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# Staff Pay Levels for Selected Positions in Senators' Offices, FY2001-FY2018

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Committees of Congress

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SUMMARY

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**R. Eric Petersen, Coordinator**
Specialist in American National Government

**Raymond T. Williams**
Research Assistant

# Staff Pay Levels for Selected Positions in Senators' Offices, FY2001-FY2018

Levels of pay for congressional staff are 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 found in Senators' offices. The positions include the following: Administrative Director, Casework Supervisor, Caseworker, Chief of Staff, Communications Director, Constituent Services Representative, Counsel, Executive Assistant, Field Representative, Legislative Assistant, Legislative Correspondent, Legislative Director, Press Secretary, Scheduler, Staff Assistant, and State Director. The following table provides the change in median pay levels for these positions, in constant 2019 dollars between FY2017 and FY2018.

Percentage Change in Median Pay for Selected Staff In Senators' Offices, FY2017-FY2018

| Position | FY17-FY18 | Position | FY17-FY18 |
|---|---|---|---|
| Administrative Director | -2.36% | Field Representative | -3.86% |
| Casework Supervisor | -3.21% | Legislative Assistant | 8.04% |
| Caseworker | -18.02% | Legislative Correspondent | -2.13% |
| Chief of Staff | -2.38% | Legislative Director | 4.81% |
| Communications Director | -0.38% | Press Secretary | -10.67% |
| Constituent Services Representative | -0.18% | Scheduler | -11.24% |
| Counsel | 4.94% | Staff Assistant | 4.68% |
| Executive Assistant | 7.85% | State Director | -0.60% |

**Source:** *Report of the Secretary of the Senate*, as collated by LegiStorm, various years, and CRS calculations. Change is based on constant 2019 dollars.

Report tables provide aggregate statistics on pay for each staff position for FY2001, FY2004, FY2009, and FY2014-FY2018, including quartiles, the median, and average pay. Complete data, FY2001-FY2018, are available to congressional requesters upon request. Graphic displays are also included, providing representations of pay from two perspectives, including the following:

- a line graph showing change in median pay, FY2001-FY2018, in nominal (current) and constant 2019 dollars; and
- distributions of FY2018 pay in constant 2019 dollars, in $10,000 increments.

The Congressional Research Service provides a number of products on staffing issues. These can be found in CRS Report R44688, *Congressional Staff: CRS Products on Size, Pay, and Job Tenure*.

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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. These include 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 Senators' 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, retrievable Senate reports, which afford the opportunity to use data from a consistent, authoritative source. Pay[4] 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] Annual data allow 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 found in Senators' offices.[7] The positions include the following:

- Administrative Director
- Casework Supervisor[8]
- Caseworker[9]
- Chief of Staff
- Communications Director
- Constituent Services Representative

[1] Since 2017, the minimum level of gross annual pay has been $2,921 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 CRS Report RL30064, *Congressional Salaries and Allowances: In Brief*, by Ida A. Brudnick.

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

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

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

[6] See http://www.legistorm.com/.

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

[8] 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.

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

- Counsel
- Executive Assistant
- Field Representative[10]
- Legislative Assistant
- Legislative Correspondent
- Legislative Director
- Press Secretary
- Scheduler
- Staff Assistant
- State Director

The collection of Senators' staff pay data for FY2001-FY2018 proceeded as follows. For each fiscal year, a random sample[11] of 25 Senators' offices was taken for each position. 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 to be included. Generally, each position has no more than one observation per Senator's office each fiscal year.

Every recorded payment ascribed in the LegiStorm data to those staff for the fiscal year is included in the calculation of a staffer's annual pay. Data collected for this report may differ from an employee's stated annual salary due to the inclusion of overtime, bonuses, or other payments[12] in addition to base salary paid in the course of a year.

For some positions, it was not possible to identify 25 offices that employed staff in some positions for an entire year. In circumstances when data for 10 or fewer staff were identified for a position, this report provides no data.

The Congressional Research Service provides a number of products on staffing issues. These can be found in CRS Report R44688, *Congressional Staff: CRS Products on Size, Pay, and Job Tenure*.

# 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:

[10] Another job title which may indicate similar duties, and for which pay data were collected for this category, was Regional Representative.

[11] Obtaining the salaries of every congressional staff member from every Senator's office listed in the *Report of the Secretary of the Senate* is 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.

[12] 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.

- Since periods of time covered by the *Report of the Secretary of the Senate* overlap the end of one Congress and convening of the next, data are not available for first-term Senators in the first session of a Congress. Data presented in this report do not include staff serving in the offices of first-term Senators during the first nine months of their service.[13]
- The *Report of the Secretary of the Senate* reports monies paid directly by the Senate to staff, but does not provide the individual value of other components of compensation, which might include paid leave or employer contributions to various insurance and retirement benefits.
- 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."[14]

# 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 2019 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 2019 dollars.[15]

**Table 2** provides available percentage changes in median pay in constant 2019 dollars for each of the 16 positions, Members of Congress,[16] and salaries paid under the General Schedule in Washington, DC, and surrounding areas, and in the Rest of the United States (RUS) area.[17] **Table 3** through **Table 18** provide tabular pay data for each staff position for FY2001, FY2004,

[13] For information on the number of first-term Members in each Congress, see CRS Report R41283, *First-Term Members of the House of Representatives and Senate, 64th-114th Congresses*, by Jennifer E. Manning and R. Eric Petersen.

[14] U.S. Senate, Committee on Rules and Administration, *Senate Handbook* (Washington: 1996), p. I-13.

[15] U.S. Department of Labor, Bureau of Labor Statistics, *Consumer Price Index*, at http://www.bls.gov/cpi/tables.htm.

[16] Member pay data are taken from CRS Report 97-1011, *Salaries of Members of Congress: Recent Actions and Historical Tables*, by Ida A. Brudnick.

[17] 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/2019/general-schedule/. For a complete description of areas covered under the Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA locality pay table, see https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/#DC. For areas covered by the RUS, see https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/#US.

FY2009, and FY2014-FY2018, including data distributed by quartile, including the median, as well as average pay. The numbers of staff for which data were counted are identified as "Number" in the data tables. Staff pay tables also provide a comparison, at various intervals to FY2018, based on data availability, of the cumulative percentage change in median pay for that position, in constant 2019 dollars.

Graphic displays are also included for each position, providing representations of pay from two perspectives, including the following:

- a line graph showing change in median pay, FY2001-FY2018, in nominal (current) and constant 2019 dollars; and
- distributions of FY2018 pay in 2019 dollars, in $10,000 increments.

**Table 1. Annual Maximum Pay for Selected Staff in Senators' Offices, 2001-2019**

| Year | Nominal $ | Constant 2019 $ |
|---|---|---|
| 2001 | $140,559 | $201,753 |
| 2002 | $145,459 | $205,536 |
| 2003 | $150,159 | $207,450 |
| 2004 | $153,459 | $206,509 |
| 2005 | $157,559 | $205,078 |
| 2006 | $160,659 | $202,579 |
| 2007 | $160,659 | $196,968 |
| 2008 | $164,759 | $194,526 |
| 2009 | $169,459 | $200,790 |
| 2010 | $169,459 | $197,549 |
| 2011 | $169,459 | $191,504 |
| 2012 | $169,459 | $187,622 |
| 2013 | $169,459 | $184,913 |
| 2014 | $169,459 | $181,961 |
| 2015 | $169,459 | $181,746 |
| 2016 | $169,459 | $179,482 |
| 2017 | $169,459 | $175,736 |
| 2018 | $169,459 | $171,548 |
| 2019 | $169,459 | $169,459 |

**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 Median Pay for Selected Staff In Senators' Offices, Selected Periods**

| | Change Based on Constant, 2019 Dollars | | | | |
|---|---|---|---|---|---|
| | **FY17-FY18** | **FY14-FY18** | **FY09-FY18** | **FY04-FY18** | **FY01-FY18** |
| Administrative Director | -2.36% | 0.88% | 3.05% | 3.93% | 21.65% |
| Casework Supervisor | -3.21% | 3.83% | -9.81% | 0.30% | 13.49% |
| Caseworker | -18.02% | -13.96% | -15.64% | -5.04% | 6.52% |
| Chief of Staff | -2.38% | -5.49% | -13.27% | -15.90% | -11.23% |
| Communications Director | -0.38% | 3.84% | -6.77% | 4.65% | 1.12% |
| Constituent Services Representative | -0.18% | 11.96% | 11.96% | 3.28% | 15.97% |
| Counsel | 4.94% | 5.44% | -8.64% | -11.75% | -3.94% |
| Executive Assistant | 7.85% | -19.03% | -33.13% | -32.08% | -20.77% |
| Field Representative | -3.86% | -6.49% | -10.57% | -15.00% | -4.45% |
| Legislative Assistant | 8.04% | 6.94% | -1.80% | -2.27% | -0.80% |
| Legislative Correspondent | -2.13% | -1.86% | -1.55% | -0.33% | 2.21% |
| Legislative Director | 4.81% | 5.12% | -6.56% | 4.76% | 7.03% |
| Press Secretary | -10.67% | 3.85% | -12.22% | -16.61% | -26.63% |
| Scheduler | -11.24% | 1.18% | -11.48% | -3.44% | 12.30% |
| Staff Assistant | 4.68% | 5.63% | -0.64% | -14.68% | -0.35% |
| State Director | -0.60% | 2.99% | 4.38% | 5.81% | 23.50% |
| Members of Congress | -2.38% | -5.72% | -14.56% | -17.21% | -15.43% |
| General Schedule, DC | -0.14% | 1.66% | -4.77% | 1.16% | 8.19% |
| General Schedule, Rest of U.S. | -0.75% | -0.46% | -7.29% | -5.91% | -0.34% |
| **Congressional Staff Positions Pay Change Summary** | | | | | |
| Increase | 5 | 11 | 3 | 6 | 9 |
| Decrease | 11 | 5 | 13 | 10 | 7 |

**Source:** CRS calculations, based on pay data provided in **Table 3-Table 18** for congressional positions in constant, 2019 dollars; CRS Report 97-1011, *Salaries of Members of Congress: Recent Actions and Historical Tables*, by Ida A. Brudnick, for Members of Congress; and the Office of Personnel Management for federal civilian workers in the District of Columbia and surrounding areas and rest of the U.S., various years. Detailed information about data sources is available above in "Data Tables and Visualizations."

# Senate Member Office Staff Pay Tables

### Interpreting Pay Tables: Statistics Describing Pay Data

For each year that data are available, statistical values for staff positions are included in **Table 3** through **Table 18**, including the following:

| | |
|---|---|
| Minimum & Maximum | The smallest and largest pay level, respectively, for each position. |
| Average (Mean) | The mean is the average of a list of numbers, in which the sum of all the values is divided by the total number of values. For example, if three salaries, $30,000, $45,000, and $90,000 were identified for a given staff position, the average (mean) would be ($30,000 + $45,000 + $90,000) ÷ 3 = $55,000. |
| Median | The midpoint at which half of the numbers in a list are higher and the other half lower. For example, if three salaries, $30,000, $45,000, and $90,000 were identified for a given staff position, the midpoint (median) would be $45,000. |
| Statistical Quartiles | Statistical values that divide data into quarters for more detailed analysis. In a list of numbers, Quartile 1 (Q1) is a number that falls in the middle between the lowest number, or minimum, and the median. For example, if Q1 for a given staff position was $50,000, this would indicate that 25% of employees in that position make $50,000 or less. Quartile 2 (Q2) is also the median. Quartile 3 (Q3) is a number that falls in the middle between the median and the highest number in the list, or maximum. Numbers between Q1 and Q3 compose the interquartile range, the difference between the largest and smallest values in the middle 50% of a list of numbers. Quartiles might also be described as percentiles, as shown below. |

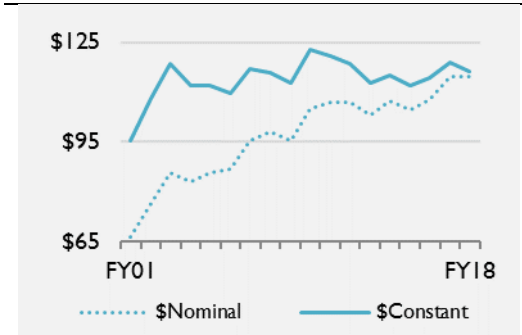
### Statistical Measures Used in Pay Tables

| Minimum | Quartile1 (Q1) | Quartile2 (Q2) Median | Quartile3 (Q3) | Maximum | Average |
|---|---|---|---|---|---|
| Lowest number in a list | 25th percentile | 50th percentile | 75th percentile | Highest number in a list | The mean, or number expressing the central value in a set of data |
| | 25% of staff make less than Q1 | 50% of staff make less than Q2 | 75% of staff make less than Q3 | | |
| | Middle number between Minimum and Median | Median-midpoint at which half of the numbers in a list are higher and the other half lower | Middle number between Median and Maximum | | |
| | Lower Quartile | Interquartile Range = Q3-Q1 | Upper Quartile | | |

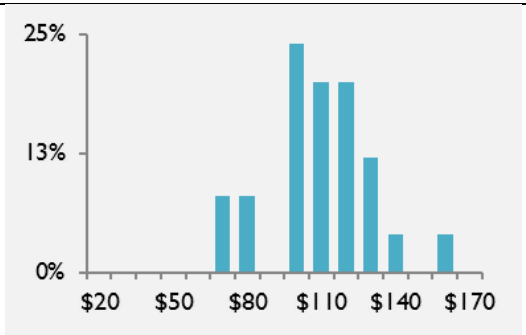
## Table 3. Administrative Director

| | | Nominal, Current $ | | | | | | Constant, 2019, $ | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Year | Number | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average |
| FY01 | 10 | $46,340 | $61,630 | $66,542 | $73,599 | $76,500 | $66,200 | $66,515 | $88,462 | $95,512 | $105,641 | $109,805 | $95,020 |
| FY04 | 18 | $33,750 | $71,408 | $83,080 | $100,410 | $142,968 | $83,942 | $45,417 | $96,093 | $111,800 | $135,121 | $192,392 | $112,961 |
| FY09 | 25 | $46,459 | $85,297 | $95,164 | $111,170 | $140,250 | $96,479 | $55,048 | $101,067 | $112,758 | $131,723 | $166,180 | $114,316 |
| **Most Recent Five Years** | | | | | | | | | | | | | |
| FY14 | 25 | $50,937 | $87,667 | $107,265 | $122,484 | $139,080 | $103,458 | $54,696 | $94,134 | $115,179 | $131,521 | $149,341 | $111,091 |
| FY15 | 25 | $56,375 | $97,357 | $104,433 | $117,500 | $150,522 | $106,212 | $60,462 | $104,415 | $112,005 | $126,019 | $161,436 | $113,913 |
| FY16 | 25 | $40,625 | $82,276 | $107,752 | $123,750 | $154,035 | $101,903 | $43,028 | $87,142 | $114,125 | $131,069 | $163,145 | $107,930 |
| FY17 | 25 | $63,667 | $100,937 | $114,750 | $128,875 | $160,192 | $114,516 | $66,025 | $104,676 | $119,000 | $133,648 | $166,125 | $118,758 |
| FY18 | 25 | $72,510 | $102,840 | $114,778 | $126,262 | $161,458 | $113,389 | $73,404 | $104,107 | $116,192 | $127,818 | $163,448 | $114,786 |

**Median Pay**




**FY18 Pay Distribution**




**Change**

| | |
|---|---|
| FY17-FY18 | -2.36% |
| FY14-FY18 | 0.88% |
| FY09-FY18 | 3.05% |
| FY04-FY18 | 3.93% |
| FY01-FY18 | 21.65% |

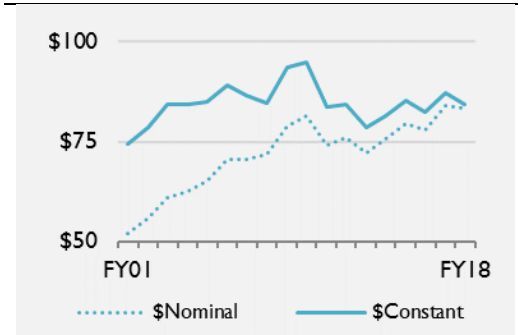
*Dollars in figures are in thousands.*

**Source:** *Report of the Secretary of the Senate*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, March 2019 dollars) for the periods noted. In the visualizations, position pay information based on constant 2019 dollars in thousands of dollars, or change in those levels, are presented in solid blue. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, FY2001-FY2018, are available to congressional requesters upon request.

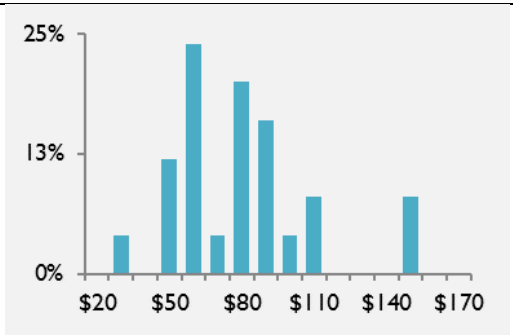
## Table 4. Casework Supervisor

| | | Nominal, Current $ | | | | | | Constant, 2019, $ | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Year** | **Number** | **Minimum** | **25 %ile** | **50 %ile Median** | **75 %ile** | **Maximum** | **Average** | **Minimum** | **25 %ile** | **50 %ile Median** | **75 %ile** | **Maximum** | **Average** |
| FY01 | 25 | $23,928 | $45,479 | $51,828 | $56,550 | $83,000 | $50,594 | $34,345 | $65,279 | $74,391 | $81,169 | $119,135 | $72,621 |
| FY04 | 25 | $27,500 | $54,125 | $62,549 | $70,954 | $88,679 | $60,683 | $37,007 | $72,836 | $84,172 | $95,483 | $119,335 | $81,661 |
| FY09 | 25 | $55,750 | $69,349 | $79,000 | $87,875 | $109,356 | $79,269 | $66,057 | $82,171 | $93,606 | $104,122 | $129,575 | $93,924 |
| **Most Recent Five Years** | | | | | | | | | | | | | |
| FY14 | 25 | $35,500 | $66,427 | $75,719 | $86,800 | $113,875 | $74,974 | $38,119 | $71,328 | $81,306 | $93,204 | $122,276 | $80,505 |
| FY15 | 25 | $37,829 | $64,000 | $79,500 | $86,788 | $118,500 | $79,051 | $40,572 | $68,640 | $85,264 | $93,081 | $127,092 | $84,782 |
| FY16 | 25 | $52,698 | $67,264 | $77,821 | $90,251 | $127,500 | $81,928 | $55,815 | $71,242 | $82,424 | $95,588 | $135,041 | $86,773 |
| FY17 | 25 | $46,219 | $70,103 | $84,106 | $90,815 | $115,167 | $81,630 | $47,931 | $72,699 | $87,221 | $94,178 | $119,432 | $84,653 |
| FY18 | 25 | $36,500 | $62,017 | $83,395 | $96,754 | $155,750 | $84,682 | $36,950 | $62,782 | $84,423 | $97,947 | $157,670 | $85,726 |

**Median Pay**




**FY18 Pay Distribution**




**Change**

| | |
|---|---|
| FY17-FY18 | -3.21% |
| FY14-FY18 | 3.83% |
| FY09-FY18 | -9.81% |
| FY04-FY18 | 0.30% |
| FY01-FY18 | 13.49% |

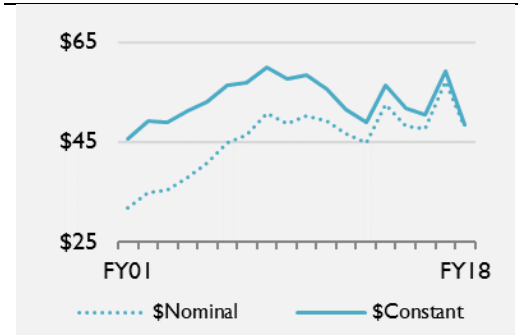
*Dollars in figures are in thousands.*

**Source:** *Report of the Secretary of the Senate*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, March 2019 dollars) for the periods noted. In the visualizations, position pay information based on constant 2019 dollars in thousands of dollars, or change in those levels, are presented in solid blue. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, FY2001-FY2018, are available to congressional requesters upon request.

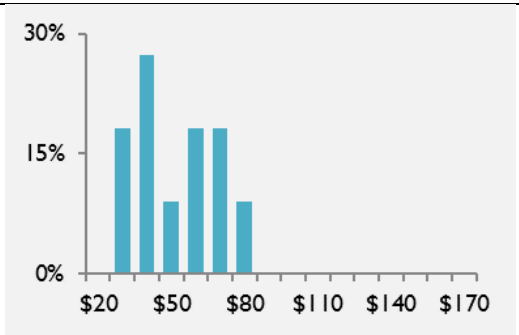
## Table 5. Caseworker

| | | Nominal, Current $ | | | | | | Constant, 2019, $ | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Year | Number | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average |
| FY01 | 25 | $23,227 | $27,873 | $31,781 | $39,900 | $61,039 | $34,342 | $33,339 | $40,007 | $45,617 | $57,271 | $87,613 | $49,293 |
| FY04 | 25 | $25,775 | $31,250 | $38,024 | $41,982 | $57,700 | $38,761 | $34,686 | $42,053 | $51,168 | $56,495 | $77,647 | $52,160 |
| FY09 | 20 | $37,837 | $41,875 | $48,611 | $55,411 | $92,988 | $52,042 | $44,833 | $49,617 | $57,599 | $65,656 | $110,180 | $61,664 |
| **Most Recent Five Years** | | | | | | | | | | | | | |
| FY14 | 24 | $21,167 | $41,340 | $52,598 | $62,125 | $81,250 | $53,187 | $22,728 | $44,390 | $56,478 | $66,708 | $87,244 | $57,111 |
| FY15 | 21 | $21,167 | $42,083 | $48,250 | $66,485 | $80,000 | $52,439 | $22,701 | $45,135 | $51,748 | $71,306 | $85,800 | $56,241 |
| FY16 | 25 | $23,355 | $39,583 | $47,607 | $62,955 | $86,458 | $50,554 | $24,736 | $41,924 | $50,423 | $66,678 | $91,572 | $53,543 |
| FY17 | 21 | $35,000 | $41,958 | $57,156 | $68,523 | $87,500 | $56,058 | $36,296 | $43,512 | $59,273 | $71,061 | $90,741 | $58,135 |
| FY18 | 22 | $31,000 | $43,437 | $48,000 | $64,850 | $70,000 | $51,829 | $31,382 | $43,973 | $48,592 | $65,649 | $70,863 | $52,468 |

**Median Pay**




**FY18 Pay Distribution**




**Change**

| | |
|---|---|
| FY17-FY18 | -18.02% |
| FY14-FY18 | -13.96% |
| FY09-FY18 | -15.64% |
| FY04-FY18 | -5.04% |
| FY01-FY18 | 6.52% |

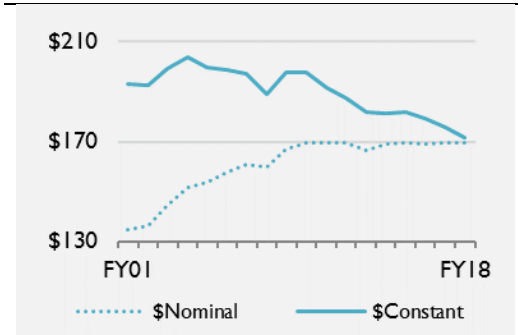
*Dollars in figures are in thousands.*

**Source:** *Report of the Secretary of the Senate*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, March 2019 dollars) for the periods noted. In the visualizations, position pay information based on constant 2019 dollars in thousands of dollars, or change in those levels, are presented in solid blue. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, FY2001-FY2018, are available to congressional requesters upon request.

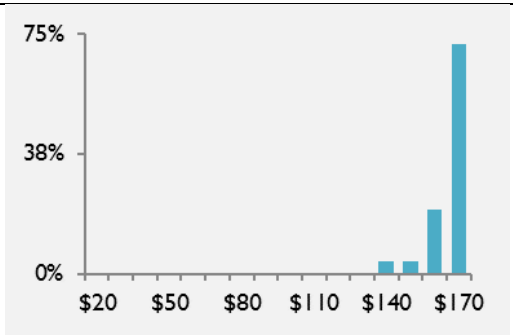
## Table 6. Chief of Staff

| | | Nominal, Current $ | | | | | | Constant, 2019, $ | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Year | Number | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average |
| FY01 | 25 | $103,657 | $124,270 | $134,630 | $138,000 | $139,609 | $130,841 | $148,784 | $178,372 | $193,242 | $198,079 | $200,389 | $187,803 |
| FY04 | 25 | $100,000 | $142,000 | $151,576 | $152,526 | $152,709 | $145,165 | $134,570 | $191,089 | $203,975 | $205,253 | $205,500 | $195,347 |
| FY09 | 25 | $147,960 | $165,305 | $166,926 | $167,305 | $167,305 | $164,532 | $175,316 | $195,867 | $197,789 | $198,237 | $198,237 | $194,952 |
| **Most Recent Five Years** | | | | | | | | | | | | | |
| FY14 | 25 | $141,050 | $161,214 | $169,042 | $169,459 | $169,459 | $164,932 | $151,456 | $173,108 | $181,514 | $181,961 | $181,961 | $177,100 |
| FY15 | 25 | $102,800 | $167,000 | $169,459 | $169,459 | $169,459 | $162,671 | $110,253 | $179,108 | $181,746 | $181,746 | $181,746 | $174,466 |
| FY16 | 25 | $154,500 | $166,000 | $169,000 | $169,459 | $169,459 | $166,857 | $163,638 | $175,818 | $178,995 | $179,481 | $179,481 | $176,725 |
| FY17 | 25 | $126,775 | $165,743 | $169,459 | $169,459 | $169,459 | $165,680 | $131,470 | $171,882 | $175,735 | $175,735 | $175,735 | $171,816 |
| FY18 | 25 | $143,815 | $166,957 | $169,459 | $169,459 | $169,459 | $166,646 | $145,587 | $169,015 | $171,548 | $171,548 | $171,548 | $168,700 |

**Median Pay**




**FY18 Pay Distribution**




**Change**

| | |
|---|---|
| FY17-FY18 | -2.38% |
| FY14-FY18 | -5.49% |
| FY09-FY18 | -13.27% |
| FY04-FY18 | -15.90% |
| FY01-FY18 | -11.23% |

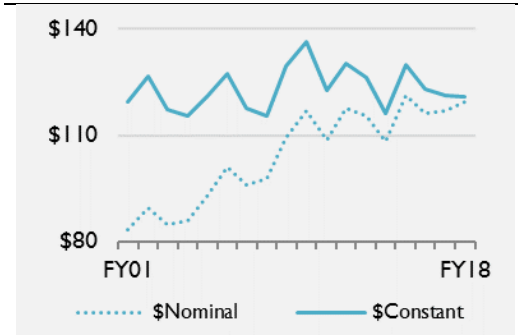
*Dollars in figures are in thousands.*

**Source:** *Report of the Secretary of the Senate*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, March 2019 dollars) for the periods noted. In the visualizations, position pay information based on constant 2019 dollars in thousands of dollars, or change in those levels, are presented in solid blue. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, FY2001-FY2018, are available to congressional requesters upon request.

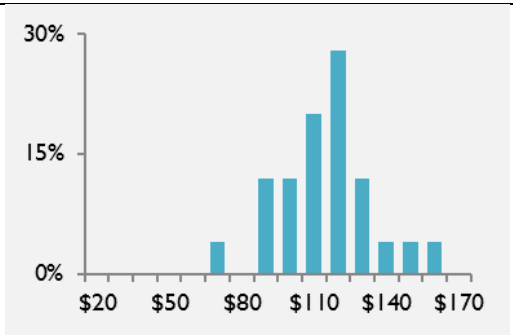
## Table 7. Communications Director

| | | Nominal, Current $ | | | | | | Constant, 2019, $ | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Year | Number | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average |
| FY01 | 25 | $42,189 | $72,441 | $83,186 | $94,455 | $128,974 | $83,784 | $60,556 | $103,979 | $119,402 | $135,577 | $185,124 | $120,259 |
| FY04 | 25 | $56,908 | $76,001 | $85,733 | $110,160 | $142,726 | $92,741 | $76,581 | $102,275 | $115,371 | $148,242 | $192,065 | $124,801 |
| FY09 | 25 | $75,400 | $92,333 | $109,296 | $121,277 | $156,687 | $111,197 | $89,340 | $109,404 | $129,503 | $143,699 | $185,656 | $131,756 |
| **Most Recent Five Years** | | | | | | | | | | | | | |
| FY14 | 25 | $80,000 | $99,500 | $108,288 | $122,836 | $157,137 | $112,337 | $85,902 | $106,841 | $116,277 | $131,899 | $168,730 | $120,625 |
| FY15 | 25 | $95,675 | $102,000 | $121,065 | $132,797 | $169,459 | $122,710 | $102,612 | $109,395 | $129,843 | $142,426 | $181,746 | $131,607 |
| FY16 | 25 | $75,344 | $105,871 | $116,250 | $127,500 | $148,750 | $116,696 | $79,800 | $112,133 | $123,126 | $135,041 | $157,548 | $123,598 |
| FY17 | 25 | $92,000 | $106,875 | $116,875 | $128,000 | $155,000 | $118,145 | $95,408 | $110,833 | $121,204 | $132,741 | $160,741 | $122,520 |
| FY18 | 25 | $76,717 | $107,000 | $119,270 | $126,960 | $163,275 | $117,207 | $77,663 | $108,319 | $120,740 | $128,525 | $165,288 | $118,652 |

**Median Pay**




**FY18 Pay Distribution**




**Change**

| | |
|---|---|
| FY17-FY18 | -0.38% |
| FY14-FY18 | 3.84% |
| FY09-FY18 | -6.77% |
| FY04-FY18 | 4.65% |
| FY01-FY18 | 1.12% |

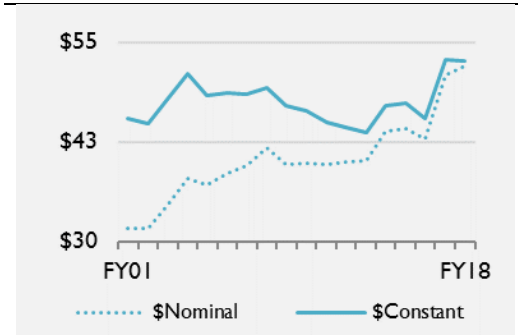
*Dollars in figures are in thousands.*

**Source:** *Report of the Secretary of the Senate*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, March 2019 dollars) for the periods noted. In the visualizations, position pay information based on constant 2019 dollars in thousands of dollars, or change in those levels, are presented in solid blue. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, FY2001-FY2018, are available to congressional requesters upon request.

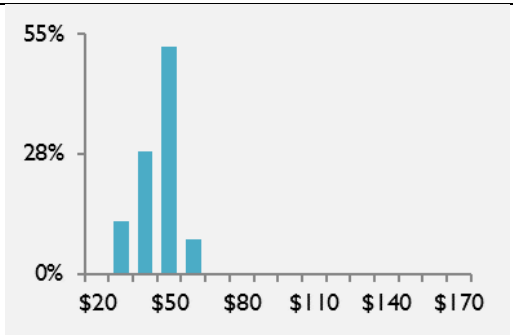
## Table 8. Constituent Service Representative

| | | Nominal, Current $ | | | | | | Constant, 2019, $ | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Year | Number | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average |
| FY01 | 19 | $23,802 | $26,801 | $31,611 | $37,367 | $45,180 | $31,778 | $34,165 | $38,468 | $45,373 | $53,635 | $64,850 | $45,613 |
| FY04 | 25 | $23,410 | $32,031 | $37,863 | $42,000 | $58,719 | $37,753 | $31,503 | $43,104 | $50,951 | $56,519 | $79,018 | $50,804 |
| FY09 | 25 | $19,583 | $31,125 | $39,667 | $44,000 | $71,208 | $40,223 | $23,204 | $36,880 | $47,000 | $52,135 | $84,374 | $47,659 |
| **Most Recent Five Years** | | | | | | | | | | | | | |
| FY14 | 25 | $30,463 | $37,175 | $43,771 | $48,000 | $89,179 | $45,446 | $32,710 | $39,918 | $47,001 | $51,541 | $95,758 | $48,799 |
| FY15 | 25 | $31,500 | $38,652 | $44,125 | $47,960 | $83,084 | $44,926 | $33,784 | $41,454 | $47,324 | $51,438 | $89,108 | $48,184 |
| FY16 | 25 | $26,659 | $38,806 | $42,852 | $46,500 | $69,229 | $43,881 | $28,236 | $41,101 | $45,387 | $49,250 | $73,324 | $46,476 |
| FY17 | 25 | $30,900 | $44,456 | $50,833 | $54,187 | $83,325 | $49,863 | $32,044 | $46,103 | $52,716 | $56,194 | $86,411 | $51,710 |
| FY18 | 25 | $36,154 | $41,310 | $51,980 | $56,500 | $64,167 | $49,749 | $36,600 | $41,819 | $52,620 | $57,196 | $64,958 | $50,362 |

**Median Pay**




**FY18 Pay Distribution**




**Change**

| | |
|---|---|
| FY17-FY18 | -0.18% |
| FY14-FY18 | 11.96% |
| FY09-FY18 | 11.96% |
| FY04-FY18 | 3.28% |
| FY01-FY18 | 15.97% |

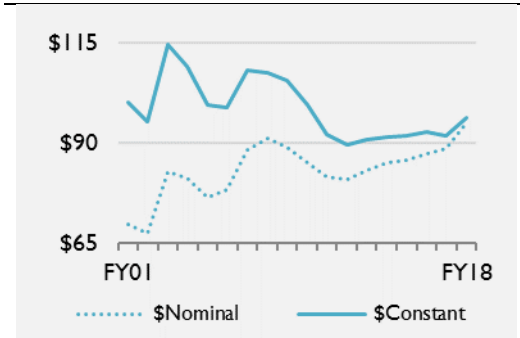
*Dollars in figures are in thousands.*

**Source:** *Report of the Secretary of the Senate*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, March 2019 dollars) for the periods noted. In the visualizations, position pay information based on constant 2019 dollars in thousands of dollars, or change in those levels, are presented in solid blue. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, FY2001-FY2018, are available to congressional requesters upon request.

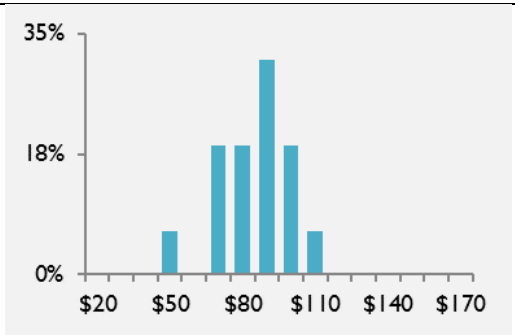
## Table 9. Counsel

| | | Nominal, Current $ | | | | | | Constant, 2019, $ | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Year | Number | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average |
| FY01 | 15 | $25,000 | $61,723 | $69,875 | $74,691 | $93,833 | $67,125 | $35,884 | $88,595 | $100,296 | $107,209 | $134,684 | $96,349 |
| FY04 | 25 | $45,000 | $66,952 | $81,127 | $91,992 | $152,526 | $84,890 | $60,556 | $90,097 | $109,173 | $123,793 | $205,253 | $114,236 |
| FY09 | 23 | $45,000 | $77,313 | $89,000 | $98,542 | $129,788 | $88,826 | $53,320 | $91,607 | $105,455 | $116,761 | $153,784 | $105,248 |
| **Most Recent Five Years** | | | | | | | | | | | | | |
| FY14 | 25 | $53,250 | $77,000 | $85,100 | $101,734 | $153,120 | $90,638 | $57,179 | $82,681 | $91,378 | $109,240 | $164,417 | $97,325 |
| FY15 | 25 | $58,000 | $79,417 | $85,669 | $113,333 | $154,659 | $93,777 | $62,205 | $85,175 | $91,881 | $121,551 | $165,873 | $100,576 |
| FY16 | 25 | $52,500 | $73,646 | $87,500 | $97,083 | $134,932 | $88,773 | $55,605 | $78,002 | $92,675 | $102,825 | $142,913 | $94,024 |
| FY17 | 25 | $66,500 | $84,728 | $88,535 | $96,169 | $142,271 | $93,268 | $68,963 | $87,866 | $91,814 | $99,731 | $147,540 | $96,722 |
| FY18 | 16 | $55,000 | $80,221 | $95,172 | $99,808 | $114,392 | $90,265 | $55,678 | $81,210 | $96,345 | $101,038 | $115,802 | $91,377 |

**Median Pay**




**FY18 Pay Distribution**




**Change**

| | |
|---|---|
| FY17-FY18 | 4.94% |
| FY14-FY18 | 5.44% |
| FY09-FY18 | -8.64% |
| FY04-FY18 | -11.75% |
| FY01-FY18 | -3.94% |

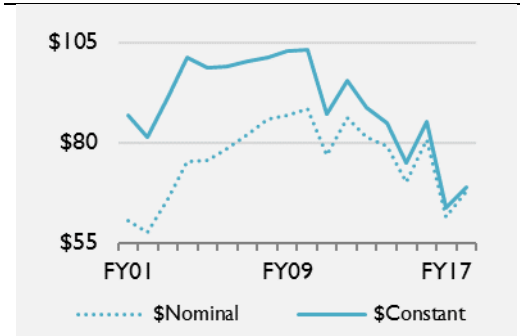
*Dollars in figures are in thousands.*

**Source:** *Report of the Secretary of the Senate*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, March 2019 dollars) for the periods noted. In the visualizations, position pay information based on constant 2019 dollars in thousands of dollars, or change in those levels, are presented in solid blue. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, FY2001-FY2018, are available to congressional requesters upon request.

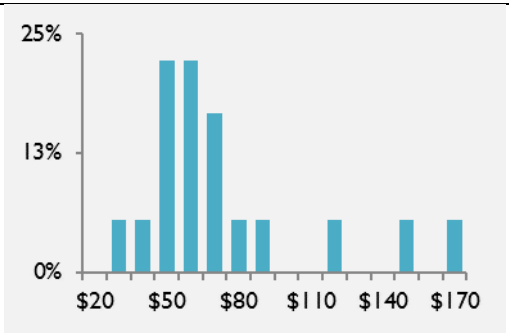
## Table 10. Executive Assistant

| | | Nominal, Current $ | | | | | | Constant, 2019, $ | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Year | Number | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average |
| FY01 | 25 | $36,000 | $51,486 | $60,480 | $79,529 | $124,583 | $65,378 | $51,673 | $73,901 | $86,810 | $114,153 | $178,822 | $93,841 |
| FY04 | 25 | $32,262 | $60,167 | $75,250 | $89,299 | $152,709 | $76,616 | $43,415 | $80,967 | $101,263 | $120,170 | $205,500 | $103,102 |
| FY09 | 25 | $42,272 | $67,151 | $86,817 | $105,750 | $167,305 | $91,183 | $50,087 | $79,566 | $102,868 | $125,302 | $198,237 | $108,042 |
| **Most Recent Five Years** | | | | | | | | | | | | | |
| FY14 | 23 | $32,750 | $59,062 | $79,110 | $111,741 | $169,459 | $85,535 | $35,166 | $63,420 | $84,947 | $119,985 | $181,961 | $91,845 |
| FY15 | 21 | $42,983 | $55,375 | $70,000 | $107,544 | $169,459 | $84,837 | $46,100 | $59,390 | $75,075 | $115,342 | $181,746 | $90,988 |
| FY16 | 21 | $33,752 | $60,657 | $80,559 | $126,000 | $169,459 | $92,915 | $35,749 | $64,245 | $85,323 | $133,452 | $179,481 | $98,411 |
| FY17 | 19 | $36,750 | $48,099 | $61,500 | $100,426 | $169,459 | $79,059 | $38,111 | $49,881 | $63,778 | $104,146 | $175,735 | $81,987 |
| FY18 | 18 | $38,250 | $57,811 | $67,946 | $79,018 | $169,459 | $78,477 | $38,721 | $58,524 | $68,783 | $79,992 | $171,548 | $79,445 |

**Median Pay**




**FY18 Pay Distribution**




**Change**

| | |
|---|---|
| FY17-FY18 | 7.85% |
| FY14-FY18 | -19.03% |
| FY09-FY18 | -33.13% |
| FY04-FY18 | -32.08% |
| FY01-FY18 | -20.77% |

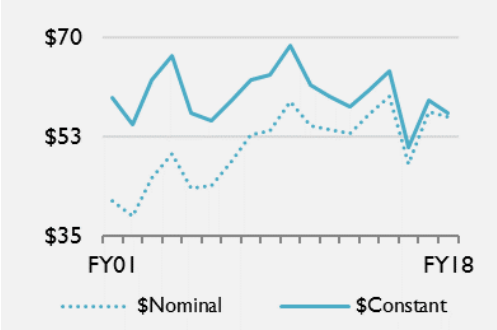
*Dollars in figures are in thousands.*

**Source:** *Report of the Secretary of the Senate*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, March 2019 dollars) for the periods noted. In the visualizations, position pay information based on constant 2019 dollars in thousands of dollars, or change in those levels, are presented in solid blue. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, FY2001-FY2018, are available to congressional requesters upon request.

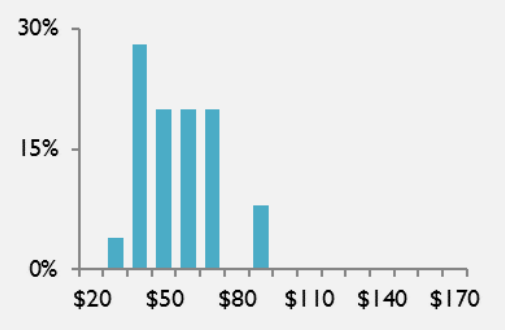
## Table 11. Field Representative

| | | Nominal, Current $ | | | | | | Constant, 2019, $ | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Year | Number | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average |
| FY01 | 25 | $20,519 | $35,839 | $41,337 | $48,744 | $70,466 | $42,290 | $29,452 | $51,441 | $59,333 | $69,965 | $101,144 | $60,701 |
| FY04 | 25 | $21,518 | $33,793 | $49,562 | $54,449 | $87,500 | $46,831 | $28,956 | $45,474 | $66,696 | $73,272 | $117,748 | $63,021 |
| FY09 | 25 | $29,495 | $45,378 | $53,500 | $65,434 | $91,750 | $55,405 | $34,949 | $53,768 | $63,391 | $77,532 | $108,713 | $65,649 |
| **Most Recent Five Years** | | | | | | | | | | | | | |
| FY14 | 25 | $34,833 | $50,247 | $56,458 | $73,500 | $93,948 | $60,554 | $37,403 | $53,955 | $60,624 | $78,923 | $100,880 | $65,022 |
| FY15 | 25 | $35,615 | $44,500 | $59,678 | $73,000 | $89,458 | $58,997 | $38,198 | $47,726 | $64,004 | $78,293 | $95,944 | $63,275 |
| FY16 | 24 | $33,476 | $41,076 | $47,833 | $69,750 | $98,125 | $55,119 | $35,456 | $43,505 | $50,662 | $73,875 | $103,929 | $58,379 |
| FY17 | 25 | $37,691 | $48,375 | $56,863 | $68,437 | $87,500 | $58,369 | $39,087 | $50,167 | $58,969 | $70,972 | $90,741 | $60,531 |
| FY18 | 25 | $38,083 | $47,000 | $56,000 | $70,625 | $93,042 | $60,296 | $38,553 | $47,579 | $56,690 | $71,495 | $94,188 | $61,039 |

**Median Pay**




**FY18 Pay Distribution**




**Change**

| | |
|---|---|
| FY17-FY18 | -3.86% |
| FY14-FY18 | -6.49% |
| FY09-FY18 | -10.57% |
| FY04-FY18 | -15.00% |
| FY01-FY18 | -4.45% |

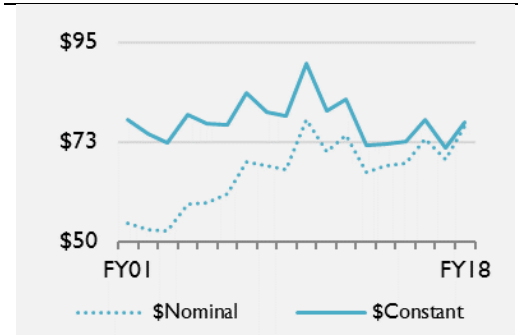
*Dollars in figures are in thousands.*

**Source:** *Report of the Secretary of the Senate*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, March 2019 dollars) for the periods noted. In the visualizations, position pay information based on constant 2019 dollars in thousands of dollars, or change in those levels, are presented in solid blue. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, FY2001-FY2018, are available to congressional requesters upon request.

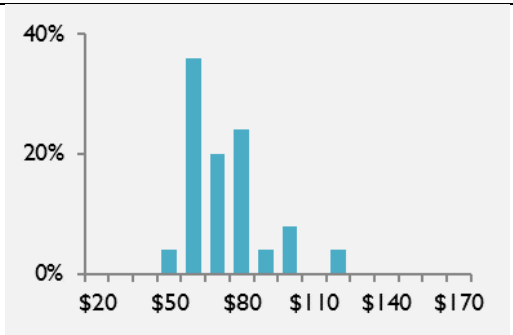
## Table 12. Legislative Assistant

| | | Nominal, Current $ | | | | | | Constant, 2019, $ | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Year | Number | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average |
| FY01 | 25 | $31,916 | $46,440 | $54,032 | $65,250 | $83,533 | $55,641 | $45,811 | $66,658 | $77,555 | $93,657 | $119,899 | $79,865 |
| FY04 | 25 | $30,203 | $49,871 | $58,500 | $76,436 | $135,000 | $66,495 | $40,644 | $67,111 | $78,723 | $102,859 | $181,669 | $89,481 |
| FY09 | 25 | $50,042 | $57,228 | $66,125 | $77,500 | $106,916 | $69,293 | $59,294 | $67,809 | $78,351 | $91,829 | $126,683 | $82,104 |
| **Most Recent Five Years** | | | | | | | | | | | | | |
| FY14 | 25 | $30,333 | $61,667 | $67,000 | $73,331 | $87,500 | $66,806 | $32,571 | $66,216 | $71,943 | $78,741 | $93,955 | $71,735 |
| FY15 | 25 | $58,755 | $65,000 | $67,667 | $76,083 | $103,375 | $71,209 | $63,015 | $69,713 | $72,573 | $81,600 | $110,870 | $76,372 |
| FY16 | 25 | $50,667 | $60,000 | $73,000 | $79,619 | $106,383 | $71,792 | $53,663 | $63,548 | $77,317 | $84,328 | $112,675 | $76,038 |
| FY17 | 25 | $44,420 | $55,000 | $68,667 | $87,875 | $120,901 | $71,667 | $46,066 | $57,037 | $71,210 | $91,130 | $125,379 | $74,321 |
| FY18 | 25 | $53,333 | $65,500 | $76,000 | $84,254 | $122,901 | $76,770 | $53,991 | $66,307 | $76,937 | $85,292 | $124,415 | $77,716 |

**Median Pay**




**FY18 Pay Distribution**




**Change**

| | |
|---|---|
| FY17-FY18 | 8.04% |
| FY14-FY18 | 6.94% |
| FY09-FY18 | -1.80% |
| FY04-FY18 | -2.27% |
| FY01-FY18 | -0.80% |

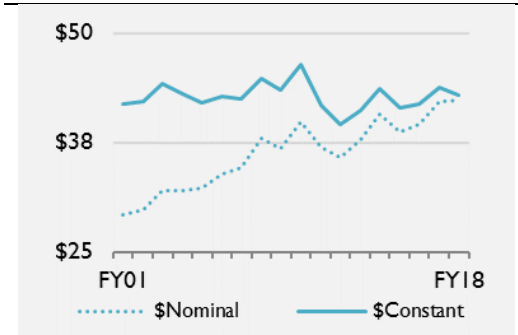
*Dollars in figures are in thousands.*

**Source:** *Report of the Secretary of the Senate*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, March 2019 dollars) for the periods noted. In the visualizations, position pay information based on constant 2019 dollars in thousands of dollars, or change in those levels, are presented in solid blue. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, FY2001-FY2018, are available to congressional requesters upon request.

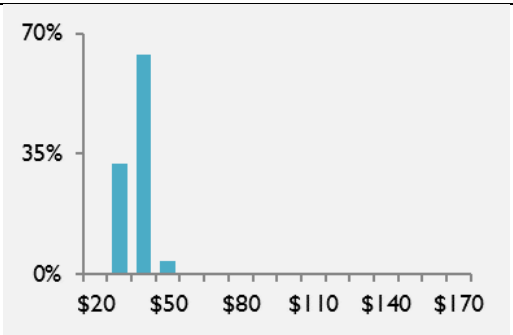
## Table 13. Legislative Correspondent

| | | Nominal, Current $ | | | | | | Constant, 2019, $ | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Year | Number | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average |
| FY01 | 25 | $22,344 | $27,496 | $29,250 | $32,500 | $41,250 | $30,560 | $32,071 | $39,467 | $41,984 | $46,649 | $59,208 | $43,865 |
| FY04 | 25 | $25,327 | $29,779 | $31,994 | $35,320 | $56,467 | $34,350 | $34,083 | $40,074 | $43,055 | $47,530 | $75,987 | $46,224 |
| FY09 | 25 | $30,156 | $35,381 | $36,786 | $40,530 | $49,750 | $38,093 | $35,731 | $41,922 | $43,587 | $48,024 | $58,948 | $45,136 |
| **Most Recent Five Years** | | | | | | | | | | | | | |
| FY14 | 25 | $32,388 | $35,806 | $40,722 | $41,904 | $58,333 | $40,412 | $34,778 | $38,448 | $43,726 | $44,996 | $62,637 | $43,393 |
| FY15 | 25 | $33,875 | $36,875 | $38,668 | $42,000 | $52,000 | $39,794 | $36,331 | $39,549 | $41,471 | $45,045 | $55,770 | $42,679 |
| FY16 | 25 | $34,265 | $37,348 | $39,589 | $43,650 | $45,500 | $39,947 | $36,292 | $39,556 | $41,930 | $46,231 | $48,191 | $42,309 |
| FY17 | 25 | $30,000 | $39,000 | $42,281 | $45,156 | $62,250 | $42,879 | $31,111 | $40,444 | $43,847 | $46,829 | $64,556 | $44,468 |
| FY18 | 25 | $33,855 | $38,400 | $42,389 | $45,687 | $52,458 | $42,409 | $34,273 | $38,873 | $42,911 | $46,250 | $53,104 | $42,931 |

**Median Pay**




**FY18 Pay Distribution**




**Change**

| | |
|---|---|
| FY17-FY18 | -2.13% |
| FY14-FY18 | -1.86% |
| FY09-FY18 | -1.55% |
| FY04-FY18 | -0.33% |
| FY01-FY18 | 2.21% |

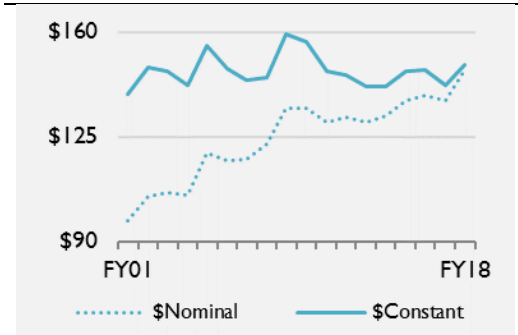
*Dollars in figures are in thousands.*

**Source:** *Report of the Secretary of the Senate*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, March 2019 dollars) for the periods noted. In the visualizations, position pay information based on constant 2019 dollars in thousands of dollars, or change in those levels, are presented in solid blue. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, FY2001-FY2018, are available to congressional requesters upon request.

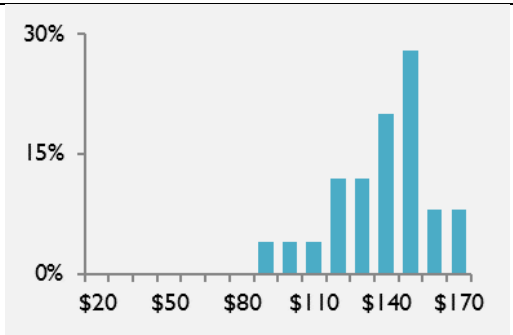
## Table 14. Legislative Director

| | | Nominal, Current $ | | | | | | Constant, 2019, $ | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Year | Number | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average |
| FY01 | 25 | $70,417 | $90,429 | $96,988 | $106,671 | $138,459 | $97,697 | $101,073 | $129,798 | $139,213 | $153,111 | $198,738 | $140,231 |
| FY04 | 25 | $67,401 | $92,751 | $105,695 | $124,167 | $140,245 | $107,803 | $90,702 | $124,815 | $142,233 | $167,090 | $188,727 | $145,071 |
| FY09 | 25 | $98,743 | $122,544 | $134,583 | $150,654 | $167,305 | $135,702 | $116,999 | $145,201 | $159,466 | $178,508 | $198,237 | $160,791 |
| **Most Recent Five Years** | | | | | | | | | | | | | |
| FY14 | 25 | $100,000 | $118,750 | $132,000 | $139,569 | $155,750 | $128,618 | $107,378 | $127,511 | $141,739 | $149,866 | $167,241 | $138,107 |
| FY15 | 25 | $106,583 | $119,135 | $137,000 | $141,479 | $162,625 | $132,473 | $114,311 | $127,773 | $146,933 | $151,737 | $174,416 | $142,078 |
| FY16 | 25 | $101,375 | $125,380 | $138,923 | $151,167 | $165,647 | $138,102 | $107,371 | $132,795 | $147,140 | $160,107 | $175,444 | $146,270 |
| FY17 | 25 | $104,667 | $125,000 | $137,083 | $146,007 | $168,679 | $136,547 | $108,543 | $129,630 | $142,161 | $151,415 | $174,926 | $141,605 |
| FY18 | 25 | $97,122 | $130,001 | $147,188 | $150,588 | $169,459 | $141,493 | $98,319 | $131,603 | $149,002 | $152,444 | $171,548 | $143,237 |

**Median Pay**




**FY18 Pay Distribution**




**Change**

| | |
|---|---|
| FY17-FY18 | 4.81% |
| FY14-FY18 | 5.12% |
| FY09-FY18 | -6.56% |
| FY04-FY18 | 4.76% |
| FY01-FY18 | 7.03% |

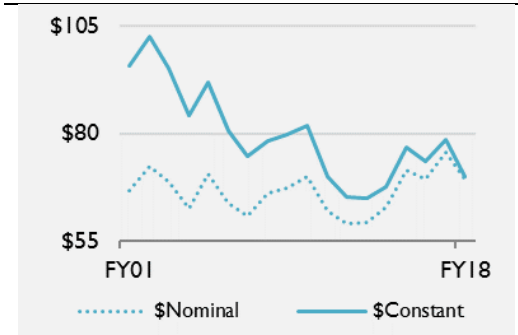
*Dollars in figures are in thousands.*

**Source:** *Report of the Secretary of the Senate*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, March 2019 dollars) for the periods noted. In the visualizations, position pay information based on constant 2019 dollars in thousands of dollars, or change in those levels, are presented in solid blue. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, FY2001-FY2018, are available to congressional requesters upon request.

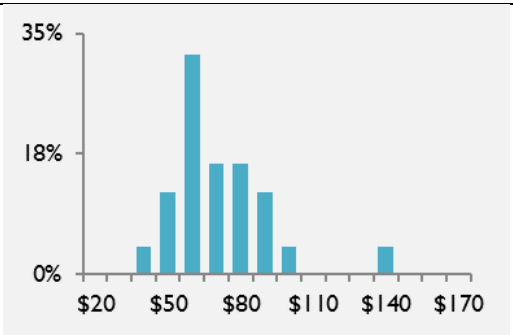
## Table 15. Press Secretary

| | | Nominal, Current $ | | | | | | Constant, 2019, $ | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Year | Number | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average |
| FY01 | 25 | $21,120 | $48,125 | $66,625 | $77,143 | $92,242 | $64,528 | $30,315 | $69,077 | $95,631 | $110,728 | $132,401 | $92,621 |
| FY04 | 25 | $41,098 | $51,150 | $62,523 | $80,917 | $109,734 | $67,127 | $55,305 | $68,832 | $84,137 | $108,890 | $147,668 | $90,333 |
| FY09 | 25 | $38,452 | $59,500 | $67,453 | $82,852 | $131,000 | $71,592 | $45,561 | $70,501 | $79,924 | $98,171 | $155,220 | $84,829 |
| **Most Recent Five Years** | | | | | | | | | | | | | |
| FY14 | 25 | $50,333 | $56,916 | $62,914 | $78,182 | $130,000 | $71,385 | $54,047 | $61,115 | $67,556 | $83,951 | $139,591 | $76,652 |
| FY15 | 25 | $53,610 | $62,833 | $71,650 | $78,802 | $127,813 | $73,754 | $57,497 | $67,389 | $76,845 | $84,516 | $137,080 | $79,102 |
| FY16 | 25 | $53,771 | $65,937 | $69,375 | $76,856 | $132,125 | $75,205 | $56,951 | $69,837 | $73,478 | $81,401 | $139,939 | $79,653 |
| FY17 | 25 | $52,389 | $66,000 | $75,737 | $88,000 | $132,192 | $79,425 | $54,329 | $68,444 | $78,543 | $91,259 | $137,088 | $82,367 |
| FY18 | 25 | $48,093 | $61,197 | $69,306 | $87,000 | $142,404 | $74,966 | $48,686 | $61,951 | $70,160 | $88,072 | $144,160 | $75,890 |

**Median Pay**




**FY18 Pay Distribution**




**Change**

| | |
|---|---|
| FY17-FY18 | -10.67% |
| FY14-FY18 | 3.85% |
| FY09-FY18 | -12.22% |
| FY04-FY18 | -16.61% |
| FY01-FY18 | -26.63% |

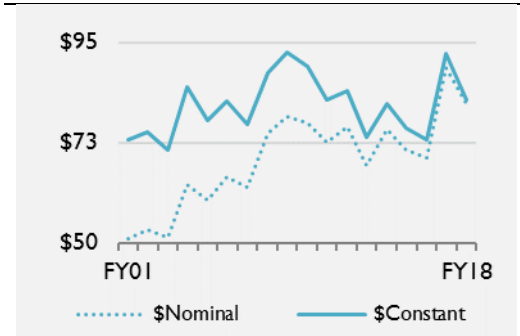
*Dollars in figures are in thousands.*

**Source:** *Report of the Secretary of the Senate*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, March 2019 dollars) for the periods noted. In the visualizations, position pay information based on constant 2019 dollars in thousands of dollars, or change in those levels, are presented in solid blue. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, FY2001-FY2018, are available to congressional requesters upon request.

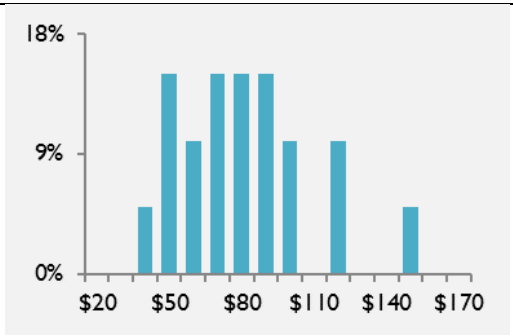
## Table 16. Scheduler

| | | Nominal, Current $ | | | | | | Constant, 2019, $ | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Year | Number | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average |
| FY01 | 25 | $29,690 | $42,167 | $50,917 | $54,670 | $75,308 | $50,705 | $42,616 | $60,524 | $73,084 | $78,471 | $108,094 | $72,780 |
| FY04 | 25 | $39,583 | $48,250 | $63,167 | $77,292 | $120,280 | $64,745 | $53,267 | $64,930 | $85,003 | $104,011 | $161,860 | $87,128 |
| FY09 | 25 | $28,468 | $55,653 | $78,250 | $87,372 | $162,986 | $76,762 | $33,731 | $65,942 | $92,717 | $103,526 | $193,119 | $90,955 |
| **Most Recent Five Years** | | | | | | | | | | | | | |
| FY14 | 25 | $35,262 | $58,432 | $75,546 | $91,500 | $131,812 | $77,111 | $37,864 | $62,743 | $81,120 | $98,251 | $141,537 | $82,800 |
| FY15 | 25 | $42,925 | $52,596 | $70,708 | $90,000 | $134,921 | $76,226 | $46,038 | $56,410 | $75,835 | $96,525 | $144,703 | $81,753 |
| FY16 | 20 | $39,716 | $56,775 | $69,017 | $88,068 | $137,897 | $74,235 | $42,065 | $60,133 | $73,099 | $93,276 | $146,053 | $78,626 |
| FY17 | 15 | $45,335 | $71,778 | $89,167 | $98,415 | $140,632 | $87,838 | $47,014 | $74,437 | $92,469 | $102,060 | $145,841 | $91,092 |
| FY18 | 20 | $45,268 | $67,356 | $81,076 | $93,322 | $151,993 | $84,916 | $45,826 | $68,186 | $82,075 | $94,472 | $153,867 | $85,963 |

**Median Pay**




**FY18 Pay Distribution**




**Change**

| | |
|---|---|
| FY17-FY18 | -11.24% |
| FY14-FY18 | 1.18% |
| FY09-FY18 | -11.48% |
| FY04-FY18 | -3.44% |
| FY01-FY18 | 12.30% |

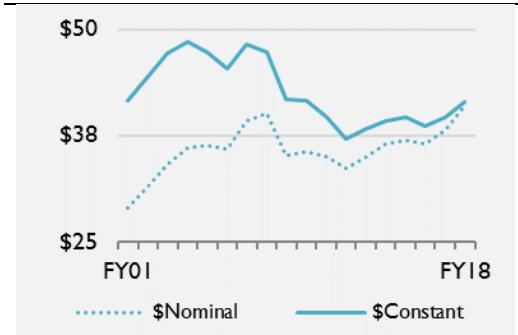
*Dollars in figures are in thousands.*

**Source:** *Report of the Secretary of the Senate*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, March 2019 dollars) for the periods noted. In the visualizations, position pay information based on constant 2019 dollars in thousands of dollars, or change in those levels, are presented in solid blue. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, FY2001-FY2018, are available to congressional requesters upon request.

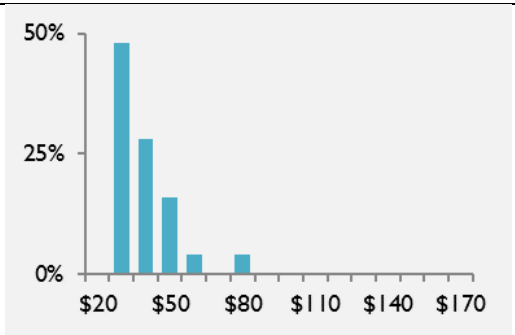
## Table 17. Staff Assistant

| | | Nominal, Current $ | | | | | | Constant, 2019, $ | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Year | Number | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average |
| FY01 | 25 | $22,000 | $26,875 | $28,985 | $33,008 | $51,275 | $31,205 | $31,578 | $38,575 | $41,604 | $47,379 | $73,598 | $44,791 |
| FY04 | 25 | $21,000 | $28,792 | $36,107 | $44,142 | $62,917 | $36,668 | $28,260 | $38,745 | $48,590 | $59,402 | $84,667 | $49,344 |
| FY09 | 25 | $18,683 | $32,777 | $35,216 | $40,529 | $56,500 | $37,386 | $22,137 | $38,837 | $41,727 | $48,022 | $66,946 | $44,298 |
| **Most Recent Five Years** | | | | | | | | | | | | | |
| FY14 | 25 | $28,114 | $34,010 | $36,551 | $43,093 | $75,000 | $39,920 | $30,188 | $36,519 | $39,247 | $46,272 | $80,533 | $42,865 |
| FY15 | 25 | $27,025 | $32,375 | $37,000 | $40,917 | $75,000 | $38,956 | $28,984 | $34,722 | $39,683 | $43,883 | $80,438 | $41,780 |
| FY16 | 25 | $24,401 | $34,500 | $36,500 | $43,417 | $64,083 | $39,479 | $25,844 | $36,540 | $38,659 | $45,984 | $67,873 | $41,814 |
| FY17 | 25 | $32,624 | $34,937 | $38,192 | $39,578 | $46,000 | $37,750 | $33,832 | $36,231 | $39,606 | $41,044 | $47,704 | $39,148 |
| FY18 | 25 | $30,000 | $37,412 | $40,953 | $46,333 | $87,950 | $43,898 | $30,370 | $37,873 | $41,458 | $46,904 | $89,034 | $44,439 |

**Median Pay**




**FY18 Pay Distribution**




**Change**

| | |
|---|---|
| FY17-FY18 | 4.68% |
| FY14-FY18 | 5.63% |
| FY09-FY18 | -0.64% |
| FY04-FY18 | -14.68% |
| FY01-FY18 | -0.35% |

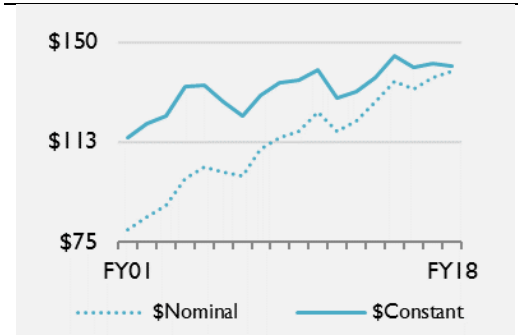
*Dollars in figures are in thousands.*

**Source:** *Report of the Secretary of the Senate*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, March 2019 dollars) for the periods noted. In the visualizations, position pay information based on constant 2019 dollars in thousands of dollars, or change in those levels, are presented in solid blue. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, FY2001-FY2018, are available to congressional requesters upon request.

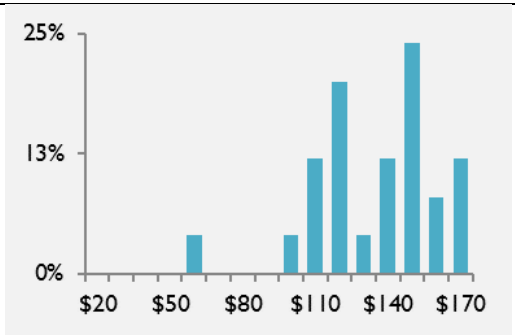
## Table 18. State Director

| | | Nominal, Current $ | | | | | | Constant, 2019, $ | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Year | Number | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average | Minimum | 25 %ile | 50 %ile Median | 75 %ile | Maximum | Average |
| FY01 | 25 | $56,000 | $74,089 | $79,521 | $91,065 | $122,533 | $82,660 | $80,380 | $106,344 | $114,141 | $130,710 | $175,879 | $118,647 |
| FY04 | 25 | $70,000 | $83,598 | $99,000 | $105,396 | $123,126 | $96,097 | $94,199 | $112,498 | $133,224 | $141,832 | $165,690 | $129,318 |
| FY09 | 25 | $81,132 | $103,750 | $113,975 | $129,500 | $167,305 | $118,890 | $96,132 | $122,932 | $135,047 | $153,443 | $198,237 | $140,871 |
| **Most Recent Five Years** | | | | | | | | | | | | | |
| FY14 | 25 | $78,833 | $115,125 | $127,467 | $152,545 | $169,459 | $132,613 | $84,649 | $123,619 | $136,871 | $163,800 | $181,961 | $142,397 |
| FY15 | 25 | $93,500 | $111,817 | $135,250 | $157,094 | $169,459 | $134,582 | $100,279 | $119,924 | $145,056 | $168,484 | $181,746 | $144,340 |
| FY16 | 25 | $77,042 | $117,500 | $132,563 | $144,500 | $169,459 | $131,694 | $81,598 | $124,449 | $140,403 | $153,046 | $179,481 | $139,483 |
| FY17 | 25 | $105,208 | $116,883 | $136,750 | $148,000 | $169,459 | $134,059 | $109,105 | $121,212 | $141,815 | $153,482 | $175,735 | $139,024 |
| FY18 | 25 | $60,750 | $121,667 | $139,250 | $154,046 | $169,459 | $137,312 | $61,499 | $123,166 | $140,966 | $155,944 | $171,548 | $139,004 |

**Median Pay**




**FY18 Pay Distribution**




**Change**

| | |
|---|---|
| FY17-FY18 | -0.60% |
| FY14-FY18 | 2.99% |
| FY09-FY18 | 4.38% |
| FY04-FY18 | 5.81% |
| FY01-FY18 | 23.50% |

*Dollars in figures are in thousands.*

**Source:** *Report of the Secretary of the Senate*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, March 2019 dollars) for the periods noted. In the visualizations, position pay information based on constant 2019 dollars in thousands of dollars, or change in those levels, are presented in solid blue. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, FY2001-FY2018, are available to congressional requesters upon request.

## Author Information

R. Eric Petersen, Coordinator
Specialist in American National Government

Raymond T. Williams
Research Assistant

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