



**Congressional
Research Service**

Informing the legislative debate since 1914

House Committee Staff Pay, Selected Positions, 2001-2021

Updated September 29, 2022

Congressional Research Service

<https://crsreports.congress.gov>

R44322



R44322

September 29, 2022

R. Eric Petersen
Specialist in American
National Government

Tyler L. Wolanin
Research Assistant

House Committee Staff Pay, Selected Positions, 2001-2021

The level of pay for congressional staff is a source of recurring interest 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 the following 14 staff position titles that are used in House committees: Chief Counsel; Clerk; Communications Director; Counsel; Deputy Staff Director; Digital Director; General Counsel; Minority Professional Staff Member; Professional Staff Member; Senior Counsel; Senior Professional Staff Member; Staff Assistant; Staff Director; and Subcommittee Staff Director. The following table provides 2021 pay levels and the change in median pay levels for these positions in constant 2022 dollars, between 2020 and 2021.

2021 Median Pay and Percentage Change for Selected Staff Positions in House Committees, 2022 Dollars and Percentage Change, 2020-2021

Position	2021 Pay, Constant 2022\$	Change, 2020-2021	Position	2021 Pay, Constant 2022\$	Change, 2020-2021
Chief Counsel	\$185,954	0.84%	Minority Professional Staff Member	\$123,449	-16.61%
Clerk	\$87,702	1.47%	Professional Staff Member	\$114,248	0.91%
Communications Director	\$150,973	-2.63%	Senior Counsel	\$150,703	-1.26%
Counsel	\$133,016	16.20%	Senior Professional Staff Member	\$160,683	-3.22%
Deputy Staff Director	\$188,697	-0.45%	Staff Assistant	\$66,153	14.19%
Digital Director	\$89,387	5.96%	Staff Director	\$189,309	-1.98%
General Counsel	\$186,223	2.56%	Subcommittee Staff Director	\$149,111	-5.74%

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. 2021 median pay provided in constant 2022 dollars.

Report tables provide aggregate statistics on pay for each staff position for 2001, 2007, 2012, and 2017-2021, including quartiles, median pay, and average pay, based on available data. Graphic displays are also included, providing representations of pay from the following two perspectives:

- a line graph showing change in median pay, 2001-2021, in nominal (current) and constant, 2022 dollars; and
- distributions of 2021 pay in constant 2022 dollars, in \$10,000 increments.

Other data, which may not represent the entire 2001-2021 period, are available to congressional staff upon request.

The Congressional Research Service provides a number of products on staffing issues. These can be found in CRS Report R44688, *Congressional Staff: CRS Products on Size, Pay, Job Tenure, and Duties*.

Contents

Introduction	1
Data Concerns	2
Data Tables and Visualizations	2
House Committee Staff Pay Tables	3

Tables

Table 1. House Committee Staff Pay, Annual Maximums, 2001-2022	4
Table 2. 2021 Median Pay in Constant 2022 Dollars, and Changes in Pay for Selected Staff In House Committees, Members Of Congress, and Selected General Schedule Employees, Selected Periods.....	5
Table 3. Chief Counsel	6
Table 4. Clerk	7
Table 5. Communications Director.....	8
Table 6. Counsel	9
Table 7. Deputy Staff Director	10
Table 8. Digital Director.....	11
Table 9. General Counsel	12
Table 10. Minority Professional Staff Member	13
Table 11. Professional Staff Member	14
Table 12. Senior Counsel.....	15
Table 13. Senior Professional Staff Member	16
Table 14. Staff Assistant	17
Table 15. Staff Director	18
Table 16. Subcommittee Staff Director	19

Contacts

Author Information.....	20
-------------------------	----

Introduction

Levels of pay for congressional staff are a source of recurring interest 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;¹ and resources available to carry out their official duties. 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; consideration by staff when negotiating compensation for a new position or promotion; 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. Pay² information in this report is based on the House *Statement of Disbursements* (SOD), published quarterly by the Chief Administrative Officer,³ as collated by LegiStorm, a private entity that provides some congressional data by subscription.⁴ Data in this report are based on official House reports, which afford the opportunity to use consistently collected data from a single, authoritative 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 14 staff position titles that are used in House committees, and for which sufficient data could be identified. The positions include the following:

Chief Counsel	Digital Director	Senior Professional Staff Member
Clerk	General Counsel	Staff Assistant
Communications Director	Minority Professional Staff Member	Staff Director
Counsel	Professional Staff Member	Subcommittee Staff Director
Deputy Staff Director	Senior Counsel	

When committees had more than two staff members with the same job title, data for no more than two staff per committee were collected. 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 employing authority for their data to be included. Every recorded payment ascribed in the LegiStorm data to those staff for the 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 in addition to base salary paid in the course of a year.⁵

¹ Effective September 1, 2022, the maximum annual pay for staff in House committees, a figure that has increased over time, is \$203,700. A minimum salary of \$45,000 per year was also established for the first time. See *Order of the Speaker of the House of Representatives*, May 6, 2022, set out as a note following 2 U.S.C. 4532. Maximum payable rates for House committee staff since 2001 are available in **Table 1**.

² 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.

³ Volumes of the *Statement of Disbursements* since July 2009 are available at <http://disbursements.house.gov/>.

⁴ <http://www.legistorm.com/>.

⁵ 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.

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 in committees 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 collected, two broad categories emerge. The first category identifies position titles that usually appear to apply to one staff member per committee.⁶ 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.⁷ 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. Those data 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, and full- or part-time status of staff, or other potential explanations for levels of compensation.
- Differences might exist in the job duties of staff in 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 affect 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 1** provides the maximum payable rates for House committee staff since 2001 in both nominal (current) and constant, 2022 dollars.

Constant dollar calculations throughout the report are based on the Consumer Price Index for All Urban Consumers (CPI-U), various years, expressed in 2022 dollars.⁸

⁶ Positions that typically employ one staff member per committee include communications director, deputy staff director, minority staff director, and staff director.

⁷ Positions that typically employ two or more staff members per committee include counsel, staff assistant, and professional staff member.

⁸ U.S. Department of Labor, Bureau of Labor Statistics, *Consumer Price Index*, at <https://data.bls.gov/timeseries/CUUR0000SA0>.

Table 2 provides 2021 pay levels in median pay in constant 2022 dollars and percentage changes for each of the 14 positions; for Members of Congress;⁹ and for salaries paid under the General Schedule in Washington, DC, and surrounding areas and in the Rest of the United States (RUS) area.¹⁰

Table 3 through **Table 16** provide available tabular pay data for each staff position for 2001, 2007, 2012, and 2017-2021, including data distributed by quartile, median pay, and average pay. The numbers of staff for which data were counted are identified as “#” in the data tables. Staff pay tables also provide a comparison, at various intervals to 2021, based on data availability, of the cumulative percentage change in median pay for that position, in constant, 2022 dollars.

Graphic displays are also included for each position, providing representations of pay from the following two perspectives:

- distributions of 2021 pay in constant 2022 dollars, in \$10,000 increments; and
- a line graph showing change in median pay, 2001-2021 (or available data), in nominal (current) and constant 2022 dollars.

House Committee Staff Pay Tables

Interpreting Pay Tables: Statistics Describing Pay Data

For each year that data are available, statistical values for staff positions are included in **Table 3** through **Table 16**, including the following:

Minimum & Maximum	The smallest and largest pay level, respectively, for each position
Average (Mean)	The mean is the average of a list of numbers, in which the sum of all the values is divided by the total number of values. For example, if three salaries, \$30,000, \$45,000, and \$90,000, were identified for a given staff position, the average (mean) would be $(\$30,000 + \$45,000 + \$90,000) \div 3 = \$55,000$.
Median	The midpoint at which half of the numbers in a list are higher and the other half lower. For example, if three salaries, \$30,000, \$45,000, and \$90,000, were identified for a given staff position, the midpoint (median) would be \$45,000.
Statistical Quartiles	Statistical values that divide data into quarters for more detailed analysis. In a list of numbers, Quartile 1 (Q1) is a number that falls in the middle between the lowest number, or minimum, and the median. For example, if Q1 for a given staff position was \$50,000, this would indicate that 25% of employees in that position make \$50,000 or less. Quartile 2 (Q2) is also the median. Quartile 3 (Q3) is a number that falls in the middle between the median and the highest number in the list, or maximum. Numbers between Q1 and Q3 compose the interquartile range, the difference between the largest and smallest values in the middle 50% of a list of numbers. Quartiles might also be described as percentiles, as shown below.

⁹ Member pay data are taken from CRS Report 97-1011, *Salaries of Members of Congress: Recent Actions and Historical Tables*.

¹⁰ General Schedule pay change is based on changes in pay levels, and not the pay of individuals. General Schedule pay tables for various years are available at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/>. For a complete description of areas covered under the Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA and RUS locality pay tables in 2022, see <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2022/locality-pay-area-definitions/>.

Statistical Measures Used in Pay Tables					
Minimum	Quartile I (Q1)	Quartile2 (Q2) Median	Quartile3 (Q3)	Maximum	Average
Lowest number in a list	25 th Percentile 25% of staff make less than Q1	50 th Percentile 50% of staff make less than Q2	75 th percentile 75% of staff make less than Q3	Highest number in a list	The mean, or number expressing the central value in a set of data
	Middle number between Minimum and Median	Median—midpoint at which half of the numbers in a list are higher and the other half lower	Middle number between Median and Maximum		
	Lower Quartile	Interquartile Range = Q3-Q1	Upper Quartile		

Table I. House Committee Staff Pay, Annual Maximums, 2001-2022

Year	Nominal \$	Constant 2022 \$	Year	Nominal \$	Constant 2022 \$
2001	\$143,600	\$233,804	2012	\$172,500	\$216,643
2002	\$148,500	\$238,019	2013	\$172,500	\$213,515
2003	\$153,200	\$240,080	2014	\$172,500	\$210,107
2004	\$156,600	\$239,043	2015	\$172,500	\$209,858
2005	\$160,600	\$237,115	2016	\$172,500	\$207,243
2006	\$163,700	\$234,139	2017	\$172,500	\$202,920
2007	\$163,700	\$227,655	2018	\$172,500	\$198,082
2008	\$167,800	\$224,728	2019	\$172,500	\$194,557
2009	\$172,500	\$231,847	2020	\$173,900	\$193,746
2010	\$172,500	\$228,106	2021	\$199,300	\$212,081
2011	\$172,500	\$221,126	2022	\$203,700	\$203,700

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

Table 2. 2021 Median Pay in Constant 2022 Dollars, and Changes in Pay for Selected Staff In House Committees, Members Of Congress, and Selected General Schedule Employees, Selected Periods

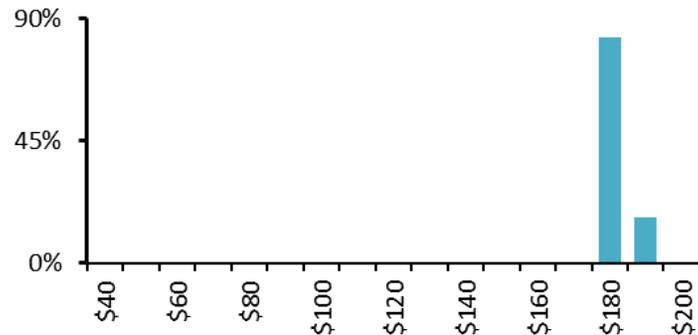
	2021 Pay, Constant 2022\$	2020- 2021	2017- 2021	2012- 2021	2007- 2021	2001- 2021
Chief Counsel	\$185,954	0.84%	-1.89%	-8.98%	-14.23%	34.45%
Clerk	\$87,702	1.47%	18.50%	-53.58%	—	—
Communications Director	\$150,973	-2.63%	2.61%	-0.63%	8.49%	—
Counsel	\$133,016	16.20%	2.85%	-7.31%	-0.55%	2.32%
Deputy Staff Director	\$188,697	-0.45%	-4.70%	-11.20%	—	—
Digital Director	\$89,387	5.96%	—	—	—	—
General Counsel	\$186,223	2.56%	—	—	—	—
Minority Professional Staff Mbr	\$123,449	-16.61%	5.89%	-6.46%	—	-14.64%
Professional Staff Member	\$114,248	0.91%	8.06%	-5.57%	-15.88%	-12.75%
Senior Counsel	\$150,703	-1.26%	-14.45%	-15.30%	—	—
Senior Professional Staff Mbr	\$160,683	-3.22%	13.74%	-5.40%	-11.68%	-15.94%
Staff Assistant	\$66,153	14.19%	17.36%	29.69%	-28.19%	-3.52%
Staff Director	\$189,309	-1.98%	-6.71%	-12.53%	-16.84%	-18.77%
Subcommittee Staff Director	\$149,111	-5.74%	-11.62%	-18.39%	—	-20.59%
Congressional Staff Positions Pay Change Summary						
Increase		7	7	1	1	2
Decrease		7	5	11	6	6
Members of Congress, General Schedule Pay Change						
MCs	\$185,158	-4.49%	-9.54%	-15.27%	-19.41%	-21.62%
General Schedule, DC	Varies	-3.53%	-1.05%	-1.32%	-0.07%	7.21%
General Schedule, Rest of U.S.	Varies	-3.53%	-2.87%	-4.58%	-6.51%	-2.47%

Source: CRS calculations, based on data provided in **Table 3-Table 16** for congressional positions; CRS Report 97-1011, *Salaries of Members of Congress: Recent Actions and Historical Tables*, for Members of Congress; and the Office of Personnel Management for federal civilian workers in the District of Columbia and surrounding areas and rest of the U.S. localities, various years. Nominal Member pay in 2022 is \$174,000. General Schedule pay for individuals varies by grade, step and locality, but percentage changes are consistent within each locality. “—” indicates no data available. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 3. Chief Counsel

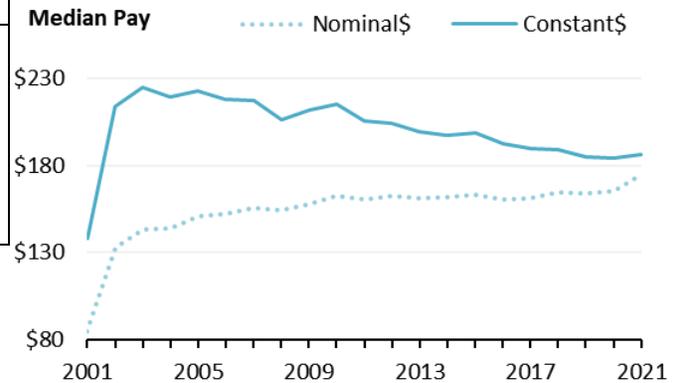
Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	4	\$114,529	\$76,216	\$84,950	\$122,329	\$126,123	\$119,709	\$186,471	\$124,091	\$138,312	\$199,171	\$205,348	\$194,906
2007	7	\$130,099	\$142,454	\$155,892	\$159,656	\$161,997	\$150,315	\$180,926	\$198,108	\$216,796	\$222,031	\$225,286	\$209,041
2012	11	\$139,000	\$150,159	\$162,673	\$163,629	\$170,696	\$157,525	\$174,570	\$188,584	\$204,301	\$205,501	\$214,377	\$197,836
Most Recent Five Years													
2017	6	\$147,116	\$153,921	\$161,116	\$168,300	\$170,696	\$160,377	\$173,060	\$181,065	\$189,529	\$197,980	\$200,798	\$188,659
2018	5	\$162,103	\$162,103	\$164,642	\$170,639	\$170,696	\$166,036	\$186,143	\$186,143	\$189,059	\$195,945	\$196,011	\$190,660
2019	5	\$162,100	\$163,046	\$163,717	\$167,967	\$167,967	\$164,959	\$182,827	\$183,894	\$184,651	\$189,444	\$189,444	\$186,052
2020	9	\$163,983	\$165,218	\$165,508	\$168,756	\$169,482	\$166,589	\$182,697	\$184,073	\$184,396	\$188,014	\$188,823	\$185,601
2021	6	\$169,911	\$171,915	\$174,748	\$176,179	\$179,600	\$174,439	\$180,807	\$182,940	\$185,954	\$187,477	\$191,118	\$185,625

2021 Pay Distribution



Change	
2020-2021	0.84%
2017-2021	-1.89%
2012-2021	-8.98%
2007-2021	-14.23%
2001-2021	34.45%

Dollars in figures are in thousands.

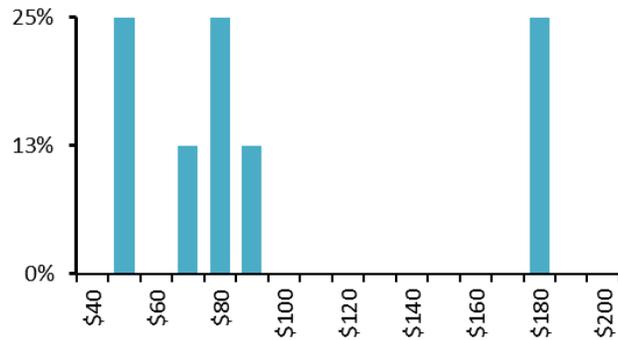


Source: Statement of Disbursements of the House, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid teal. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 4. Clerk

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2012	4	\$40,111	\$107,640	\$150,423	\$170,696	\$170,696	\$127,913	\$50,376	\$135,185	\$188,916	\$214,377	\$214,377	\$160,646
Most Recent Five Years													
2017	8	\$36,587	\$46,958	\$62,917	\$148,049	\$170,696	\$91,810	\$43,039	\$55,239	\$74,012	\$174,157	\$200,798	\$108,001
2018	12	\$45,500	\$51,583	\$59,250	\$150,115	\$170,696	\$91,986	\$52,248	\$59,233	\$68,037	\$172,378	\$196,011	\$105,628
2019	5	\$44,164	\$61,264	\$68,322	\$72,000	\$153,333	\$79,817	\$49,812	\$69,098	\$77,058	\$81,206	\$172,940	\$90,023
2020	9	\$50,250	\$67,333	\$77,581	\$84,790	\$171,966	\$93,097	\$55,985	\$75,018	\$86,435	\$94,466	\$191,591	\$103,721
2021	8	\$48,750	\$67,313	\$82,417	\$107,904	\$176,617	\$96,883	\$51,876	\$71,629	\$87,702	\$114,824	\$187,943	\$103,096

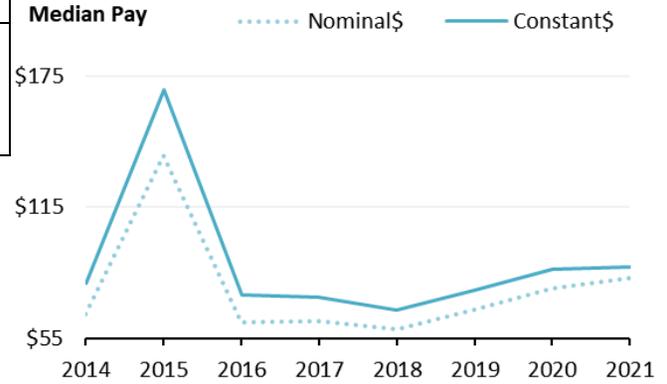
2021 Pay Distribution



Change

2020-2021	1.47%
2017-2021	18.50%
2012-2021	-53.58%

Median Pay



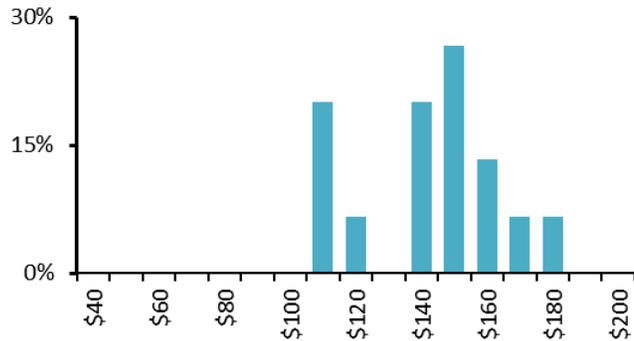
Dollars in figures are in thousands.

Source: Statement of Disbursements of the House, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid teal. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 5. Communications Director

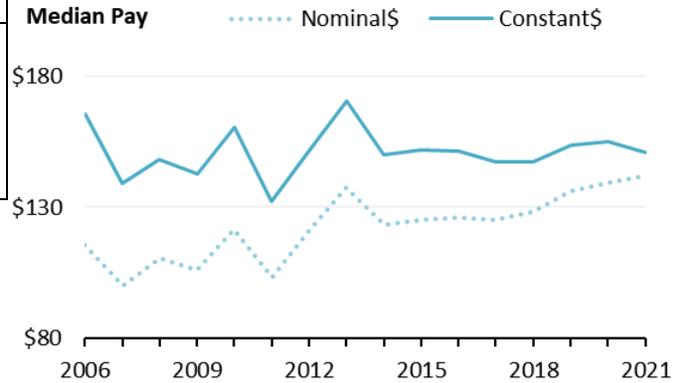
Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2007	5	\$85,917	\$92,500	\$100,069	\$110,833	\$126,100	\$103,084	\$119,483	\$128,638	\$139,165	\$154,134	\$175,365	\$143,357
2012	10	\$100,000	\$109,801	\$120,976	\$144,250	\$164,034	\$126,218	\$125,590	\$137,900	\$151,934	\$181,163	\$206,011	\$158,517
Most Recent Five Years													
2017	16	\$95,000	\$104,675	\$125,075	\$148,563	\$168,411	\$128,171	\$111,753	\$123,134	\$147,132	\$174,762	\$198,110	\$150,774
2018	13	\$81,676	\$112,159	\$128,417	\$145,188	\$168,411	\$126,912	\$93,789	\$128,792	\$147,461	\$166,720	\$193,387	\$145,733
2019	8	\$88,028	\$121,468	\$136,097	\$154,785	\$167,535	\$134,343	\$99,284	\$137,000	\$153,500	\$174,577	\$188,957	\$151,521
2020	19	\$77,792	\$134,178	\$139,167	\$147,223	\$169,796	\$133,945	\$86,669	\$149,490	\$155,049	\$164,025	\$189,173	\$149,231
2021	15	\$107,000	\$127,980	\$141,875	\$151,439	\$170,000	\$139,047	\$113,862	\$136,187	\$150,973	\$161,151	\$180,902	\$147,964

2021 Pay Distribution



Change	
2020-2021	-2.63%
2017-2021	2.61%
2012-2021	-0.63%
2007-2021	8.49%

Median Pay



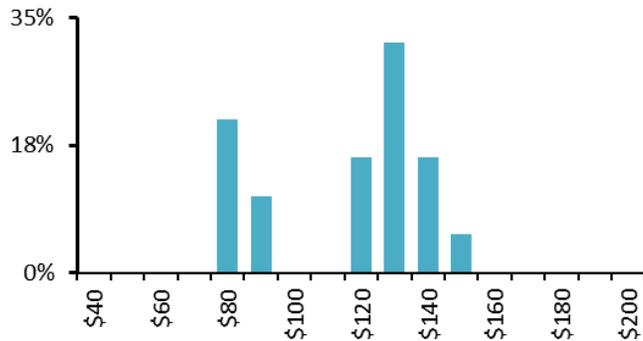
Dollars in figures are in thousands.

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid teal. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 6. Counsel

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	16	\$71,167	\$62,958	\$79,848	\$94,407	\$139,559	\$82,257	\$115,871	\$102,506	\$130,006	\$153,710	\$227,224	\$133,928
2007	14	\$59,167	\$92,300	\$96,177	\$118,000	\$139,041	\$102,363	\$82,282	\$128,360	\$133,751	\$164,101	\$193,362	\$142,354
2012	17	\$77,000	\$82,000	\$114,267	\$121,883	\$142,050	\$108,888	\$96,704	\$102,984	\$143,507	\$153,073	\$178,401	\$136,752
Most Recent Five Years													
2017	19	\$68,250	\$80,467	\$109,944	\$125,234	\$143,583	\$103,842	\$80,286	\$94,657	\$129,333	\$147,320	\$168,904	\$122,154
2018	20	\$75,000	\$84,101	\$93,792	\$130,026	\$157,630	\$105,681	\$86,123	\$96,573	\$107,701	\$149,309	\$181,008	\$121,354
2019	9	\$75,222	\$89,017	\$112,081	\$124,824	\$149,994	\$110,975	\$84,841	\$100,399	\$126,413	\$140,785	\$169,173	\$125,165
2020	26	\$62,167	\$85,592	\$102,750	\$121,066	\$140,000	\$102,470	\$69,261	\$95,360	\$114,476	\$134,882	\$155,977	\$114,164
2021	19	\$76,305	\$91,201	\$125,000	\$130,000	\$145,000	\$114,291	\$81,199	\$97,050	\$133,016	\$138,337	\$154,299	\$121,620

2021 Pay Distribution

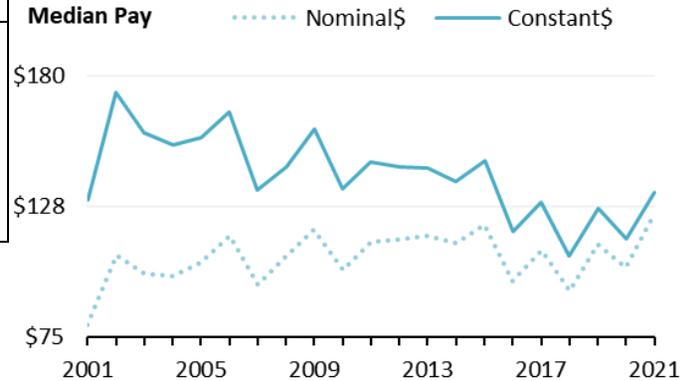


Change

2020-2021	16.20%
2017-2021	2.85%
2012-2021	-7.31%
2007-2021	-0.55%
2001-2021	2.32%

Dollars in figures are in thousands.

Median Pay

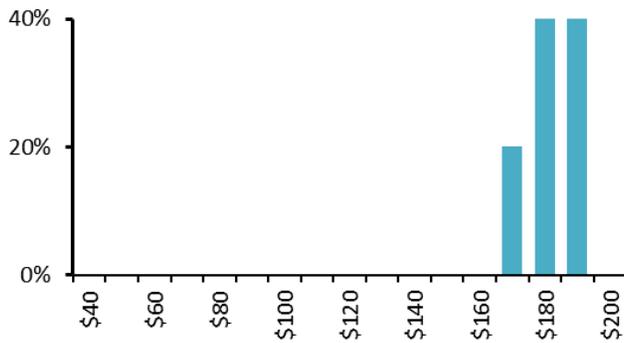


Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid teal. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 7. Deputy Staff Director

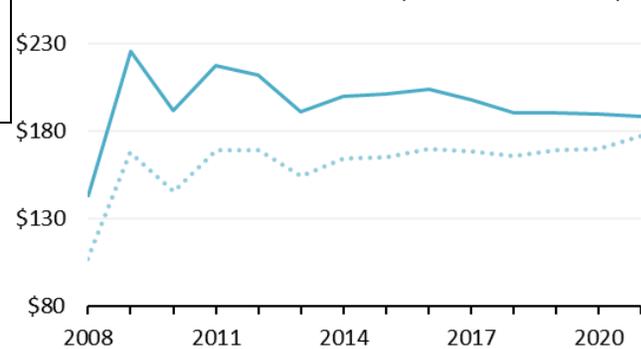
Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2012	12	\$140,124	\$150,000	\$169,206	\$171,109	\$172,500	\$161,167	\$175,982	\$188,385	\$212,505	\$214,896	\$216,643	\$202,410
Most Recent Five Years													
2017	10	\$116,000	\$154,725	\$168,328	\$171,598	\$172,500	\$158,392	\$136,457	\$182,010	\$198,013	\$201,859	\$202,920	\$186,324
2018	7	\$142,156	\$153,951	\$165,674	\$168,560	\$172,500	\$160,765	\$163,238	\$176,783	\$190,244	\$193,558	\$198,082	\$184,607
2019	5	\$149,250	\$166,956	\$168,990	\$170,696	\$171,891	\$165,557	\$168,334	\$188,304	\$190,598	\$192,522	\$193,870	\$186,726
2020	15	\$142,500	\$166,999	\$170,142	\$173,038	\$173,900	\$167,641	\$158,762	\$186,057	\$189,559	\$192,785	\$193,746	\$186,773
2021	5	\$161,158	\$173,411	\$177,325	\$183,900	\$184,483	\$176,056	\$171,493	\$184,532	\$188,697	\$195,693	\$196,314	\$187,346

2021 Pay Distribution



Change	
2020-2021	-0.45%
2017-2021	-4.70%
2012-2021	-11.20%

Median Pay



Dollars in figures are in thousands.

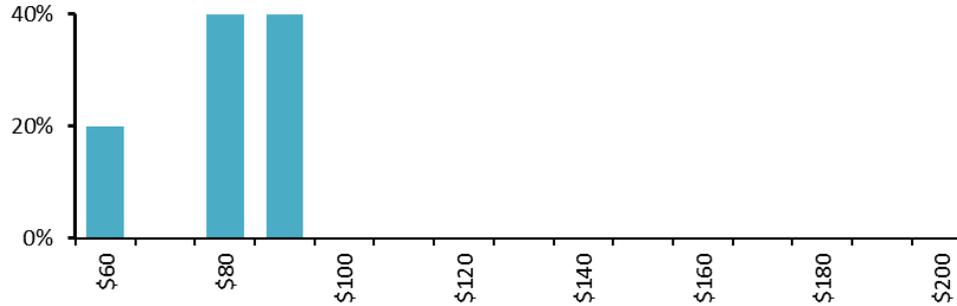
Source: Statement of Disbursements of the House, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid teal. Detailed information about data sources is available above in "Data Tables and Visualizations."

Table 8. Digital Director

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2020	5	\$60,078	\$65,000	\$75,717	\$78,000	\$85,159	\$72,791	\$66,934	\$72,418	\$84,358	\$86,901	\$94,878	\$81,098
2021	5	\$65,583	\$81,250	\$84,000	\$87,500	\$87,917	\$81,250	\$69,789	\$86,460	\$89,387	\$93,111	\$93,555	\$86,460
Change								2020-2021	5.96%				

2021 Pay Distribution

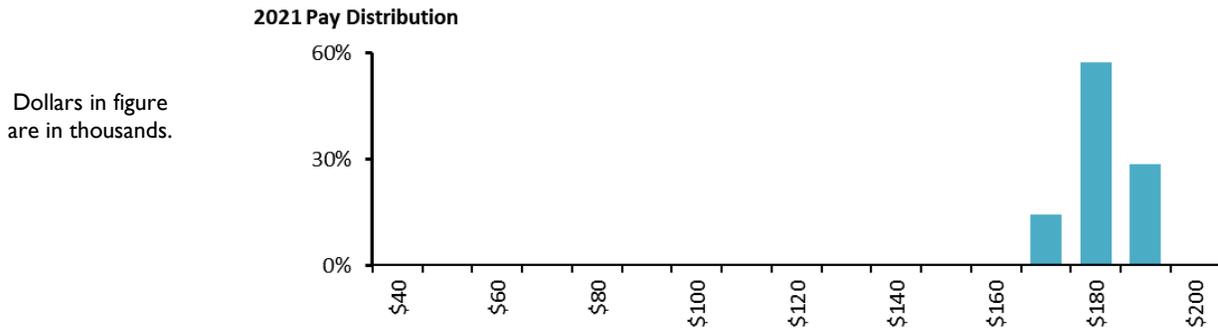
Dollars in figure are in thousands.



Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid teal. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 9. General Counsel

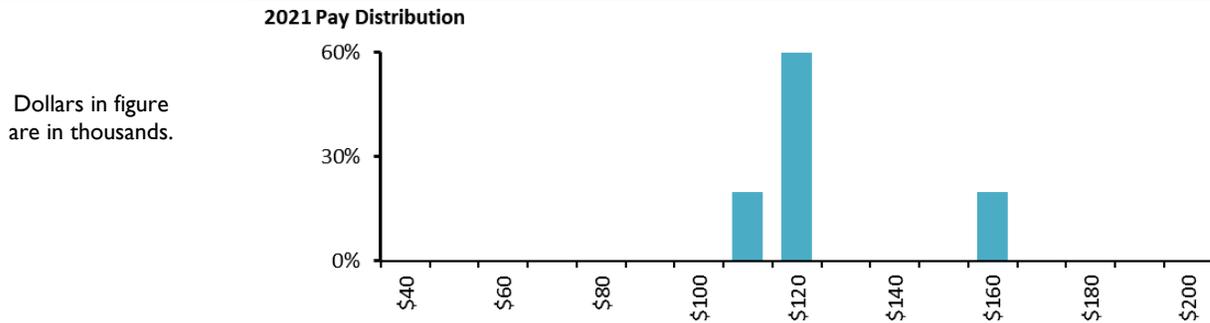
Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2020	8	\$154,784	\$158,305	\$162,968	\$170,243	\$171,597	\$163,615	\$172,449	\$176,371	\$181,566	\$189,672	\$191,180	\$182,287
2021	7	\$169,000	\$173,764	\$175,000	\$178,948	\$184,483	\$176,272	\$179,838	\$184,907	\$186,223	\$190,424	\$196,314	\$187,577
							Change	2020-2021	2.56%				



Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid teal. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 10. Minority Professional Staff Member

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	13	\$73,667	\$83,724	\$88,827	\$107,333	\$139,559	\$95,925	\$119,941	\$136,317	\$144,625	\$174,756	\$227,224	\$156,181
2007		—	—	—	—	—	—	—	—	—	—	—	—
2012	5	\$67,500	\$80,000	\$105,085	\$112,583	\$143,760	\$101,786	\$84,773	\$100,472	\$131,976	\$141,393	\$180,548	\$127,833
Most Recent Five Years													
2017	6	\$56,106	\$95,139	\$99,103	\$104,942	\$114,150	\$94,861	\$66,000	\$111,917	\$116,580	\$123,448	\$134,280	\$111,590
2018		—	—	—	—	—	—	—	—	—	—	—	—
2019		—	—	—	—	—	—	—	—	—	—	—	—
2020	4	\$88,000	\$94,750	\$132,876	\$169,508	\$171,775	\$131,382	\$98,043	\$105,563	\$148,040	\$188,853	\$191,378	\$146,376
2021	5	\$106,250	\$115,844	\$116,010	\$116,250	\$157,906	\$122,452	\$113,064	\$123,273	\$123,449	\$123,705	\$168,032	\$130,305
Change		2020-2021	-16.61%	2017-2021	5.89%	2012-2021	-6.46%	2007-2021	—	2001-2021	-14.64%		

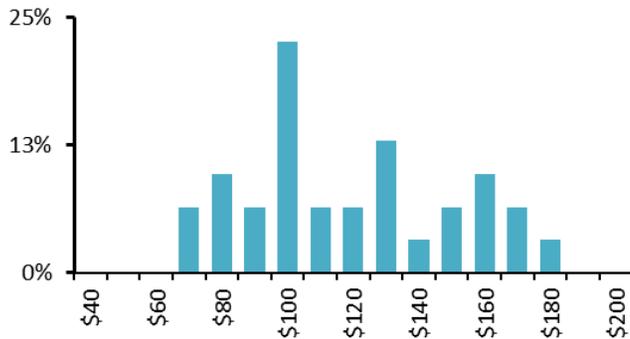


Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid teal. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table II. Professional Staff Member

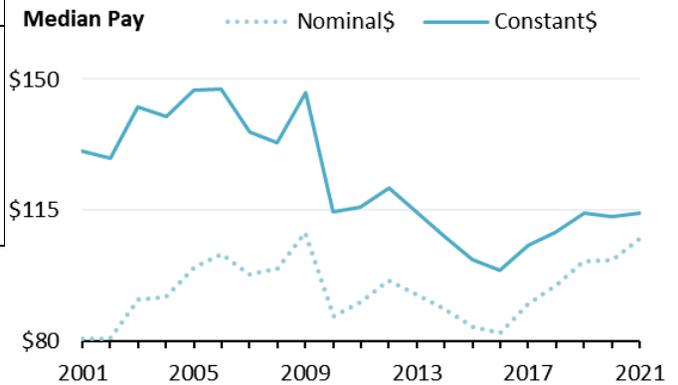
Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	24	\$45,930	\$74,404	\$80,423	\$90,000	\$140,865	\$79,533	\$74,781	\$121,141	\$130,942	\$146,534	\$229,351	\$129,492
2007	21	\$44,700	\$84,139	\$97,657	\$119,842	\$136,433	\$99,295	\$62,163	\$117,010	\$135,809	\$166,662	\$189,736	\$138,088
2012	28	\$53,000	\$78,978	\$96,333	\$117,079	\$134,083	\$96,110	\$66,563	\$99,188	\$120,985	\$147,040	\$168,395	\$120,705
Most Recent Five Years													
2017	28	\$50,000	\$69,150	\$89,875	\$122,864	\$172,500	\$96,083	\$58,818	\$81,345	\$105,725	\$144,531	\$202,920	\$113,027
2018	37	\$53,708	\$78,534	\$95,000	\$120,750	\$168,411	\$99,111	\$61,673	\$90,181	\$109,089	\$138,658	\$193,387	\$113,809
2019	24	\$54,500	\$89,517	\$101,207	\$135,258	\$161,597	\$106,963	\$61,469	\$100,963	\$114,148	\$152,553	\$182,260	\$120,640
2020	38	\$62,083	\$87,396	\$101,625	\$124,846	\$168,753	\$105,188	\$69,168	\$97,370	\$113,223	\$139,093	\$188,011	\$117,192
2021	31	\$67,167	\$94,461	\$107,363	\$142,919	\$172,778	\$116,123	\$71,474	\$100,519	\$114,248	\$152,084	\$183,858	\$123,570

2021 Pay Distribution



Change	
2020-2021	0.91%
2017-2021	8.06%
2012-2021	-5.57%
2007-2021	-15.88%
2001-2021	-12.75%

Dollars in figures are in thousands.

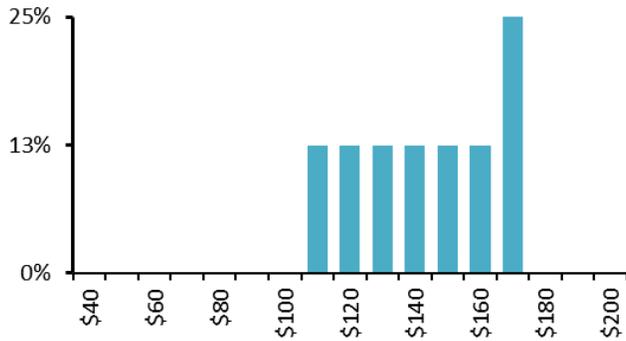


Source: Statement of Disbursements of the House, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid teal. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 12. Senior Counsel

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2012	14	\$97,517	\$132,609	\$141,673	\$145,000	\$150,500	\$136,034	\$122,471	\$166,544	\$177,927	\$182,105	\$189,013	\$170,845
Most Recent Five Years													
2017	10	\$84,333	\$129,367	\$149,750	\$155,570	\$170,696	\$140,991	\$99,206	\$152,181	\$176,158	\$183,004	\$200,798	\$165,855
2018	7	\$130,248	\$149,001	\$153,308	\$162,043	\$165,949	\$153,085	\$149,564	\$171,099	\$176,044	\$186,075	\$190,560	\$175,788
2019	4	\$78,657	\$87,772	\$115,079	\$145,302	\$163,166	\$117,995	\$88,714	\$98,995	\$129,794	\$163,882	\$184,030	\$133,083
2020	13	\$81,144	\$135,000	\$136,986	\$156,205	\$157,550	\$137,985	\$90,405	\$150,406	\$152,619	\$174,032	\$175,530	\$153,732
2021	8	\$109,000	\$125,789	\$141,621	\$157,096	\$163,465	\$139,809	\$115,990	\$133,855	\$150,703	\$167,170	\$173,948	\$148,775

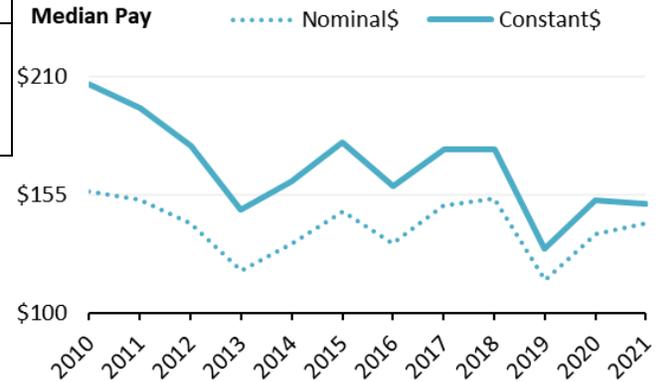
2021 Pay Distribution



Change

2020-2021	-1.26%
2017-2021	-14.45%
2012-2021	-15.30%

Median Pay



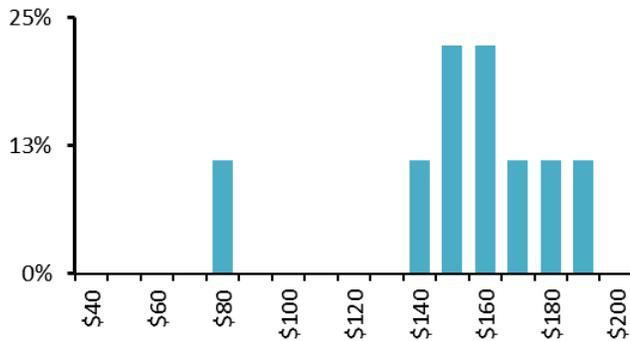
Dollars in figures are in thousands.

Source: Statement of Disbursements of the House, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid teal. Detailed information about data sources is available above in “Data Tables and Visualizations.”

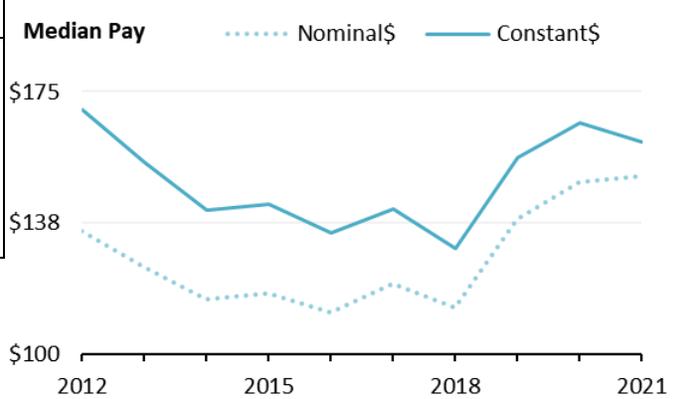
Table 13. Senior Professional Staff Member

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	6	\$73,169	\$99,137	\$117,411	\$123,874	\$125,123	\$108,698	\$119,131	\$161,411	\$191,164	\$201,686	\$203,720	\$176,978
2007	5	\$99,128	\$126,128	\$130,819	\$138,502	\$151,175	\$129,150	\$137,855	\$175,404	\$181,928	\$192,613	\$210,236	\$179,607
2012	12	\$82,000	\$122,062	\$135,250	\$147,904	\$164,000	\$133,660	\$102,984	\$153,298	\$169,860	\$185,753	\$205,968	\$167,863
Most Recent Five Years													
2017	12	\$55,000	\$96,750	\$120,099	\$138,569	\$166,176	\$117,175	\$64,699	\$113,812	\$141,279	\$163,005	\$195,481	\$137,839
2018	14	\$60,000	\$101,516	\$113,250	\$153,902	\$170,030	\$122,604	\$68,898	\$116,571	\$130,045	\$176,726	\$195,246	\$140,786
2019	4	\$115,167	\$126,778	\$138,389	\$139,945	\$141,501	\$131,686	\$129,893	\$142,988	\$156,084	\$157,839	\$159,595	\$148,524
2020	11	\$117,612	\$139,500	\$149,023	\$164,897	\$171,569	\$149,083	\$131,034	\$155,420	\$166,030	\$183,716	\$191,149	\$166,097
2021	9	\$84,500	\$148,500	\$151,000	\$168,067	\$179,935	\$149,849	\$89,919	\$158,023	\$160,683	\$178,845	\$191,474	\$159,458

2021 Pay Distribution



Change	
2020-2021	-3.22%
2017-2021	13.74%
2012-2021	-5.40%
2007-2021	-11.68%
2001-2021	-15.94%

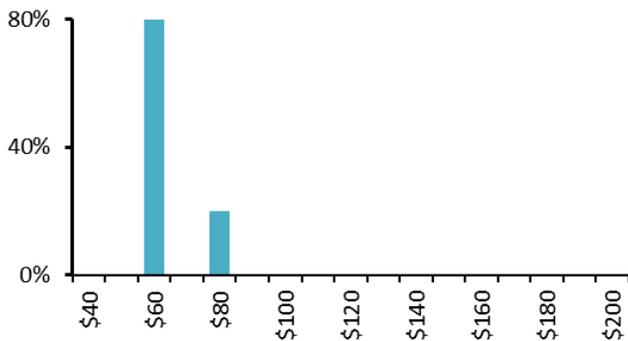


Source: Statement of Disbursements of the House, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid teal. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 14. Staff Assistant

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	20	\$25,750	\$33,314	\$42,111	\$65,763	\$124,500	\$54,489	\$41,925	\$54,241	\$68,564	\$107,072	\$202,706	\$88,717
2007	12	\$36,032	\$53,360	\$66,239	\$83,208	\$161,997	\$77,341	\$50,109	\$74,207	\$92,117	\$115,716	\$225,286	\$107,557
2012	25	\$30,000	\$37,000	\$40,617	\$50,133	\$151,534	\$49,506	\$37,677	\$46,468	\$51,010	\$62,962	\$190,312	\$62,174
Most Recent Five Years													
2017	9	\$35,000	\$39,758	\$47,916	\$74,333	\$145,118	\$67,545	\$41,172	\$46,770	\$56,366	\$87,442	\$170,709	\$79,456
2018	14	\$32,500	\$41,760	\$47,894	\$50,406	\$154,733	\$62,664	\$37,320	\$47,954	\$54,997	\$57,882	\$177,681	\$71,957
2019		—	—	—	—	—	—	—	—	—	—	—	—
2020	13	\$43,380	\$45,966	\$52,000	\$55,111	\$59,750	\$51,335	\$48,331	\$51,212	\$57,934	\$61,401	\$66,569	\$57,193
2021	5	\$57,561	\$57,600	\$62,167	\$65,000	\$75,404	\$63,546	\$61,252	\$61,294	\$66,153	\$69,168	\$80,239	\$67,621

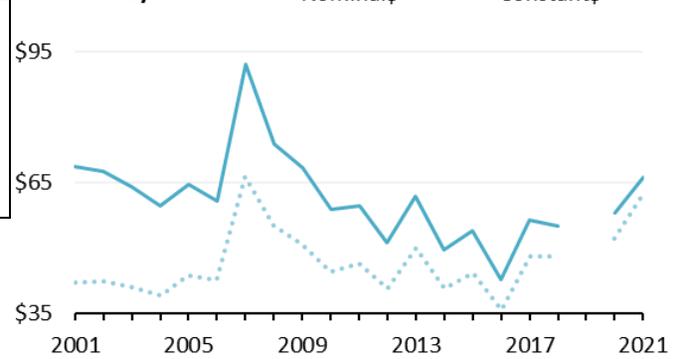
2021 Pay Distribution



Change

2020-2021	14.19%
2017-2021	17.36%
2012-2021	29.69%
2007-2021	-28.19%
2001-2021	-3.52%

Median Pay



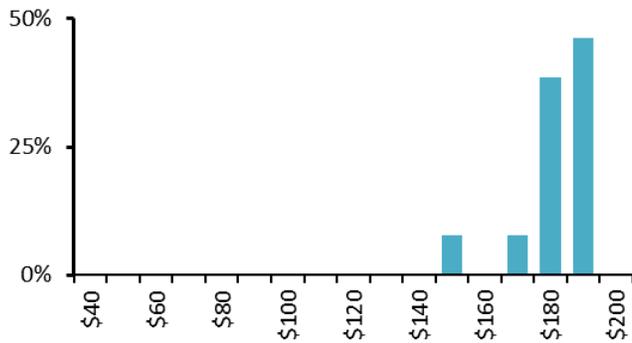
Dollars in figures are in thousands.

Source: Statement of Disbursements of the House, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid teal. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 15. Staff Director

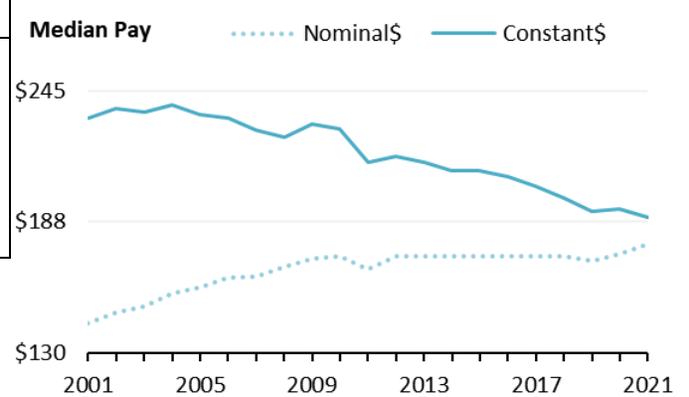
Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	5	\$109,270	\$142,467	\$143,133	\$143,579	\$143,600	\$136,410	\$177,908	\$231,958	\$233,044	\$233,769	\$233,804	\$222,097
2007	5	\$154,858	\$159,828	\$163,700	\$163,700	\$163,700	\$161,157	\$215,359	\$222,270	\$227,655	\$227,655	\$227,655	\$224,119
2012	10	\$164,593	\$170,729	\$172,330	\$172,500	\$172,500	\$170,575	\$206,712	\$214,418	\$216,429	\$216,643	\$216,643	\$214,226
Most Recent Five Years													
2017	14	\$149,000	\$166,061	\$172,500	\$172,500	\$172,500	\$168,048	\$175,276	\$195,345	\$202,920	\$202,920	\$202,920	\$197,684
2018	19	\$131,500	\$165,867	\$172,500	\$172,500	\$172,500	\$167,388	\$151,002	\$190,466	\$198,082	\$198,082	\$198,082	\$192,212
2019	12	\$138,953	\$162,384	\$170,415	\$172,500	\$172,850	\$164,819	\$156,720	\$183,148	\$192,206	\$194,557	\$194,952	\$185,894
2020	19	\$144,000	\$172,704	\$173,350	\$173,900	\$173,900	\$170,020	\$160,434	\$192,413	\$193,133	\$193,746	\$193,746	\$189,423
2021	13	\$142,933	\$173,411	\$177,900	\$184,483	\$184,483	\$175,914	\$152,100	\$184,532	\$189,309	\$196,314	\$196,314	\$187,195

2021 Pay Distribution



Change	
2020-2021	-1.98%
2017-2021	-6.71%
2012-2021	-12.53%
2007-2021	-16.84%
2001-2021	-18.77%

Dollars in figures are in thousands.

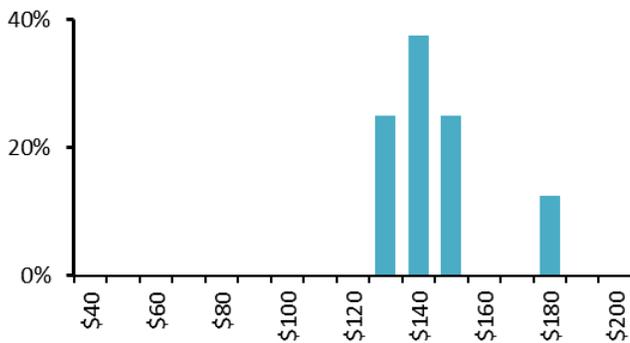


Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid teal. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Table 16. Subcommittee Staff Director

Year	#	Nominal, Current \$						Constant 2022 \$					
		Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	8	\$64,694	\$100,494	\$115,331	\$122,515	\$134,891	\$108,922	\$105,333	\$163,620	\$187,777	\$199,475	\$219,624	\$177,342
2007		—	—	—	—	—	—	—	—	—	—	—	—
2012	8	\$107,000	\$121,500	\$145,478	\$165,548	\$168,411	\$142,671	\$134,381	\$152,592	\$182,706	\$207,911	\$211,507	\$179,181
Most Recent Five Years													
2017	8	\$123,201	\$129,654	\$143,417	\$161,279	\$168,411	\$145,547	\$144,928	\$152,519	\$168,708	\$189,721	\$198,110	\$171,214
2018	6	\$93,000	\$135,664	\$146,903	\$152,104	\$156,103	\$138,111	\$106,792	\$155,783	\$168,689	\$174,661	\$179,253	\$158,593
2019	4	\$130,950	\$132,450	\$133,197	\$136,139	\$144,222	\$135,392	\$147,694	\$149,386	\$150,229	\$153,546	\$162,663	\$152,704
2020	13	\$109,211	\$137,501	\$141,983	\$145,078	\$168,411	\$141,227	\$121,674	\$153,193	\$158,187	\$161,634	\$187,630	\$157,344
2021	8	\$123,000	\$131,204	\$140,125	\$148,458	\$173,411	\$141,712	\$130,888	\$139,618	\$149,111	\$157,979	\$184,532	\$150,800

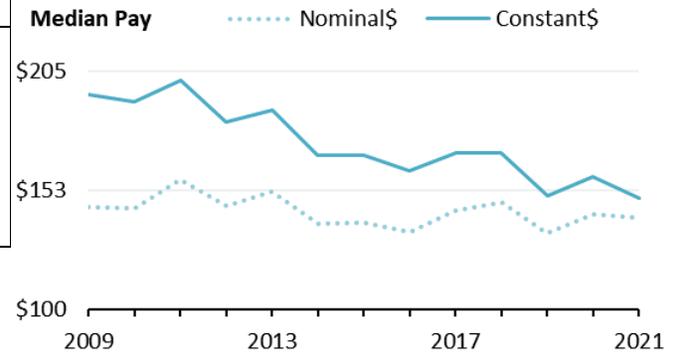
2021 Pay Distribution



Change

2020-2021	-5.74%
2017-2021	-11.62%
2012-2021	-18.39%
2007-2021	—
2001-2021	-20.59%

Median Pay



Dollars in figures are in thousands.

Source: Statement of Disbursements of the House, as collated by LegiStorm, various years, and CRS calculations. Percentage change is based on change in median pay for the periods noted. In the visualizations, position pay information based on constant 2022 dollars in thousands of dollars, or change in those levels, is presented in solid teal. Detailed information about data sources is available above in “Data Tables and Visualizations.”

Author Information

R. Eric Petersen
Specialist in American National Government

Tyler L. Wolanin
Research Assistant

Acknowledgments

A number of CRS staff made substantial contributions to this report. Barbara L. Schwemle, Analyst in American National Government, provided technical assistance. William T. Egar, former Analyst in American National Government, provided technical assistance, and authored a section of the report. Sandra L. Edwards, User Support Specialist, Jonathan P Kardashian, User Support Specialist, and Andrew M. Schaefer, Editor, provided formatting, editorial, and production support.

Previous versions of the report were supported by the following: Casey Burgat, former Research Assistant, provided update support; Claudia Guidi, formerly a User Support Specialist, and Alex Marine, former Editor, provided formatting, editorial, and production support; and Jacobo Licon, Brian Hamel, Joe Wisniewski, and Claire Laurence, former CRS interns, collected data for this report.

Disclaimer

This document was prepared by the Congressional Research Service (CRS). CRS serves as nonpartisan shared staff to congressional committees and Members of Congress. It operates solely at the behest of and under the direction of Congress. Information in a CRS Report should not be relied upon for purposes other than public understanding of information that has been provided by CRS to Members of Congress in connection with CRS's institutional role. CRS Reports, as a work of the United States Government, are not subject to copyright protection in the United States. Any CRS Report may be reproduced and distributed in its entirety without permission from CRS. However, as a CRS Report may include copyrighted images or material from a third party, you may need to obtain the permission of the copyright holder if you wish to copy or otherwise use copyrighted material.