

Welcome to the Hill: Understanding Hill Staff

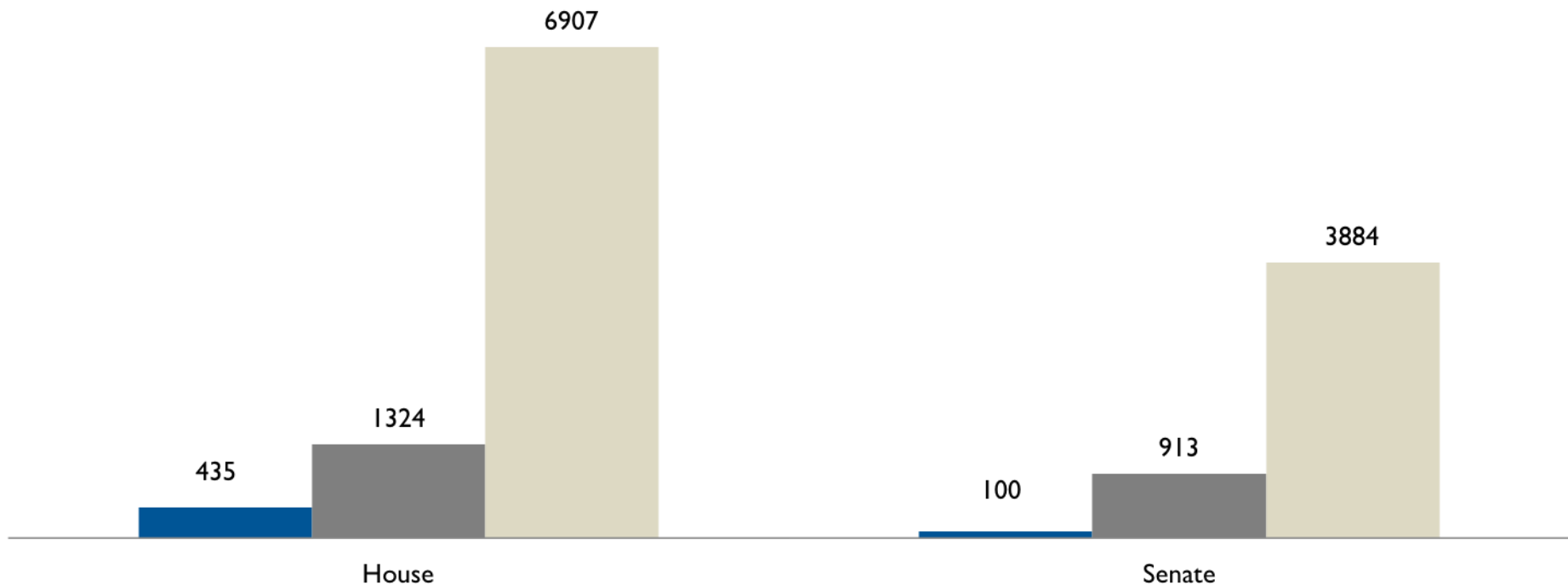


Government
Relations

Staffers Significantly Outnumber Members of Congress

Members and Staff of Congress

■ Members ■ Congressional Committee Staff ■ Personal Office Staff



Analysis

- The 535 members of Congress are supported by a larger infrastructure of over 13,000 staffers
- While most staffers are far less powerful than any member, the most trusted and effective aides of the most senior members may be extremely influential in their own right, and as a conduit to their member

Hill Staff Come in Two Forms

Overview of Personal and Committee Congressional Staff



	Personal Office Staff	Committee Staff
Line of Reporting	Hired by one member of Congress and only responsible to that member	Hired by chairman or ranking member of committee; nominally work for all Democratic or Republican committee members
Job Overview	Work on combination of policy and constituent-service matters, depending on needs of district	Work exclusively on policy, within area of committee
Issues	Practice over range of issues	Specialize in committee-related issue
Background	More likely to be from district or state of hiring member; tend to have trust of Member	Less likely to be from district or state of chairman or ranking member; tend to be expert in issue area
Number	The average Representative has 14 staffers working for them, average Senator has 30	House committees averaged 68 staff and Senate committees average 46
Sample Titles	Chief of Staff, Legislative Director, Legislative Assistant	Staff Director, Policy Analyst, Committee Counsel

Analysis

The job of a personal staffer is to support the work of one member, while the role of a committee staffer is to assist a committee

Despite Variable Titles, Most Staffers Have Similar Jobs

Sample Job Titles for Committee and Personal Office Staffers

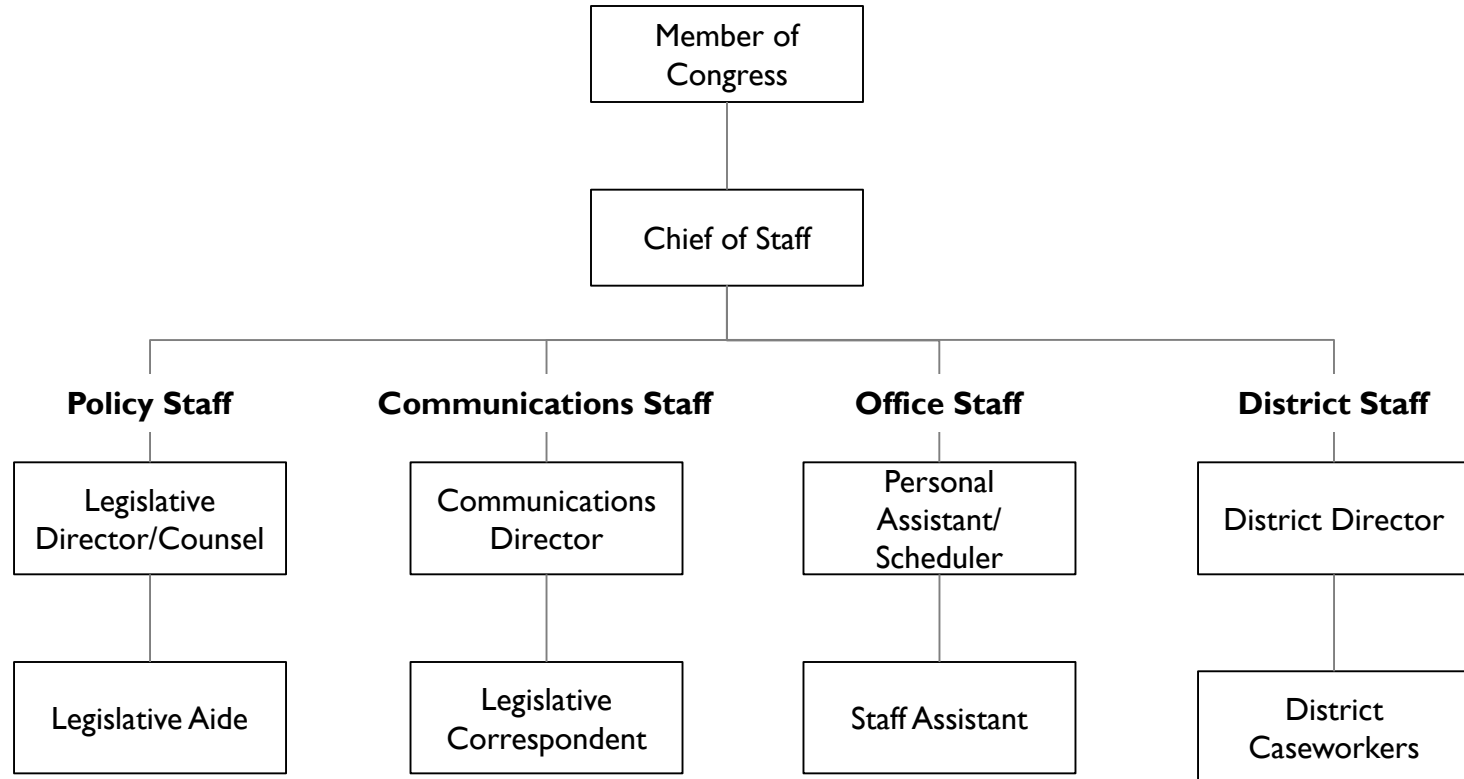
	Title for Personal Office Staffers	Function	Title for Committee Staffers
More Senior Staff ↑	Chief of Staff, Administrative Assistant	Serve as chief advisor and administrator for member or committee	Staff Director
	Legislative Director, Deputy Chief of Staff, Chief Policy Advisor	Act as chief policy advisor, especially in area of committee jurisdiction	Deputy Staff Director, Chief Policy Advisor, Senior Policy Advisor
	Counsel, Legislative Counsel	Provide legal advice to member or committee	Counsel, Chief Counsel, General Counsel
	Legislative Assistant	Offer guidance on specific policy issue	Legislative Assistant, Policy Advisor, Professional Staff Member
	Communications Director, Press Secretary	Speak to media on behalf of member or committee	Communications Director, Press Secretary
	Office Manager, Systems Administrator	Oversee management of office and facilities	Office Manager, Systems Administrator
	No equivalent	Conduct oversight of government programs within jurisdiction of committee	Investigator, Chief Investigator
	Legislative Correspondent	Respond to constituent contacts on behalf of member	No equivalent
More Junior Staff ↓	Staff Assistant	Answer phones, greet visitors, perform administrative tasks	Staff Assistant

Analysis

While the structure of a committee is different than that of a personal office, most Congressional staffers exist in a relatively similar hierarchy, whether they work for a committee or a single member

Congressional Reporting Structures Are Hierarchical

Sample Organization of a Congressional Office

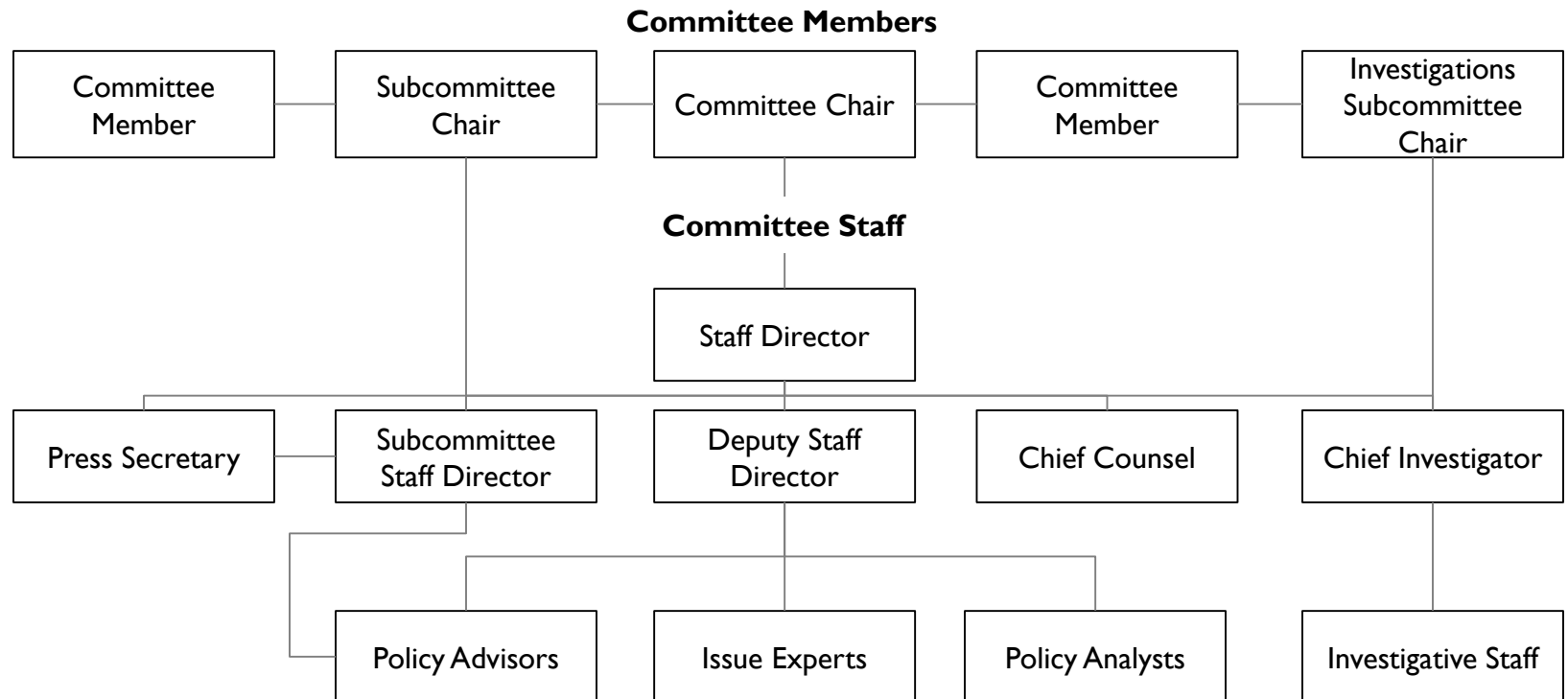


Analysis

- Members of Congress are advised to structure their office into discrete areas, depending on their staffers' functions
- Nonetheless, almost every office will have a unique structure and series of staff duties
- The vast Congressional workload means that the day-to-day reporting structure of a Congressional staffer may look very different in practice than on paper

Committee Staff Can Report to Multiple Bosses

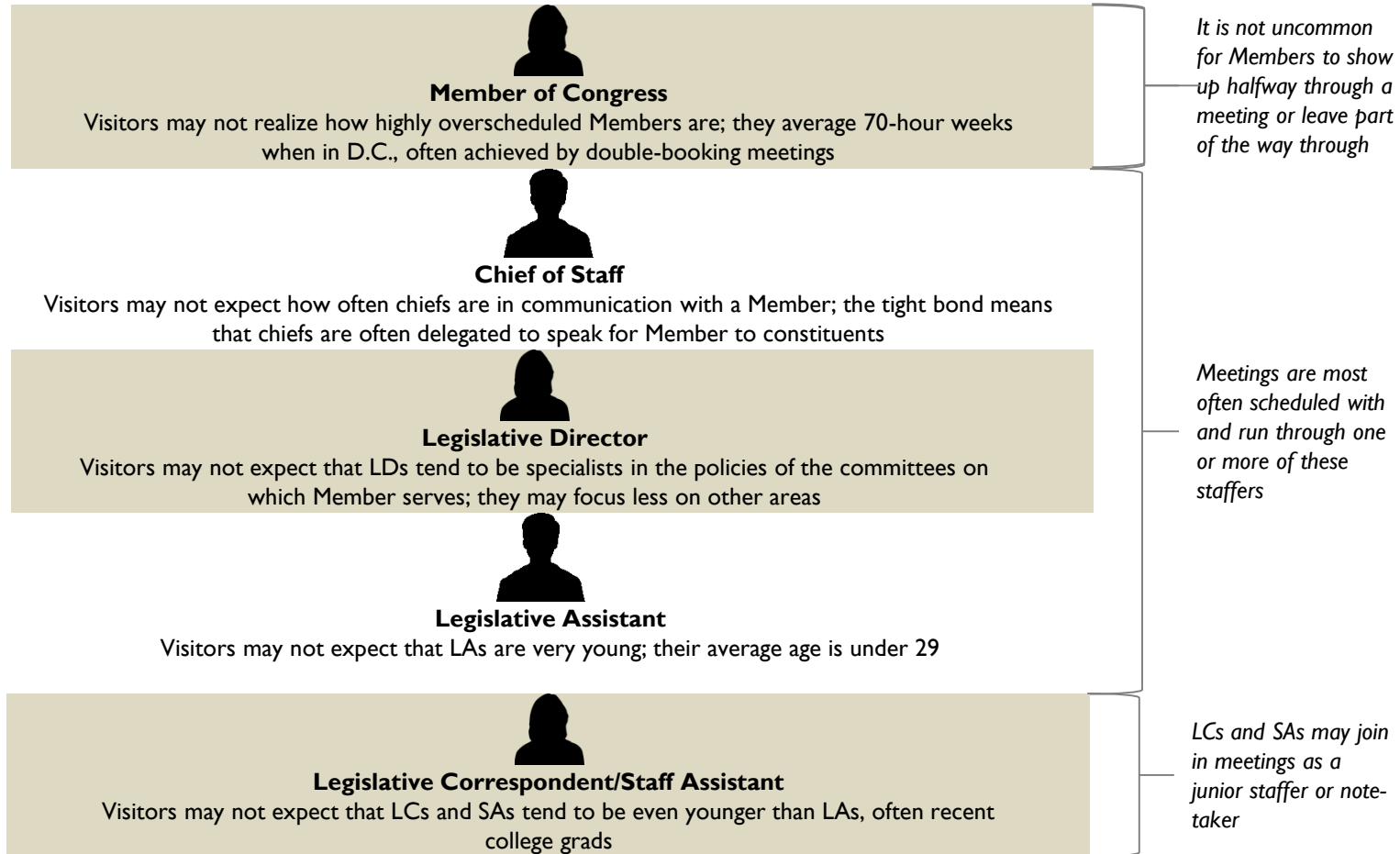
Sample De-Facto Organization of a Congressional Committee



Analysis

Although Congressional committee staff are officially hired by the committee chair or ranking member, some committees (especially Appropriations) will allow subcommittee chairs or even ordinary members to designate staff as their own

Expect to Meet with Staffers During Hill Visits



Analysis

Because members of Congress are often running from meeting to meeting to vote, staffers will often have more time to devote to a meeting, and be more capable of affecting any takeaway