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# Senate Committee Staff Pay, Selected Positions, FY2001-FY2021

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## Senate Committee Staff Pay, Selected Positions, FY2001-FY2021

The level of pay for congressional staff is a source of recurring interest among Members of Congress, congressional staff, and the public. There may be interest in congressional pay data from multiple perspectives, including assessment of the costs of congressional operations; guidance in setting pay levels for staff in committee offices; consideration by staff when negotiating compensation for a new position or promotion; or comparison of congressional staff pay levels with those of other federal government pay systems.

This report provides pay data for the following 14 staff position titles that are used in Senate committees: Archivist; Chief Clerk; Chief Counsel; Communications Director; Counsel; Deputy Staff Director; General Counsel; Minority Staff Director; Professional Staff Member; Senior Counsel; Senior Professional Staff Member; Staff Assistant; Staff Director; and Systems Administrator. The following table provides FY2021 pay levels and the change in median pay levels for these positions in constant 2022 dollars, between FY2020 and FY2021.

### FY2021 Median Pay and Percentage Change for Selected Staff Positions in Senate Committees in 2022 Dollars and Percentage Change, FY2020-FY2021

Position	FY2021 Pay, Constant 2022\$	Change, FY2020-FY2021	Position	FY2021 Pay, Constant 2022\$	Change, FY2020-FY2021
Archivist	\$87,824	6.34%	Minority Staff Director	\$184,075	-4.64%
Chief Clerk	\$160,584	5.82%	Professional Staff Member	\$117,497	-5.79%
Chief Counsel	\$182,808	-2.59%	Senior Counsel	\$134,878	-13.86%
Communications Director	\$140,318	-11.31%	Senior Professional Staff Member	\$142,646	-2.56%
Counsel	\$120,701	2.21%	Staff Assistant	\$50,014	-1.25%
Deputy Staff Director	\$178,419	-6.27%	Staff Director	\$184,380	-4.48%
General Counsel	\$182,965	-3.71%	Systems Administrator	\$94,707	-14.13%

**Source:** Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. FY2021 median pay provided in constant 2022 dollars.

Report tables provide aggregate statistics on pay for each staff position for FY2001, FY2007, FY2012, and FY2017-FY2021, including quartiles, median pay, and average pay, based on available data. Graphic displays are also included, providing representations of pay from the following two perspectives:

- a line graph showing change in median pay, FY2001-FY2021, in nominal (current) and constant, 2022 dollars; and
- distributions of FY2021 pay in constant 2022 dollars, in \$10,000 increments.

Other data, which may not represent the entire FY2001-FY2021 period, are available to congressional staff upon request.

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*, *Congressional Staff: CRS Products on Size, Pay, Job Tenure, and Duties*.

## Contents

Introduction .....	1
Data Concerns .....	2
Data Tables and Visualizations .....	2
Senate Committee Staff Pay Tables .....	3

## Tables

Table 1. Senate Committee Staff Pay, Annual Maximums, 2001-2022.....	4
Table 2. FY2021 Median Pay in Constant 2022 Dollars, and Changes in Pay for Selected Staff In Senate Committees, Members Of Congress, and Selected General Schedule Employees, Selected Periods.....	5
Table 3. Archivist.....	6
Table 4. Chief Clerk .....	7
Table 5. Chief Counsel .....	8
Table 6. Communications Director.....	9
Table 7. Counsel .....	10
Table 8. Deputy Staff Director .....	11
Table 9. General Counsel .....	12
Table 10. Minority Staff Director .....	13
Table 11. Professional Staff Member .....	14
Table 12. Senior Counsel.....	15
Table 13. Senior Professional Staff Member .....	16
Table 14. Staff Assistant .....	17
Table 15. Staff Director .....	18
Table 16. Systems Administrator.....	19

## Contacts

Author Information.....	20
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## Introduction

Levels of pay for congressional staff are a source of recurring interest among Members of Congress, congressional staff, and the public. In Senate committees, the chair and ranking member set the terms and conditions of employment for majority and minority staff, respectively. This includes job titles and descriptions; rates of pay, subject to maximum levels;<sup>1</sup> and resources available to carry out their official duties. There may be interest in congressional pay data from multiple perspectives, including assessment of the costs of congressional operations; guidance in setting pay levels for staff in committee offices; consideration by staff when negotiating compensation for a new position or promotion; 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.<sup>2</sup> Pay information in this report is based on the Senate *Report of the Secretary of the Senate*, published semiannually by the Senate,<sup>3</sup> as collated by LegiStorm, a private entity that provides some congressional data by subscription.<sup>4</sup> Data in this report are based on official Senate reports, which afford the opportunity to use consistently collected data from a single, authoritative source. Additionally, this report provides annual data by fiscal year, which allows for observations about the nature of Senate committee staff compensation over time.

This report provides pay data for 14 staff position titles that are used in Senate committees, and for which sufficient data could be identified. The positions include the following:

Archivist	Deputy Staff Director	Senior Professional Staff Member
Chief Clerk	General Counsel	Staff Assistant
Chief Counsel	Minority Staff Director	Staff Director
Communications Director	Professional Staff Member	Systems Administrator
Counsel	Senior Counsel	

When committees had more than two staff members with the same job title, data for no more than two staff per committee were collected. Senate committee staff had to hold a position with the same job title in the same committee for the entire year examined, and not receive pay from any other congressional employing authority for their data to be included. Every recorded payment ascribed in the LegiStorm data to those staff for the fiscal year is tabulated. Data collected for this report may differ from an employee's stated annual salary due to the inclusion of overtime, bonuses, or other payments in addition to base salary paid in the course of a year.<sup>5</sup>

<sup>1</sup> The maximum annual pay for staff in Senate committees is \$203,700. See Salary Directive of President pro tempore of the Senate, March 15, 2022, set out as a note following 2 U.S.C. 4575. Maximum payable rates for Senate committee staff since 2001 are available in **Table 1**.

<sup>2</sup> 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.

<sup>3</sup> Volumes of the *Report of the Secretary of the Senate* since April 2011 are available at [https://www.senate.gov/legislative/common/generic/report\\_secsen.htm](https://www.senate.gov/legislative/common/generic/report_secsen.htm).

<sup>4</sup> <http://www.legistorm.com/>.

<sup>5</sup> Other forms of payment do not appear to be recorded in a consistent manner. Sometimes overtime and other pay are listed as separate entries and in other instances, significant one-time changes in a semiannual total may suggest payments in addition to regular salary.

## Data Concerns

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

- A large number of position titles in Senate committees are held by only one Senate employee. Data provided here almost certainly do not represent all of the jobs carried out by Senate committee staff.
- The manner in which staff titles are assigned might have implications about the representativeness of the data provided. Of positions for which data were collected, two broad categories emerge. The first category identifies position titles that usually appear to apply to one staff member per committee.<sup>6</sup> Since almost all available data were collected for those positions, pay information provided is likely to be highly representative of what Senate committees pay staff in those positions. The second category includes positions for which committees might hire two or more staff members.<sup>7</sup> Since pay data were collected for no more than two staff per committee for each position, it is more likely that data for those positions are a sample of staff in those positions rather than nearly complete data. Those data may be less closely representative of what all staff in those positions are paid.
- Pay data provide no insight into the education, work experience, position tenure, and full- or part-time status of staff, or other potential explanations for levels of compensation.
- Differences might exist in the job duties of staff in 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 affect 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.”<sup>8</sup>

## 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 Senate committee staff since FY2001 in both nominal (current) and constant, 2022 dollars. Constant dollar calculations throughout the report are based on the Consumer Price Index for All Urban Consumers (CPI-U), various years, expressed in 2022 dollars.<sup>9</sup>

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<sup>6</sup> Positions that typically employ one staff member per committee include staff director and systems administrator.

<sup>7</sup> Positions that typically employ two or more staff members per committee include counsel, staff assistant, and professional staff member.

<sup>8</sup> U.S. Senate, Committee on Rules and Administration, *Senate Handbook* (Washington: 1996), pp. I-13, available to congressional clients from the authors.

<sup>9</sup> U.S. Department of Labor, Bureau of Labor Statistics, *Consumer Price Index*, at <https://data.bls.gov/timeseries/CUUR0000SA0>.

**Table 2** provides FY2021 pay levels in median pay in constant 2022 dollars and percentage changes for each of the 14 positions; for Members of Congress;<sup>10</sup> and for salaries paid under the General Schedule in Washington, DC, and surrounding areas and in the Rest of the United States (RUS) area.<sup>11</sup> **Table 3** through **Table 16** provide available tabular pay data for each staff position for FY2001, FY2007, FY2012, and FY2017-FY2021, including data distributed by quartile, median pay, and average pay. The numbers of staff for which data were counted are identified as “#” in the data tables. Staff pay tables also provide a comparison, at various intervals to FY2021, based on data availability, of the cumulative percentage change in median pay for that position, in constant, 2022 dollars.

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

- distributions of FY2021 pay in 2022 dollars, in \$10,000 increments; and
- a line graph showing change in median pay, FY2001-FY2021 (or available data), in nominal (current) and constant 2022 dollars.

## Senate Committee 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 16**, 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.

<sup>10</sup> Member pay data are taken from CRS Report 97-1011, *Salaries of Members of Congress: Recent Actions and Historical Tables*.

<sup>11</sup> General Schedule pay change is based on changes in pay levels, and not the pay of individuals. General Schedule pay tables for various years are available at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/>. For a complete description of areas covered under the Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA and RUS locality pay tables in 2022, see <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2022/locality-pay-area-definitions/>.

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 <sup>th</sup> Percentile 25% of staff make less than Q1	50 <sup>th</sup> Percentile 50% of staff make less than Q2	75 <sup>th</sup> percentile 75% of staff make less than Q3	Highest number in a list	The mean, or number expressing the central value in a set of data
	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 I. Senate Committee Staff Pay, Annual Maximums, 2001-2022**

Year	Nominal \$	Constant 2022 \$	Year	Nominal \$	Constant 2022 \$
2001	\$142,415	\$231,874	2012	\$171,315	\$215,154
2002	\$147,315	\$236,119	2013	\$171,315	\$212,048
2003	\$152,015	\$238,223	2014	\$171,315	\$208,664
2004	\$155,415	\$237,234	2015	\$171,315	\$208,416
2005	\$159,415	\$235,365	2016	\$171,315	\$205,820
2006	\$162,515	\$232,444	2017	\$171,315	\$201,526
2007	\$162,515	\$226,007	2018	\$171,315	\$196,722
2008	\$166,615	\$223,141	2019	\$173,900	\$196,136
2009	\$171,315	\$230,255	2020	\$173,900	\$193,746
2010	\$171,315	\$226,539	2021	\$173,900	\$185,052
2011	\$171,315	\$219,607	2022	\$203,700	\$203,700

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

**Table 2. FY2021 Median Pay in Constant 2022 Dollars, and Changes in Pay for Selected Staff In Senate Committees, Members Of Congress, and Selected General Schedule Employees, Selected Periods**

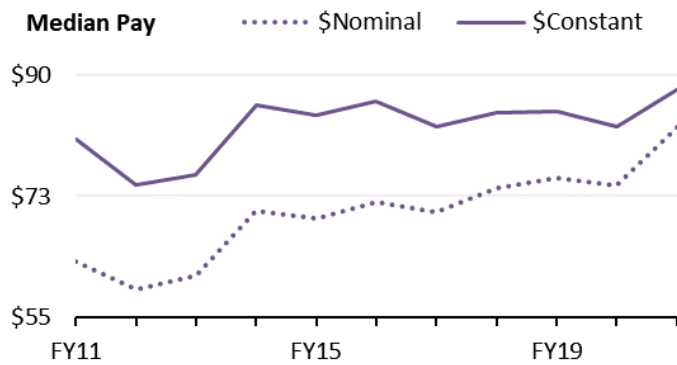
	FY2021 Pay, Constant 2022\$	FY20- FY21	FY17- FY21	FY12- FY21	FY07- FY21	FY01- FY21
Archivist	\$87,824	6.34%	6.48%	18.50%	—	—
Chief Clerk	\$160,584	5.82%	-0.52%	-5.34%	6.24%	28.75%
Chief Counsel	\$182,808	-2.59%	3.06%	-6.91%	-5.60%	10.95%
Communications Director	\$140,318	-11.31%	-20.70%	-16.64%	-7.57%	—
Counsel	\$120,701	2.21%	4.60%	-10.46%	-17.32%	-11.89%
Deputy Staff Director	\$178,419	-6.27%	-8.08%	14.49%	—	—
General Counsel	\$182,965	-3.71%	—	—	—	—
Minority Staff Director	\$184,075	-4.64%	-8.66%	-14.44%	—	—
Professional Staff Member	\$117,497	-5.79%	3.24%	-3.85%	4.94%	-1.08%
Senior Counsel	\$134,878	-13.86%	-5.64%	-18.40%	-22.55%	—
Senior Professional Staff Member	\$142,646	-2.56%	-9.06%	-17.47%	—	—
Staff Assistant	\$50,014	-1.25%	5.96%	13.78%	-15.76%	-18.04%
Staff Director	\$184,380	-4.48%	-8.34%	-13.98%	-16.88%	-13.99%
Systems Administrator	\$94,707	-14.13%	-22.93%	-22.32%	-18.56%	9.75%
<b>Congressional Staff Positions Pay Change Summary</b>						
Increase		3	5	3	2	3
Decrease		11	8	10	7	4
<b>Members of Congress, General Schedule Pay Change</b>						
MCs	\$185,158	-4.49%	-9.54%	-15.27%	-19.41%	-21.62%
General Schedule, DC	Varies	-3.53%	-1.05%	-1.32%	-0.07%	7.21%
General Schedule, Rest of U.S.	Varies	-3.53%	-2.87%	-4.58%	-6.51%	-2.47%

**Source:** CRS calculations, based on data provided in **Table 3-Table 16** for congressional positions; CRS Report 97-1011, *Salaries of Members of Congress: Recent Actions and Historical Tables*, 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. localities, various years. Nominal Member pay in 2022 is \$174,000. General Schedule pay for individuals varies by grade, step and locality, but percentage changes are consistent within each locality. “—” indicates no data available. Detailed information about data sources is available above in “Data Tables and Visualizations.”

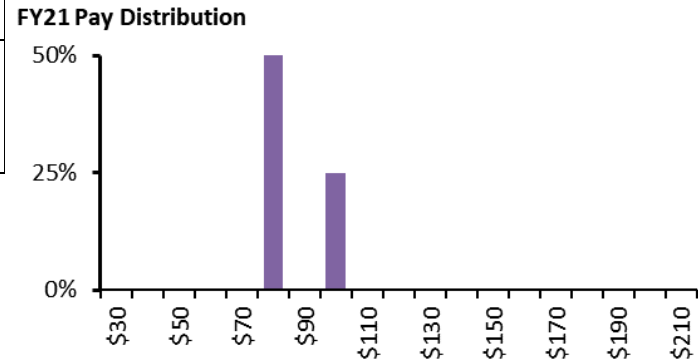


**Table 3. Archivist**

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
FY2011	5	\$56,331	\$61,024	\$63,000	\$63,083	\$64,119	\$61,511	\$72,210	\$78,226	\$80,759	\$80,866	\$82,193	\$78,851
FY2012	8	\$44,500	\$56,010	\$59,012	\$65,389	\$68,452	\$59,238	\$55,887	\$70,343	\$74,113	\$82,122	\$85,969	\$74,398
<b>Most Recent Five Years</b>													
FY2017	4	\$62,336	\$67,849	\$70,117	\$73,909	\$84,000	\$71,642	\$73,329	\$79,815	\$82,482	\$86,943	\$98,813	\$84,276
FY2018	5	\$67,297	\$71,375	\$73,700	\$80,700	\$82,750	\$75,164	\$77,277	\$81,960	\$84,630	\$92,668	\$95,022	\$86,311
FY2019	4	\$64,659	\$70,191	\$75,099	\$79,810	\$84,750	\$74,902	\$72,927	\$79,166	\$84,701	\$90,015	\$95,587	\$84,479
FY2020	5	\$65,000	\$73,500	\$74,125	\$84,744	\$90,000	\$77,474	\$72,418	\$81,888	\$82,584	\$94,415	\$100,271	\$86,315
FY2021	4	\$78,500	\$80,422	\$82,531	\$86,792	\$95,167	\$84,682	\$83,534	\$85,579	\$87,824	\$92,357	\$101,270	\$90,113



Change	
FY20-FY21	6.34%
FY17-FY21	6.48%
FY12-FY21	18.50%

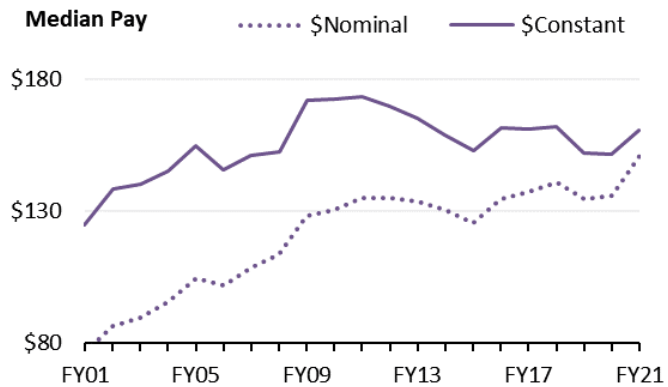


Dollars in figures are in thousands.

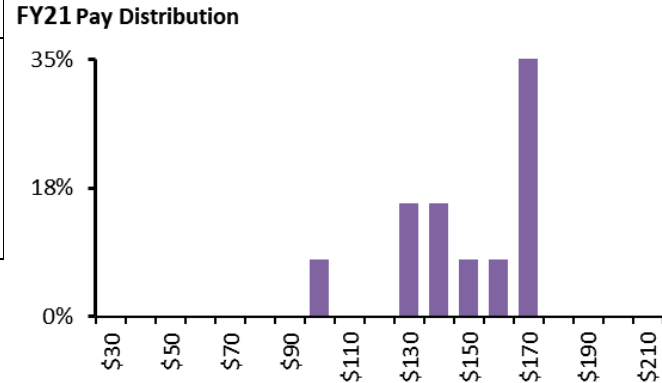
**Source:** Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid purple. Detailed information about data sources is available above in "Data Tables and Visualizations."

**Table 4. Chief Clerk**

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
FY01	13	\$61,583	\$74,115	\$76,604	\$90,812	\$103,271	\$80,403	\$100,267	\$120,671	\$124,724	\$147,857	\$168,142	\$130,909
FY07	13	\$69,966	\$101,564	\$108,688	\$125,173	\$162,515	\$114,958	\$97,301	\$141,243	\$151,151	\$174,076	\$226,007	\$159,871
FY12	18	\$48,227	\$121,424	\$135,083	\$152,940	\$171,000	\$132,908	\$60,568	\$152,496	\$169,651	\$192,078	\$214,759	\$166,919
<b>Most Recent Five Years</b>													
FY17	14	\$93,263	\$113,750	\$137,218	\$157,851	\$171,315	\$135,302	\$109,709	\$133,810	\$161,417	\$185,688	\$201,526	\$159,163
FY18	15	\$100,200	\$119,000	\$141,154	\$165,941	\$171,315	\$139,903	\$115,060	\$136,648	\$162,088	\$190,551	\$196,721	\$160,651
FY19	14	\$102,900	\$121,756	\$134,743	\$157,133	\$171,315	\$138,190	\$116,057	\$137,324	\$151,972	\$177,226	\$193,220	\$155,859
FY20	15	\$102,917	\$125,125	\$136,213	\$163,450	\$169,633	\$141,243	\$114,662	\$139,404	\$151,758	\$182,103	\$188,991	\$157,362
FY21	13	\$101,235	\$131,627	\$150,907	\$164,308	\$168,709	\$147,769	\$107,727	\$140,068	\$160,584	\$174,845	\$179,528	\$157,246



Change	
FY20-FY21	5.82%
FY17-FY21	-0.52%
FY12-FY21	-5.34%
FY07-FY21	6.24%
FY01-FY21	28.75%

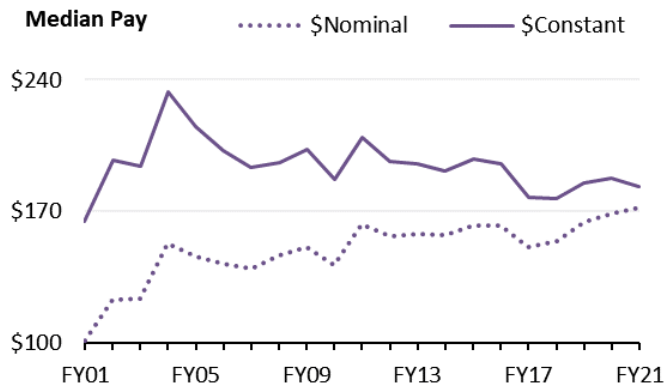


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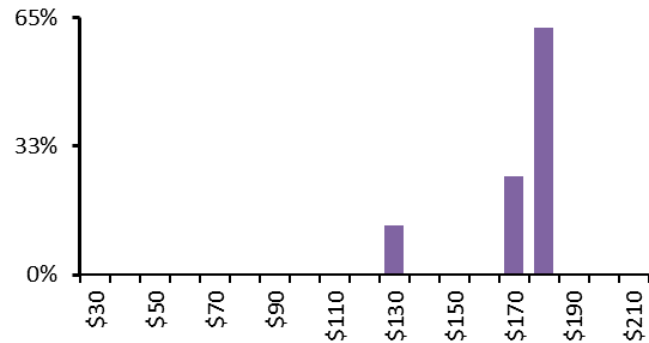
**Table 5. Chief Counsel**

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
FY01	7	\$84,486	\$96,958	\$101,201	\$119,531	\$136,993	\$107,951	\$137,557	\$157,863	\$164,771	\$194,616	\$223,046	\$175,762
FY07	6	\$88,208	\$135,827	\$139,245	\$145,565	\$161,776	\$135,139	\$122,670	\$188,892	\$193,645	\$202,434	\$224,979	\$187,935
FY12	7	\$82,588	\$132,604	\$156,360	\$167,768	\$171,315	\$144,430	\$103,722	\$166,537	\$196,372	\$210,700	\$215,154	\$181,389
Most Recent Five Years													
FY17	12	\$99,583	\$132,768	\$150,782	\$164,392	\$171,315	\$146,824	\$117,145	\$156,182	\$177,372	\$193,383	\$201,526	\$172,716
FY18	14	\$125,000	\$144,674	\$153,937	\$160,367	\$171,315	\$150,898	\$143,538	\$166,129	\$176,767	\$184,150	\$196,721	\$173,276
FY19	14	\$126,117	\$161,302	\$164,078	\$170,969	\$171,315	\$161,491	\$142,243	\$181,927	\$185,058	\$192,830	\$193,220	\$182,140
FY20	15	\$125,000	\$163,861	\$168,450	\$170,975	\$173,254	\$164,667	\$139,265	\$182,562	\$187,674	\$190,487	\$193,026	\$183,459
FY21	8	\$123,908	\$165,389	\$171,791	\$173,015	\$173,900	\$164,776	\$131,854	\$175,995	\$182,808	\$184,110	\$185,052	\$175,343



Change	
FY20-FY21	-2.59%
FY17-FY21	3.06%
FY12-FY21	-6.91%
FY07-FY21	-5.60%
FY01-FY21	10.95%

**FY21 Pay Distribution**

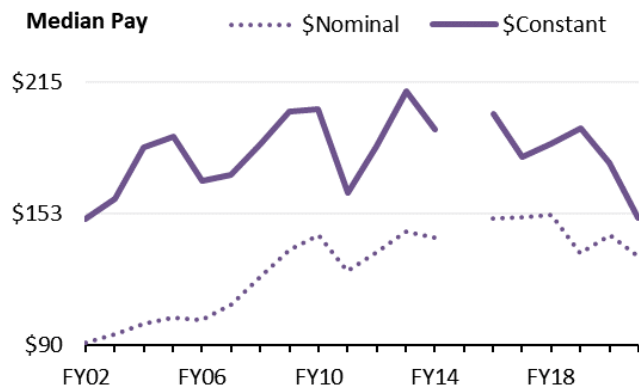


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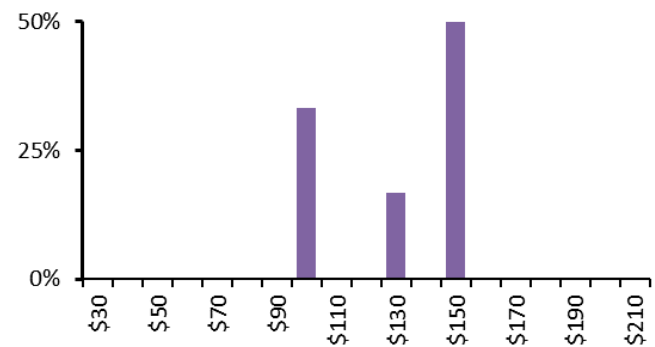
**Table 6. Communications Director**

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
FY07	10	\$73,556	\$95,992	\$109,160	\$122,735	\$134,132	\$107,862	\$102,293	\$133,494	\$151,807	\$170,686	\$186,535	\$150,002
FY12	8	\$45,555	\$105,812	\$134,026	\$146,906	\$171,000	\$122,498	\$57,213	\$132,890	\$168,323	\$184,499	\$214,759	\$153,845
<b>Most Recent Five Years</b>													
FY17	6	\$122,000	\$129,068	\$150,417	\$152,312	\$171,315	\$144,841	\$143,515	\$151,829	\$176,943	\$179,172	\$201,526	\$170,383
FY18	6	\$107,500	\$132,651	\$152,018	\$161,781	\$171,315	\$145,680	\$123,443	\$152,323	\$174,563	\$185,774	\$196,721	\$167,285
FY19	5	\$118,125	\$126,417	\$133,667	\$171,315	\$171,315	\$144,168	\$133,229	\$142,581	\$150,758	\$193,220	\$193,220	\$162,602
FY20	7	\$98,042	\$126,500	\$142,000	\$158,407	\$173,254	\$140,444	\$109,230	\$140,936	\$158,205	\$176,485	\$193,026	\$156,472
FY21	6	\$98,917	\$107,243	\$131,862	\$141,181	\$142,330	\$124,716	\$105,260	\$114,121	\$140,318	\$150,234	\$151,457	\$132,714



Change	
FY20-FY21	-11.31%
FY17-FY21	-20.70%
FY12-FY21	-16.64%
FY07-FY21	-7.57%

**FY21 Pay Distribution**

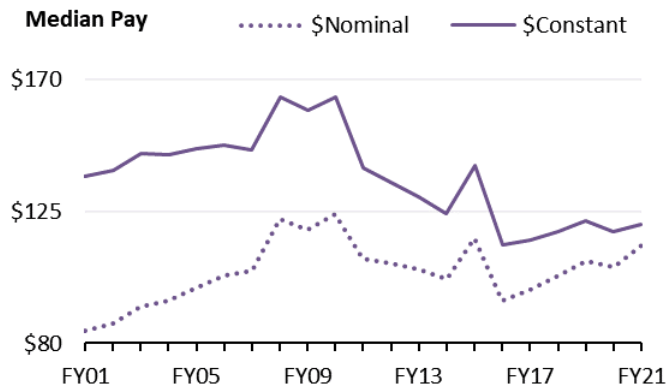


Dollars in figures are in thousands.

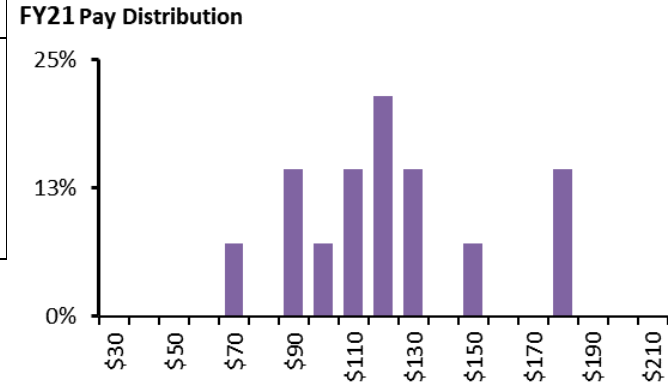
**Source:** Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid purple. Detailed information about data sources is available above in “Data Tables and Visualizations.”

**Table 7. Counsel**

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
FY01	15	\$45,667	\$71,588	\$84,134	\$92,014	\$113,854	\$82,655	\$74,353	\$116,556	\$136,984	\$149,814	\$185,373	\$134,575
FY07	17	\$51,083	\$97,957	\$104,969	\$127,915	\$151,620	\$108,590	\$71,041	\$136,227	\$145,979	\$177,890	\$210,856	\$151,015
FY12	23	\$62,167	\$87,400	\$107,330	\$138,443	\$157,000	\$112,031	\$78,075	\$109,765	\$134,795	\$173,870	\$197,176	\$140,700
<b>Most Recent Five Years</b>													
FY17	11	\$57,738	\$85,021	\$98,092	\$141,635	\$168,049	\$109,826	\$67,920	\$100,014	\$115,390	\$166,613	\$197,684	\$129,194
FY18	16	\$53,571	\$78,906	\$103,000	\$125,114	\$168,998	\$103,426	\$61,515	\$90,608	\$118,275	\$143,669	\$194,061	\$118,764
FY19	19	\$59,833	\$91,158	\$107,954	\$134,379	\$171,147	\$113,992	\$67,484	\$102,814	\$121,757	\$151,562	\$193,031	\$128,568
FY20	22	\$72,624	\$84,450	\$106,000	\$132,833	\$172,912	\$112,912	\$80,912	\$94,088	\$118,097	\$147,992	\$192,645	\$125,798
FY21	14	\$70,037	\$100,861	\$113,427	\$129,418	\$173,500	\$118,085	\$74,528	\$107,330	\$120,701	\$137,718	\$184,626	\$125,658



Change	
FY20-FY21	2.21%
FY17-FY21	4.60%
FY12-FY21	-10.46%
FY07-FY21	-17.32%
FY01-FY21	-11.89%

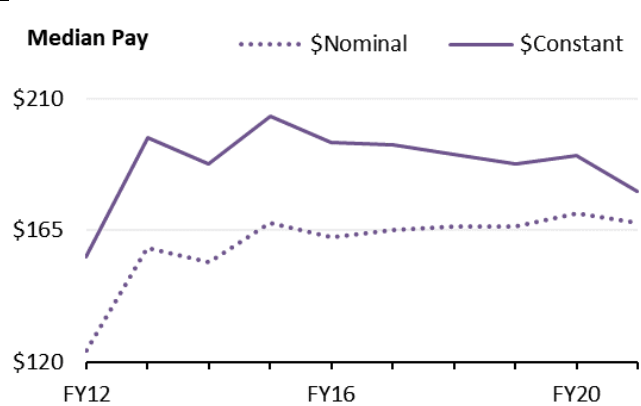


Dollars in figures are in thousands.

**Source:** Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid purple. Detailed information about data sources is available above in “Data Tables and Visualizations.”

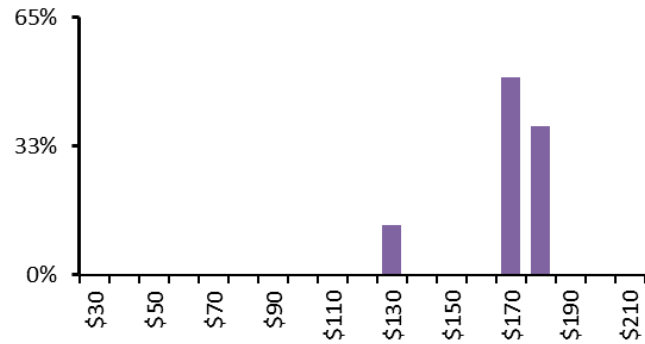
**Table 8. Deputy Staff Director**

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
FY12	4	\$92,000	\$112,750	\$124,083	\$139,204	\$171,315	\$127,870	\$115,543	\$141,603	\$155,836	\$174,826	\$215,154	\$160,592
<b>Most Recent Five Years</b>													
FY17	9	\$155,000	\$161,160	\$165,000	\$171,315	\$171,315	\$165,108	\$182,334	\$189,581	\$194,098	\$201,526	\$201,526	\$194,225
FY18	12	\$87,671	\$159,937	\$166,304	\$171,315	\$171,315	\$159,058	\$100,673	\$183,657	\$190,967	\$196,721	\$196,721	\$182,647
FY19	11	\$93,333	\$140,956	\$166,337	\$170,139	\$171,315	\$149,410	\$105,267	\$158,980	\$187,606	\$191,894	\$193,220	\$168,515
FY20	15	\$120,000	\$153,894	\$170,860	\$172,534	\$173,254	\$161,467	\$133,695	\$171,456	\$190,359	\$192,224	\$193,026	\$179,894
FY21	8	\$124,667	\$162,080	\$167,667	\$172,332	\$173,900	\$162,770	\$132,661	\$172,474	\$178,419	\$183,384	\$185,052	\$173,208



Change	
FY20-FY21	-6.27%
FY17-FY21	-8.08%
FY12-FY21	14.49%

**FY21 Pay Distribution**



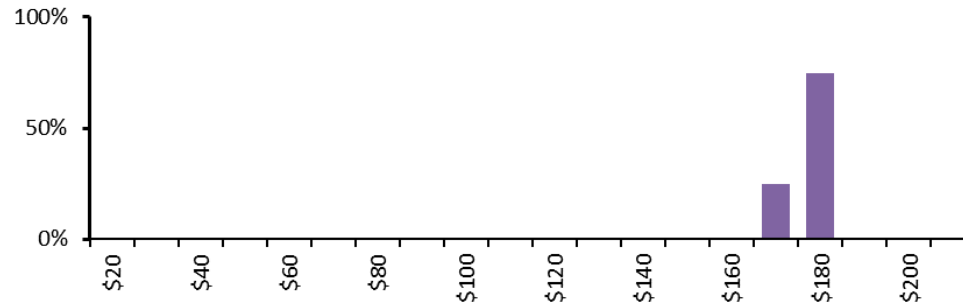
Dollars in figures are in thousands.

**Source:** Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid purple. Detailed information about data sources is available above in “Data Tables and Visualizations.”

**Table 9. General Counsel**

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
FY18	7	\$132,500	\$141,093	\$150,500	\$170,157	\$171,315	\$153,831	\$152,150	\$162,017	\$172,819	\$195,392	\$196,721	\$176,644
FY19	—	—	—	—	—	—	—	—	—	—	—	—	—
FY20	7	\$150,558	\$165,336	\$170,547	\$171,072	\$171,514	\$166,491	\$167,740	\$184,205	\$190,010	\$190,595	\$191,087	\$185,491
FY21	4	\$167,225	\$170,166	\$171,938	\$172,837	\$173,158	\$171,065	\$177,949	\$181,079	\$182,965	\$183,921	\$184,263	\$182,035
<b>Change</b>								FY20-FY21	-3.71%				

**FY21 Pay Distribution**

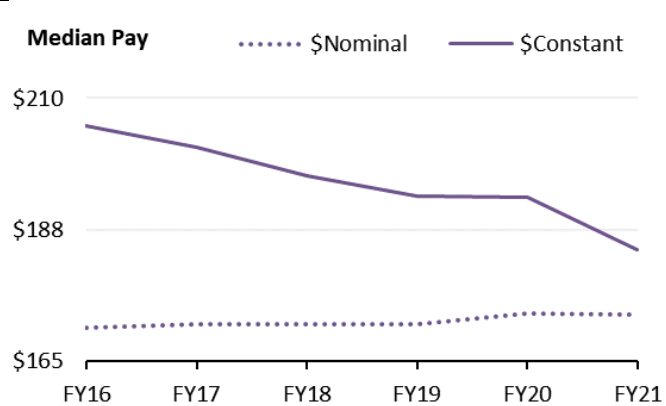


Dollars in figures are in thousands.

**Source:** Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. “—” indicates insufficient data available. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid purple. Detailed information about data sources is available above in “Data Tables and Visualizations.”

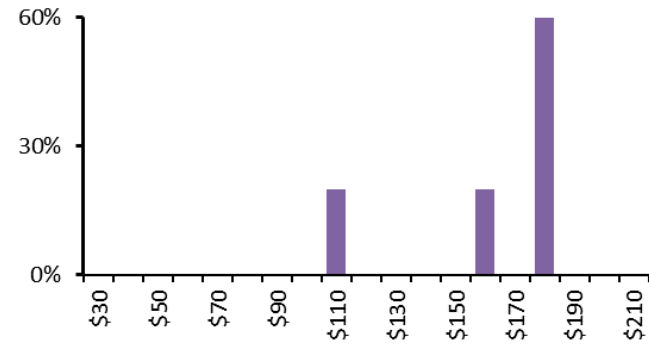
**Table 10. Minority Staff Director**

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
FY12	14	\$125,000	\$168,661	\$171,315	\$171,315	\$171,315	\$164,312	\$156,987	\$211,821	\$215,154	\$215,154	\$215,154	\$206,359
<b>Most Recent Five Years</b>													
FY17	7	\$101,903	\$171,315	\$171,315	\$171,315	\$171,315	\$161,399	\$119,873	\$201,526	\$201,526	\$201,526	\$201,526	\$189,862
FY18	6	\$169,459	\$171,315	\$171,315	\$171,315	\$171,315	\$171,006	\$194,590	\$196,721	\$196,721	\$196,721	\$196,721	\$196,366
FY19	7	\$109,675	\$164,817	\$171,315	\$171,315	\$171,315	\$160,653	\$123,699	\$185,891	\$193,220	\$193,220	\$193,220	\$181,195
FY20	6	\$153,573	\$170,408	\$173,254	\$173,254	\$173,254	\$169,341	\$171,099	\$189,855	\$193,026	\$193,026	\$193,026	\$188,667
FY21	5	\$111,675	\$155,154	\$172,982	\$173,900	\$173,900	\$157,522	\$118,836	\$165,104	\$184,075	\$185,052	\$185,052	\$167,624



Change	
FY20-FY21	-4.64%
FY17-FY21	-8.66%
FY12-FY21	-14.44%

**FY21 Pay Distribution**



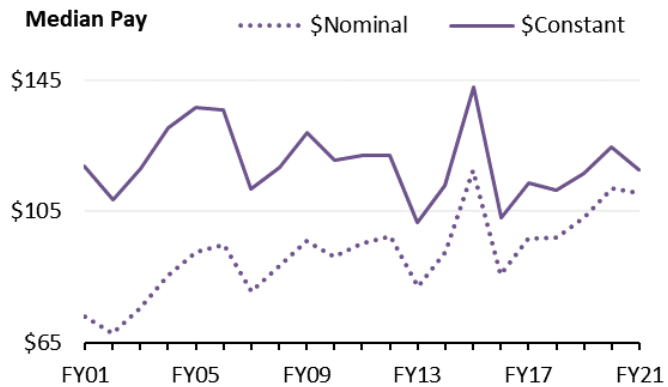
Dollars in figures are in thousands.

**Source:** Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid purple. Detailed information about data sources is available above in “Data Tables and Visualizations.”



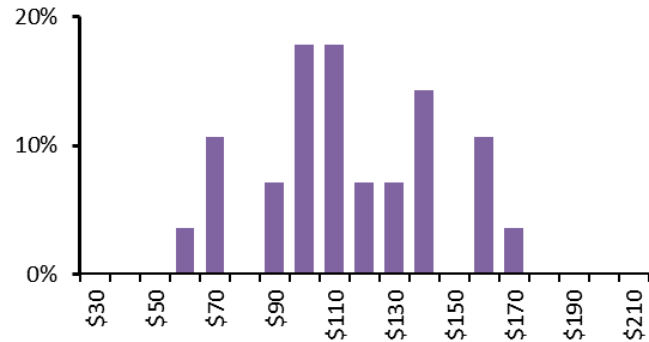
**Table II. Professional Staff Member**

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
FY01	20	\$39,833	\$60,937	\$72,950	\$89,726	\$132,792	\$77,309	\$64,855	\$99,216	\$118,775	\$146,089	\$216,206	\$125,871
FY07	34	\$50,011	\$65,528	\$80,515	\$108,512	\$154,750	\$88,776	\$69,550	\$91,128	\$111,971	\$150,905	\$215,208	\$123,460
FY12	32	\$40,250	\$68,889	\$97,298	\$122,994	\$168,500	\$98,786	\$50,550	\$86,518	\$122,197	\$154,468	\$211,619	\$124,066
<b>Most Recent Five Years</b>													
FY17	26	\$48,650	\$74,988	\$96,751	\$127,200	\$169,000	\$100,776	\$57,229	\$88,212	\$113,813	\$149,632	\$198,803	\$118,548
FY18	31	\$19,783	\$64,750	\$96,944	\$129,197	\$169,865	\$95,809	\$22,717	\$74,353	\$111,321	\$148,358	\$195,056	\$110,018
FY19	27	\$19,895	\$77,758	\$103,224	\$116,278	\$152,000	\$96,765	\$22,439	\$87,701	\$116,422	\$131,146	\$171,436	\$109,138
FY20	29	\$43,625	\$80,336	\$111,945	\$132,458	\$162,400	\$102,113	\$48,604	\$89,504	\$124,721	\$147,575	\$180,934	\$113,767
FY21	28	\$61,000	\$95,167	\$110,417	\$132,396	\$163,362	\$111,521	\$64,912	\$101,270	\$117,497	\$140,886	\$173,839	\$118,673



Change	
FY20-FY21	-5.79%
FY17-FY21	3.24%
FY12-FY21	-3.85%
FY07-FY21	4.94%
FY01-FY21	-1.08%

**FY21 Pay Distribution**

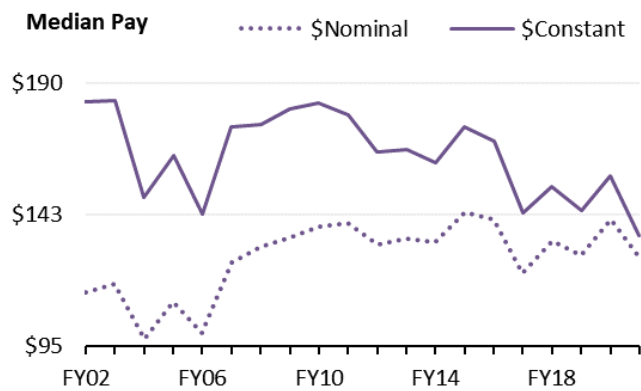


Dollars in figures are in thousands.

**Source:** Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid purple. Detailed information about data sources is available above in “Data Tables and Visualizations.”

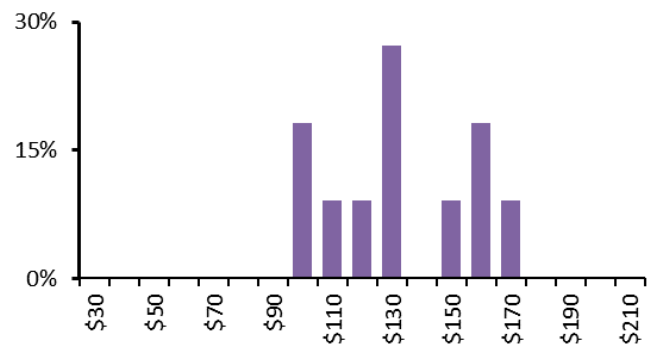
**Table 12. Senior Counsel**

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
FY07	7	\$97,000	\$107,759	\$125,221	\$140,764	\$162,515	\$125,969	\$134,896	\$149,859	\$174,142	\$195,758	\$226,007	\$175,183
FY12	11	\$97,075	\$116,202	\$131,609	\$148,877	\$165,070	\$133,193	\$121,916	\$145,938	\$165,288	\$186,975	\$207,311	\$167,277
<b>Most Recent Five Years</b>													
FY17	12	\$85,000	\$105,309	\$121,514	\$141,723	\$162,532	\$122,147	\$99,990	\$123,880	\$142,943	\$166,716	\$191,195	\$143,688
FY18	10	\$96,803	\$114,725	\$132,917	\$144,266	\$171,315	\$130,494	\$111,160	\$131,739	\$152,629	\$165,661	\$196,721	\$149,847
FY19	9	\$112,333	\$120,250	\$127,828	\$151,638	\$157,500	\$133,767	\$126,697	\$135,626	\$144,172	\$171,028	\$177,639	\$150,871
FY20	14	\$98,958	\$119,687	\$140,542	\$154,537	\$173,254	\$136,408	\$110,252	\$133,346	\$156,580	\$172,174	\$193,026	\$151,975
FY21	11	\$98,302	\$112,280	\$126,750	\$147,724	\$163,475	\$129,051	\$104,606	\$119,480	\$134,878	\$157,198	\$173,958	\$137,327



Change	
FY20-FY21	-13.86%
FY17-FY21	-5.64%
FY12-FY21	-18.40%
FY07-FY21	-22.55%

**FY21 Pay Distribution**

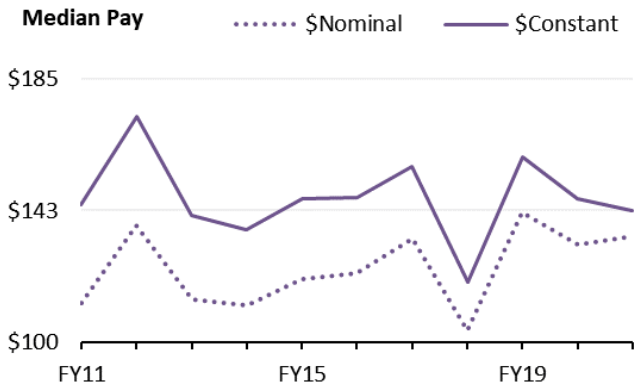


Dollars in figures are in thousands.

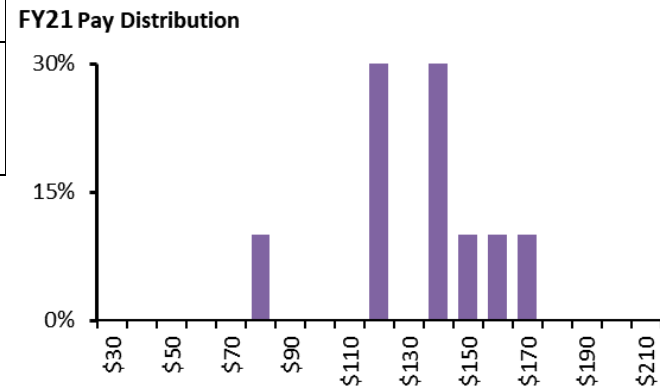
**Source:** Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid purple. Detailed information about data sources is available above in “Data Tables and Visualizations.”

**Table 13. Senior Professional Staff Member**

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
FY12	8	\$106,831	\$115,411	\$137,623	\$140,383	\$163,000	\$132,145	\$134,169	\$144,944	\$172,840	\$176,307	\$204,712	\$165,961
<b>Most Recent Five Years</b>													
FY17	12	\$78,500	\$97,484	\$133,342	\$139,519	\$151,906	\$120,757	\$92,343	\$114,676	\$156,857	\$164,123	\$178,695	\$142,053
FY18	10	\$61,033	\$91,302	\$103,812	\$132,613	\$143,207	\$107,686	\$70,085	\$104,842	\$119,208	\$152,280	\$164,445	\$123,657
FY19	10	\$77,257	\$119,002	\$141,795	\$150,714	\$161,807	\$132,421	\$87,136	\$134,218	\$159,926	\$169,985	\$182,496	\$149,353
FY20	11	\$103,391	\$120,984	\$131,400	\$142,877	\$166,283	\$132,517	\$115,190	\$134,791	\$146,395	\$159,182	\$185,259	\$147,640
FY21	10	\$83,250	\$121,410	\$134,050	\$144,175	\$164,321	\$131,539	\$88,589	\$129,196	\$142,646	\$153,421	\$174,858	\$139,975



Change	
FY20-FY21	-2.56%
FY17-FY21	-9.06%
FY12-FY21	-17.47%

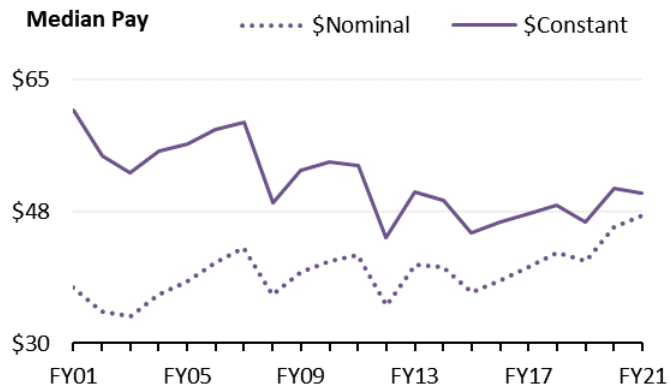


Dollars in figures are in thousands.

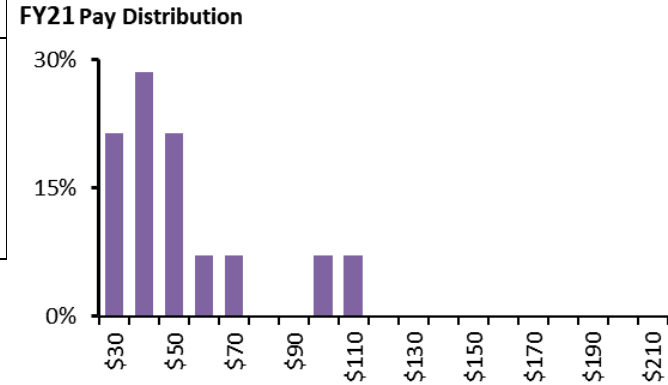
**Source:** Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid purple. Detailed information about data sources is available above in “Data Tables and Visualizations.”

**Table 14. Staff Assistant**

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
FY01	19	\$25,750	\$32,297	\$37,480	\$48,082	\$62,500	\$40,255	\$41,925	\$52,585	\$61,023	\$78,285	\$101,760	\$65,541
FY07	15	\$20,379	\$34,642	\$42,693	\$64,107	\$82,667	\$49,025	\$28,341	\$48,176	\$59,372	\$89,153	\$114,963	\$68,178
FY12	17	\$26,081	\$32,138	\$35,000	\$38,826	\$45,436	\$35,667	\$32,755	\$40,363	\$43,956	\$48,761	\$57,063	\$44,794
<b>Most Recent Five Years</b>													
FY17	13	\$34,083	\$38,452	\$40,125	\$47,880	\$113,000	\$49,370	\$40,094	\$45,233	\$47,201	\$56,324	\$132,928	\$58,076
FY18	19	\$31,758	\$36,878	\$42,110	\$47,576	\$56,432	\$42,318	\$36,468	\$42,347	\$48,355	\$54,632	\$64,801	\$48,594
FY19	14	\$34,187	\$37,451	\$40,908	\$52,656	\$107,175	\$51,547	\$38,559	\$42,240	\$46,139	\$59,389	\$120,879	\$58,138
FY20	20	\$33,000	\$40,613	\$45,460	\$50,786	\$62,438	\$45,689	\$36,766	\$45,248	\$50,648	\$56,582	\$69,563	\$50,903
FY21	14	\$33,500	\$41,946	\$47,000	\$58,203	\$112,164	\$54,962	\$35,648	\$44,636	\$50,014	\$61,936	\$119,357	\$58,487



Change	
FY20-FY21	-1.25%
FY17-FY21	5.96%
FY12-FY21	13.78%
FY07-FY21	-15.76%
FY01-FY21	-18.04%

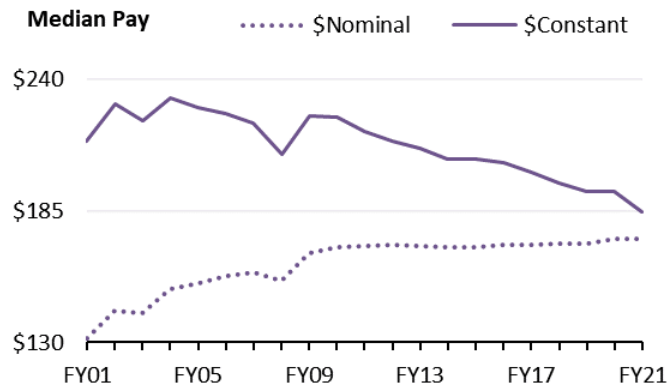


Dollars in figures are in thousands.

**Source:** Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid purple. Detailed information about data sources is available above in "Data Tables and Visualizations."

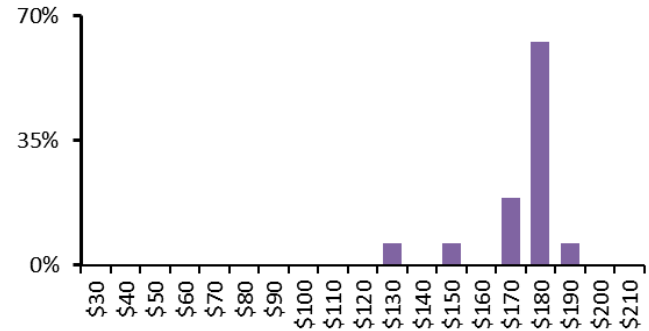
**Table 15. Staff Director**

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
FY01	7	\$122,300	\$127,396	\$131,658	\$139,564	\$141,465	\$132,763	\$199,125	\$207,421	\$214,360	\$227,232	\$230,327	\$216,159
FY07	15	\$112,500	\$153,779	\$159,500	\$161,147	\$162,515	\$151,560	\$156,452	\$213,858	\$221,814	\$224,105	\$226,007	\$210,772
FY12	14	\$132,985	\$166,044	\$170,681	\$171,311	\$171,315	\$166,485	\$167,015	\$208,535	\$214,358	\$215,150	\$215,154	\$209,089
Most Recent Five Years													
FY17	15	\$158,433	\$169,229	\$171,000	\$171,315	\$171,315	\$169,211	\$186,372	\$199,073	\$201,156	\$201,526	\$201,526	\$199,051
FY18	16	\$97,250	\$166,525	\$171,315	\$171,315	\$171,315	\$163,143	\$111,672	\$191,221	\$196,721	\$196,721	\$196,721	\$187,338
FY19	16	\$135,148	\$168,000	\$171,315	\$171,315	\$171,315	\$166,718	\$152,429	\$189,481	\$193,220	\$193,220	\$193,220	\$188,035
FY20	19	\$159,221	\$170,157	\$173,254	\$173,254	\$173,254	\$170,279	\$177,391	\$189,576	\$193,026	\$193,026	\$193,026	\$189,711
FY21	16	\$123,750	\$168,045	\$173,269	\$173,900	\$186,942	\$167,963	\$131,686	\$178,821	\$184,380	\$185,052	\$198,931	\$178,734



Change	
FY20-FY21	-4.48%
FY17-FY21	-8.34%
FY12-FY21	-13.98%
FY07-FY21	-16.88%
FY01-FY21	-13.99%

**FY21 Pay Distribution**

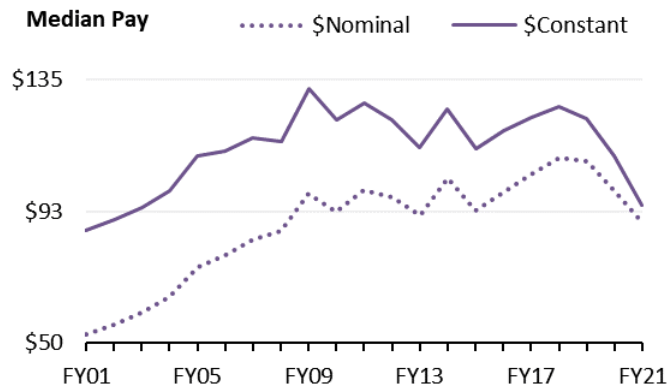


Dollars in figures are in thousands.

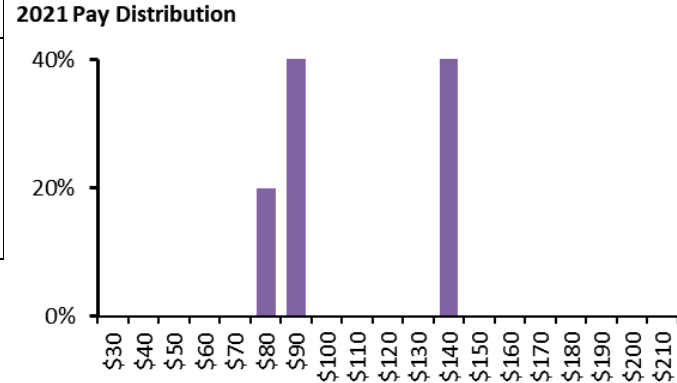
**Source:** Report of the Secretary of the Senate, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid purple. Detailed information about data sources is available above in “Data Tables and Visualizations.”

**Table 16. Systems Administrator**

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
FY01	7	\$37,766	\$47,907	\$53,000	\$60,723	\$79,902	\$55,418	\$61,489	\$78,000	\$86,292	\$98,867	\$130,093	\$90,230
FY07	7	\$70,677	\$83,019	\$83,624	\$87,558	\$104,631	\$85,727	\$98,290	\$115,453	\$116,295	\$121,765	\$145,509	\$119,218
FY12	5	\$75,802	\$90,513	\$97,083	\$110,918	\$116,773	\$98,218	\$95,199	\$113,675	\$121,927	\$139,302	\$146,655	\$123,352
<b>Most Recent Five Years</b>													
FY17	5	\$72,572	\$76,856	\$104,458	\$107,988	\$118,285	\$96,032	\$85,370	\$90,409	\$122,879	\$127,032	\$139,144	\$112,967
FY18	7	\$76,202	\$96,541	\$109,843	\$116,202	\$121,735	\$104,752	\$87,503	\$110,859	\$126,133	\$133,435	\$139,789	\$120,287
FY19	4	\$77,103	\$97,838	\$108,546	\$115,175	\$123,676	\$104,468	\$86,962	\$110,348	\$122,425	\$129,903	\$139,490	\$117,826
FY20	7	\$82,603	\$90,277	\$99,000	\$117,984	\$139,650	\$105,397	\$92,030	\$100,580	\$110,298	\$131,449	\$155,587	\$117,425
FY21	5	\$79,603	\$86,333	\$89,000	\$133,333	\$133,724	\$104,399	\$84,708	\$91,870	\$94,707	\$141,884	\$142,300	\$111,094



Change	
FY20-FY21	-14.13%
FY17-FY21	-22.93%
FY12-FY21	-22.32%
FY07-FY21	-18.56%
FY01-FY21	9.75%



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 is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid purple. Detailed information about data sources is available above in “Data Tables and Visualizations.”

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