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

,name redacted,, Coordinator

Specialist in American National Government

,name redacted,

Research Assistant

,name redacted,

Visual Information Specialist

Claudia Guidi

User Support Specialist

Sandra L. Edwards

User Support Specialist

Alex J. Marine

Editor

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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. Pay⁴ 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:

- Caseworker⁸
- 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 Secretary⁹
- 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-December 31. The aggregate pay of those five periods equals the annual pay of a congressional staff member.

For each year, 2001-2014, a random sample¹¹ 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 payments¹³ 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 median²⁰ 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 I. 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.”

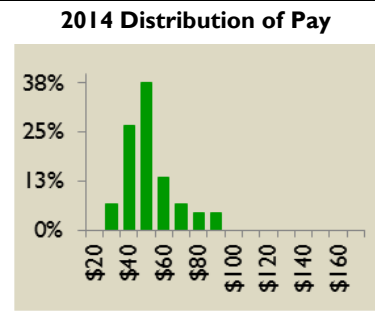
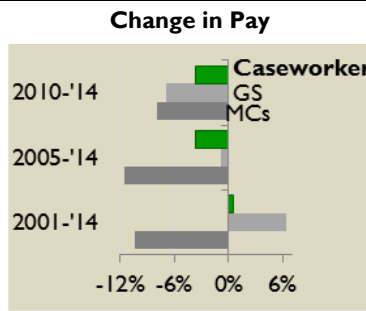
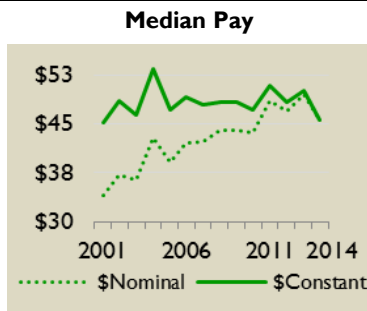
Table 2. Selected House Member Staff Change in Pay, Selected Periods

	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

Year	Observations	Nominal \$				Constant \$				
		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%	

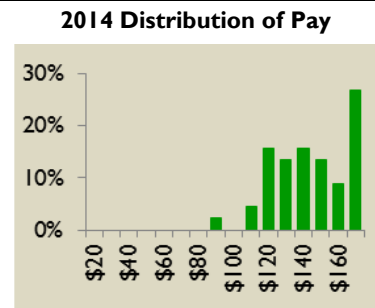
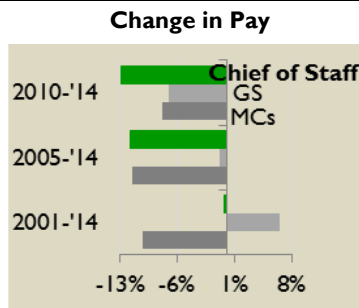
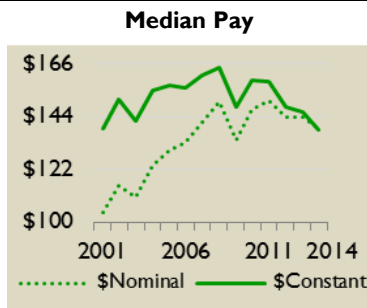


Dollars in figures are in thousands.

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

Year	Observations	Nominal \$				Constant \$			
		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%	

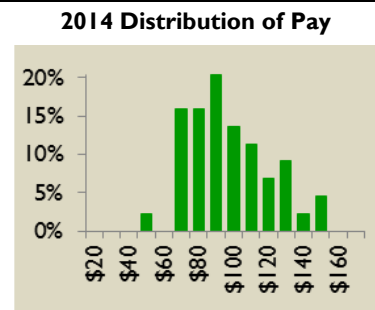
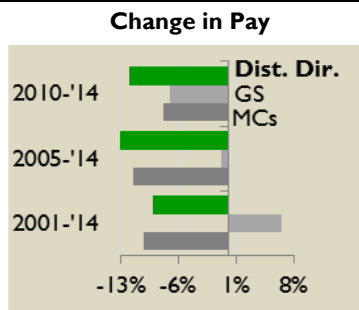
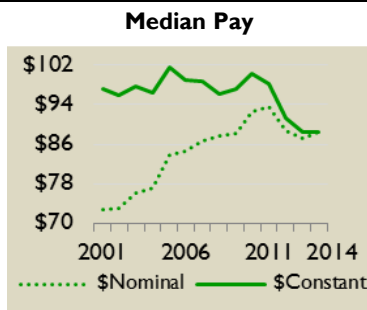


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Table 5. District Director

Year	Observations	Nominal \$				Constant \$				
		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%	

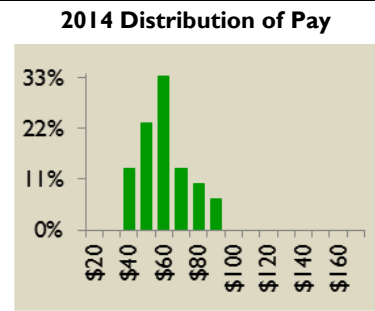
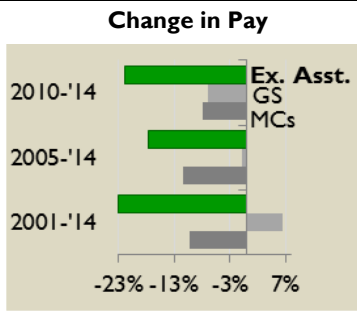
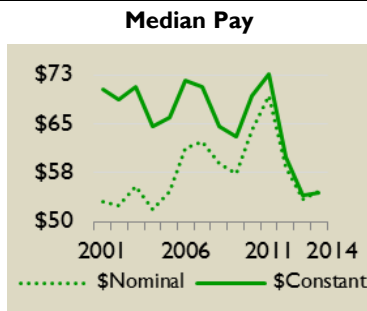


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Table 6. Executive Assistant

Year	Observations	Nominal \$				Constant \$				
		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%	

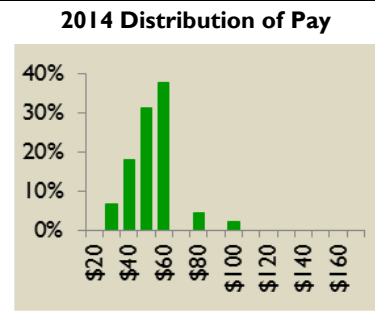
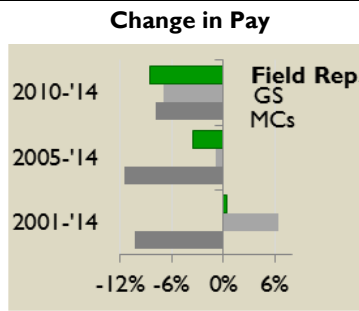
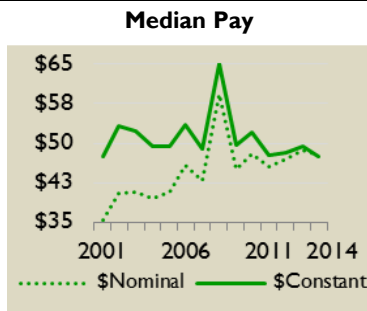


Dollars in figures are in thousands.

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

Year	Observations	Nominal \$				Constant \$				
		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%	

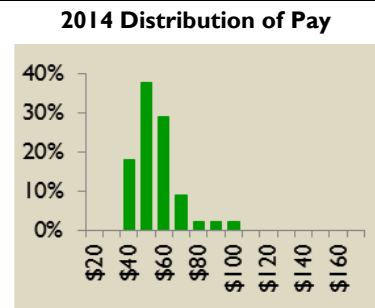
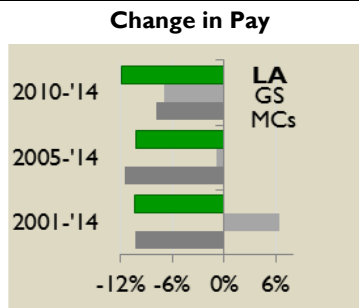
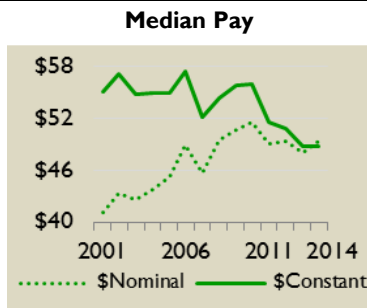


Dollars in figures are in thousands.

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 8. Legislative Assistant

Year	Observations	Nominal \$				Constant \$				
		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%	

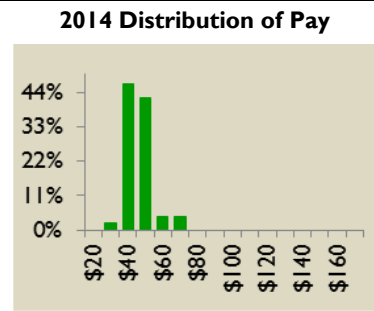
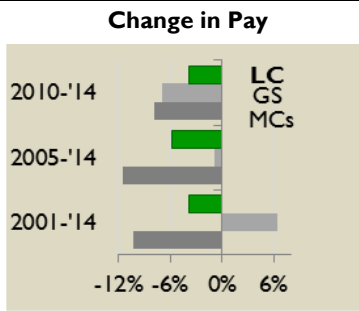
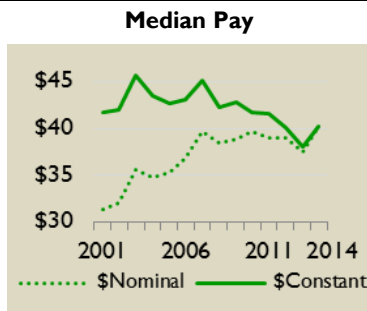


Dollars in figures are in thousands.

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 9. Legislative Correspondent

Year	Observations	Nominal \$				Constant \$				
		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%	

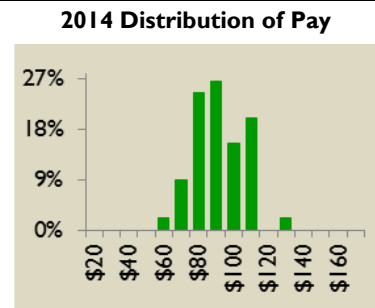
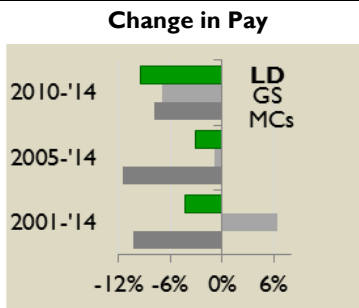
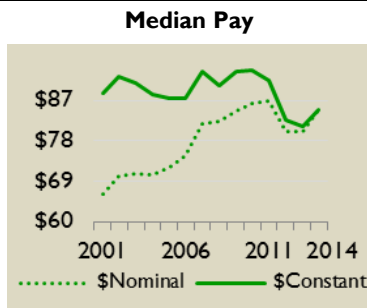


Dollars in figures are in thousands.

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 10. Legislative Director

Year	Observations	Nominal \$				Constant \$				
		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	\$284,300	\$66,091	\$97,929	\$93,059	\$323,958	
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%	

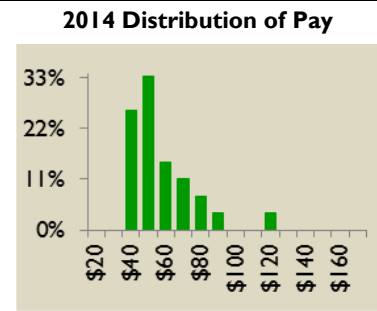
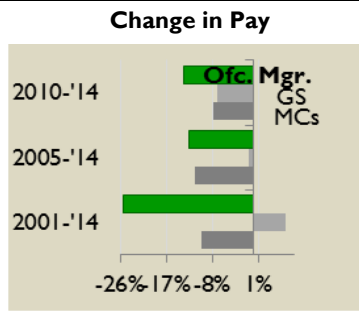
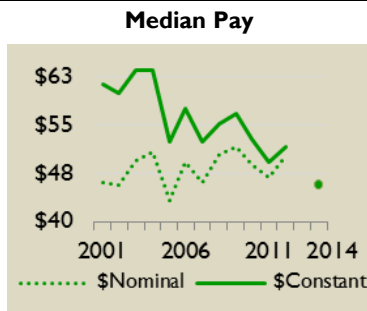


Dollars in figures are in thousands.

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 II. Office Manager

Year	Observations	Nominal \$				Constant \$				
		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%	

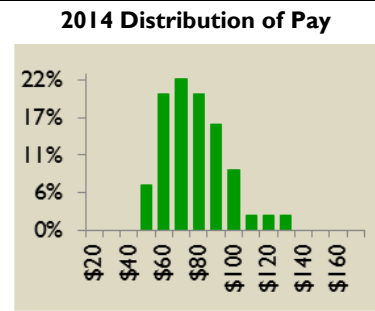
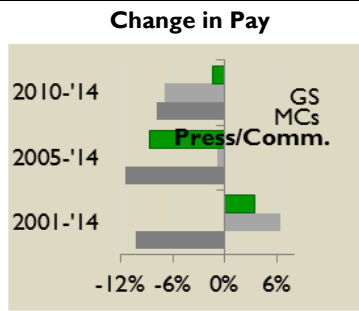
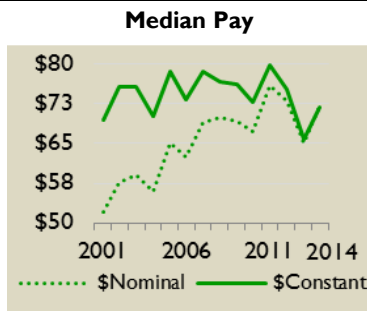


Dollars in figures are in thousands.

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. “—” indicates insufficient data available. 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 12. Press Secretary/Communications Director

Year	Observations	Nominal \$				Constant \$				
		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%	

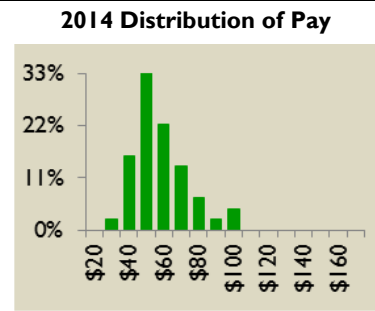
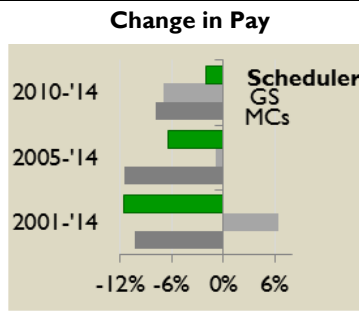
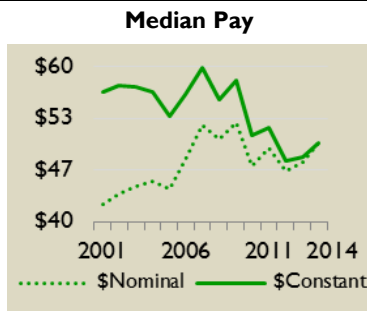


Dollars in figures are in thousands.

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

Year	Observations	Nominal \$				Constant \$				
		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%	

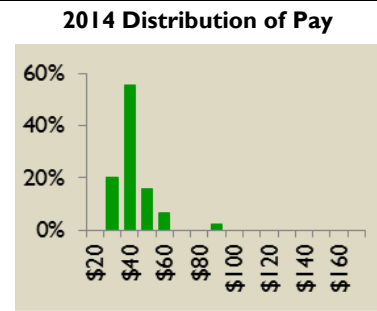
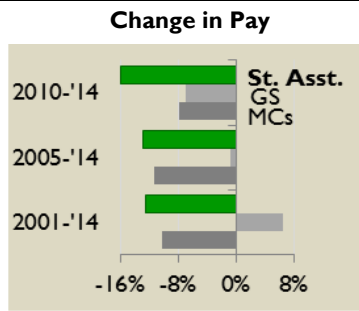
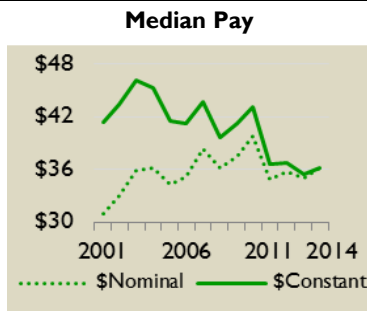


Dollars in figures are in thousands.

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 I4. Staff Assistant

Year	Observations	Nominal \$				Constant \$				
		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%	



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.”

Author Contact Information

(name redacted), Coordinator
Specialist in American National Government
fedacted#@crs.loc.gov, 7-....

(name redacted)
Research Assistant
fedacted#@crs.loc.gov, 7-....

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