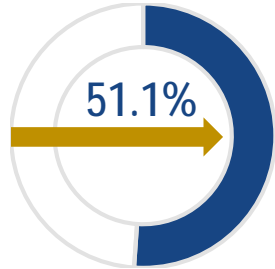
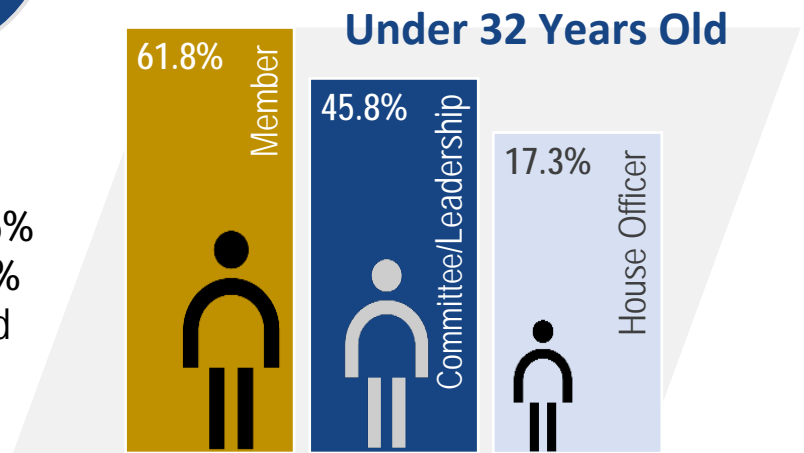


## Workforce Profile and Job Characteristics

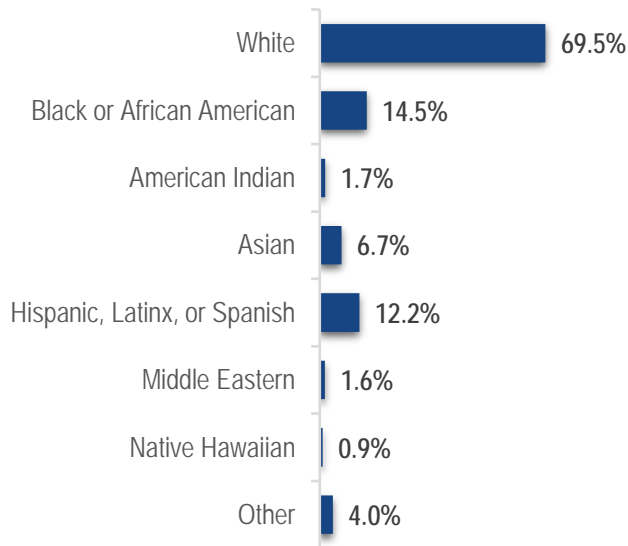
The survey was administered to **10,356** House employees and more than half (**5,290**) responded to the survey.



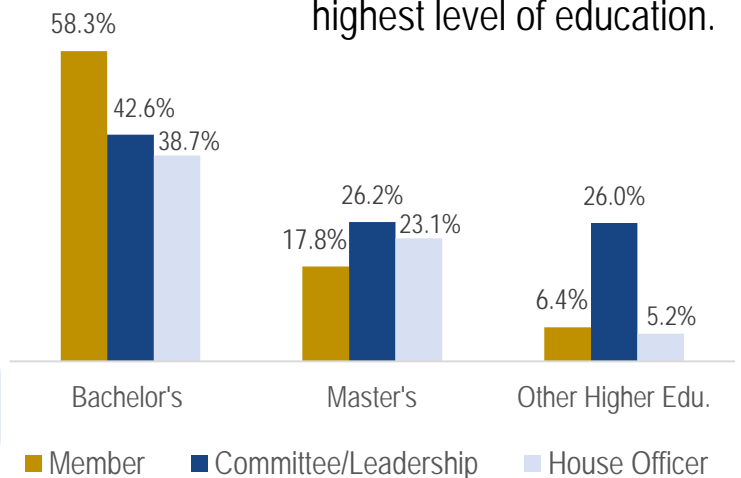
Half of employees are under age 32 (**53.3%**), with Member Offices having the highest percentage of younger employees.



**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.



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.



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 ...

in their position for an average of **3.1** years.

working at the House for an average of **5.5** years.

working for the Federal Government for an average of **6.0** years.



**33.0%** can telework to some extent during the year.

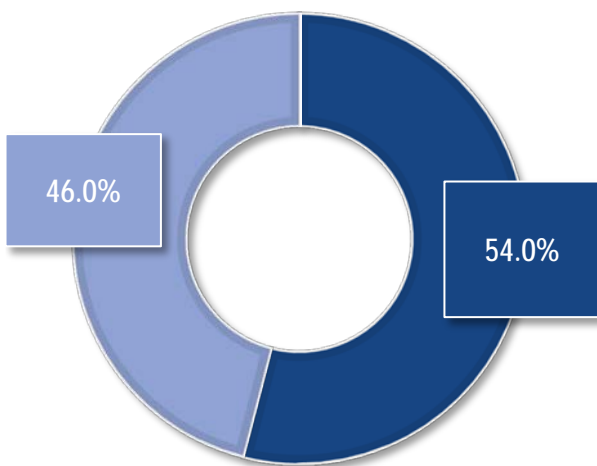


**4.4%** of House staff are part-time, averaging **20.0** hours per week.

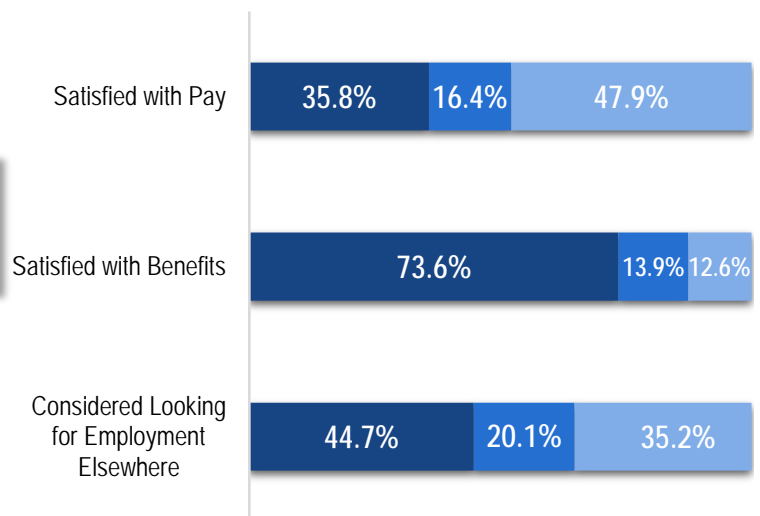


**54.0%** of Member Office employees work in the Washington, D.C. office.

Employees are **more** satisfied with their benefits (**73.6%**) than their pay (**35.8%**), and almost half (**44.7%**) have considered other employment elsewhere.



■ Washington, D.C.    ■ District



■ Strongly Agree/Agree    ■ Neither    ■ Strongly Disagree/Disagree

## Compensation and Benefits

House employees earn **\$69,379** annually, on average.

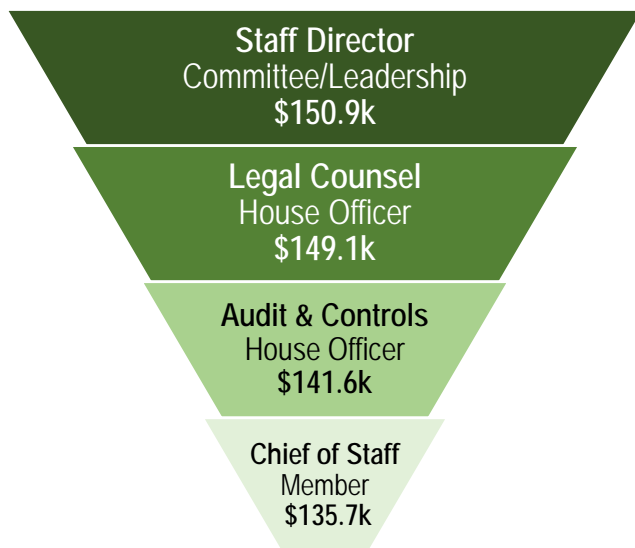


Employees receive a **5.8%** average increase in salary for every year on the job.

### \$ Salary Benchmarks \$

- 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.\*

## The top 4 highest paying House jobs:



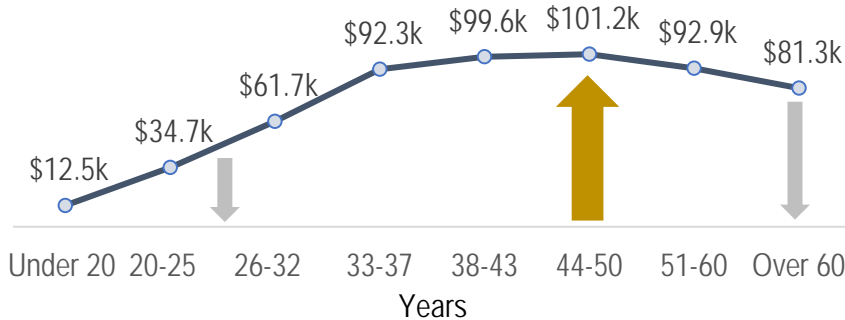
Employees with **higher** salaries are **more** satisfied with their pay and are **less** likely to look elsewhere for a job.



\* 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).



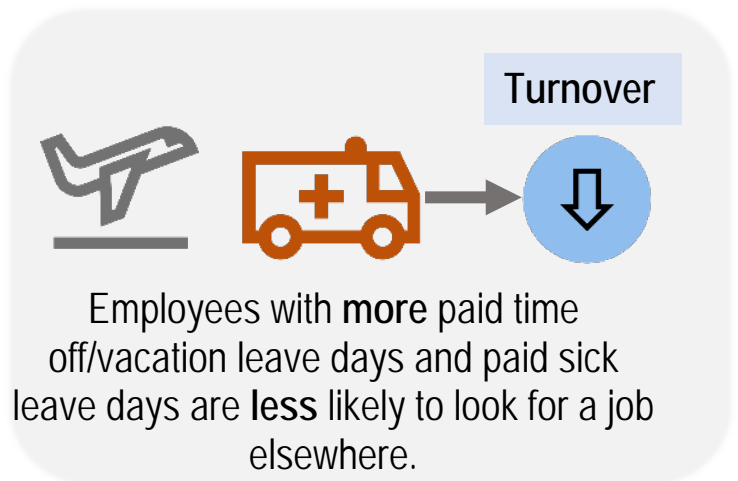
**17.1%** of House staff receive student loan repayments. The average amount of student loan repayment is **\$686.12** per month.



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 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.

