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Salaries of Federal Officials: A Fact Sheet

Barbara L. Schwemle
Analyst in American National Government
Government and Finance Division

The Ethics Reform Act of 1989 provides for an annual salary adjustment for all positions on the Executive Schedule as well as for Members and leaders of the Senate and the House of Representatives (103 Stat. 1716, at 1769).¹ Adjustments are based on the percent of change in the private sector wages and salaries element of the Employment Cost Index (ECI) minus 0.5%. They are to go into effect at the same time as, and at a rate no greater than, the basic pay rate adjustments for the General Schedule (GS). By law (95 Stat. 1183, at 1200), judges' salaries must be authorized separately.

1994. Congress legislated a freeze on the salaries of Members of Congress for calendar year 1994. With no GS base salary adjustment, there was no "automatic" adjustment in 1994 for officials in the three branches (107 Stat. 35 and 107 Stat. 1253).

1995. Projected adjustment: 2.6%. The FY1995 Treasury Appropriations Act provided that there would be no adjustment for federal officials (108 Stat. 2328, at 2424).

1996. Projected adjustment: 2.3%. The FY1996 Treasury Appropriations Act provided that there would be no adjustment for federal officials (109 Stat. 468, at 507).

1997. Projected adjustment: 2.3%. The FY1997 Treasury Appropriations Act provided that there would be no adjustment for federal officials (110 Stat. 3009-364).

1998. Adjustment: 2.3%, a rate equal to the January 1998 adjustment for GS base pay. No legislation was enacted to withhold the pay adjustment for federal officials.

1999. Projected adjustment: 3.1%. The FY1999 Treasury Appropriations Act provided that there would be no adjustment for federal officials (112 Stat. 2681-58).

2000. Adjustment: 3.4%. (P.L. 106-113 authorized judicial pay adjustment.)

2001. Adjustment: 2.7%. Projected 3.0% adjustment limited by GS base pay rate. P.L. 106-553 authorized the judicial salary adjustment.

2002. Adjustment: 3.4%. (P.L. 107-77 authorized the judicial salary adjustment.)

2003. Adjustment: 3.1%. Projected 3.3% adjustment limited by GS base pay rate. Judicial adjustment authorized through P.L. 108-6.

2004. Adjustment: 2.2%. Adjusted, temporarily, at 1.5% pending enactment of P.L. 108-99. Judicial pay adjustment authorized under P.L. 108-167 (12/06/03).

2005. Adjustment: 2.5%. Judicial pay adjustment authorized under P.L. 108-447 (12/08/04).

¹ This report was authored by Sharon S. Gressle until her retirement from the Congressional Research Service in September 2004.

Table 1. Salaries of Federal Officials

Position	Jan. 2003	Jan. 2004	Jan. 2005
Legislative Branch			
Vice President of the United States (President of the Senate)	\$198,600	\$203,000	\$208,100
Speaker of the House of Representatives	198,600	203,000	208,100
President Pro Tempore of the Senate	171,900	175,700	180,100
Majority and Minority Leaders — House and Senate	171,900	175,700	180,100
Senators, Representatives, Resident Commissioner of Puerto Rico, and Delegates	154,700	158,100	162,100
Judicial Branch			
Chief Justice of the United States	\$198,600	\$203,000	\$208,100
Associate Justices of the Supreme Court	190,100	194,300	199,200
Judges, U.S. Courts of Appeal	164,000	167,600	171,800
Judges, U.S. Court of Appeals for the Armed Services	164,000	167,600	171,800
Judges, U.S. District Courts	154,700	158,100	162,100
Judges, United States Court of Federal Claims	154,700	158,100	162,100
Judges, United States Court of International Trade	154,700	158,100	162,100
Judges, Tax Court of the United States	154,700	158,100	162,100
Judges, U.S. Court of Appeals for Veterans Claims	154,700	158,100	162,100
Bankruptcy Judges	142,300	145,500	149,132
Magistrate Judges	142,300	145,500	149,132
Executive Branch			
President of the United States ^a	\$400,000	\$400,000	\$400,000
<i>Executive Schedule</i>			
Level I: Cabinet-level officials	\$171,900	\$175,700	\$180,100
Level II: Deputy secretaries of departments, secretaries of military departments, & heads of major agencies	154,700	158,100	162,100
Level III: Under secretaries of departments & heads of middle-level agencies	142,500	145,600	149,200
Level IV: Assistant secretaries & general counsels of departments, heads of minor agencies, members of certain boards & commissions	134,000	136,900	140,300
Level V: Administrators, commissioners, directors, & members of boards, commissions, or units of agencies	125,400	128,200	131,400

Senior Executive Service (SES) Basic Pay Range		
Effective January 2004^b		
Minimum	Maximum	
\$104,927	\$145,600	Agencies without a certified performance appraisal system
\$104,927	\$158,100	Agencies with a certified performance appraisal system
Effective January 2005		
\$107,550	\$149,200	Agencies without a certified performance appraisal system
\$107,550	\$162,100	Agencies with a certified performance appraisal system

- a. Effective noon, January 20, 2001.
- b. Pursuant to P.L. 108-136, §1125, the pay system for SES was changed to a system in which the agency head determines the salary rate for each individual once a year. See 69 FR 2048-2052 (Jan. 13, 2004) for interim regulations and 69 FR 70355-70367 (Dec. 6, 2004) for final regulations. The range includes a maximum rate equal to Level II when OPM, as directed by P.L. 107-296, certifies that the agency has an appropriate performance appraisal system in place. Members of the SES in agencies with certified performance appraisal systems may earn total compensation up to \$208,100.