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Staff Pay Levels for Selected Positions in House Member Offices, 2001-2014

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Summary

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

This report provides pay data for 12 staff position titles that are typically used in House Members' offices. The positions include the following: Caseworker, Chief of Staff, District Director, Executive Assistant, Field Representative, Legislative Assistant, Legislative Correspondent, Legislative Director, Office Manager, Press Secretary, Scheduler, and Staff Assistant.

Tables provide tabular pay data for each House Member office staff position. Graphic displays are also included, providing representations of pay from three perspectives, including the following:

- a line graph showing change in pay, 2001-2014;
- a comparison, at 5-, 10-, and 14-year intervals from 2014, of the cumulative percentage change in pay of that position to changes in pay of Members of Congress and salaried federal civilian workers paid under the General Schedule in Washington, DC, and surrounding areas; and
- distributions of 2014 pay in $10,000 increments.

In the past five years (2010 and 2014), the change in median pay, in constant 2015 dollars, decreased for all 12 staff positions, ranging from a -1.38% decrease for press secretary/communications directors to a -21.81% decrease for executive assistants. This may be compared to changes over the same period to the pay of Members of Congress, -7.89%, and General Schedule, DC, -6.97%.

Pay data for staff working in Senators' offices are available in CRS Report R44324, *Staff Pay Levels for Selected Positions in Senators' Offices, FY2001-FY2014*. Data describing the pay of congressional staff working in House and Senate committee offices are available in CRS Report R44322, *Staff Pay Levels for Selected Positions in House Committees, 2001-2014*, and CRS Report R44325, *Staff Pay Levels for Selected Positions in Senate Committees, FY2001-FY2014*, respectively.

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Introduction

The level of pay for congressional staff is a source of recurring questions among Members of Congress, congressional staff, and the public. Members of the House of Representatives typically set the terms and conditions of employment for staff in their offices. This includes job titles, duties, and rates of pay, subject to a maximum level,[1] and resources available to them to carry out their official duties.[2] There may be interest in congressional pay data from multiple perspectives, including assessment of the costs of congressional operations; guidance in setting pay levels for staff in Member offices; or comparison of congressional staff pay levels with those of other federal government pay systems.

Publicly available resources do not provide aggregated congressional staff pay data in a readily retrievable form. The most recent staff compensation report was issued in 2010,[3] which, like previous compensation reports, relied on anonymous, self-reported survey data. Pay[4] information in this report is based on the House *Statement of Disbursements* (SOD), published quarterly by the Chief Administrative Officer,[5] as collated by LegiStorm, a private entity that provides some congressional data by subscription.[6] Data in this report are based on official House reports, which afford the opportunity to use consistently collected data. Additionally, this report provides annual data, which allows for observations about the nature of House Member staff compensation over time.

This report provides pay data for 12 staff position titles that are typically used in House Members' offices.[7] The positions include the following:

- Caseworker[8]
- Chief of Staff
- District Director
- Executive Assistant
- Field Representative
- Legislative Assistant
- Legislative Correspondent
- Legislative Director

[1] Since 2009, the maximum annual pay for staff in House Member offices has been $168,411. See Order of the Speaker of the House of Representatives, January 9, 2009, set out as a note following 2 U.S.C. 4532. Maximum payable rates for House Member office staff since 2001 are available in **Table 1**.

[2] For discussion of resources available to Members to carry out their official duties, see CRS Report RL30064, *Congressional Salaries and Allowances: In Brief*, by (name redacted).

[3] ICF International, *2010 House Compensation Study: Guide for the 112th Congress*, prepared for the Chief Administrative Officer, House of Representatives (Washington: 2010).

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

[5] Volumes of the *Statement of Disbursements* since July 2009 are available at http://disbursements.house.gov/.

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

[7] For a discussion of staff roles in Members' offices, see, Congressional Staff: Duties and Functions of Selected Positions, by (name redacted).

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

- Office Manager
- Press Secretary[9]
- Scheduler
- Staff Assistant

House Member staff pay data for the years 2001-2014 were developed based on a random sampling of staff for each position in each year. In order to be included, House staff had to hold a position with the same job title in the Member's office for the entire calendar year. For each year, the SOD reports pay data for five time periods: January 1 and 2;[10] January 3-March 31; April 1-June 30; July 1-September 30; and October 1-Dember 31. The aggregate pay of those five periods equals the annual pay of a congressional staff member.

For each year, 2001-2014, a random sample[11] of 45 staff for each position, and who did not receive pay from any other congressional employing authority, was taken. Every recorded payment ascribed to those staff for the calendar year is included.[12] Data collected for this report may differ from an employee's stated annual salary due to the inclusion of overtime, bonuses, or other payments[13] in addition to base salary paid in the course of a year. For some positions, it was not possible to identify 45 employees who held that title for the entire year. In circumstances when data for 18 or fewer staff were identified for a position, this report provides no data. Generally, data provided in this report are based on no more than three observations per Member office per year, and only one per office per position each year.

Pay data for staff working in Senators' offices are available in CRS Report R44324, *Staff Pay Levels for Selected Positions in Senators' Offices, FY2001-FY2014*. Data describing the pay of congressional staff working in House and Senate committee offices are available in CRS Report R44322, *Staff Pay Levels for Selected Positions in House Committees, 2001-2014*, and CRS Report R44325, *Staff Pay Levels for Selected Positions in Senate Committees, FY2001-FY2014*, respectively.

Data Concerns

There may be some advantages to relying on official salary expenditure data instead of survey findings, but data presented here are subject to some challenges that could affect the findings or their interpretation. Some of the concerns include the following:

[9] Another job title which may indicate similar duties and for which pay data were collected for this category, was Communications Director.

[10] The brief reporting period accommodates accounting of the Member Representational Allowance (MRA), which authorizes expenditures from January 3 to January 2 of the following year. For a discussion of MRA usage, see CRS Report R40962, *Members' Representational Allowance: History and Usage*, by (name redacted).

[11] Obtaining the salaries of every congressional staff member listed in the SOD was beyond the capacity of available resources. Each year, a different, random sample of Members' offices was taken for each position. The large random sample of each position means that a full accounting would be unlikely to yield significantly different results. At the same time, a study that examines pay data based on different job titles, or which combines pay data from positions of similar titles or duties (e.g., legislative assistant and senior legislative assistant, or executive assistants, schedulers, and executive assistant/schedulers), could result in findings that are different from those provided here.

[12] The numbers of staff for which data were counted are identified as observations in the data tables.

[13] Other forms of payment do not appear to be recorded in a consistent manner. Sometimes overtime and other pay is listed as separate entries and in other instances, significant one-time changes in a quarterly total may suggest payments in addition to regular salary.

- There is a lack of data for first-term Members in the first session of a Congress. Authority to use the Member Representational Allowance (MRA) for the previous year expires January 2, and new MRA authority begins on January 3. As a consequence, no data are available for first-term Members of the House in the first session of a Congress.[14]
- Pay data provide no insight into the education, work experience, position tenure, full- or part-time status of staff, or other potential explanations for levels of compensation.
- Data do not differentiate between staff based in Washington, DC, district offices, or both.
- Member offices that do not utilize any of the 12 job position titles or their variants, or whose pay data were not reported consistently,[15] are excluded.
- Potential differences could exist in the job duties of positions with the same title. Aggregation of pay by job title rests on the assumption that staff with the same title carry out the similar tasks. Given the wide discretion congressional employing authorities have in setting the terms and conditions of employment, there may be differences in the duties of similarly titled staff that could have effects on their levels of pay.

Data Tables and Visualizations

Tables in this section provide background information on House pay practices, comparative data for each position, and detailed pay data and visualizations for each position. **Table 1** provides the maximum payable rates for House Member staff since 2001 in both nominal (current) and constant 2015 dollars.

Constant dollar calculations throughout the report are based on the Consumer Price Index for All Urban Consumers (CPI-U) for various years, expressed in constant, 2015 dollars.[16]

[14] Staff of all Members who serve an entire calendar year may be included in the data. For information on the number of first-term Members in each Congress, see CRS Report R41283, *First-Term Members of the House of Representatives and Senate, 64th - 113th Congresses*, by (name redacted) and (name redacted) .

[15] Some offices reported pay data that excluded the January 1 and 2 period, or included those days in reports including the period from October 1 of the previous year.

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

Table 2 provides the available cumulative percentage changes in pay in constant 2015 dollars for each of the 12 positions, Members of Congress,[17] and salaries paid under the General Schedule in Washington, DC, and surrounding areas.[18] **Table 3-Table 14** provide tabular pay data for each House Member office staff position. The numbers of staff for which data were counted are identified as observations in the data tables. Graphic displays are also included, providing representations of pay from three perspectives, including the following:

- a line graph showing change in pay, 2001-2014, in nominal (current) and constant 2015 dollars;
- a comparison, at 5-, 10-, and 14- year intervals from 2014,[19] of the cumulative percentage change in median pay for that position to changes in pay, in constant 2015 dollars, of Members of Congress and federal civilian workers paid under the General Schedule in Washington, DC, and surrounding areas; and
- distributions of 2014 pay in 2015 dollars, in $10,000 increments.

Between 2010 and 2014, the change in median[20]pay, in constant 2015 dollars, decreased for all 12 staff positions, ranging from a -1.38% decrease for press secretary/communications directors to a -21.81% decrease for executive assistants. This may be compared to changes over the same period to Members of Congress, -7.89%, and General Schedule, DC, -6.97%.

Between 2005 and 2014, the change in median pay, in constant 2015 dollars, decreased for all 12 staff positions, ranging from a -3.02% decrease for legislative directors to a -17.63% decrease for executive assistants. This may be compared to changes over the same period to Members of Congress, -11.45%, and General Schedule, DC, -0.80%.

Between 2001 and 2014, the change in median pay, in constant 2015 dollars, ranged from a 3.42% increase for press secretary/communications directors to a -25.46% decrease for office managers. Of the 12 positions, 3 saw increases and 9 saw declines. This may be compared to changes over the same period to the pay of Members of Congress, -10.29%, and General Schedule, DC, 6.42%.

[17] Member pay data are taken from CRS Report 97-1011, *Salaries of Members of Congress: Recent Actions and Historical Tables*, by (name redacted).

[18] General Schedule pay change is based on changes in pay levels, and not the pay of individuals. General Schedule pay tables are available at https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/general-schedule/. For a complete description of areas covered under the Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA locality pay table, see http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2014/locality-pay-area-definitions/#w.

[19] 5 years, 2010-2014; 10 years, 2005-2014; and 14 years, 2001-2014.

[20] The median is the midpoint at which half of the numbers in a list are higher and the other half lower.

Table 1. House Member Office Staff Pay, Annual Maximums, 2001-2014

Year	Nominal $	Constant, 2015 $
2001	$140,451	$187,658
2002	$145,226	$191,018
2003	$149,728	$192,551
2004	$153,022	$191,683
2005	$156,848	$190,037
2006	$159,828	$187,596
2007	$159,828	$182,401
2008	$163,795	$180,016
2009	$168,411	$185,750
2010	$168,411	$182,752
2011	$168,411	$177,160
2012	$168,411	$173,568
2013	$168,411	$171,063
2014	$168,411	$168,332

Source: 2 U.S.C. 4532 note, CRS calculations. Detailed information about data sources is available above in "Data Tables and Visualizations."

Table 2. Selected House Member Staff Change in Pay, Selected Periods

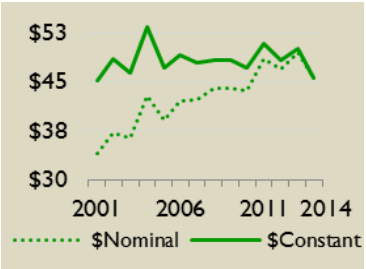
	Change		
	5 Years 2010-2014	**10 Years 2005-2014**	**14 Years 2001-2014**
Caseworker	-3.70%	-3.65%	0.53%
Chief of Staff	-12.92%	-11.81%	-0.28%
District Director	-11.92%	-12.98%	-9.11%
Executive Assistant	-21.81%	-17.63%	-22.92%
Field Rep	-8.59%	-3.50%	0.45%
Legislative Assistant	-11.84%	-10.18%	-10.39%
Legislative Correspondent	-3.85%	-5.84%	-3.88%
Legislative Director	-9.44%	-3.02%	-4.34%
Office Manager	-13.53%	-12.59%	-25.46%
Press Secretary/Communication Director	-1.38%	-8.62%	3.42%
Scheduler	-2.01%	-6.44%	-11.54%
Staff Assistant	-16.00%	-13.00%	-12.52%
Members of Congress	-7.89%	-11.45%	-10.29%
General Schedule, DC	-6.97%	-0.80%	6.42%

Source: CRS calculations, based on data provided in **Table 3-Table 14** for congressional positions, CRS Report 97-1011, *Salaries of Members of Congress: Recent Actions and Historical Tables*, by /name redacted/ for Members of Congress, and the Office of Personnel Management for federal civilian workers in the District of Columbia and surrounding areas, various years. Detailed information about data sources is available above in "Data Tables and Visualizations."

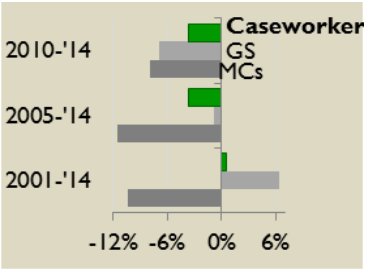
Table 3. Caseworker

		Nominal $				Constant $			
Year	Observations	Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
2001	45	$21,750	$35,841	$34,231	$61,572	$29,016	$47,815	$45,667	$82,141
2002	45	$23,846	$37,733	$37,358	$100,500	$31,317	$49,555	$49,063	$131,988
2003	45	$27,000	$38,492	$36,500	$63,333	$34,669	$49,426	$46,868	$81,323
2004	45	$27,500	$42,439	$43,160	$63,900	$34,395	$53,081	$53,982	$79,922
2005	45	$27,250	$42,527	$39,386	$76,836	$32,966	$51,448	$47,648	$92,953
2006	45	$21,500	$43,963	$42,417	$66,867	$25,197	$51,522	$49,710	$78,364
2007	45	$20,733	$43,694	$42,500	$72,500	$23,626	$49,789	$48,428	$82,613
2008	45	$22,500	$44,331	$44,409	$60,000	$24,691	$48,647	$48,732	$65,842
2009	45	$25,000	$45,806	$44,363	$86,210	$27,532	$50,445	$48,856	$94,941
2010	45	$28,405	$47,592	$44,000	$82,062	$30,777	$51,566	$47,674	$88,914
2011	45	$31,200	$49,697	$49,000	$83,155	$32,771	$52,199	$51,467	$87,342
2012	45	$30,135	$50,182	$47,492	$72,000	$31,011	$51,640	$48,872	$74,092
2013	45	$24,000	$49,805	$50,000	$84,353	$24,341	$50,512	$50,710	$85,551
2014	45	$26,250	$47,823	$46,000	$88,833	$26,198	$47,728	$45,908	$88,657
							5 Years, 2010-2014		**-3.70%**
						Change	10 Years, 2005-2014		**-3.65%**
							14 Years, 2001-2014		**0.53%**

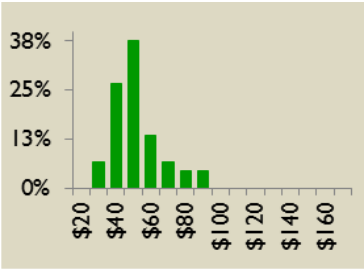
Median Pay



Change in Pay



2014 Distribution of Pay



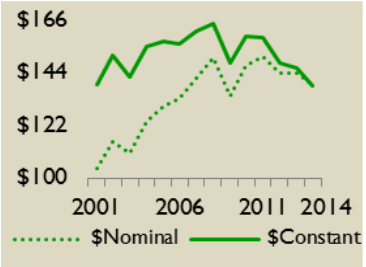
Dollars in figures are in thousands.

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Tabular change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2015 dollars in thousands of dollars, or change in those levels, is presented in green. Detailed information about data sources is available above in "Data Tables and Visualizations."

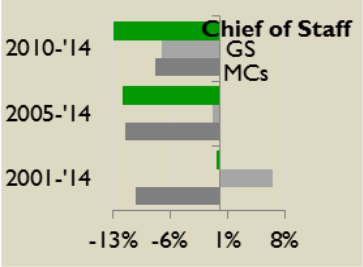
Table 4. Chief of Staff

		Nominal $				Constant $			
Year	Observations	Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
2001	45	$76,361	$106,313	$104,250	$137,020	$101,872	$141,830	$139,078	$182,795
2002	45	$65,000	$113,580	$115,089	$145,226	$85,365	$149,167	$151,148	$190,727
2003	45	$81,000	$114,406	$110,750	$148,978	$104,008	$146,903	$142,208	$191,295
2004	45	$86,500	$122,278	$124,000	$151,974	$108,189	$152,938	$155,092	$190,080
2005	45	$70,196	$129,013	$130,000	$156,827	$84,920	$156,074	$157,268	$189,722
2006	45	$94,000	$135,327	$133,180	$159,828	$110,163	$158,597	$156,080	$187,310
2007	45	$96,833	$138,937	$141,652	$159,828	$110,341	$158,318	$161,412	$182,123
2008	45	$93,508	$145,683	$149,972	$163,795	$102,612	$159,866	$164,574	$179,742
2009	45	$42,708	$133,877	$134,344	$168,411	$47,034	$147,436	$147,950	$185,467
2010	45	$98,500	$143,697	$147,000	$168,411	$106,725	$155,697	$159,275	$182,474
2011	45	$103,124	$146,853	$150,833	$168,411	$108,316	$154,247	$158,428	$176,891
2012	45	$98,220	$143,040	$144,000	$168,411	$101,074	$147,196	$148,184	$173,304
2013	45	$90,501	$142,480	$143,800	$168,411	$91,786	$144,503	$145,842	$170,802
2014	45	$89,401	$140,803	$138,968	$168,411	$89,223	$140,523	$138,692	$168,076
							5 Years, 2010-2014		**-12.92%**
						Change	10 Years, 2005-2014		**-11.81%**
							14 Years, 2001-2014		**-0.28%**

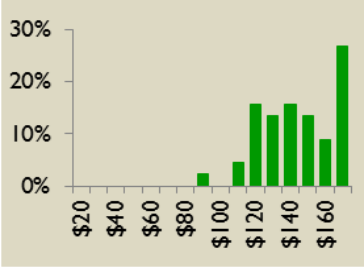
Median Pay



Change in Pay



2014 Distribution of Pay



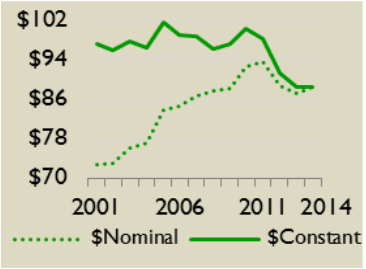
Dollars in figures are in thousands.

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Tabular change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2015 dollars in thousands of dollars, or change in those levels, is presented in green. Detailed information about data sources is available above in "Data Tables and Visualizations."

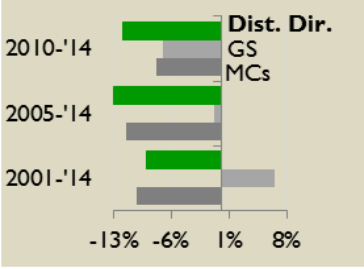
Table 5. District Director

		Nominal $				Constant $			
Year	Observations	Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
2001	45	$49,538	$70,062	$72,844	$101,624	$66,087	$93,468	$97,180	$135,575
2002	45	$45,000	$73,706	$72,925	$106,487	$59,099	$96,800	$95,773	$139,850
2003	45	$44,400	$76,558	$76,045	$122,450	$57,012	$98,304	$97,646	$157,232
2004	45	$42,500	$77,877	$77,100	$116,568	$53,156	$97,404	$96,432	$145,797
2005	45	$49,583	$83,325	$83,904	$123,500	$59,984	$100,803	$101,503	$149,405
2006	45	$53,000	$86,077	$84,501	$141,100	$62,113	$100,878	$99,031	$165,362
2007	45	$50,000	$90,807	$86,631	$148,500	$56,975	$103,474	$98,715	$169,215
2008	45	$52,042	$89,141	$87,599	$138,083	$57,108	$97,820	$96,128	$151,527
2009	45	$60,000	$90,238	$88,274	$120,450	$66,077	$99,377	$97,214	$132,649
2010	45	$48,100	$95,323	$92,545	$136,003	$52,117	$103,283	$100,273	$147,360
2011	45	$68,000	$99,733	$93,519	$165,000	$71,424	$104,755	$98,228	$173,308
2012	45	$52,500	$91,280	$88,795	$163,564	$54,025	$93,932	$91,375	$168,316
2013	45	$48,333	$90,637	$87,247	$162,600	$49,020	$91,924	$88,486	$164,909
2014	45	$45,000	$93,519	$88,500	$144,667	$44,910	$93,333	$88,324	$144,379
							5 Years, 2010-2014		**-11.92%**
						Change	10 Years, 2005-2014		**-12.98%**
							14 Years, 2001-2014		**-9.11%**

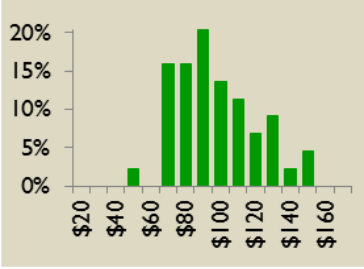
Median Pay



Change in Pay



2014 Distribution of Pay



Dollars in figures are in thousands.

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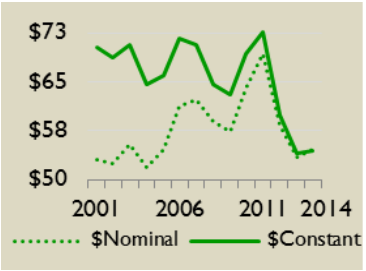
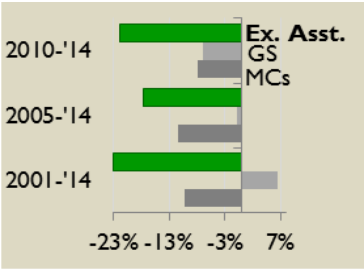
Table 6. Executive Assistant

		Nominal $				Constant $			
Year	Observations	Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
2001	45	$27,583	$56,922	$53,136	$104,167	$36,798	$75,939	$70,887	$138,966
2002	45	$21,667	$54,469	$52,667	$111,517	$28,455	$71,535	$69,168	$146,456
2003	45	$27,354	$58,093	$55,500	$113,500	$35,124	$74,595	$71,265	$145,740
2004	45	$27,446	$55,603	$51,933	$87,602	$34,328	$69,545	$64,955	$109,567
2005	45	$27,000	$60,504	$54,837	$97,275	$32,663	$73,195	$66,340	$117,679
2006	44	$34,167	$65,704	$61,672	$109,617	$40,042	$77,001	$72,276	$128,465
2007	45	$33,513	$67,000	$62,542	$145,849	$38,188	$76,346	$71,266	$166,194
2008	44	$26,750	$60,839	$59,231	$107,037	$29,354	$66,762	$64,998	$117,458
2009	45	$30,000	$58,062	$57,500	$108,047	$33,038	$63,942	$63,324	$118,989
2010	45	$20,500	$67,102	$64,500	$134,278	$22,212	$72,706	$69,886	$145,491
2011	37	$27,000	$67,839	$69,750	$138,000	$28,359	$71,255	$73,262	$144,948
2012	39	$28,000	$61,871	$58,500	$122,609	$28,814	$63,669	$60,200	$126,172
2013	21	$33,750	$61,167	$53,500	$121,109	$34,229	$62,036	$54,260	$122,829
2014	30	$32,000	$55,748	$54,750	$89,167	$31,936	$55,637	$54,641	$88,989
							5 Years, 2010-2014		**-21.81%**
						Change	10 Years, 2005-2014		**-17.63%**
							14 Years, 2001-2014		**-22.92%**

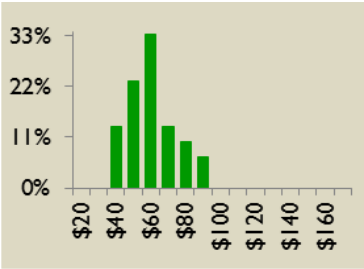
Median Pay



Change in Pay



2014 Distribution of Pay



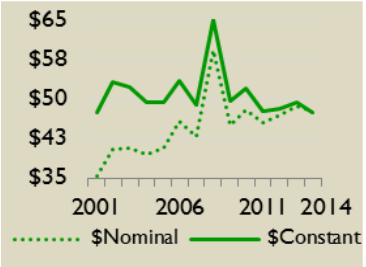
Dollars in figures are in thousands.

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Tabular change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2015 dollars in thousands of dollars, or change in those levels, is presented in green. Detailed information about data sources is available above in "Data Tables and Visualizations."

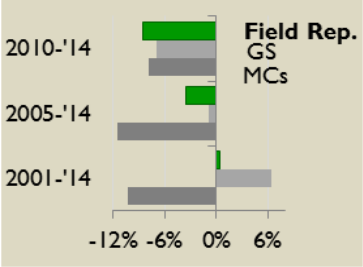
Table 7. Field Representative

		Nominal $				Constant $			
Year	Observations	Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
2001	45	$22,131	$38,242	$35,500	$75,275	$29,524	$51,018	$47,360	$100,423
2002	45	$24,720	$41,209	$40,500	$66,333	$32,465	$54,120	$53,189	$87,116
2003	45	$21,344	$41,594	$40,775	$74,501	$27,407	$53,409	$52,357	$95,663
2004	45	$26,017	$42,892	$39,472	$78,967	$32,540	$53,646	$49,369	$98,767
2005	45	$25,805	$43,791	$40,750	$72,000	$31,218	$52,976	$49,297	$87,102
2006	45	$24,750	$47,080	$45,743	$90,454	$29,006	$55,175	$53,608	$106,007
2007	45	$25,928	$45,483	$42,901	$66,502	$29,545	$51,828	$48,885	$75,778
2008	44	$26,750	$60,839	$59,231	$107,037	$29,354	$66,762	$64,998	$117,458
2009	45	$34,033	$47,299	$45,000	$81,917	$37,480	$52,089	$49,558	$90,213
2010	45	$28,917	$48,932	$48,033	$77,311	$31,332	$53,018	$52,044	$83,767
2011	45	$21,000	$46,732	$45,450	$72,992	$22,057	$49,085	$47,738	$76,667
2012	45	$30,167	$47,153	$46,920	$79,159	$31,043	$48,523	$48,283	$81,459
2013	45	$32,125	$47,466	$48,783	$77,988	$32,581	$48,140	$49,475	$79,095
2014	45	$25,750	$48,428	$47,667	$94,625	$25,699	$48,332	$47,572	$94,437
							5 Years, 2010-2014		**-8.59%**
						Change	10 Years, 2005-2014		**-3.50%**
							14 Years, 2001-2014		**0.45%**

Median Pay



Change in Pay



2014 Distribution of Pay

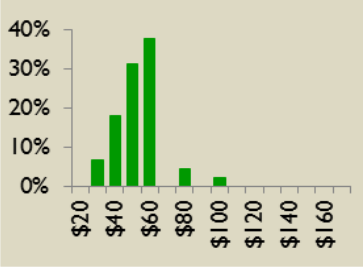


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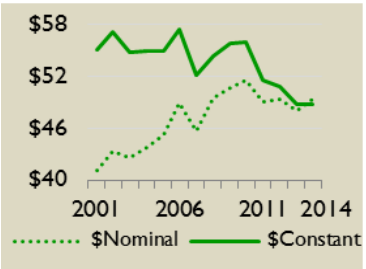
Table 8. Legislative Assistant

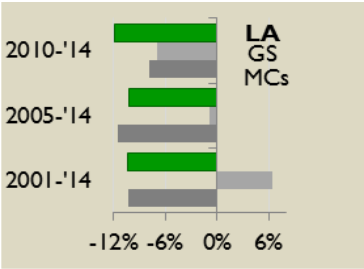
		Nominal $				Constant $			
Year	Observations	Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
2001	45	$30,154	$43,493	$41,092	$70,000	$40,228	$58,023	$54,819	$93,385
2002	45	$29,068	$44,295	$43,333	$61,296	$38,175	$58,173	$56,910	$80,501
2003	45	$29,025	$45,828	$42,542	$121,750	$37,270	$58,845	$54,626	$156,333
2004	45	$30,081	$46,008	$43,750	$95,585	$37,623	$57,544	$54,720	$119,552
2005	45	$29,542	$50,609	$45,208	$104,290	$35,738	$61,224	$54,691	$126,165
2006	45	$35,994	$50,584	$48,750	$69,631	$42,184	$59,282	$57,133	$81,604
2007	45	$32,750	$50,261	$45,600	$120,136	$37,318	$57,272	$51,961	$136,894
2008	45	$35,267	$53,668	$49,389	$94,841	$38,700	$58,893	$54,197	$104,074
2009	45	$34,000	$49,982	$50,500	$63,500	$37,444	$55,044	$55,615	$69,931
2010	45	$37,637	$54,346	$51,427	$114,814	$40,780	$58,884	$55,721	$124,402
2011	45	$32,500	$50,506	$48,863	$96,400	$34,136	$53,049	$51,323	$101,254
2012	45	$29,000	$49,916	$49,250	$78,833	$29,843	$51,367	$50,681	$81,124
2013	45	$29,500	$48,395	$47,917	$72,802	$29,919	$49,083	$48,597	$73,836
2014	45	$31,333	$50,854	$49,219	$90,833	$31,271	$50,753	$49,122	$90,653

	5 Years, 2010-2014	**-11.84%**
Change	10 Years, 2005-2014	**-10.18%**
	14 Years, 2001-2014	**-10.39%**

Median Pay



Change in Pay



2014 Distribution of Pay

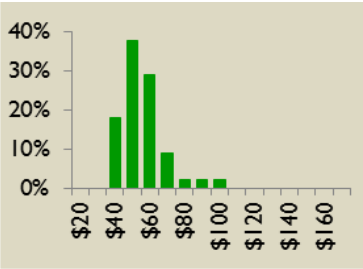


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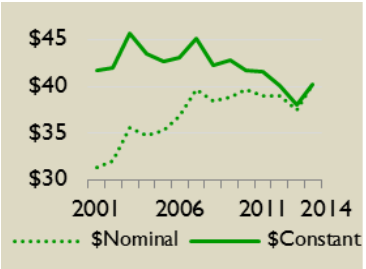
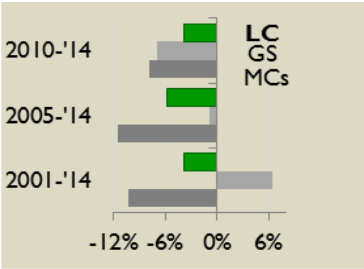
Table 9. Legislative Correspondent

		Nominal $				Constant $			
Year	Observations	Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
2001	31	$24,500	$33,552	$31,313	$84,267	$32,685	$44,761	$41,773	$112,418
2002	45	$25,000	$34,141	$31,983	$52,000	$32,833	$44,837	$42,004	$68,292
2003	45	$23,958	$36,698	$35,614	$64,077	$30,764	$47,122	$45,730	$82,279
2004	40	$25,372	$36,524	$34,720	$66,667	$31,734	$45,682	$43,426	$83,383
2005	37	$26,000	$37,095	$35,250	$60,750	$31,454	$44,875	$42,644	$73,493
2006	45	$27,583	$39,217	$36,750	$73,315	$32,326	$45,960	$43,069	$85,922
2007	45	$28,544	$40,299	$39,617	$56,333	$32,526	$45,921	$45,143	$64,191
2008	45	$28,867	$39,190	$38,500	$55,680	$31,678	$43,006	$42,248	$61,101
2009	45	$29,085	$41,173	$38,875	$75,917	$32,031	$45,343	$42,812	$83,605
2010	45	$28,000	$40,366	$38,542	$75,833	$30,338	$43,737	$41,760	$82,166
2011	45	$28,833	$42,489	$39,600	$86,250	$30,285	$44,628	$41,594	$90,593
2012	45	$26,000	$39,351	$39,000	$65,000	$26,755	$40,495	$40,133	$66,889
2013	45	$28,900	$38,589	$37,500	$65,000	$29,310	$39,137	$38,033	$65,923
2014	45	$30,000	$41,122	$40,233	$63,000	$29,940	$41,040	$40,153	$62,875
							5 Years, 2010-2014		**-3.85%**
						Change	10 Years, 2005-2014		**-5.84%**
							14 Years, 2001-2014		**-3.88%**

Median Pay



Change in Pay



2014 Distribution of Pay

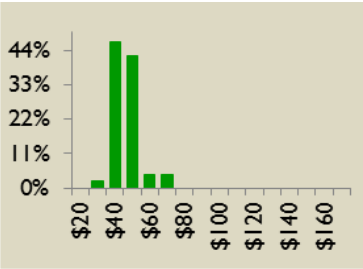


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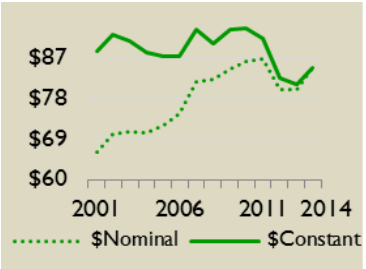
Table 10. Legislative Director

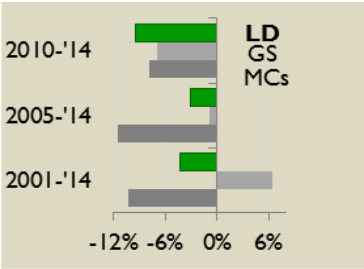
		Nominal $				Constant $			
Year	Observations	Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
2001	45	$47,000	$66,932	$66,250	$91,412	$62,702	$89,292	$88,383	$121,950
2002	45	$48,399	$71,594	$70,000	$117,000	$63,563	$94,025	$91,932	$153,658
2003	45	$51,048	$72,020	$70,500	$105,000	$65,548	$92,477	$90,525	$134,825
2004	45	$51,761	$73,294	$70,300	$124,833	$64,740	$91,672	$87,927	$156,134
2005	45	$58,963	$75,692	$72,068	$133,833	$71,330	$91,569	$87,185	$161,905
2006	45	$55,542	$76,599	$74,515	$101,917	$65,093	$89,770	$87,328	$119,441
2007	45	$58,000	$85,941	$81,667	$102,683	$66,091	$97,929	$93,059	$117,007
2008	45	$54,500	$82,548	$82,000	$124,333	$59,806	$90,585	$89,984	$136,438
2009	45	$51,500	$85,883	$84,417	$127,411	$56,716	$94,581	$92,966	$140,315
2010	45	$61,303	$87,717	$86,167	$118,000	$66,423	$95,042	$93,362	$127,854
2011	45	$47,075	$85,639	$86,750	$117,500	$49,445	$89,951	$91,118	$123,416
2012	45	$48,400	$82,327	$80,000	$138,000	$49,806	$84,720	$82,324	$142,010
2013	45	$50,736	$79,804	$80,000	$106,000	$51,457	$80,937	$81,136	$107,505
2014	45	$50,417	$87,256	$84,718	$127,000	$50,316	$87,082	$84,550	$126,747

	5 Years, 2010-2014	**-9.44%**
Change	10 Years, 2005-2014	**-3.02%**
	14 Years, 2001-2014	**-4.34%**

Median Pay



Change in Pay



2014 Distribution of Pay

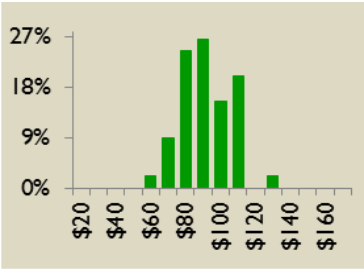


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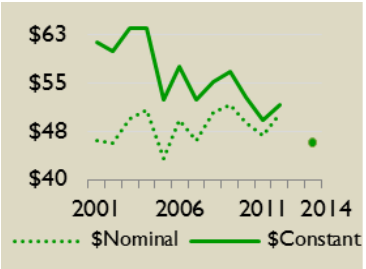
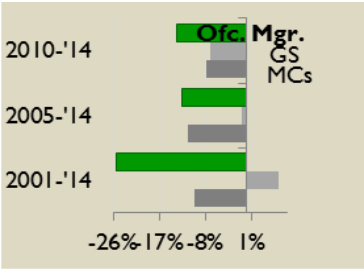
Table 11. Office Manager

		Nominal $				Constant $			
Year	Observations	Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
2001	45	$22,949	$44,639	$46,167	$84,750	$30,615	$59,552	$61,590	$113,063
2002	45	$18,260	$47,760	$45,833	$102,292	$23,980	$62,724	$60,193	$134,341
2003	45	$22,500	$49,497	$49,673	$76,500	$28,891	$63,557	$63,782	$98,230
2004	43	$20,024	$52,846	$51,000	$86,650	$25,045	$66,097	$63,788	$108,377
2005	40	$22,041	$47,198	$43,417	$89,688	$26,664	$57,098	$52,523	$108,500
2006	44	$29,150	$50,636	$49,352	$89,329	$34,162	$59,342	$57,838	$104,689
2007	26	$30,750	$51,840	$46,133	$93,389	$35,039	$59,072	$52,569	$106,416
2008	35	$26,989	$52,321	$50,583	$98,566	$29,617	$57,415	$55,508	$108,162
2009	25	$29,983	$55,578	$51,818	$106,877	$33,020	$61,207	$57,066	$117,701
2010	31	$32,250	$51,484	$49,000	$88,333	$34,943	$55,783	$53,092	$95,710
2011	21	$36,000	$52,858	$47,000	$82,500	$37,813	$55,519	$49,367	$86,654
2012	21	$30,103	$54,036	$50,319	$91,333	$30,978	$55,606	$51,781	$93,987
2013	—	—	—	—	—	—	—	—	—
2014	27	$33,434	$52,283	$46,000	$116,583	$33,367	$52,179	$45,909	$116,351
							5 Years, 2010-2014		**-13.53%**
						Change	10 Years, 2005-2014		**-12.59%**
							14 Years, 2001-2014		**-25.46%**

Median Pay



Change in Pay



2014 Distribution of Pay

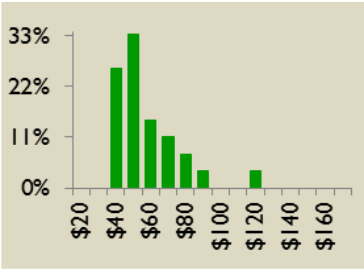


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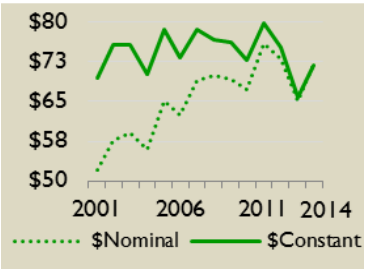
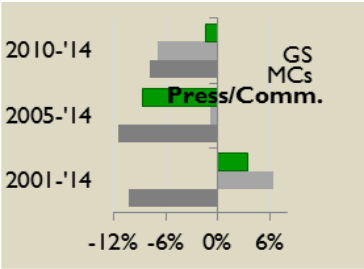
Table 12. Press Secretary/Communications Director

		Nominal $				Constant $			
Year	Observations	Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
2001	45	$29,000	$54,897	$52,083	$99,020	$38,688	$73,236	$69,483	$132,100
2002	45	$37,226	$58,411	$57,625	$95,527	$48,889	$76,712	$75,680	$125,457
2003	45	$32,668	$59,875	$59,000	$93,000	$41,947	$76,882	$75,759	$119,417
2004	45	$32,378	$59,282	$56,000	$93,500	$40,496	$74,146	$70,042	$116,944
2005	45	$41,739	$65,916	$65,000	$101,000	$50,494	$79,743	$78,634	$122,185
2006	45	$29,010	$62,757	$62,500	$111,188	$33,998	$73,549	$73,247	$130,307
2007	45	$36,281	$67,472	$69,000	$110,000	$41,342	$76,884	$78,625	$125,344
2008	45	$40,000	$70,609	$69,948	$112,860	$43,894	$77,484	$76,759	$123,848
2009	45	$40,400	$72,711	$69,174	$128,992	$44,492	$80,075	$76,180	$142,056
2010	45	$46,000	$72,512	$67,250	$132,596	$49,841	$78,567	$72,866	$143,668
2011	45	$48,000	$76,528	$76,000	$120,000	$50,417	$80,382	$79,827	$126,042
2012	45	$29,959	$74,514	$73,167	$121,805	$30,829	$76,679	$75,293	$125,345
2013	45	$36,439	$70,351	$65,000	$124,861	$36,956	$71,350	$65,923	$126,634
2014	45	$42,500	$73,199	$72,000	$124,233	$42,415	$73,053	$71,857	$123,986
							5 Years, 2010-2014		**-1.38%**
						Change	10 Years, 2005-2014		**-8.62%**
							14 Years, 2001-2014		**3.42%**

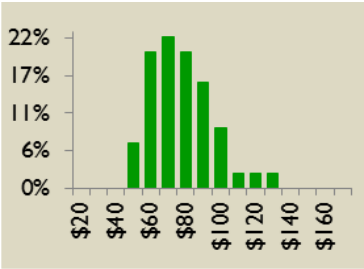
Median Pay



Change in Pay



2014 Distribution of Pay



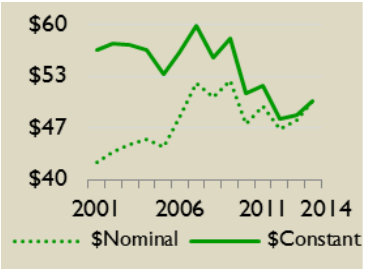
Dollars in figures are in thousands.

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Tabular change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2015 dollars in thousands of dollars, or change in those levels, is presented in green. Detailed information about data sources is available above in "Data Tables and Visualizations."

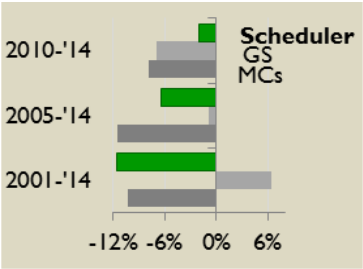
Table 13. Scheduler

		Nominal $				Constant $			
Year	Observations	Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
2001	19	$34,117	$42,699	$42,286	$57,000	$45,514	$56,964	$56,412	$76,042
2002	27	$29,500	$44,874	$43,483	$61,375	$38,743	$58,934	$57,107	$80,605
2003	31	$26,833	$47,053	$44,393	$104,367	$34,455	$60,418	$57,003	$134,012
2004	25	$30,625	$50,838	$45,100	$104,367	$38,304	$63,585	$56,408	$130,536
2005	37	$28,625	$44,975	$44,090	$69,250	$34,629	$54,408	$53,338	$83,775
2006	42	$30,167	$50,781	$47,817	$83,000	$35,354	$59,513	$56,039	$97,272
2007	29	$32,000	$55,354	$52,167	$93,162	$36,464	$63,075	$59,444	$106,157
2008	45	$32,625	$51,427	$50,481	$82,674	$35,801	$56,434	$55,395	$90,723
2009	41	$32,000	$52,879	$52,450	$93,000	$35,241	$58,234	$57,762	$102,419
2010	41	$31,547	$51,968	$47,000	$110,750	$34,181	$56,307	$50,925	$119,998
2011	26	$35,000	$53,293	$49,309	$90,942	$36,762	$55,976	$51,792	$95,521
2012	36	$34,533	$49,421	$46,333	$80,500	$35,537	$50,857	$47,680	$82,839
2013	26	$31,883	$51,910	$47,500	$85,833	$32,336	$52,647	$48,175	$87,052
2014	45	$29,667	$53,342	$50,000	$96,950	$29,608	$53,236	$49,901	$96,757
							5 Years, 2010-2014		**-2.01%**
						Change	10 Years, 2005-2014		**-6.44%**
							14 Years, 2001-2014		**-11.54%**

Median Pay



Change in Pay



2014 Distribution of Pay

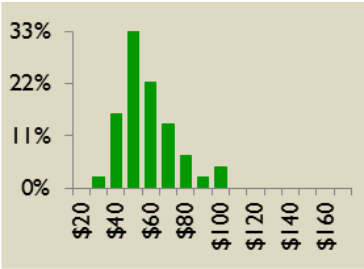


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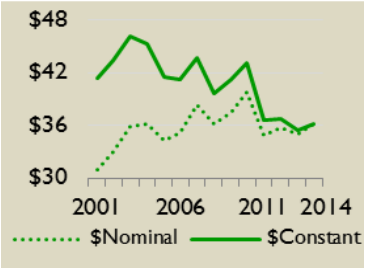
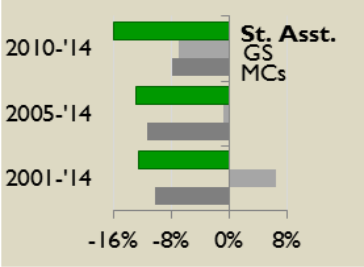
Table 14. Staff Assistant

		Nominal $				Constant $			
Year	Observations	Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
2001	45	$21,667	$33,302	$31,000	$79,516	$28,905	$44,427	$41,356	$106,080
2002	45	$24,500	$34,378	$33,000	$62,317	$32,176	$45,150	$43,339	$81,841
2003	45	$20,000	$37,518	$35,917	$74,394	$25,681	$48,174	$46,119	$95,526
2004	45	$21,200	$35,866	$36,227	$52,750	$26,516	$44,859	$45,310	$65,977
2005	45	$22,000	$38,296	$34,375	$105,950	$26,615	$46,328	$41,585	$128,173
2006	45	$21,834	$38,120	$35,167	$63,830	$25,588	$44,675	$41,214	$74,806
2007	45	$24,486	$39,808	$38,400	$60,790	$27,902	$45,361	$43,757	$69,270
2008	45	$25,500	$40,657	$36,156	$73,300	$27,983	$44,615	$39,676	$80,437
2009	45	$20,175	$37,829	$37,504	$67,333	$22,218	$41,661	$41,302	$74,153
2010	45	$25,000	$42,084	$39,750	$93,750	$27,088	$45,598	$43,069	$101,579
2011	45	$26,250	$38,681	$34,833	$87,500	$27,572	$40,628	$36,587	$91,906
2012	45	$22,000	$41,076	$35,767	$167,411	$22,639	$42,269	$36,806	$172,275
2013	45	$21,095	$37,726	$34,986	$67,167	$21,395	$38,261	$35,483	$68,120
2014	45	$21,067	$37,176	$36,250	$88,058	$21,025	$37,102	$36,178	$87,883
							5 Years, 2010-2014		**-16.00%**
						Change	10 Years, 2005-2014		**-13.00%**
							14 Years, 2001-2014		**-12.52%**

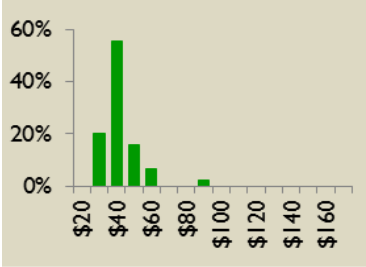
Median Pay



Change in Pay



2014 Distribution of Pay



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