

Staff Pay Levels for Selected Positions in Senators' Offices, FY2001-FY2015

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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 15-year intervals from FY2015, 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 FY2015 pay in \$10,000 increments.

In the past five years (FY2011 and FY2015), the change in median pay, in constant 2016 dollars, ranged from a 9.86% increase for press secretaries to a -26.05% decrease for specials directors. Eight of the 16 positions experienced increases in pay, while the remaining eight positions saw declines in pay. This may be compared to changes to the pay of Members of Congress, -5.10%, and General Schedule, DC, -3.19%, over approximately the same period (calendar years 2011-2015).

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.

Information about the duration of staff employment is available in CRS Report R44683, *Staff Tenure in Selected Positions in House Committees, 2006-2016*, CRS Report R44685, *Staff Tenure in Selected Positions in Senate Committees, 2006-2016*, CRS Report R44682, *Staff Tenure in Selected Positions in House Member Offices, 2006-2016*, and CRS Report R44684, *Staff Tenure in Selected Positions in Senators' Offices, 2006-2016*.

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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 from a consistent source. 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-FY2015 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-FY2015, 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.¹⁶

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.¹⁷
- 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.”¹⁸

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 2016 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, 2016 dollars.¹⁹

Table 2 provides available cumulative percentage changes in pay in constant 2016 dollars for each of the 16 positions, Members of Congress,²⁰ and salaries paid under the General Schedule in

¹⁶ Information about the duration of staff employment is available in CRS Report R44683, *Staff Tenure in Selected Positions in House Committees, 2006-2016*, CRS Report R44685, *Staff Tenure in Selected Positions in Senate Committees, 2006-2016*, CRS Report R44682, *Staff Tenure in Selected Positions in House Member Offices, 2006-2016*, and CRS Report R44684, *Staff Tenure in Selected Positions in Senators' Offices, 2006-2016*.

¹⁷ 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).

¹⁸ U.S. Senate, Committee on Rules and Administration, *Senate Handbook* (Washington: 1996), pp. I-13.

¹⁹ U.S. Department of Labor, Bureau of Labor Statistics, *Consumer Price Index*, at <http://www.bls.gov/cpi/tables.htm>.

²⁰ Member pay data are taken from CRS Report 97-1011, *Salaries of Members of Congress: Recent Actions and Historical Tables*, by (name redacted).

Washington, DC, and surrounding areas.²¹ **Table 3-Table 18** provide tabular pay data for 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 2016 dollars;
- a comparison at 5-, 10-, and 15-year intervals from FY2015,²² depending on data availability, of the cumulative percentage change in pay of that position to changes in pay, in constant 2016 dollars, of Members of Congress and federal civilian workers paid under the General Schedule in Washington, DC, and surrounding areas; and
- distributions of FY2015 pay, in 2016 dollars, in \$10,000 increments.

Between FY2011 and FY2015, the change in median²³ pay, in constant 2016 dollars, ranged from a 9.86% increase for press secretaries to a -26.05% decrease for specials directors. Of the 16 positions, half saw pay increases, while the other half saw pay decreases during the five-year period. This may be compared to changes in the pay of Members of Congress, -5.1%, and General Schedule, DC, -3.19%, over approximately the same period (calendar years 2011-2015).

Between FY2006 and FY2015, the change in median pay, in constant 2016 dollars, ranged from a 15.69% increase for field representatives to a -18.96% decrease for executive assistants. Of the 16 staff positions, 4 saw pay increases while 12 saw declines. This may be compared to changes in the pay of Members of Congress, -10.41%, and General Schedule, DC, -0.13%, over approximately the same period (calendar years 2006-2015).

Between FY2001 and FY2015, the change in median pay, in constant 2016 dollars, ranged from a 27.09% increase for state directors to a -19.64% decrease for press secretaries. Of 15 staff positions for which data were available between FY2001 and FY2015,²⁴ 7 positions saw pay increases while 8 saw declines. This may be compared to changes in the pay of Members of Congress, -10.4%, and General Schedule, DC, 7.36%, over approximately the same period (calendar years 2001-2015).

²¹ 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>.

²² 5 years, FY2011-FY2015; 10 years, FY2006-FY2015; and 14 years, FY2001-FY2015.

²³ The median is the midpoint at which half of the numbers in a list are higher and the other half lower.

²⁴ Data are not available in FY2001 for administrative directors.

Table 1. Annual Maximum Pay for Selected Staff In Senators' Offices, 2001-2015

Year	Nominal \$	Constant 2016 \$
2001	\$140,559	\$189,514
2002	\$145,459	\$193,068
2003	\$150,159	\$194,866
2004	\$153,559	\$194,109
2005	\$157,559	\$192,638
2006	\$160,659	\$190,290
2007	\$160,659	\$185,020
2008	\$164,759	\$182,726
2009	\$169,459	\$188,610
2010	\$169,459	\$185,566
2011	\$169,459	\$179,888
2012	\$169,459	\$176,240
2013	\$169,459	\$173,696
2014	\$169,459	\$170,924
2015	\$169,459	\$170,721

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

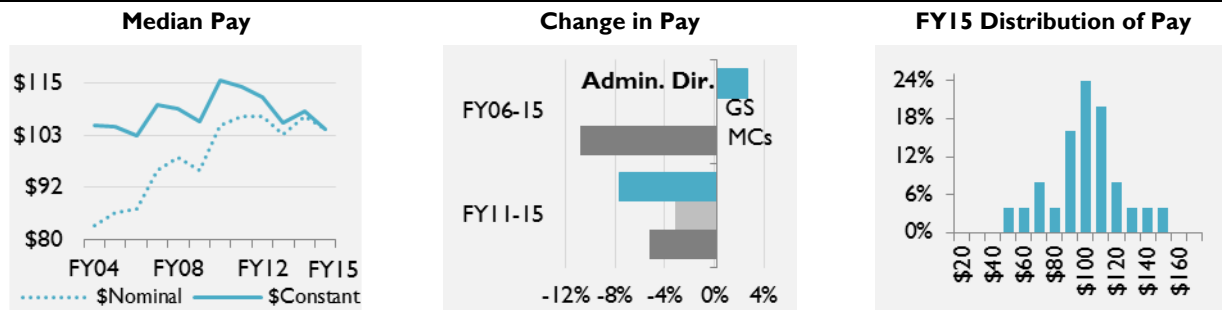
Table 2. Change in Pay for Selected Staff In Senators' Offices, Selected Periods

	Change (Based on Constant, 2016 Dollars)		
	5 Years FY11-15	10 Years FY06-15	15 Years FY01-15
Administrative Director	-7.37%	2.31%	—
Casework Supervisor	1.75%	-4.24%	14.62%
Caseworker	4.72%	-9.20%	3.32%
Chief of Staff	-5.10%	-8.48%	-5.95%
Communications Director	5.83%	1.85%	8.74%
Counsel	-0.44%	-7.12%	-8.39%
Executive Assistant	-7.92%	-18.96%	-7.70%
Field Representative	3.91%	15.69%	7.87%
Legislative Assistant	-8.78%	-5.06%	-6.42%
Legislative Correspondent	-0.82%	-3.19%	-1.22%
Legislative Director	0.01%	-0.44%	5.55%
Press Secretary	9.86%	-4.65%	-19.64%
Scheduler	-7.44%	-7.22%	3.76%
Specials Director	-26.05%	-11.17%	-17.14%
Staff Assistant	0.09%	-12.47%	-4.62%
State Director	3.89%	13.53%	27.09%
Members of Congress	-5.10%	-10.41%	-10.40%
General Schedule, DC	-3.19%	-0.13%	7.36%

Source: CRS calculations, based on pay data provided in Table 3-Table 18 for congressional positions in constant, 2016 dollars, 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	Obs	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY04	18	\$33,750	\$83,942	\$83,080	\$142,968	\$42,662	\$106,109	\$105,019	\$180,721
FY05	15	\$33,200	\$87,806	\$85,875	\$150,223	\$40,592	\$107,355	\$104,994	\$183,669
FY06	22	\$38,597	\$84,438	\$86,821	\$124,264	\$45,715	\$100,011	\$102,834	\$147,183
FY07	19	\$65,453	\$95,393	\$95,271	\$126,242	\$75,377	\$109,858	\$109,717	\$145,384
FY08	25	\$71,706	\$100,159	\$98,179	\$140,250	\$79,525	\$111,082	\$108,886	\$155,544
FY09	25	\$46,459	\$96,479	\$95,164	\$140,250	\$51,709	\$107,382	\$105,918	\$156,100
FY10	25	\$64,772	\$102,624	\$105,167	\$150,811	\$70,928	\$112,378	\$115,163	\$165,145
FY11	25	\$54,375	\$104,195	\$107,000	\$153,506	\$57,721	\$110,607	\$113,585	\$162,953
FY12	25	\$58,000	\$104,323	\$107,000	\$135,521	\$60,321	\$108,498	\$111,282	\$140,944
FY13	25	\$42,667	\$102,752	\$103,200	\$169,000	\$43,733	\$105,321	\$105,780	\$173,226
FY14	25	\$50,937	\$103,458	\$107,265	\$139,080	\$51,378	\$104,352	\$108,192	\$140,282
FY15	25	\$56,375	\$106,212	\$104,433	\$150,522	\$56,795	\$107,003	\$105,211	\$151,643
Change							5 Years, FY11-FY15	-7.37%	
							10 Years, FY06-FY15	2.31%	

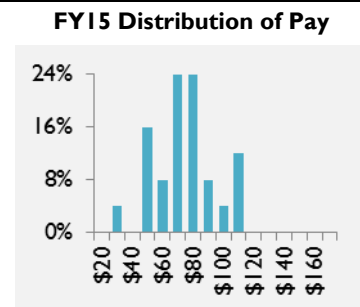
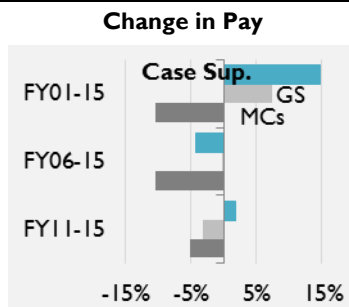
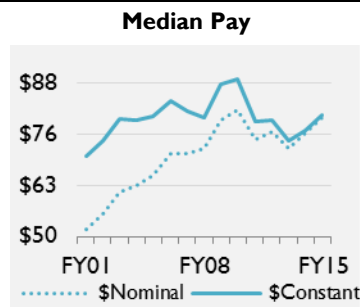


Dollars in figures are in thousands.

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 2016 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 2016 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	Obs	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$23,928	\$50,594	\$51,828	\$83,000	\$32,262	\$68,215	\$69,878	\$111,908
FY02	25	\$28,334	\$57,812	\$55,667	\$87,625	\$37,608	\$76,734	\$73,886	\$116,305
FY03	24	\$27,620	\$58,399	\$60,956	\$82,750	\$35,844	\$75,786	\$79,104	\$107,387
FY04	25	\$27,500	\$60,683	\$62,549	\$88,679	\$34,762	\$76,708	\$79,066	\$112,096
FY05	25	\$33,933	\$65,254	\$65,250	\$137,450	\$41,488	\$79,782	\$79,777	\$168,052
FY06	25	\$33,933	\$67,610	\$70,611	\$102,768	\$40,191	\$80,079	\$83,634	\$121,722
FY07	25	\$33,741	\$69,613	\$70,599	\$103,461	\$38,857	\$80,169	\$81,305	\$119,149
FY08	25	\$50,708	\$73,334	\$71,789	\$109,333	\$56,238	\$81,331	\$79,617	\$121,256
FY09	25	\$55,750	\$79,269	\$79,000	\$109,356	\$62,050	\$88,227	\$87,928	\$121,715
FY10	25	\$40,773	\$80,992	\$81,416	\$120,697	\$44,648	\$88,690	\$89,154	\$132,169
FY11	25	\$40,773	\$76,233	\$74,154	\$122,000	\$43,282	\$80,924	\$78,718	\$129,508
FY12	25	\$40,000	\$74,940	\$76,000	\$127,000	\$41,601	\$77,939	\$79,041	\$132,082
FY13	25	\$34,187	\$68,184	\$72,000	\$95,583	\$35,041	\$69,889	\$73,800	\$97,973
FY14	25	\$35,500	\$74,974	\$75,719	\$113,875	\$35,807	\$75,622	\$76,374	\$114,859
FY15	25	\$37,829	\$79,051	\$79,500	\$118,500	\$38,111	\$79,640	\$80,092	\$119,382
						5 Years, FY11-FY15			
						1.75%			
						Change 10 Years, FY06-FY15			
						-4.24%			
						15 Years, FY01-FY15			
						14.62%			

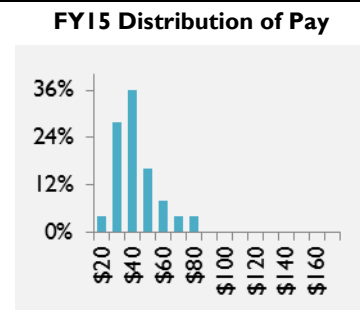
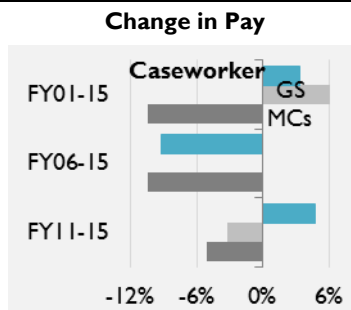
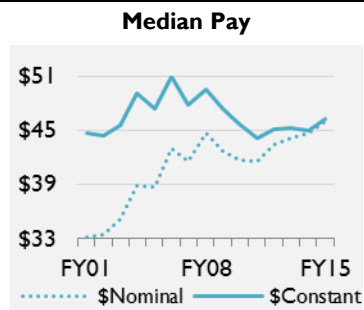


Dollars in figures are in thousands.

Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. In the visualizations, position pay information is based on constant 2016 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 2016 dollars; staff position is based on median change by fiscal year. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 5. Caseworker

Year	Obs	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$23,802	\$34,979	\$33,197	\$50,200	\$32,092	\$47,162	\$44,760	\$67,684
FY02	25	\$23,414	\$34,963	\$33,500	\$59,968	\$31,077	\$46,407	\$44,465	\$79,596
FY03	25	\$25,985	\$37,602	\$35,135	\$58,964	\$33,722	\$48,797	\$45,596	\$76,519
FY04	25	\$25,896	\$39,605	\$38,822	\$63,100	\$32,734	\$50,063	\$49,074	\$79,763
FY05	25	\$25,251	\$39,871	\$38,777	\$57,500	\$30,872	\$48,748	\$47,411	\$70,302
FY06	25	\$29,956	\$44,725	\$43,000	\$74,313	\$35,481	\$52,974	\$50,930	\$88,019
FY07	25	\$26,833	\$43,262	\$41,503	\$65,603	\$30,902	\$49,823	\$47,796	\$75,551
FY08	25	\$26,601	\$46,851	\$44,685	\$72,337	\$29,501	\$51,960	\$49,558	\$80,225
FY09	25	\$19,583	\$44,897	\$42,629	\$76,847	\$21,796	\$49,971	\$47,446	\$85,532
FY10	25	\$23,500	\$47,926	\$41,745	\$90,800	\$25,734	\$52,481	\$45,712	\$99,430
FY11	25	\$28,237	\$44,809	\$41,603	\$87,450	\$29,975	\$47,567	\$44,163	\$92,832
FY12	25	\$30,000	\$44,187	\$43,365	\$87,465	\$31,200	\$45,956	\$45,100	\$90,965
FY13	25	\$30,000	\$46,201	\$44,125	\$85,000	\$30,750	\$47,357	\$45,228	\$87,125
FY14	25	\$32,500	\$48,662	\$44,633	\$89,179	\$32,781	\$49,083	\$45,019	\$89,949
FY15	25	\$21,167	\$47,047	\$45,904	\$83,084	\$21,324	\$47,397	\$46,246	\$83,703
							5 Years, FY11-FY15	4.72%	
Change							10 Years, FY06-FY15	-9.20%	
							15 Years, FY01-FY15	3.32%	

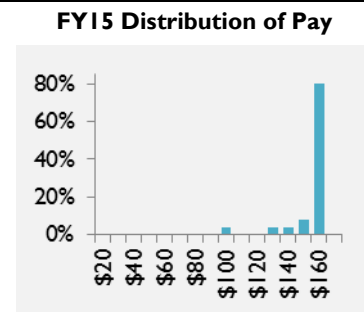
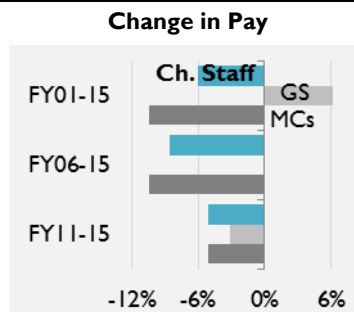
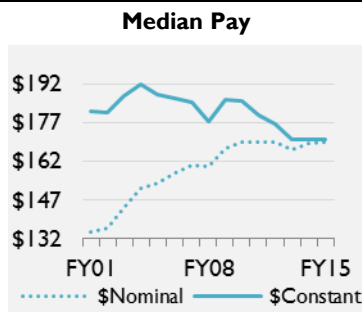


Dollars in figures are in thousands.

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 2016 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 2016 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. Chief of Staff

Year	Obs	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$103,657	\$130,841	\$134,630	\$139,609	\$139,759	\$176,411	\$181,520	\$188,233
FY02	25	\$109,875	\$133,309	\$136,241	\$144,234	\$145,837	\$176,941	\$180,833	\$191,442
FY03	25	\$124,000	\$140,044	\$144,234	\$148,984	\$160,918	\$181,739	\$187,176	\$193,341
FY04	25	\$100,000	\$145,165	\$151,576	\$152,709	\$126,407	\$183,497	\$191,601	\$193,034
FY05	25	\$107,100	\$148,145	\$153,559	\$156,742	\$130,945	\$181,128	\$187,748	\$191,640
FY06	25	\$130,600	\$152,445	\$157,486	\$160,659	\$154,687	\$180,562	\$186,532	\$190,290
FY07	25	\$138,871	\$156,287	\$160,659	\$160,659	\$159,928	\$179,985	\$185,020	\$185,020
FY08	25	\$145,833	\$158,701	\$159,863	\$163,734	\$161,737	\$176,007	\$177,296	\$181,589
FY09	25	\$147,960	\$164,532	\$166,926	\$167,305	\$164,681	\$183,126	\$185,791	\$186,212
FY10	25	\$156,930	\$166,654	\$169,428	\$169,459	\$171,846	\$182,494	\$185,532	\$185,566
FY11	25	\$138,500	\$166,692	\$169,459	\$169,459	\$147,023	\$176,951	\$179,888	\$179,888
FY12	25	\$140,417	\$166,399	\$169,459	\$169,459	\$146,036	\$173,058	\$176,240	\$176,240
FY13	25	\$128,844	\$161,550	\$166,500	\$169,459	\$132,065	\$165,589	\$170,663	\$173,696
FY14	25	\$141,050	\$164,932	\$169,042	\$169,459	\$142,269	\$166,357	\$170,503	\$170,924
FY15	25	\$102,800	\$162,671	\$169,459	\$169,459	\$103,565	\$163,882	\$170,721	\$170,721
							5 Years, FY11-FY15	-5.10%	
Change							10 Years, FY06-FY15	-8.48%	
							15 Years, FY01-FY15	-5.95%	

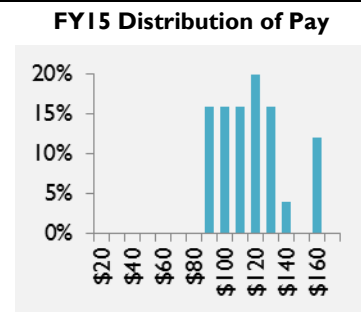
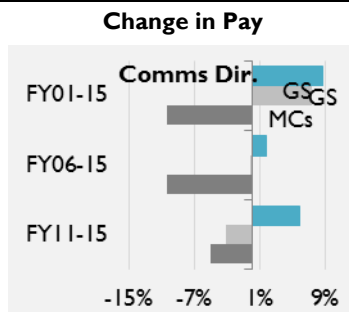
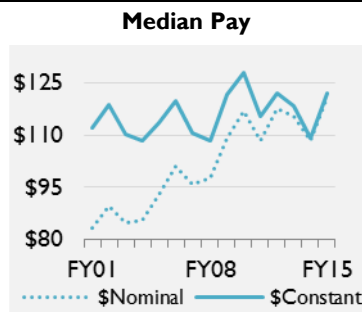


Dollars in figures are in thousands.

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 2016 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 2016 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	Obs	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$42,189	\$83,784	\$83,186	\$128,974	\$56,883	\$112,964	\$112,159	\$173,895
FY02	25	\$48,999	\$88,399	\$89,500	\$134,826	\$65,036	\$117,332	\$118,794	\$178,955
FY03	25	\$45,451	\$89,453	\$84,860	\$140,191	\$58,984	\$116,086	\$110,125	\$181,930
FY04	25	\$56,908	\$92,741	\$85,733	\$142,726	\$71,935	\$117,230	\$108,373	\$180,414
FY05	25	\$58,083	\$94,798	\$92,875	\$147,206	\$71,015	\$115,905	\$113,553	\$179,980
FY06	25	\$74,431	\$103,309	\$101,108	\$152,000	\$88,159	\$122,363	\$119,755	\$180,034
FY07	25	\$53,068	\$98,056	\$95,917	\$150,942	\$61,115	\$112,925	\$110,461	\$173,829
FY08	25	\$72,500	\$102,827	\$97,798	\$146,878	\$80,406	\$114,040	\$108,463	\$162,895
FY09	25	\$75,400	\$111,197	\$109,296	\$156,687	\$83,921	\$123,764	\$121,647	\$174,394
FY10	25	\$90,875	\$115,873	\$116,996	\$167,500	\$99,513	\$126,886	\$128,116	\$183,421
FY11	25	\$90,000	\$113,114	\$108,562	\$168,547	\$95,539	\$120,075	\$115,243	\$178,920
FY12	25	\$91,855	\$115,597	\$117,500	\$147,184	\$95,531	\$120,223	\$122,202	\$153,074
FY13	25	\$80,333	\$116,213	\$115,575	\$164,568	\$82,342	\$119,119	\$118,465	\$168,683
FY14	25	\$80,000	\$112,337	\$108,288	\$157,137	\$80,691	\$113,308	\$109,223	\$158,495
FY15	25	\$95,675	\$122,710	\$121,065	\$169,459	\$96,387	\$123,624	\$121,967	\$170,721
							5 Years, FY11-FY15	5.83%	
Change							10 Years, FY06-FY15	1.85%	
							15 Years, FY01-FY15	8.74%	

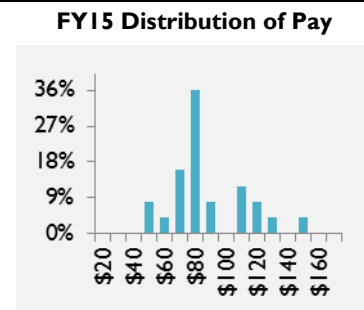
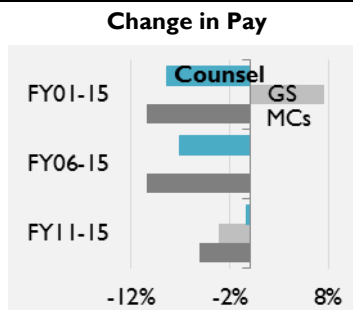
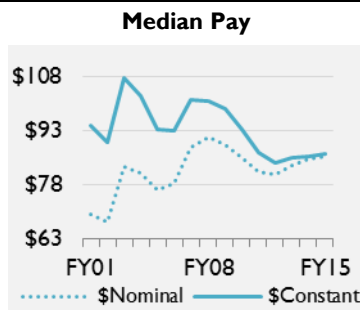


Dollars in figures are in thousands.

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Table 8. Counsel

Year	Obs	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	15	\$25,000	\$67,125	\$69,875	\$93,833	\$33,707	\$90,504	\$94,212	\$126,514
FY02	25	\$32,886	\$67,720	\$67,536	\$144,234	\$43,649	\$89,885	\$89,641	\$191,442
FY03	21	\$25,000	\$81,319	\$82,900	\$148,984	\$32,443	\$105,530	\$107,582	\$193,341
FY04	25	\$45,000	\$84,890	\$81,127	\$152,526	\$56,883	\$107,306	\$102,550	\$192,802
FY05	23	\$45,000	\$81,559	\$76,386	\$134,375	\$55,019	\$99,717	\$93,392	\$164,292
FY06	25	\$42,458	\$86,828	\$78,454	\$144,792	\$50,289	\$102,842	\$92,924	\$171,497
FY07	21	\$45,000	\$92,050	\$88,167	\$145,000	\$51,824	\$106,007	\$101,536	\$166,987
FY08	25	\$45,000	\$92,195	\$91,167	\$128,570	\$49,907	\$102,249	\$101,108	\$142,591
FY09	23	\$45,000	\$88,826	\$89,000	\$129,788	\$50,085	\$98,864	\$99,058	\$144,455
FY10	25	\$45,000	\$86,043	\$85,250	\$141,500	\$49,277	\$94,221	\$93,353	\$154,949
FY11	21	\$45,000	\$81,035	\$81,663	\$138,000	\$47,769	\$86,022	\$86,689	\$146,493
FY12	25	\$49,750	\$87,312	\$80,868	\$151,275	\$51,741	\$90,806	\$84,104	\$157,329
FY13	21	\$55,250	\$83,353	\$83,200	\$109,000	\$56,631	\$85,437	\$85,280	\$111,726
FY14	25	\$53,250	\$90,638	\$85,100	\$153,120	\$53,710	\$91,421	\$85,835	\$154,444
FY15	25	\$58,000	\$93,777	\$85,669	\$154,659	\$58,432	\$94,475	\$86,307	\$155,811
							5 Years, FY11-FY15	-0.44%	
							Change 10 Years, FY06-FY15	-7.12%	
							15 Years, FY01-FY15	-8.39%	

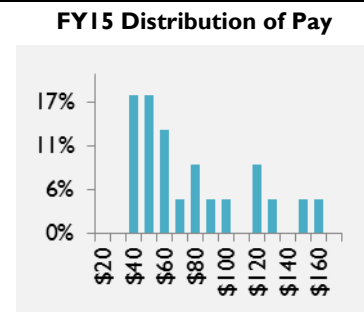
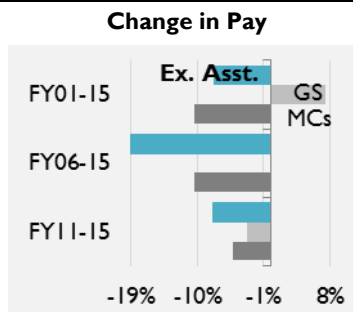
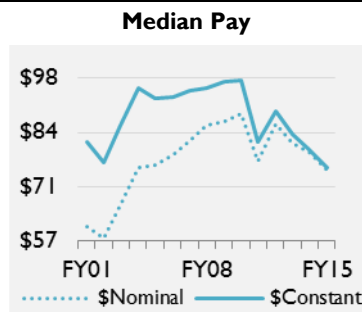


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Table 9. Executive Assistant

Year	Obs	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$36,000	\$65,378	\$60,480	\$124,583	\$48,538	\$88,149	\$81,544	\$167,974
FY02	25	\$32,880	\$62,934	\$57,608	\$139,492	\$43,642	\$83,532	\$76,464	\$185,148
FY03	25	\$29,926	\$70,414	\$66,040	\$148,984	\$38,836	\$91,378	\$85,702	\$193,341
FY04	25	\$32,262	\$76,616	\$75,250	\$152,709	\$40,781	\$96,847	\$95,121	\$193,034
FY05	25	\$34,000	\$72,919	\$75,750	\$107,705	\$41,570	\$89,154	\$92,615	\$131,685
FY06	25	\$36,375	\$73,189	\$78,417	\$120,500	\$43,084	\$86,687	\$92,879	\$142,724
FY07	25	\$37,176	\$83,038	\$81,880	\$160,659	\$42,813	\$95,630	\$94,296	\$185,020
FY08	25	\$40,928	\$87,763	\$85,833	\$163,563	\$45,391	\$97,334	\$95,193	\$181,400
FY09	25	\$42,272	\$91,183	\$86,817	\$167,305	\$47,049	\$101,488	\$96,628	\$186,212
FY10	25	\$33,458	\$90,428	\$88,531	\$169,459	\$36,638	\$99,023	\$96,946	\$185,566
FY11	25	\$37,500	\$84,788	\$77,000	\$169,459	\$39,808	\$90,006	\$81,739	\$179,888
FY12	25	\$37,500	\$87,805	\$86,000	\$169,459	\$39,001	\$91,319	\$89,441	\$176,240
FY13	22	\$37,667	\$85,565	\$81,372	\$169,459	\$38,608	\$87,705	\$83,407	\$173,696
FY14	23	\$32,750	\$85,535	\$79,110	\$169,459	\$33,033	\$86,274	\$79,794	\$170,924
FY15	21	\$42,983	\$85,603	\$74,710	\$169,459	\$43,303	\$86,240	\$75,266	\$170,721
							5 Years, FY11-FY15	-7.92%	
							Change 10 Years, FY06-FY15	-18.96%	
							15 Years, FY01-FY15	-7.70%	

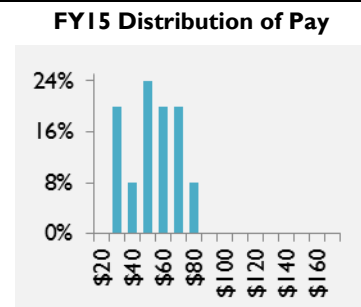
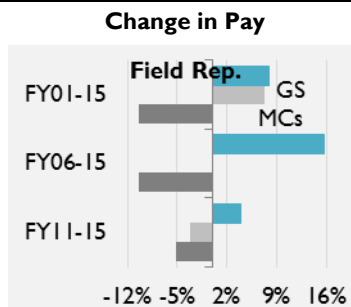
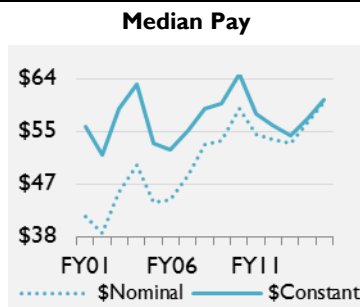


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Table 10. Field Representative

Year	Obs	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$20,519	\$42,290	\$41,337	\$70,466	\$27,666	\$57,019	\$55,734	\$95,009
FY02	25	\$22,746	\$38,968	\$38,625	\$56,250	\$30,191	\$51,722	\$51,267	\$74,661
FY03	25	\$23,898	\$43,528	\$45,292	\$73,897	\$31,013	\$56,487	\$58,777	\$95,898
FY04	25	\$21,518	\$46,831	\$49,562	\$87,500	\$27,200	\$59,198	\$62,650	\$110,606
FY05	25	\$26,228	\$44,154	\$43,500	\$68,608	\$32,067	\$53,984	\$53,185	\$83,883
FY06	25	\$29,199	\$47,152	\$43,875	\$73,075	\$34,585	\$55,848	\$51,967	\$86,552
FY07	25	\$19,562	\$49,139	\$47,931	\$76,250	\$22,529	\$56,590	\$55,199	\$87,812
FY08	25	\$36,113	\$53,956	\$52,859	\$80,750	\$40,052	\$59,840	\$58,623	\$89,556
FY09	25	\$29,495	\$55,405	\$53,500	\$91,750	\$32,829	\$61,667	\$59,546	\$102,119
FY10	25	\$30,712	\$58,025	\$58,750	\$102,500	\$33,632	\$63,540	\$64,334	\$112,242
FY11	25	\$32,250	\$54,968	\$54,504	\$74,927	\$34,235	\$58,351	\$57,858	\$79,538
FY12	25	\$31,750	\$55,790	\$53,768	\$79,670	\$33,021	\$58,023	\$55,919	\$82,858
FY13	25	\$33,500	\$55,482	\$53,000	\$83,000	\$34,337	\$56,869	\$54,325	\$85,075
FY14	25	\$34,833	\$60,554	\$56,458	\$93,948	\$35,134	\$61,078	\$56,946	\$94,760
FY15	25	\$35,615	\$58,997	\$59,678	\$89,458	\$35,881	\$59,437	\$60,122	\$90,124
							5 Years, FY11-FY15	3.91%	
							Change 10 Years, FY06-FY15	15.69%	
							15 Years, FY01-FY15	7.87%	

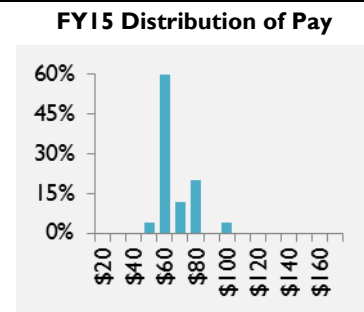
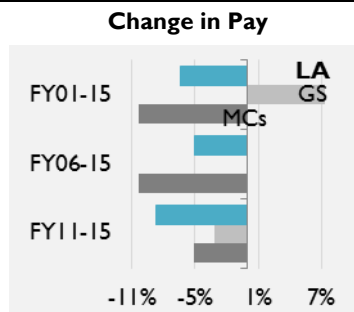
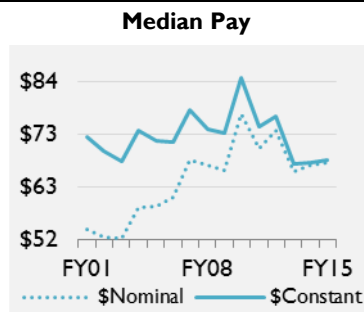


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Table 11. Legislative Assistant

Year	Obs	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$31,916	\$55,641	\$54,032	\$83,533	\$43,032	\$75,021	\$72,850	\$112,626
FY02	25	\$32,706	\$54,456	\$52,592	\$92,917	\$43,411	\$72,279	\$69,805	\$123,329
FY03	25	\$29,996	\$57,178	\$52,337	\$117,500	\$38,926	\$74,201	\$67,920	\$152,483
FY04	25	\$30,203	\$66,495	\$58,500	\$135,000	\$38,178	\$84,053	\$73,948	\$170,649
FY05	25	\$38,933	\$62,584	\$58,788	\$113,636	\$47,601	\$76,517	\$71,876	\$138,936
FY06	25	\$35,376	\$64,299	\$60,625	\$129,356	\$41,900	\$76,158	\$71,806	\$153,214
FY07	25	\$40,333	\$64,727	\$68,000	\$128,270	\$46,449	\$74,542	\$78,311	\$147,720
FY08	25	\$49,688	\$69,144	\$66,971	\$106,532	\$55,106	\$76,684	\$74,274	\$118,150
FY09	25	\$50,042	\$69,293	\$66,125	\$106,916	\$55,697	\$77,123	\$73,598	\$118,998
FY10	25	\$55,021	\$75,900	\$77,344	\$110,528	\$60,250	\$83,114	\$84,696	\$121,033
FY11	25	\$46,042	\$70,272	\$70,396	\$112,078	\$48,875	\$74,596	\$74,728	\$118,975
FY12	25	\$46,667	\$73,228	\$74,000	\$120,828	\$48,534	\$76,158	\$76,961	\$125,663
FY13	25	\$42,333	\$65,043	\$65,640	\$87,750	\$43,392	\$66,669	\$67,281	\$89,944
FY14	25	\$30,333	\$66,806	\$67,000	\$87,500	\$30,595	\$67,383	\$67,579	\$88,256
FY15	25	\$58,755	\$71,209	\$67,667	\$103,375	\$59,193	\$71,739	\$68,170	\$104,145
							5 Years, FY11-FY15	-8.78%	
							Change 10 Years, FY06-FY15	-5.06%	
							15 Years, FY01-FY15	-6.42%	

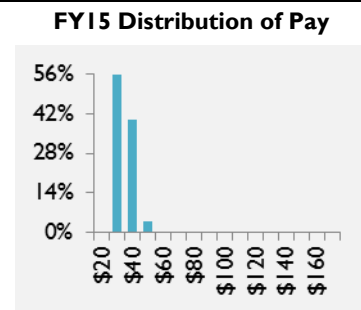
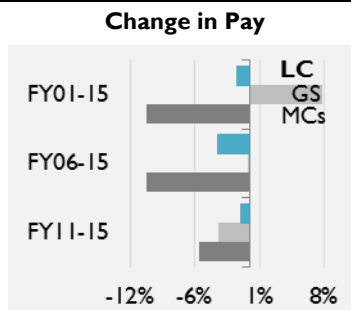
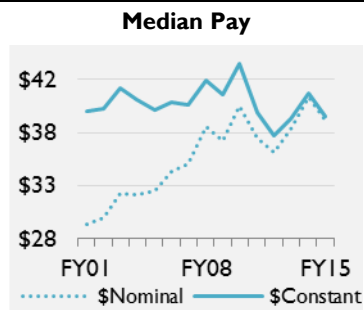


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Table 12. Legislative Correspondent

Year	Obs	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$22,344	\$30,560	\$29,250	\$41,250	\$30,126	\$41,204	\$39,437	\$55,617
FY02	25	\$25,833	\$31,677	\$29,874	\$44,525	\$34,289	\$42,044	\$39,652	\$59,098
FY03	25	\$25,391	\$32,950	\$32,000	\$46,853	\$32,951	\$42,760	\$41,527	\$60,803
FY04	25	\$25,327	\$34,350	\$31,994	\$56,467	\$32,015	\$43,420	\$40,443	\$71,377
FY05	25	\$27,000	\$32,787	\$32,327	\$43,585	\$33,011	\$40,086	\$39,525	\$53,289
FY06	25	\$26,823	\$34,706	\$33,973	\$47,070	\$31,770	\$41,108	\$40,239	\$55,751
FY07	25	\$30,337	\$36,061	\$34,689	\$44,500	\$34,937	\$41,529	\$39,949	\$51,248
FY08	25	\$31,350	\$38,316	\$38,000	\$52,250	\$34,769	\$42,494	\$42,144	\$57,948
FY09	25	\$30,156	\$38,093	\$36,786	\$49,750	\$33,563	\$42,398	\$40,943	\$55,372
FY10	25	\$30,484	\$39,817	\$39,850	\$50,500	\$33,381	\$43,602	\$43,638	\$55,300
FY11	25	\$31,500	\$37,460	\$37,000	\$51,250	\$33,439	\$39,766	\$39,277	\$54,404
FY12	25	\$29,250	\$37,616	\$35,786	\$53,417	\$30,421	\$39,122	\$37,218	\$55,554
FY13	25	\$34,000	\$39,396	\$37,787	\$49,083	\$34,850	\$40,381	\$38,732	\$50,311
FY14	25	\$32,388	\$40,412	\$40,722	\$58,333	\$32,668	\$40,761	\$41,073	\$58,837
FY15	25	\$33,875	\$39,794	\$38,668	\$52,000	\$34,127	\$40,090	\$38,956	\$52,387
							5 Years, FY11-FY15	-0.82%	
							Change 10 Years, FY06-FY15	-3.19%	
							15 Years, FY01-FY15	-1.22%	

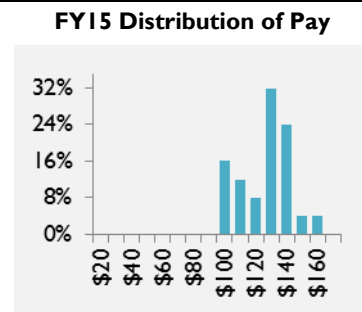
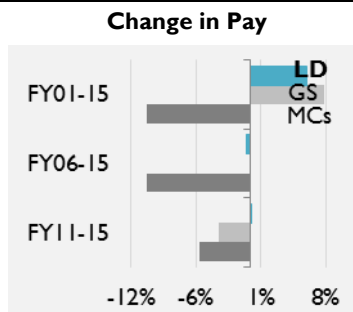
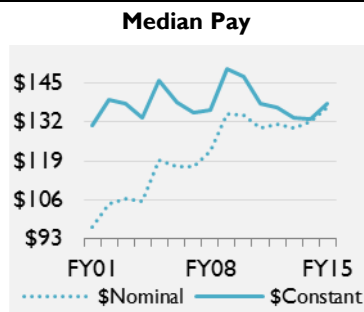


Dollars in figures are in thousands.

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 2016 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 2016 dollars; staff position is based on change by fiscal year. Detailed information about data sources is available above in "Data Tables and Visualizations."

Table 13. Legislative Director

Year	Obs	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$70,417	\$97,697	\$96,988	\$138,459	\$94,942	\$131,724	\$130,768	\$186,683
FY02	25	\$88,750	\$106,021	\$104,925	\$140,542	\$117,798	\$140,722	\$139,267	\$186,542
FY03	25	\$63,821	\$102,688	\$106,396	\$130,986	\$82,823	\$133,262	\$138,072	\$169,985
FY04	25	\$67,401	\$107,803	\$105,695	\$140,245	\$85,200	\$136,271	\$133,605	\$177,279
FY05	25	\$46,028	\$114,528	\$119,391	\$156,559	\$56,275	\$140,027	\$145,973	\$191,415
FY06	25	\$87,083	\$118,402	\$117,038	\$152,430	\$103,144	\$140,240	\$138,624	\$180,544
FY07	25	\$76,166	\$114,607	\$117,333	\$146,601	\$87,716	\$131,985	\$135,125	\$168,831
FY08	25	\$88,042	\$125,774	\$122,500	\$160,395	\$97,643	\$139,490	\$135,859	\$177,887
FY09	25	\$98,743	\$135,702	\$134,583	\$167,305	\$109,902	\$151,037	\$149,793	\$186,212
FY10	25	\$105,000	\$138,951	\$134,500	\$169,459	\$114,980	\$152,158	\$147,284	\$185,566
FY11	25	\$96,458	\$129,435	\$130,000	\$169,459	\$102,394	\$137,400	\$138,000	\$179,888
FY12	25	\$99,667	\$133,606	\$131,500	\$169,459	\$103,655	\$138,953	\$136,762	\$176,240
FY13	25	\$94,854	\$128,555	\$130,000	\$156,205	\$97,226	\$131,769	\$133,250	\$160,111
FY14	25	\$100,000	\$128,618	\$132,000	\$155,750	\$100,864	\$129,730	\$133,141	\$157,096
FY15	25	\$106,583	\$132,473	\$137,000	\$162,625	\$107,377	\$133,460	\$138,020	\$163,836
							5 Years, FY11-FY15	0.01%	
Change							10 Years, FY06-FY15	-0.44%	
							15 Years, FY01-FY15	5.55%	

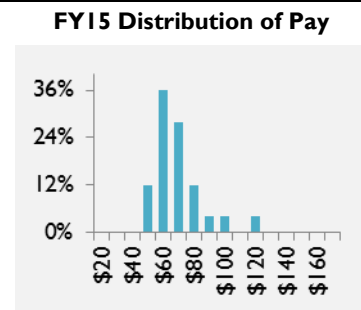
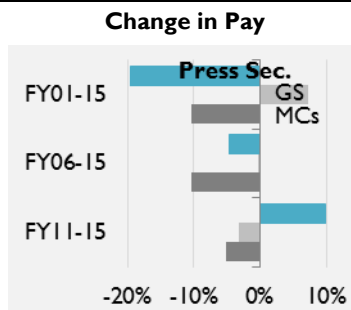
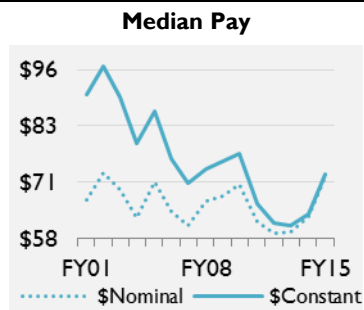


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Table 14. Press Secretary

Year	Obs	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$21,120	\$64,528	\$66,625	\$92,242	\$28,476	\$87,003	\$89,830	\$124,369
FY02	25	\$38,042	\$69,220	\$72,533	\$102,667	\$50,493	\$91,876	\$96,273	\$136,270
FY03	25	\$41,983	\$70,863	\$68,893	\$100,000	\$54,483	\$91,961	\$89,404	\$129,773
FY04	25	\$41,098	\$67,127	\$62,523	\$109,734	\$51,950	\$84,854	\$79,033	\$138,711
FY05	25	\$47,280	\$73,719	\$70,625	\$116,347	\$57,807	\$90,132	\$86,349	\$142,251
FY06	25	\$38,667	\$65,042	\$63,917	\$112,446	\$45,798	\$77,039	\$75,705	\$133,185
FY07	25	\$44,958	\$70,928	\$61,000	\$125,644	\$51,775	\$81,683	\$70,250	\$144,696
FY08	25	\$53,333	\$70,951	\$66,323	\$147,569	\$59,149	\$78,689	\$73,555	\$163,661
FY09	25	\$38,452	\$71,592	\$67,453	\$131,000	\$42,797	\$79,683	\$75,076	\$145,804
FY10	25	\$41,000	\$73,021	\$70,096	\$138,419	\$44,897	\$79,961	\$76,758	\$151,575
FY11	24	\$46,808	\$65,442	\$61,896	\$110,591	\$49,689	\$69,470	\$65,705	\$117,397
FY12	25	\$40,000	\$64,934	\$59,083	\$118,000	\$41,601	\$67,533	\$61,448	\$122,722
FY13	25	\$39,221	\$64,690	\$59,500	\$127,500	\$40,202	\$66,308	\$60,988	\$130,688
FY14	25	\$50,333	\$71,385	\$62,914	\$130,000	\$50,768	\$72,002	\$63,458	\$131,123
FY15	25	\$53,610	\$73,754	\$71,650	\$127,813	\$54,009	\$74,303	\$72,183	\$128,765
							5 Years, FY11-FY15	9.86%	
Change							10 Years, FY06-FY15	-4.65%	
							15 Years, FY01-FY15	-19.64%	

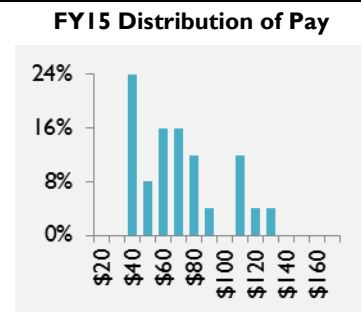
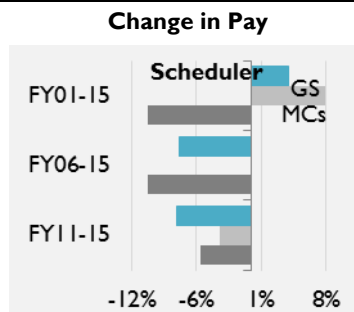
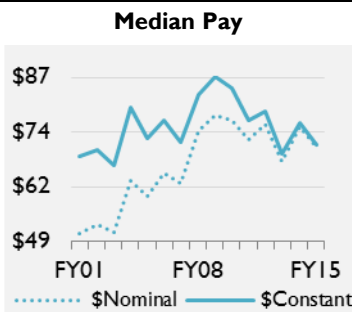


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Table 15. Scheduler

Year	Obs	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$29,690	\$50,705	\$50,917	\$75,308	\$40,031	\$68,365	\$68,650	\$101,537
FY02	25	\$31,625	\$54,661	\$52,875	\$83,000	\$41,976	\$72,552	\$70,181	\$110,166
FY03	25	\$20,000	\$55,495	\$51,292	\$86,488	\$25,954	\$72,017	\$66,563	\$112,237
FY04	25	\$39,583	\$64,745	\$63,167	\$120,280	\$50,036	\$81,842	\$79,847	\$152,042
FY05	25	\$35,508	\$60,678	\$59,594	\$93,865	\$43,413	\$74,188	\$72,862	\$114,764
FY06	25	\$44,026	\$64,998	\$64,825	\$102,673	\$52,146	\$76,985	\$76,781	\$121,609
FY07	25	\$29,021	\$61,579	\$62,357	\$106,447	\$33,421	\$70,916	\$71,812	\$122,588
FY08	25	\$37,975	\$72,018	\$74,594	\$112,096	\$42,116	\$79,872	\$82,729	\$124,320
FY09	25	\$28,468	\$76,762	\$78,250	\$162,986	\$31,685	\$85,437	\$87,093	\$181,405
FY10	25	\$34,916	\$78,105	\$76,887	\$125,701	\$38,235	\$85,528	\$84,195	\$137,648
FY11	25	\$38,000	\$76,168	\$72,500	\$159,333	\$40,339	\$80,855	\$76,962	\$169,139
FY12	25	\$38,792	\$77,970	\$76,000	\$135,000	\$40,344	\$81,091	\$79,041	\$140,402
FY13	25	\$33,641	\$72,157	\$67,500	\$130,000	\$34,482	\$73,962	\$69,188	\$133,251
FY14	25	\$35,262	\$77,111	\$75,546	\$131,812	\$35,567	\$77,777	\$76,199	\$132,952
FY15	25	\$42,925	\$76,226	\$70,708	\$134,921	\$43,245	\$76,794	\$71,235	\$135,925
							5 Years, FY11-FY15	-7.44%	
Change							10 Years, FY06-FY15	-7.22%	
							15 Years, FY01-FY15	3.76%	

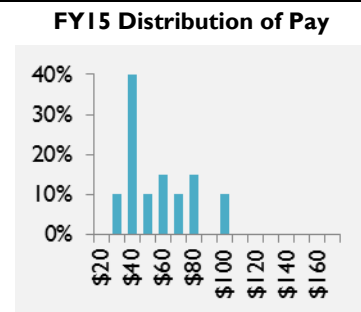
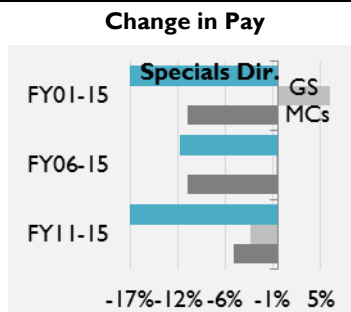
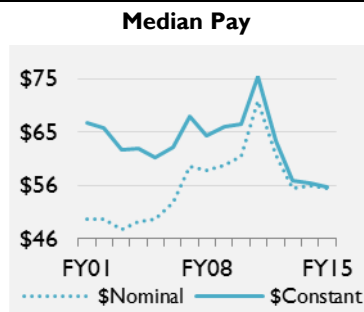


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Table 16. Specials Director

Year	Obs	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	23	\$32,322	\$55,308	\$49,538	\$107,883	\$43,579	\$74,571	\$66,791	\$145,457
FY02	25	\$25,167	\$54,933	\$49,498	\$116,095	\$33,404	\$72,913	\$65,699	\$154,094
FY03	22	\$26,667	\$53,825	\$47,619	\$122,214	\$34,606	\$69,850	\$61,796	\$158,600
FY04	25	\$33,040	\$55,154	\$49,082	\$98,051	\$41,764	\$69,718	\$62,043	\$123,943
FY05	25	\$30,508	\$57,955	\$49,525	\$133,860	\$37,301	\$70,858	\$60,552	\$163,663
FY06	25	\$34,875	\$58,483	\$52,598	\$105,933	\$41,307	\$69,269	\$62,299	\$125,471
FY07	22	\$32,753	\$63,093	\$58,978	\$109,000	\$37,720	\$72,661	\$67,921	\$125,528
FY08	21	\$39,700	\$63,145	\$58,167	\$123,875	\$44,030	\$70,031	\$64,510	\$137,384
FY09	25	\$16,810	\$64,690	\$59,246	\$134,557	\$18,710	\$72,001	\$65,942	\$149,764
FY10	25	\$25,088	\$63,544	\$60,653	\$139,788	\$27,473	\$69,584	\$66,418	\$153,075
FY11	19	\$38,000	\$67,259	\$70,500	\$96,655	\$40,338	\$71,398	\$74,838	\$102,603
FY12	22	\$33,825	\$65,481	\$60,962	\$97,083	\$35,179	\$68,101	\$63,402	\$100,968
FY13	15	\$40,600	\$60,860	\$55,000	\$105,083	\$41,615	\$62,382	\$56,375	\$107,711
FY14	20	\$39,338	\$64,122	\$55,386	\$129,000	\$39,678	\$64,676	\$55,865	\$130,115
FY15	22	\$33,833	\$61,688	\$54,934	\$108,020	\$34,085	\$62,147	\$55,343	\$108,824
							5 Years, FY11-FY15	-26.05%	
Change							10 Years, FY06-FY15	-11.17%	
							15 Years, FY01-FY15	-17.14%	

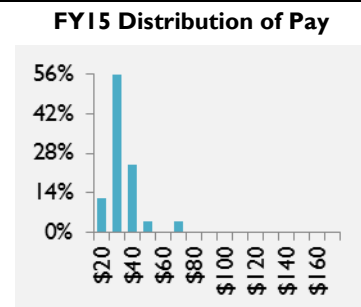
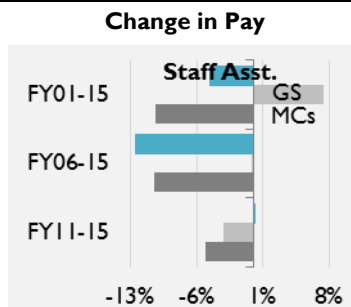
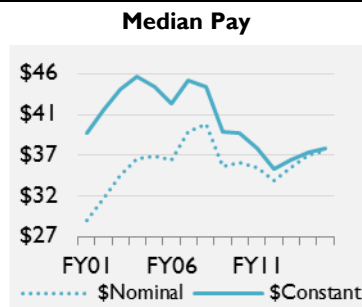


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Table 17. Staff Assistant

Year	Obs	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$22,000	\$31,205	\$28,985	\$51,275	\$29,662	\$42,074	\$39,081	\$69,133
FY02	25	\$21,746	\$34,269	\$31,500	\$67,250	\$28,864	\$45,485	\$41,810	\$89,261
FY03	25	\$21,500	\$37,073	\$34,095	\$72,250	\$27,901	\$48,111	\$44,245	\$93,761
FY04	25	\$21,000	\$36,668	\$36,107	\$62,917	\$26,545	\$46,351	\$45,642	\$79,531
FY05	25	\$21,153	\$38,744	\$36,365	\$66,333	\$25,863	\$47,370	\$44,461	\$81,102
FY06	25	\$22,781	\$39,231	\$35,954	\$84,136	\$26,983	\$46,467	\$42,585	\$99,654
FY07	25	\$25,962	\$41,297	\$39,275	\$83,998	\$29,899	\$47,559	\$45,230	\$96,735
FY08	25	\$19,600	\$44,694	\$40,104	\$81,750	\$21,737	\$49,568	\$44,477	\$90,665
FY09	25	\$18,683	\$37,386	\$35,216	\$56,500	\$20,794	\$41,611	\$39,196	\$62,885
FY10	25	\$18,781	\$36,566	\$35,661	\$61,500	\$20,566	\$40,041	\$39,051	\$67,346
FY11	25	\$27,668	\$37,963	\$35,083	\$59,300	\$29,371	\$40,299	\$37,242	\$62,949
FY12	25	\$22,000	\$37,968	\$33,583	\$72,000	\$22,880	\$39,487	\$34,927	\$74,881
FY13	25	\$24,431	\$35,959	\$35,062	\$60,300	\$25,042	\$36,858	\$35,939	\$61,808
FY14	25	\$28,114	\$39,920	\$36,551	\$75,000	\$28,357	\$40,265	\$36,866	\$75,648
FY15	25	\$27,025	\$38,956	\$37,000	\$75,000	\$27,226	\$39,246	\$37,275	\$75,559
							5 Years, FY11-FY15	0.09%	
Change							10 Years, FY06-FY15	-12.47%	
							15 Years, FY01-FY15	-4.62%	

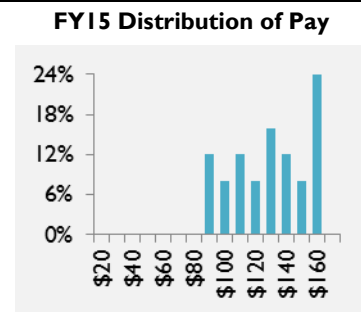
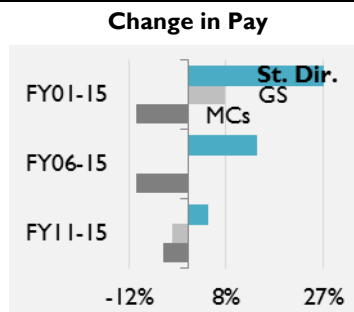
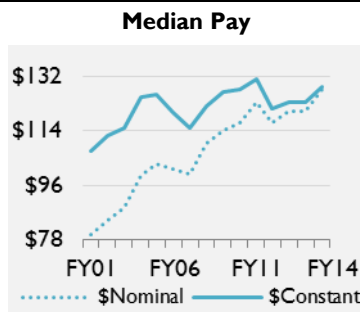


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Table 18. State Director

Year	Obs	Nominal \$				Constant \$			
		Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
FY01	25	\$56,000	\$82,660	\$79,521	\$122,533	\$75,504	\$111,450	\$107,217	\$165,210
FY02	25	\$61,604	\$87,459	\$84,567	\$130,104	\$81,767	\$116,085	\$112,246	\$172,688
FY03	25	\$57,083	\$85,785	\$88,700	\$109,667	\$74,079	\$111,325	\$115,108	\$142,317
FY04	25	\$70,000	\$96,097	\$99,000	\$123,126	\$88,484	\$121,473	\$125,142	\$155,639
FY05	25	\$77,017	\$104,232	\$102,927	\$139,312	\$94,165	\$127,438	\$125,843	\$170,329
FY06	25	\$54,398	\$104,504	\$101,328	\$159,755	\$64,431	\$123,779	\$120,016	\$189,219
FY07	25	\$79,146	\$106,843	\$99,707	\$160,659	\$91,147	\$123,044	\$114,826	\$185,020
FY08	25	\$73,750	\$112,563	\$110,006	\$163,563	\$81,792	\$124,838	\$122,003	\$181,400
FY09	25	\$81,132	\$118,890	\$113,975	\$167,305	\$90,301	\$132,325	\$126,855	\$186,212
FY10	25	\$79,429	\$120,986	\$116,496	\$169,459	\$86,979	\$132,485	\$127,569	\$185,566
FY11	25	\$81,500	\$126,386	\$123,557	\$169,459	\$86,516	\$134,163	\$131,161	\$179,888
FY12	25	\$83,500	\$123,006	\$116,500	\$169,459	\$86,841	\$127,928	\$121,162	\$176,240
FY13	25	\$56,167	\$125,491	\$120,400	\$169,459	\$57,571	\$128,629	\$123,410	\$173,696
FY14	25	\$78,833	\$132,613	\$127,467	\$169,459	\$79,515	\$133,760	\$128,568	\$170,924
FY15	25	\$93,500	\$134,582	\$135,250	\$169,459	\$94,196	\$135,584	\$136,257	\$170,721
							5 Years, FY11-FY15	3.89%	
Change							10 Years, FY06-FY15	13.53%	
							15 Years, FY01-FY15	27.09%	



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