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Staff Pay Levels for Selected Positions in House Member Offices, 2001-2019

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Committees of Congress

Congressional Research Service
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SUMMARY

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September 11, 2020

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Staff Pay Levels for Selected Positions in House Member Offices, 2001-2019

Levels of pay for congressional staff are 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 16 staff position titles that are typically used in House Members' offices. The positions include the following: Caseworker, Chief of Staff, Communications Director, Constituent Services Representative, Counsel (2010-2018), District Director, Executive Assistant, Field Representative, Legislative Assistant, Legislative Correspondent, Legislative Director, Office Manager, Press Secretary, Scheduler, Senior Legislative Assistant (2018-2019), and Staff Assistant. The following table provides the change in median pay levels for these positions in constant 2020 dollars, between 2018 and 2019.

Percentage Change in Median Pay for Selected Staff Positions in House Members' Offices, 2018-2019

Caseworker	-8.66%	Legislative Correspondent	-3.92%
Chief of Staff	-2.04%	Legislative Director	-4.52%
Communications Director	6.96%	Office Manager	-1.21%
Constituent Services Representative	-5.74%	Press Secretary	-6.16%
District Director	1.08%	Scheduler	6.97%
Executive Assistant	-3.03%	Senior Legislative Assistant	-2.47%
Field Representative	1.82%	Staff Assistant	-6.32%
Legislative Assistant	2.65%		

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Change is based on constant 2020 dollars.

Report tables provide aggregate statistics on pay for each staff position for 2001, 2005, 2010, and 2015-2019, including quartiles, median pay, and average pay. Complete data for 2001-2019 are available to congressional staff upon request. Graphic displays are also included, providing representations of pay from the following two perspectives:

- a line graph showing change in median pay, 2001-2019, in nominal (current) and constant, 2020 dollars; and
- distributions of 2019 pay in constant 2020 dollars, in $10,000 increments.

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*.

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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. Members of the House of Representatives typically set the terms and conditions of employment for staff in their offices. These include 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 publicly available staff compensation study was issued in 2019.[3] Like previous compensation studies,[4] it relied on anonymous, self-reported survey data. Pay[5] information in this report is based on the *Statement of Disbursements of the House* (SOD), published quarterly by the Chief Administrative Officer,[6] as collated by LegiStorm, a private entity that provides some congressional data by subscription.[7] Data in this report are based on official House reports of specific staff positions, which afford the opportunity to use consistently collected data from a single, authoritative source, avoiding potential concerns inherent in survey 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 16 staff position titles that are typically used in House Members' offices.[8] The positions include the following:

Caseworker[9]	Legislative Assistant
Chief of Staff	Legislative Correspondent
Communications Director	Legislative Director
Constituent Services Representative	Office Manager
Counsel[10]	Press Secretary

[1] Since 2020, the maximum annual pay for staff in House Member offices has been $173,900. See *Order of the Speaker of the House of Representatives*, January 27, 2020, 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 Ida A. Brudnick.

[3] ICF, *2019 House of Representatives Compensation and Diversity Study Report: Member Committee and Leadership Offices, Guide for the 116th Congress*, produced for the Chief Administrative Officer, House of Representatives (Washington: 2019).

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

[5] 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.

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

[7] See http://www.legistorm.com/.

[8] For examples of staff roles and duties sought by Members of Congress, see CRS Report RL34545, *Congressional Staff: Duties and Functions of Selected Positions*, by R. Eric Petersen.

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

[10] Data for offices that employed Counsels are available 2010-2018.

District Director	Scheduler
Executive Assistant	Senior Legislative Assistant[11]
Field Representative	Staff Assistant

The collection of House Members' staff pay data for the years 2001-2019 proceeded as follows. For each year, a random sample[12] of 45 offices was taken for each position. House staff had to hold a position with the same job title in the Member's office for the entire calendar year examined, and not receive pay from any other congressional employing authority to be included. Generally, each position has no more than one observation per House Member's office each year.

Every recorded payment ascribed in the LegiStorm data to those staff for the calendar year is included.[13] Data collected for this report may differ from an employee's stated annual salary due to the inclusion of overtime, bonuses, or other payments[14] 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 17 or fewer staff were identified for a position, this report provides no data.

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*.

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:

- There are no 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 when new Members typically take office.[15]

[11] Data for offices that employed Senior Legislative Assistants are available 2018-2019.

[12] 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 offices employing staff in 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 presumptive duties (e.g., legislative aide, legislative assistant and senior legislative assistant, or executive assistants, schedulers, office managers, and executive assistant/schedulers), or estimates of pay using different data collection criteria, could result in findings that are different from those provided here.

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

[14] For each year, the SOD reports pay data for five time periods: January 1 and 2; 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. 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 Ida A. Brudnick. 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 might suggest payments in addition to regular salary.

[15] Staff of all Members who serve an entire calendar year may be included in the data. For information on the number

- The SOD reports monies paid directly by the House to staff, but does not provide the individual value of other components of compensation, which might include paid leave or employer contributions to various insurance and retirement benefits.
- 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 16 job position titles, or whose pay data were not reported consistently,[16] are excluded.
- Potential differences could exist in the job duties of positions with the same title. Aggregation of pay by job title rests in part on the assumption that staff with the same title carry out 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 2020 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 2020 dollars.[17]

Table 2 provides available percentage changes in median pay in constant 2020 dollars for each of the 16 positions; for Members of Congress;[18] and for salaries paid under the General Schedule in Washington, DC, and surrounding areas and in the Rest of the United States (RUS) area.[19] **Table 3** through **Table 18** provide tabular pay data for each staff position for 2001, 2005, 2010, and 2015-2019, 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 2019, based on data availability, of the cumulative percentage change in median pay for that position, in constant, 2020 dollars.

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of first-term Members in each Congress, see CRS Report R41283, *First-Term Members of the House of Representatives and Senate, 64th-114th Congresses*, by Jennifer E. Manning and R. Eric Petersen.

[16] 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.

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

[18] Member pay data are taken from CRS Report 97-1011, *Salaries of Members of Congress: Recent Actions and Historical Tables*, by Ida A. Brudnick.

[19] 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 2020, see https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/.

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

- distributions of 2019 pay in 2020 dollars, in $10,000 increments; and
- a line graph showing change in median pay, 2001-2019, in nominal (current) and constant 2020 dollars.

Table 1. Annual Maximum Pay for Selected Staff In House Members' Offices, 2001-2019

Year	Nominal $	Constant 2020 $
2001	$140,451	$204,258
2002	$145,226	$207,915
2003	$149,728	$209,584
2004	$153,022	$208,639
2005	$156,848	$206,847
2006	$159,828	$204,191
2007	$159,828	$198,536
2008	$163,795	$195,940
2009	$168,411	$202,182
2010	$168,411	$198,919
2011	$168,411	$192,832
2012	$168,411	$188,922
2013	$168,411	$186,195
2014	$168,411	$183,223
2015	$168,411	$183,006
2016	$168,411	$180,726
2017	$168,411	$176,954
2018	$168,411	$172,737
2019	$168,411	$169,663
2020	$173,900	$173,900

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

Table 2. Change in Median Pay for Selected Staff In House Members' Offices, Selected Periods

Change Based on Constant 2020 Dollars

	2018-2019	2015-2019	2010-2019	2005-2019	2001-2019
Caseworker	-8.66%	6.56%	-0.85%	-4.70%	0.58%
Chief of Staff	-2.04%	-1.81%	-9.93%	-8.79%	3.15%
Communications Director	6.96%	8.26%	-8.37%	-9.47%	-13.36%
Constituent Services Representative	-5.74%	-0.62%	-3.16%	-6.41%	-0.36%
District Director	1.08%	-6.77%	-11.79%	-12.86%	-8.99%
Executive Assistant	-3.03%	2.13%	-20.00%	-15.72%	-21.13%
Field Representative	1.82%	-1.40%	-12.10%	-7.21%	-3.41%
Legislative Assistant	2.65%	5.15%	-8.27%	-6.55%	-6.77%
Legislative Correspondent	-3.92%	7.70%	2.83%	0.70%	2.80%
Legislative Director	-4.52%	-6.76%	-13.88%	-7.78%	-9.03%
Office Manager	-1.21%	-6.60%	-12.31%	-11.37%	-24.41%
Press Secretary	-6.16%	-6.64%	-19.76%	-22.85%	-19.26%
Scheduler	6.97%	6.41%	-0.19%	-4.71%	-9.90%
Senior Legislative Assistant	-2.47%	—	—	—	—
Staff Assistant	-6.32%	4.07%	-16.04%	-13.04%	-12.56%
Congressional Staff Positions Pay Change Summary					
Increase	5	7	1	1	3
Decrease	10	7	13	13	11
Members of Congress, General Schedule Pay Change					
Members of Congress	-1.78%	-7.29%	-14.71%	-18.00%	-16.93%
General Schedule, Washington, DC	0.45%	1.23%	-5.00%	1.31%	8.68%
General Schedule, Rest of U.S.	-0.15%	-1.48%	-7.54%	-5.93%	-0.49%

Source: CRS calculations, based on pay data provided in **Table 3** through **Table 18** for congressional positions in constant 2020 dollars; CRS Report 97-1011, *Salaries of Members of Congress: Recent Actions and Historical Tables*, by Ida A. Brudnick, 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., various years. "—" indicates no data. Detailed information about data sources is available above in "Data Tables and Visualizations."

House Member Office 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 18**, 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) ÷ 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.

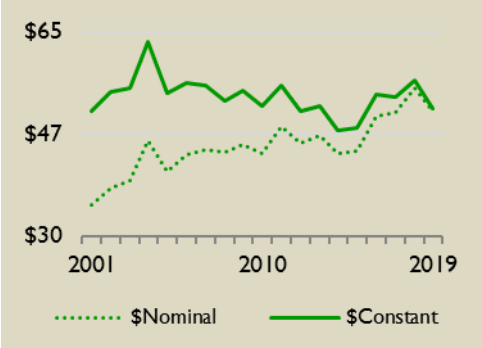
Statistical Measures Used in Pay Tables

Minimum	Quartile1 (Q1)	Quartile2 (Q2) Median	Quartile3 (Q3)	Maximum	Average
Lowest number in a list	25th Percentile	50th Percentile	75th percentile	Highest number in a list	The mean, or number expressing the central value in a set of data
	25% of staff make less than Q1	50% of staff make less than Q2	75% of staff make less than Q3		
	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		

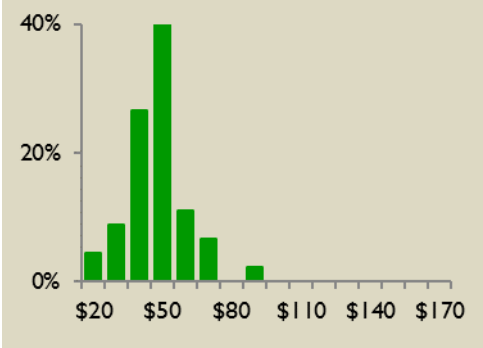
Table 3. Caseworker

		Nominal, Current $						Constant, 2020, $					
Year	#	Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	45	$21,750	$30,000	$35,229	$40,122	$61,572	$36,189	$31,631	$43,629	$51,234	$58,350	$89,544	$52,630
2005	45	$29,000	$35,233	$41,000	$50,000	$72,000	$43,523	$38,244	$46,465	$54,070	$65,939	$94,952	$57,396
2010	45	$28,405	$38,792	$44,000	$53,750	$88,500	$48,080	$33,551	$45,819	$51,971	$63,487	$104,532	$56,789
Most Recent Five Years													
2015	45	$28,000	$40,058	$44,500	$54,500	$84,667	$48,081	$30,427	$43,530	$48,356	$59,223	$92,004	$52,248
2016	45	$29,667	$40,544	$50,300	$56,837	$89,100	$50,290	$31,836	$43,509	$53,978	$60,993	$95,615	$53,968
2017	45	$30,000	$42,750	$51,000	$58,000	$92,567	$51,283	$31,522	$44,919	$53,588	$60,943	$97,263	$53,885
2018	45	$35,000	$47,500	$55,000	$64,000	$94,036	$55,985	$35,899	$48,720	$56,413	$65,644	$96,451	$57,423
2019	45	$23,000	$46,125	$51,150	$58,000	$90,500	$52,187	$23,171	$46,468	$51,530	$58,431	$91,173	$52,574

Median Pay



2019 Pay Distribution



Change	
2018-2019	-8.66%
2015-2019	6.56%
2010-2019	-0.85%
2005-2019	-4.70%
2001-2019	0.58%

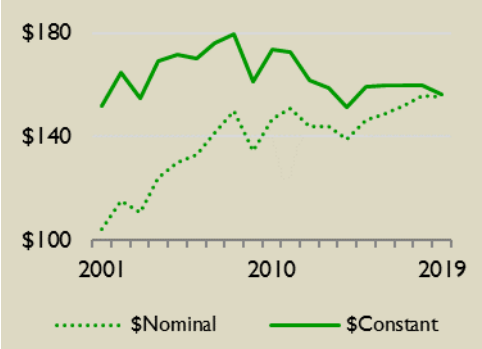
Dollars in figures are in thousands.

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, 2020 dollars) for the periods noted. In the visualizations, position pay information based on constant 2020 dollars in thousands of dollars, or change in those levels, are presented in solid green. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, 2001-2019, are available to congressional staff upon request.

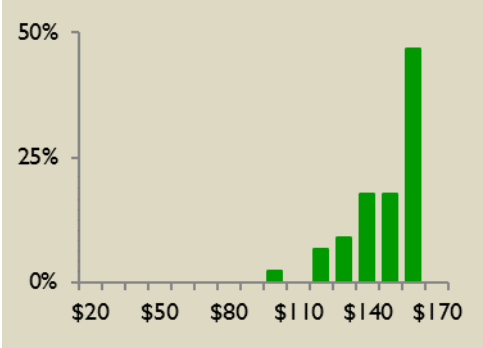
Table 4. Chief of Staff

		Nominal, Current $						Constant, 2020, $					
Year	#	Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	45	$76,361	$95,000	$104,250	$114,833	$137,020	$106,313	$111,052	$138,159	$151,611	$167,002	$199,268	$154,612
2005	45	$70,196	$115,450	$130,000	$146,712	$156,827	$129,013	$92,573	$152,253	$171,441	$193,480	$206,819	$170,139
2010	45	$98,500	$129,333	$147,000	$165,018	$168,411	$143,697	$116,343	$152,762	$173,629	$194,911	$198,919	$169,728
Most Recent Five Years													
2015	45	$114,173	$137,924	$146,561	$160,000	$168,411	$147,650	$124,068	$149,877	$159,262	$173,866	$183,006	$160,446
2016	45	$116,534	$133,820	$148,902	$159,700	$168,411	$147,637	$125,056	$143,605	$159,790	$171,378	$180,726	$158,433
2017	45	$112,320	$139,444	$152,000	$160,834	$168,411	$150,185	$118,019	$146,520	$159,712	$168,994	$176,956	$157,805
2018	45	$99,917	$137,000	$155,637	$168,000	$168,411	$149,871	$102,483	$140,519	$159,635	$172,315	$172,737	$153,720
2019	45	$105,750	$144,652	$155,226	$168,411	$168,411	$153,302	$106,536	$145,727	$156,379	$169,663	$169,663	$154,441

Median Pay



2019 Pay Distribution



Change	
2018-2019	-2.04%
2015-2019	-1.81%
2010-2019	-9.93%
2005-2019	-8.79%
2001-2019	3.15%

Dollars in figures are in thousands.

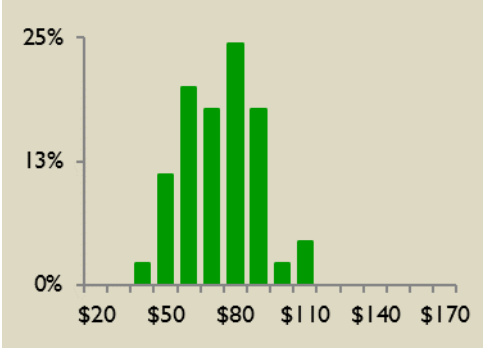
Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, 2020 dollars) for the periods noted. In the visualizations, position pay information based on constant 2020 dollars in thousands of dollars, or change in those levels, are presented in solid green. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, 2001-2019, are available to congressional staff upon request.

Table 5. Communications Director

		Nominal, Current $						Constant, 2020, $					
Year	#	Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	32	$35,233	$51,118	$63,563	$72,000	$99,020	$63,538	$51,240	$74,340	$92,439	$104,710	$144,005	$92,404
2005	45	$45,817	$55,916	$67,083	$76,300	$102,125	$67,517	$60,422	$73,741	$88,468	$100,623	$134,680	$89,040
2010	45	$52,000	$61,000	$74,000	$83,500	$132,596	$76,208	$61,420	$72,050	$87,405	$98,626	$156,616	$90,013
Most Recent Five Years													
2015	45	$43,878	$61,678	$68,078	$77,937	$102,918	$70,327	$47,680	$67,023	$73,978	$84,692	$111,837	$76,422
2016	45	$48,000	$58,546	$68,125	$82,680	$120,300	$73,690	$51,510	$62,827	$73,106	$88,726	$129,097	$79,079
2017	45	$46,500	$69,000	$75,000	$84,250	$106,733	$76,784	$48,859	$72,501	$78,805	$88,525	$112,149	$80,680
2018	45	$52,000	$63,333	$73,001	$89,986	$124,000	$77,436	$53,336	$64,960	$74,876	$92,297	$127,185	$79,426
2019	45	$41,000	$66,333	$79,500	$90,000	$114,750	$77,817	$41,305	$66,826	$80,091	$90,669	$115,603	$78,396

Median Pay

2019 Pay Distribution



Change	
2018-2019	6.96%
2015-2019	8.26%
2010-2019	-8.37%
2005-2019	-9.47%
2001-2019	-13.36%

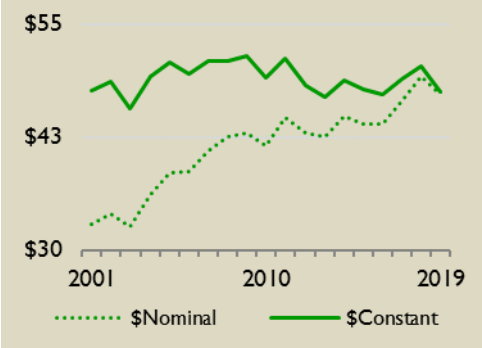
Dollars in figures are in thousands.

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, 2020 dollars) for the periods noted. In the visualizations, position pay information based on constant 2020 dollars in thousands of dollars, or change in those levels, are presented in solid green. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, 2001-2019, are available to congressional staff upon request.

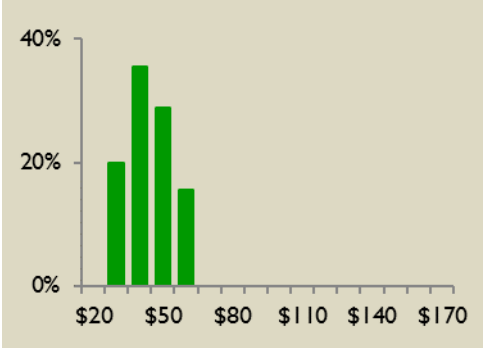
Table 6. Constituent Services Representative

		Nominal, Current $						Constant, 2020, $					
Year	#	Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	30	$25,894	$28,789	$32,791	$37,401	$46,880	$33,815	$37,658	$41,868	$47,688	$54,392	$68,178	$49,177
2005	45	$25,533	$34,797	$38,500	$43,000	$56,000	$38,529	$33,673	$45,890	$50,773	$56,707	$73,851	$50,811
2010	45	$25,000	$37,000	$41,542	$54,500	$66,667	$44,824	$29,529	$43,703	$49,067	$64,373	$78,743	$52,944
Most Recent Five Years													
2015	45	$28,500	$36,000	$44,000	$50,322	$77,250	$44,186	$30,970	$39,120	$47,813	$54,683	$83,945	$48,015
2016	45	$22,903	$39,775	$44,000	$56,400	$74,417	$46,874	$24,577	$42,683	$47,217	$60,524	$79,858	$50,302
2017	45	$20,425	$41,000	$46,500	$52,500	$64,000	$47,104	$21,461	$43,080	$48,859	$55,164	$67,247	$49,494
2018	45	$23,833	$42,925	$49,150	$54,972	$73,567	$49,145	$24,446	$44,028	$50,412	$56,384	$75,456	$50,407
2019	45	$31,000	$41,900	$47,167	$53,500	$65,500	$48,308	$31,230	$42,211	$47,517	$53,898	$65,987	$48,667

Median Pay



2019 Pay Distribution



Change	
2018-2019	-5.74%
2015-2019	-0.62%
2010-2019	-3.16%
2005-2019	-6.41%
2001-2019	-0.36%

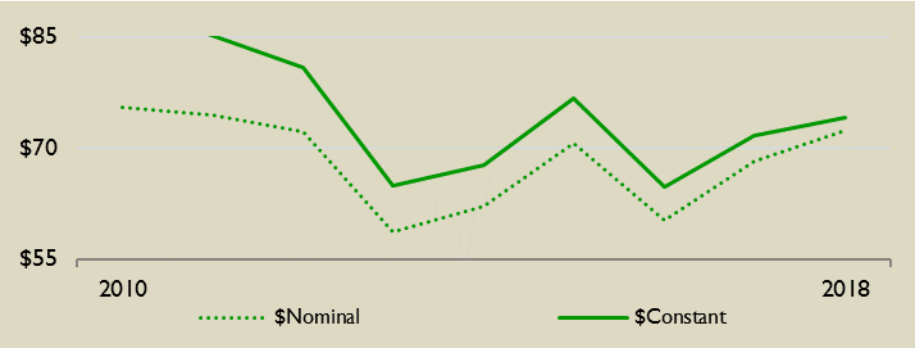
Dollars in figures are in thousands.

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, 2020 dollars) for the periods noted. In the visualizations, position pay information based on constant 2020 dollars in thousands of dollars, or change in those levels, are presented in solid green. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, 2001-2019, are available to congressional staff upon request.

Table 7. Counsel, 2010-2018

		Nominal, Current $						Constant, 2020, $					
Year	#	Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2010	30	$45,250	$61,013	$75,502	$87,724	$127,981	$76,884	$53,447	$72,065	$89,179	$103,616	$151,165	$90,811
Most Recent Five Years													
2015	23	$41,000	$61,000	$70,678	$80,324	$108,142	$71,155	$44,553	$66,286	$76,803	$87,285	$117,513	$77,321
2016	28	$44,500	$53,425	$60,333	$68,000	$91,097	$61,538	$47,754	$57,332	$64,745	$72,972	$97,759	$66,038
2017	21	$29,000	$52,000	$68,333	$77,841	$88,000	$64,413	$30,471	$54,638	$71,800	$81,791	$92,465	$67,681
2018	25	$46,000	$61,750	$72,333	$81,333	$99,000	$70,871	$47,182	$63,336	$74,191	$83,423	$101,543	$72,691

Median Pay



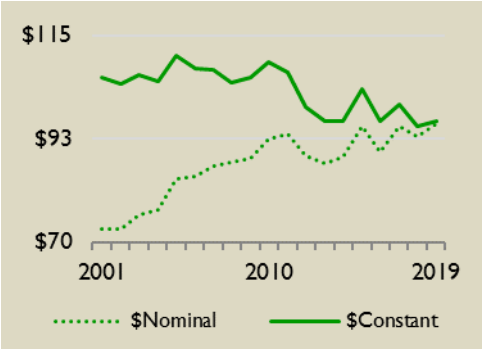
Dollars in figures are in thousands.

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. In the visualization, position pay information based on constant 2020 dollars in thousands of dollars, or change in those levels, are presented in solid green. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, 2010-2018, are available to congressional staff upon request.

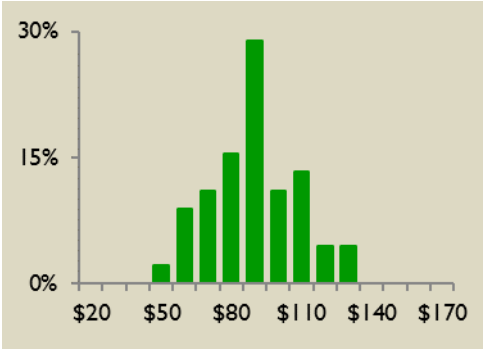
Table 8. District Director

		Nominal, Current $						Constant, 2020, $					
Year	#	Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	45	$49,538	$58,667	$72,844	$78,240	$101,624	$70,062	$72,043	$85,319	$105,938	$113,785	$147,792	$101,891
2005	45	$49,583	$73,412	$83,904	$94,320	$123,500	$83,325	$65,389	$96,814	$110,650	$124,387	$162,869	$109,888
2010	45	$48,100	$83,500	$92,545	$107,000	$136,003	$95,323	$56,813	$98,626	$109,310	$126,383	$160,640	$112,591
Most Recent Five Years													
2015	45	$59,433	$78,000	$95,167	$112,000	$162,600	$97,911	$64,584	$84,760	$103,414	$121,706	$176,691	$106,396
2016	45	$58,417	$79,500	$89,750	$105,917	$145,265	$94,988	$62,688	$85,313	$96,313	$113,662	$155,887	$101,934
2017	45	$56,000	$85,638	$95,172	$105,000	$163,028	$97,105	$58,841	$89,984	$100,001	$110,327	$171,300	$102,031
2018	45	$62,200	$81,250	$93,000	$105,000	$138,000	$94,042	$63,798	$83,337	$95,389	$107,697	$141,545	$96,457
2019	45	$56,150	$81,150	$95,706	$106,000	$132,958	$94,771	$56,567	$81,753	$96,417	$106,788	$133,946	$95,476

Median Pay



2019 Pay Distribution



Change	
2018-2019	1.08%
2015-2019	-6.77%
2010-2019	-11.79%
2005-2019	-12.86%
2001-2019	-8.99%

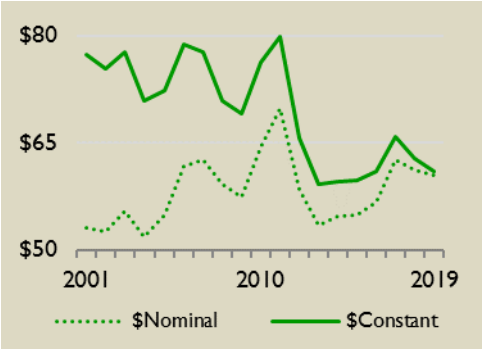
Dollars in figures are in thousands.

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, 2020 dollars) for the periods noted. In the visualizations, position pay information based on constant 2020 dollars in thousands of dollars, or change in those levels, are presented in solid green. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, 2001-2019, are available to congressional staff upon request.

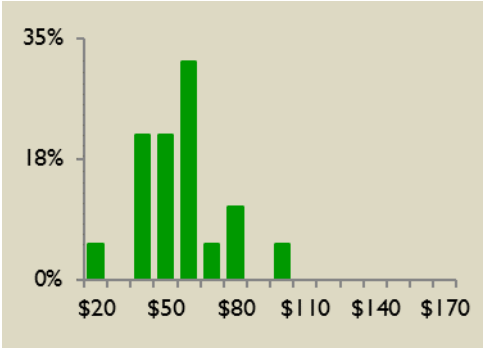
Table 9. Executive Assistant

		Nominal, Current $						Constant, 2020, $					
Year	#	Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	45	$27,583	$44,750	$53,136	$65,917	$104,167	$56,922	$40,115	$65,080	$77,276	$95,863	$151,490	$82,782
2005	45	$27,000	$49,667	$54,837	$76,333	$97,275	$60,504	$35,607	$65,499	$72,318	$100,667	$128,284	$79,791
2010	45	$20,500	$49,750	$64,500	$82,069	$134,278	$67,102	$24,214	$58,762	$76,184	$96,935	$158,602	$79,258
Most Recent Five Years													
2015	38	$21,000	$44,412	$54,917	$66,125	$92,426	$55,918	$22,820	$48,261	$59,676	$71,855	$100,435	$60,764
2016	42	$21,000	$48,667	$56,799	$64,768	$93,291	$57,936	$22,536	$52,225	$60,952	$69,504	$100,112	$62,172
2017	28	$21,000	$49,125	$62,590	$73,845	$96,500	$61,742	$22,065	$51,618	$65,766	$77,592	$101,396	$64,874
2018	34	$35,041	$49,250	$61,278	$78,246	$166,137	$67,677	$35,941	$50,515	$62,852	$80,256	$170,404	$69,416
2019	19	$22,583	$49,813	$60,500	$65,042	$103,750	$59,981	$22,751	$50,183	$60,950	$65,525	$104,521	$60,427

Median Pay



2019 Pay Distribution



Change	
2018-2019	-3.03%
2015-2019	2.13%
2010-2019	-20.00%
2005-2019	-15.72%
2001-2019	-21.13%

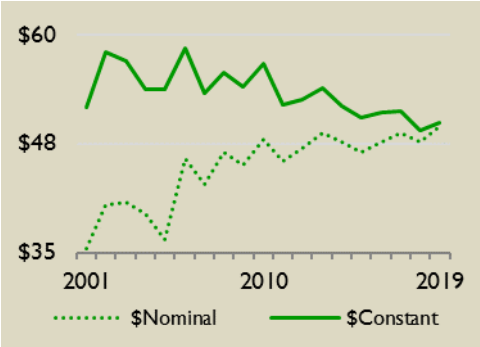
Dollars in figures are in thousands.

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, 2020 dollars) for the periods noted. In the visualizations, position pay information based on constant 2020 dollars in thousands of dollars, or change in those levels, are presented in solid green. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, 2001-2019, are available to congressional staff upon request.

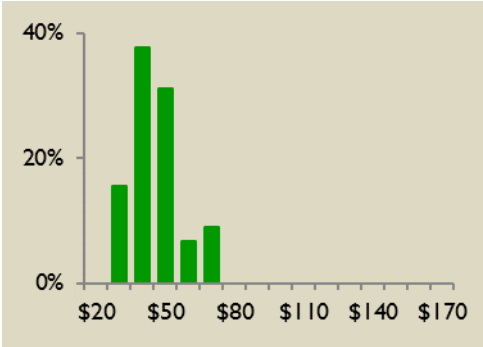
Table 10. Field Representative

		Nominal, Current $						Constant, 2020, $					
Year	#	Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	45	$22,131	$31,250	$35,500	$40,795	$75,275	$38,242	$32,185	$45,447	$51,628	$59,328	$109,473	$55,616
2005	45	$25,805	$36,500	$40,750	$47,500	$72,000	$43,791	$34,031	$48,135	$53,740	$62,642	$94,952	$57,750
2010	45	$28,917	$41,200	$48,033	$54,248	$77,311	$48,932	$34,155	$48,663	$56,735	$64,075	$91,316	$57,796
Most Recent Five Years													
2015	45	$22,100	$40,994	$46,544	$55,000	$100,000	$49,031	$24,015	$44,547	$50,578	$59,766	$108,666	$53,280
2016	45	$25,000	$39,050	$47,667	$56,250	$71,890	$48,188	$26,828	$41,905	$51,152	$60,363	$77,147	$51,711
2017	45	$21,500	$44,500	$48,750	$57,489	$81,400	$50,091	$22,591	$46,758	$51,223	$60,406	$85,530	$52,632
2018	45	$29,250	$41,000	$47,750	$54,750	$72,128	$48,707	$30,001	$42,053	$48,976	$56,156	$73,980	$49,959
2019	45	$30,761	$45,000	$49,500	$57,000	$74,440	$50,824	$30,989	$45,334	$49,868	$57,424	$74,993	$51,202

Median Pay



2019 Pay Distribution



Change	
2018-2019	1.82%
2015-2019	-1.40%
2010-2019	-12.10%
2005-2019	-7.21%
2001-2019	-3.41%

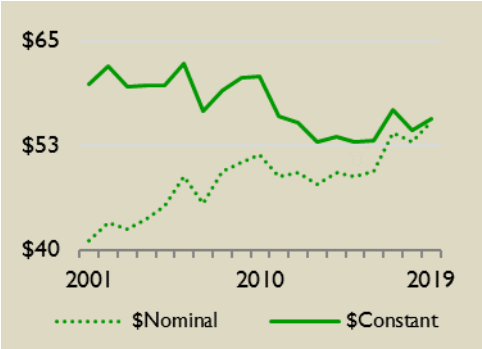
Dollars in figures are in thousands.

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, 2020 dollars) for the periods noted. In the visualizations, position pay information based on constant 2020 dollars in thousands of dollars, or change in those levels, are presented in solid green. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, 2001-2019, are available to congressional staff upon request.

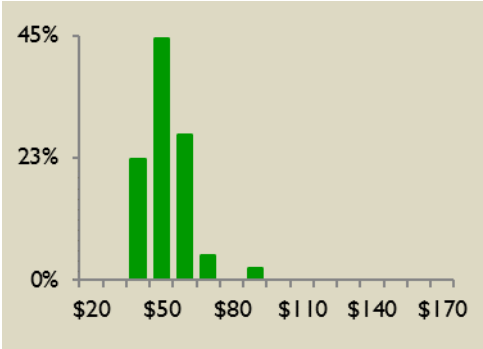
Table 11. Legislative Assistant

		Nominal, Current $						Constant, 2020, $					
Year	#	Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	45	$30,154	$37,748	$41,092	$45,676	$70,000	$43,493	$43,853	$54,898	$59,760	$66,427	$101,801	$63,252
2005	45	$29,542	$40,150	$45,208	$52,500	$104,290	$50,609	$38,959	$52,949	$59,620	$69,236	$137,535	$66,742
2010	45	$37,637	$45,500	$51,427	$58,250	$114,814	$54,346	$44,455	$53,742	$60,743	$68,802	$135,613	$64,190
Most Recent Five Years													
2015	45	$30,000	$43,850	$48,760	$52,667	$83,336	$49,860	$32,600	$47,650	$52,986	$57,231	$90,558	$54,181
2016	45	$36,896	$46,500	$49,400	$59,583	$72,967	$52,276	$39,594	$49,900	$53,012	$63,940	$78,302	$56,098
2017	45	$41,746	$48,833	$54,000	$60,961	$91,033	$56,951	$43,864	$51,311	$56,740	$64,054	$95,652	$59,841
2018	45	$37,163	$50,000	$52,917	$57,500	$96,417	$55,304	$38,118	$51,284	$54,276	$58,977	$98,893	$56,725
2019	45	$43,000	$50,058	$55,306	$63,333	$91,208	$56,741	$43,320	$50,430	$55,717	$63,804	$91,886	$57,163

Median Pay



2019 Pay Distribution



Change	
2018-2019	2.65%
2015-2019	5.15%
2010-2019	-8.27%
2005-2019	-6.55%
2001-2019	-6.77%

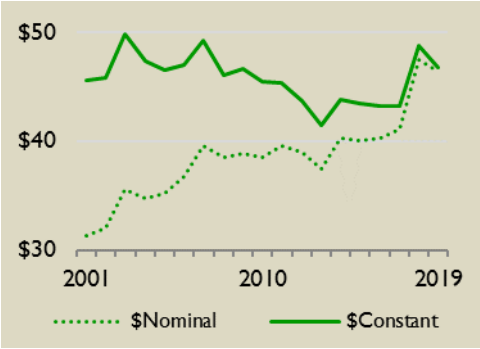
Dollars in figures are in thousands.

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, 2020 dollars) for the periods noted. In the visualizations, position pay information based on constant 2020 dollars in thousands of dollars, or change in those levels, are presented in solid green. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, 2001-2019, are available to congressional staff upon request.

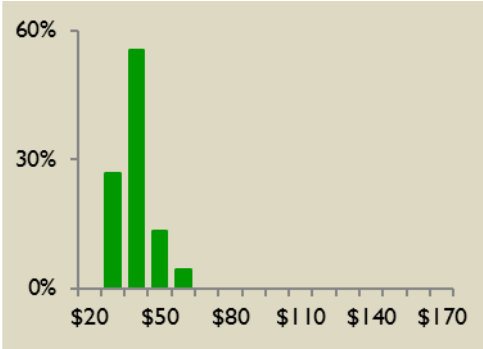
Table 12. Legislative Correspondent

		Nominal, Current $						Constant, 2020, $					
Year	#	Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	31	$24,500	$27,750	$31,313	$33,167	$84,267	$33,552	$35,630	$40,357	$45,538	$48,234	$122,549	$48,795
2005	37	$26,000	$31,833	$35,250	$41,122	$60,750	$37,095	$34,288	$41,981	$46,487	$54,231	$80,116	$48,919
2010	45	$28,000	$36,750	$38,542	$42,000	$75,833	$40,366	$33,072	$43,407	$45,524	$49,608	$89,571	$47,679
Most Recent Five Years													
2015	45	$25,000	$36,250	$40,000	$43,750	$77,000	$41,290	$27,167	$39,391	$43,466	$47,541	$83,673	$44,868
2016	45	$25,000	$37,000	$40,255	$43,000	$58,667	$40,713	$26,828	$39,706	$43,199	$46,144	$62,957	$43,690
2017	41	$30,729	$38,000	$41,156	$45,917	$63,000	$42,420	$32,288	$39,928	$43,244	$48,246	$66,197	$44,572
2018	45	$35,833	$42,900	$47,500	$52,125	$78,250	$48,217	$36,754	$44,002	$48,720	$53,464	$80,260	$49,456
2019	45	$35,167	$39,750	$46,467	$48,750	$69,250	$45,457	$35,428	$40,045	$46,812	$49,112	$69,765	$45,795

Median Pay



2019 Pay Distribution



Change	
2018-2019	-3.92%
2015-2019	7.70%
2010-2019	2.83%
2005-2019	0.70%
2001-2019	2.80%

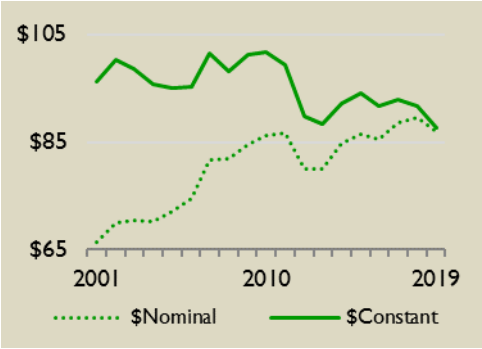
Dollars in figures are in thousands.

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, 2020 dollars) for the periods noted. In the visualizations, position pay information based on constant 2020 dollars in thousands of dollars, or change in those levels, are presented in solid green. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, 2001-2019, are available to congressional staff upon request.

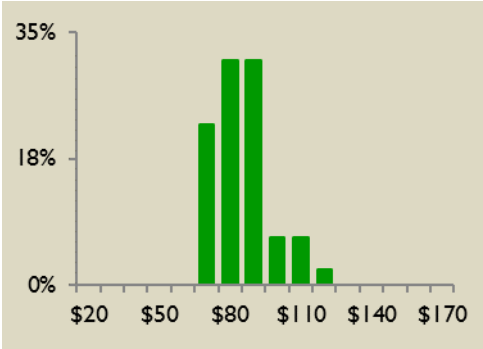
Table 13. Legislative Director

		Nominal, Current $						Constant, 2020, $					
Year	#	Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	45	$47,000	$60,000	$66,250	$72,458	$91,412	$66,932	$68,352	$87,258	$96,348	$105,376	$132,940	$97,339
2005	45	$58,963	$67,454	$72,068	$81,583	$133,833	$75,692	$77,758	$88,957	$95,042	$107,590	$176,496	$99,821
2010	45	$61,303	$79,800	$86,167	$95,868	$118,000	$87,717	$72,408	$94,256	$101,776	$113,235	$139,376	$103,607
Most Recent Five Years													
2015	45	$55,133	$76,875	$86,500	$90,083	$132,800	$84,862	$59,911	$83,537	$93,996	$97,890	$144,309	$92,216
2016	45	$63,722	$77,000	$85,500	$94,359	$128,150	$87,306	$68,382	$82,630	$91,752	$101,259	$137,521	$93,690
2017	45	$54,000	$77,123	$88,500	$96,920	$132,167	$87,830	$56,740	$81,036	$92,990	$101,838	$138,873	$92,287
2018	45	$62,500	$82,868	$89,500	$102,500	$139,333	$93,114	$64,106	$84,996	$91,799	$105,133	$142,912	$95,505
2019	45	$70,167	$80,715	$87,000	$95,417	$127,250	$89,596	$70,688	$81,315	$87,647	$96,126	$128,196	$90,262

Median Pay



2019 Pay Distribution



Change	
2018-2019	-4.52%
2015-2019	-6.76%
2010-2019	-13.88%
2005-2019	-7.78%
2001-2019	-9.03%

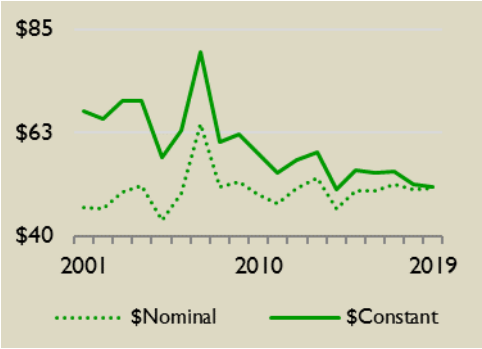
Dollars in figures are in thousands.

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, 2020 dollars) for the periods noted. In the visualizations, position pay information based on constant 2020 dollars in thousands of dollars, or change in those levels, are presented in solid green. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, 2001-2019, are available to congressional staff upon request.

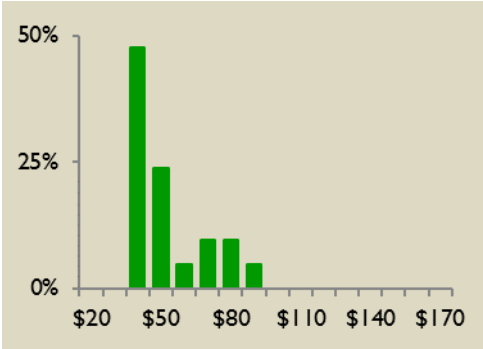
Table 14. Office Manager

		Nominal, Current $						Constant, 2020, $					
Year	#	Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	45	$22,949	$33,583	$46,167	$51,500	$84,750	$44,639	$33,374	$48,840	$67,140	$74,896	$123,252	$64,918
2005	40	$22,041	$36,941	$43,417	$54,062	$89,688	$47,198	$29,067	$48,717	$57,257	$71,296	$118,278	$62,244
2010	31	$32,250	$38,329	$49,000	$60,763	$88,333	$51,484	$38,092	$45,273	$57,876	$71,770	$104,335	$60,810
Most Recent Five Years													
2015	23	$35,850	$43,114	$50,000	$60,684	$85,038	$51,961	$38,957	$46,851	$54,333	$65,943	$92,407	$56,464
2016	31	$31,900	$42,250	$50,000	$62,827	$84,738	$52,830	$34,233	$45,339	$53,656	$67,421	$90,934	$56,693
2017	25	$33,175	$44,167	$51,375	$66,042	$91,258	$55,366	$34,858	$46,408	$53,982	$69,392	$95,888	$58,175
2018	27	$35,833	$43,500	$50,083	$64,018	$96,821	$56,300	$36,754	$44,617	$51,370	$65,662	$99,308	$57,746
2019	21	$40,155	$43,667	$50,375	$63,000	$91,626	$55,829	$40,454	$43,991	$50,749	$63,468	$92,307	$56,244

Median Pay



2019 Pay Distribution



Change	
2018-2019	-1.21%
2015-2019	-6.60%
2010-2019	-12.31%
2005-2019	-11.37%
2001-2019	-24.41%

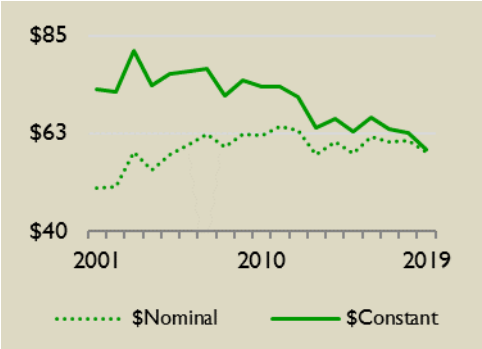
Dollars in figures are in thousands.

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, 2020 dollars) for the periods noted. In the visualizations, position pay information based on constant 2020 dollars in thousands of dollars, or change in those levels, are presented in solid green. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, 2001-2019, are available to congressional staff upon request.

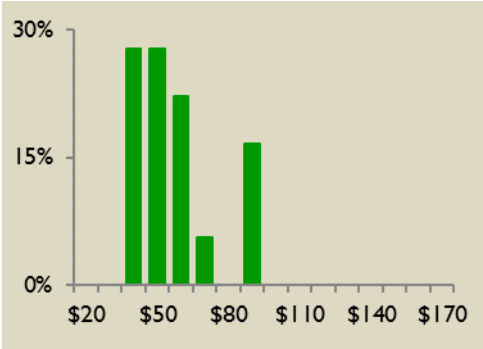
Table 15. Press Secretary

		Nominal, Current $						Constant, 2020, $					
Year	#	Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	45	$29,000	$45,167	$50,000	$57,250	$85,913	$52,726	$42,175	$65,686	$72,715	$83,259	$124,943	$76,679
2005	45	$30,722	$50,000	$57,708	$68,000	$101,000	$61,521	$40,516	$65,939	$76,104	$89,677	$133,196	$81,133
2010	45	$40,361	$52,000	$61,953	$72,699	$109,200	$65,657	$47,673	$61,420	$73,176	$85,868	$128,982	$77,551
Most Recent Five Years													
2015	28	$40,500	$51,500	$57,875	$68,117	$116,458	$63,689	$44,010	$55,963	$62,891	$74,020	$126,551	$69,208
2016	44	$36,898	$52,390	$61,658	$69,625	$121,213	$62,365	$39,596	$56,221	$66,167	$74,716	$130,077	$66,925
2017	22	$42,000	$53,558	$60,542	$70,244	$90,333	$62,869	$44,131	$56,276	$63,613	$73,808	$94,917	$66,059
2018	21	$40,000	$55,667	$61,000	$70,800	$93,000	$63,188	$41,027	$57,097	$62,567	$72,619	$95,389	$64,811
2019	18	$41,500	$50,181	$58,280	$66,745	$98,333	$62,515	$41,808	$50,553	$58,713	$67,241	$99,064	$62,980

Median Pay



2019 Pay Distribution



Change	
2018-2019	-6.16%
2015-2019	-6.64%
2010-2019	-19.76%
2005-2019	-22.85%
2001-2019	-19.26%

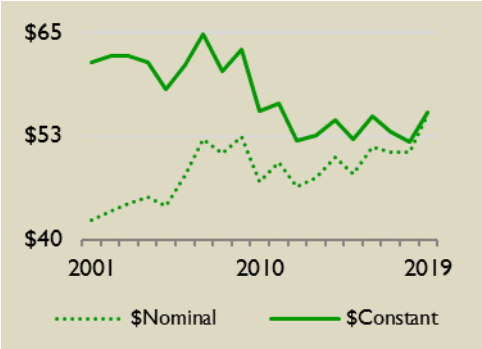
Dollars in figures are in thousands.

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, 2020 dollars) for the periods noted. In the visualizations, position pay information based on constant 2020 dollars in thousands of dollars, or change in those levels, are presented in solid green. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, 2001-2019, are available to congressional staff upon request.

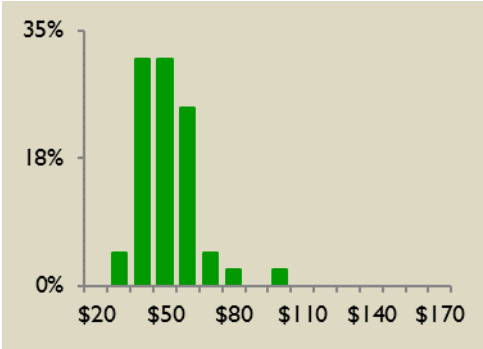
Table 16. Scheduler

		Nominal, Current $						Constant, 2020, $					
Year	#	Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	19	$34,117	$37,125	$42,286	$45,066	$57,000	$42,699	$49,616	$53,991	$61,496	$65,540	$82,895	$62,097
2005	37	$28,625	$38,000	$44,090	$49,250	$69,250	$44,975	$37,750	$50,113	$58,145	$64,950	$91,325	$59,312
2010	41	$31,547	$39,750	$47,000	$61,250	$110,750	$51,968	$37,261	$46,951	$55,514	$72,345	$130,812	$61,382
Most Recent Five Years													
2015	45	$33,000	$42,917	$47,917	$58,333	$96,418	$51,932	$35,860	$46,636	$52,069	$63,389	$104,773	$56,432
2016	45	$35,000	$44,940	$51,202	$56,604	$92,500	$52,758	$37,559	$48,226	$54,946	$60,743	$99,264	$56,616
2017	45	$37,000	$46,965	$50,500	$57,444	$84,000	$53,683	$38,877	$49,348	$53,062	$60,359	$88,262	$56,407
2018	45	$36,259	$44,000	$50,500	$58,500	$98,000	$53,571	$37,190	$45,130	$51,797	$60,003	$100,517	$54,947
2019	45	$35,833	$46,417	$55,000	$61,750	$107,000	$56,270	$36,099	$46,762	$55,409	$62,209	$107,795	$56,689

Median Pay



2019 Pay Distribution



Change	
2018-2019	6.97%
2015-2019	6.41%
2010-2019	-0.19%
2005-2019	-4.71%
2001-2019	-9.90%

Dollars in figures are in thousands.

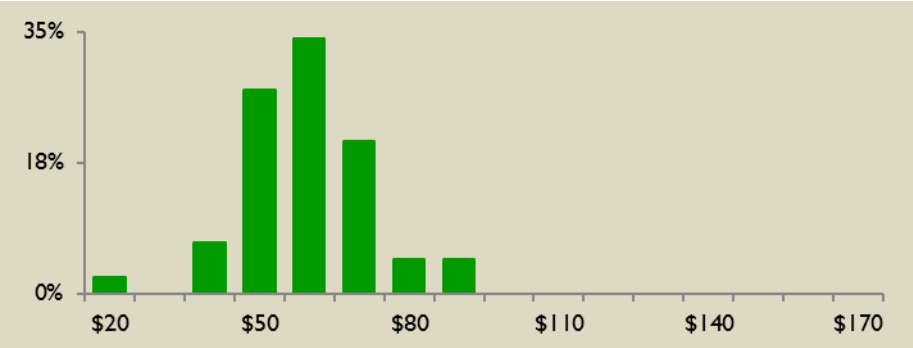
Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, 2020 dollars) for the periods noted. In the visualizations, position pay information based on constant 2020 dollars in thousands of dollars, or change in those levels, are presented in solid green. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, 2001-2019, are available to congressional staff upon request.

Table 17. Senior Legislative Assistant, 2018-2019

		Nominal, Current $						Constant, 2020, $					
Year	#	Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2018	31	$50,733	$59,867	$65,083	$69,167	$81,961	$65,070	$52,037	$61,404	$66,755	$70,943	$84,066	$66,742
2019	44	$20,185	$55,037	$64,625	$71,021	$99,250	$63,667	$20,335	$55,446	$65,105	$71,549	$99,988	$64,140

Change	
2018-2019	-2.47%

2019 Pay Distribution



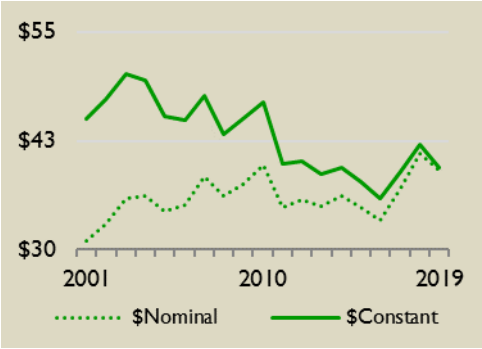
Dollars in figures are in thousands.

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, 2020 dollars) for the periods noted. In the visualization, position pay information based on constant 2020 dollars in thousands of dollars, or change in those levels, are presented in solid green. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, 2018-2019, are available to congressional staff upon request.

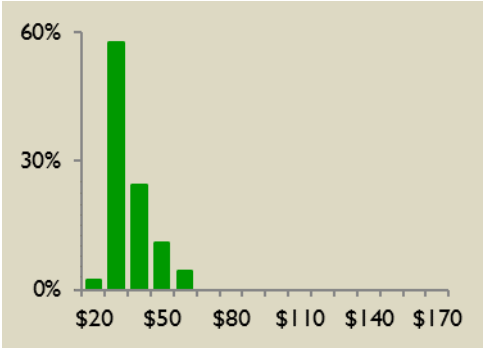
Table 18. Staff Assistant

		Nominal, Current $						Constant, 2020, $					
Year	#	Minimum	Q1	Q2, Median	Q3	Maximum	Average	Minimum	Q1	Q2, Median	Q3	Maximum	Average
2001	45	$21,667	$28,750	$31,000	$35,166	$79,516	$33,302	$31,510	$41,811	$45,083	$51,142	$115,640	$48,431
2005	45	$22,000	$30,000	$34,375	$42,500	$105,950	$38,296	$29,013	$39,563	$45,333	$56,048	$139,724	$50,504
2010	45	$25,000	$33,633	$39,750	$47,689	$93,750	$42,084	$29,529	$39,726	$46,951	$56,328	$110,733	$49,708
Most Recent Five Years													
2015	45	$25,950	$32,000	$34,857	$39,967	$69,500	$37,958	$28,199	$34,773	$37,878	$43,430	$75,523	$41,248
2016	45	$19,000	$30,000	$33,413	$38,139	$64,183	$34,941	$20,389	$32,194	$35,856	$40,928	$68,877	$37,496
2017	45	$21,000	$33,250	$37,083	$43,251	$54,750	$38,071	$22,066	$34,937	$38,965	$45,445	$57,528	$40,003
2018	45	$31,000	$36,767	$41,025	$45,989	$58,754	$42,303	$31,797	$37,711	$42,079	$47,170	$60,263	$43,390
2019	45	$29,000	$34,849	$39,130	$46,994	$67,333	$41,961	$29,215	$35,108	$39,421	$47,343	$67,834	$42,272

Median Pay



2019 Pay Distribution



Change	
2018-2019	-6.32%
2015-2019	4.07%
2010-2019	-16.04%
2005-2019	-13.04%
2001-2019	-12.56%

Dollars in figures are in thousands.

Source: *Statement of Disbursements of the House*, as collated by LegiStorm, various years, and CRS calculations. Percentage change in pay is based on the change in median pay (expressed in constant, 2020 dollars) for the periods noted. In the visualizations, position pay information based on constant 2020 dollars in thousands of dollars, or change in those levels, are presented in solid green. Detailed information about data sources is available above in "Data Tables and Visualizations." Data provided here are partial; complete data, 2001-2019, are available to congressional staff upon request.

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