ Additionally, this report provides annual data by fiscal year, which allows for observations about the nature of Senate committee staff compensation over time.

This report provides pay data for 13 staff position titles that are used in Senate committees, and for which sufficient data could be identified. Position titles and the years for which data are available since FY2001 are provided in **Table 1**. Titles were identified through a two-step process. The first step identified 302 job titles used in Senate committees in FY2014. Of those titles, 277, or 91.7%, were filled by only one staff member. In the second step, the remaining 25 titles were assessed to determine how many of the 20 Senate committees for which data were available⁶ employed staff with each title. Twelve position titles that were used by six or fewer panels (five for minority positions) were excluded.

Pay data were then collected for the remaining 13 positions. In order to be included, annual pay data for each position needed to be available from at least five committees (four for minority positions). When committees had more than one staff member with the same job title, data for no more than two staff per committee were collected.⁷ Senate committee staff had to hold a position

¹ Since 2014, the minimum level of gross pay has been \$2,267 for Senate staff. The maximum annual pay for Senate committee staff has since 2009 been \$171,315, 2 U.S.C. 4571, 2 U.S.C. 4575. Maximum payable rates for Senate committee staff since 2001 are available in **Table 2**.

² For discussion of resources available to committees, and their distribution, see CRS Report R43160, *Senate Committee Funding: Description of Process and Analysis of Disbursements*, by (name redacted) and (name redacted)

³ 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.

⁴ The *Report of the Secretary of the Senate* since April, 2011, is available at https://www.senate.gov/legislative/common/generic/report_secsen.htm.

⁵ <http://www.legistorm.com/>.

⁶ The Reports of the Secretary provided data for the following panels in FY2014: Aging; Agriculture, Nutrition and Forestry; Appropriations; Armed Services; Banking, Housing and Urban Affairs; Budget; Commerce, Science and Transportation; Energy and Natural Resources; Environment and Public Works; Ethics; Finance; Foreign Relations; Health, Education, Labor and Pensions; Homeland Security and Governmental Affairs; Indian Affairs; Intelligence; Judiciary; Rules and Administration; Small Business and Entrepreneurship; and Veterans' Affairs.

⁷ The numbers of staff whose data were counted are identified as observations in the data tables.

with the same job title in the same committee for the entire fiscal year examined, and not receive pay from any other congressional employing authority for their data to be included. Every recorded payment ascribed in the LegiStorm data to those staff for the fiscal year is tabulated. Data collected for this report may differ from an employee's stated annual salary due to the inclusion of overtime, bonuses, or other payments⁸ in addition to base salary paid in the course of a year.

Table 1. Senate Committee Staff Positions and Availability of Pay Data Since FY2001

Position Title	Available data
Chief Clerk	FY2001-FY2014
Chief Counsel	FY2001-FY2010, FY2012-FY2014
Communications Director	FY2007-FY2013
Counsel	FY2001-FY2014
Legislative Assistant	FY2010, FY2012-FY2014
Minority Chief Counsel	FY2010-FY2012, FY2014
Minority Staff Director	FY2005-FY2014
Press Secretary	FY2009, FY2011-FY2014
Professional Staff Member	FY2001-FY2014
Senior Counsel	FY2005-FY2014
Staff Assistant	FY2001-FY2014
Staff Director	FY2001-FY2014
Systems Administrator	FY2001-FY2014

Source: CRS. Available data column provides years in which sufficient data (annual pay data for each position from at least five committees, four for minority positions), were available.

Pay data for staff working in House committee offices are available in CRS Report R44322, *Staff Pay Levels for Selected Positions in House Committees, 2001-2014*. Data describing the pay of congressional staff working in the personal offices of Senators and Members of the House are available in CRS Report R44324, *Staff Pay Levels for Selected Positions in Senators' Offices, FY2001-FY2014*, and CRS Report R44323, *Staff Pay Levels for Selected Positions in House Member Offices, 2001-2014*, respectively.

Data Concerns

Data presented here are subject to some challenges that could affect findings presented or their interpretation. Some of the concerns include the following:

- Given the large number of positions with titles held by one Senate employee, data provided here almost certainly do not represent all of the jobs carried out by Senate committee staff.

⁸ 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.

- The manner in which staff titles are assigned might have implications about the representativeness of the data provided. Of positions for which data were collected, two broad categories emerge. The first category identifies positions titles that usually apply to one staff member per committee,⁹ while the second category includes positions for which committees might hire two or more staff members.¹⁰ Consequently, pay data that include all staff working in that position are likely to be more representative of what Senate committees pay staff in those positions than positions for which a smaller sample of pay data may have been collected.
- 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.
- 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.”¹¹

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 2** provides the maximum payable rates for Senate committee staff 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.¹²

⁹ Positions that typically employ one staff member per committee include staff director and systems administrator.

¹⁰ Positions that typically employ two or more staff members per committee include counsel, staff assistant, and professional staff member.

¹¹ U.S. Senate, Committee on Rules and Administration, *Senate Handbook* (Washington: 1996), pp. I-13, available from the authors.

¹² U.S. Department of Labor, Bureau of Labor Statistics, *Consumer Price Index*, at <http://www.bls.gov/cpi/tables.htm>.

Table 3 provides the available cumulative percentage changes in median pay for each of the 13 positions, Members of Congress, and salaries paid under the General Schedule in Washington, DC, and surrounding areas.¹³ **Table 4-Table 16** provide tabular pay data for each Senate committee staff position. 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 FY2014,¹⁴ depending on data availability, of the cumulative percentage change 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;¹⁵ and
- distributions of FY2014 pay, when available, in 2015 dollars, in \$10,000 increments.

Between FY2010 and FY2014, the change in median¹⁶ pay, in constant 2015 dollars, ranged from a 2.92% increase for systems administrators to a -24.41% decrease for counsels. Of 11 staff positions for which data were available in FY2010 and FY2014,¹⁷ 2 saw pay increases while 9 saw declines. 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).

Between FY2005 and FY2014, the change in median pay, in constant 2015 dollars, ranged from a 14.04% increase for systems administrators to a -13.26% decrease for staff assistants. Of nine staff positions for which data were available in FY2005 and FY2014,¹⁸ two saw pay increases while seven saw declines. This may be compared to changes to 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 45.68% increase for systems administrators to a -19.81% decrease for staff assistants. Of seven staff positions for which data were available in FY2010 and FY2014,¹⁹ four saw pay increases while three saw declines. This may be compared to changes to the pay of Members of Congress, -

¹³ 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/>. 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>.

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

¹⁵ 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>.

¹⁶ The median is the midpoint at which half of the numbers in a list are higher and the other half lower.

¹⁷ Sufficient data are not available in FY2010 and FY2014 for communications directors and press secretaries.

¹⁸ Sufficient data are not available in FY2005 and FY2014 for communications directors, legislative assistants, minority chief counsels, and press secretaries.

¹⁹ Sufficient data are not available in FY 2001 and FY 2014 for communications directors, legislative assistants, minority chief counsels, minority staff directors, senior counsels, and press secretaries.

10.29%, and General Schedule, DC, 6.42%, over approximately the same period (calendar years 2001-2014).

Table 2. Senate Committee Pay, Annual Maximums, 2001-2014

Year	Nominal \$	Constant 2015 \$
2001	\$142,415	\$190,282
2002	\$147,315	\$193,765
2003	\$152,015	\$195,492
2004	\$155,415	\$194,680
2005	\$159,415	\$193,147
2006	\$162,515	\$190,750
2007	\$162,515	\$185,467
2008	\$166,615	\$183,115
2009	\$171,315	\$188,953
2010	\$171,315	\$185,904
2011	\$171,315	\$180,215
2012	\$171,315	\$176,561
2013	\$171,315	\$174,012
2014	\$171,315	\$171,235

Source: 2 U.S.C. 4571, 2 U.S.C. 4575, note, CRS calculations. Detailed information about data sources is available above in "Data Tables and Visualizations."

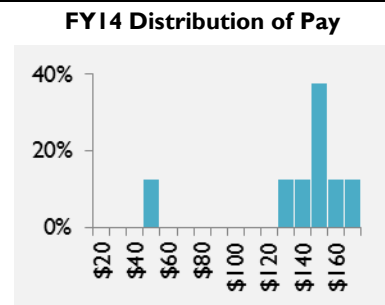
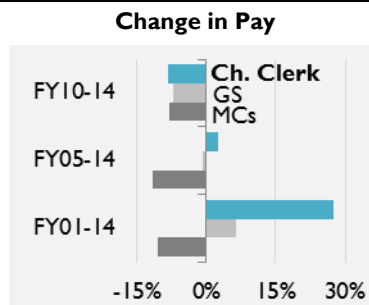
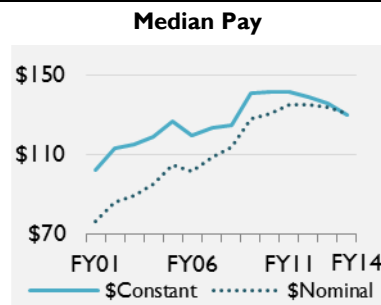
Table 3. Selected Senate Committee Staff Change in Pay, Selected Periods

	Change		
	5 Years FY10-14	10 Years FY05-14	14 Years FY01-14
Chief Clerk	-8.08%	2.65%	27.34%
Chief Counsel	2.47%	-10.94%	16.25%
Communications Director	—	—	—
Counsel	-24.41%	-15.17%	-9.42%
Legislative Assistant	-12.19%	—	—
Minority Chief Counsel	-2.84%	—	—
Minority Staff Director	-8.52%	-11.06%	
Press Secretary	—	—	—
Professional Staff Member	-2.59%	-12.94%	0.28%
Senior Counsel	-11.83%	-1.42%	—
Staff Assistant	-10.27%	-13.26%	-19.81%
Staff Director	-7.92%	-9.43%	-3.56%
Systems Administrator	2.92%	14.04%	45.68%
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 4 - Table 16** 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. “—” indicates no data available. Insufficient data were available for communications directors for FY2014. Between FY2007 and FY2013, change in pay for that position was -14.85%. Insufficient data were available for press secretaries for FY2010. Between FY2009 and FY2014, change in pay for that position was 38.10%. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 4. Chief Clerk, FY2001-FY2014

Year	Committees	Observations	Nominal \$				Constant \$			
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	12	13	\$61,583	\$80,403	\$76,604	\$103,271	\$82,157	\$107,264	\$102,196	\$137,772
FY02	14	18	\$66,562	\$88,542	\$86,431	\$113,739	\$87,417	\$116,283	\$113,511	\$149,375
FY03	14	15	\$70,431	\$94,909	\$89,524	\$135,000	\$90,437	\$121,868	\$114,953	\$173,346
FY04	16	18	\$34,704	\$97,442	\$95,339	\$149,295	\$43,405	\$121,874	\$119,245	\$186,730
FY05	13	15	\$40,558	\$100,062	\$104,792	\$142,402	\$49,066	\$121,050	\$126,773	\$172,271
FY06	13	14	\$41,878	\$100,753	\$101,996	\$146,260	\$49,078	\$118,078	\$119,534	\$171,409
FY07	12	13	\$69,966	\$114,958	\$108,688	\$162,515	\$79,726	\$130,994	\$123,849	\$185,185
FY08	14	14	\$76,761	\$113,709	\$113,782	\$162,473	\$84,234	\$124,780	\$124,860	\$178,292
FY09	17	18	\$81,166	\$126,366	\$128,157	\$168,757	\$89,386	\$139,164	\$141,137	\$185,849
FY10	18	19	\$83,962	\$134,475	\$130,663	\$171,000	\$90,973	\$145,704	\$141,575	\$185,280
FY11	17	18	\$87,078	\$138,801	\$135,185	\$171,000	\$91,462	\$145,789	\$141,992	\$179,610
FY12	17	18	\$48,227	\$132,908	\$135,083	\$171,000	\$49,628	\$136,769	\$139,008	\$175,969
FY13	12	12	\$119,189	\$139,721	\$133,680	\$171,000	\$120,882	\$141,705	\$135,578	\$173,428
FY14	13	14	\$75,540	\$126,002	\$130,396	\$171,000	\$75,390	\$125,751	\$130,136	\$170,660
							5 Years, FY10-FY14:		-8.08%	
							Change	10 Years, FY05-FY14:		2.65%
							14 Years, FY01-FY14:		27.34%	

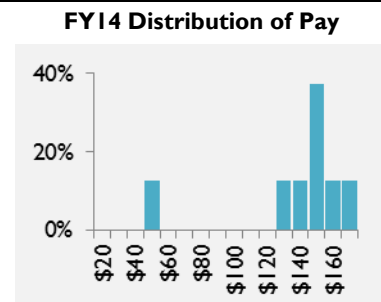
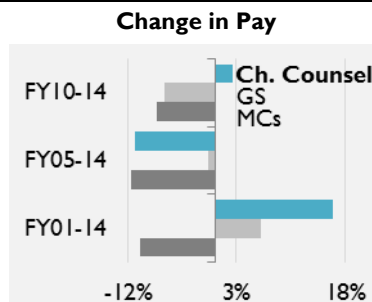
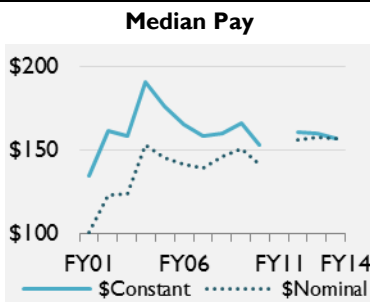


Dollars in figures are in thousands.

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 5. Chief Counsel, FY2001-FY2014

Year	Committees	Observations	Nominal \$				Constant \$			
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	6	7	\$84,486	\$107,951	\$101,201	\$136,993	\$112,711	\$144,015	\$135,010	\$182,759
FY02	7	8	\$61,650	\$113,507	\$122,944	\$146,090	\$80,965	\$149,071	\$161,465	\$191,862
FY03	5	6	\$90,508	\$123,015	\$123,692	\$150,840	\$116,217	\$157,957	\$158,827	\$193,686
FY04	6	7	\$120,165	\$144,151	\$152,992	\$154,382	\$150,295	\$180,296	\$191,354	\$193,091
FY05	5	6	\$91,457	\$136,380	\$145,667	\$158,032	\$110,641	\$164,986	\$176,222	\$191,179
FY06	9	11	\$79,000	\$132,776	\$141,617	\$161,740	\$92,584	\$155,607	\$165,968	\$189,551
FY07	6	6	\$88,208	\$135,139	\$139,245	\$161,776	\$100,513	\$153,990	\$158,669	\$184,342
FY08	5	6	\$102,844	\$140,442	\$146,107	\$163,542	\$112,857	\$154,115	\$160,332	\$179,464
FY09	5	6	\$115,811	\$147,836	\$151,134	\$168,091	\$127,540	\$162,808	\$166,441	\$185,115
FY10	5	6	\$104,500	\$141,385	\$141,350	\$171,315	\$113,226	\$153,191	\$153,154	\$185,621
FY11	—	—	—	—	—	—	—	—	—	—
FY12	5	7	\$48,227	\$144,430	\$156,360	\$171,000	\$49,628	\$148,626	\$160,903	\$175,969
FY13	6	8	\$117,667	\$151,158	\$157,650	\$171,315	\$119,337	\$153,304	\$159,889	\$173,748
FY14	6	8	\$56,250	\$144,077	\$157,255	\$171,315	\$56,138	\$143,791	\$156,943	\$170,974
							5 Years, FY10-FY14:		2.47%	
Change							10 Years, FY05-FY14:		-10.94%	
							14 Years, FY01-FY14:		16.25%	

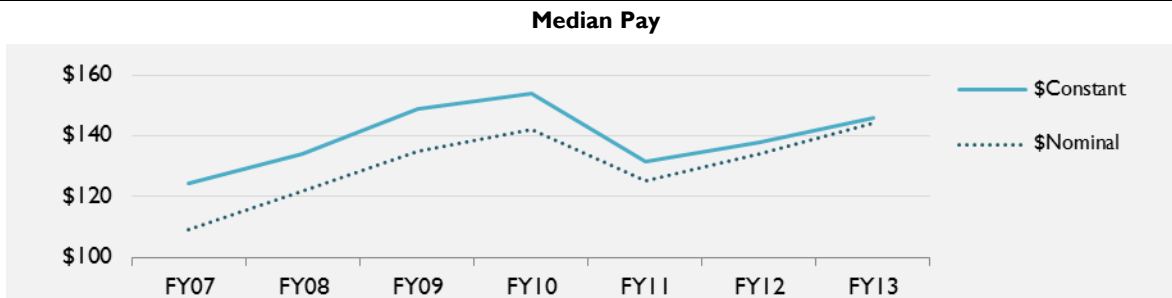


Dollars in figures are in thousands.

Source Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. “—” indicates insufficient data were available. 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 6. Communications Director, FY2007-F20Y13

Year	Committees	Observations	Nominal \$				Constant \$			
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY07	9	10	\$73,556	\$107,862	\$109,160	\$134,132	\$83,817	\$122,909	\$124,387	\$152,842
FY08	9	12	\$85,026	\$119,613	\$122,042	\$145,043	\$93,304	\$131,259	\$133,924	\$159,164
FY09	7	7	\$96,248	\$131,961	\$135,050	\$158,855	\$105,996	\$145,326	\$148,728	\$174,943
FY10	7	9	\$100,995	\$139,589	\$142,102	\$163,230	\$109,429	\$151,246	\$153,968	\$176,861
FY11	5	5	\$116,096	\$128,866	\$125,214	\$153,024	\$121,942	\$135,354	\$131,519	\$160,729
FY12	7	8	\$45,555	\$122,498	\$134,026	\$171,000	\$46,879	\$126,057	\$137,920	\$175,969
FY13	5	5	\$85,000	\$139,038	\$144,026	\$171,000	\$86,207	\$141,012	\$146,071	\$173,428
FY14	—	—	—	—	—	—	—	—	—	—
Change							8 Years, FY07-FY13:	-14.85%		

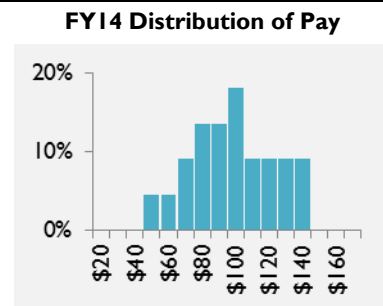
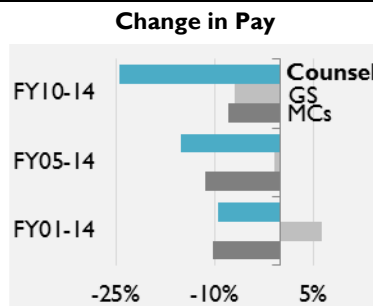
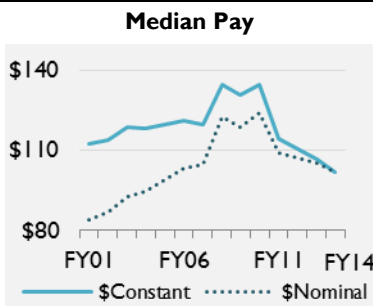


Dollars in figures are in thousands.

Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. “—” indicates insufficient data were available. Tabular change is based on median change in pay expressed in constant dollars for the period noted. In the visualization, position pay information based on constant 2015 dollars in thousands of dollars is presented in blue. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 7. Counsel, FY2001-FY2014

Year	Committees	Observations	Nominal \$				Constant \$			
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	11	15	\$45,667	\$82,655	\$84,134	\$113,854	\$60,923	\$110,268	\$112,241	\$151,890
FY02	15	23	\$64,750	\$88,242	\$86,862	\$133,302	\$85,037	\$115,889	\$114,077	\$175,068
FY03	12	18	\$46,625	\$94,565	\$92,492	\$144,254	\$59,869	\$121,426	\$118,764	\$185,229
FY04	14	22	\$52,750	\$96,079	\$94,462	\$149,251	\$65,977	\$120,169	\$118,148	\$186,674
FY05	11	17	\$58,926	\$100,903	\$99,076	\$158,248	\$71,286	\$122,068	\$119,858	\$191,442
FY06	11	17	\$57,500	\$107,137	\$103,245	\$161,611	\$67,387	\$125,559	\$120,998	\$189,400
FY07	10	17	\$51,083	\$108,590	\$104,969	\$151,620	\$58,209	\$123,738	\$119,612	\$172,770
FY08	11	19	\$82,694	\$120,259	\$122,423	\$155,544	\$90,745	\$131,967	\$134,342	\$170,687
FY09	13	19	\$68,347	\$118,728	\$118,751	\$168,189	\$75,269	\$130,753	\$130,778	\$185,223
FY10	14	24	\$53,125	\$115,834	\$124,146	\$161,504	\$57,561	\$125,506	\$134,513	\$174,990
FY11	12	21	\$65,587	\$115,139	\$108,961	\$171,147	\$68,889	\$120,937	\$114,447	\$179,764
FY12	14	23	\$62,167	\$112,031	\$107,330	\$157,000	\$63,973	\$115,286	\$110,448	\$161,562
FY13	10	17	\$53,000	\$113,373	\$105,000	\$160,300	\$53,753	\$114,983	\$106,491	\$162,576
FY14	14	22	\$53,000	\$103,676	\$101,875	\$148,087	\$52,894	\$103,469	\$101,672	\$147,793
							5 Years, FY10-FY14: -24.41%			
							Change	10 Years, FY05-FY14: -15.17%		
								14 Years, FY01-FY14 -9.42%		

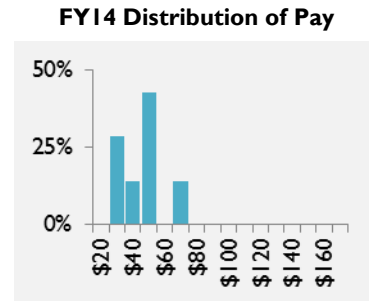
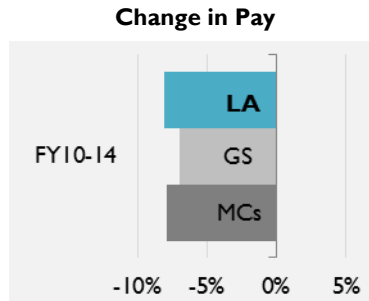
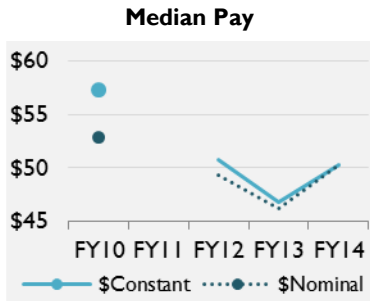


Dollars in figures are in thousands.

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. Legislative Assistant, FY2010-FY2014

Year	Committees	Observations	Nominal \$				Constant \$			
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY10	5	9	\$44,000	\$54,821	\$52,795	\$75,698	\$47,674	\$59,399	\$57,204	\$82,019
FY11	—	—	—	—	—	—	—	—	—	—
FY12	6	10	\$44,167	\$51,990	\$49,285	\$69,091	\$45,450	\$53,501	\$50,717	\$71,098
FY13	6	8	\$34,500	\$45,915	\$46,186	\$60,623	\$34,990	\$46,567	\$46,842	\$61,484
FY14	5	7	\$38,262	\$51,101	\$50,333	\$75,250	\$38,186	\$51,000	\$50,233	\$75,100
			Change		5 Years, FY10-FY14				-12.19%	

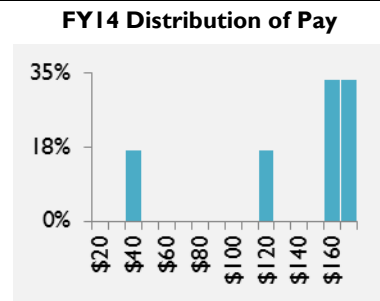
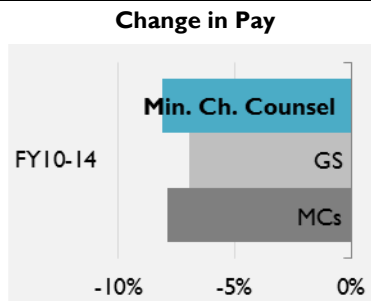
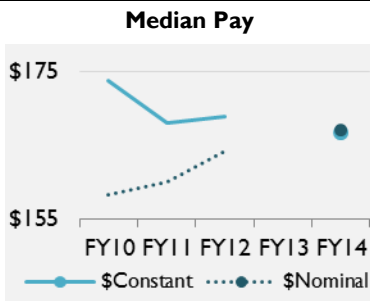


Dollars in figures are in thousands.

Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. “—” indicates insufficient data were available. 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. Minority Chief Counsel, FY2010-FY2014

Year	Committees	Observations	Nominal \$				Constant \$			
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY10	4	4	\$155,750	\$160,401	\$158,359	\$169,136	\$168,756	\$173,795	\$171,583	\$183,260
FY11	5	5	\$38,642	\$161,337	\$160,054	\$62,000	\$40,588	\$169,461	\$168,113	\$65,122
FY12	4	4	\$159,030	\$164,649	\$164,125	\$171,315	\$163,651	\$169,433	\$168,894	\$176,293
FY13	—	—	—	—	—	—	—	—	—	—
FY14	5	6	\$50,000	\$142,659	\$167,041	\$171,315	\$49,900	\$142,375	\$166,709	\$170,974
			Change		5 Years, FY10-FY14:		-2.84%			

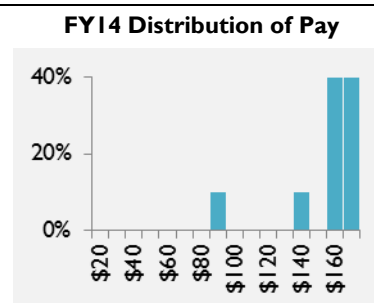
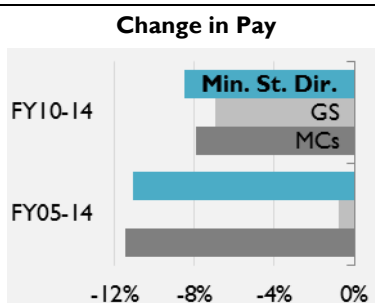
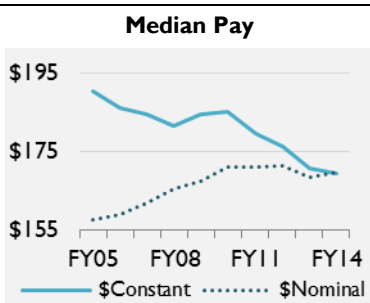


Dollars in figures are in thousands.

Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. “—” indicates insufficient data were available. 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 10. Minority Staff Director, FY2005-FY2014

Year	Committees	Observations	Nominal \$				Constant \$			
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY05	4	4	\$153,248	\$156,659	\$157,487	\$158,415	\$185,393	\$189,519	\$190,520	\$191,643
FY06	6	6	\$142,577	\$156,150	\$158,976	\$161,740	\$167,094	\$183,000	\$186,312	\$189,551
FY07	4	4	\$146,354	\$158,185	\$161,936	\$162,515	\$166,770	\$180,251	\$184,525	\$185,185
FY08	9	9	\$86,829	\$155,917	\$165,419	\$165,590	\$95,283	\$171,097	\$181,524	\$181,712
FY09	8	8	\$164,496	\$167,310	\$167,489	\$169,161	\$181,156	\$184,255	\$184,452	\$186,293
FY10	10	10	\$98,583	\$162,978	\$170,947	\$171,315	\$106,816	\$176,588	\$185,222	\$185,621
FY11	10	11	\$103,750	\$160,060	\$170,900	\$171,315	\$108,974	\$168,119	\$179,505	\$179,941
FY12	13	14	\$125,000	\$164,312	\$171,315	\$171,315	\$128,632	\$169,086	\$176,293	\$176,293
FY13	5	5	\$143,497	\$164,241	\$168,276	\$171,315	\$145,535	\$166,573	\$170,666	\$173,748
FY14	9	10	\$90,500	\$160,094	\$169,785	\$171,315	\$90,320	\$159,775	\$169,447	\$170,974
							Change	5 Years, FY10-FY14:		- 8.52%
								10 Years, FY05-FY14:		- 11.06%



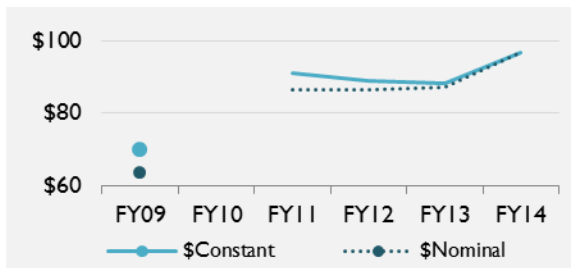
Dollars in figures are in thousands.

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.”

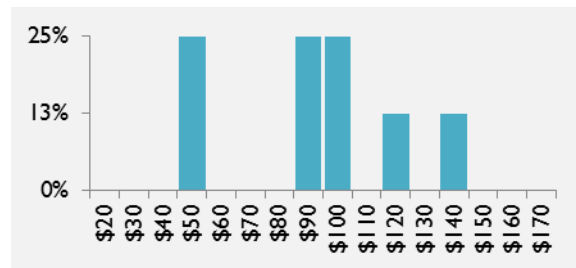
Table 11. Press Secretary, FY2009-FY2014

Year	Committees	Observations	Nominal \$				Constant \$			
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY09	6	7	\$45,070	\$69,463	\$63,500	\$108,072	\$49,634	\$76,498	\$69,931	\$119,018
FY10	—	—	—	—	—	—	—	—	—	—
FY11	5	5	\$55,263	\$82,915	\$86,500	\$101,146	\$58,046	\$87,090	\$90,855	\$106,239
FY12	8	8	\$61,333	\$89,138	\$86,275	\$140,225	\$63,115	\$91,728	\$88,782	\$144,299
FY13	5	6	\$48,833	\$86,476	\$87,000	\$141,520	\$49,527	\$87,703	\$88,235	\$143,530
FY14	6	8	\$51,049	\$96,271	\$96,768	\$144,277	\$50,947	\$96,079	\$96,576	\$143,990
							Change	6 Years, FY09-FY14		38.10%

Median Pay



FY14 Distribution of Pay

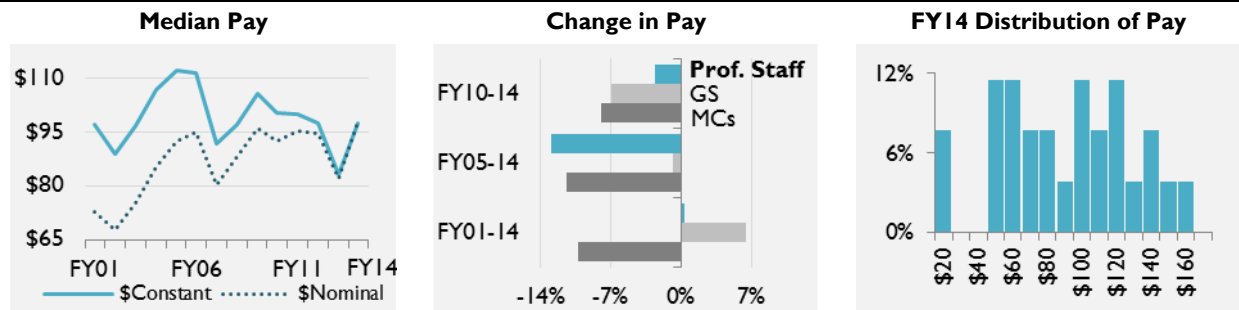


Dollars in figures are in thousands.

Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. “—” indicates insufficient data were available. In the visualizations, position pay information based on constant 2015 dollars in thousands of dollars, or change in those levels, is presented in blue. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 12. Professional Staff Member, FY2001-FY2014

Year	Committees	Observations	Nominal \$				Constant \$			
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	12	20	\$39,833	\$77,309	\$72,950	\$132,792	\$53,141	\$103,135	\$97,321	\$177,154
FY02	17	29	\$45,310	\$77,372	\$67,750	\$142,500	\$59,506	\$101,614	\$88,977	\$187,147
FY03	16	27	\$52,241	\$84,021	\$75,431	\$130,622	\$67,080	\$107,887	\$96,857	\$167,725
FY04	18	32	\$34,065	\$85,743	\$85,378	\$134,736	\$42,607	\$107,242	\$106,786	\$168,520
FY05	16	29	\$43,750	\$90,783	\$92,670	\$146,717	\$52,927	\$109,825	\$112,108	\$177,491
FY06	17	31	\$46,383	\$90,325	\$95,025	\$132,982	\$54,359	\$105,856	\$111,365	\$155,848
FY07	18	34	\$50,011	\$88,776	\$80,515	\$154,750	\$56,987	\$101,160	\$91,747	\$176,337
FY08	19	35	\$50,667	\$93,804	\$88,375	\$160,473	\$55,599	\$102,937	\$96,979	\$176,097
FY09	17	29	\$18,224	\$101,308	\$96,104	\$169,161	\$20,070	\$111,568	\$105,837	\$186,293
FY10	18	34	\$18,952	\$94,800	\$92,474	\$169,839	\$20,535	\$102,716	\$100,196	\$184,021
FY11	16	31	\$20,065	\$97,814	\$95,228	\$171,184	\$21,075	\$102,739	\$100,022	\$179,803
FY12	19	33	\$40,250	\$97,808	\$94,597	\$168,500	\$41,419	\$100,650	\$97,345	\$173,396
FY13	14	25	\$46,089	\$102,714	\$82,000	\$170,837	\$46,743	\$104,172	\$83,164	\$173,263
FY14	14	26	\$19,208	\$96,447	\$97,792	\$165,659	\$19,170	\$96,255	\$97,597	\$165,329
							5 Years, FY10-FY14:		-2.59%	
							Change	10 Years, FY05-FY14:		-12.94%
							14 Years, FY01-FY14:		0.28%	

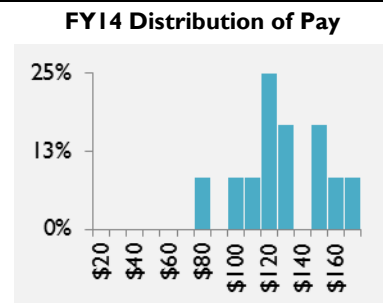
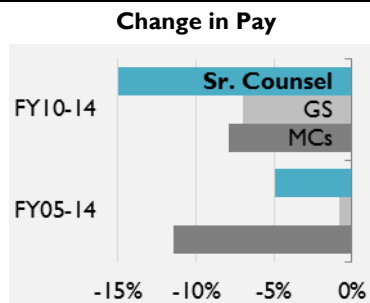
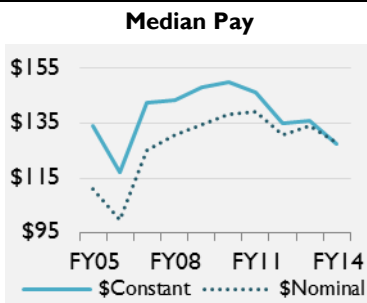


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Table 13. Senior Counsel, FY2005-FY2014

Year	Committees	Observations	Nominal \$				Constant \$			
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY05	5	6	\$76,979	\$112,844	\$110,836	\$139,937	\$93,126	\$136,514	\$134,084	\$169,289
FY06	5	8	\$87,268	\$104,884	\$99,871	\$143,270	\$102,274	\$122,919	\$117,044	\$167,905
FY07	7	7	\$97,000	\$125,969	\$125,221	\$162,515	\$110,531	\$143,541	\$142,688	\$185,185
FY08	6	8	\$113,665	\$131,615	\$130,872	\$151,715	\$124,732	\$144,429	\$143,614	\$166,486
FY09	8	13	\$97,585	\$131,288	\$134,472	\$158,651	\$107,468	\$144,585	\$148,092	\$174,719
FY10	5	9	\$111,026	\$139,345	\$138,367	\$165,567	\$120,298	\$150,981	\$149,921	\$179,393
FY11	6	10	\$79,792	\$131,807	\$139,372	\$171,315	\$83,809	\$138,444	\$146,389	\$179,941
FY12	7	12	\$95,917	\$130,086	\$130,992	\$165,070	\$98,703	\$133,866	\$134,798	\$169,866
FY13	7	11	\$92,417	\$130,145	\$134,000	\$167,320	\$93,729	\$131,993	\$135,903	\$169,696
FY14	8	12	\$28,760	\$133,079	\$127,788	\$170,650	\$28,702	\$132,814	\$127,534	\$170,310
							Change	5 Years, FY10-FY14:	-11.83%	
								10 Years, FY05-FY14:	-1.42%	

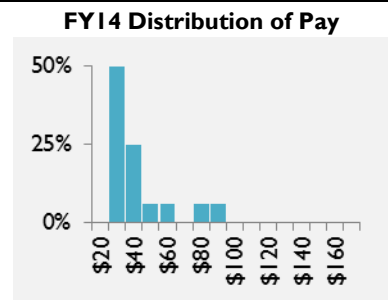
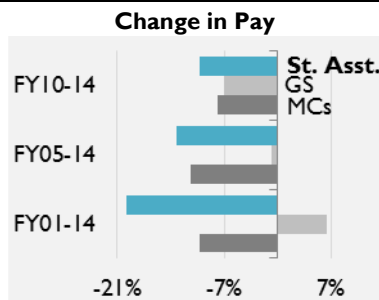
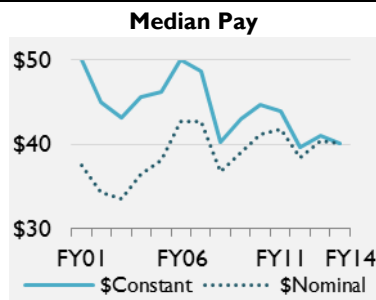


Dollars in figures are in thousands.

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Table 14. Staff Assistant, FY2001-2014

Year	Committees	Observations	Nominal \$				Constant \$			
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	12	19	\$25,750	\$40,255	\$37,480	\$62,500	\$34,352	\$53,703	\$50,001	\$83,380
FY02	16	28	\$15,017	\$38,281	\$34,275	\$67,500	\$19,721	\$50,275	\$45,014	\$88,649
FY03	11	22	\$15,875	\$35,769	\$33,648	\$59,252	\$20,384	\$45,929	\$43,206	\$76,082
FY04	16	25	\$24,374	\$40,718	\$36,510	\$74,208	\$30,486	\$50,927	\$45,664	\$92,815
FY05	14	24	\$27,031	\$44,228	\$38,210	\$74,760	\$32,701	\$53,505	\$46,225	\$90,441
FY06	9	15	\$20,379	\$49,025	\$42,693	\$82,667	\$23,883	\$57,455	\$50,034	\$96,881
FY07	9	15	\$20,379	\$49,025	\$42,693	\$82,667	\$23,222	\$55,864	\$48,648	\$94,198
FY08	16	26	\$18,057	\$41,565	\$36,767	\$82,055	\$19,815	\$45,612	\$40,347	\$90,044
FY09	18	30	\$29,405	\$45,395	\$39,156	\$85,670	\$32,383	\$49,992	\$43,122	\$94,346
FY10	14	27	\$30,250	\$46,016	\$41,237	\$90,145	\$32,776	\$49,859	\$44,680	\$97,673
FY11	14	24	\$32,169	\$43,959	\$41,793	\$87,002	\$33,788	\$46,173	\$43,898	\$91,383
FY12	14	23	\$26,081	\$41,748	\$38,543	\$85,000	\$26,839	\$42,961	\$39,662	\$87,470
FY13	12	16	\$32,750	\$45,196	\$40,455	\$99,000	\$33,215	\$45,838	\$41,029	\$100,406
FY14	10	16	\$30,081	\$48,008	\$40,174	\$99,667	\$30,021	\$47,913	\$40,094	\$99,468
							5 Years, FY10-FY14:			
							Change 10 Years, FY05-FY14:			
							14 Years, FY01-FY14:			

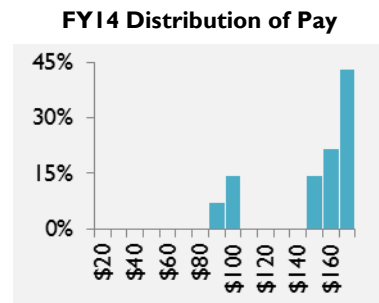
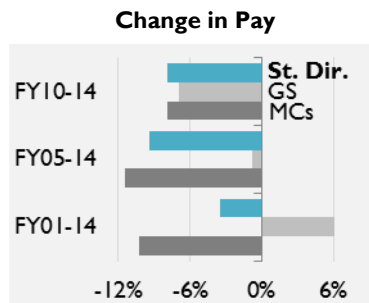
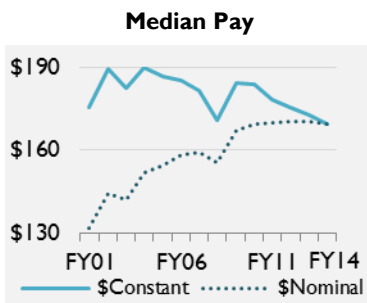


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Table 15. Staff Director, FY2001-FY2014

Year	Committees	Observations	Nominal \$				Constant \$			
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	7	7	\$122,300	\$132,763	\$131,658	\$141,465	\$163,158	\$177,116	\$175,641	\$188,725
FY02	12	15	\$124,538	\$141,015	\$144,234	\$146,090	\$163,558	\$185,196	\$189,424	\$191,862
FY03	8	10	\$70,500	\$135,431	\$142,182	\$150,840	\$90,525	\$173,900	\$182,569	\$193,686
FY04	10	13	\$95,875	\$145,224	\$152,015	\$154,565	\$119,915	\$181,638	\$190,131	\$193,321
FY05	7	10	\$103,500	\$148,838	\$154,594	\$158,415	\$125,209	\$180,057	\$187,020	\$191,643
FY06	11	16	\$101,512	\$146,915	\$158,261	\$161,740	\$118,967	\$172,177	\$185,473	\$189,551
FY07	13	15	\$112,500	\$151,560	\$159,500	\$162,515	\$128,193	\$172,702	\$181,749	\$185,185
FY08	12	14	\$101,790	\$148,983	\$155,671	\$165,590	\$111,701	\$163,489	\$170,827	\$181,712
FY09	6	6	\$108,585	\$154,373	\$167,386	\$169,161	\$119,582	\$170,008	\$184,338	\$186,293
FY10	11	12	\$114,197	\$163,801	\$169,776	\$171,315	\$123,734	\$177,479	\$183,954	\$185,621
FY11	11	12	\$102,000	\$160,654	\$169,838	\$171,315	\$107,136	\$168,743	\$178,389	\$179,941
FY12	14	15	\$115,000	\$163,053	\$170,647	\$171,315	\$118,341	\$167,790	\$175,605	\$176,293
FY13	7	8	\$91,890	\$159,899	\$170,573	\$171,315	\$93,195	\$162,169	\$172,996	\$173,748
FY14	12	14	\$96,250	\$153,548	\$169,729	\$171,315	\$96,058	\$153,243	\$169,392	\$170,974
							5 Years, FY10-FY14:		-7.92%	
							Change	10 Years, FY05-FY14:		-9.43%
							14 Years, FY01-FY14:		-3.56%	

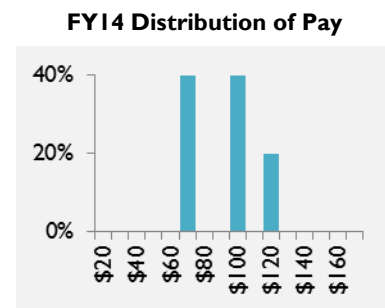
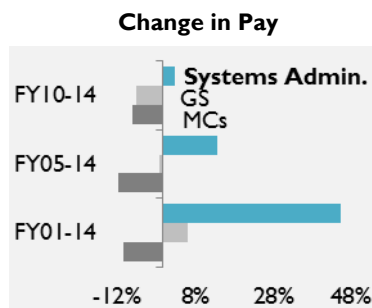
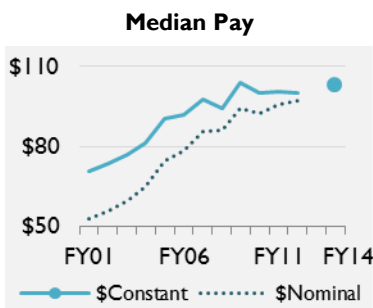


Dollars in figures are in thousands.

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 16. Systems Administrator, FY2001-FY2014

Year	Committees	Observations	Nominal \$				Constant \$			
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	7	7	\$37,766	\$55,418	\$53,000	\$79,902	\$50,383	\$73,932	\$70,706	\$106,595
FY02	6	6	\$41,866	\$53,576	\$55,982	\$65,386	\$54,984	\$70,362	\$73,522	\$87,872
FY03	8	8	\$46,175	\$60,691	\$59,910	\$72,926	\$59,291	\$77,931	\$76,928	\$93,640
FY04	8	8	\$57,215	\$65,508	\$64,965	\$75,258	\$71,561	\$81,934	\$81,254	\$94,128
FY05	6	6	\$66,000	\$75,151	\$74,667	\$84,447	\$79,844	\$90,914	\$90,329	\$102,160
FY06	9	9	\$61,917	\$79,205	\$78,318	\$104,374	\$72,563	\$92,825	\$91,785	\$122,321
FY07	8	8	\$70,677	\$86,261	\$85,579	\$104,631	\$80,536	\$98,294	\$97,517	\$119,227
FY08	7	7	\$66,755	\$87,822	\$86,062	\$104,286	\$73,254	\$96,372	\$94,441	\$114,239
FY09	6	6	\$70,344	\$93,240	\$94,181	\$112,571	\$77,468	\$102,683	\$103,720	\$123,972
FY10	7	7	\$75,788	\$93,062	\$92,375	\$109,958	\$82,117	\$100,833	\$100,089	\$119,140
FY11	7	7	\$79,802	\$95,981	\$95,578	\$112,625	\$83,820	\$100,814	\$100,390	\$118,296
FY12	5	5	\$75,802	\$98,218	\$97,083	\$116,773	\$78,004	\$101,072	\$99,904	\$120,166
FY13	—	—	—	—	—	—	—	—	—	—
FY14	5	5	\$77,563	\$98,631	\$103,212	\$124,791	\$77,408	\$98,435	\$103,007	\$124,543
							5 Years, FY10-FY14:		2.92%	
							Change	10 Years, FY05-FY14:		14.04%
								14 Years, FY01-FY14:		45.68%



Dollars in figures are in thousands.

Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. “—” indicates insufficient data were available. 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.”

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Acknowledgments

Jacobo Licona and Brian Hamel, former CRS interns, collected data for this report.

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