

# Member Office Staff Salary Analysis 2022 v. 2021

Since the [2021 House Compensation and Diversity Study](#) was released in November 2021, the CAO Office of Payroll and Benefits has received multiple inquiries from Members' personal offices for a more current analysis of average annual salary ranges for the most common Job Titles of Congressional staff.

The House Salary Analysis below is a point in time comparison of September 2021 payroll data as compared to September 2022 payroll data for Congressional staff. The methodology for this analysis differs from the [2021 House Compensation and Diversity Study](#), which is based on June 2021 payroll data, as this analysis is based on the subsequent September 2021 monthly pay period, provides an analysis of Job Titles where at least 10 staff occupied the Job Title, the staff were not shared with other House employing authorities, and the Job Title matches exactly as detailed in the analysis. The Salary Analysis does not include shared, part-time, temporary, or paid intern employees.

	2022		2021		
Office Type	Employee Count	Average Salary	Employee Count	Average Salary	2022 vs. 2021 (% change average salary)
Member	6,000	\$82,849	6,243	\$67,420	23%

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MEMBER OFFICE		2022			2021				
Job Title	Employee Count	Minimum Salary	Average Salary	Maximum Salary	Employee Count	Minimum Salary	Average Salary	Maximum Salary	2022 vs. 2021 (% change average salary)
Casework Manager	18	\$60,000	\$75,434	\$125,000	16	\$45,000	\$58,665	\$70,000	29%
Caseworker	201	\$45,000	\$64,121	\$203,700	206	\$18,000	\$52,812	\$130,750	21%
Caseworker/Field Rep	14	\$45,000	\$66,792	\$110,500	10	\$45,000	\$55,750	\$70,000	20%
Chief of Staff	375	\$54,000	\$173,808	\$203,700	383	\$94,000	\$155,555	\$199,300	12%
Communications Assistant	11	\$45,000	\$57,821	\$107,000	10	\$18,000	\$40,770	\$60,000	42%
Communications Director	271	\$45,000	\$92,841	\$203,700	294	\$40,000	\$77,291	\$139,500	20%
Community Liaison	30	\$45,000	\$61,874	\$97,875	32	\$20,000	\$50,708	\$71,250	22%
Congressional Aide	45	\$45,000	\$68,918	\$140,400	49	\$3,000	\$50,848	\$89,000	36%
Constituent Advocate	43	\$45,000	\$57,862	\$98,000	41	\$33,000	\$47,875	\$67,000	21%
Constituent Liaison	42	\$45,000	\$62,133	\$203,700	33	\$30,000	\$48,063	\$101,750	29%
Constituent Services Representative	227	\$45,000	\$61,732	\$203,700	238	\$22,000	\$48,730	\$105,500	27%
Counsel	10	\$61,280	\$96,151	\$151,000	12	\$58,000	\$81,617	\$140,000	18%
Deputy Chief of Staff	112	\$85,000	\$128,616	\$203,700	105	\$60,000	\$110,257	\$199,300	17%
Deputy Communications Director	15	\$50,000	\$67,859	\$95,000	9	\$47,000	\$58,333	\$80,000	16%
Deputy District Director	77	\$55,000	\$88,544	\$203,700	83	\$45,000	\$72,102	\$130,000	23%
Digital Director	10	\$60,000	\$75,550	\$100,000	9	\$32,000	\$50,467	\$64,500	50%
Director of Constituent Services	65	\$49,220	\$82,160	\$152,000	39	\$50,225	\$69,968	\$108,000	17%
Director of Operations	66	\$45,000	\$83,834	\$150,000	59	\$33,000	\$69,454	\$113,000	21%
Director of Outreach	10	\$51,700	\$78,870	\$130,000	11	\$42,000	\$61,091	\$100,000	29%
District Aide	21	\$45,000	\$71,047	\$125,200	18	\$20,700	\$50,282	\$90,000	41%
District Chief of Staff	12	\$92,000	\$143,276	\$203,700	12	\$82,000	\$129,768	\$173,900	10%
District Director	312	\$60,000	\$116,197	\$203,700	337	\$12,000	\$97,719	\$173,900	19%
District Representative	98	\$45,000	\$62,335	\$122,026	111	\$28,500	\$51,461	\$100,000	21%
District Scheduler	23	\$45,000	\$76,495	\$178,083	32	\$27,500	\$50,366	\$87,000	52%
District Staff Assistant	16	\$45,000	\$52,350	\$122,623	14	\$30,000	\$39,045	\$60,000	34%
Executive Assistant	21	\$45,000	\$71,911	\$110,000	31	\$6,000	\$54,367	\$88,000	32%

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MEMBER OFFICE	2022				2021				
Job Title	Employee Count	Minimum Salary	Average Salary	Maximum Salary	Employee Count	Minimum Salary	Average Salary	Maximum Salary	2022 vs. 2021 (% change average salary)
Field Representative	210	\$45,000	\$61,402	\$203,700	217	\$6,000	\$48,662	\$88,000	26%
Legislative Aide	64	\$45,000	\$61,699	\$126,000	73	\$36,000	\$49,595	\$82,000	24%
Legislative Assistant	499	\$45,000	\$70,279	\$203,700	523	\$35,000	\$55,860	\$142,500	26%
Legislative Correspondent	216	\$45,000	\$59,717	\$132,000	253	\$17,500	\$43,872	\$94,500	36%
Legislative Counsel	15	\$62,500	\$77,850	\$110,000	22	\$48,000	\$70,194	\$95,000	11%
Legislative Director	288	\$65,000	\$106,478	\$203,700	299	\$52,500	\$88,749	\$199,300	20%
Military Legislative Assistant	20	\$55,000	\$70,813	\$95,000	17	\$48,000	\$61,618	\$85,000	15%
Office Manager	21	\$45,000	\$58,614	\$93,000	26	\$16,536	\$53,850	\$103,000	9%
Operations Director	10	\$60,000	\$78,875	\$160,000	5	\$50,000	\$78,900	\$185,000	0%
Outreach Coordinator	23	\$45,000	\$63,432	\$115,000	26	\$25,000	\$49,721	\$80,000	28%
Outreach Director	13	\$46,000	\$70,115	\$123,000	9	\$42,000	\$61,044	\$75,000	15%
Policy Advisor	23	\$65,000	\$92,586	\$138,500	20	\$6,000	\$77,839	\$125,000	19%
Press Assistant	50	\$45,000	\$57,430	\$132,000	50	\$12,000	\$44,048	\$81,000	30%
Press Secretary	89	\$45,000	\$66,679	\$113,000	68	\$35,000	\$56,772	\$102,000	17%
Regional Director	12	\$45,000	\$76,833	\$121,000	11	\$47,000	\$55,665	\$65,320	38%
Scheduler	141	\$45,000	\$68,904	\$165,000	166	\$30,000	\$56,596	\$127,000	22%
Scheduler/Executive Assistant	11	\$50,000	\$68,793	\$118,000	11	\$45,000	\$53,409	\$75,000	29%
Senior Advisor	35	\$45,000	\$103,963	\$200,000	44	\$4,250	\$75,882	\$173,900	37%
Senior Caseworker	12	\$50,000	\$70,520	\$89,116	9	\$52,000	\$66,293	\$84,872	6%
Senior District Representative	10	\$60,509	\$94,006	\$180,000	8	\$55,000	\$77,996	\$104,000	21%
Senior Field Representative	14	\$52,900	\$80,042	\$125,200	14	\$46,000	\$65,469	\$99,000	22%
Senior Legislative Assistant	107	\$55,000	\$78,251	\$189,030	102	\$30,000	\$64,118	\$130,000	22%
Senior Policy Advisor	42	\$55,000	\$91,958	\$203,700	44	\$24,000	\$74,834	\$127,000	23%
Special Assistant	25	\$45,000	\$57,182	\$85,000	30	\$10,000	\$44,867	\$99,000	27%
Staff Assistant	409	\$45,000	\$53,604	\$150,000	429	\$14,400	\$40,291	\$112,883	33%
Staff Assistant/ Legislative Correspondent	26	\$45,000	\$60,239	\$168,000	33	\$30,450	\$40,924	\$50,000	47%
Totals and Averages	4,530	\$45,000	\$77,669	\$203,700	4,703	\$3,000	\$63,278	\$199,300	23%