Workforce Profile and Job Characteristics

The survey was administered to 10,356 House employees and more than half (5,290) responded to the survey.

Half of employees are under age 32 (53.3%), with Member Offices having the highest percentage of younger employees. The majority of House employees have earned a bachelor’s degree (53.3%) or a master’s degree (19.8%) as their highest level of education.

69.5% of employees are White, 14.5% are Black or African American, 12.2% are Hispanic, Latinx, or Spanish, and 6.7% are Asian. More than half (54.3%) of House employees are female.

Note: The percentages for the Race and Hispanic ethnicity graphic display exceed 100% because individual respondents were able to select all the identities that reflect their racial or ethnic heritage.
House employees have been working at the House for an average of 5.5 years. Working for the Federal Government for an average of 6.0 years. 54.0% of Member Office employees work in the Washington, D.C. office. 33.0% can telework to some extent during the year. 4.4% of House staff are part-time, averaging 20.0 hours per week. 54.0% have considered other employment elsewhere. Employees are more satisfied with their benefits (73.6%) than their pay (35.8%), and almost half (44.7%) have considered other employment elsewhere.
House employees earn $69,379 annually, on average.

Employees receive a 5.8% average increase in salary for every year on the job.

The top 4 highest paying House jobs:

- **Staff Director**
  - Committee/Leadership
  - $150.9k

- **Legal Counsel**
  - House Officer
  - $149.1k

- **Audit & Controls**
  - House Officer
  - $141.6k

- **Chief of Staff**
  - Member
  - $135.7k

Employees with higher salaries are more satisfied with their pay and are less likely to look elsewhere for a job.

- **Member Office jobs** typically have lower salaries than similar private sector and Federal Government jobs.*
- **Higher ranking Committee and Leadership Office jobs** typically have higher salaries than similar outside jobs, but lower ranking jobs typically have lower salaries than similar outside jobs.*
- **House Officer jobs** typically have higher salaries than similar private sector and Federal Government jobs.*

* Salary benchmarks are based only on similar job types and do not consider other factors that may influence salary (e.g., demographics, education, experience, location).
House employees receive **equal pay for equal work** regardless of gender, race, ethnicity, sexual orientation, and faith. Mean salary differences may be attributed, in part, due to job type.

**Salary differences** exist by **age** (even within the same job type, education level, and tenure).

Employees receive an average of **30.0** days of paid time off/vacation and sick leave per year:
- **Member:** 25.6 days
- **Committee/Leadership:** 30.7 days
- **House Officer:** 45.5 days

When compared to the U.S. workforce benchmark, House employees receive **more** paid leave days.

17.1% of House staff receive student loan repayments. The average amount of student loan repayment is **$686.12** per month.

Salary **peaks** for employees 44–50 years of age, while younger employees earn **lower** salaries. Salary **drops** off slightly for those employees over the age of 50 years.

Employees with **more** paid time off/vacation leave days and paid sick leave days are **less** likely to look for a job elsewhere.

Employees with **longer** House tenure and higher education have **higher** salaries and **more** leave days than those with **less** tenure.