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## Staff Pay Levels for Selected Positions in House Committees, 2001-2015

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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 committee offices; or comparison of congressional staff pay levels with those of other federal government pay systems.

This report provides pay data for 11 staff position titles that are used in House committees, and include the following: Chief Counsel; Communications Director; Counsel; Deputy Staff Director; Minority Professional Staff Member; Minority Staff Director; Professional Staff Member; Senior Professional Staff Member; Staff Assistant; Staff Director; and Subcommittee Staff Director.

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

- a line graph showing change in pay, depending on data availability;
- a comparison at 5-, 10-, and 15-year intervals from 2015, depending on data availability, of the cumulative percentage change of pay of that position, to changes in pay of Members of Congress and federal civilian workers paid under the General Schedule in Washington, DC, and surrounding areas; and
- distributions of 2015 pay, in \$10,000 increments.

In the past five years (2011-2015), the change in median pay, in constant 2016 dollars, ranged from a 14.96% increase for communications directors to a -12.24% decrease for subcommittee staff directors. Of the eight staff positions for which data are available, two positions saw pay increases while six saw declines from 2011 to 2015. This may be compared to changes to the pay of Members of Congress, -5.10%, and General Schedule, DC, -3.19%, over the same period.

Pay data for staff working in Senate committee offices are available in CRS Report R44325, *Staff Pay Levels for Selected Positions in Senate Committees, FY2001-FY2014*. Data describing the pay of congressional staff working in the personal offices of Senators and Members of the House are available in CRS Report R44324, *Staff Pay Levels for Selected Positions in Senators' Offices, FY2001-FY2014*, and CRS Report R44323, *Staff Pay Levels for Selected Positions in House Member Offices, 2001-2014*, respectively.

Information about the duration of staff employment is available in CRS Report R44683, *Staff Tenure in Selected Positions in House Committees, 2006-2016*, CRS Report R44685, *Staff Tenure in Selected Positions in Senate Committees, 2006-2016*, CRS Report R44682, *Staff Tenure in Selected Positions in House Member Offices, 2006-2016*, and CRS Report R44684, *Staff Tenure in Selected Positions in Senators' Offices, 2006-2016*.

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## Introduction

Levels of pay for congressional staff are a source of recurring questions among Members of Congress, congressional staff, and the public. In House committees, the chair and ranking member set the terms and conditions of employment for majority and minority staff, respectively. This includes job titles and descriptions; rates of pay, subject to maximum levels;<sup>1</sup> and resources available to carry out their official duties.<sup>2</sup> There may be interest in congressional pay data from multiple perspectives, including assessment of the costs of congressional operations; guidance in setting pay levels for staff in committee offices; or comparison of congressional staff pay levels with those of other federal government pay systems.

Publicly available information sources do not provide aggregated congressional staff pay data in a readily retrievable form. Pay<sup>3</sup> information in this report is based on the House *Statement of Disbursements* (SOD), published quarterly by the Chief Administrative Officer,<sup>4</sup> as collated by LegiStorm, a private entity that provides some congressional data by subscription.<sup>5</sup> Data in this report are based on official House reports, which afford the opportunity to use consistently collected data from a single source. Additionally, this report provides annual data, which allows for observations about the nature of House committee staff compensation over time.

This report provides pay data for 11 staff position titles that are used in House committees, and for which sufficient data could be identified. Position titles and the years for which data are available since 2001 are provided in **Table 1**. Titles were identified through a two-step process. The first step identified 358 job titles used in House committees in 2014. Of those titles, 282, or 78.8%, were filled by only one staff member, and were excluded. In the second step, the remaining 76 titles were assessed to determine how many of the House committees for which data were available<sup>6</sup> employed staff with each title. Fifty-nine position titles that were used by six or fewer panels (five for minority positions) were excluded.

Pay data were then collected for the remaining 17 positions. In order to be included, annual pay data for staff in each position needed to be available from at least five committees (four for minority positions). This eliminated another 6 positions, leaving 11. When committees had more than one staff member with the same job title, data for no more than two staff per committee were collected.<sup>7</sup> House committee staff had to hold a position with the same job title in the same committee for the entire year examined, and not receive pay from any other congressional

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<sup>1</sup> Since 2009, the maximum annual pay for staff in House committees has been \$172,500. 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 committee staff since 2001 are available in **Table 2**.

<sup>2</sup> For discussion of resources available to committees, and their distribution, see CRS Report R42778, *House Committee Funding: Description of Process and Analysis of Disbursements*, by (name redacted) and (name redacted) .

<sup>3</sup> 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.

<sup>4</sup> Volumes of the *Statement of Disbursements* since July 2009 are available at <http://disbursements.house.gov/>.

<sup>5</sup> <http://www.legistorm.com/>.

<sup>6</sup> The *Statements of Disbursement of the House* provided data for the following panels in 2015: Agriculture, Appropriations, Armed Services, Budget, Education and the Workforce, Energy and Commerce, Ethics, Financial Services, Foreign Affairs, Homeland Security, House Administration, Intelligence, Judiciary, Natural Resources, Oversight and Government Reform, Rules, Science, Space and Technology, Small Business, Transportation and Infrastructure, Veterans' Affairs, and Ways and Means.

<sup>7</sup> The numbers of staff whose data were counted are identified as observations in the data tables.

employing authority for their data to be included. Every recorded payment ascribed in the LegiStorm data to those staff for the fiscal year is tabulated. Data collected for this report may differ from an employee's stated annual salary due to the inclusion of overtime, bonuses, or other payments<sup>8</sup> in addition to base salary paid in the course of a year.

**Table I. House Committee Staff Positions and Availability of Pay Data Since 2001**

Position Title	Available Data
Chief Counsel	2002, 2004-2015
Communications Director	2006-2015
Counsel	2001-2015
Deputy Staff Director	2009-2015
Minority Professional Staff Member	2001-2006, 2008-2010, 2012-2014
Minority Staff Director	2009, 2010, 2012, 2014-2015
Professional Staff Member	2001-2015
Senior Professional Staff Member	2008-2010, 2012-2014
Staff Assistant	2001-2015
Staff Director	2001-2006, 2008-2015
Subcommittee Staff Director	2001-2006, 2009-2010, 2013-2015

**Source:** CRS. Available data column provides years in which sufficient data (annual pay data for each position from at least five committees, four for minority positions), were available.

Pay data for staff working in Senate committee offices are available in CRS Report R44325, *Staff Pay Levels for Selected Positions in Senate Committees, FY2001-FY2014*. Data describing the pay of congressional staff working in the personal offices of Senators and Members of the House are available in CRS Report R44324, *Staff Pay Levels for Selected Positions in Senators' Offices, FY2001-FY2014*, and CRS Report R44323, *Staff Pay Levels for Selected Positions in House Member Offices, 2001-2014*, respectively.<sup>9</sup>

## Data Concerns

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

- Given the large number of positions with titles held by one House employee, data provided here almost certainly do not represent all of the jobs carried out by House committee staff.
- The manner in which staff titles are assigned might have implications about the representativeness of the data provided. Of positions for which data were

<sup>8</sup> 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.

<sup>9</sup> Information about the duration of staff employment is available in CRS Report R44683, *Staff Tenure in Selected Positions in House Committees, 2006-2016*, CRS Report R44685, *Staff Tenure in Selected Positions in Senate Committees, 2006-2016*, CRS Report R44682, *Staff Tenure in Selected Positions in House Member Offices, 2006-2016*, and CRS Report R44684, *Staff Tenure in Selected Positions in Senators' Offices, 2006-2016*.

collected, two broad categories emerge. The first category identifies position titles that usually apply to one staff member per committee.<sup>10</sup> Since almost all available data were collected for those positions, pay information provided is likely to be highly representative of what House committees pay staff in those positions. The second category includes positions for which committees might hire two or more staff members.<sup>11</sup> Since pay data were collected for no more than two staff per committee for each position, it is more likely that data for those positions are a sample of staff in those positions rather than nearly complete data, and therefore may be less closely representative of what all staff in those positions are paid.

- Pay data provide no insight into the education, work experience, position tenure, full- or part-time status of staff, or other potential explanations for levels of compensation.
- Potential differences might 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 same or similar tasks. Given the wide discretion congressional employing authorities have in setting the terms and conditions of employment, there may be differences in the duties of similarly titled staff that could 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 data and visualizations for each position. **Table 2** provides the maximum payable rates for House committee staff since 2001 in both nominal (current) and constant 2016 dollars.

Constant dollar calculations throughout the report are based on the Consumer Price Index for All Urban Consumers (CPI-U), various years, expressed in 2016 dollars.<sup>12</sup>

**Table 3** provides the available cumulative percentage changes in pay in constant 2016 dollars for each of the 11 positions, Members of Congress, and federal civilian workers paid under the General Schedule in Washington, DC, and surrounding areas.<sup>13</sup> **Table 4-Table 14** provide tabular pay data for each House committee staff position. The numbers of staff whose 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, depending on data availability, in nominal (current) and constant 2016 dollars;

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<sup>10</sup> Positions that typically employ one staff member per committee include communications director, deputy staff director, minority staff director, and staff director.

<sup>11</sup> Positions that typically employ two or more staff members per committee include counsel, staff assistant, and professional staff member.

<sup>12</sup> U.S. Department of Labor, Bureau of Labor Statistics, *Consumer Price Index*, at <http://www.bls.gov/cpi/tables.htm>.

<sup>13</sup> 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>.

- a comparison at 5-, 10-, and 15-year intervals from 2015,<sup>14</sup> depending on data availability, of the cumulative percentage change of pay for that position, in constant 2016 dollars, to changes in pay of Members of Congress and federal civilian workers paid under the General Schedule in Washington, DC, and surrounding areas; and
- distributions of 2015 pay in 2016 dollars, in \$10,000 increments.

Between 2011 and 2015, the change in median<sup>15</sup> pay, in constant 2016 dollars, ranged from a 14.96% increase for communications directors to a -12.24% decrease for subcommittee staff directors. Of the eight staff positions for which data were available,<sup>16</sup> two positions saw pay increases while six saw declines. This may be compared to changes to the pay of Members of Congress, -5.10%, and General Schedule, DC, -3.19%, over the same period.

Between 2006 and 2015, all of the seven staff positions for which data were available<sup>17</sup> saw decreases. The change in median pay, in constant 2016 dollars, ranged from a -4.78% decrease for counsels to a -31.06% decrease for professional staff members. This may be compared to changes to the pay of Members of Congress, -10.41%, and General Schedule, DC, -0.13%, over the same period.

Between 2001 and 2015, all of the five staff positions for which data were available<sup>18</sup> saw decreases. The change in median pay, in constant 2016 dollars, ranged from a -9.22% decrease for counsels to a -22.32% decrease for professional staff members. This may be compared to changes to the pay of Members of Congress, -10.40%, and General Schedule, DC, 7.36%, over the same period.

**Table 2. House Committee Staff Pay, Annual Maximums, 2001-2015**

Year	Nominal \$	Constant 2016 \$
2001	\$143,600	\$193,614
2002	\$148,500	\$197,105
2003	\$153,200	\$198,812
2004	\$156,600	\$197,953
2005	\$160,600	\$196,356
2006	\$163,700	\$193,892
2007	\$163,700	\$188,522
2008	\$167,800	\$186,099
2009	\$172,500	\$191,994

<sup>14</sup> 5 years, 2011-2015; 10 years, 2006-2015; and 15 years, 2001-2015.

<sup>15</sup> The median is the midpoint at which half of the numbers in a list are higher and the other half lower.

<sup>16</sup> Sufficient data are not available in 2011 for minority staff directors, senior professional staff members, and subcommittee staff directors.

<sup>17</sup> Sufficient data are not available in 2006 for deputy staff directors, minority staff directors, and senior professional staff members.

<sup>18</sup> Sufficient data are not available in 2001 for chief counsels, communications directors, deputy staff directors, minority staff directors, and senior professional staff members. Sufficient data are not available in 2015 for minority professional staff members.

Year	Nominal \$	Constant 2016 \$
2010	\$172,500	\$188,896
2011	\$172,500	\$183,116
2012	\$172,500	\$179,403
2013	\$172,500	\$176,813
2014	\$172,500	\$173,991
2015	\$172,500	\$173,785

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

**Table 3. Selected House Committee Staff Change in Pay, Selected Periods**

	Change (Based on 2016 constant dollars)		
	5 Years 2011-2015	10 Years 2006-2015	15 Years 2001-2015
Chief Counsel	-3.24%	-8.76%	—
Communications Director	14.96%	-4.78%	—
Counsel	6.07%	-11.74%	-9.22%
Deputy Staff Director	-7.34%	—	—
Minority Professional Staff Member	—	—	—
Minority Staff Director	—	—	—
Professional Staff Member	-12.17%	-31.06%	-22.32%
Senior Professional Staff Member	—	—	—
Staff Assistant	-9.77%	-11.54%	-21.57%
Staff Director	-5.09%	-9.94%	-9.95%
Subcommittee Staff Director	-12.24%	-13.31%	-10.59%
Members of Congress	-5.10%	-10.41%	-10.40%
General Schedule, DC	-3.19%	-0.13%	7.36%

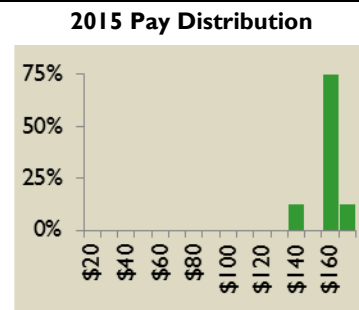
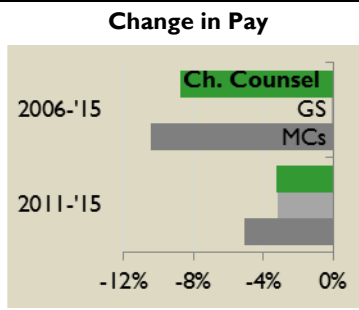
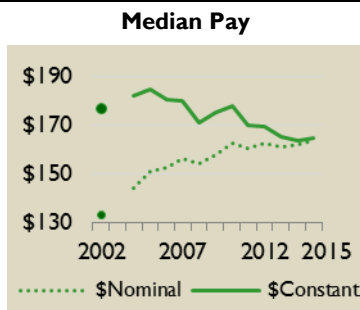
**Source:** CRS calculations, based on data provided in **Table 4-Table 14** for congressional positions, CRS Report 97-1011, *Salaries of Members of Congress: Recent Actions and Historical Tables*, by (name redacted) for Members of Congress, and the Office of Personnel Management for federal civilian workers in the District of Columbia and surrounding areas, various years. “—” indicates no data available. Detailed information about data sources is available above in “Data Tables and Visualizations.”

**Notes:** Insufficient data were available for minority staff directors for 2011. Between 2010 and 2015, change in pay for that position was -8.64%. Insufficient data were available for senior professional staff members for 2011 and 2015. Between 2010 and 2014, change in pay for that position was -26.93%. Insufficient data were available for minority professional staff members for 2011 and 2015. Between 2010 and 2014, change in pay for that position was -14.99%.



**Table 4. Chief Counsel, 2002-2015**

Year	Committees	Observations	Nominal \$				Constant \$				
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum	
2002	5	6	\$119,250	\$133,741	\$133,127	\$147,170	\$158,281	\$177,515	\$176,699	\$195,340	
2003	—	—	—	—	—	—	—	—	—	—	
2004	6	7	\$115,500	\$141,037	\$143,786	\$156,600	\$146,000	\$178,280	\$181,755	\$197,953	
2005	9	10	\$118,817	\$145,037	\$150,900	\$160,600	\$145,270	\$177,329	\$184,496	\$196,356	
2006	7	8	\$131,188	\$149,070	\$152,250	\$161,997	\$155,383	\$176,564	\$180,330	\$191,875	
2007	5	7	\$130,099	\$150,315	\$155,892	\$161,997	\$149,826	\$173,108	\$179,530	\$186,561	
2008	12	14	\$127,983	\$153,277	\$154,055	\$167,800	\$141,940	\$169,992	\$170,855	\$186,099	
2009	12	14	\$136,200	\$158,277	\$157,449	\$172,500	\$151,592	\$176,163	\$175,243	\$191,994	
2010	11	14	\$140,111	\$160,547	\$162,500	\$172,500	\$153,429	\$175,807	\$177,946	\$188,896	
2011	6	7	\$156,400	\$162,890	\$160,188	\$170,696	\$166,025	\$172,915	\$170,046	\$181,201	
2012	9	11	\$139,000	\$157,525	\$162,673	\$170,696	\$144,563	\$163,829	\$169,183	\$177,527	
2013	7	10	\$141,961	\$159,148	\$161,003	\$170,696	\$145,511	\$163,128	\$165,029	\$174,964	
2014	8	10	\$145,333	\$161,897	\$161,894	\$172,500	\$146,589	\$163,296	\$163,293	\$173,991	
2015	7	8	\$144,201	\$162,320	\$163,322	\$172,500	\$145,275	\$163,529	\$164,538	\$173,785	
							<b>Change</b>		5 Years, 2011-2015	<b>-3.24%</b>	
									10 Years, 2006-2015	<b>-8.76%</b>	

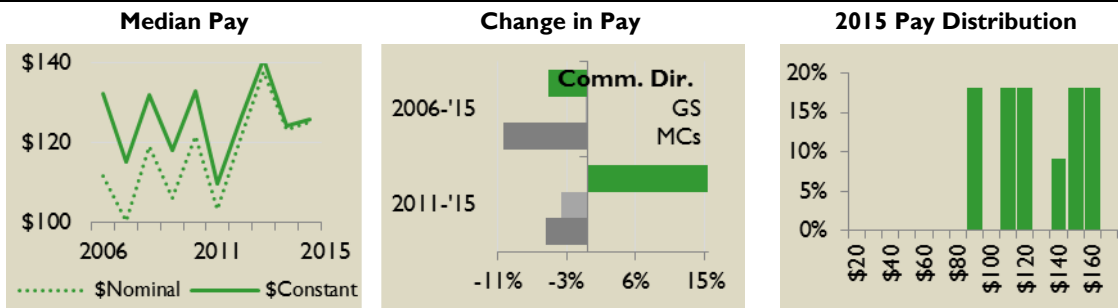


Dollars in figures are in thousands.

**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 2016 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. Communications Director, 2006-2015**

Year	Committees	Observations	Nominal \$				Constant \$			
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
2006	5	5	\$85,163	\$103,872	\$111,667	\$121,929	\$100,869	\$123,029	\$132,262	\$144,417
2007	5	5	\$85,917	\$103,084	\$100,069	\$126,100	\$98,945	\$118,715	\$115,243	\$145,221
2008	12	16	\$81,515	\$113,158	\$119,000	\$151,921	\$90,404	\$125,498	\$131,977	\$168,488
2009	14	16	\$79,458	\$113,739	\$106,045	\$163,224	\$88,438	\$126,593	\$118,030	\$181,670
2010	8	10	\$83,000	\$120,632	\$121,446	\$149,328	\$90,889	\$132,097	\$132,989	\$163,521
2011	8	8	\$83,667	\$107,173	\$103,197	\$133,889	\$88,816	\$113,768	\$109,548	\$142,129
2012	10	10	\$100,000	\$126,218	\$120,976	\$164,034	\$104,002	\$131,269	\$125,817	\$170,599
2013	8	9	\$104,000	\$134,395	\$137,700	\$168,411	\$106,601	\$137,755	\$141,143	\$172,622
2014	13	14	\$89,000	\$128,454	\$123,167	\$168,411	\$89,769	\$129,564	\$124,231	\$169,866
2015	11	11	\$95,500	\$131,881	\$125,003	\$168,411	\$96,211	\$132,863	\$125,934	\$169,665
							Change		5 Years, 2011-2015	<b>14.96%</b>
									10 Years, 2006-2015	<b>-4.78%</b>

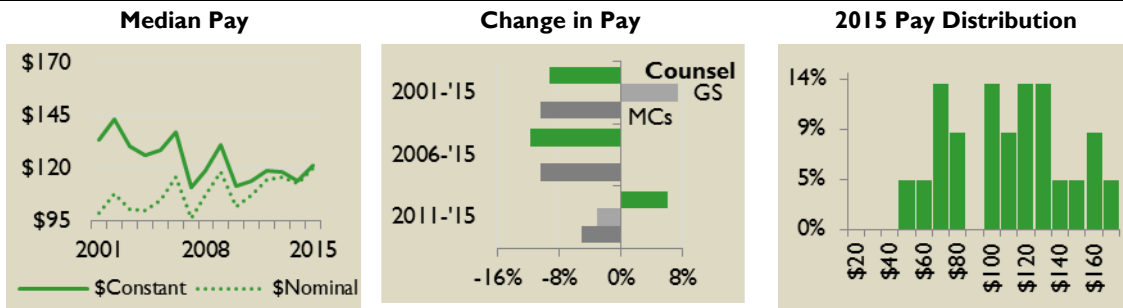


Dollars in figures are in thousands.

**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 2016 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 6. Counsel, 2001-2015**

Year	Committees	Observations	Nominal \$				Constant \$				
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum	
2001	10	16	\$71,167	\$97,784	\$98,767	\$143,283	\$95,953	\$131,841	\$133,167	\$193,187	
2002	11	19	\$65,750	\$100,279	\$108,000	\$143,600	\$87,270	\$133,101	\$143,349	\$190,601	
2003	9	14	\$75,388	\$104,678	\$100,317	\$149,467	\$97,832	\$135,844	\$130,184	\$193,967	
2004	12	19	\$58,233	\$101,021	\$99,500	\$150,000	\$73,611	\$127,697	\$125,774	\$189,610	
2005	12	19	\$79,087	\$104,912	\$104,880	\$134,567	\$96,695	\$128,270	\$128,230	\$164,527	
2006	13	19	\$56,250	\$111,987	\$115,647	\$154,083	\$66,624	\$132,641	\$136,976	\$182,501	
2007	7	14	\$59,167	\$102,363	\$96,177	\$139,041	\$68,138	\$117,885	\$110,760	\$160,124	
2008	12	19	\$64,694	\$111,010	\$107,136	\$147,415	\$71,749	\$123,115	\$118,819	\$163,491	
2009	13	20	\$94,261	\$123,682	\$117,900	\$170,696	\$104,914	\$137,660	\$131,224	\$189,987	
2010	8	15	\$55,733	\$104,700	\$101,854	\$142,000	\$61,031	\$114,652	\$111,535	\$155,497	
2011	6	10	\$79,356	\$105,961	\$107,371	\$130,917	\$84,239	\$112,482	\$113,979	\$138,973	
2012	10	17	\$77,000	\$108,888	\$114,267	\$142,050	\$80,081	\$113,245	\$118,839	\$147,735	
2013	10	16	\$78,383	\$112,593	\$115,417	\$166,048	\$80,343	\$115,408	\$118,303	\$170,200	
2014	12	19	\$49,917	\$106,016	\$112,895	\$159,717	\$50,348	\$106,932	\$113,871	\$161,098	
2015	15	23	\$54,833	\$114,886	\$120,000	\$170,696	\$55,242	\$115,741	\$120,894	\$171,967	
							5 Years, 2011-2015			<b>6.07%</b>	
							<b>Change</b>	10 Years, 2006-2015			<b>-11.74%</b>
								15 Years, 2001-2015			<b>-9.22%</b>

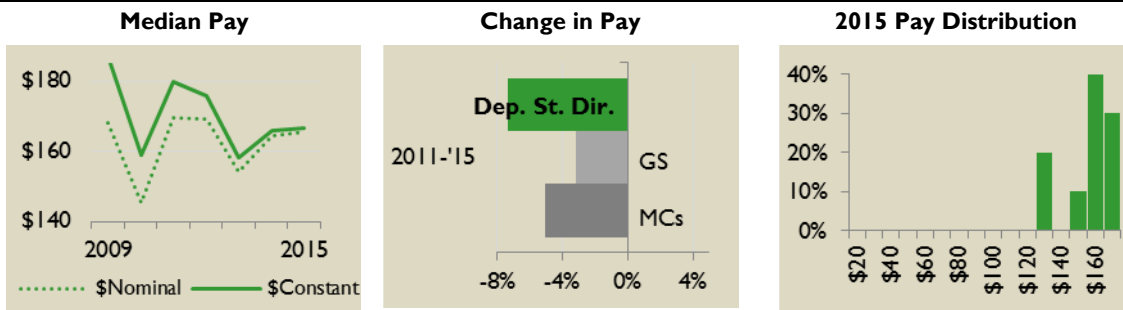


Dollars in figures are in thousands.

**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 2016 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. Deputy Staff Director, 2009-2015**

Year	Committees	Observations	Nominal \$				Constant \$			
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
2009	5	5	\$136,250	\$159,050	\$168,139	\$172,500	\$151,648	\$177,024	\$187,140	\$191,994
2010	5	6	\$122,500	\$145,128	\$145,257	\$172,500	\$134,143	\$158,922	\$159,064	\$188,896
2011	6	6	\$142,015	\$162,374	\$169,516	\$172,500	\$150,755	\$172,366	\$179,948	\$183,116
2012	12	12	\$140,124	\$161,167	\$169,206	\$172,500	\$145,732	\$167,617	\$175,977	\$179,403
2013	8	9	\$140,100	\$158,695	\$154,300	\$172,500	\$143,603	\$162,663	\$158,158	\$176,813
2014	11	12	\$134,000	\$161,029	\$164,417	\$172,500	\$135,158	\$162,421	\$165,838	\$173,991
2015	8	10	\$137,500	\$160,161	\$165,500	\$172,500	\$138,524	\$161,354	\$166,732	\$173,785
<b>Change</b>							5 Years, 2011-2015	<b>-7.34%</b>		



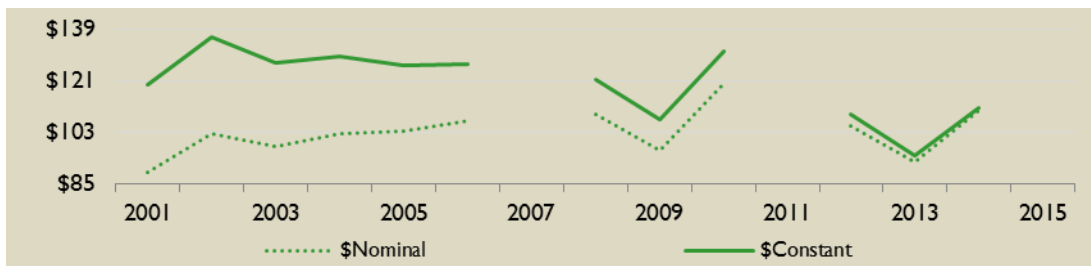
Dollars in figures are in thousands.

**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 2016 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. Minority Professional Staff Member, 2001-2014**

Year	Committees	Observations	Nominal \$				Constant \$			
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
2001	7	13	\$73,667	\$95,925	\$88,827	\$139,559	\$99,324	\$129,334	\$119,765	\$188,165
2002	7	14	\$65,267	\$106,863	\$102,642	\$147,170	\$86,629	\$141,840	\$136,238	\$195,340
2003	7	13	\$59,350	\$98,384	\$97,957	\$135,613	\$77,020	\$127,675	\$127,122	\$175,989
2004	8	15	\$64,812	\$105,503	\$102,333	\$155,098	\$81,926	\$133,363	\$129,356	\$196,054
2005	6	11	\$71,833	\$106,447	\$103,500	\$139,091	\$87,826	\$130,147	\$126,543	\$170,058
2006	7	13	\$71,917	\$106,739	\$107,044	\$144,583	\$85,181	\$126,426	\$126,787	\$171,249
2007	—	—	—	—	—	—	—	—	—	—
2008	4	7	\$62,500	\$104,167	\$109,376	\$143,124	\$69,316	\$115,527	\$121,303	\$158,732
2009	5	8	\$59,750	\$96,173	\$96,467	\$127,408	\$66,502	\$107,042	\$107,368	\$141,806
2010	4	7	\$73,667	\$115,362	\$120,000	\$140,000	\$80,669	\$126,327	\$131,406	\$153,307
2011	—	—	—	—	—	—	—	—	—	—
2012	4	5	\$67,500	\$101,786	\$105,085	\$143,760	\$70,201	\$105,859	\$109,290	\$149,513
2013	5	8	\$45,117	\$90,613	\$92,417	\$143,591	\$46,245	\$92,879	\$94,728	\$147,181
2014	4	6	\$60,000	\$110,397	\$110,750	\$155,207	\$60,519	\$111,351	\$111,707	\$156,549
2015	—	—	—	—	—	—	—	—	—	—
							<b>Change</b>	5 Years, 2010-2014		<b>-14.99%</b>

**Median Pay**



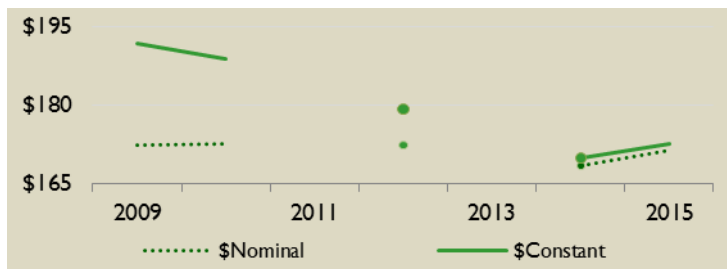
Dollars in figures are in thousands.

**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 2016 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.”

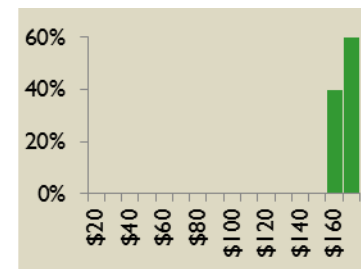
**Table 9. Minority Staff Director, 2009-2015**

Year	Committees	Observations	Nominal \$				Constant \$			
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
2009	6	6	\$165,000	\$170,597	\$172,250	\$172,500	\$183,647	\$189,877	\$191,716	\$191,994
2010	7	7	\$169,587	\$171,558	\$172,500	\$172,500	\$185,706	\$187,865	\$188,896	\$188,896
2011	—	—	—	—	—	—	—	—	—	—
2012	7	7	\$157,838	\$169,602	\$172,400	\$172,500	\$164,154	\$176,390	\$179,299	\$179,403
2013	—	—	—	—	—	—	—	—	—	—
2014	8	8	\$144,712	\$166,098	\$168,480	\$172,500	\$145,962	\$167,533	\$169,936	\$173,991
2015	5	5	\$165,011	\$169,626	\$171,300	\$172,500	\$166,240	\$170,889	\$172,576	\$173,785
<b>Change</b>							6 Years, 2010-2015	<b>-8.64%</b>		

**Median Pay**



**2015 Pay Distribution**

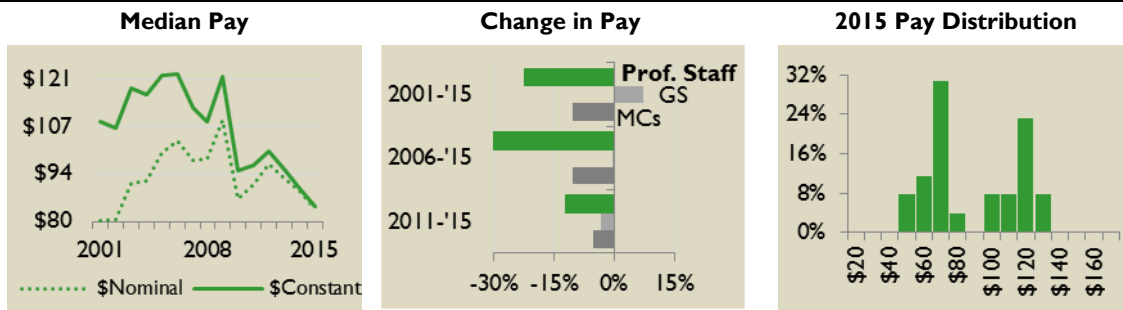


Dollars in figures are in thousands.

**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 2016 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. Professional Staff Member, 2001-2015**

Year	Committees	Observations	Nominal \$				Constant \$				
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum	
2001	13	24	\$45,930	\$79,533	\$80,423	\$140,865	\$61,927	\$107,233	\$108,434	\$189,927	
2002	15	27	\$43,000	\$81,293	\$80,429	\$148,500	\$57,074	\$107,900	\$106,754	\$197,105	
2003	13	25	\$44,667	\$86,645	\$91,000	\$121,335	\$57,965	\$112,441	\$118,093	\$157,460	
2004	16	32	\$41,083	\$90,763	\$91,792	\$143,211	\$51,932	\$114,730	\$116,031	\$181,028	
2005	15	28	\$42,200	\$96,007	\$99,635	\$138,000	\$51,595	\$117,382	\$121,818	\$168,725	
2006	15	29	\$40,833	\$100,719	\$103,161	\$157,013	\$48,364	\$119,295	\$122,187	\$185,972	
2007	11	21	\$44,700	\$99,295	\$97,657	\$136,433	\$51,478	\$114,351	\$112,465	\$157,121	
2008	13	22	\$51,250	\$96,048	\$97,783	\$135,000	\$56,839	\$106,522	\$108,447	\$149,722	
2009	15	25	\$47,917	\$109,033	\$109,000	\$172,049	\$53,332	\$121,355	\$121,318	\$191,492	
2010	14	27	\$51,868	\$89,333	\$86,498	\$135,762	\$56,798	\$97,824	\$94,720	\$148,666	
2011	12	22	\$49,000	\$94,787	\$90,344	\$142,000	\$52,015	\$100,620	\$95,904	\$150,739	
2012	16	28	\$53,000	\$96,110	\$96,333	\$134,083	\$55,121	\$99,956	\$100,188	\$139,449	
2013	17	29	\$41,667	\$93,765	\$92,475	\$151,083	\$42,708	\$96,109	\$94,787	\$154,861	
2014	16	30	\$54,000	\$89,714	\$88,506	\$155,000	\$54,467	\$90,489	\$89,271	\$156,340	
2015	14	26	\$53,500	\$95,061	\$83,611	\$135,000	\$53,898	\$95,769	\$84,234	\$136,005	
							5 Years, 2011-2015			<b>-12.17%</b>	
							<b>Change</b>	10 Years, 2006-2015			<b>-31.06%</b>
								15 Years, 2001-2015			<b>-22.32%</b>



Dollars in figures are in thousands.

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**Table II. Senior Professional Staff Member, 2008-2014**

Year	Committees	Observations	Nominal \$				Constant \$			
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum
2008	5	9	\$101,700	\$129,285	\$131,875	\$153,841	\$112,790	\$143,384	\$146,256	\$170,617
2009	5	10	\$87,028	\$141,473	\$145,358	\$170,696	\$96,864	\$157,460	\$161,785	\$189,987
2010	5	9	\$114,631	\$148,295	\$145,853	\$170,696	\$125,527	\$162,390	\$159,716	\$186,921
2011	—	—	—	—	—	—	—	—	—	—
2012	7	12	\$82,000	\$133,660	\$135,250	\$164,000	\$85,282	\$139,009	\$140,662	\$170,563
2013	6	9	\$66,000	\$114,418	\$125,000	\$164,000	\$67,650	\$117,279	\$128,126	\$168,101
2014	6	10	\$73,000	\$115,499	\$115,708	\$164,000	\$73,631	\$116,497	\$116,708	\$165,417
2015	—	—	—	—	—	—	—	—	—	—
							<b>Change</b>	5 Years, 2010-2014		<b>-26.93%</b>

**Median Pay**



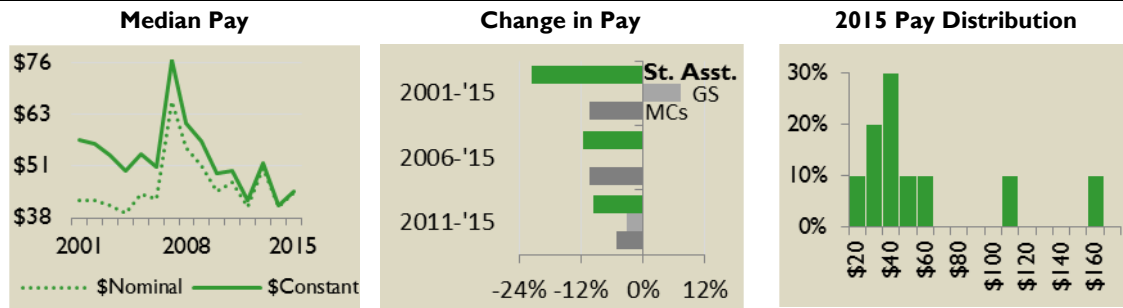
Dollars in figures are in thousands.

**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 2016 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. Staff Assistant, 2001-2015**

Year	Committees	Observations	Nominal \$				Constant \$				
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum	
2001	12	20	\$25,750	\$54,489	\$42,111	\$124,500	\$34,718	\$73,467	\$56,778	\$167,862	
2002	18	30	\$24,923	\$51,071	\$42,187	\$123,500	\$33,080	\$67,787	\$55,995	\$163,922	
2003	16	22	\$28,391	\$52,471	\$40,867	\$128,063	\$36,844	\$68,094	\$53,034	\$166,190	
2004	14	26	\$29,222	\$53,364	\$39,056	\$155,010	\$36,938	\$67,456	\$49,370	\$195,943	
2005	13	20	\$32,416	\$54,621	\$43,743	\$156,848	\$39,633	\$66,782	\$53,483	\$191,769	
2006	14	19	\$29,417	\$59,980	\$42,500	\$161,997	\$34,842	\$71,042	\$50,338	\$191,875	
2007	8	12	\$36,032	\$77,341	\$66,239	\$161,997	\$41,495	\$89,069	\$76,283	\$186,561	
2008	12	18	\$34,000	\$60,085	\$55,000	\$134,385	\$37,708	\$66,638	\$60,998	\$149,040	
2009	11	15	\$36,325	\$66,030	\$50,750	\$170,696	\$40,430	\$73,492	\$56,485	\$189,987	
2010	16	26	\$24,750	\$53,749	\$44,521	\$154,039	\$27,102	\$58,858	\$48,752	\$168,680	
2011	7	12	\$30,000	\$63,876	\$46,491	\$153,000	\$31,846	\$67,807	\$49,352	\$162,416	
2012	14	25	\$30,000	\$49,506	\$40,617	\$151,534	\$31,201	\$51,487	\$42,242	\$157,598	
2013	10	15	\$33,000	\$66,141	\$50,000	\$168,411	\$33,825	\$67,795	\$51,250	\$172,622	
2014	10	11	\$32,000	\$62,975	\$40,625	\$163,701	\$32,277	\$63,519	\$40,976	\$165,116	
2015	7	10	\$25,938	\$62,883	\$44,200	\$165,409	\$26,131	\$63,351	\$44,529	\$166,641	
							5 Years, 2011-2015			<b>-9.77%</b>	
							<b>Change</b>	10 Years, 2006-2015			<b>-11.54%</b>
								15 Years, 2001-2015			<b>-21.57%</b>

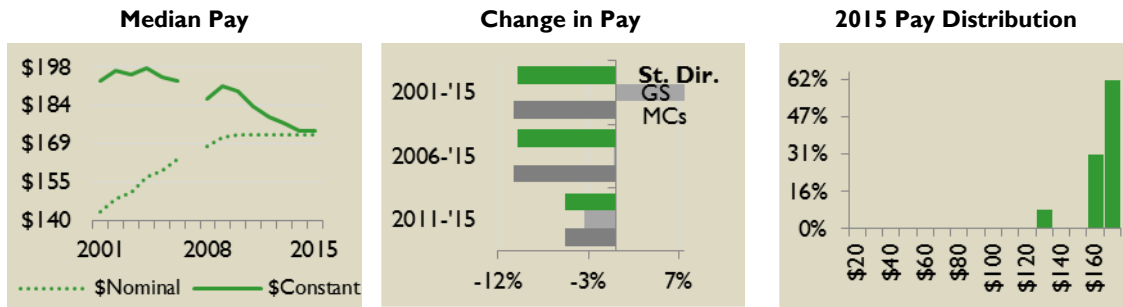


Dollars in figures are in thousands.

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**Table 13. Staff Director, 2001-2015**

Year	Committees	Observations	Nominal \$				Constant \$				
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum	
2001	5	5	\$109,270	\$136,410	\$143,133	\$143,600	\$147,327	\$183,920	\$192,985	\$193,614	
2002	9	9	\$117,755	\$143,242	\$148,000	\$148,500	\$156,297	\$190,125	\$196,441	\$197,105	
2003	5	5	\$148,473	\$150,769	\$150,316	\$153,174	\$192,677	\$195,658	\$195,070	\$198,778	
2004	7	7	\$129,583	\$148,326	\$156,417	\$156,600	\$163,802	\$187,493	\$197,721	\$197,953	
2005	8	10	\$126,000	\$150,959	\$158,997	\$160,600	\$154,053	\$184,569	\$194,396	\$196,356	
2006	8	10	\$134,000	\$154,948	\$162,916	\$163,700	\$158,714	\$183,526	\$192,964	\$193,892	
2007	—	—	—	—	—	—	—	—	—	—	
2008	9	11	\$140,791	\$164,854	\$167,800	\$168,217	\$156,144	\$182,832	\$186,099	\$186,561	
2009	8	9	\$167,800	\$170,758	\$171,500	\$172,500	\$186,763	\$190,055	\$190,881	\$191,994	
2010	11	13	\$168,000	\$171,146	\$172,500	\$172,500	\$183,968	\$187,413	\$188,896	\$188,896	
2011	8	8	\$165,006	\$170,679	\$172,495	\$172,500	\$175,161	\$181,182	\$183,111	\$183,116	
2012	8	10	\$164,593	\$170,575	\$172,330	\$172,500	\$171,180	\$177,402	\$179,226	\$179,403	
2013	10	11	\$145,250	\$168,843	\$172,500	\$172,500	\$148,882	\$173,065	\$176,813	\$176,813	
2014	12	13	\$112,833	\$165,939	\$172,500	\$172,500	\$113,809	\$167,373	\$173,991	\$173,991	
2015	10	13	\$135,000	\$167,383	\$172,500	\$172,500	\$136,005	\$168,630	\$173,785	\$173,785	
							5 Years, 2011-2015			<b>-5.09%</b>	
							<b>Change</b>	10 Years, 2006-2015			<b>-9.94%</b>
								15 Years, 2001-2015			<b>-9.95%</b>

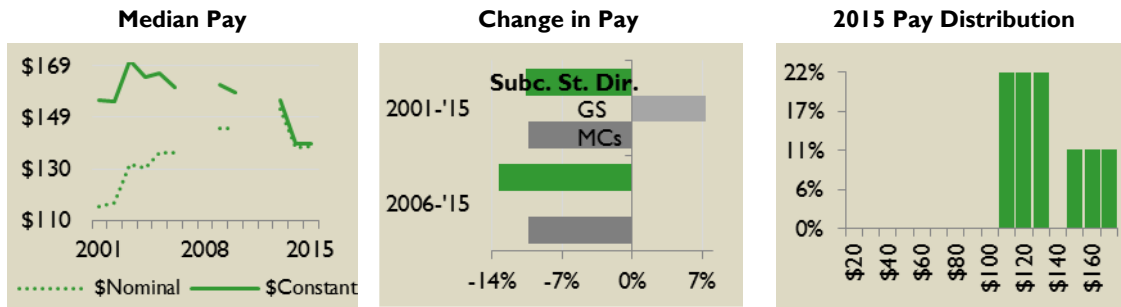


Dollars in figures are in thousands.

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**Table 14. Subcommittee Staff Director, 2001-2015**

Year	Committees	Observations	Nominal \$				Constant \$				
			Minimum	Average	Median	Maximum	Minimum	Average	Median	Maximum	
2001	5	8	\$64,694	\$108,922	\$115,331	\$134,891	\$87,227	\$146,858	\$155,499	\$181,872	
2002	9	16	\$68,250	\$112,430	\$116,733	\$134,905	\$90,588	\$149,229	\$154,940	\$179,060	
2003	7	13	\$70,783	\$127,704	\$131,417	\$151,358	\$91,858	\$165,724	\$170,543	\$196,421	
2004	8	16	\$77,583	\$125,937	\$129,966	\$147,947	\$98,070	\$159,192	\$164,285	\$187,015	
2005	8	12	\$82,761	\$135,548	\$135,667	\$158,954	\$101,187	\$165,727	\$165,872	\$194,344	
2006	8	14	\$91,761	\$138,231	\$135,406	\$161,745	\$108,685	\$163,726	\$160,380	\$191,577	
2007	—	—	—	—	—	—	—	—	—	—	
2008	—	—	—	—	—	—	—	—	—	—	
2009	6	10	\$105,198	\$141,675	\$144,957	\$170,696	\$117,086	\$157,686	\$161,338	\$189,987	
2010	10	16	\$98,293	\$144,215	\$144,661	\$170,499	\$107,636	\$157,922	\$158,411	\$186,705	
2011	—	—	—	—	—	—	—	—	—	—	
2012	—	—	—	—	—	—	—	—	—	—	
2013	6	11	\$105,000	\$143,609	\$151,838	\$170,696	\$107,625	\$147,199	\$155,635	\$174,964	
2014	6	12	\$102,395	\$141,386	\$137,750	\$168,411	\$103,280	\$142,608	\$138,941	\$169,866	
2015	5	9	\$110,000	\$138,476	\$138,000	\$170,683	\$110,819	\$139,508	\$139,028	\$171,954	
							5 Years, 2011-2015	—			
							<b>Change</b>	10 Years, 2006-2015	<b>-13.31%</b>		
								15 Years, 2001-2015	<b>-10.59%</b>		



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