

Staff Pay Levels for Selected Positions in Senators' Offices, FY2001-FY2020

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April 20, 2021

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Specialist in American
National Government

Staff Pay Levels for Selected Positions in Senators' Offices, FY2001-FY2020

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 24 staff position titles that are typically found in Senators' offices. The following table provides the positions, and the change in median pay levels between FY2019 and FY2020 for those positions, in constant 2021 dollars.

Selected Staff Positions and Percentage Change in Median Pay, FY2019-FY2020

Position	Change FY19-FY20	Position	Change FY19-FY20	Position	Change FY19-FY20
Administrative Director	3.45%	Deputy Press Secretary	3.68%	Press Secretary	-5.27%
Caseworker	-15.42%	Executive Assistant	11.86%	Regional Director	-0.97%
Chief of Staff	0.40%	Field Representative	-10.27%	Regional Representative	-13.83%
Communications Director	2.44%	Legislative Aide	0.98%	Scheduler	-9.37%
Constituent Services Representative	-2.43%	Legislative Assistant	1.17%	Scheduling Director	8.09%
Correspondence Manager	2.60%	Legislative Correspondent	2.13%	Speechwriter	-20.33%
Counsel	-3.83%	Legislative Director	2.69%	Staff Assistant	0.75%
Deputy Chief of Staff	6.34%	Press Assistant	3.42%	State Director	-7.07%

Source: *Report of the Secretary of the Senate*, as collated by LegiStorm, various years, and CRS calculations. Change is based on constant 2021 dollars.

Report tables provide aggregate statistics on pay for most staff positions for FY2001, FY2006, FY2011, and FY2016-FY2020, including quartiles, the median, and average pay. Complete data since 2001 or later are available to congressional clients upon request. Graphic displays are also included, providing representations of pay from the following two perspectives:

- a line graph for most positions showing change in median pay, FY2001-FY2020, in nominal (current) and constant 2021 dollars; and
- distributions for all positions of FY2020 pay in constant 2021 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, Job Tenure, and Duties*.

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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;¹ rates of pay, subject to minimum and maximum levels;² and resources available to them to carry out their official duties.³ 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 2006,⁴ 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 information in this report is based on the Senate's *Report of the Secretary of the Senate*,⁵ published semiannually, in periods from April 1 to September 30, and October 1 to March 31,⁶ as collated by LegiStorm, a private entity that provides some congressional data by subscription.⁷ Annual data allow for observations about the nature of Senators' personal staff compensation over time.

This report provides pay data for 24 staff position titles that are typically found in Senators' offices.⁸ The positions include the following:

Administrative Director	Deputy Press Secretary	Press Secretary
Caseworker	Executive Assistant	Regional Director
Chief of Staff	Field Representative	Regional Representative
Communications Director	Legislative Aide	Scheduler
Constituent Services Representative	Legislative Assistant	Scheduling Director
Correspondence Manager	Legislative Correspondent	Speechwriter
Counsel	Legislative Director	Staff Assistant
Deputy Chief of Staff	Press Assistant	State Director

¹ For examples of staff roles duties and qualifications, see CRS Report R46262, *Congressional Staff: Duties, Qualifications, and Skills Identified by Members of Congress for Selected Positions*, by R. Eric Petersen.

² Since 2019, the minimum level of gross annual pay has been \$3,164 for Senate staff. The maximum annual pay for staff in a Senator's personal office has since 2019 been \$173,900; see 2 U.S.C. 4575. Maximum payable rates for staff in a Senator's office since 2001 are available in **Table 1**.

³ 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.

⁴ U.S. Senate, Secretary of the Senate, *2006 U.S. Senate Employment, Compensation, Hiring and Benefits Study* (Washington: 2006).

⁵ 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.

⁶ The *Report of the Secretary of the Senate* since April 2011 is available at https://www.senate.gov/legislative/common/generic/report_secsen.htm.

⁷ See <http://www.legistorm.com/>.

⁸ Pay data for Correspondence Manager, Deputy Chief of Staff, Deputy Press Secretary, Legislative Aide, Press Assistant, Regional Director, Regional Representative, Scheduling Director, and Speechwriter are available FY2019-FY2020.

The collection of Senators' staff pay data for FY2001-FY2020 proceeded as follows. For each fiscal year, a random sample of 25 Senators' offices was taken for each position.⁹ 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 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, Job Tenure, and Duties*.

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:

- 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.
- 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 for individuals.
- 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,

⁹ 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.

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.”¹⁰

- Pay data provide no insight into the potential comparability of compensation for similar position titles (e.g., Legislative Aide and Legislative Assistant); potential similarities in the duties of some positions (e.g., Press Secretary and Communications Director); or apparent similarities of duties between long-standing and more recently emerging position titles (e.g. Scheduler and Scheduling Director).¹¹

Data Tables and Visualizations

Tables in this section provide background information on Senate pay practices, comparative data for each position, and detailed data and visualizations for each position. **Table 1** provides the maximum payable rates for staff in Senators' offices since 2001 in both nominal (current) and constant 2021 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 2021 dollars.¹²

Table 2 provides available percentage changes in median pay in constant 2021 dollars for each of the 24 positions, Members of Congress,¹³ and salaries paid under the General Schedule in Washington, DC, and surrounding areas, and in the Rest of the United States (RUS) area.¹⁴ **Table 3** through **Table 26** provide tabular pay data for each staff position. The tables provide data for FY2001, FY2006, FY2011, and FY2016-FY2020 for most positions,¹⁵ including data distributed by quartile, median pay, and average pay.¹⁶ 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 FY2020, based on data availability, of the cumulative percentage change in median pay for that position, in constant 2021 dollars.

¹⁰ U.S. Senate, Committee on Rules and Administration, *Senate Handbook* (Washington: 1996), p. I-13.

¹¹ See CRS Report R46262, *Congressional Staff: Duties, Qualifications, and Skills Identified by Members of Congress for Selected Positions*, by R. Eric Petersen.

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

¹³ Member pay data are taken from CRS Report 97-1011, *Salaries of Members of Congress: Recent Actions and Historical Tables*, by Ida A. Brudnick.

¹⁴ 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/2021/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/2021/locality-pay-area-definitions/#DC>. For areas covered by the RUS, see <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/#US>.

¹⁵ Positions for which data are available FY2001-FY2020 include Administrative Director, Caseworker, Chief of Staff, Communications Director, Constituent Services Representative, Counsel, Executive Assistant, Field Representative, Legislative Assistant, Legislative Correspondent, Legislative Director, Press Assistant, Press Secretary, Scheduler, Staff Assistant, and State Director.

¹⁶ For a detailed explanation of statistics provided in this report, see *Interpreting Pay Tables: Statistics Describing Pay Data*, in “Senate Member Office Staff Pay Tables.”

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

- a line graph for most positions showing change in median pay, FY2001-FY2020, in nominal (current) and constant 2021 dollars; and
- distributions for all positions of FY2020 pay in constant 2021 dollars, in \$10,000 increments.

Table 1. Annual Maximum Pay for Selected Staff in Senators' Offices, 2001-2021

Year	Nominal \$	Constant 2021 \$
2001	\$140,559	\$208,746
2002	\$145,459	\$212,661
2003	\$150,159	\$214,641
2004	\$153,459	\$213,668
2005	\$157,559	\$212,188
2006	\$160,659	\$209,601
2007	\$160,659	\$203,796
2008	\$164,759	\$201,269
2009	\$169,459	\$207,750
2010	\$169,459	\$204,397
2011	\$169,459	\$198,143
2012	\$169,459	\$194,126
2013	\$169,459	\$191,323
2014	\$169,459	\$188,269
2015	\$169,459	\$188,046
2016	\$169,459	\$185,703
2017	\$169,459	\$181,827
2018	\$169,459	\$177,494
2019	\$173,900	\$178,904
2020	\$173,900	\$176,724
2021	\$173,900	\$173,900

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



The House of Representatives and Senate Explained

Congressional Procedure

A Practical Guide to the Legislative Process in the U.S. Congress

Richard A. Arenberg

Foreword by Alan S. Frumin

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

Change Based on Constant 2021 Dollars

	FY19-FY20	FY16-FY20	FY11-FY20	FY06-FY20	FY01-FY20
Administrative Director	3.45%	5.82%	-0.13%	10.31%	26.44%
Caseworker	-15.42%	7.13%	-2.87%	-4.31%	18.42%
Chief of Staff	0.40%	-5.49%	-11.66%	-14.81%	-12.46%
Communications Director	2.44%	4.50%	4.88%	0.92%	7.76%
Constituent Services Representative	-2.43%	3.45%	4.65%	-3.58%	3.48%
Correspondence Manager	2.60%	—	—	—	—
Counsel	-3.83%	0.69%	1.11%	-5.67%	-6.96%
Deputy Chief of Staff	6.34%	—	—	—	—
Deputy Press Secretary	3.68%	—	—	—	—
Executive Assistant	11.86%	-8.68%	-10.46%	-21.20%	-10.25%
Field Representative	-10.27%	10.51%	-9.11%	1.20%	-5.64%
Legislative Aide	0.98%	—	—	—	—
Legislative Assistant	1.17%	-0.95%	-3.74%	0.18%	-1.26%
Legislative Correspondent	2.13%	9.42%	9.72%	7.10%	9.28%
Legislative Director	2.69%	-6.05%	-5.90%	-6.32%	-0.70%
Press Assistant	3.42%	—	—	—	—
Press Secretary	-5.27%	-0.24%	4.80%	-9.04%	-23.35%
Regional Director	-0.97%	—	—	—	—
Regional Representative	-13.83%	—	—	—	—
Scheduler	-9.37	-8.80	-18.63	-18.44	-8.78
Scheduling Director	8.09%	—	—	—	—
Speechwriter	-20.33%	—	—	—	—
Staff Assistant	0.75%	13.69%	10.86%	-3.05%	5.64%
State Director	-7.07%	-7.67%	-7.16%	1.46%	13.58%
Congressional Staff Positions Pay Change Summary					
Increase	14	8	6	6	7
Decrease	10	7	9	9	8
Members of Congress, General Schedule Pay Change					
Members of Congress	-1.60%	-10.21%	-15.84%	-20.56%	-20.54%
General Schedule, DC	1.87%	0.04%	-2.96%	0.10%	7.61%
General Schedule, Rest of U.S.	1.20%	-2.99%	-6.17%	-7.11%	-2.11%

Source: CRS calculations, based on pay data provided in **Table 3-Table 26** for congressional positions in constant, 2021 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. “—” indicates data are unavailable. 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 26**, 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 $(\$30,000 + \$45,000 + \$90,000) \div 3 = \$55,000$.
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	Quartile 1 (Q1)	Quartile 2 (Q2) Median	Quartile 3 (Q3)	Maximum	Average
Lowest number in a list	25 th percentile	50 th percentile	75 th 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, 2021 \$					
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	\$68,820	\$91,528	\$98,823	\$109,303	\$113,611	\$98,314
FY06	22	\$38,597	\$65,829	\$86,821	\$103,084	\$124,264	\$84,438	\$50,355	\$85,883	\$113,270	\$134,486	\$162,119	\$110,161
FY11	25	\$54,375	\$86,000	\$107,000	\$120,000	\$153,506	\$104,195	\$63,579	\$100,557	\$125,112	\$140,312	\$179,490	\$121,832
Most Recent Five Years													
FY16	25	\$40,625	\$82,276	\$107,752	\$123,750	\$154,035	\$101,903	\$44,519	\$90,163	\$118,082	\$135,613	\$168,800	\$111,672
FY17	25	\$63,667	\$100,937	\$114,750	\$128,875	\$160,192	\$114,516	\$68,313	\$108,305	\$123,125	\$138,281	\$171,884	\$122,874
FY18	25	\$72,510	\$102,840	\$114,778	\$126,262	\$161,458	\$113,389	\$75,949	\$107,716	\$120,220	\$132,249	\$169,114	\$118,766
FY19	24	\$37,216	\$101,923	\$117,401	\$133,666	\$169,459	\$116,830	\$38,287	\$104,856	\$120,779	\$137,512	\$174,335	\$120,192
FY20	25	\$55,746	\$102,376	\$122,954	\$136,446	\$172,790	\$120,576	\$56,652	\$104,039	\$124,951	\$138,662	\$175,596	\$124,045

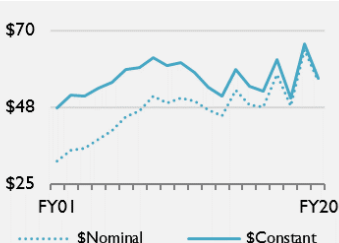
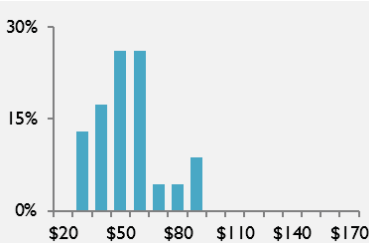
Median Pay	FY20 Pay Distribution	Change
		FY19-FY20 3.45% FY16-FY20 5.82% FY11-FY20 -0.13% FY06-FY20 10.31% FY01-FY20 26.44%

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, February 2021 dollars) for the periods noted. In the visualizations, position pay information based on constant 2021 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-FY2020, are available to congressional requesters upon request.

Table 4. Caseworker

Nominal, Current \$								Constant, 2021 \$					
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	\$34,495	\$41,394	\$47,199	\$59,256	\$90,650	\$51,001
FY06	25	\$27,318	\$37,125	\$44,771	\$49,923	\$75,438	\$46,457	\$35,640	\$48,434	\$58,409	\$65,131	\$98,418	\$60,609
FY11	16	\$33,828	\$41,061	\$49,213	\$62,820	\$85,000	\$52,746	\$39,554	\$48,011	\$57,543	\$73,453	\$99,388	\$61,674
Most Recent Five Years													
FY16	25	\$23,355	\$39,583	\$47,607	\$62,955	\$86,458	\$50,554	\$25,594	\$43,378	\$52,171	\$68,990	\$94,746	\$55,400
FY17	21	\$35,000	\$41,958	\$57,156	\$68,523	\$87,500	\$56,058	\$37,554	\$45,021	\$61,328	\$73,525	\$93,886	\$60,150
FY18	22	\$31,000	\$43,437	\$48,000	\$64,850	\$70,000	\$51,829	\$32,470	\$45,497	\$50,276	\$67,925	\$73,319	\$54,286
FY19	18	\$41,250	\$50,991	\$64,235	\$71,875	\$90,000	\$63,324	\$42,437	\$52,458	\$66,083	\$73,943	\$92,590	\$65,146
FY20	23	\$34,862	\$47,502	\$55,000	\$68,285	\$92,500	\$58,711	\$35,428	\$48,273	\$55,893	\$69,394	\$94,002	\$59,664

Median Pay	FY20 Pay Distribution	Change										
		<table><tr><td>FY19-FY20</td><td>-15.42%</td></tr><tr><td>FY16-FY20</td><td>7.13%</td></tr><tr><td>FY11-FY20</td><td>-2.87%</td></tr><tr><td>FY06-FY20</td><td>-4.31%</td></tr><tr><td>FY01-FY20</td><td>18.42%</td></tr></table>	FY19-FY20	-15.42%	FY16-FY20	7.13%	FY11-FY20	-2.87%	FY06-FY20	-4.31%	FY01-FY20	18.42%
FY19-FY20	-15.42%											
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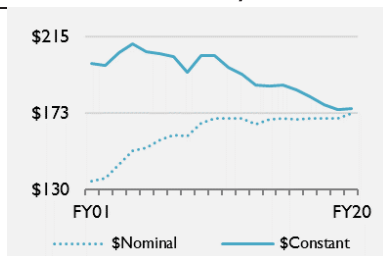
Dollars in figures are in thousands.

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, February 2021 dollars) for the periods noted. In the visualizations, position pay information based on constant 2021 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-FY2020, are available to congressional requesters upon request.

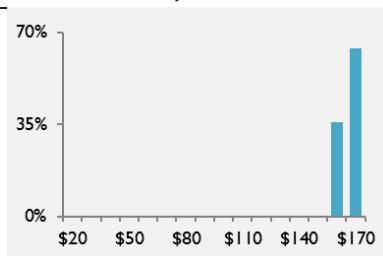
Table 5. Chief of Staff

Nominal, Current \$								Constant, 2021 \$					
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	\$153,942	\$184,555	\$199,941	\$204,946	\$207,335	\$194,314
FY06	25	\$130,600	\$147,657	\$157,486	\$159,884	\$160,659	\$152,445	\$170,385	\$192,639	\$205,461	\$208,590	\$209,601	\$198,885
FY11	25	\$138,500	\$165,557	\$169,459	\$169,459	\$169,459	\$166,692	\$161,943	\$193,581	\$198,143	\$198,143	\$198,143	\$194,908
Most Recent Five Years													
FY16	25	\$154,500	\$166,000	\$169,000	\$169,459	\$169,459	\$166,857	\$169,310	\$181,913	\$185,200	\$185,703	\$185,703	\$182,851
FY17	25	\$126,775	\$165,743	\$169,459	\$169,459	\$169,459	\$165,680	\$136,028	\$177,840	\$181,827	\$181,827	\$181,827	\$177,772
FY18	25	\$143,815	\$166,957	\$169,459	\$169,459	\$169,459	\$166,646	\$150,634	\$174,874	\$177,494	\$177,494	\$177,494	\$174,548
FY19	25	\$155,877	\$169,027	\$169,459	\$169,459	\$169,459	\$167,912	\$160,363	\$173,891	\$174,335	\$174,335	\$174,335	\$172,744
FY20	25	\$161,196	\$169,459	\$172,235	\$172,790	\$172,790	\$170,278	\$163,814	\$172,211	\$175,032	\$175,596	\$175,596	\$173,043

Median Pay



FY20 Pay Distribution



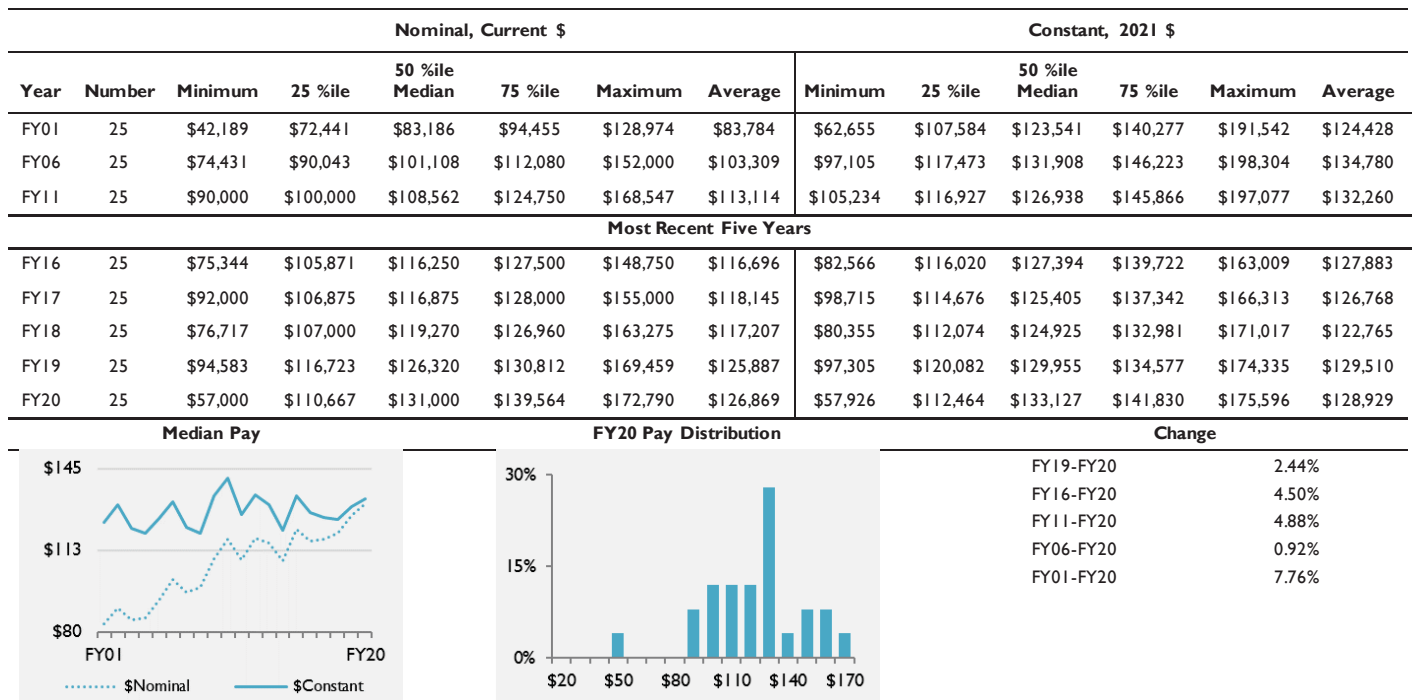
Change

FY19-FY20	0.40%
FY16-FY20	-5.49%
FY11-FY20	-11.66%
FY06-FY20	-14.81%
FY01-FY20	-12.46%

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, February 2021 dollars) for the periods noted. In the visualizations, position pay information based on constant 2021 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-FY2020, are available to congressional requesters upon request.

Table 6. Communications Director

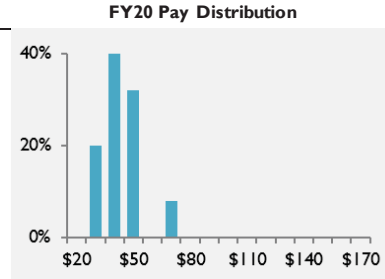
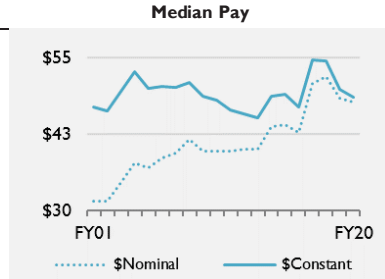


Dollars in figures are in thousands.

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, February 2021 dollars) for the periods noted. In the visualizations, position pay information based on constant 2021 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-FY2020, are available to congressional requesters upon request.

Table 7. Constituent Service Representative

Nominal, Current \$								Constant, 2021 \$					
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	\$35,349	\$39,802	\$46,945	\$55,495	\$67,098	\$47,194
FY06	25	\$27,459	\$34,498	\$38,616	\$46,125	\$58,789	\$40,340	\$35,824	\$45,007	\$50,380	\$60,176	\$76,698	\$52,628
FY11	25	\$25,126	\$34,567	\$39,699	\$45,000	\$87,450	\$42,471	\$29,380	\$40,418	\$46,418	\$52,617	\$102,252	\$49,660
Most Recent Five Years													
FY16	25	\$26,659	\$38,806	\$42,852	\$46,500	\$69,229	\$43,881	\$29,214	\$42,526	\$46,960	\$50,957	\$75,866	\$48,087
FY17	25	\$30,900	\$44,456	\$50,833	\$54,187	\$83,325	\$49,863	\$33,155	\$47,701	\$54,543	\$58,142	\$89,407	\$53,503
FY18	25	\$36,154	\$41,310	\$51,980	\$56,500	\$64,167	\$49,749	\$37,869	\$43,269	\$54,445	\$59,179	\$67,209	\$52,108
FY19	25	\$27,000	\$40,000	\$48,393	\$55,000	\$75,728	\$48,905	\$27,777	\$41,151	\$49,786	\$56,583	\$77,907	\$50,312
FY20	25	\$32,687	\$41,800	\$47,802	\$52,000	\$77,883	\$48,928	\$33,218	\$42,479	\$48,578	\$52,844	\$79,148	\$49,722

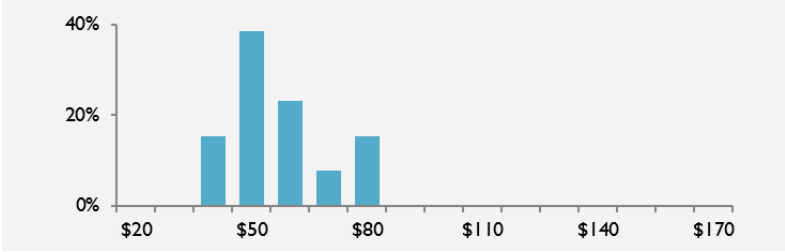


Change	
FY19-FY20	-2.43%
FY16-FY20	3.45%
FY11-FY20	4.65%
FY06-FY20	-3.58%
FY01-FY20	3.48%

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, February 2021 dollars) for the periods noted. In the visualizations, position pay information based on constant 2021 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-FY2020, are available to congressional requesters upon request.

Table 8. Correspondence Manager

Nominal, Current \$								Constant, 2021 \$					
Year	Number	Minimum	25 %ile	50 %ile Median	75 %ile	Maximum	Average	Minimum	25 %ile	50 %ile Median	75 %ile	Maximum	Average
FY19	14	\$40,375	\$48,381	\$54,635	\$81,651	\$130,500	\$63,273	\$41,537	\$49,774	\$56,207	\$84,000	\$134,255	\$65,094
FY20	13	\$40,265	\$53,000	\$56,745	\$68,375	\$80,825	\$60,863	\$40,918	\$53,861	\$57,666	\$69,485	\$82,138	\$61,851
FY20 Pay Distribution								Change					
								FY19-FY20					
								2.60%					

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, February 2021 dollars) for the periods noted. Detailed information about data sources is available above in “Data Tables and Visualizations.”

A Practical Guide to Parlaying an Understanding of Congressional Folkways and Dynamics into Successful Advocacy on Capitol Hill

How to Spend
Less and Get More
from Congress:
Candid Advice
for Executives

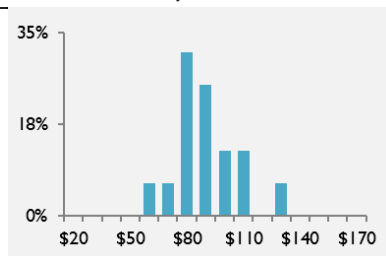
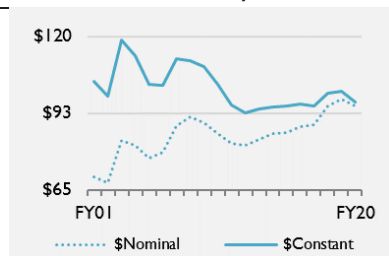
By Joseph Gibson



Persuading Congress

Table 9. Counsel

Nominal, Current \$								Constant, 2021 \$					
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	\$37,128	\$91,666	\$103,772	\$110,925	\$139,353	\$99,689
FY06	25	\$42,458	\$67,626	\$78,454	\$101,529	\$144,792	\$86,828	\$55,393	\$88,227	\$102,354	\$132,458	\$188,901	\$113,278
FY11	21	\$45,000	\$72,000	\$81,663	\$87,936	\$138,000	\$81,035	\$52,617	\$84,187	\$95,486	\$102,821	\$161,359	\$94,751
Most Recent Five Years													
FY16	25	\$52,500	\$73,646	\$87,500	\$97,083	\$134,932	\$88,773	\$57,533	\$80,705	\$95,888	\$106,390	\$147,867	\$97,283
FY17	25	\$66,500	\$84,728	\$88,535	\$96,169	\$142,271	\$93,268	\$71,354	\$90,912	\$94,997	\$103,188	\$152,655	\$100,075
FY18	16	\$55,000	\$80,221	\$95,172	\$99,808	\$114,392	\$90,265	\$57,608	\$84,025	\$99,685	\$104,541	\$119,816	\$94,545
FY19	13	\$73,750	\$87,500	\$97,583	\$112,805	\$145,500	\$100,285	\$75,872	\$90,018	\$100,391	\$116,051	\$149,687	\$103,170
FY20	16	\$67,125	\$84,625	\$95,003	\$104,940	\$135,800	\$95,611	\$68,215	\$85,999	\$96,546	\$106,644	\$138,005	\$97,164

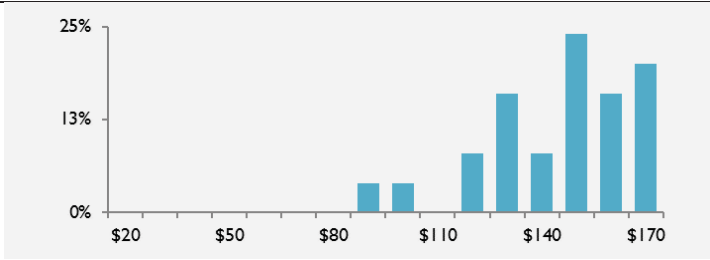


Change	
FY19-FY20	-3.83%
FY16-FY20	0.69%
FY11-FY20	1.11%
FY06-FY20	-5.67%
FY01-FY20	-6.96%

Dollars in figures are in thousands.

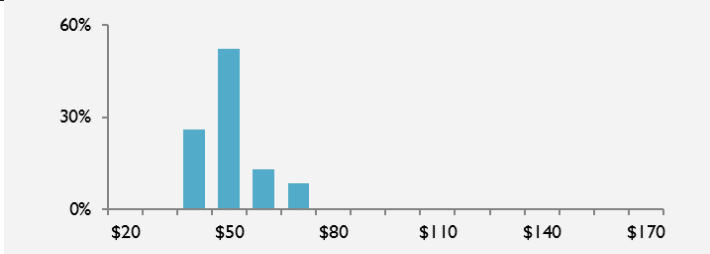
Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, February 2021 dollars) for the periods noted. In the visualizations, position pay information based on constant 2021 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-FY2020, are available to congressional requesters upon request.

Table 10. Deputy Chief of Staff

Nominal, Current \$								Constant, 2021 \$					
Year	Number	Minimum	25 %ile	50 %ile Median	75 %ile	Maximum	Average	Minimum	25 %ile	50 %ile Median	75 %ile	Maximum	Average
FY19	23	\$74,580	\$129,996	\$142,635	\$157,619	\$169,459	\$141,236	\$76,726	\$133,737	\$146,739	\$162,155	\$174,335	\$145,301
FY20	25	\$90,652	\$132,262	\$153,554	\$167,290	\$172,790	\$149,209	\$92,124	\$134,410	\$156,048	\$170,006	\$175,596	\$151,633
FY20 Pay Distribution								Change					
 <p>Dollars in figures are in thousands.</p>								FY19-FY20		6.34%			

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, February 2021 dollars) for the periods noted. Detailed information about data sources is available above in “Data Tables and Visualizations.”

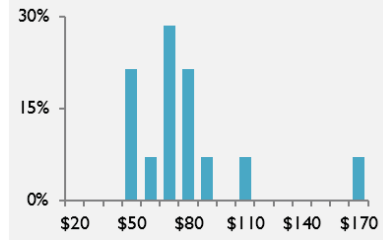
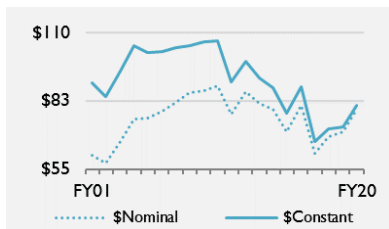
Table 11. Deputy Press Secretary

Nominal, Current \$								Constant, 2021 \$					
Year	Number	Minimum	25 %ile	50 %ile Median	75 %ile	Maximum	Average	Minimum	25 %ile	50 %ile Median	75 %ile	Maximum	Average
FY19	17	\$40,038	\$45,125	\$49,225	\$59,151	\$101,625	\$54,144	\$41,190	\$46,424	\$50,641	\$60,853	\$104,549	\$55,703
FY20	23	\$44,750	\$48,994	\$51,667	\$58,556	\$71,399	\$54,123	\$45,477	\$49,790	\$52,506	\$59,507	\$72,559	\$55,002
FY20 Pay Distribution								Change					
 <p>Dollars in figures are in thousands.</p>								FY19-FY20		3.68%			

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, February 2021 dollars) for the periods noted. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 12. Executive Assistant

Nominal, Current \$								Constant, 2021 \$					
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	\$53,464	\$76,463	\$89,820	\$118,110	\$185,021	\$97,094
FY06	25	\$36,375	\$61,865	\$78,417	\$83,542	\$120,500	\$73,189	\$47,456	\$80,711	\$102,305	\$108,991	\$157,208	\$95,484
FY11	25	\$37,500	\$49,709	\$77,000	\$108,296	\$169,459	\$84,788	\$43,847	\$58,123	\$90,034	\$126,626	\$198,143	\$99,140
Most Recent Five Years													
FY16	21	\$33,752	\$60,657	\$80,559	\$126,000	\$169,459	\$92,915	\$36,988	\$66,472	\$88,281	\$138,078	\$185,703	\$101,822
FY17	19	\$36,750	\$48,099	\$61,500	\$100,426	\$169,459	\$79,059	\$39,432	\$51,610	\$65,989	\$107,756	\$181,827	\$84,829
FY18	18	\$38,250	\$57,811	\$67,946	\$79,018	\$169,459	\$78,477	\$40,064	\$60,553	\$71,167	\$82,765	\$177,494	\$82,199
FY19	16	\$48,542	\$64,658	\$70,054	\$92,169	\$169,459	\$82,536	\$49,938	\$66,518	\$72,070	\$94,821	\$174,335	\$84,911
FY20	14	\$54,514	\$62,584	\$79,327	\$82,359	\$172,790	\$83,146	\$55,400	\$63,600	\$80,615	\$83,697	\$175,596	\$84,496
Median Pay				FY20 Pay Distribution				Change					



FY19-FY20	11.86%
FY16-FY20	-8.68%
FY11-FY20	-10.46%
FY06-FY20	-21.20%
FY01-FY20	-10.25%

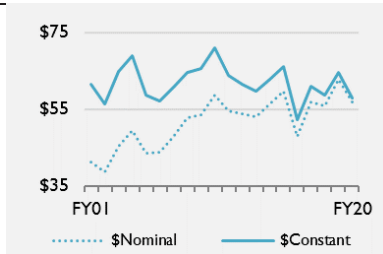
Dollars in figures are in thousands.

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, February 2021 dollars) for the periods noted. In the visualizations, position pay information based on constant 2021 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-FY2020, are available to congressional requesters upon request.

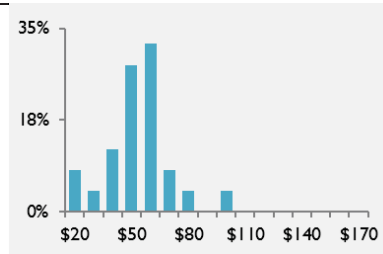
Table 13. Field Representative

Nominal, Current \$								Constant, 2021 \$					
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	\$30,473	\$53,224	\$61,390	\$72,391	\$104,650	\$62,805
FY06	25	\$29,199	\$36,312	\$43,875	\$56,167	\$73,075	\$47,152	\$38,095	\$47,374	\$57,241	\$73,277	\$95,336	\$61,516
FY11	25	\$32,250	\$47,636	\$54,504	\$61,750	\$74,927	\$54,968	\$37,709	\$55,699	\$63,730	\$72,202	\$87,610	\$64,273
Most Recent Five Years													
FY16	24	\$33,476	\$41,076	\$47,833	\$69,750	\$98,125	\$55,119	\$36,685	\$45,013	\$52,419	\$76,436	\$107,531	\$60,402
FY17	25	\$37,691	\$48,375	\$56,863	\$68,437	\$87,500	\$58,369	\$40,442	\$51,906	\$61,013	\$73,433	\$93,886	\$62,630
FY18	25	\$38,083	\$47,000	\$56,000	\$70,625	\$93,042	\$60,296	\$39,889	\$49,228	\$58,655	\$73,974	\$97,453	\$63,155
FY19	25	\$23,967	\$52,558	\$62,750	\$72,311	\$100,417	\$62,478	\$24,657	\$54,071	\$64,556	\$74,392	\$103,306	\$64,276
FY20	25	\$20,939	\$52,059	\$57,000	\$68,375	\$101,358	\$58,466	\$21,279	\$52,904	\$57,926	\$69,485	\$103,004	\$59,415

Median Pay



FY20 Pay Distribution



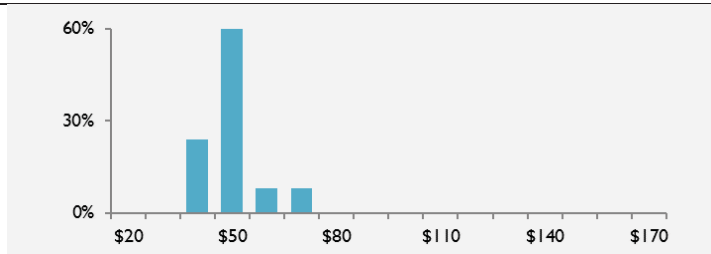
Change

FY19-FY20	-10.27%
FY16-FY20	10.51%
FY11-FY20	-9.11%
FY06-FY20	1.20%
FY01-FY20	-5.64%

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, February 2021 dollars) for the periods noted. In the visualizations, position pay information based on constant 2021 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-FY2020, are available to congressional requesters upon request.

Table I4. Legislative Aide

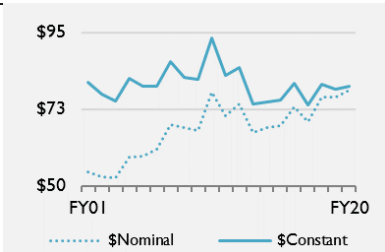
Nominal, Current \$								Constant, 2021 \$					
Year	Number	Minimum	25 %ile	50 %ile Median	75 %ile	Maximum	Average	Minimum	25 %ile	50 %ile Median	75 %ile	Maximum	Average
FY19	25	\$37,292	\$47,089	\$52,049	\$59,936	\$72,409	\$53,781	\$38,365	\$48,444	\$53,547	\$61,661	\$74,492	\$55,329
FY20	25	\$43,811	\$50,961	\$53,208	\$55,601	\$76,113	\$54,659	\$44,522	\$51,788	\$54,072	\$56,504	\$77,350	\$55,546
FY20 Pay Distribution								Change					
								FY19-FY20		0.98%			
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, February 2021 dollars) for the periods noted. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 15. Legislative Assistant

Nominal, Current \$								Constant, 2021 \$					
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	\$47,399	\$68,969	\$80,243	\$96,904	\$124,056	\$82,634
FY06	25	\$35,376	\$53,750	\$60,625	\$68,000	\$129,356	\$64,299	\$46,152	\$70,124	\$79,093	\$88,715	\$168,763	\$83,886
FY11	25	\$46,042	\$61,333	\$70,396	\$76,292	\$112,078	\$70,272	\$53,835	\$71,715	\$82,312	\$89,205	\$131,049	\$82,166
Most Recent Five Years													
FY16	25	\$50,667	\$60,000	\$73,000	\$79,619	\$106,383	\$71,792	\$55,523	\$65,751	\$79,998	\$87,252	\$116,581	\$78,674
FY17	25	\$44,420	\$55,000	\$68,667	\$87,875	\$120,901	\$71,667	\$47,663	\$59,014	\$73,678	\$94,289	\$129,725	\$76,897
FY18	25	\$53,333	\$65,500	\$76,000	\$84,254	\$122,901	\$76,770	\$55,862	\$68,606	\$79,604	\$88,249	\$128,728	\$80,410
FY19	25	\$56,752	\$65,893	\$76,125	\$88,048	\$112,655	\$77,656	\$58,385	\$67,789	\$78,316	\$90,582	\$115,897	\$79,891
FY20	25	\$56,250	\$74,000	\$77,970	\$87,735	\$104,001	\$80,594	\$57,163	\$75,202	\$79,236	\$89,159	\$105,690	\$81,903

Median Pay



\$95

\$73

\$50

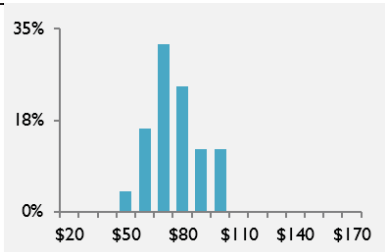
FY01

FY20

.....\$Nominal

————\$Constant

FY20 Pay Distribution



35%

18%

0%

\$20

\$50

\$75

\$80

\$110

\$140

\$170

Change

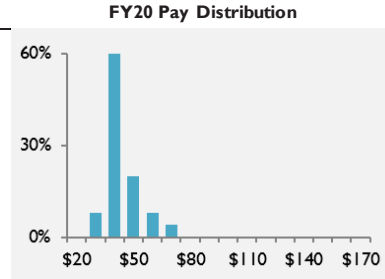
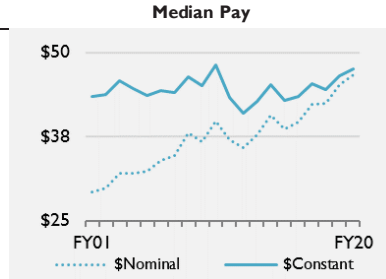
FY19-FY20	1.17%
FY16-FY20	-0.95%
FY11-FY20	-3.74%
FY06-FY20	0.18%
FY01-FY20	-1.26%

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, February 2021 dollars) for the periods noted. In the visualizations, position pay information based on constant 2021 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-FY2020, are available to congressional requesters upon request.

Table 16. Legislative Correspondent

Nominal, Current \$								Constant, 2021 \$					
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	\$33,183	\$40,835	\$43,440	\$48,266	\$61,261	\$45,385
FY06	25	\$26,823	\$30,500	\$33,973	\$38,360	\$47,070	\$34,706	\$34,995	\$39,791	\$44,322	\$50,046	\$61,409	\$45,279
FY11	25	\$31,500	\$34,251	\$37,000	\$39,063	\$51,250	\$37,460	\$36,832	\$40,049	\$43,263	\$45,675	\$59,925	\$43,801
Most Recent Five Years													
FY16	25	\$34,265	\$37,348	\$39,589	\$43,650	\$45,500	\$39,947	\$37,550	\$40,928	\$43,384	\$47,834	\$49,861	\$43,776
FY17	25	\$30,000	\$39,000	\$42,281	\$45,156	\$62,250	\$42,879	\$32,190	\$41,846	\$45,366	\$48,452	\$66,793	\$46,009
FY18	25	\$33,855	\$38,400	\$42,389	\$45,687	\$52,458	\$42,409	\$35,461	\$40,221	\$44,399	\$47,853	\$54,945	\$44,420
FY19	25	\$40,000	\$43,605	\$45,178	\$48,679	\$62,374	\$46,650	\$41,151	\$44,859	\$46,478	\$50,080	\$64,169	\$47,992
FY20	25	\$37,327	\$44,333	\$46,711	\$51,374	\$78,001	\$49,221	\$37,933	\$45,053	\$47,470	\$52,208	\$79,267	\$50,020



Change	
FY19-FY20	2.13%
FY16-FY20	9.42%
FY11-FY20	9.72%
FY06-FY20	7.10%
FY01-FY20	9.28%

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, February 2021 dollars) for the periods noted. In the visualizations, position pay information based on constant 2021 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-FY2020, are available to congressional requesters upon request.

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Senate Classes: Terms of Service

SenateClasses.com

Congressional Glossary

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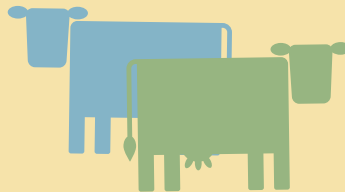
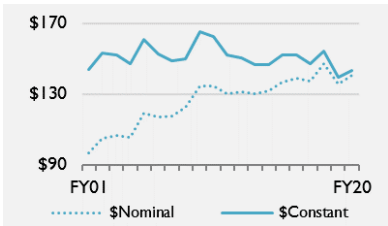
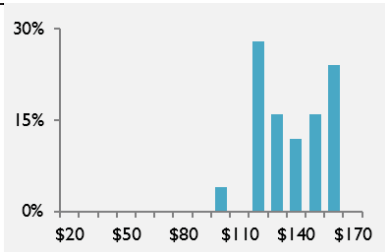


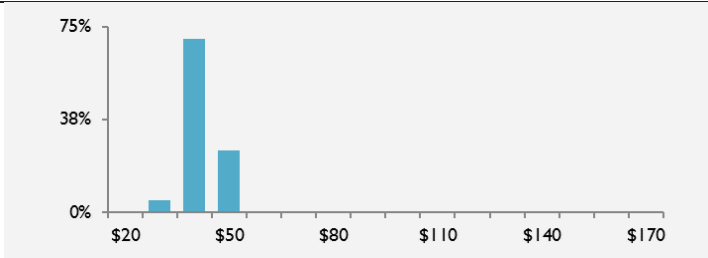
Table 17. Legislative Director

Nominal, Current \$								Constant, 2021 \$															
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	\$104,577	\$134,298	\$144,038	\$158,418	\$205,627	\$145,092										
FY06	25	\$87,083	\$102,358	\$117,038	\$132,000	\$152,430	\$118,402	\$113,612	\$133,539	\$152,692	\$172,211	\$198,865	\$154,472										
FY11	25	\$96,458	\$119,167	\$130,000	\$136,088	\$169,459	\$129,435	\$112,786	\$139,338	\$152,005	\$159,123	\$198,143	\$151,344										
Most Recent Five Years																							
FY16	25	\$101,375	\$125,380	\$138,923	\$151,167	\$165,647	\$138,102	\$111,093	\$137,399	\$152,241	\$165,657	\$181,526	\$151,341										
FY17	25	\$104,667	\$125,000	\$137,083	\$146,007	\$168,679	\$136,547	\$112,306	\$134,123	\$147,089	\$156,664	\$180,990	\$146,513										
FY18	25	\$97,122	\$130,001	\$147,188	\$150,588	\$169,459	\$141,493	\$101,727	\$136,165	\$154,168	\$157,729	\$177,494	\$148,202										
FY19	25	\$99,555	\$119,583	\$135,394	\$147,500	\$169,459	\$135,919	\$102,420	\$123,024	\$139,290	\$151,744	\$174,335	\$139,831										
FY20	25	\$102,265	\$128,458	\$140,750	\$158,725	\$166,945	\$141,886	\$103,925	\$130,544	\$143,036	\$161,303	\$169,656	\$144,190										
Median Pay				FY20 Pay Distribution				Change															
								<table><tr><td>FY19-FY20</td><td>2.69%</td></tr><tr><td>FY16-FY20</td><td>-6.05%</td></tr><tr><td>FY11-FY20</td><td>-5.90%</td></tr><tr><td>FY06-FY20</td><td>-6.32%</td></tr><tr><td>FY01-FY20</td><td>-0.70%</td></tr></table>						FY19-FY20	2.69%	FY16-FY20	-6.05%	FY11-FY20	-5.90%	FY06-FY20	-6.32%	FY01-FY20	-0.70%
FY19-FY20	2.69%																						
FY16-FY20	-6.05%																						
FY11-FY20	-5.90%																						
FY06-FY20	-6.32%																						
FY01-FY20	-0.70%																						

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, February 2021 dollars) for the periods noted. In the visualizations, position pay information based on constant 2021 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-FY2020, are available to congressional requesters upon request.

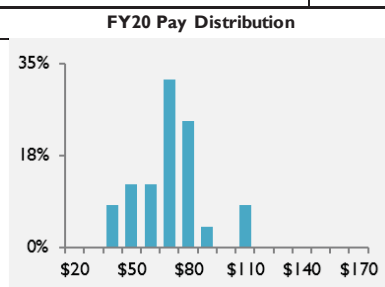
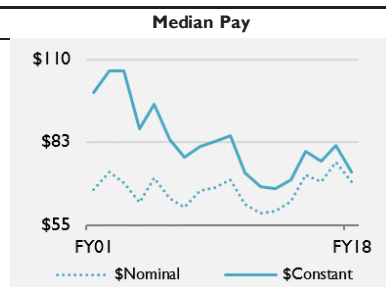
Table 18. Press Assistant

Nominal, Current \$								Constant, 2021 \$					
Year	Number	Minimum	25 %ile	50 %ile Median	75 %ile	Maximum	Average	Minimum	25 %ile	50 %ile Median	75 %ile	Maximum	Average
FY19	14	\$34,000	\$38,830	\$43,010	\$46,060	\$49,408	\$42,863	\$34,978	\$39,948	\$44,248	\$47,385	\$50,830	\$44,096
FY20	20	\$39,167	\$42,709	\$45,028	\$49,889	\$54,224	\$45,828	\$39,803	\$43,403	\$45,759	\$50,699	\$55,104	\$46,572
FY20 Pay Distribution								Change					
								FY19-FY20		3.42%			
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, February 2021 dollars) for the periods noted. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 19. Press Secretary

Nominal, Current \$								Constant, 2021 \$					
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	\$31,366	\$71,471	\$98,946	\$114,567	\$136,991	\$95,832
FY06	25	\$38,667	\$55,040	\$63,917	\$69,385	\$112,446	\$65,042	\$50,446	\$71,807	\$83,388	\$90,521	\$146,701	\$84,857
FY11	24	\$46,808	\$54,250	\$61,896	\$76,507	\$110,591	\$65,442	\$54,731	\$63,433	\$72,373	\$89,457	\$129,311	\$76,519
Most Recent Five Years													
FY16	25	\$53,771	\$65,937	\$69,375	\$76,856	\$132,125	\$75,205	\$58,925	\$72,258	\$76,025	\$84,223	\$144,790	\$82,414
FY17	25	\$52,389	\$66,000	\$75,737	\$88,000	\$132,192	\$79,425	\$56,212	\$70,817	\$81,265	\$94,423	\$141,840	\$85,222
FY18	25	\$48,093	\$61,197	\$69,306	\$87,000	\$142,404	\$74,966	\$50,373	\$64,099	\$72,592	\$91,125	\$149,157	\$78,521
FY19	25	\$52,716	\$73,539	\$77,822	\$90,211	\$149,052	\$82,275	\$54,233	\$75,655	\$80,062	\$92,807	\$153,341	\$84,643
FY20	25	\$44,657	\$67,740	\$74,634	\$84,000	\$120,000	\$75,842	\$45,382	\$68,840	\$75,846	\$85,364	\$121,949	\$77,073

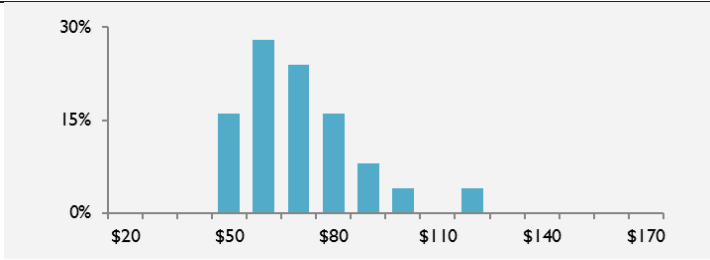


Change	
FY19-FY20	-5.27%
FY16-FY20	-0.24%
FY11-FY20	4.80%
FY06-FY20	-9.04%
FY01-FY20	-23.35%

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, February 2021 dollars) for the periods noted. In the visualizations, position pay information based on constant 2021 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-FY2020, are available to congressional requesters upon request.

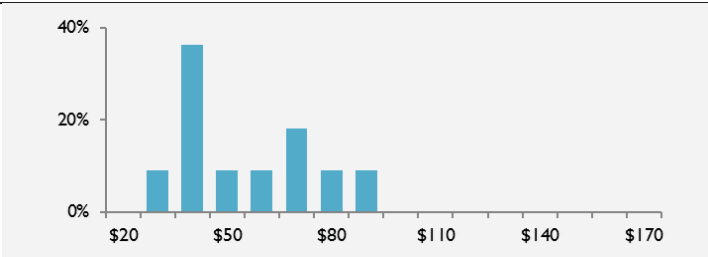
Table 20. Regional Director

Nominal, Current \$								Constant, 2021 \$					
Year	Number	Minimum	25 %ile	50 %ile Median	75 %ile	Maximum	Average	Minimum	25 %ile	50 %ile Median	75 %ile	Maximum	Average
FY19	25	\$45,979	\$63,000	\$73,437	\$79,638	\$129,742	\$74,207	\$47,302	\$64,813	\$75,551	\$81,930	\$133,476	\$76,342
FY20	25	\$52,791	\$64,158	\$73,625	\$81,952	\$121,000	\$75,459	\$53,648	\$65,200	\$74,821	\$83,283	\$122,965	\$76,684
FY20 Pay Distribution								Change					
 <p>Dollars in figures are in thousands.</p>								FY19-FY20		-0.97%			

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, February 2021 dollars) for the periods noted. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 21. Regional Representative

Nominal, Current \$								Constant, 2021 \$					
Year	Number	Minimum	25 %ile	50 %ile Median	75 %ile	Maximum	Average	Minimum	25 %ile	50 %ile Median	75 %ile	Maximum	Average
FY19	11	\$48,193	\$50,583	\$59,019	\$62,198	\$80,203	\$59,296	\$49,579	\$52,039	\$60,718	\$63,988	\$82,511	\$61,002
FY20	11	\$38,000	\$47,143	\$51,485	\$75,312	\$99,455	\$60,762	\$38,617	\$47,908	\$52,321	\$76,535	\$101,070	\$61,749



FY19-FY20

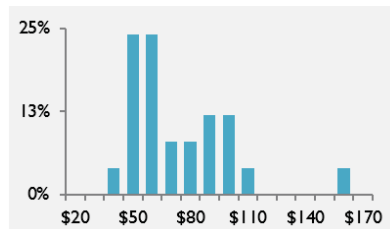
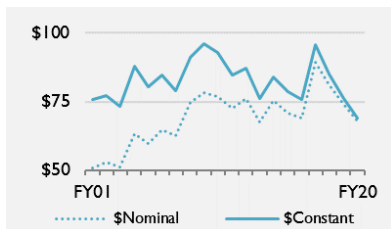
-13.83%

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, February 2021 dollars) for the periods noted. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 22. Scheduler

Nominal, Current \$								Constant, 2021 \$					
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	\$44,094	\$62,622	\$75,617	\$81,191	\$111,841	\$75,303
FY06	25	\$44,026	\$51,354	\$64,825	\$71,792	\$102,673	\$64,998	\$57,438	\$66,998	\$84,573	\$93,662	\$133,950	\$84,798
FY11	25	\$38,000	\$60,000	\$72,500	\$81,480	\$159,333	\$76,168	\$44,432	\$70,156	\$84,772	\$95,272	\$186,303	\$89,061
Most Recent Five Years													
FY16	20	\$39,716	\$56,775	\$69,017	\$88,068	\$137,897	\$74,235	\$43,524	\$62,217	\$75,633	\$96,510	\$151,116	\$81,351
FY17	15	\$45,335	\$71,778	\$89,167	\$98,415	\$140,632	\$87,838	\$48,644	\$77,017	\$95,675	\$105,598	\$150,896	\$94,250
FY18	20	\$45,268	\$67,356	\$81,076	\$93,322	\$151,993	\$84,916	\$47,414	\$70,550	\$84,920	\$97,747	\$159,200	\$88,943
FY19	25	\$36,750	\$58,750	\$73,977	\$96,000	\$129,333	\$75,611	\$37,807	\$60,440	\$76,105	\$98,762	\$133,055	\$77,787
FY20	25	\$46,478	\$57,500	\$67,875	\$96,000	\$162,000	\$78,420	\$47,233	\$58,434	\$68,977	\$97,559	\$164,631	\$79,694
Median Pay				FY20 Pay Distribution				Change					



FY19-FY20	-9.37%
FY16-FY20	-8.80%
FY11-FY20	-18.63%
FY06-FY20	-18.44%
FY01-FY20	-8.78%

Dollars in figures are in thousands.

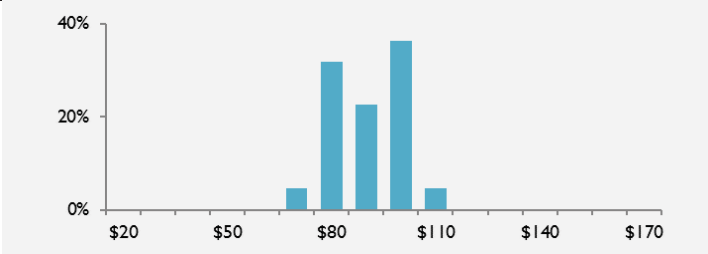
Source: Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, February 2021 dollars) for the periods noted. In the visualizations, position pay information based on constant 2021 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-FY2020, are available to congressional requesters upon request.

Table 23. Scheduling Director

Nominal, Current \$								Constant, 2021 \$					
Year	Number	Minimum	25 %ile	50 %ile Median	75 %ile	Maximum	Average	Minimum	25 %ile	50 %ile Median	75 %ile	Maximum	Average
FY19	25	\$74,135	\$79,231	\$85,864	\$102,211	\$133,500	\$92,633	\$76,269	\$81,511	\$88,335	\$105,152	\$137,342	\$95,298
FY20	22	\$79,848	\$87,888	\$93,957	\$104,813	\$117,358	\$95,894	\$81,145	\$89,315	\$95,483	\$106,515	\$119,264	\$97,452

Most Recent Five Years

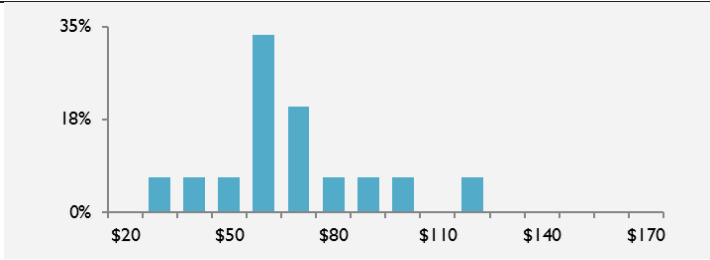
FY20 Pay Distribution								Change					
								FY19-FY20					
								8.09%					



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, February 2021 dollars) for the periods noted. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 24. Speechwriter

Nominal, Current \$								Constant, 2021 \$					
Year	Number	Minimum	25 %ile	50 %ile Median	75 %ile	Maximum	Average	Minimum	25 %ile	50 %ile Median	75 %ile	Maximum	Average
FY19	11	\$74,135	\$78,945	\$85,328	\$101,269	\$133,500	\$92,582	\$76,269	\$81,217	\$87,784	\$104,184	\$137,342	\$95,246
FY20	15	\$40,000	\$61,812	\$68,822	\$79,920	\$123,068	\$73,068	\$40,649	\$62,816	\$69,939	\$81,218	\$125,066	\$74,255
FY20 Pay Distribution								Change					
 <p>Dollars in figures are in thousands.</p>								FY19-FY20		-20.33%			

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, February 2021 dollars) for the periods noted. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 25. Staff Assistant

Nominal, Current \$								Constant, 2021 \$					
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	\$32,672	\$39,912	\$43,046	\$49,021	\$76,149	\$46,344
FY06	25	\$22,781	\$29,220	\$35,954	\$44,558	\$84,136	\$39,231	\$29,721	\$38,121	\$46,906	\$58,131	\$109,767	\$51,183
FY11	25	\$27,668	\$31,509	\$35,083	\$41,000	\$59,300	\$37,963	\$32,351	\$36,842	\$41,022	\$47,940	\$69,337	\$44,389
Most Recent Five Years													
FY16	25	\$24,401	\$34,500	\$36,500	\$43,417	\$64,083	\$39,479	\$26,740	\$37,807	\$39,999	\$47,579	\$70,226	\$43,264
FY17	25	\$32,624	\$34,937	\$38,192	\$39,578	\$46,000	\$37,750	\$35,005	\$37,487	\$40,979	\$42,466	\$49,357	\$40,505
FY18	25	\$30,000	\$37,412	\$40,953	\$46,333	\$87,950	\$43,898	\$31,423	\$39,186	\$42,895	\$48,530	\$92,120	\$45,980
FY19	25	\$31,875	\$39,677	\$43,875	\$48,198	\$134,762	\$48,522	\$32,792	\$40,818	\$45,138	\$49,585	\$138,640	\$49,918
FY20	25	\$24,154	\$39,375	\$44,748	\$46,956	\$54,212	\$42,814	\$24,546	\$40,014	\$45,475	\$47,718	\$55,092	\$43,509

Median Pay

FY20 Pay Distribution

Change

FY19-FY20	0.75%
FY16-FY20	13.69%
FY11-FY20	10.86%
FY06-FY20	-3.05%
FY01-FY20	5.64%

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, February 2021 dollars) for the periods noted. In the visualizations, position pay information based on constant 2021 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-FY2020, are available to congressional requesters upon request.

Table 26. State Director

Nominal, Current \$								Constant, 2021 \$					
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	\$83,166	\$110,031	\$118,098	\$135,242	\$181,976	\$122,760
FY06	25	\$54,398	\$89,201	\$101,328	\$111,236	\$159,755	\$104,504	\$70,969	\$116,374	\$132,196	\$145,122	\$208,421	\$136,340
FY11	25	\$81,500	\$111,250	\$123,557	\$140,645	\$169,459	\$126,386	\$95,295	\$130,081	\$144,472	\$164,452	\$198,143	\$147,779
Most Recent Five Years													
FY16	25	\$77,042	\$117,500	\$132,563	\$144,500	\$169,459	\$131,694	\$84,427	\$128,763	\$145,271	\$158,352	\$185,703	\$144,318
FY17	25	\$105,208	\$116,883	\$136,750	\$148,000	\$169,459	\$134,059	\$112,887	\$125,414	\$146,731	\$158,802	\$181,827	\$143,843
FY18	25	\$60,750	\$121,667	\$139,250	\$154,046	\$169,459	\$137,312	\$63,630	\$127,436	\$145,853	\$161,350	\$177,494	\$143,823
FY19	25	\$99,675	\$129,321	\$140,299	\$154,554	\$169,459	\$141,101	\$102,543	\$133,042	\$144,336	\$159,001	\$174,335	\$145,161
FY20	25	\$102,525	\$121,375	\$131,987	\$142,393	\$172,790	\$132,742	\$104,190	\$123,346	\$134,131	\$144,705	\$175,596	\$134,897

Median Pay

FY20 Pay Distribution

Change

FY19-FY20	-7.07%
FY16-FY20	-7.67%
FY11-FY20	-7.16%
FY06-FY20	1.46%
FY01-FY20	13.58%

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, February 2021 dollars) for the periods noted. In the visualizations, position pay information based on constant 2021 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-FY2020, are available to congressional requesters upon request.

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