

2001 Senate Staff Employment Study

Written by

Congressional Management Foundation



Table of Contents

INDIVIDUAL POSITION PROFILES AND ANALYSES

Methodology	7
Summary Tables	8
Washington Positions	
Assistant to the Chief of Staff	11
Chief of Staff	13
Communications Director	15
Computer Operator	17
Constituent Services Representative (Washington)	19
Correspondence Assistant	21
Correspondence Manager	23
Deputy Communications Director	25
Executive Assistant	27
Junior Legislative Assistant	29
Legislative Assistant	31
Legislative Correspondent	33
Legislative Counsel	35
Legislative Director	37
Office Manager/Deputy Chief of Staff	39
Project Manager	41
Scheduler	43
Staff Assistant (Washington)	45
Systems Administrator	47
State Positions	
Constituent Services Representative (State)	51
Field Representative	53
Regional Director/Manager	55
Staff Assistant (State)	57
State Director	59

OFFICE DATA: VETERAN AND FIRST-TERM OFFICE PROFILES

Profile	65
Benefits Policies	71

AGGREGATE DATA

Methodology	79
Salary Data	
General Information	81
Congressional Characteristics	84
Age/Education	85
Gender	87
Race/Ethnicity	89

Tenure Data	
Averages	93
Distributions.....	94
Time/Position in Congress	95
Positions	96
Demographics	97
Demographic Data	
Age/Education.....	98
Gender.....	100
Race/Ethnicity.....	102

APPENDICES

Comparison of House and Senate Staff Positions.....	i
Characteristics of the Sample.....	iv
State Population Categories	vi
Geographic Regions.....	vi
ACCRA Cost of Living Index	vii
Acknowledgements.....	xii

Individual Position Profiles and Analyses

Washington Positions

Position Profiles and Analyses

Methodology

This report contains detailed analyses of 24 Senate personal office positions. Each position profile will allow you to:

- 1) Determine the average 2001 salary for that position, as well as how much the average salary has changed since 1999;
- 2) Determine the demographic make-up, level of job responsibility, and congressional work experience of a typical employee in that position;

The sample size for each position profile reflects the number of individuals reported to hold the position as a primary job function. For example, a legislative correspondent may also serve as a systems administrator. Since the staffer's primary duties were reported as those of a legislative correspondent, his salary and demographic information is reported in the legislative correspondent profile and not in the profile of the systems administrator.

Presentation of Salary Data

We calculated average salaries, median salaries, percentiles, salary ranges, and demographic data points using descriptive statistical functions.

Additionally, to help readers understand the distribution of salaries for each position, we use both percentile analyses and graphs.

Percentiles

The 80th, 50th, and 20th percentiles were calculated for each position for two reasons: 1) They allow you to compare an individual's salary to the salaries of other individuals who hold the same job, and 2) They provide some information as to the nature of the distribution of salaries for that job.

There are two numbers involved in percentile values: a percentage and a corresponding salary level. With these you can identify the percentage of individuals earning a salary at or below a given level. For example, consider the percentile data for Office Managers:

SALARY PERCENTILES:

80% -- \$81,200

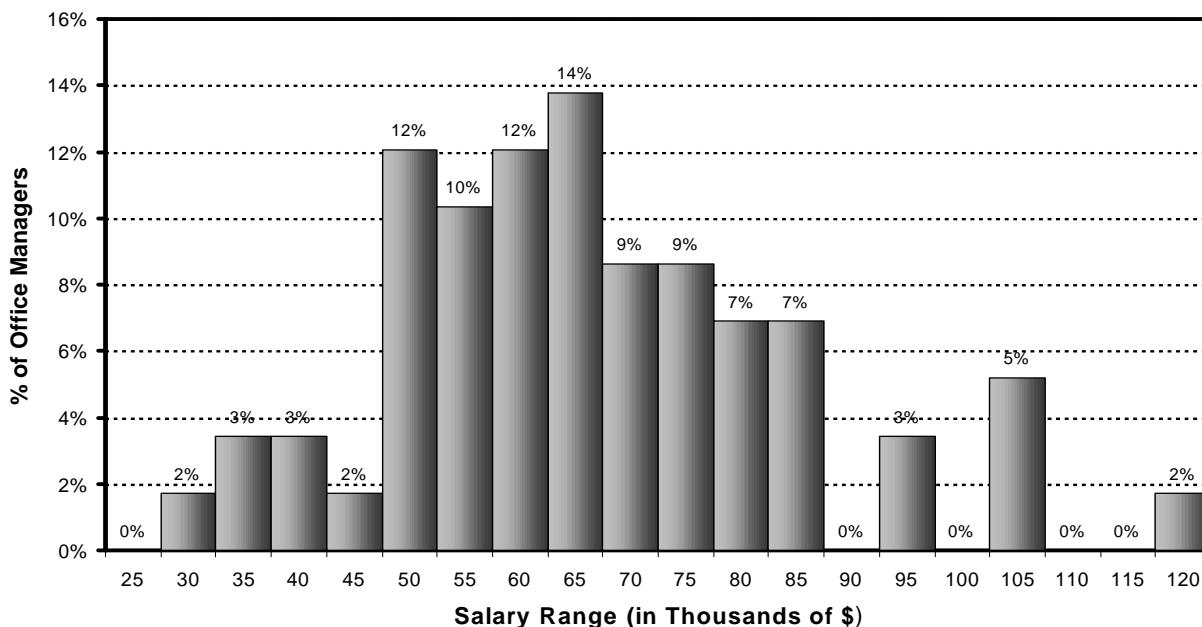
50% -- \$65,000

20% -- \$52,169

These data tell you that 80% of Office Managers earn \$81,200 per year or less, 50% earn \$65,000 or less, and 20% earn \$52,169 or less. Alternatively, you could look at it this way: an Office Manager earning \$81,200 is earning more money than 80% of his or her colleagues.

Graphs

The graph for each position presents a series of salary ranges, and the percentage of people earning the salary of each given salary range. For example:



This is the Salary Distribution graph for Office Managers. In this example, each bar on the graph represents the percentage of Office Managers earning approximately the amount of money indicated by the number at the bottom of each bar (specifically, each interval is \pm \$2,500 of the value indicated). For example, the bar above the \$65,000 level can be interpreted as representing the number of respondents who earn between \$62,500 and \$67,500. Each bar also has a number above indicating the percentage of people represented by the bar. For example, 14% of Office Managers earn between \$62,500 and \$67,500.

Average Salary for all Senate Positions

	<u>Average Salary</u>	<u>Percent Change, 1999-01</u>
Washington Positions		
Chief of Staff	\$127,343	9.2%
Legislative Director	\$96,913	6.0%
Communications Director	\$75,355	15.3%
Office Manager/Dep. Chief of Staff	\$66,494	16.0%
Legislative Counsel	\$64,932	7.1%
Executive Assistant	\$59,829	19.5%
Legislative Assistant	\$54,480	12.9%
Project Manager	\$49,433	12.0%
Scheduler	\$47,398	7.0%
Systems Administrator	\$44,211	11.6%
Deputy Communications Director	\$37,931	20.2%
Correspondence Manager	\$37,760	4.1%
Constituent Services Representative (Washington)	\$35,571	-14.1%
Assistant to the Chief of Staff	\$33,667	6.0%
Junior Legislative Assistant	\$32,103	N/A
Computer Operator	\$31,341	7.4%
Legislative Correspondent	\$26,765	6.1%
Correspondence Assistant	\$25,597	10.4%
Staff Assistant (Washington)	\$24,680	9.7%
 Washington Staff Averages	 \$49,202	 8.8%
State Positions		
State Director	\$84,855	14.9%
Regional Director/Manager	\$50,999	25.9%
Field Representative	\$38,198	N/A
Constituent Services Representative (State)	\$32,224	7.5%
Staff Assistant (State)	\$24,816	1.5%
 State Staff Averages	 \$39,755	 6.8%

Average Tenure in Position, Office, and Congress for all Senate Positions

	<u>Average Yrs. in Position</u>	<u>Average Yrs. in Office</u>	<u>Average Yrs. in Congress</u>
Washington Positions			
Computer Operator	4.5	4.7	9.8
Office Manger/Deputy Chief of Staff	4.2	5.8	12.3
Chief of Staff	3.7	7.6	11.1
Executive Assistant	3.7	4.2	7.2
Systems Administrator	3.6	5.7	10.7
Scheduler	3.1	4.2	7.0
Correspondence Manager	2.9	3.8	7.5
Project Manager	2.9	4.0	4.8
Communications Director	2.8	3.4	5.4
Legislative Director	2.8	5.1	9.3
Legislative Counsel	2.4	2.9	4.3
Legislative Assistant	2.2	3.0	4.4
Correspondence Assistant	2.0	2.0	3.4
Assistant to Chief of Staff	1.7	2.1	2.7
Constituent Service Rep. (Washington)	1.3	3.0	4.8
Junior Legislative Assistant	1.3	2.1	2.2
Deputy Communications Director	1.2	1.6	2.1
Legislative Correspondent	1.1	1.4	1.6
Staff Assistant (Washington)	1.1	1.2	1.5
Washington Staff Averages	2.2	3.1	5.0
State Positions			
Regional Director/Manager	4.9	5.9	7.1
Constituent Services Rep. (State)	4.0	4.6	5.7
State Director	3.8	5.6	7.9
Field Representative	3.4	4.5	5.6
Staff Assistant (State)	2.4	2.5	2.9
State Staff Averages	3.8	4.6	5.8

Assistant to the Chief of Staff

Responsibilities: Assists the Chief of Staff with various administrative tasks.

AVERAGE SALARY 2001:	\$33,667	<u>SALARY RANGE:</u>
<i>(Median Salary 2001:</i>	<i>(\$31,000)</i>	\$21,000--\$71,000

Average Salary 1999: \$31,750

Percent Change 1999-2001: 6.0%

Average Annualized Change: 3.0%

(Sample size = 40)

(Number per office: 0.64)

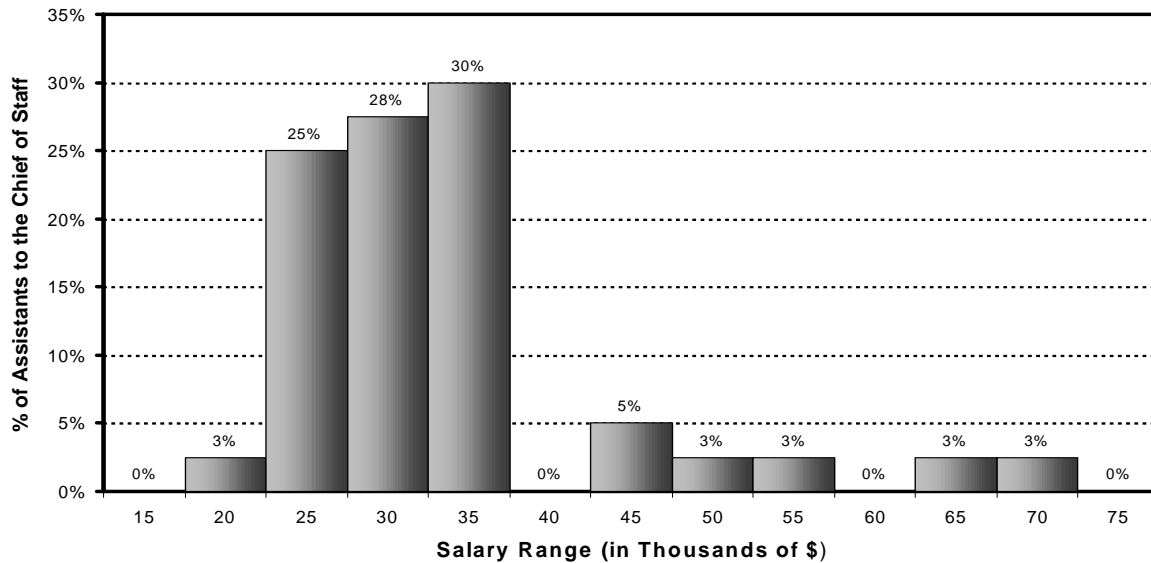
SALARY PERCENTILES:

80% -- \$36,911

50% -- \$31,000

20% -- \$26,000

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 30% of Assistants to the Chief of Staff earn between \$32,500 and \$37,500. (For a more detailed explanation of this graph, see page 2.)

Assistant to the Chief of Staff

<p><u>WORK EXPERIENCE:</u></p> <p>Average years:</p> <p style="padding-left: 20px;">in Current Position in Current Office</p> <p style="padding-left: 20px;">in Current Office</p> <p style="padding-left: 20px;">in Congress in Current Position</p> <p style="padding-left: 20px;">in Congress</p> <p><u>EDUCATIONAL ATTAINMENT:</u></p> <p>High School or less</p> <p>Some College</p> <p>Bachelor's Degree</p> <p>Master's Degree</p> <p>Law Degree</p> <p>Doctorate Degree</p> <p><u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)</p> <p>More Duties</p> <p>Same Duties</p> <p>Fewer Duties</p>	<p><u>2001</u></p> <p>1.7</p> <p>2.1</p> <p>1.8</p> <p>2.7</p> <p>0.0%</p> <p>5.1%</p> <p>92.3%</p> <p>2.6%</p> <p>0.0%</p> <p>0.0%</p> <p>48.7%</p> <p>48.7%</p> <p>2.6%</p>	<p><u>1999</u></p> <p>2.4</p> <p>3.0</p> <p>N/A</p> <p>4.7</p> <p>0.0%</p> <p>5.1%</p> <p>92.3%</p> <p>2.6%</p> <p>0.0%</p> <p>48.7%</p> <p>48.7%</p> <p>2.6%</p>	<p><u>GENDER:</u></p> <p>Female</p> <p>Male</p> <p><u>RACE/ETHNICITY:</u></p> <p>Asian</p> <p>Black</p> <p>Hispanic</p> <p>White</p> <p>Other</p> <p><u>AVERAGE AGE:</u> 27</p> <p><u>MARITAL STATUS:</u></p> <p>Single</p> <p>Married</p> <p><u>PARENTAL STATUS:</u></p> <p>No Children</p> <p>Children</p>	<p>87.5%</p> <p>12.5%</p> <p>0.0%</p> <p>0.0%</p> <p>2.5%</p> <p>92.5%</p> <p>5.0%</p> <p></p> <p>89.7%</p> <p>10.3%</p> <p>97.4%</p> <p>2.6%</p>
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General Findings: The average tenure in position, office, and Congress for the Assistant to the Chief of Staff position has sharply decreased since 1999. The average position tenure has decreased 29.2%. The 30% decrease in office tenure and 42.6% decrease in congressional tenure are the second highest among all Senate office positions. Additionally, the percentage of Assistants to the Chief of Staff with less than a year of experience in their position has increased from a reported 69% in 1999 to 80% in 2001.

Since 1999, there has been a 13.2% increase in the percentage of female Assistants to the Chief of Staff.

Also since 1999, the educational attainment of individuals staffing this position has slightly increased. In 1999, 88.6% of Assistants to the Chief held at least a bachelor's degree. This year 94.9% have at least a bachelor's degree, a 6.3% increase.

This position has also seen a moderate 6.0% increase in average salary since 1999.

Chief of Staff

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>	
Average years:			Female	24.6%
in Current Position in Current Office	3.7	4.1	Male	75.4%
in Current Office	7.6	6.2		
in Congress in Current Position	5.0	N/A	<u>RACE/ETHNICITY:</u>	
in Congress	11.1	9.4	Asian	0.0%
			Black	0.0%
<u>EDUCATIONAL ATTAINMENT:</u>			Hispanic	1.6%
High School or less	0.0%		White	98.4%
Some College	3.3%		Other	0.0%
Bachelor's Degree	46.7%			
Master's Degree	23.3%		<u>AVERAGE AGE:</u>	43
Law Degree	25.0%		<u>MARITAL STATUS:</u>	
Doctorate Degree	1.7%		Single	21.7%
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)			Married	78.3%
More Duties	26.2%		<u>PARENTAL STATUS:</u>	
Same Duties	73.8%		No Children	30.0%
Fewer Duties	0.0%		Children	70.0%

General Findings: Chiefs of Staff are the highest paid staff in Senate offices and have the highest tenure in office and second highest tenure in Congress among all Senate staff. Fifty-seven percent of Chiefs of Staff have been in their position for two years or longer. Throughout the last decade, Chiefs of Staff have continually been the highest paid and among the most experienced of all Senate staff. The 56.5% increase in average salary since 1991 is the highest of all salary increases among Senate staff. Chief of Staff is one of only two positions to have an increase in average tenure in position, office, and Congress since 1991.

With 96.7% holding at least a bachelor's degree and 50% holding advanced degrees, Chiefs of Staff tend to be highly educated. Also, Chiefs of Staff, on average, are the oldest staff in Washington offices, with an average age of 43.

Communications Director

Responsibilities: Manages press staff and all forms of communication with the media; speaks with reporters; prepares Senator for interviews; produces press releases, newspaper columns and speeches.

AVERAGE SALARY 2001: **\$75,355**
(Median Salary 2001: \$75,250)

SALARY RANGE:

\$31,000--\$125,000

Average Salary 1999: \$65,362

SALARY PERCENTILES:

Percent Change 1999-2001: 15.3%

80% -- \$90,000

Average Annualized Change: 7.4%

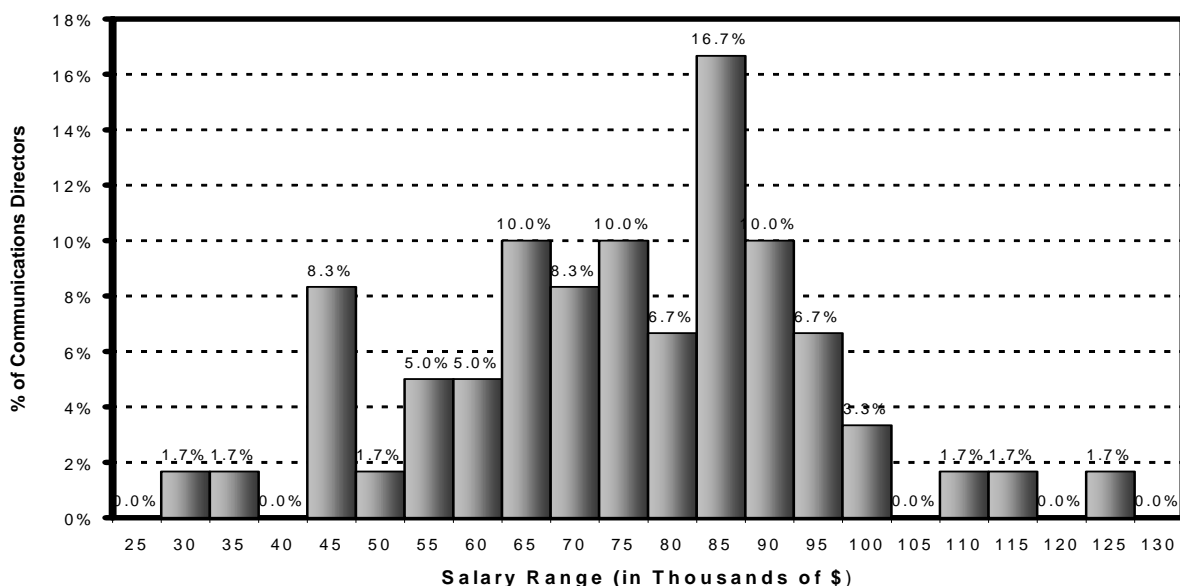
50% -- \$75,250

(Sample size = 60)

20% -- \$60,000

(Number per office: 0.97)

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 16.7% of Communications Directors earn between \$82,500 and \$87,500. (For a more detailed explanation of this graph, see page 2.)

Communications Director

<p><u>WORK EXPERIENCE:</u></p> <p>Average years:</p> <p style="padding-left: 20px;">in Current Position in Current Office</p> <p style="padding-left: 20px;">in Current Office</p> <p style="padding-left: 20px;">in Congress in Current Position</p> <p style="padding-left: 20px;">in Congress</p> <p><u>EDUCATIONAL ATTAINMENT:</u></p> <p>High School or less</p> <p>Some College</p> <p>Bachelor's Degree</p> <p>Master's Degree</p> <p>Law Degree</p> <p>Doctorate Degree</p> <p><u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)</p> <p>More Duties</p> <p>Same Duties</p> <p>Fewer Duties</p>	<p><u>2001</u></p> <p>2.8</p> <p>3.4</p> <p>3.7</p> <p>5.4</p> <p>0.0%</p> <p>1.7%</p> <p>74.1%</p> <p>22.4%</p> <p>1.7%</p> <p>0.0%</p> <p>15.3%</p> <p>81.4%</p> <p>3.4%</p>	<p><u>1999</u></p> <p>2.2</p> <p>2.7</p> <p>N/A</p> <p>5.0</p> <p></p> <p></p> <p></p> <p></p> <p></p> <p></p>	<p><u>GENDER:</u></p> <p>Female</p> <p>Male</p> <p>30.0%</p> <p>70.0%</p> <p><u>RACE/ETHNICITY:</u></p> <p>Asian</p> <p>Black</p> <p>Hispanic</p> <p>White</p> <p>Other</p> <p>0.0%</p> <p>3.3%</p> <p>1.7%</p> <p>95.0%</p> <p>0.0%</p> <p><u>AVERAGE AGE:</u> 36</p> <p><u>MARITAL STATUS:</u></p> <p>Single</p> <p>Married</p> <p>55.9%</p> <p>44.1%</p> <p><u>PARENTAL STATUS:</u></p> <p>No Children</p> <p>Children</p> <p>72.9%</p> <p>27.1%</p>
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General Findings: Communications Directors have seen a 15.3% increase in pay since 1999. Communications Director is now the third-highest paid Washington position and the fourth-highest paid position in a Senate office.

Communications Directors have served in their current positions only slightly longer than they have in their current offices. This indicates that staffers are rarely promoted into Communications Director jobs from within their present office. Instead, Communications Directors are usually hired from other organizations.

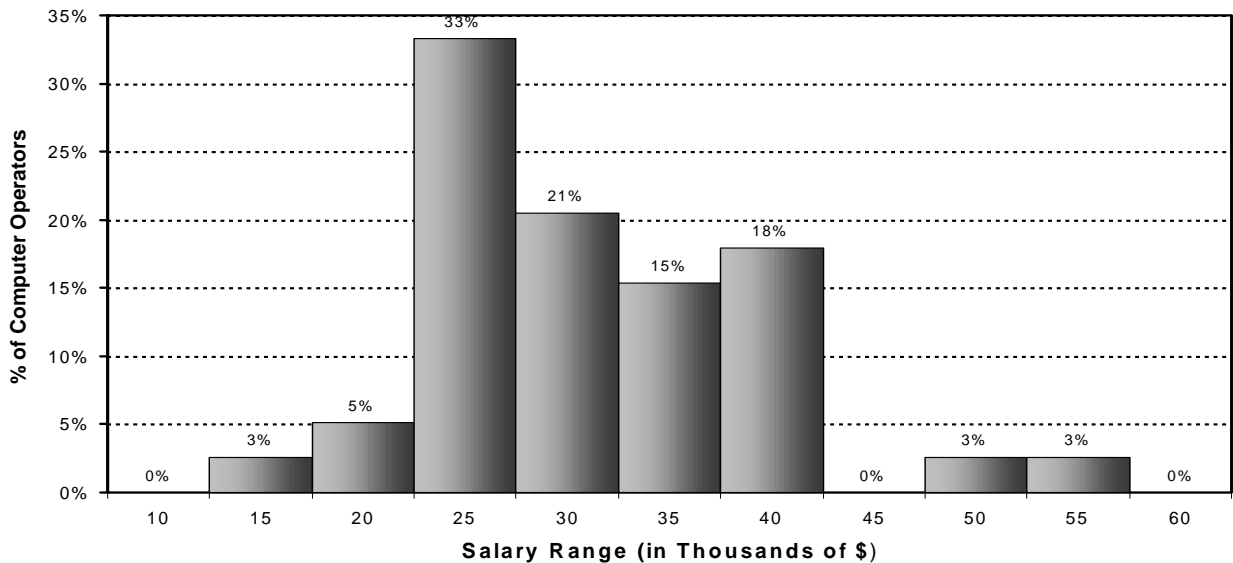
Individuals in this position are also highly educated: 98.2% hold college degrees and 24.1% hold advanced degrees.

Computer Operator

Responsibilities: Processes mail requiring personalized “form letter” responses; updates computer database, issue codes, and form letter texts.

AVERAGE SALARY 2001:	\$31,341	<u>SALARY RANGE:</u>
<i>(Median Salary 2001:</i>	<i>\$29,000)</i>	\$16,000--\$53,000
Average Salary 1999:	\$29,178	
Percent Change 1999-2001:	7.4%	<u>SALARY PERCENTILES:</u>
Average Annualized Change:	3.6%	80% -- \$38,000
<i>(Sample size = 39)</i>		50% -- \$29,000
<i>(Number per office: 0.64)</i>		20% -- \$25,000

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 21% of Computer Operators earn between \$27,500 and \$32,500. (For a more detailed explanation of this graph, see page 2.)

Computer Operator

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>	
Average years:			Female	87.2%
in Current Position in Current Office	4.5	5.8	Male	12.8%
in Current Office	4.7	5.8		
in Congress in Current Position	7.8	N/A	<u>RACE/ETHNICITY:</u>	
in Congress	9.8	11.1	Asian	2.6%
			Black	59.0%
<u>EDUCATIONAL ATTAINMENT:</u>			Hispanic	2.6%
High School or less	17.9%		White	33.3%
Some College	48.7%		Other	2.6%
Bachelor's Degree	25.6%			
Master's Degree	7.7%		<u>AVERAGE AGE:</u>	37
Law Degree	0.0%		<u>MARITAL STATUS:</u>	
Doctorate Degree	0.0%		Single	61.5%
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)			Married	38.5%
More Duties	23.1%		<u>PARENTAL STATUS:</u>	
Same Duties	76.9%		No Children	41.0%
Fewer Duties	0.0%		Children	59.0%

General Findings: Since 1999, the average tenure in position, office, and Congress have decreased for Computer Operators. However, the 4.5 year average tenure in position is the highest among Washington positions, and the 7.8 year average tenure in Congress in position is the highest among all Senate positions. Additionally, Computer Operator is the only other position, along with Chief of Staff, to increase in average tenure in position, office, and Congress since 1991.

There is a higher proportion of non-white staff (66.7%) in the Computer Operator position than in any other Senate office position.

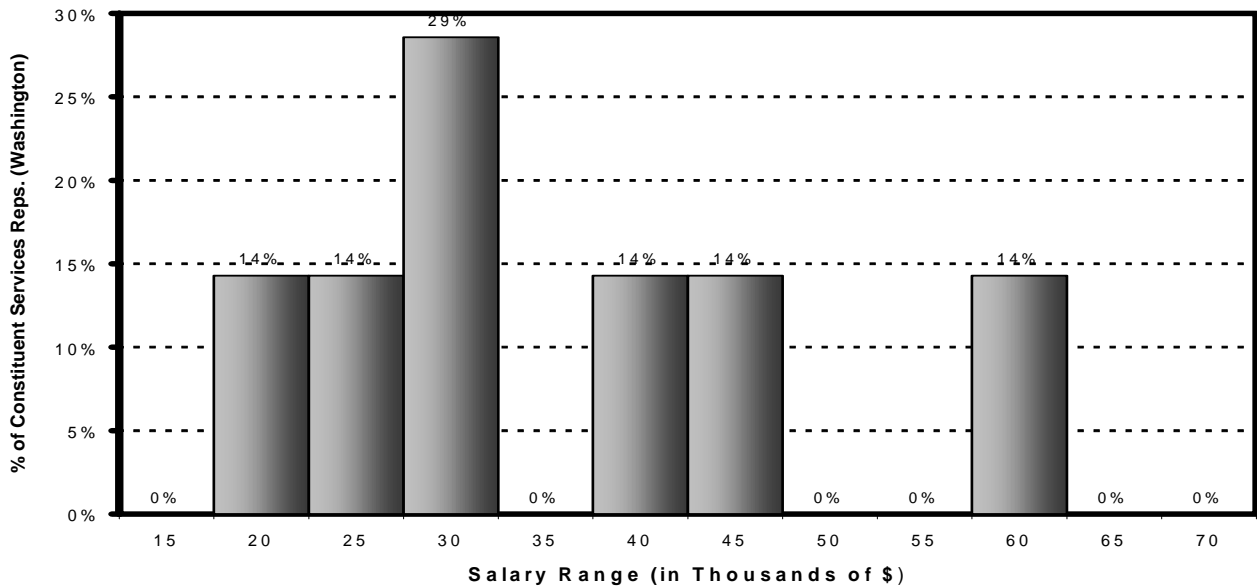
Computer Operators tend to be less educated than Senate office staff in general: 66.7% do not have bachelor's degrees.

Constituent Service Representative (Washington)

Responsibilities: Handles constituent casework; meets with constituents; calls and writes agencies; notifies constituents of case resolution.

AVERAGE SALARY 2001:	\$35,571	<u>SALARY RANGE:</u>
<i>(Median Salary 2001:</i>	<i>\$31,000)</i>	\$22,000--\$60,000
Average Salary 1999:	\$41,428	<u>SALARY PERCENTILES:</u>
Percent Change 1999-2001:	-14.1%	80% -- \$51,000
Average Annualized Change:	-7.3%	50% -- \$31,000
<i>(Sample size = 7)</i>		20% -- \$22,600
<i>(Number per office: 0.11)</i>		

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 29% of Constituent Service Reps. (Washington) earn between \$27,500 and \$32,500. (For a more detailed explanation of this graph, see page 2.)

Constituent Service Representative (Washington)

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>	
Average years:			Female	85.7%
in Current Position in Current Office	1.3	3.6	Male	14.3%
in Current Office	3.0	4.1		
in Congress in Current Position	2.5	N/A	<u>RACE/ETHNICITY:</u>	
in Congress	4.8	9.5	Asian	0.0%
			Black	0.0%
<u>EDUCATIONAL ATTAINMENT:</u>			Hispanic	0.0%
High School or less	0%		White	100%
Some College	16.7%		Other	0.0%
Bachelor's Degree	83.3%			
Master's Degree	0.0%		<u>AVERAGE AGE:</u>	31
Law Degree	0.0%		<u>MARITAL STATUS:</u>	
Doctorate Degree	0.0%		Single	85.7%
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)			Married	14.3%
More Duties	42.9%		<u>PARENTAL STATUS:</u>	
Same Duties	57.1%		No Children	71.4%
Fewer Duties	0.0%		Children	28.6%

General Findings: Since only seven Constituent Services Representatives (Washington) were reported in the survey sample, it is difficult to draw any conclusions about the position. However, of those reported, there were sharp decreases in average salary and tenure in position, office and Congress.

The 14.1% decrease in pay for Constituent Services Representatives (Washington) since 1999 was the only decrease in average salary for any Senate position over those two years. Additionally, the 63.9% decrease in position tenure and 49.5% decrease in congressional tenure since 1999 were the highest among all Senate offices.

Constituent Services Representative (Washington) is the least frequently staffed position in Senate offices. Only 11% percent of offices staff this position.

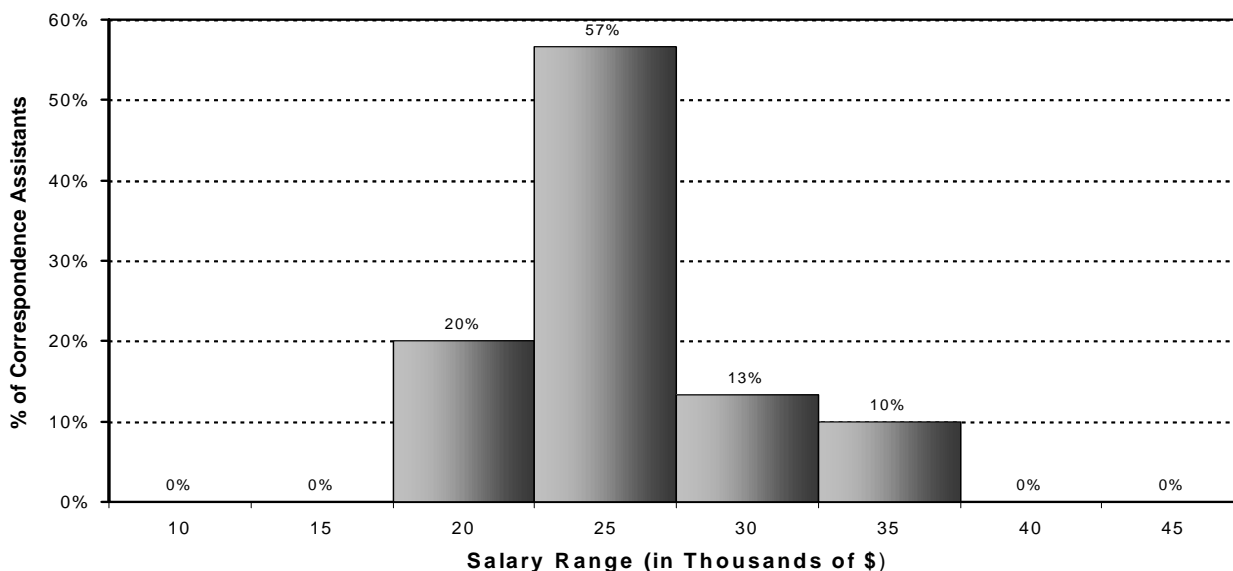
This position was also one of only two in our survey with no staffers holding advanced degrees. However, 83.3% do hold bachelor's degrees.

Correspondence Assistant

Responsibilities: Opens, logs, and processes mail.

AVERAGE SALARY 2001:	\$25,597	<u>SALARY RANGE:</u>
<i>(Median Salary 2001:</i>	<i>\$25,277)</i>	\$18,686--\$36,000
Average Salary 1999:	\$23,196	
Percent Change 1999-2001:	10.4%	<u>SALARY PERCENTILES:</u>
Average Annualized Change:	5.0%	80% -- \$28,000
<i>(Sample size = 30)</i>		50% -- \$25,277
<i>(Number per office: 0.48)</i>		20% -- \$22,200

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 57% of Correspondence Assistants earn between \$22,500 and \$27,500. (For a more detailed explanation of this graph, see page 2.)

Correspondence Assistant

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>	
Average years:			Female	36.7%
in Current Position in Current Office	2.0	0.9	Male	63.3%
in Current Office	2.0	1.6		
in Congress in Current Position	2.9	N/A	<u>RACE/ETHNICITY:</u>	
in Congress	3.4	3.3	Asian	3.3%
			Black	23.3%
<u>EDUCATIONAL ATTAINMENT:</u>			Hispanic	6.7%
High School or less	0%		White	66.7%
Some College	28.6%		Other	0.0%
Bachelor's Degree	71.4%			
Master's Degree	0.0%		<u>AVERAGE AGE:</u>	29
Law Degree	0.0%		<u>MARITAL STATUS:</u>	
Doctorate Degree	0.0%		Single	89.7%
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)			Married	10.3%
More Duties	20.7%		<u>PARENTAL STATUS:</u>	
Same Duties	75.9%		No Children	82.8%
Fewer Duties	3.4%		Children	17.2%

General Findings: The average tenures of Correspondence Assistants in their position, offices, and Congress have increased since 1999 after significant decreases between 1997 and 1999. Correspondence Assistants had the highest increase in average tenure in position (122%) and second highest increase in average tenure in office (25%) of all Senate offices.

Since 1999, there have been substantial increases in the female and minority staffing levels of this position. The percentage of female Correspondence Assistants has increased 17.5 percentage points, up to 36.7%. The proportion of black Correspondence Assistants has increased 11.8 percentage points, up to 23.3%. And after reporting no Hispanic Correspondence Assistants in 1999, 6.7% of Correspondence Assistants in our survey sample were reported to be Hispanic in 2001.

The average salary of \$25,597 was the third lowest of all Senate positions, behind only the Washington and state Staff Assistant.

Correspondence Manager

Responsibilities: Supervises mail operation, including mailroom staff; responsible for constituent mail tracking reports; oversees computer database of names, filing system, and management of mailing lists.

AVERAGE SALARY 2001: **\$37,760**

(Median Salary 2001: \$35,000)

SALARY RANGE:

\$21,000--\$63,850

Average Salary 1999: \$36,274

SALARY PERCENTILES:

Percent Change 1999-2001: 4.1%

80% -- \$45,300

Average Annualized Change: 2.0%

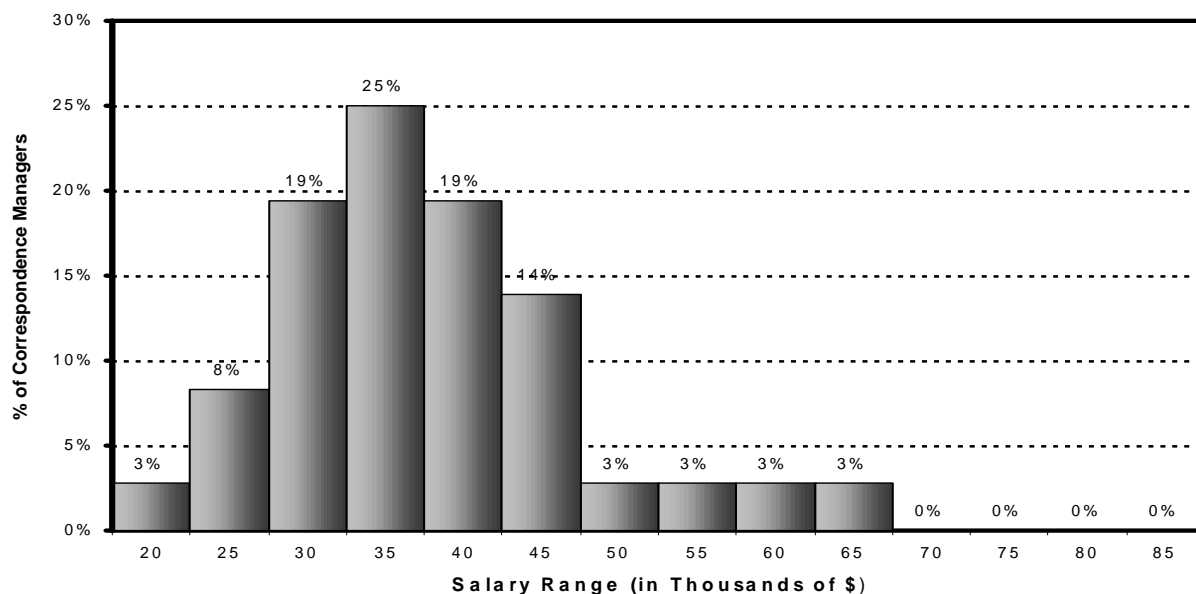
50% -- \$35,000

(Sample size = 36)

20% -- \$30,800

(Number per office: 0.59)

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 19% of Correspondence Managers earn between \$37,500 and \$42,500. (For a more detailed explanation of this graph, see page 2.)

Correspondence Manager

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>	
Average years:			Female	44.4%
in Current Position in Current Office	2.9	3.0	Male	55.6%
in Current Office	3.8	3.9		
in Congress in Current Position	4.4	N/A	<u>RACE/ETHNICITY:</u>	
in Congress	7.5	9.0	Asian	0.0%
			Black	19.4%
			Hispanic	5.6%
			White	75.0%
			Other	0.0%
<u>EDUCATIONAL ATTAINMENT:</u>			<u>AVERAGE AGE:</u>	33
High School or less	8.8%		<u>MARITAL STATUS:</u>	
Some College	20.6%		Single	68.6%
Bachelor's Degree	64.7%		Married	31.4%
Master's Degree	0.0%		<u>PARENTAL STATUS:</u>	
Law Degree	5.9%		No Children	71.4%
Doctorate Degree	0.0%		Children	28.6%
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)				
More Duties	31.4%			
Same Duties	60.0%			
Fewer Duties	8.6%			

General Findings: The 4.1% increase in average salary for Correspondence Managers since 1999 was the smallest pay increase among Washington-based staff and the second smallest among all Senate staff.

The 19.4% level of blacks staffing the position is 10.6 percentage points lower than it was in 1999 but it is the third highest percentage of black staffers among all Senate staff positions, behind Computer Operators and Correspondence Assistants.

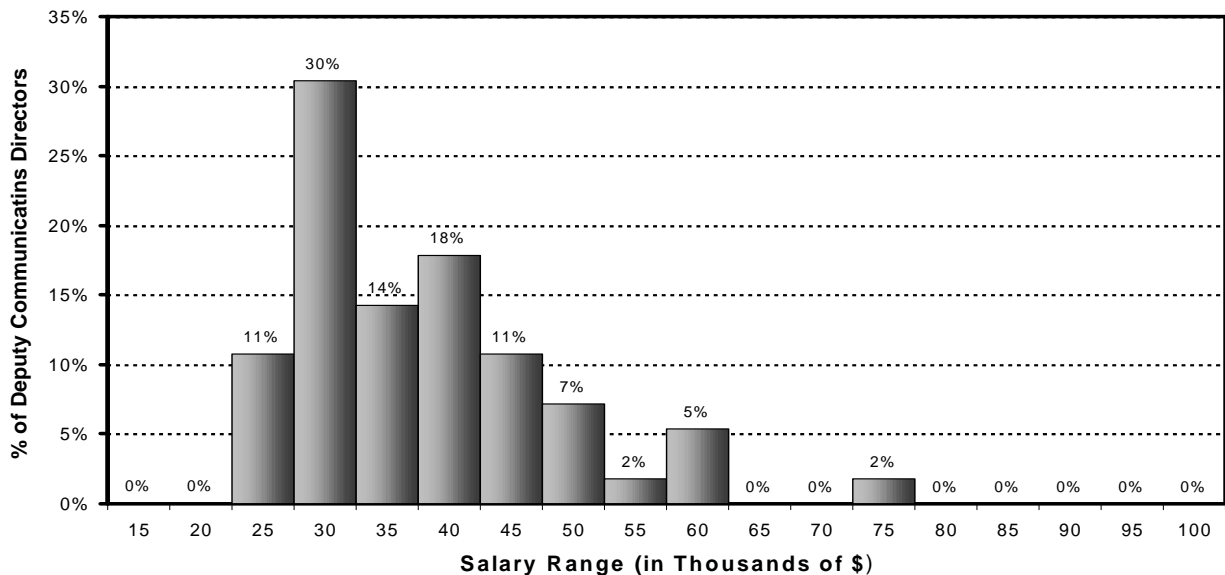
The gender staffing levels of the Correspondence Manager position have reversed since 1999. In 2001, 44.4% of Correspondence Managers were female and 55.6% were male. In 1999, 56.7% of Correspondence Managers were female and 43.3% were male.

Deputy Communications Director

Responsibilities: Assists Communications Director with a range of media activities; organizes daily news clips; maintains files for press releases, speeches, and press lists; coordinates radio and TV production.

AVERAGE SALARY 2001:	\$37,931	<u>SALARY RANGE:</u>
<i>(Median Salary 2001:</i>	<i>\$35,000)</i>	\$24,000--\$75,000
Average Salary 1999:	\$31,547	
		<u>SALARY PERCENTILES:</u>
Percent Change 1999-2001:	20.2%	80% -- \$46,200
Average Annualized Change:	9.7%	50% -- \$35,000
<i>(Sample size = 56)</i>		20% -- \$29,027
<i>(Number per office: 0.92)</i>		

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 18% of Deputy Communications Directors earn between \$37,500 and \$42,500. (For a more detailed explanation of this graph, see page 2.)

Deputy Communications Director

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>	
Average years:			Female	66.1%
in Current Position in Current Office	1.2	1.1	Male	33.9%
in Current Office	1.6	1.6		
in Congress in Current Position	1.4	N/A	<u>RACE/ETHNICITY:</u>	
in Congress	2.1	2.3	Asian	0.0%
			Black	3.6%
			Hispanic	5.4%
			White	91.1%
			Other	0.0%
<u>EDUCATIONAL ATTAINMENT:</u>			<u>AVERAGE AGE:</u>	26
High School or less	0.0%		<u>MARITAL STATUS:</u>	
Some College	0.0%		Single	87.3%
Bachelor's Degree	81.8%		Married	12.7%
Master's Degree	18.2%		<u>PARENTAL STATUS:</u>	
Law Degree	0.0%		No Children	100%
Doctorate Degree	0.0%		Children	0.0%
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)				
More Duties	28.6%			
Same Duties	67.9%			
Fewer Duties	3.6%			

General Findings: The average salary for the Deputy Communications Director position increased by 20.2% over the last two years. This was the largest among Washington-based Senate staff positions and the second largest among all Senate staff positions. Additionally, the 47.7% increase in pay for this position since 1991 is the second highest among Washington-based positions and the third highest among all Senate positions.

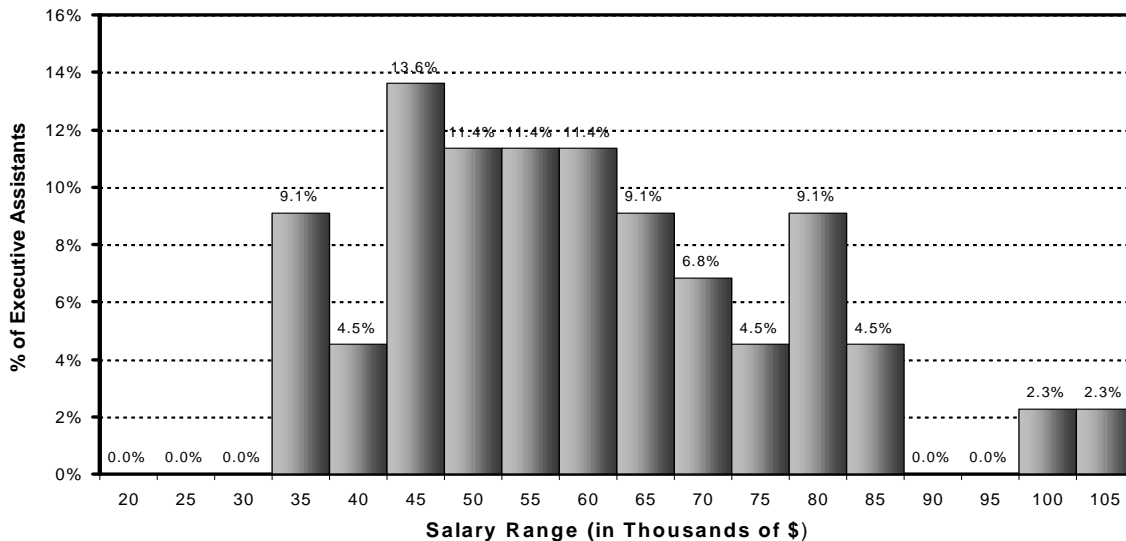
Deputy Communications Directors have among the lowest average tenure in position (1.2 years), office (1.6 years) and Congress (2.1 years) of all Senate staff positions. Only Legislative Correspondents and Staff Assistants (Washington) have less experience in their job, office, and Congress than do Deputy Communications Directors.

Executive Assistant

Responsibilities: Provides direct support to the Senator in his/her work, including assisting with correspondence, placing and screening calls, filing, and making travel arrangements.

AVERAGE SALARY 2001:	\$59,829	<u>SALARY RANGE:</u>
<i>(Median Salary 2001:</i>	<i>\$57,529)</i>	\$34,000--\$104,000
Average Salary 1999:	\$50,048	<u>SALARY PERCENTILES:</u>
Percent Change 1999-2001:	19.5%	80% -- \$73,000
Average Annualized Change:	9.3%	50% -- \$57,529
<i>(Sample size = 44)</i>		20% -- \$45,000
<i>(Number per office: 0.70)</i>		

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 13.6% of Executive Assistants earn between \$42,500 and \$47,500. (For a more detailed explanation of this graph, see page 2.)

Executive Assistant

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>	
Average years:			Female	95.3%
in Current Position in Current Office	3.7	4.7	Male	4.7%
in Current Office	4.2	5.6		
in Congress in Current Position	4.3	N/A	<u>RACE/ETHNICITY:</u>	
in Congress	7.2	8.1	Asian	0.0%
			Black	4.7%
<u>EDUCATIONAL ATTAINMENT:</u>			Hispanic	4.7%
High School or less	9.3%		White	83.7%
Some College	16.3%		Other	7.0%
Bachelor's Degree	69.8%			
Master's Degree	4.7%		<u>AVERAGE AGE:</u>	40
Law Degree	0.0%		<u>MARITAL STATUS:</u>	
Doctorate Degree	0.0%		Single	65.1%
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)			Married	34.9%
More Duties	57.1%		<u>PARENTAL STATUS:</u>	
Same Duties	40.5%		No Children	62.8%
Fewer Duties	2.4%		Children	37.2%

General Findings: Staff in the Executive Assistant position have experienced decreases in tenure in position, office, and Congress since 1999. The 21.3% decrease in tenure in position and the 25% decrease in tenure in office are the fifth highest Senate-wide.

Executive Assistants had the second highest pay increase among Washington-based Senate staff over the last two years (19.5%).

The 95.3% female staffing level is the highest among all Senate positions.

Junior Legislative Assistant

Responsibilities: Handles minor legislative issues; briefs Senator on votes and hearings on these issues; answers legislative correspondence and creates response letters; assists LAs with research, constituent meetings and calls.

AVERAGE SALARY 2001:	\$32,103	<u>SALARY RANGE:</u>
<i>(Median Salary 2001:</i>	<i>\$31,000)</i>	\$26,000--\$39,280

Average Salary 1999: N/A

Percent Change 1999-2001: N/A

Average Annualized Change: N/A

(Sample size = 37)

(Number per office: 0.61)

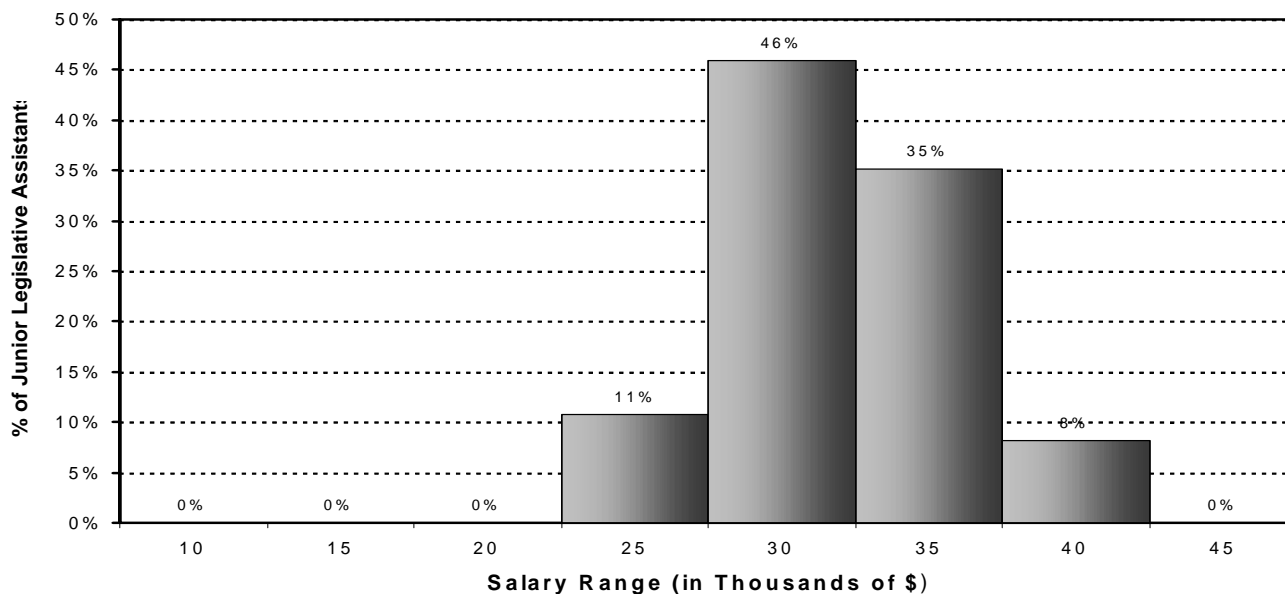
SALARY PERCENTILES:

80% -- \$36,134

50% -- \$31,000

20% -- \$28,730

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 46% of Junior Legislative Assistants earn between \$27,500 and \$32,500. (For a more detailed explanation of this graph, see page 2.)

Junior Legislative Assistant

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>	
Average years:			Female	51.4%
in Current Position in Current Office	1.3	N/A	Male	48.6%
in Current Office	2.1	N/A		
in Congress in Current Position	1.4	N/A	<u>RACE/ETHNICITY:</u>	
in Congress	2.2	N/A	Asian	0.0%
			Black	5.4%
<u>EDUCATIONAL ATTAINMENT:</u>			Hispanic	0.0%
High School or less	0.0%		White	91.9%
Some College	2.7%		Other	2.7%
Bachelor's Degree	78.4%			
Master's Degree	13.5%		<u>AVERAGE AGE:</u>	26
Law Degree	5.4%		<u>MARITAL STATUS:</u>	
Doctorate Degree	0.0%		Single	83.8%
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)			Married	16.2%
More Duties	18.9%		<u>PARENTAL STATUS:</u>	
Same Duties	75.7%		No Children	100%
Fewer Duties	5.4%		Children	0.0%

General Findings: This is the first time we have reported the position of Junior Legislative Assistant. Junior Legislative Assistants have some of the lowest levels of experience among congressional staff. The 1.3 average years in position and 2.2 average years in Congress are the fourth lowest among all Senate positions and the 2.1 average years in office is fifth lowest among all Senate positions.

Junior Legislative Assistants are the second youngest staffers in Senate offices with an average age of 26. Only Staff Assistants (Washington) and Legislative Correspondent are younger, with an average age of 25.

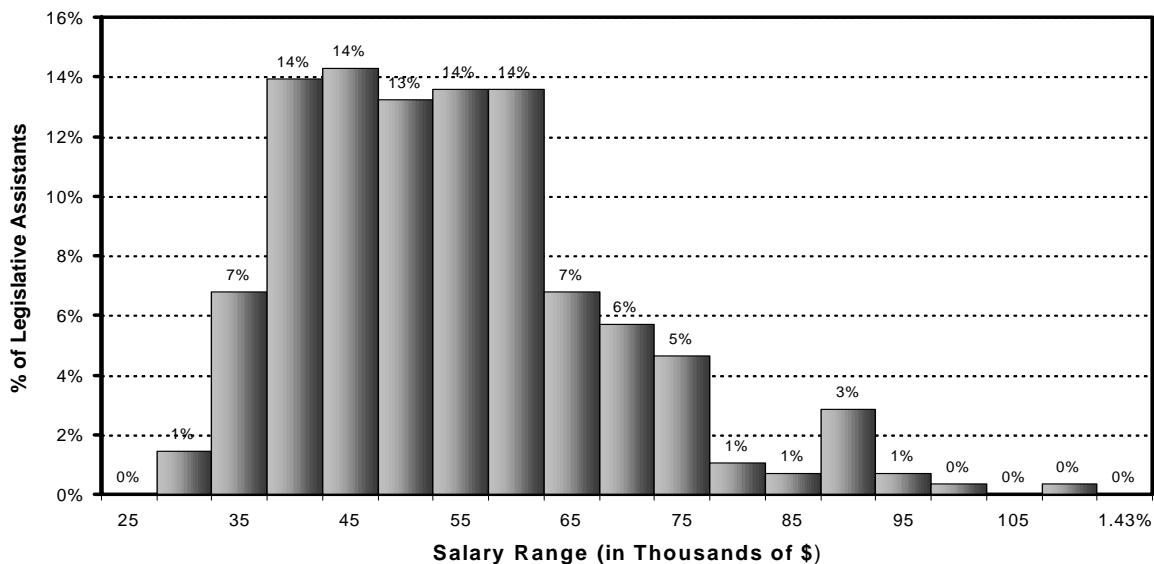
Junior Legislative Assistants are highly educated: 97.3% hold at least a bachelor's degree.

Legislative Assistant

Responsibilities: Briefs Senator on votes and hearings; meets with constituents and lobbyists on policy matters; develops legislative initiatives and speeches.

AVERAGE SALARY 2001:	\$54,480	<u>SALARY RANGE:</u>
<i>(Median Salary 2001:</i>	<i>\$53,000)</i>	\$28,500--\$108,000
Average Salary 1999:	\$48,276	
Percent Change 1999-2001:	12.9%	<u>SALARY PERCENTILES:</u>
Average Annualized Change:	6.2%	80% -- \$65,000
<i>(Sample size = 283)</i>		50% -- \$53,000
<i>(Number per office: 4.56)</i>		20% -- \$42,000

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 14% of Legislative Assistants earn between \$52,500 and \$57,500. (For a more detailed explanation of this graph, see page 2.)

Legislative Assistant

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>	
Average years:			Female	44.2%
in Current Position in Current Office	2.2	2.2	Male	55.8%
in Current Office	3.0	3.0		
in Congress in Current Position	3.0	N/A	<u>RACE/ETHNICITY:</u>	
in Congress	4.4	4.4	Asian	0.7%
			Black	4.2%
			Hispanic	1.4%
			White	91.9%
			Other	1.8%
<u>EDUCATIONAL ATTAINMENT:</u>				
High School or less	0.0%		<u>AVERAGE AGE:</u>	32
Some College	0.4%			
Bachelor's Degree	45.8%		<u>MARITAL STATUS:</u>	
Master's Degree	27.5%		Single	66.7%
Law Degree	22.3%		Married	33.3%
Doctorate Degree	4.0%			
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)			<u>PARENTAL STATUS:</u>	
More Duties	17.0%		No Children	83.6%
Same Duties	81.2%		Children	16.4%
Fewer Duties	1.8%			

General Findings: Legislative Assistant is the most commonly staffed Senate office position. On average, there are 4.56 LAs per Senate office.

Since 1999, the average years in position, office, and Congress for LAs have gone unchanged. During that same time period, the position has seen a 12.9% increase in average pay. This increase is likely due, in some part, to the creation of a separate position profile for the Junior Legislative Assistant for the first time in this survey. Many Junior LAs, who have lower average salaries than do LAs, were likely reported as LAs in past surveys.

The educational attainment of LAs is quite high: almost 100% of LAs have bachelor's degrees and 53.8% hold advanced degrees. This position has the second highest percentage of staff holding graduate degrees.

Legislative Correspondent

Responsibilities: Responsible for answering legislative correspondence; creates response letters, assists LAs with research, constituent meetings, and constituent calls.

AVERAGE SALARY 2001:	\$26,765	<u>SALARY RANGE:</u>
<i>(Median Salary 2001:</i>	<i>\$26,000)</i>	\$20,000--\$38,147

Average Salary 1999:	\$25,226
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Percent Change 1999-2001:	6.1%
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Average Annualized Change:	3.0%
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(Sample size = 216)

(Number per office: 3.49)

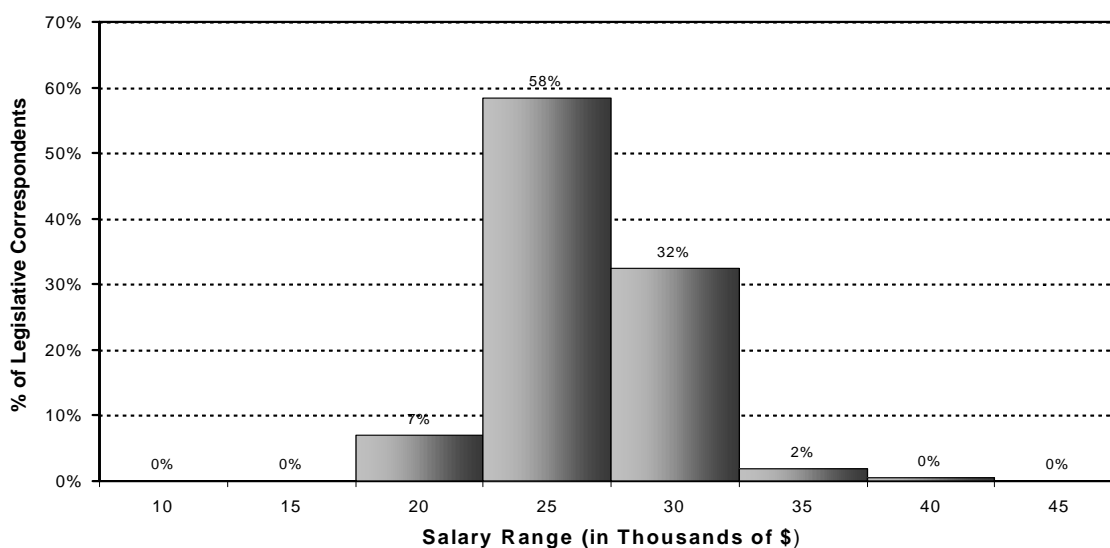
SALARY PERCENTILES:

80% -- \$30,000

50% -- \$26,000

20% -- \$25,000

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 32% of Legislative Correspondents earn between \$27,500 and \$32,500. (For a more detailed explanation of this graph, see page 2.)

Legislative Correspondent

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>	
Average years:			Female	43.6%
in Current Position in Current Office	1.1	1.0	Male	56.4%
in Current Office	1.4	1.4		
in Congress in Current Position	1.2	N/A	<u>RACE/ETHNICITY:</u>	
in Congress	1.6	1.6	Asian	1.8%
			Black	6.0%
<u>EDUCATIONAL ATTAINMENT:</u>			Hispanic	2.3%
High School or less	0.5%		White	88.5%
Some College	2.3%		Other	1.4%
Bachelor's Degree	89.7%			
Master's Degree	4.2%		<u>AVERAGE AGE:</u>	25
Law Degree	3.3%		<u>MARITAL STATUS:</u>	
Doctorate Degree	0.0%		Single	94.9%
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)			Married	5.1%
More Duties	14.3%		<u>PARENTAL STATUS:</u>	
Same Duties	85.7%		No Children	99.5%
Fewer Duties	0.0%		Children	0.5%

General Findings: Along with Staff Assistants (Washington), Legislative Correspondents have the lowest average tenure in position (1.1 years). Both the 1.4 years average tenure in office and 1.6 average years tenure in Congress are the second lowest of all Senate office positions. Nearly three quarters of LCs have less than one year experience in their position and nearly 92% have less than 2 years of experience in their position.

Ninety-seven point two percent of LCs are college graduates, and 7.5% hold advanced degrees.

Legislative Correspondent is the second most commonly staffed position in a Washington Senate office with an average of 3.49 LCs per office.

Along with Staff Assistant (Washington), LCs are the youngest Senate staffers, with an average age of 25.

Legislative Counsel

Responsibilities: Briefs Senator on votes and hearings; meets with constituents and lobbyists on policy matters; develops legislative initiatives and speeches; provides legal advice to Senator and to other legislative staff.

AVERAGE SALARY 2001:	\$64,932	<u>SALARY RANGE:</u>
<i>(Median Salary 2001:</i>	<i>\$64,827)</i>	\$25,000--\$109,000
Average Salary 1999:	\$60,610	
Percent Change 1999-2001:	7.1%	<u>SALARY PERCENTILES:</u>
Average Annualized Change:	3.5%	80% -- \$80,000
<i>(Sample size = 34)</i>		50% -- \$64,827
<i>(Number per office: 0.56)</i>		20% -- \$51,905

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 15% of Legislative Counsels earn between \$62,500 and \$67,500. (For a more detailed explanation of this graph, see page 2.)

Legislative Counsel

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>	
Average years:			Female	35.3%
in Current Position in Current Office	2.4	2.1	Male	64.7%
in Current Office	2.9	2.6		
in Congress in Current Position	2.6	N/A	<u>RACE/ETHNICITY:</u>	
in Congress	4.3	3.5	Asian	2.9%
			Black	8.8%
			Hispanic	0.0%
<u>EDUCATIONAL ATTAINMENT:</u>			White	88.2%
High School or less	0.0%		Other	0.0%
Some College	0.0%			
Bachelor's Degree	0.0%		<u>AVERAGE AGE:</u>	35
Master's Degree	0.0%		<u>MARITAL STATUS:</u>	
Law Degree	100%		Single	64.7%
Doctorate Degree	0.0%		Married	35.3%
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)			<u>PARENTAL STATUS:</u>	
More Duties	38.2%		No Children	82.4%
Same Duties	58.8%		Children	17.6%
Fewer Duties	2.9%			

General Findings: After sharp decreases in 1999, there have been sizeable increases in tenure in position, office, and Congress among Legislative Counsels (14.3%, 12%, and 22.9%, respectively) since 1999. The percentage increase in average tenure in position is the third highest among Washington Senate staff, and the increase in average tenure in Congress is the highest among all Senate staff.

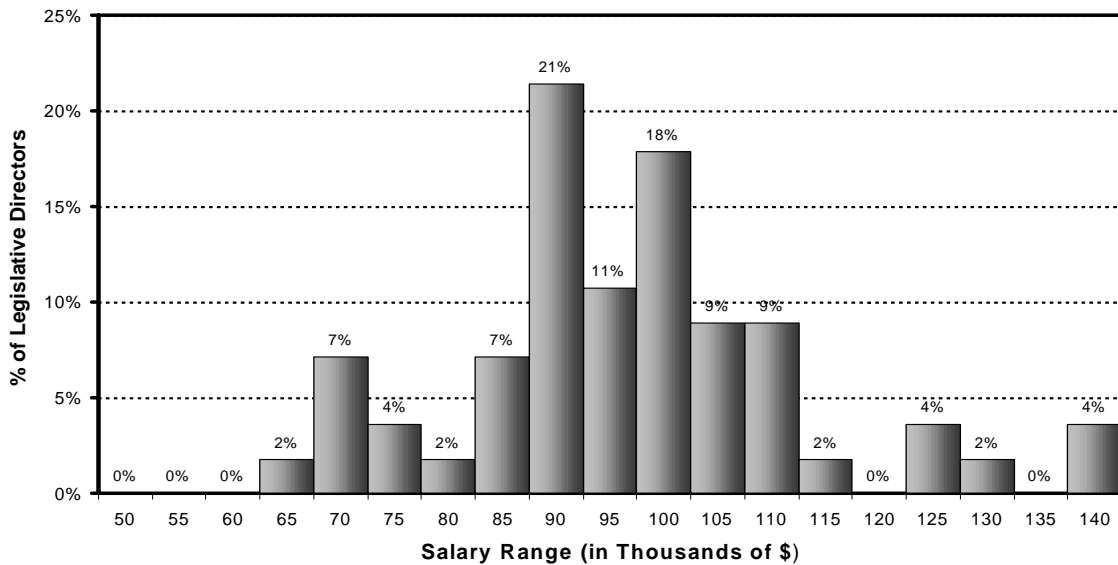
As one would expect of a "Counsel" position, Legislative Counsels are extremely well-educated: 100% of Legislative Counsels hold law degrees. This is the highest percentage of graduate degrees in any of the Senate staff positions.

Legislative Director

Responsibilities: Establishes legislative agenda; directs legislative staff; serves as a resource person for LAs; advises Senator on legislative matters; reviews constituent mail.

AVERAGE SALARY 2001:	\$96,913	<u>SALARY RANGE:</u>
<i>(Median Salary 2001:</i>	<i>\$95,000)</i>	\$65,000--\$140,559
Average Salary 1999:	\$91,438	
Percent Change 1999-2001:	6.0%	<u>SALARY PERCENTILES:</u>
Average Annualized Change:	3.0%	80% -- \$109,000
<i>(Sample size = 56)</i>		50% -- \$95,000
<i>(Number per office: 0.90)</i>		20% -- \$86,400

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 21% of Legislative Directors earn between \$87,500 and \$92,500. (For a more detailed explanation of this graph, see page 2.)

Legislative Director

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>	
Average years:			Female	33.9%
in Current Position in Current Office	2.8	3.0	Male	66.1%
in Current Office	5.1	5.2		
in Congress in Current Position	4.1	N/A	<u>RACE/ETHNICITY:</u>	
in Congress	9.3	11.0	Asian	1.8%
			Black	0.0%
<u>EDUCATIONAL ATTAINMENT:</u>			Hispanic	0.0%
High School or less	0.0%		White	98.2%
Some College	0.0%		Other	0.0%
Bachelor's Degree	47.3%			
Master's Degree	29.1%		<u>AVERAGE AGE:</u>	38
Law Degree	21.8%		<u>MARITAL STATUS:</u>	
Doctorate Degree	1.8%		Single	32.7%
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)			Married	67.3%
More Duties	21.8%		<u>PARENTAL STATUS:</u>	
Same Duties	78.2%		No Children	60.0%
Fewer Duties	0.0%		Children	40.0%

General Findings: Legislative Directors have the second highest average salary of Senate staff. There was a modest 6.0% increase in average salary for LDs over the last two years. Since 1991, the average salary for LDs has increased 47.3%, the third largest increase among Washington Senate positions.

Legislative Directors have been in their current offices an average of nearly two and a half years longer than they have been in their current position. This suggests that LDs are often promoted from within the office.

Individuals in this position are extremely well-educated; 100% have graduated from college, and 52.7% hold some type of advanced degree. This is the third highest percentage of graduate degrees among all Senate staff positions, trailing only the percentage held by the Legislative Counsel and Legislative Assistant.

Office Manager/Deputy Chief of Staff/Administrative Director

Responsibilities: Manages overall office functions; maintains compliance with CAA and ethics policies; oversees financial disclosure reporting; oversees all office administrative matters and supervises administrative staff; purchases and maintains equipment, furniture, supplies, and filing systems.

AVERAGE SALARY 2001:	\$66,494	<u>SALARY RANGE:</u>
<i>(Median Salary 2001:</i>	<i>\$65,000)</i>	\$28,000-120,000

Average Salary 1999:	\$57,330
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Percent Change 1999-2001:	16.0%
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Average Annualized Change:	7.7%
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(Sample size = 58)

(Number per office: 0.93)

SALARY PERCENTILES:

80% -- \$81,200

50% -- \$65,000

20% -- \$52,169

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 14% of Office Managers earn between \$62,500 and \$67,500. (For a more detailed explanation of this graph, see page 2.)

Office Manager/Deputy Chief of Staff/Administrative Director

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>
Average years:			Female 75.9%
in Current Position in Current Office	4.2	3.3	Male 24.1%
in Current Office	5.8	5.0	
in Congress in Current Position	7.6	N/A	<u>RACE/ETHNICITY:</u>
in Congress	12.3	12.0	Asian 0.0%
			Black 10.3%
			Hispanic 5.2%
			White 84.5%
			Other 0.0%
<u>EDUCATIONAL ATTAINMENT:</u>			<u>AVERAGE AGE:</u> 41
High School or less	1.7%		<u>MARITAL STATUS:</u>
Some College	19.0%		Single 47.4%
Bachelor's Degree	63.8%		Married 52.6%
Master's Degree	15.5%		
Law Degree	0.0%		<u>PARENTAL STATUS:</u>
Doctorate Degree	0.0%		No Children 54.4%
			Children 45.6%
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)			
More Duties	65.5%		
Same Duties	29.3%		
Fewer Duties	5.2%		

General Findings: Since 1999, the average salary for Office Managers has increased 16.0%. Over the last decade, the average salary for OMs has increased 42.9%. Nearly two-thirds of the OMs responding to the survey reported a higher level of responsibility with respect to the job description provided. This is the highest reported percentage among all Senate staff. The substantial increase in average salary and increased job responsibilities are evidence of the continued practice of incorporating the duties and responsibilities of the previously independently-reported Deputy Chief of Staff position into that of the Office Manager.

OMs have the highest average tenure in Congress at 12.3 years. Additionally, their average tenure of 4.2 years in position is the second highest among Washington staff and has increased 27.3% since 1999. This percentage increase matches that of Communications Directors, and is the highest among Washington staff. OMs have the lowest level of turnover on Capitol Hill: 60.3% have been in their position for over 2 years and 94.8% have been in Congress for over 2 years.

Project Manager

Responsibilities: Addresses project needs of state and local governments and other constituents; assists in obtaining federal and private funding.

AVERAGE SALARY 2001: **\$49,433** **SALARY RANGE:**
(Median Salary 2001: *\$48,000)* \$30,000--\$85,000

Average Salary 1999: \$44,148

Percent Change 1999-2001: 12.0%

Average Annualized Change: 5.8%

(Sample size = 19)

(Number per office: 0.31)

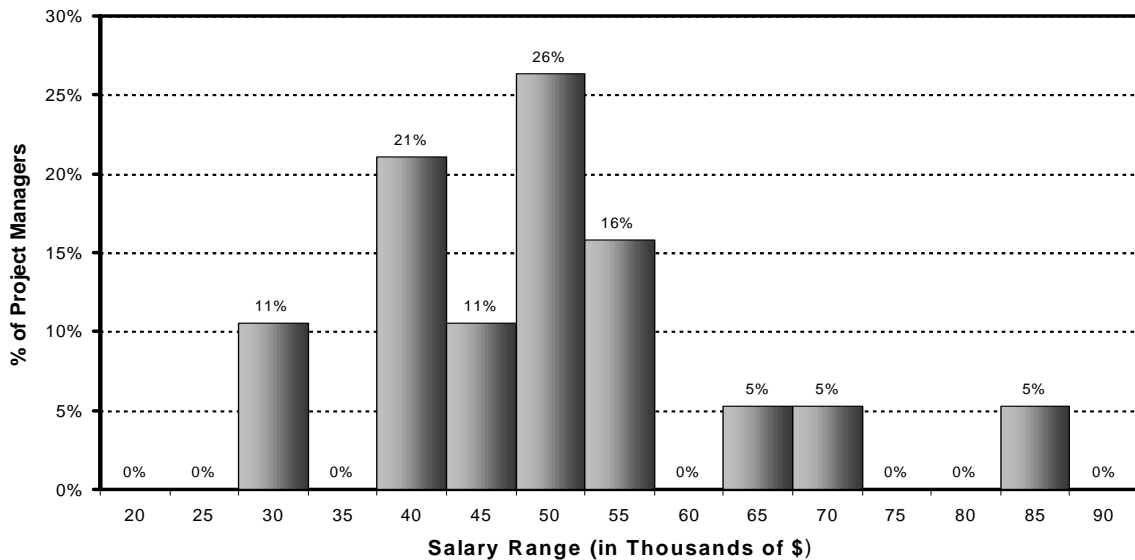
SALARY PERCENTILES:

80% -- \$57,500

50% -- \$48,000

20% -- \$40,000

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 26% of Project Managers earn between \$47,500 and \$52,500. (For a more detailed explanation of this graph, see page 2.)

Project Manager

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>
Average years:			Female 52.6%
in Current Position in Current Office	2.9	3.4	Male 47.4%
in Current Office	4.0	5.6	
in Congress in Current Position	3.1	N/A	<u>RACE/ETHNICITY:</u>
in Congress	4.8	6.7	Asian 0.0%
			Black 10.5%
<u>EDUCATIONAL ATTAINMENT:</u>			Hispanic 0.0%
High School or less	0.0%		White 89.5%
Some College	0.0%		Other 0.0%
Bachelor's Degree	83.3%		
Master's Degree	11.1%		<u>AVERAGE AGE:</u> 35
Law Degree	5.6%		<u>MARITAL STATUS:</u>
Doctorate Degree	0.00%		Single 52.6%
			Married 47.4%
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)			<u>PARENTAL STATUS:</u>
More Duties	55.6%		No Children 57.9%
Same Duties	44.4%		Children 42.1%
Fewer Duties	0.0%		

General Findings: There have been sharp decreases in tenure in position, office, and Congress among Project Managers (14.7%, 29%, and 28.4%, respectively) since 1999.

Despite this drop in tenure, Project Managers received a 12% increase in average pay over the last two years.

Project Manager is one of only four positions in which 100% of individuals in the position have college degrees. The other positions include Legislative Counsel, Legislative Director, and Deputy Communications Director.

The 10% minority staffing level in the Project Manager position is the same as it was in 1999; however, the distribution has shifted from 5% Hispanic and 5% other to 10% black.

Project Manager is the second least commonly staffed position in Senate offices with only 31% of Senate offices staffing this position. First-term Senate offices are more likely to fill this position than are veteran offices (42% vs. 24%).

Scheduler

Responsibilities: Schedules Senator; reviews and researches invitations; makes arrangements for appointments and Senator's attendance at events.

AVERAGE SALARY 2001: **\$47,389**
(Median Salary 2001: \$45,858

SALARY RANGE:
 \$26,000-\$78,543

Average Salary 1999: \$44,273

SALARY PERCENTILES:

Percent Change 1999-2001: 7.0%

80% -- \$59,054

Average Annualized Change: 3.5%

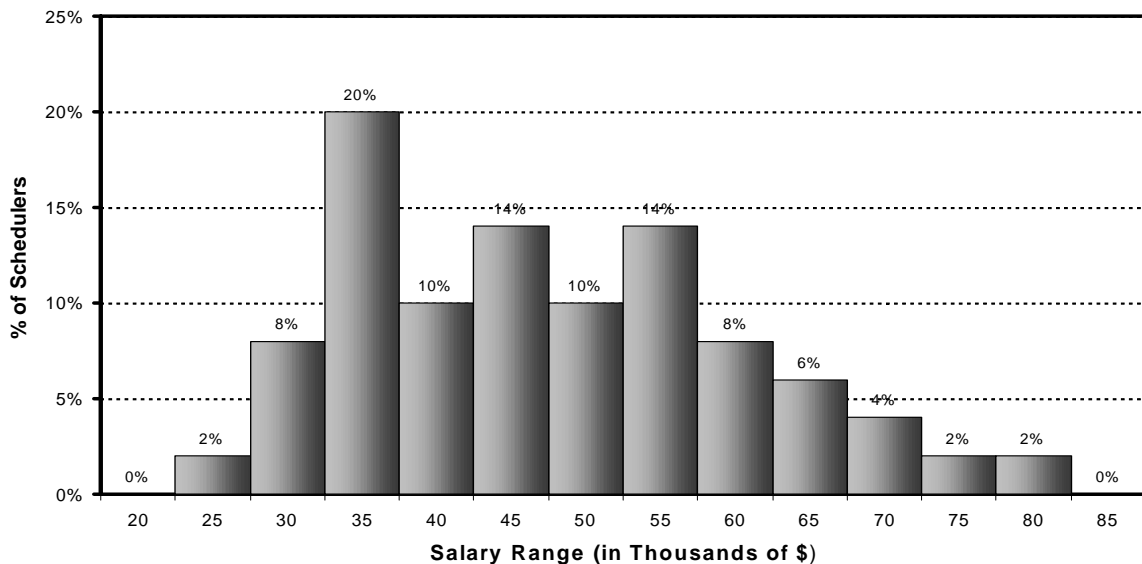
50% -- \$45,858

(Sample size = 50)

20% -- \$35,000

(Number per office: 0.82)

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 14% of Schedulers earn between \$42,500 and \$47,500. (For a more detailed explanation of this graph, see page 2.)

Scheduler

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>	
Average years:			Female	90.0%
in Current Position in Current Office	3.1	3.0	Male	10.0%
in Current Office	4.2	4.1		
in Congress in Current Position	5.0	N/A	<u>RACE/ETHNICITY:</u>	
in Congress	7.0	6.1	Asian	0.0%
			Black	2.0%
<u>EDUCATIONAL ATTAINMENT:</u>			Hispanic	2.0%
High School or less	2.0%		White	96.0%
Some College	6.1%		Other	0.0%
Bachelor's Degree	89.8%			
Master's Degree	2.0%		<u>AVERAGE AGE:</u>	33
Law Degree	0.0%		<u>MARITAL STATUS:</u>	
Doctorate Degree	0.0%		Single	83.7%
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)			Married	16.3%
More Duties	44.0%		<u>PARENTAL STATUS:</u>	
Same Duties	52.0%		No Children	87.8%
Fewer Duties	4.0%		Children	12.2%

General Findings: The 7.0% increase in average salary for Schedulers since 1999 is the fourth lowest among Washington positions.

Seventy-seven percent of all Senate offices staff this position. Nearly all first-term Senate offices have a Scheduler as opposed to only two-thirds of veteran Senate offices.

The average tenures of Schedulers in their position, office, and Congress have increased since 1999.

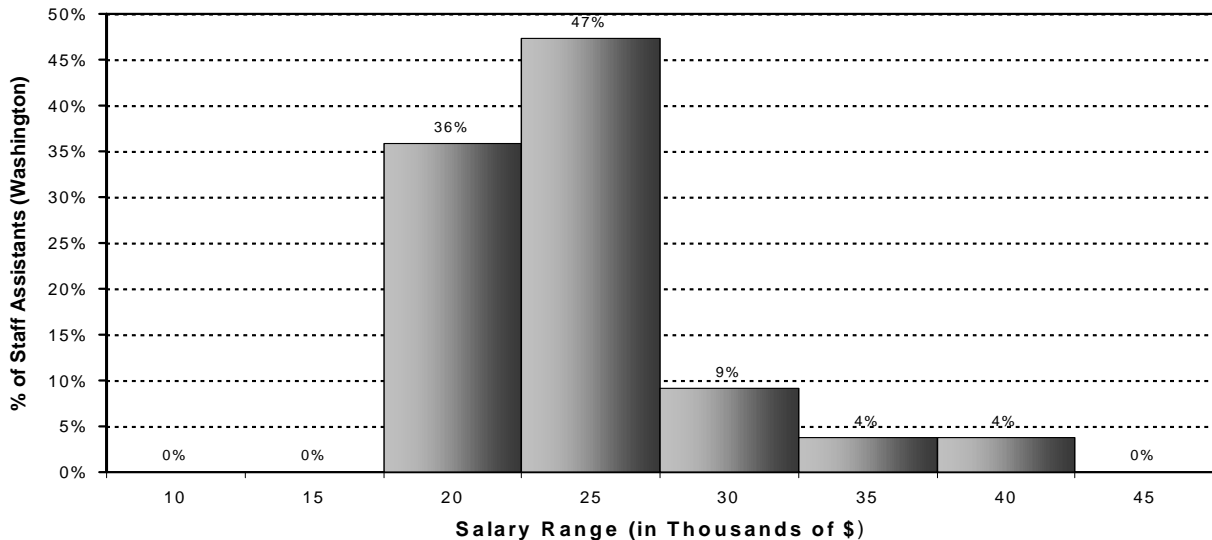
Schedulers are overwhelmingly female (90%). This level is second only to that of females serving as Executive Assistants.

Staff Assistant (Washington)

Responsibilities: Handles word processing, filing, faxing; responds to general constituent requests; processes tour and flag requests; staffs the front reception area, greeting visitors and answering telephones.

AVERAGE SALARY 2001:	\$24,680	<u>SALARY RANGE:</u>
<i>(Median Salary 2001:</i>	<i>\$24,000)</i>	\$18,000--\$42,000
Average Salary 1999:	\$22,504	
		<u>SALARY PERCENTILES:</u>
Percent Change 1999-2001:	9.7%	80% -- \$27,000
Average Annualized Change:	4.7%	50% -- \$24,000
<i>(Sample size = 133)</i>		20% -- \$21,790
<i>(Number per office: 2.15)</i>		

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 47% of Staff Assistants (Washington) earn between \$22,500 and \$27,500. (For a more detailed explanation of this graph, see page 2.)

Staff Assistant (Washington)

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>	
Average years:			Female	61.7%
in Current Position in Current Office	1.1	1.0	Male	38.3%
in Current Office	1.2	1.1		
in Congress in Current Position	1.4	N/A	<u>RACE/ETHNICITY:</u>	
in Congress	1.5	1.3	Asian	0.8%
			Black	8.3%
<u>EDUCATIONAL ATTAINMENT:</u>			Hispanic	1.5%
High School or less	1.6%		White	89.5%
Some College	7.8%		Other	0.0%
Bachelor's Degree	88.3%			
Master's Degree	2.3%		<u>AVERAGE AGE:</u>	25
Law Degree	0.0%		<u>MARITAL STATUS:</u>	
Doctorate Degree	0.0%		Single	90.7%
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)			Married	9.3%
More Duties	26.0%		<u>PARENTAL STATUS:</u>	
Same Duties	64.9%		No Children	95.3%
Fewer Duties	9.2%		Children	4.7%

General Findings: With an average salary of \$24,680 in 2001, Staff Assistants receive the lowest average pay of any Senate office. There has been a 9.7% increase in the average pay of Staff Assistants (Washington) since 1999; however, since 1991, there has been a 10.4% decrease in average pay for this position. Of the three Senate positions to experience a decrease in pay over the decade, this was the largest such decrease.

The 1.1 average years in position, 1.2 average years in office, and 1.5 average years in Congress for Staff Assistants (Washington) in 2001 were the lowest among all Senate staff. Since 1991, average tenure in position, office, and Congress have decreased 67.6%, 70%, 76.9%, respectively. These are the largest decreases in all tenure categories among Senate staff.

Staff Assistants (Washington), along with Legislative Correspondents, are the youngest Senate staff, with an average age of 25.

Systems Administrator

Responsibilities: Manages all computer hardware and software; creates and maintains office Web site and Intranet; serves as a liaison to vendors and Senate SSA; responsible for systems training of staff; manages constituent mail system.

AVERAGE SALARY 2001: **\$44,211**
(Median Salary 2001: \$41,000)

SALARY RANGE:

\$27,000--\$80,000

Average Salary 1999: \$39,612

SALARY PERCENTILES:

Percent Change 1999-2001: 11.6%

80% -- \$54,400

Average Annualized Change: 5.6%

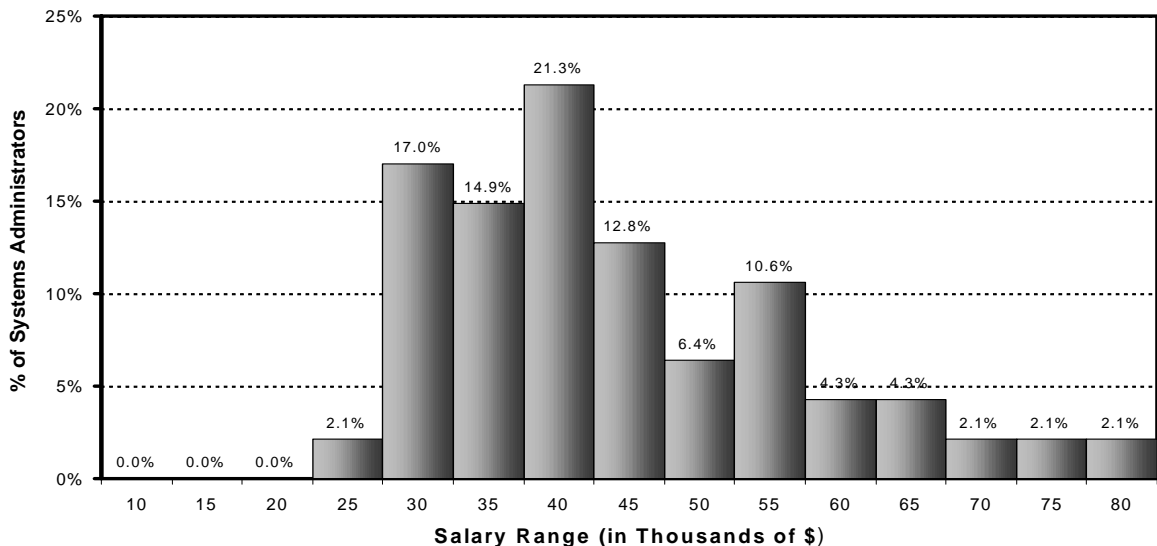
50% -- \$41,000

(Sample size = 47)

20% -- \$32,600

(Number per office: 0.75)

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 21.3% of Systems Administrators earn between \$37,500 and \$42,500. (For a more detailed explanation of this graph, see page 2.)

System Administrator

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>	
Average years:			Female	48.9%
in Current Position in Current Office	3.5	3.2	Male	51.1%
in Current Office	4.9	4.7		
in Congress in Current Position	5.7	N/A	<u>RACE/ETHNICITY:</u>	
in Congress	10.7	10.0	Asian	2.1%
			Black	19.1%
			Hispanic	0.0%
<u>EDUCATIONAL ATTAINMENT:</u>			White	76.6%
High School or less	13.0%		Other	2.1%
Some College	23.9%			
Bachelor's Degree	54.3%		<u>AVERAGE AGE:</u>	36
Master's Degree	8.7%		<u>MARITAL STATUS:</u>	
Law Degree	0.0%		Single	63.0%
Doctorate Degree	0.0%		Married	37.0%
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)			<u>PARENTAL STATUS:</u>	
More Duties	27.7%		No Children	56.5%
Same Duties	57.4%		Children	43.5%
Fewer Duties	14.9%			

General Findings: Systems Administrators have a high degree of congressional experience. The average of 10.7 years in Congress for this position is the third highest among all Senate positions. Since 1991, tenure in Congress for Systems Administrators has increased 30.5%, the second highest increase among all Senate staff.

The 11.6% average pay increase for Systems Administrators over the last two years was the seventh largest among Washington staff.

Of the 62 offices in this survey, 75% staffed the Systems Administrator position.

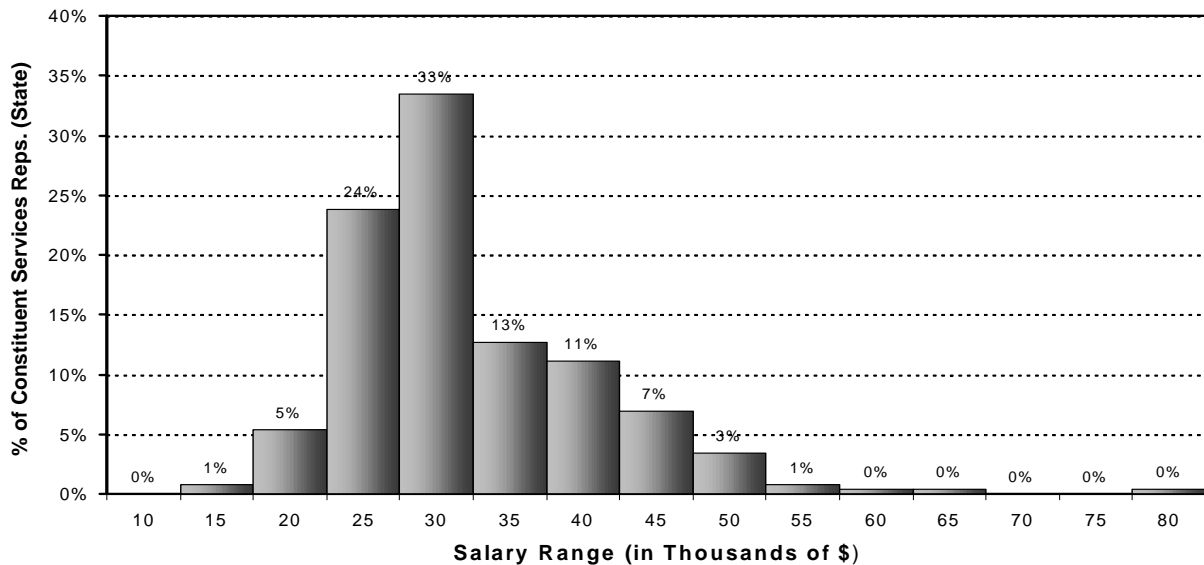
State Positions

Constituent Services Representative (State)

Responsibilities: Handles constituent casework; meets with constituents; calls and writes agencies; notifies constituents of case resolution.

AVERAGE SALARY 2001:	\$32,224	<u>SALARY RANGE:</u>
<i>(Median Salary 2001:</i>	<i>\$30,000)</i>	\$15,325--\$78,000
Average Salary 1999:	\$29,980	<u>SALARY PERCENTILES:</u>
Percent Change 1999-2001:	7.5%	80% -- \$38,448
Average Annualized Change:	3.7%	50% -- \$30,000
<i>(Sample size = 269)</i>		20% -- \$26,000
<i>(Number per office: 4.36)</i>		

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 33% of Constituent Service Representatives (State) earn between \$27,500 and \$32,500. (For a more detailed explanation of this graph, see page 2.)

Constituent Services Representative (State)

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>	
Average years:			Female	74.5%
in Current Position in Current Office	4.0	3.6	Male	25.5%
in Current Office	4.6	4.1		
in Congress in Current Position	4.5	N/A	<u>RACE/ETHNICITY:</u>	
in Congress	5.7	5.5	Asian	1.5%
			Black	13.1%
<u>EDUCATIONAL ATTAINMENT:</u>			Hispanic	8.2%
High School or less	3.9%		White	73.8%
Some College	21.5%		Other	3.4%
Bachelor's Degree	67.6%			
Master's Degree	5.9%		<u>AVERAGE AGE:</u>	37
Law Degree	1.2%		<u>MARITAL STATUS:</u>	
Doctorate Degree	0.0%		Single	44.2%
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)			Married	55.8%
More Duties	23.3%		<u>PARENTAL STATUS:</u>	
Same Duties	75.2%		No Children	51.9%
Fewer Duties	1.6%		Children	48.1%

General Findings: Constituent Services Representative (State) is the most commonly staffed state position and the second most commonly staffed position in Senate offices overall. There are an average of 4.36 Constituent Services Representatives (State) per Senate office.

The 4.0 years average tenure in position is the second highest among state-based Senate office positions.

Constituent Services Representatives (State) are about 6 years older, on average, than their Washington-based counterparts.

Field Representative

Responsibilities: Works under the direction of the Regional Director/Manager; represents Senator at meetings and events.

AVERAGE SALARY 2001:	\$38,198	<u>SALARY RANGE:</u>
<i>(Median Salary 2001:</i>	<i>\$39,500)</i>	\$18,750--\$66,000
Average Salary 1999:	N/A	
Percent Change 1999-2001:	N/A	<u>SALARY PERCENTILES:</u>
Average Annualized Change:	N/A	80% -- \$44,290
<i>(Sample size = 162)</i>		50% -- \$39,500
<i>(Number per office: 2.59)</i>		20% -- \$30,000

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 20% of Field Representatives earn between \$27,500 and \$32,500. (For a more detailed explanation of this graph, see page 2.)

Field Representative

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>	
Average years:			Female	54.3%
in Current Position in Current Office	3.4	N/A	Male	45.7%
in Current Office	4.5	N/A		
in Congress in Current Position	4.3	N/A	<u>RACE/ETHNICITY:</u>	
in Congress	5.6	N/A	Asian	0.6%
			Black	8.6%
<u>EDUCATIONAL ATTAINMENT:</u>			Hispanic	6.8%
High School or less	0.0%		White	80.9%
Some College	12.9%		Other	3.1%
Bachelor's Degree	76.1%			
Master's Degree	7.1%		<u>AVERAGE AGE:</u>	39
Law Degree	3.9%		<u>MARITAL STATUS:</u>	
Doctorate Degree	0.0%		Single	43.2%
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)			Married	56.8%
More Duties	26.3%		<u>PARENTAL STATUS:</u>	
Same Duties	69.9%		No Children	52.6%
Fewer Duties	3.8%		Children	47.4%

General Findings: After being combined with the Regional Director position in past surveys, the Field Representative position is being reported as an independent position in 2001.

Field Representative is the second most commonly staffed position in state offices. On average, Senate offices have 2.59 Field Representatives.

Field Representatives are about evenly split between women and men.

Regional Director/Manager

Responsibilities: Manages activities of a single state office; represents Senator at meetings and events; helps shape Senator's schedule in the region and conducts outreach.

AVERAGE SALARY 2001: **\$50,999**
(Median Salary 2001: \$49,000)

SALARY RANGE:
 \$28,000--\$95,000

Average Salary 1999: \$40,504

SALARY PERCENTILES:

Percent Change 1999-2001: 25.9%

80% -- \$60,707

Average Annualized Change: 12.2%

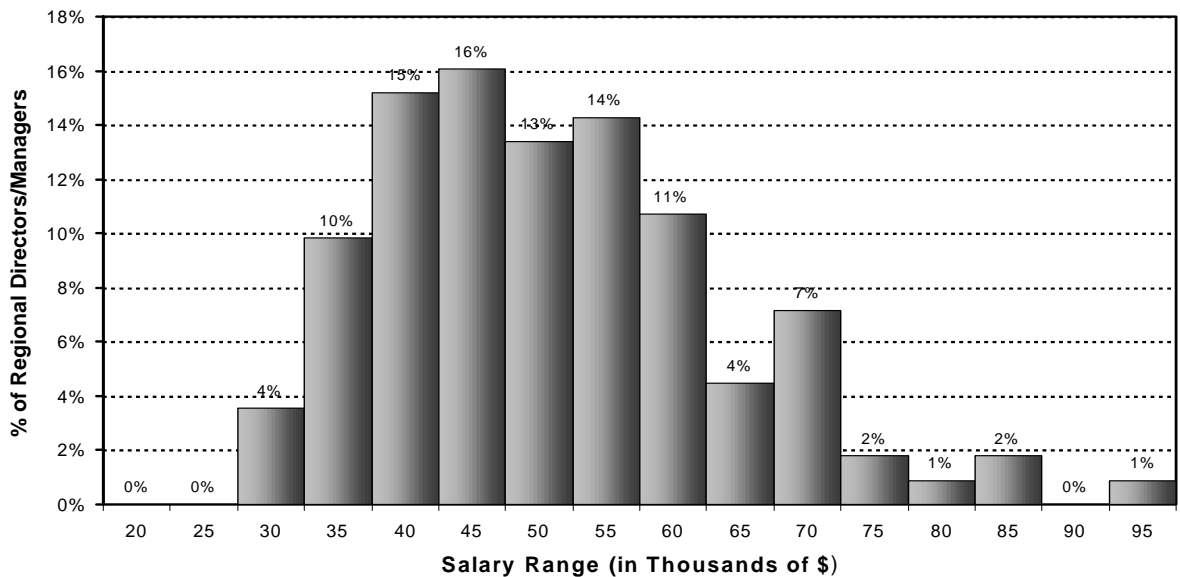
50% -- \$49,000

(Sample size = 113)

20% -- \$39,300

(Number per office: 1.85)

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 16% of Regional Directors/Managers earn between \$42,500 and \$47,500. (For a more detailed explanation of this graph, see page 2.)

Regional Director/Manager

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>	
Average years:			Female	54.0%
in Current Position in Current Office	4.9	3.8	Male	46.0%
in Current Office	5.9	5.0		
in Congress in Current Position	5.1	N/A	<u>RACE/ETHNICITY:</u>	
in Congress	7.1	6.6	Asian	0%
			Black	8.0%
<u>EDUCATIONAL ATTAINMENT:</u>			Hispanic	3.5%
High School or less	3.8%		White	86.7%
Some College	11.4%		Other	1.8%
Bachelor's Degree	68.6%			
Master's Degree	13.3%		<u>AVERAGE AGE:</u>	43
Law Degree	2.9%		<u>MARITAL STATUS:</u>	
Doctorate Degree	0.0%		Single	40.4%
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)			Married	59.6%
More Duties	33.0%		<u>PARENTAL STATUS:</u>	
Same Duties	59.8%		No Children	45.9%
Fewer Duties	7.1%		Children	54.1%

General Findings: With an average salary of \$50,999 in 2001, Regional Directors/Managers are the second highest paid staff in Senate state offices. The 25.9% increase in average salary since 1999 for Regional Director/Manager is the largest among all Senate positions and the 54.3% increase in average salary since 1991 is the second largest among all Senate positions.

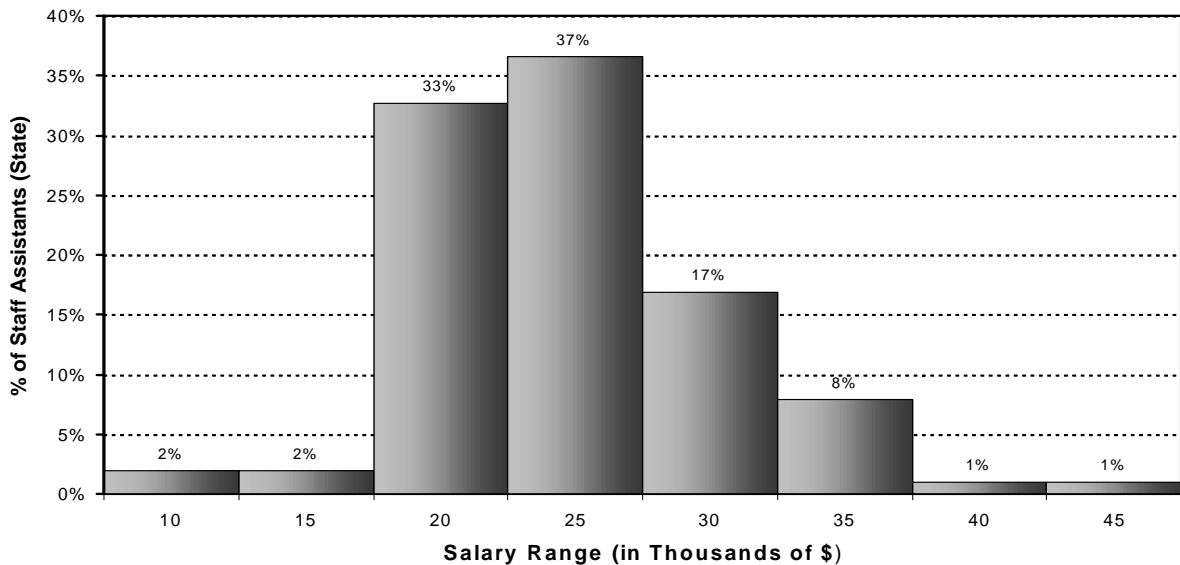
Regional Directors/Managers are some of the most experienced Senate staff in position and office. The 4.9 years average tenure in position and 5.9 years average tenure in office are the highest among state-based staff and the second highest among all Senate staff.

Staff Assistant (State)

Responsibilities: Handles word processing, filing, faxing; responds to constituent requests; staffs the front reception area, greeting visitors and answering phones.

AVERAGE SALARY 2001:	\$24,816	<u>SALARY RANGE:</u>
<i>(Median Salary 2001:</i>	<i>\$24,960)</i>	\$10,000--\$44,000
Average Salary 1999:	\$24,454	
		<u>SALARY PERCENTILES:</u>
Percent Change 1999-2001:	1.5%	80% -- \$29,190
Average Annualized Change:	0.7%	50% -- \$24,960
<i>(Sample size = 102)</i>		20% -- \$20,000
<i>(Number per office: 1.64)</i>		

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 37% of Staff Assistants (State) earn between \$22,500 and \$27,500. (For a more detailed explanation of this graph, see page 2.)

Staff Assistant (State)

<u>WORK EXPERIENCE:</u>	<u>2001</u>	<u>1999</u>	<u>GENDER:</u>
Average years:			Female 75.5%
in Current Position in Current Office	2.4	3.9	Male 24.5%
in Current Office	2.5	4.1	
in Congress in Current Position	2.6	N/A	<u>RACE/ETHNICITY:</u>
in Congress	2.9	4.2	Asian 2.9%
			Black 9.8%
			Hispanic 8.8%
			White 78.4%
			Other 0.0%
<u>EDUCATIONAL ATTAINMENT:</u>			
High School or less	10.8%		<u>AVERAGE AGE:</u> 34
Some College	33.3%		
Bachelor's Degree	53.8%		<u>MARITAL STATUS:</u>
Master's Degree	2.2%		Single 57.0%
Law Degree	0.0%		Married 43.0%
Doctorate Degree	0.0%		
<u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)			<u>PARENTAL STATUS:</u>
More Duties	32.3%		No Children 60.4%
Same Duties	64.6%		Children 39.6%
Fewer Duties	3.0%		

General Findings: Staff Assistants (State) have the lowest average tenure in position (2.4 years), office (2.5 years), and Congress (2.9 years) among all Senate state staff. Additionally, the 38.5% decrease in average tenure in position and 39% decrease in average tenure in office since 1999 are the largest among all Senate staff.

Staff Assistants (State) have the highest level of turnover among state Senate office staff. Nearly 58% of Staff Assistants (State) have less than a year of experience in their position and nearly 72% have less than 2 years of experience in their position.

Staff Assistant (State) is the lowest-paid position in state offices and the second lowest paid position in Senate offices overall.

State Director

Responsibilities: Manages overall state operation and work flow; responsible for recruiting, hiring and training state staff; represents Senator at events; monitors state issues for possible legislative action.

AVERAGE SALARY 2001: **\$84,855**
(Median Salary 2001: \$85,000)

SALARY RANGE:

\$55,000--\$139,106

Average Salary 1999: \$73,872

SALARY PERCENTILES:

Percent Change 1999-2001: 14.9%

80% -- \$97,200

Average Annualized Change: 7.2%

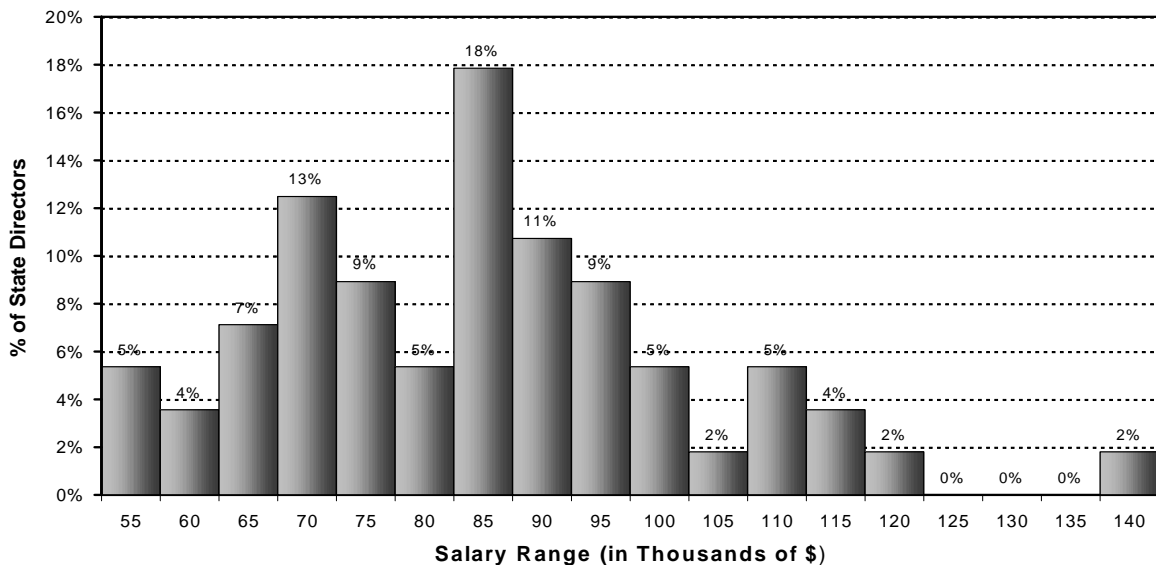
50% -- \$85,000

(Sample size = 58)

20% -- \$70,000

(Number per office: 0.93)

Salary Distribution



Interpretations: The number above each bar shows the percent of staff whose salary falls within the specified range. The range of the bar is \pm \$2,500 relative to the number at its base. For example, 18% of State Directors earn between \$82,500 and \$87,500. (For a more detailed explanation of this graph, see page 2.)

State Director

<p><u>WORK EXPERIENCE:</u></p> <p>Average years:</p> <p style="padding-left: 20px;">in Current Position in Current Office</p> <p style="padding-left: 20px;">in Current Office</p> <p style="padding-left: 20px;">in Congress in Current Position</p> <p style="padding-left: 20px;">in Congress</p> <p><u>EDUCATIONAL ATTAINMENT:</u></p> <p>High School or less</p> <p>Some College</p> <p>Bachelor's Degree</p> <p>Master's Degree</p> <p>Law Degree</p> <p>Doctorate Degree</p> <p><u>LEVEL OF RESPONSIBILITY:</u> (with respect to given description)</p> <p>More Duties</p> <p>Same Duties</p> <p>Fewer Duties</p>	<p><u>2001</u></p> <p>3.8</p> <p>5.6</p> <p>3.9</p> <p>7.9</p> <p>0.0%</p> <p>5.5%</p> <p>50.9%</p> <p>27.3%</p> <p>16.4%</p> <p>0.0%</p> <p>39.3%</p> <p>55.4%</p> <p>5.4%</p>	<p><u>1999</u></p> <p>3.9</p> <p>6.0</p> <p>N/A</p> <p>8.1</p>	<p><u>GENDER:</u></p> <p>Female</p> <p>Male</p> <p><u>RACE/ETHNICITY:</u></p> <p>Asian</p> <p>Black</p> <p>Hispanic</p> <p>White</p> <p>Other</p> <p><u>AVERAGE AGE:</u> 44</p> <p><u>MARITAL STATUS:</u></p> <p>Single</p> <p>Married</p> <p><u>PARENTAL STATUS:</u></p> <p>No Children</p> <p>Children</p>	<p>44.8%</p> <p>55.2%</p> <p>0.0%</p> <p>1.7%</p> <p>1.7%</p> <p>96.6%</p> <p>0.0%</p> <p>24.6%</p> <p>75.4%</p> <p>24.6%</p> <p>73.7%</p>
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General Findings: The 7.9 years average tenure in Congress and 5.6 years average tenure in office for State Director are the highest and second highest among all Senate state positions, respectively. The 3.8 years average tenure in position ranks third among Senate state staff. This suggests the State Directors are most often promoted from within the office.

State Director is the highest paid position in state offices and the third highest paid position overall. The pay of State Directors has increased by 14.9% over the past two years.

Ninety-four and a half percent of State Directors have at least a college degree and 43.7% have advanced degrees.

**Office Data:
Veteran and First-term
Office Profiles**

Profile of Veteran and First-term Offices

Purpose

At the most elementary level, a congressional office requires two basic necessities to function: office space and staff. The allocation of resources to each of these needs varies from office to office, depending upon a Senator's specific goals and plans. This section analyzes office and staffing data to provide a "snapshot" of the typical Senate office. It is not intended to suggest a single "correct" way to set up and staff a congressional office, but instead describes the range of staffing patterns that exist.

Thirty-nine percent of our survey sample were first-term offices, so most of the data is broken down into first-term offices and veteran offices (offices of Senators who have served more than one term) to help paint a clearer picture of the differing office and staffing patterns in the Senate. We hope this section can be of particular assistance to the freshman Members of the 107th and 108th Congresses as they seek to organize their Washington and state offices.

Average Number of State Offices

<u>Number of State Offices</u>	<u>All Offices</u>	<u>Veteran</u>	<u>First-term</u>
1	3.6%	3.2%	4.2%
2	9.1%	12.9%	4.2%
3	14.5%	9.7%	20.8%
4	23.6%	22.6%	25.0%
5	27.3%	22.6%	33.3%
6	10.9%	19.4%	0.0%
7	5.5%	3.2%	8.3%
8	5.5%	6.5%	4.2%
<i>Average</i>	<i>4.44</i>	<i>4.52</i>	<i>4.33</i>

Half of all Senate offices have either 4 or 5 state offices, with an average of 4.4 state offices.

Average Number of Full-Time Staff per Office by State Population

	<u>Total</u>	<u>Washington</u>	<u>State</u>	<u>% State</u>
<= 2 million	33.47	21.16	12.32	36.8%
2 – 5 million	31.75	20.25	11.50	36.2%
5 – 10 million	34.35	22.41	11.94	34.8%
10 million +	43.89	27.78	16.11	36.7%

In general, Senators representing more populous states tend to have larger staffs. This makes sense because more citizens usually generate more constituent-related work for offices. Senators from more populous states receive larger office budgets to support their larger workloads.

Number of Staff per Position by Office Tenure

The following table shows number of staffers per position. The columns may be thought of as describing the “typical” staffing patterns for Senate personal offices in the 107th Congress. For example, in the average first-term office there are 4.92 Legislative Assistants.

	<u>All Offices</u>	<u>Veteran</u>	<u>First-term</u>
Washington Positions			
Legislative Assistant	4.56	4.32	4.92
Legislative Correspondent	3.49	3.51	3.46
Staff Assistant (Washington)	2.15	2.24	2.00
Chief of Staff	0.98	0.97	1.00
Communications Director	0.97	0.97	0.96
Office Manager/Dep. Chief of Staff	0.93	0.95	0.92
Deputy Communications Director	0.92	0.84	1.04
Legislative Director	0.90	0.89	0.92
Scheduler	0.82	0.65	1.08
Systems Administrator	0.75	0.78	0.71
Executive Assistant	0.70	0.70	0.71
Assistant to the Chief of Staff	0.64	0.70	0.54
Computer Operator	0.64	0.65	0.63
Junior Legislative Assistant	0.61	0.46	0.83
Correspondence Manager	0.59	0.62	0.54
Legislative Counsel	0.56	0.57	0.54
Correspondence Assistant	0.48	0.43	0.54
Project Manager	0.31	0.24	0.42
Constituent Services Rep. (Washington)	0.11	0.11	0.13
State Positions			
Constituent Services Rep. (State)	4.36	4.43	4.25
Field Representative	2.59	2.95	2.04
Regional Director/Manager	1.85	1.84	1.88
Staff Assistant (State)	1.64	1.92	1.21
State Director	0.93	0.95	0.92

In general, first-term offices are similar in staffing patterns to veteran offices. The only significant differences lie in the Junior Legislative Assistant, Project Manager, and Scheduler positions, which appear to be more frequently staffed in first-term offices. In all of these surveys over the past decade, Legislative Assistants have remained the most highly staffed position in Washington offices and Constituent Services Representatives remained the most highly staffed position in state offices.

Percent of Offices Staffing Each Position

The following table shows the percentage of offices with at least one person in each position. For example, there is at least one Chief of Staff in all of the first-term offices surveyed.

	<u>All Offices</u>	<u>Veteran</u>	<u>First-term</u>
Washington Positions			
Legislative Assistant	100%	100%	100%
Chief of Staff	98%	97%	100%
Communications Director	95%	95%	96%
Legislative Correspondent	95%	95%	96%
Staff Assistant (Washington)	95%	97%	92%
Legislative Director	90%	89%	92%
Office Manager/Dep. Chief of Staff	90%	89%	92%
Deputy Communications Director	87%	81%	96%
Scheduler	77%	65%	96%
Systems Administrator	75%	78%	71%
Executive Assistant	69%	70%	67%
Assistant to the Chief of Staff	64%	70%	54%
Correspondence Manager	59%	62%	54%
Computer Operator	54%	57%	50%
Legislative Counsel	48%	43%	54%
Correspondence Assistant	36%	35%	38%
Junior Legislative Assistant	36%	30%	46%
Project Manager	31%	24%	42%
Constituent Services Rep. (Washington)	11%	11%	13%
State Positions			
Constituent Services Rep. (State)	97%	100%	92%
State Director	92%	92%	92%
Regional Director/Manager	82%	78%	88%
Field Representative	80%	86%	71%
Staff Assistant (State)	75%	81%	67%

As indicated on the previous chart, a first-term office appears more likely to have a Junior Legislative Assistant, Project Manager, and Scheduler than would a veteran office.

Although Senate offices vary substantially in the positions they fill, a core set of positions clearly exists. We define a core position as one staffed in at least 75% of all the offices.

Washington core: Chief of Staff, Legislative Director, Communications Director, Office Manager, Legislative Assistant, Scheduler, Deputy Communications Director, Legislative Correspondent, Staff Assistant, and Systems Administrator.

State core: State Director, Regional Director/Manager, Field Representative, Constituent Services Representative, and Staff Assistant.

Average Salary in Offices for all Positions

For all but ten of the 24 positions listed below, the average salary in first-term offices is lower than in veteran offices. The per-position pay differences range from under a hundred dollars (Washington Staff Assistants) to over \$11,000 (Schedulers).

	<u>All Offices</u>	<u>Veteran</u>	<u>First-term</u>
Washington Positions			
Chief of Staff	\$127,343	\$129,918	\$123,993
Legislative Director	\$96,913	\$97,702	\$96,952
Communications Director	\$75,355	\$74,176	\$78,086
Office Manager/Dep. Chief of Staff	\$66,494	\$65,571	\$68,029
Legislative Counsel	\$64,932	\$63,173	\$67,772
Executive Assistant	\$59,829	\$61,730	\$57,793
Legislative Assistant	\$54,480	\$56,864	\$51,299
Project Manager	\$49,433	\$46,773	\$52,388
Scheduler	\$47,395	\$53,252	\$41,977
Systems Administrator	\$44,211	\$45,739	\$41,559
Deputy Communications Director	\$37,931	\$37,730	\$38,181
Correspondence Manager	\$37,760	\$36,695	\$39,643
Constituent Services Rep. (Washington)	\$35,571	\$39,000	\$31,000
Assistant to the Chief of Staff	\$33,667	\$35,026	\$31,385
Junior Legislative Assistant	\$32,103	\$31,791	\$31,385
Computer Operator	\$31,341	\$33,315	\$28,183
Legislative Correspondent	\$26,765	\$26,424	\$26,978
Correspondence Assistant	\$25,597	\$25,680	\$25,155
Staff Assistant (Washington)	\$24,680	\$24,634	\$24,578
State Positions			
State Director	\$84,855	\$82,780	\$88,312
Regional Director/Manager	\$50,999	\$51,704	\$49,909
Field Representative	\$38,198	\$37,625	\$38,985
Constituent Services Rep. (State)	\$32,224	\$32,207	\$31,960
Staff Assistant (State)	\$24,816	\$24,550	\$25,102

Average Number of Full-Time Staff: The Historical Record

	<u>Total</u>	<u>Washington</u>	<u>State</u>	<u>% State</u>
2001	34.8	22.3	12.6	36.2%
1999	34.0	22.4	12.2	35.9%
1997	34.1	22.3	11.9	34.9%
1995	35.2	23.5	11.7	33.2%
1993	33.8	22.6	11.2	33.1%
1991	35.0	22.6	12.7	36.3%

Since 1991, there have been no significant changes in the total numbers of full-time Senate staff. The percentage of Senate staff located in state offices has continually increased since the mid-1990s and have reached the staff local disbursement levels of 1991. However, there has been a decrease in the number of part-time employees since 1997. Currently, part-time staffers comprise 3.4% of Senate staff (1.2 per office). In 1997, 6.1% of staff were part-time (2 per office), and in 1999 4.2% of staff were part-time (1.5 per office).

Average Number of Fellows per Year by Member Tenure

	<u>Fellows</u>
Veteran Offices	2.68
First-term Offices	1.53
All Offices	2.27

In general, there are roughly 2 congressional fellows per Senate office.

Average Number of Interns by Time of Year and Member Tenure

	<u>Spring</u>	<u>Summer</u>	<u>Fall</u>
Veteran Offices	5.94	11.29	4.07
First-term Offices	5.10	12.7	4.35
All Offices	5.6	11.84	4.18

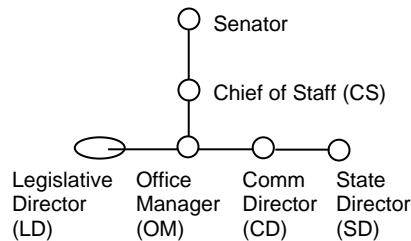
Veteran and first-term offices tend to use interns to the same extent. Not surprisingly, the most popular time of year for congressional interns is summertime.

Organizational Structure of Offices

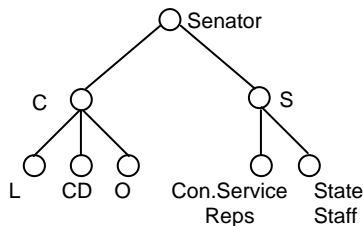
	<u>All Offices</u>	<u>Veteran</u>	<u>First-term</u>
Centralized Structure <i>All Senior Staff Report to the Chief of Staff</i>	85.2%	81.3%	90.9%
Washington-State Parity Structure: <i>DC Staff Report to the Chief of Staff; State Staff Report to State Director</i>	9.3%	9.4%	9.1%
Functional Structure: <i>Junior Staff Report to Senior Staff; Senior Staff Report Directly to Senator</i>	5.6%	9.4%	0.0%

The Centralized structure is the most popular structure among first-term and veteran Senators. (see diagrams below).

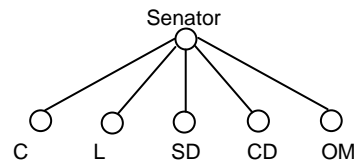
Centralized Structure



Washington-State Parity



Functional Structure



Benefits Policies of Offices

Certain benefits for congressional staff are subject to the discretion of each Senator's office. We asked offices to describe their policies for two categories of benefits that vary by Senate office: policies affecting pay (i.e. Cost of Living Adjustments, Bonuses, and Raises) and paid leave.

Cost of Living Adjustment (COLA) Policies

How much of the 2001 Cost of Living Adjustment did your office pass on to staff?

	<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
All	70.2%	86.2%	51.9%
Some	12.3%	3.4%	22.2%
None	17.5%	10.3%	25.9%

In most offices, at least some portion of the 2001 COLA was passed on to Senate staff. Democratic offices were more likely to pass on all of the COLA.

Bonus and Raise Policies

Did your office give any *bonuses* last year?

	<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
Yes	70.9%	66.7%	77.8%
No	29.1%	33.3%	22.2%

If given, on what basis did your office distribute bonus payments last year?

	<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
By Seniority	9.1%	15.8%	4.2%
By Merit	70.5%	68.4%	75.0%
Proportional to salary	6.8%	5.3%	8.3%
Equally	13.6%	10.5%	12.5%

What was the average bonus given?

<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
\$2,204	\$1,990	\$2,395

What was the maximum bonus given?

<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
\$5,925	\$5,211	\$6,571

What was the minimum bonus given?

<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
\$986	\$1,068	\$914

While Democratic offices are more generous in passing on the entire COLA, Republican offices award bonuses at a slightly higher rate and give more generous bonuses.

Did your office give any merit *raises* last year?

	<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
Yes	88.9%	88.9%	92.3%
No	11.1%	11.1%	7.7%

Merit raises are slightly more common in Senate offices than merit bonuses. Democratic and Republican offices tend to give merit raises at roughly the same frequency.

Leave Policies

Vacation Leave:

Minimum vacation leave earned annually by all full-time staff, in days per year.

<u>Days</u>	<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
1 – 10	48.1%	52.0%	42.3%
11 – 15	40.4%	40.0%	42.3%
16 – 20	5.8%	4.0%	7.7%
21+	0.0%	0.0%	0.0%
Other	5.8%	4.0%	7.7%

Maximum vacation leave earned annually by all full-time staff, in days per year.

<u>Days</u>	<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
1 – 10	3.4%	0.0%	7.1%
11 – 15	22.4%	13.8%	32.1%
16 – 20	39.7%	44.8%	32.1%
21+	32.8%	37.9%	28.6%
Other	1.7%	3.4%	0.0%

Eighty-eight and a half percent of Senate offices provide a minimum of 2-3 weeks of vacation leave and 73.5% provide a maximum of 4-5 weeks. Democratic and Republican offices have roughly the same leave policies.

Do staff with longer tenure *in your office* earn additional vacation time?

	<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
Yes	79.7%	86.2%	72.4%
No	20.3%	13.8%	27.6%

Can staff carry over vacation time from the previous year?

	<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
Yes	68.4%	71.4%	65.5%
No	31.6%	28.6%	34.5%

Do staff with longer tenure in Congress, though not accumulated in your office, earn additional vacation time?

	<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
Yes	47.4%	57.1%	39.3%
No	52.6%	42.9%	60.7%

Offices are more likely to compensate staff members with additional vacation time for tenure with the office, but not for tenure in Congress. Presumably, this practice is designed to provide an incentive to remain with the office.

For purposes of comparison, in the following table we have summarized vacation policies for four other types of employers: federal government, state and local governments, large and medium-sized private firms (generally 100 or more employees), and small private firms².

Comparative Vacation Policies

(Average Annual Days of Vacation)

Years of Service	<u>Federal Government</u>	<u>State & Local Government</u>	<u>Medium & Large Companies</u>	<u>Small Companies</u>
1	13	13	10	8
3	20	14	11	10
5	20	16	14	12
10	20	19	17	14
15	26	21	19	15
20	26	22	20	15
25	26	23	22	16

With a minimum of 13 and maximum of 26 vacation days per year, the federal government has the most generous vacation policies. In contrast, small companies offer the least generous vacation policies (8 days minimum; 16 days maximum). Because the above data is broken out differently than the Senate data, it is difficult to make precise comparisons. However, some general comparisons can be made. Overall, Senate offices tend to be more generous in their vacation policies than “small companies” but less generous than the federal government. Senate offices tend to reflect the policies of state and local governments. The majority of Senate offices provide a minimum of 10-15 days vacation, while 40% provide a maximum of 16-20 days and another 33% provide a maximum of more than 20 days of vacation.

² Sources include: Employee Benefits Survey 1996, 1997, 1998 Office of Compensation Levels and Trends, US Bureau of Labor Statistics.

Sick Leave:

***Minimum* sick leave earned by all full-time staff, in days per year**

<u>Days</u>	<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
1 – 10	54.2%	54.2%	56.5%
11 – 15	31.3%	37.5%	26.1%
16 – 20	0.0%	0.0%	0.0%
21+	0.0%	0.0%	0.0%
Other	14.6%	8.3%	17.4%

***Maximum* sick leave that can be earned annually by full-time staff, in days per years**

<u>Days</u>	<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
1 – 10	46.3%	35.7%	60.0%
11 – 15	33.3%	42.9%	24.0%
16 – 20	3.7%	3.6%	4.0%
21+	5.6%	7.1%	4.0%
Other	11.1%	10.7%	8.0%

Can staff carry over sick leave from the previous year?

	<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
Yes	31.5%	39.3%	24.0%
No	68.5%	60.7%	76.0%

In general, the maximum annual sick leave granted to employees is only slightly more generous than the minimum. Senate offices tend not to allow staff to carry over sick leave.

FMLA Leave:

Paid leave, in weeks for Type A: to care for a child

	<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
None	4.2%	4.5%	3.8%
1 – 3	35.4%	31.8%	38.4%
4 – 6	31.3%	40.9%	23.1%
7+	29.2%	22.6%	34.6%
<i>Average</i>	4.92	4.55	5.23

Paid leave, in weeks for Type B: to adopt a child or to receive a child in foster care

	<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
None	6.3%	4.5%	7.7%
1 – 3	35.5%	27.2%	42.3%
4 – 6	31.3%	45.5%	19.2%
7+	27.1%	22.6%	30.8%
<i>Average</i>	4.69	4.59	4.77

Paid leave, in weeks for Type C: to care for a spouse, son, daughter, or parent who has a serious health condition

	<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
None	10.4%	9.1%	11.5%
1 – 3	27.1%	22.7%	30.8%
4 – 6	37.6%	40.9%	34.6%
7+	25.0%	27.2%	23.1%
<i>Average</i>	4.69	4.86	4.54

Paid leave, in weeks for Type D: for the employee’s serious health condition that make the employee unable to perform his or her job.

	<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
None	6.4%	4.8%	7.7%
1 – 3	14.9%	9.5%	19.2%
4 – 6	48.9%	57.1%	42.3%
7+	29.8%	28.6%	30.7%
<i>Average</i>	5.64	5.81	5.50

Can any type of FMLA leave be combined with other forms of employee leave (vacation, sick, etc.)?

	<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
Yes	94.3%	95.8%	93.1%
No	5.7%	4.2%	6.9%

Do you allow employees to contribute portions of their leave to a leave bank?

	<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
Yes	18.5%	18.5%	19.2%
No	81.5%	81.5%	80.8%

If so, what type of leave is included?

	<u>All Offices</u>	<u>Democrat</u>	<u>Republican</u>
Vacation	24.0%	21.4%	30.0%
Sick	29.2%	28.6%	33.3%
Other	4.5%	0.0%	11.1%

Because Senate (and House) offices are governed by the Family and Medical Leave Act of 1993, all Senate offices must provide 12 weeks of *unpaid* parental leave to their staff. The Act, however, does not require the granting of *paid* parental leave to staff.

Of the Senate offices in our sample, over 90% do have some type of paid FMLA policy in the four categories. On average, Senate offices offer between 4.5 and 5 weeks of paid leave for each of the four types of leave. Additionally, nearly all Senate offices allow staff to combine the other forms of office leave, such as sick and vacation, with their FMLA leave.

Aggregate Data

AGGREGATE DATA

Methodology

In preparing this section of the report, we aggregated the individual salary and demographic data of 2155 full-time staff members in Senate personal offices in order to better understand the demographic composition, pay, and employment trends of Senate staff.

In addition to reporting overall aggregate data (e.g., average salary, average age), we analyzed the relationship among demographic variables, as well as the relationship between demographic variables and salary (e.g., average salary by educational attainment, tenure in position by gender). To accomplish this, we cross-tabulated the following data collected for each staff member:

- ◆ Salary (excluding bonuses, benefits, and overtime)
- ◆ Tenure in Congress
- ◆ Tenure in Current Office
- ◆ Tenure in Current Position
- ◆ Educational Attainment
- ◆ Age
- ◆ Gender
- ◆ Race/Ethnicity
- ◆ Marital Status
- ◆ Parental Status
- ◆ Level of Responsibility (relative to the description on the survey form)

These individual demographic variables were also cross-tabulated by the Senator's tenure (i.e. Senator's term in office) and the Senator's party affiliation.

In this section of the report we have included aggregate data analyses we believe provide the most meaningful and useful management information to the managers of congressional offices. These findings are divided into three parts:

- ◆ Salary Data
- ◆ Tenure Data
- ◆ Demographic Data

Additionally, we have compared this year's results with those from previous surveys conducted by the Congressional Management Foundation. Wherever possible, we have also provided comparative data from the U.S. population and employees in the public and private sectors.

Part 1: Salary Data

Salary: General Information

Average Salary for all Senate Positions in 2001 Compared to 1999

	<u>Total</u>	<u>Washington</u>	<u>District</u>
Average Salary 2001:	\$45,847	\$49,236	\$39,751
Average Salary 1999:	\$42,037	\$45,223	\$36,154
Change:	\$3810	\$4013	\$3597
Percent Change:	9.06%	8.87%	9.95%
Average annualized rate of change:	4.43%	4.34%	4.86%
Cost of Living Adjustments:	2000: 3.80%	2001: 3.81%	
	Compound Total:	7.61%	

Over the past two years, the average Senate personal office staff salary has increased by 9.06%. The overall pay increase is nearly 3 percentage points higher than the increase reported in 1997 (6.3%). This increase is consistent with the fact that Senate personal offices received a cost of living adjustment (COLA) in each of those two years. The pay increase, however, slightly exceeds the COLA (9.06% vs. 7.61%). A possible explanation why salary increases exceeded the COLA were low unemployment and a growing economy in 2000 and early 2001 that created upward pressure on wages nationwide.

In comparison to the Senate, the average House staff salary in 2000 was \$42,314. Washington-based House staff had an average salary of \$46,598, and district-based staff earned an average of \$36,717.

Office Expenditures on Staff

	<u>Total</u>	<u>Full-Time</u>	<u>Part-Time</u>
First-Term	\$1,587,722	\$1,549,246	\$38,476
Veteran Offices	\$1,651,499	\$1,595,954	\$55,545
All Offices	\$1,627,125	\$1,577,577	\$49,548

In 2001, the average Senate office spent a total of \$1,627,125 on staff salaries. This figure reflects a 10% increase over the average expenditures on staff salaries for 1999 (\$1,473,520), which is in line with the 9% increase in staff salaries over those two years. First-term Senators tended to spend slightly less on salaries than did veteran Senators.

Average Senate Salary for all Positions: The Historical Record

<u>Year</u>	<u>Avg. Salary</u>	<u>% Change Since Last Measured</u>
2001	\$45,847	9.1%
1999	\$42,037	6.3%
1997	\$39,534	6.3%
1995	\$37,209	1.0%
1993	\$36,844	11.3%
1991	\$33,094	N/A

Overall, the average salary of Senate personal office staffers increased by 38.5% between 1991 and 2001. This is equivalent to a 3.3% average annualized increase in pay.

Average House Salary for all Positions: The Historical Record

<u>Year</u>	<u>Avg. Salary</u>	<u>% Change Since Last Measured</u>
2000	\$42,314	8.1%
1998	\$39,132	6.6%
1996	\$36,728	3.4%
1994	\$35,510	6.4%
1992	\$33,388	13.0%
1990	\$29,542	13.1%

Between 1990 and 2000, the average pay of House personal office staffers rose by 43.2%. This translates into an average annualized increase of 3.66%.

Consumer Price Index: The Historical Record

<u>Year</u>	<u>CPI</u>	<u>% Change Since Last Measured</u>
2001	177.7	2.9%
2000	172.7	3.4%
1999	167.1	2.5%
1998	163.0	1.6%
1997	160.5	2.3%
1996	156.9	3.0%
1995	152.4	2.8%
1994	148.2	2.6%
1993	144.5	3.0%
1992	140.3	3.0%
1991	136.2	4.2%
1990	130.7	N/A

From 1990 to 2001, the inflation rate, as measured by the CPI, rose 36%. This translates into an average annualized rate of 2.8%. Pay increases in the Senate during the 1990s were consistent with inflationary increases, but salary increases in the House slightly outpaced inflation.

Pay Comparison of Senate Personal Office Staff and Federal Workers³

(Table shows average pay and the “gap” or percentage by which federal pay exceeds Senate pay)

<u>Year</u>	<u>DC-Based Senate</u>	<u>DC-Based Federal</u>	<u>Gap</u>
2001	\$49,236	\$64,969	32%
1999	\$45,223	\$59,745	32%
1997	\$42,343	\$56,191	33%
1995	\$39,414	\$51,376	30%
1993	\$38,971	\$46,783	20%
1991	\$35,802	\$42,413	18%

<u>Year</u>	<u>All Senate</u>	<u>All Federal</u>	<u>Gap</u>
2001	\$45,847	\$51,618	13%
1999	\$42,037	\$46,550	11%
1997	\$39,534	\$44,294	12%
1995	\$37,209	\$41,154	11%
1993	\$36,844	\$37,718	2%
1991	\$33,094	\$33,736	2%

Senate staff based in Washington still earn significantly less than do federal workers in the Washington area, though the pay gap remained the same since last reported in 1999. The gap between all federal workers and all Senate staff has widened by 2 percentage points. This increase may be explained by the inclusion of state-based staff who hold mostly lower-paying positions (see page 103) and, therefore, have lower average salaries.

Senate staff also tend to earn considerably less than their Washington-based counterparts in corporate public affairs offices, where the average salary of “Executive Head of the Office” is \$191,867, that of “Legislative Counsel/Lobbyist” is \$125,476, and that of “Legislative/Regulatory Analyst” is \$87,097.⁴

However, when comparing federal employees with Senate employees, factors should be considered such as age, experience, and educational attainment. In general, Senate staff tend to be younger, less-experienced, but better educated than their counterparts in the federal government (see data on pages 98-99).

For full-time, year-round workers in the U.S. labor force, average earnings in 2000 were \$45,430⁵.

³ Comparative data is from Christine E. Steele, “Profile of Federal Civilian Non-Postal Employees, “ Office of Personnel Management (OPM), March 31, 1999, 1997, 1995, 1993; September 30, 2000.

⁴ Foundation for Public Affairs, “2000-2001 Corporate Washington Office Compensation Survey.” Cited with permission

⁵ Annual Demographic Survey: November Supplement (2001): Table PINC-01; Bureau of Labor Statistics, Bureau of the Census.

Salary: Congressional Characteristics

Average Salary for all Positions by Member Party Affiliation

<u>Political Party</u>	<u>Total</u>	<u>Washington</u>	<u>State</u>
Democrat	\$46,508	\$49,912	\$40,545
Republican	\$45,041	\$48,428	\$38,746

Democrat staff receive, on average, 3.3% more in salary than do Republican staff. Among Washington staff, the difference in pay is 3%. The 4.6% difference in pay at the state level appears to be the major factor contributing to the 3.3% differential in overall pay. In most of the past surveys, the differential in pay between Republican and Democratic staff has generally been around +/-1.5%.

Average Salary for all Positions by Member Tenure

<u>Member Term</u>	<u>Total</u>	<u>Washington</u>	<u>State</u>
1 st term	\$45,791	\$48,223	\$40,712
2 nd term	\$45,336	\$48,703	\$39,957
3 rd term	\$45,478	\$49,971	\$38,372
4 th term +	\$47,518	\$52,203	\$39,077

Member tenure does not seem to significantly affect salaries except in the offices of the most senior of Members (i.e., those with 4 or more terms in office). Historically, staff tended to receive higher average salaries as Member tenure increased. Members with longer tenure usually have staff with more experience in their jobs, offices, and Congress. Consequently, employees in these offices usually receive higher pay. This year's data slightly deviates from this pattern, especially for first-term Member offices

Average Salary for all Positions by Number of State Offices

<u># of State Offices</u>	<u>Total</u>	<u>Washington</u>	<u>State</u>
1-2	\$50,001	\$53,210	\$44,190
3-4	\$45,778	\$49,106	\$39,396
5-6	\$44,778	\$48,264	\$38,795
7 or more	\$44,098	\$46,492	\$39,309

Senators with a greater number of state offices pay, on average, lower staff salaries than do Senators with fewer state offices. This makes intuitive sense. Senators who invest their budgets in additional state offices have fewer dollars available to spend on salaries.

Salary: Age & Education

Average Salary for all Positions by Age

<u>Age Group</u>	<u>Total</u>	<u>Washington</u>	<u>State</u>
Under 25	\$27,594	\$28,035	\$25,930
25-34	\$46,013	\$49,237	\$37,755
35-44	\$61,168	\$74,698	\$45,035
45-54	\$57,937	\$74,854	\$44,380
55-64	\$57,658	\$76,138	\$47,264
65+	\$42,152	\$57,500	\$41,056

Staff under 35 years of age generally have the lowest salaries, but salaries do not consistently increase with age. Instead, middle-aged staffers tend to occupy the positions of highest responsibility, making them the highest paid staff in Senate offices. While staff over the age of 65 are not highly represented in the high-paying positions, their salaries are still relatively high, probably due to their experience and seniority.

Average Salary for all Positions by Educational Attainment

	<u>Total</u>	<u>Washington</u>	<u>State</u>
High School or less	\$39,647	\$47,652	\$31,643
Some College	\$39,035	\$46,088	\$34,072
Bachelor's	\$41,938	\$43,395	\$39,193
Master's	\$61,466	\$64,759	\$52,578
Law	\$67,454	\$68,745	\$60,425
Doctorate	\$71,154	\$71,154	N/A

Salaries increase as the level of education increases; staff with advanced degrees earn substantially more than do staff with solely bachelor's degrees. Staff holding master's degrees earn about \$19,500 more, on average, than those with only a bachelor's degree, while staff with law degrees earn about \$25,500 more. At every educational level, staff in Washington offices earn more, on average, than do staff in state offices.

Interestingly, Washington staff without bachelor's degrees earn higher average salaries than other DC-based staff who hold solely bachelor's degrees. This is probably because staff without bachelor's degrees tend to be older employees who have more experience and are compensated accordingly.

Average Salary of Senate Staff Compared to the National Workforce⁶

(by educational attainment of year-round, full-time workers)

	<u>Senate</u>	<u>National</u>
Bachelor's	\$41,938	\$62,818
Master's	\$61,466	\$77,162
Professional (e.g.) Law	\$67,454	\$112,347
Doctorate	\$71,154	\$94,073

While staff in the Senate are, on average, better educated than the national workforce (see chart on page 99), Senate staff are not as well compensated for their formal training as their counterparts in the national workforce. Among those with bachelor's degrees, Senate staff earn 33.2% less than the pay of comparable educated workers in the national workforce. Additionally, Senate staff with Master's and Doctorate degrees earn 20% and 24% less, respectively, than do comparably educated workers in the national workforce staff.

Salary by Educational Attainment: The Historical Record

Senate Staff

<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Professional</u>	<u>Doctorate</u>
2001	\$41,938	\$61,466	\$67,454	\$71,154
1999	\$38,223	\$55,780	\$62,378	\$62,047
1997	\$36,073	\$50,905	\$55,210	\$71,487
1995	\$34,134	\$48,662	\$56,052	\$62,102
1993	\$33,627	\$49,411	\$56,633	\$60,070
1991	\$30,908	\$46,376	\$54,088	\$53,431

U.S. Labor Force

<u>Year</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Professional</u>	<u>Doctorate</u>
2001	\$62,818	\$77,162	\$112,347	\$94,073
1999	\$56,655	\$66,694	\$113,700	\$92,647
1997	\$45,856	\$60,216	\$107,457	\$80,005
1995	N/A	N/A	N/A	N/A
1993	\$33,000	\$40,000	\$75,000	N/A
1991	~\$26,000	~\$34,000	~\$57,000	N/A

There was an excessive spike in the pay gap between Senate staff holding Bachelor's degrees and comparably educated staff in the national workforce in the later half of the 1990s. However, possibly due to the slowing of the economy, this pay gap increased by less than one percent between 1999 and 2001, up to 33.2% from 32.5% in 1999. This continuing differential in pay between well-educated Senate staff and the national workforce may encourage some Senate staff to leave Capitol Hill.

⁶ Annual Demographic Survey: March Supplement (2001): Table PINC-01; Bureau of Labor Statistics, Bureau of the Census.

Salary: Gender

Average Salary for all Positions by Gender

<u>Gender</u>	<u>Total</u>	<u>Washington</u>	<u>State</u>
Female	\$42,236	\$45,845	\$36,923
Male	<u>\$50,501</u>	<u>\$52,876</u>	<u>\$44,845</u>
Differential	\$8,265	\$7,031	\$7,922

On average, female Senate staff earn 84 cents for every dollar earned by male staff. Among Washington staff, the figure is 87 cents; among state staff, it is 82 cents.

The small decrease in the gender pay gap since 1999 (as seen in the chart below) is likely explained by a 5 percentage point increase in the number of female staff in the highest paying jobs. See further analysis of the staffing among position levels on pages 102-103.

Gender Pay Gap: The Historical Record

(female pay as a proportion of male pay)

Senate Staff			
<u>Year</u>	<u>Total</u>	<u>Washington</u>	<u>State</u>
2001	.84	.87	.82
1999	.83	.85	.86
1997	.88	.89	.92
1995	.87	.91	.83
1993	.81	.84	.77
1991	.78	.82	.75

House Staff			
<u>Year</u>	<u>Total</u>	<u>Washington</u>	<u>State</u>
2000	.83	.86	.86
1998	.83	.87	.84
1996	.86	.89	.87
1994	.84	.86	.87
1992	.82	.84	.84
1990	.81	.84	.83

Since reporting a significant increase in the gender gap in 1999, the only one of the decade, the gender gap decreased in 2001. In two years, female salaries, as a proportion of male salaries, rose 1 percentage point. Additionally, the pay of DC-based female staff, as a proportion of male pay, rose 2 percentage points. However, state-based female staff earn 82 cents on the dollar as compared to male staff, down 4 percentage points since 1999. This is the lowest reported level since 1993.

Average Salaries in U.S. Labor Force

	<u>Overall</u>	<u>Bachelor's Degree</u>
Women	\$34,648	\$46,614
Men	\$53,064	\$74,049

Women on congressional staffs tend to earn comparatively more than women in other sectors of the economy. In the full-time, year-round U.S. labor force, 2000 statistics showed that women earned 65% of men's pay (\$34,648 vs. 53,064)⁷. Among full-time, year-round U.S. workers with bachelor's degrees, women averaged \$46,614, which is 63% of the \$74,049 average earned by men with bachelor's degrees.⁸

⁷ Annual Demographic Survey: March Supplement (2001): Table PINC-01; Bureau of Labor Statistics, Bureau of the Census.

⁸ Annual Demographic Survey: March Supplement (2001): Table PINC-01; Bureau of Labor Statistics, Bureau of the Census.

Salary: Race/Ethnicity

Average Salary for all Positions by Race/Ethnicity

Race/Ethnicity	Total	Washington	State
Asian	\$35,044	\$40,477	\$26,894
Black	\$37,690	\$38,685	\$36,260
Hispanic	\$35,829	\$40,876	\$32,780
White	\$47,271	\$50,462	\$40,976
Other	\$39,184	\$42,085	\$37,008

On average, Black Senate staff earn 80 cents for every dollar earned by white staff. Hispanic earn 76 cents, and for Asian staff the figure is 74 cents.

Pay Gap by Race/Ethnicity: The Historical Record

(as a proportion of the pay for white staff)

<u>Year</u>	Senate Staff		
	<u>Asian</u> ⁹	<u>Black</u>	<u>Hispanic</u>
2001	.74	.80	.76
1999	.80	.76	.82
1997	N/A	.76	.85
1995	N/A	.79	.74
1993	N/A	.83	.75
1991	N/A	.83	.75

<u>Year</u>	House Staff		
	<u>Asian</u>	<u>Black</u>	<u>Hispanic</u>
2000	.87	.95	.83
1998	N/A	.87	.88
1996	N/A	.92	.93
1994	N/A	.92	.86
1992	N/A	.93	.77
1990	N/A	.89	.82

From 1993 to 1999 there was a trend of declining black salaries compared to white salaries. This year, this trend has been reversed. Black staff earned 80% of white salaries, an increase of 4 percentage points since 1999. The pay of Hispanic staff as compared to white staff once again declined at a sizeable rate. After declining 3 percentage points from 1997 to 1999, the pay differential between white and Hispanic staff declined another 6 percentage points between 1991 and 2001. However, as historically has been the case, the differences in Senate staff pay by

⁹ This is the second Senate survey to report this information for Asians; therefore, historical data for comparison is limited.

Race/Ethnicity are largely due to differences in the jobs held by minority staff as compared to white staff. A chart on page 107 shows that minorities are under-represented in higher-paying positions and over-represented in the lower-paying positions.

Average Salaries in U.S. Labor Force

	<u>Overall</u>	<u>Bachelor's Degree</u>
Black	\$33,903	\$50,576
Hispanic	\$29,644	\$52,509
White	\$47,040	\$65,040

National salary data for 2000 showed that full-time, year-round, black workers earned 72% of the pay of whites, while Hispanics earned 63%¹⁰. In other words, the pay of minority staff in Congress is more equitable than the pay of minority workers in the overall U.S. labor force.

¹⁰ Annual Demographic Survey: March Supplement (1999): Table PINC-01; Bureau of Labor Statistics, Bureau of the Census.

Part 2: Tenure Data

Tenure: Averages

Years in Current Position

	<u>Total</u>	<u>Washington</u>	<u>State</u>
2001	2.8	2.2	3.8
1999	2.8	2.3	3.7
1997	2.8	2.3	3.7
1995	3.3	2.8	4.4
1993	3.5	3.1	4.4
1991	3.4	3.1	4.0

Years in Current Office

	<u>Total</u>	<u>Washington</u>	<u>State</u>
2001	3.6	3.1	4.6
1999	3.6	3.1	4.6
1997	3.6	3.1	4.5
1995	4.2	3.7	5.2
1993	4.4	3.9	5.5
1991	4.2	3.9	4.8

Years in Congress

	<u>Total</u>	<u>Washington</u>	<u>State</u>
2001	5.3	5.0	5.8
1999	5.4	5.2	5.9
1997	5.6	5.5	5.7
1995	5.7	5.6	6.1
1993	5.9	5.6	6.5
1991	5.6	5.7	5.5

Over the past decade, there has been a decline in average tenure in position, office and Congress (-18%, -14%, and -5%, respectively) among Senate staff. Most of this decline occurred at the beginning of the decade with average tenure in position and office unchanged since 1997 and the average tenure in Congress only down slightly. However, as reported in 1997 and 1999, all three tenure statistics are at all time lows since CMF began collecting this data in 1991. The large number of new Senators elected in the 1990s likely resulted in an influx of large numbers of new staff, which caused the decline in tenure of Senate staff seen earlier in the decade and continued low reporting of Senate staff tenure.

Looking at the years in position and in current office offers insight into the practice of promotion from within. The smaller the difference between tenure in position and office, the less likely that staff were promoted from within. Our data show a large portion of time accumulated in an office – 78% (2.8 / 3.6) – is accounted for by time in current position. In other words, promoting staff from one position to another within an office is not common in Senate offices. This pattern of hiring from outside the office was equally strong in the Senate in 1997 and 1995.

Tenure: Distributions

The average tenure data for Senate staff masks the fact that a large number of staff have little experience in Congress while a small number of staff have substantial experience. The next three tables report the distribution of experience.

Years in Current Position

<u>Years</u>	<u>Total</u>	<u>Washington</u>	<u>State</u>
<=1	49.2%	55.4%	38.0%
1.1-2	14.9%	14.2%	16.3%
2.1-5	23.5%	22.0%	26.1%
5.1-10	7.3%	5.3%	10.8%
10.1=>	5.1%	3.1%	8.9%

Years in Current Office

<u>Years</u>	<u>Total</u>	<u>Washington</u>	<u>State</u>
<=1	38.3%	42.3%	32.1%
1.1-2	15.1%	15.3%	14.6%
2.1-5	27.2%	27.9%	26.0%
5.1-10	11.5%	8.7%	16.5%
10.1=>	7.9%	5.8%	11.7%

Years in Congress

<u>Years</u>	<u>Total</u>	<u>Washington</u>	<u>State</u>
<=1	29.2%	30.2%	27.2%
1.1-2	15.2%	16.4%	13.1%
2.1-5	24.3%	25.7%	21.7%
5.1-10	14.7%	12.4%	18.9%
10.1=>	16.6%	15.3%	18.9%

Though the average tenure in Congress for Senate staff is 5.3 years, 44% of staff have worked in Congress for two years or less (29.2% + 15.2%). Moreover, almost 30% of Senate staff have less than one year of congressional experience – the same as in 1999.

Senate staff also have low tenure in position. Seventy percent of Washington staff and nearly two-thirds of all Senate staff have less than two years of experience in their position.

Tenure: Time in Position and Congress

As the table on the next page illustrates, virtually all of the 24 most commonly staffed Senate personal office positions are afflicted by rapid turnover. However, certain entry-level positions such as Staff Assistant and Legislative Correspondent have especially high turnover rates.

Analysis of Staff with less than 1 and 2 Years of Experience

Years in Position

Lower-paying positions have large proportions of staff with limited experience, a clear indication of extremely high turnover. Eighty-five percent of Staff Assistants (Washington) and 80% of Assistants to the Chief of Staff have held their job for 1 year or less. Ninety-two percent of Staff Assistants (Washington) and Legislative Correspondents have been in their jobs for 2 years or less.

The turnover in senior staff positions is more variable. Nearly 60% of Chiefs of Staff and State Directors have been in their respective positions for more than 2 years; however, more than 50% of Legislative Directors and Communications Directors have been in their respective positions for less than 2 years.

State staff have lower turnover rates than Washington Staff. In every state position except Staff Assistant, nearly 40% of the staffers have been in their position for 2 years or more.

Years in Congress

For the Executive level positions, prior congressional experience seems almost essential. All Office Managers/Deputy Chiefs of Staff have at least 1 year of experience on Capitol Hill. Likewise, only 5% of Chiefs of Staff and 9% of Legislative Directors have been on the Hill under a year.

Prior congressional experience is important in other positions as well. In only 8 of the 24 positions do more than 50% of the staff have less than 2 years experience in Congress.

Tenure: Positions

Percent of Staff with less than 1 and 2 years of Experience

Washington Positions	Time in Position		Time in Congress	
	<= 1 yr.	<= 2 yrs.	<= 1 yr.	<= 2 yrs.
Con. Services Rep. (DC)	86%	86%	57%	57%
Staff Assistant (Wash)	85%	92%	80%	88%
Asst. to the Chief of Staff	80%	88%	55%	78%
Deputy Comm. Director	73%	89%	39%	64%
Legislative Correspondent	73%	92%	48%	84%
Correspondence Assistant	70%	80%	63%	70%
Junior Legislative Ast.	60%	89%	24%	57%
Communications Director	52%	57%	25%	33%
Legislative Director	50%	55%	9%	11%
Scheduler	50%	60%	24%	38%
Legislative Assistant	44%	63%	23%	37%
Executive Assistant	43%	57%	18%	25%
Correspondence Manager	42%	53%	19%	31%
Systems Administrator	36%	49%	13%	23%
Chief of Staff	34%	43%	5%	7%
Legislative Counsel	32%	62%	18%	38%
Project Manager	32%	53%	21%	21%
Computer Operator	31%	46%	26%	31%
Office Manager	31%	40%	0%	5%

State Positions	<= 1 yr.	<= 2 yrs.	<= 1 yr.	<= 2 yrs.
Staff Assistant (State)	58%	72%	57%	66%
Field Representative	43%	63%	30%	48%
Regional Director/Mgr.	40%	48%	27%	33%
Con. Services Rep. (State)	35%	51%	31%	45%
State Director	24%	43%	16%	28%

Tenure: Demographics

Staff Tenure by Educational Attainment

<u>Highest level</u>	<u>Position</u>	Average Years in:	
		<u>Office</u>	<u>Congress</u>
High School or less	5.7	7.2	11.3
Some College	4.6	5.4	8.4
Bachelor's	2.5	3.3	4.5
Master's	2.7	3.7	5.7
Law Degree	2.3	3.2	4.5
Doctorate	2.8	2.8	6.5

A clear pattern emerges when tenure is broken out by educational attainment: staff without college degrees remain in their positions, offices and Congress much longer than do staff with college or graduate degrees. Most staffers without bachelor's degrees are in mid-level and support positions. Their low turnover may reflect limited opportunity for advancement. Conversely, higher educational attainment seems to allow for more advancement and opportunities both on and off the Hill.

Tenure by Gender

<u>Gender</u>	<u>Position</u>	Average Years in:	
		<u>Office</u>	<u>Congress</u>
Female	3.1	4.0	5.9
Male	2.3	3.2	4.4

Women have substantially longer tenure than men have in all three categories.

Staff Tenure by Race/Ethnicity

<u>Race/Ethnicity</u>	<u>Position</u>	Average Years in:	
		<u>Office</u>	<u>Congress</u>
Asian	1.3	2.9	3.5
Black	3.4	3.9	5.3
Hispanic	2.4	3.4	4.2
White	2.8	3.7	5.3
Other	2.2	2.9	3.5

Black staff have the highest average tenure in position, office, and in Congress. This has been the case in all of CMF's Senate studies published since 1993.

**Part 3:
Demographic Data**

Age & Education: General Information

Staff Location by Age

	<u>Total</u>	<u>Washington</u>	<u>State</u>
Average Age	33.9	31.4	38.5

The average age of Senate staff is about 34, with an age range of 19 to 75. Nearly two-thirds of Senate staff are under the age of 35. Staff in Senators' state offices tend to be older than staff in their Washington offices.

Senate staff are slightly younger than workers in the U.S. labor force, who have a median age of 39.0¹¹. Senate staff are much younger than federal executive branch employees, whose average age is 46.3¹².

Age by Member Tenure

	<u>Average Age in Years</u>
1 st term	33.01
2 nd term	33.76
3 rd term	34.31
4 th term +	36.58

Generally, as Member tenure increases, average staff age increases as well.

Age by Member Party Affiliation

	<u>Average Age in Years</u>
Democrat	33.7
Republican	34.2

There is no significant difference in the age of Republican and Democratic staff.

¹¹ Unpublished data; U.S. Bureau of Labor Statistics (1999).

¹² Christine Steele, "Profile of Federal Civilian Non-Postal Employees," Office of Personnel Management, September 30, 2000.

Educational Attainment by Staff Location

	<u>Total</u>	<u>Washington</u>	<u>State</u>
High School or less	2.5%	1.9%	3.6%
Some College	11.2%	7.1%	18.6%
Bachelor's	66.5%	66.9%	65.8%
Master's	11.4%	12.9%	8.6%
Law Degree	7.8%	10.2%	3.4%
Doctorate	0.6%	1.0%	0.0%

Senate staff are well-educated, with 86.3% having a minimum of a bachelor's degree and 19.8% holding advanced degrees. The educational attainment of Senate staff has barely changed since 1999, when 85.5% had bachelor's degrees or more and 20.5% had advanced degrees. In the House, 82.1% of staff hold at least a bachelor's degree, while 16.2% hold advanced degrees.

Congressional staff have significantly greater educational training than do federal civilian employees, 40.5% of whom have at least a bachelor's degree¹³. Among the U.S. workforce, approximately 26.6% have at least a bachelor's degree¹⁴.

¹³ Christine Steele, "Profile of Federal Civilian Non-Postal Employees," Office of Personnel Management, September 30, 2000.

¹⁴ The Employment Situation, Bureau of Labor Statistics, March 2002.

Gender: General Information

Staff Location by Gender

	<u>Total</u>	<u>Washington</u>	<u>State</u>
Female	57%	52%	64%
Male	43%	48%	36%

The overall gap between female and male staff is largely due to the almost 2 to 1 ratio of female to male staff at the state level.

Female staff in Congress: The Historical Record

(percent of staff who are female)

Senate Staff			
<u>Year</u>	<u>Total</u>	<u>Washington</u>	<u>State</u>
2001	57%	52%	64%
1999	58%	53%	67%
1997	56%	51%	64%
1995	56%	52%	65%
1993	60%	56%	68%
1991	62%	59%	68%

House Staff			
<u>Year</u>	<u>Total</u>	<u>Washington</u>	<u>District</u>
2000	57%	50%	66%
1998	57%	50%	66%
1996	56%	50%	65%
1994	58%	52%	66%
1992	61%	54%	69%
1990	61%	54%	70%

After declining in the earlier part of the decade, there have been no significant changes in the proportion of female Senate staff since 1995. After a small increase in 1999, the percent of women overall in the Senate and of those working in Washington offices decreased 1 percentage point and the percent of female staff in state offices decreased by 3 percentage points. Historically, the proportion of Washington female staff has been roughly equal to male staffing levels, while there has been a 2 to 1 ratio of female vs. male staff in state offices.

Overall, female staff are far more heavily employed in Congress than in other sectors. Among federal civilian employees, 45% are women¹⁵, 46.6% of the U.S. labor force¹⁶ is female.

¹⁵ Christine Steele, "Profile of Federal Civilian Non-Postal Employees," Office of Personnel Management, September 30, 2000.

¹⁶ The Employment Situation, Bureau of Labor Statistics, March 2002.

Gender: Demographics

Age by Gender

	<u>Average Age in Years</u>
Female	35.1
Male	32.6

Women in Senate offices are, on average, 2.5 years older than men.

Educational Attainment by Gender

	<u>Female</u>	<u>Male</u>
High School or less	4.0%	0.6%
Some College	15.6%	5.3%
Bachelor's	65.5%	67.8%
Master's	9.0%	14.4%
Law	5.3%	11.0%
Doctorate	0.4%	0.9%

A larger proportion of men than women hold at least a bachelor's degree. Overall, 94.1% of male staff and 80.2% of female staff have at least a bachelor's degree.

Marital Status by Gender

	<u>Total</u>	<u>Female</u>	<u>Male</u>
Married	38.1%	38.0%	38.3%
Single	61.9%	62.0%	61.7%

Sixty-two percent of Senate staff are single and 38% are married. By contrast, among year-round, full-time workers in the U.S. workforce, 36% are single and 64% are married¹⁷.

Parental Status by Gender

	<u>Total</u>	<u>Female</u>	<u>Male</u>
Children	30.4%	33.9%	25.9%
No Children	69.6%	66.1%	74.1%

In keeping with a largely single workforce, most Senate staff do not have children.

¹⁷ Annual Demographic Survey: March Supplement (2001): Table PINC-02; Bureau of Labor Statistics, Bureau of the Census.

Gender: Congressional Characteristics

Member Party Affiliation by Gender

	<u>Total</u>	<u>Democrat</u>	<u>Republican</u>
Female	57%	58%	54%
Male	44%	42%	46%

The gender breakdown among Democrats and Republicans is very similar to the overall percentage of females and males in the Senate, with slightly more women working for Democrats.

Gender Type by Position

We report the percentage of women and men staffing each position in the “Individual Position Profiles and Analyses” section beginning on page 6. In the table below, we have grouped positions of similar responsibility (see next page) and disaggregated them by gender.

	<u>Executive</u>	<u>Policy</u>	<u>Mid-level</u>	<u>Support</u>	<u>Overall</u>
Female	41.6%	42.5%	65.1%	59.4%	56.6%
Male	58.4%	57.5%	34.9%	40.6%	43.4%

In comparison to the overall composition of Senate personal staff, males hold a disproportionate share of executive and policy positions; females hold a disproportionate share of mid-level positions.

In the House in 2000, female staff occupied 38% of executive jobs, 41% of policy jobs, 69% of mid-level jobs, and 67% of support jobs.

Women hold a much higher proportion of top positions in Congress than they do in the U.S. economy overall.

<u>Women in Executive Positions</u>	<u>Total</u>
Congress	41.6%
Federal Executive Agencies ¹⁸	25.2%
Fortune 500 Companies ¹⁹	12.5%

¹⁸ “SES by Gender as of September 30, 2000,” U.S. Office of Personnel Management.

¹⁹ 2000 Catalyst Census of Women Corporate Officers and Top Earners

Position Category Definitions

Executive positions: Chief of Staff, Communication Director, Office Manager/Deputy Chief of Staff, Legislative Director, State Director.

Policy positions: the **Executive positions** plus Legislative Assistant and Legislative Counsel.

Mid-level positions: Constituent Services Representative (State), Constituent Services Representative (Washington), Correspondence Manager, Deputy Communications Director, Executive Assistant, Projects Manger, Regional Director/Manager, Field Representative, Scheduler, System Administrator.

Support positions: Assistant to the Chief of Staff, Computer Operator, Correspondence Assistant, Legislative Correspondent, Junior Legislative Assistant, Staff Assistant (State), Staff Assistant (Washington).

Type of Position: The Historical Record

(percentage in each position type by Gender)

	Females				
	<u>Executive</u>	<u>Policy</u>	<u>Mid-level</u>	<u>Support</u>	<u>Overall</u> ²⁰
2001	41.6%	42.5%	65.1%	59.4%	56.6%
1999	36.9%	43.2%	66.9%	61.7%	57.7%
1997	39.8%	39.8%	64.8%	58.6%	55.8%
1995	36.9%	43.1%	64.8%	71.6%	57.2%
1993	33.5%	40.6%	69.7%	74.5%	56.3%
1991	30.8%	39.1%	67.7%	82.1%	62.3%
	Males				
	<u>Executive</u>	<u>Policy</u>	<u>Mid-level</u>	<u>Support</u>	<u>Overall</u>
2001	58.4%	57.5%	34.9%	40.6%	43.4%
1999	63.1%	56.8%	33.1%	38.3%	42.3%
1997	60.2%	60.2%	35.2%	41.4%	44.2%
1995	63.1%	56.9%	35.2%	28.4%	42.8%
1993	66.5%	59.4%	30.3%	25.5%	43.7%
1991	69.2%	60.9%	32.2%	17.9%	37.7%

The proportion of female staff in the executive positions increased by nearly 5 percentage points between 1999 and 2001. This continues the trend (interrupted once, in 1999) of a steady increase in the representation of women in executive policies throughout the past decade. A possible explanation for such a significant increase was the election of 10 women U.S. Senators in the 1990s. The proportion of female staff in policy, mid-level and support positions decreased between 1 and 2 percentage points since 1999. This is in line with the overall 1 percentage point decrease in female staff. The percentage of women in support positions has decreased nearly 23 percentage points over the last decade. This has resulted in a significant decline in the over-representation of women in support positions.

²⁰ "Overall" historical percentages may not be consistent with other historical data due to different "Type of Position" category definitions in past reports.

Race/Ethnicity: General Information

In this section of the report, we compare staff employment, age, gender, educational attainment, and type of position by race/ethnicity. Offices were surveyed as to staff membership in the following ethnic groups: Asian, Black, Hispanic, Native American, Pacific Islander, White, and “Other”.

In the table immediately below, we show the percentage of staff in each of these 7 ethnic groups. However, because the numbers of Native American and Pacific Islander staff in Senate personal offices is small, we have combined these two ethnic groups with the group titled “Other” for the remainder of the tables in this section, and in other parts of this report.

Staff location by Race/Ethnicity

	<u>Total</u>	<u>Washington</u>	<u>State</u>
Asian	1.0%	0.9%	1.2%
Black	8.3%	7.6%	9.5%
Hispanic	3.6%	2.2%	6.2%
Native American	0.3%	0.2%	0.5%
Pacific Islander	0.1%	0.1%	0.1%
White	85.4%	88.2%	80.5%
Other	1.2%	0.8%	1.9%

Staffers from minority groups tend to be much more likely to work in Senators’ state-based offices than in Washington offices. As seen on the chart on the next page, overall, minorities comprise 14.5% of Senate personal office staff. This is an increase of one-tenth of one percentage point since 1999.

Employment by Race/Ethnicity: The Historical Record

(percent of staff by race/ethnicity)

Senate Staff					
<u>Year</u>	<u>Asian</u>	<u>Black</u>	<u>Hispanic</u>	<u>Other Minorities</u>	<u>Total Minority</u>
2001	1.0%	8.3%	3.6%	1.6%	14.5%
1999	1.1%	8.4%	3.6%	1.3%	14.4%
1997	1.5%	8.3%	2.5%	1.3%	13.6%
1995	1.6%	9.0%	3.5%	1.3%	15.4%
1993	N/A	8.7%	3.1%	2.9%	14.7%
1991	N/A	8.1%	3.2%	3.2%	14.5%

House Staff					
<u>Year</u>	<u>Asian</u>	<u>Black</u>	<u>Hispanic</u>	<u>Other Minorities</u>	<u>Total Minority</u>
2000	1.2%	7.6%	5.3%	1.4%	15.5%
1998	1.5%	5.9%	5.7%	1.1%	14.2%
1996	1.4%	6.8%	5.2%	1.0%	14.2%
1994	1.5%	7.9%	5.4%	1.4%	16.2%
1992	N/A	9.9%	3.6%	N/A	15.5%
1990	N/A	9.4%	3.3%	1.1%	13.8%

Over the decade, there has been virtually no change in the ratio of white to minority Senate staff. There have been very small fluctuations in the number of minority staff in the Senate with a low of 13.6% in 1997 and a high of 15.4% in 1995. Fluctuations in the minority staffing levels in the House were greater over the last decade, increasing nearly two percentage points from 1990-2000. Interestingly, the Senate minority staffing level and House minority staff level both reached their peak in 1995 and 1994, respectively, and then both declined markedly two years later (a decline of 1.8 percentage points in the Senate and two percentage points in the House). Senate offices tend to have a higher level of black staff, as compared to the House, while House offices tend to have a higher level of Hispanic staff.

Minorities have significantly lower employment rates in Senate and House offices than they have in the federal government. Among federal branch workers, 17.1% are black, 6.6% are Hispanic, and 4.5% are Asian/Pacific Islander²¹.

Nationally, Blacks comprise 11.8% of the U.S. labor force, Hispanics 11.2%²².

²¹ Christine Steele, "Profile of Federal Civilian Non-Postal Employees," Office of Personnel Management, September 30, 2000.

²² The Employment Situation, Bureau of Labor Statistics, March 2002.

Race/Ethnicity: Demographics

Age by Race/Ethnicity

	<u>Average Age in Years</u>
Asian	29.9
Black	36.4
Hispanic	33.3
White	33.8
Other	33.4

Among the three most highly represented race/ethnic groups, age varies only slightly. Overall, Asian staff are the youngest and Black staff are the oldest.

Race/Ethnicity by Educational Attainment

	<u>Asian</u>	<u>Black</u>	<u>Hispanic</u>	<u>White</u>	<u>Other</u>
High School or Less	0.0%	7.6%	8.6%	1.8%	2.9%
Some College	5.6%	26.7%	20.0%	9.2%	20%
Bachelor's	77.8%	47.7%	65.7%	68.2%	68.6%
Master's	0.0%	11.6%	4.3%	11.8%	8.6%
Law	16.7%	6.4%	1.4%	8.3%	0.0%
Doctorate	0.0%	0.0%	0.0%	0.7%	0.0%

Educational attainment varies among race/ethnicity groups. The percent of staff with college degrees is highest among Asian staff and lowest among black staff.

Race/Ethnicity by Gender

	<u>Asian</u>	<u>Black</u>	<u>Hispanic</u>	<u>White</u>	<u>Other</u>
Female	57.1%	73.2%	70.5%	54%	75%
Male	42.9%	26.8%	29.5%	46%	25%

Women, who comprise 57% of all Senate personal staff, constitute a majority of staff in every racial and ethnic group. However, among black, Hispanic, and “other” staff, females out-number males in substantially greater percentages than among white staff.

Race/Ethnicity: Congressional Characteristics

Member Party Affiliation by Race/Ethnicity

	<u>Total</u>	<u>Democrat</u>	<u>Republican</u>
Asian	1.0%	1.0%	0.9%
Black	8.3%	11.6%	4.6%
Hispanic	3.6%	4.1%	3.1%
White	85.4%	81.2%	90.1%
Other	1.6%	2.1%	1.2%

Relative to the overall ethnic composition of Senate staff, Democratic offices tend to employ more minorities than do Republican offices.

Type of Position: Race/Ethnicity

The “Individual Position Profiles and Analyses” section beginning on page 6 provides the percentage of each ethnic group staffing each position. In the table below, we have grouped positions that are at similar levels of responsibility with respect to the organizational hierarchy of an office staff and disaggregated them by race/ethnicity. (See page 103 for position category definitions).

	<u>Executive</u>	<u>Policy</u>	<u>Mid-level</u>	<u>Support</u>	<u>Overall</u>
Asian	0.3%	0.7%	0.7%	1.8%	1.0%
Black	3.1%	3.9%	9.9%	11.4%	8.5%
Hispanic	2.0%	1.6%	5.4%	3.6%	3.7%
White	94.5%	92.9%	81.5%	82.2%	85.2%
Other	0.0%	0.8%	2.5%	1.1%	1.6%

Whites hold a disproportionate share of executive and policy positions and minority groups hold a disproportionate share of mid-level and support positions. Whites, who represent 85% of total Senate staff, hold about 95% of executive and policy positions. Minority staff, who together comprise the remaining 15% of Senate staff, hold approximately 5% of the executive and policy positions. In addition, minority staff hold approximately 20% of the mid-level and support positions.

Type of Position: The Historical Record²³
 (percentage in each position type by Race/Ethnicity)

	Blacks				
	<u>Executive</u>	<u>Policy</u>	<u>Mid-level</u>	<u>Support</u>	<u>Overall</u> ²⁴
2001	3.1%	3.9%	9.9%	11.4%	8.5%
1999	1.3%	3.0%	8.7%	14.2%	8.4%
1997	1.5%	2.6%	8.0%	14.0%	8.3%
1995	1.5%	4.6%	9.6%	21.6%	9.2%
1993	1.5%	3.6%	8.9%	20.8%	8.1%
1991	3.9%	3.6%	9.0%	17.9%	8.1%
	Hispanics				
2001	2.0%	1.6%	5.4%	3.6%	3.7%
1999	1.3%	1.3%	5.1%	3.6%	3.6%
1997	0.8%	1.0%	3.7%	2.2%	2.5%
1995	1.5%	3.4%	5.2%	4.5%	4.0%
1993	1.0%	1.4%	5.4%	2.4%	3.1%
1991	0.5%	1.7%	5.0%	3.5%	3.2%
	White				
2001	94.5%	92.9%	81.5%	82.2%	85.2%
1999	96.9%	92.1%	84.2%	78.9%	85.6%
1997	95.4%	93.4%	85.2%	81.4%	86.4%
1995	94.5%	90.6%	82.6%	70.7%	84.5%
1993	95.6%	91.6%	83.9%	73.3%	86.2%
1991	93.7%	92.5%	84.3%	75.4%	86.7%
	Other				
2001	0.3%	1.5%	3.2%	2.9%	2.6%
1999	0.4%	3.6%	1.9%	3.2%	2.5%
1997	2.3%	3.0%	3.1%	2.4%	2.8%
1995	2.5%	1.4%	2.6%	3.2%	2.3%
1993	1.9%	3.4%	1.8%	3.5%	2.6%
1991	1.9%	2.1%	1.7%	3.2%	2.0%

The overall percentage of minorities among Senate staff has remained relatively constant at around 14% for the last ten years. Since 1999 there has been a significant increase in the percentage of black staff in the executive, policy, and mid-level levels.

²³ No specific historical data existed for Asians. All information for Asians is included in the “Other” figures for 1991-2001.

²⁴ “Overall” historical percentages may not be consistent with other historical data due to different “Type of Position” category definitions in past reports.

Appendix A

Comparison of House and Senate Staff Positions

	House*	Salary Senate	% Senate Salary Exceeds House Salary	Tenure in Position		Tenure in Congress		Average Age	
				H	S	H	S	H	S
Chief of Staff	\$97,619	\$127,343	30.4%	4.5	3.7	10.1	11.1	40	43
Legislative Director	\$61,075	\$96,913	58.7%	2.6	2.8	7.8	9.3	33	38
State/District Director	\$61,152	\$84,855	38.8%	4.2	3.8	6.8	7.9	42	44
Press Secretary	\$45,301	\$75,355	66.3%	2.2	2.8	3.8	5.4	31	36
Office Manager	\$44,009	\$66,594	51.3%	3.8	4.2	8.3	12.3	36	41
Scheduler	\$41,068	\$47,398	15.4%	3.5	3.1	6.1	7.0	34	33
Legislative Assistant ²⁵	\$37,321	\$54,480	46.0%	1.8	2.2	3.3	4.4	29	32
Systems Administrator	\$30,205	\$44,211	46.4%	2.1	3.6	4.1	10.7	27	36
Constituent Services Rep. (State/District)	\$31,341	\$32,224	2.8%	4.2	4.0	5.7	5.7	39	37
Legislative Correspondent	\$26,745	\$26,765	0.07%	1.1	1.1	1.8	1.6	25	25
Staff Assistant (State/District)	\$24,959	\$24,816	-0.6%	2.8	2.4	3.3	2.9	38	34
Staff Assistant (Washington)	\$23,849	\$24,680	3.5%	0.9	1.0	1.3	1.3	25	25

*House data taken from CMF's *2000 House Staff Employment Study*

²⁵ 2000 House data is a combination of the Legislative Assistant (Priority) and Legislative Assistant (General) positions.

House-Senate Comparisons

The data on the preceding page allow us to compare the salary, tenure, age, and education of House and Senate staff in 12 directly comparable positions.

Salaries

Overall, the average salary for House staff is \$42,314 and the average salary for Senate staff is \$45,847. However, within higher-paying positions, Senate staff receive significantly higher salaries than do their House counterparts. For example, Senate Chiefs of Staff earn 30% more than do House Chiefs of Staff, while Senate LDs, Press Secretaries, and LAs earn at least 46% more than do their House counterparts. Within all the low-paying positions, Senate and House staff earn roughly the same salaries.

Tenure in Position

Job tenures are roughly equal among comparable House and Senate positions. There is no clear pattern of higher average tenure in position for either House or Senate staff.

Tenure in Congress

On average, House and Senate staff have about the same number of years of congressional experience. However, Senate staff in all high-paying positions have substantially more years of congressional experience than do their House counterparts.

Average Age

In many of the highest-paying Washington positions, Senate staff are an average of three years older than their House counterparts. The positions with the largest age differentials are Chief of Staff, Legislative Director, Press Secretary, and Office Manager. However, when comparing overall staff ages, House staff are approximately one year older than Senate staff.

Educational Attainment

Virtually no differences exist between House and Senate staff when comparing the proportions of staff who hold at least a bachelor's degree. However, in eight of the twelve directly comparable positions, more Senate staff hold graduate degrees than do their counterparts in the House. This differential is greatest among the highest paying positions: Chief of Staff (with a difference of 7.7%), District/State Director (23.1%), Legislative Director (10.7%), and Office Manager (12.7%). The comparison between House and Senate staff by levels of educational attainment is not shown on the chart on the previous page.

Conclusions and Hypotheses

Senate and House salaries are roughly comparable for positions with average salaries of under \$30,000. The one exception to this is the Systems Administrator position. For higher-paying positions, Senate staff earn up to 50% more than their House counterparts.

What accounts for this pattern? Our survey data suggest several hypotheses for this finding, discussed below. However, our data cannot conclusively explain the patterns that exist, nor is any single hypothesis consistent with all of the data.

Age and Experience. The conventional wisdom is that Senate staff are older and more experienced; in fact, this is generally true. This age and tenure gap is more pronounced in the higher-level positions. House and Senate staff in the lower-level positions are more comparable to each other in age and tenure in Congress.

Hiring Strategies. Senate offices may use their hiring "advantages" over House offices (larger personnel budgets, greater budget flexibility, and higher maximum salary) to pay a significant premium over House offices for top-level staff, while electing to pay lower-level staff approximately the same salaries they would receive in the House.

Responsibility. Senate staff in certain positions have more responsibility than do their House counterparts. Senate AAs and LDs, for example, supervise more staff and need to coordinate staff work on a broader range of issues.

Specialization. Specialists tend to be more highly compensated than are generalists, and Senate staff are more likely to be specialists. Senate LAs, for example, cover fewer issues than do their House counterparts, and may be expected to be more knowledgeable on a given issue.

Flexibility. Several lower-paying positions that are staffed separately in Senate offices are combined in House offices. Consequently, House staff may be valued for their ability to perform multiple tasks. If so, this would offset specialization among Senate staff and explain the approximate level in parity in salary among lower paying positions.

Appendix B

Characteristics of the Sample

Sample Size

$n = 62$

The questionnaire was sent to all 100 Senate personal offices. Sixty-two Senate offices returned the survey, yielding a response rate of 62%. From the surveys, data was collected regarding 2230 Senate personal office staff. Of these, 2155 (96.6%) were full-time and 75 (3.4%) were part-time.

Frequency Analyses

Below are analyses comparing the offices responding to the survey with the Senate offices overall across a number of characteristics, including party, Member tenure, and state population. For each characteristic, “Survey frequency” shows its occurrence in the sample and “Actual frequency” shows its occurrence in the Senate.

Responses by political party

<u>Party</u>	<u>Survey frequency</u>	<u>Actual frequency</u>
Democratic	47.5%	50%
Republican	52.5%	49%
Independent	0.0%	1%

Responses by Member tenure

<u>Member tenure</u>	<u>Survey frequency</u>	<u>Actual frequency</u>
1 st Term	39.3%	21%
2 nd Term	26.2%	28%
3 rd Term	19.7%	21%
4 th Term or more	14.7%	30%

Responses by state population

<u>State population</u>	<u>Survey frequency</u>	<u>Actual frequency</u>
<= 2 million	31.1%	32%
2-5 million	26.2%	28%
5-10 million	27.9%	26%
>10 million	14.8%	14%

Responses by geographic region

<u>Region</u>	<u>Survey Frequency</u>	<u>Actual Frequency</u>
South	21.3%	22%
Border	11.5%	10%
New England	11.5%	12%
Mid-Atlantic	8.2%	8%
Midwest	8.2%	10%
Plains	13.1%	12%
Rocky Mountain	18.0%	16%
Pacific Coast	8.2%	10%

Responses by Member gender

<u>Member gender</u>	<u>Survey frequency</u>	<u>Actual frequency</u>
Female	13.1%	13%
Male	86.9%	87%

Responses by Member race/ethnicity

<u>Member race/ethnicity</u>	<u>Survey frequency</u>	<u>Actual frequency</u>
Black	0.0%	0.0%
Hispanic	0.0%	0.0%
White	100%	97%
Other	0.0%	3%

While first-term Senate offices are somewhat over-represented in our sample and those offices in their fourth term or higher are somewhat under-represented, the overall survey sample very closely reflects the actual composition of the Senate in each of the above dimensions. This strongly supports the conclusion that the data in this report are valid.

Appendix C

State Population Categories

For purposes of reporting data, we grouped states into four categories using Census Bureau population estimates for April 2, 2001. Our categories and the states in each category are:

- 1. Up to 2 million people:** Alaska, Delaware, Hawaii, Idaho, Maine, Montana, Nebraska, Nevada, New Hampshire, New Mexico, North Dakota, Rhode Island, South Dakota, Vermont, West Virginia, Wyoming.
- 2. 2 to 5 million people.** Alabama, Arkansas, Colorado, Connecticut, Iowa, Kansas, Kentucky, Louisiana, Minnesota, Mississippi, Oklahoma, Oregon, South Carolina, Utah.
- 3. 5 to 10 million people.** Arizona, Georgia, Indiana, Maryland, Massachusetts, Michigan, Missouri, New Jersey, North Carolina, Tennessee, Virginia, Washington, Wisconsin.
- 4. More than 10 million people.** California, Florida, Illinois, New York, Ohio, Pennsylvania, Texas.

Appendix D

Geographical Regions

South

Alabama
Arkansas
Florida
Georgia
Louisiana
Mississippi
N. Carolina
S. Carolina
Tennessee
Texas
Virginia

Border

Kentucky
Maryland
Missouri
Oklahoma
West Virginia

New England

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

Mid-Atlantic

Delaware
New Jersey
New York
Pennsylvania

Midwest

Illinois
Indiana
Michigan
Ohio
Wisconsin

Plains

Iowa
Kansas
Minnesota
Nebraska
N. Dakota
S. Dakota

Rocky Mountain

Arizona
Colorado
Idaho
Montana
Nevada
New Mexico
Utah
Wyoming

Pacific Coast

Alaska
California
Hawaii
Oregon
Washington

APPENDIX E

Cost of Living Differences: The ACCRA Cost of Living Index

In determining salaries, offices may wish to consider the cost of living in a given locale. About two-thirds of Senate staff live and work in the Washington, D.C. metropolitan area while the other one-third are scattered across the country. The cost of living can vary dramatically between Washington and state offices or even between different offices in the state. ACCRA (the National Association of Applied Community and Economic Development Researchers) produces the ACCRA Cost of Living Index quarterly to provide a reasonably accurate measure of living cost differences among approximately 300 urban areas. The Index measures relative price levels for goods and services in different areas at a given point in time. The Index does not measure inflation.

The ACCRA survey depends upon staff or volunteers from local chambers of commerce or similar organizations to report the necessary data. Unfortunately, a number of larger metropolitan areas do not participate in the survey; no comparable information is available for them. We have listed the composite cost of living index for approximately 300 metropolitan areas and cities. For more information, consult the ACCRA Cost of Living Index.

Using the Index

The average of all participating areas equals 100, and each area's index is read as a percentage of the average. Fairbanks, Alaska for example, has a rating of 120.2, indicating the cost of living in Anchorage is 20.2 percent higher than average. ACCRA cautions that, because its index is based upon a limited number of consumer goods and services, percentage differences between areas should not be treated as exact measures. Furthermore, small differences should not be construed as significant.

ACCRA Cost of Living Index
Second Quarter, 2001
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Average City, USA	100.0	Grand Junction	100.3
		Pueblo	92.7
Alabama		Glenwood Springs	114.3
Birmingham	94.5	Gunnison	106.9
Decatur	91.2		
Florence	89.9	Connecticut	
Huntsville	94.4	Hartford	115.3
Mobile	93.5	New Haven	117.4
Montgomery	96.2	New London	112.9
Tuscaloosa	97.7	Stamford	142.7
Cullman County	91.8		
Marshall County	89.1	Delaware	
		Dover	98.9
Alaska		Wilmington	107.8
Fairbanks	120.2		
Kodiak	127.1	District of Columbia	
Juneau	125.6	Washington, DC	113.4
Arizona		Florida	
Flagstaff	105.7	Fort Myers	99.1
Las Vegas	100.2	Fort Walton Beach	97.9
Phoenix	99.1	Jacksonville	89.0
Scottsdale	115.8	Orlando	99.0
Tucson	99.4	Panama City	96.8
Yuma	98.2	Pensacola	97.5
Sierra Vista	93.0	Sarasota	104.3
		Tampa	99.3
Arkansas		West Palm Beach	103.7
Fayetteville	91.1	Vero Beach	98.9
Fort Smith	87.1		
Jonesboro	88.5	Georgia	
Little Rock	94.9	Albany	91.8
Hot Springs	95.3	Atlanta	102.2
		Augusta	93.9
California		Marietta	95.7
Bakersfield	102.9	Americus	95.4
Fresno	105.9	Bainbridge	95.8
Lancaster	100.7	Douglas	90.0
Los Angeles	140.0	LaGrange	96.4
Modesto	113.6	Tifton	94.4
Oakland	132.6	Valdosta	95.0
Riverside	105.2		
Sacramento	118.6	Idaho	
San Diego	126.3	Boise City	99.8
Santa Francisco	191.8	Idaho Falls	94.7
Visalia	105.2	Twin Falls	95.9
Colorado		Illinois	
Colorado Springs	99.8	Champaign	105.3
Denver	109.5	Chicago	116.6
Fort Collins	107.2		

Peoria	104.8		
Springfield	92.9		
Danville	96.7		
Quincy	95.8		
Indiana			
Elkhart	97.1		
Evansville	93.3		
Fort Wayne	98.5		
Indianapolis	95.8		
Lafayette	93.5		
Muncie	95.4		
South Bend	92.3		
Iowa			
Cedar Rapids	94.0		
Davenport	96.2		
Des Moines	97.0		
Ames	100.7		
Burlington	95.2		
Mason City	97.3		
Kansas			
Lawrence	100.0		
Wichita	99.8		
Dodge City	94.5		
Garden City	94.0		
Hays	95.8		
Hutchinson	94.2		
Manhattan	95.3		
Salina	90.9		
Kentucky			
Clarksville	91.6		
Henderson	93.8		
Lexington	99.8		
Louisville	96.4		
Bowling Green	95.8		
Paducah	90.4		
Somerset	98.8		
Louisiana			
Baton Rouge	105.3		
Lafayette	96.7		
Lake Charles	98.7		
Monroe	102.6		
New Orleans	101.7		
Shreveport	89.6		
Maryland			
(Not included)			
Massachusetts			
Boston	154.0		
Fitchburg	109.6		
Framingham	136.3		
Michigan			
Holland		97.6	
Lansing		96.3	
Minnesota			
Minneapolis		113.8	
St. Paul		107.9	
St. Cloud		97.3	
Mississippi			
Biloxi-Gulfport		97.5	
Jackson		92.4	
Missouri			
Columbia		98.9	
Joplin		86.4	
St. Joseph		94.2	
St. Louis		98.1	
Springfield		93.1	
Jefferson City		92.9	
Nevada		85.9	
Montana			
Billings		96.0	
Great Falls		100.7	
Missoula		102.5	
Bozeman		105.2	
Kalispell		99.4	
Nebraska			
Lincoln		97.9	
Omaha		93.7	
Grand Island		99.4	
Hastings		107.0	
Nevada			
Reno		106.5	
New Hampshire			
(not included)			
New Mexico			
Albuquerque		100.0	
Rio Rancho		98.4	
Las Cruces		98.8	
Los Alamos		121.7	
Santa Fe		113.5	
Farmington		99.7	
Hobbs		101.2	
Roswell		96.5	
New York			
Buffalo		103.7	
Glens Fall		104.4	
Nassau County		138.2	

New York (Manhattan)	232.5	Harrisburg	96.3
Syracuse	103.9	Lancaster	101.7
Plattsburgh	100.0	Philadelphia	121.1
Watertown	104.6	Pittsburgh	105.1
North Carolina		Williamsport	95.9
Asheville	102.4	York County	98.5
Charlotte	95.9	Chambersburg	93.2
Durham	97.8	Indiana County	96.4
Fayetteville	98.6	South Carolina	
Goldsboro	92.6	Columbia	93.6
Greensboro	102.1	Greenville	92.7
Jacksonville	90.8	Myrtle beach	95.7
Raleigh	101.5	Sumter	93.6
Wilmington	99.3	Camden	95.4
Winston-Salem	92.6		
Dare County	103.2	South Dakota	
Marion	90.5	Sioux Falls	97.3
Wilkesboro	96.2	Vermillion	100.5
North Dakota		Tennessee	
Bismarck	98.1	Chattanooga	93.1
Fargo	101.6	Clarksville	89.6
Minot	94.8	Jackson	95.6
Ohio		Johnson City	90.5
Akron	93.3	Knoxville	91.7
Cleveland	109.3	Memphis	88.3
Dayton	96.3	Nashville	93.0
Lima	97.4	Cleveland	94.5
Mansfield	95.4	Dyersburg	95.8
Toledo	100.9	Morristown	88.7
Youngstown	93.2	Texas	
Findlay	104.9	Abilene	93.2
Zanesville	99.5	Amarillo	94.1
Oklahoma		Austin	106.1
Enid	94.5	Beaumont	98.1
Lawton	97.0	Brownsville	92.4
Oklahoma City	93.2	Harlingen	85.9
Tulsa	98.7	Bryan	87.0
Ardmore	89.5	Dallas	97.1
Bartlesville	93.7	Plano	100.5
Muskogee	91.5	Fort Worth	93.8
Ponca	93.7	Houston	94.8
Pryor Creek	90.2	Killeen	88.8
Stillwater	92.7	Longview	89.7
Oregon		Lubbock	90.8
Corvallis	111.1	Midland	89.8
Portland	103.3	Odessa	90.7
Salem	102.3	San Antonio	93.1
Klamath Falls	101.2	Sherman	97.8
Lincoln County	101.4	Texarkana	90.0
Pennsylvania		Tyler	94.8
		Victoria	89.5
		Waco	93.6
		Paris	89.3

Utah

Salt Lake City	99.8
Cedar City	93.0
Logan	96.3
St. George	95.0

Vermont

Burlington	105
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Virginia

Charlottesville	108.7
Lynchburg	91.3
Norfolk	99.9
Richmond	103.5
Roanoke	90.3
Blacksburg-Christiansburg	94.7

Washington

Bellingham	107.0
Bremerton	108.4
Olympia	103.1
Vancouver	98.8
Richland	99.1
Seattle	117.0
Spokane	100.1
Tacoma	101.0
Yakima	103.6
Pullman	97.9

West Virginia

Charleston	90.8
Huntington	95.5

Wisconsin

Appleton	98.3
Sheboygan	95.6
Wausau	96.7
Marinette	103.5
Marshfield	96.0
Stevens Point-Plover	94.5

Wyoming

Cheyenne	100.0
Gillette	107.5
Laramie	103.7

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Sheree Beverly