

INFORMATION NOTE

Remuneration of Members of the House of Representatives of the United States

1. Introduction

1.1 In the United States ("the US"), Members' remuneration comprises a basic salary, allowances, deductions for income tax, health and life insurance provisions and retirement benefits. This information note provides information relating to the remuneration of Members of the House of Representatives of the US.¹ The scope of study covers the constitutional provision of Members' salaries, job nature and duties of Members, components of the remuneration package, the basis for remuneration determination, issues of pay adjustments and pay relationship and its latest development.

2. Constitutional provision

2.1 Under the US *Constitution*, "[r]epresentatives shall receive a compensation for their services, to be ascertained by law, and paid out of the Treasury of the United States."² This constitutional clause has been regarded as the provision empowering the US Congress to determine Members' salaries.³

¹ The US Congress is made up of two chambers, the House of Representatives and the Senate. Being the lower chamber of Congress, the House of Representatives consists of 435 Members elected for a term of two years. The House also involves five delegates each representing the District of Columbia, the Virgin Islands, Guam, American Samoa, and the Commonwealth of the Northern Mariana Islands, and the Resident Commissioner of Puerto Rico. These delegates and the Resident Commissioner possess the same powers as other Members of the House, except that they may not vote at House meetings.

² Article I, Section 6, Clause 1 of the *Constitution*.

³ Brudnick (2008) and (2012b).

3. Job nature and duties of Members

3.1 According to the Congressional Research Service ("CRS"), "[t]he expectations and duties of a Member of Congress are extensive, encompassing several roles that could be full-time jobs by themselves."⁴ Stringent rules are in place to govern other employment undertaken by Members.

Parliamentary duties

Floor work and Committee work

3.2 Members shall participate in floor work by debating over the substance offered by colleagues, offering amendments to bills, and casting floor votes on motions, amendments and final passage of legislation.

3.3 In general, a Member serves on two standing committees and four subcommittees. Committee work ranges from attending meetings, questioning witnesses, preparing amendments to bills, voting and writing statements for committee reports.

Local representation and constituency service

3.4 Representing an average of 650,000 people,⁵ each Member shall advocate the economic needs and political interests of his or her constituents, and keep in touch with the constituents via various channels. Members must be aware of the implications of any proposed legislation to the constituents.

3.5 Members shall alert their constituents to federal government actions and programmes, and answer requests for information about federal activities. They also provide assistance to constituents in obtaining federal benefits and grants, and seek federal funds for local projects and programmes.

⁴ Petersen (2010).

⁵ This figure is the average size of population represented by a Member calculated on apportionment basis using the Census 2000 data.

Policy making and oversight of government

3.6 Throughout the legislative process, Members shall negotiate with colleagues to formulate national policies, and meet to exchange views and information with officials from the executive branch, lobbyists, businessmen, professionals and academics.

3.7 To monitor the government work, Members shall keep track of the efficiency and activities of government agencies, and review their expenditures and policy implementation. They also respond to scandals and crises by serving on investigatory panels.

Other employment

3.8 The House membership is considered as a full-time job by the House of Representatives in view of the workload of Members.⁶ According to the statistics published by the US Congress regarding Members' activities, the House had 175 days in session during the 112th Congress (5 January 2011 – 3 January 2012), with the number of bills introduced being 8.7 per Member. In addition, the Incompatibility Clause of the *Constitution* also disallows Member to hold simultaneously any office in other government authorities.⁷

3.9 Meanwhile, Members undertaking outside employment is governed by the Rules of the House of Representatives, which prohibit them from:

- (a) receiving outside earned income attributable to a calendar year exceeding 15% of the annual rate of basic pay for Level II of the Executive Schedule⁸, that is US\$26,955 (HK\$209,818⁹) for 2011;
- (b) receiving any honorarium¹⁰ for an appearance, speech, or article;

⁶ Research and Library Services Division (2004).

⁷ Article I, Section 6, Clause 2 of the *Constitution*.

⁸ Executive Schedule (5 U.S.C. §§ 5311–5318) refers to the highest-ranked appointed positions in the executive branch of the US government, under which five pay rates are denoted with a Roman numeral with I being the highest level and V the lowest.

⁹ Based on the average exchange rate of HK\$7.784 per US dollar in 2011.

¹⁰ This prohibition is included in the *Ethics Reform Act of 1989*.

- (c) receiving pay for affiliating with an entity that provides professional services involving a fiduciary relationship except for the practice of medicine;
- (d) permitting the use of name by an entity;
- (e) receiving pay for practising a profession that involves a fiduciary relationship except for the practice of medicine;
- (f) serving for pay as an officer or a board member of an entity; or
- (g) receiving pay for teaching, without the prior notification and approval of the Committee on Ethics.

4. Mechanisms for determining Members' salary and its adjustments

4.1 The US Congress adopted three ways in the past for determining and adjusting salaries for Members, which were stand-alone legislation, recommendations made by a designated entity, and an automatic adjustment system. The automatic adjustment system is the only method being used for Members' pay adjustments after 1991.

Stand-alone legislation

4.2 Stand-alone legislation, the most frequently used method before 1991, was the only mechanism by which the Congress determined its own pay prior to 1969.¹¹ Under this method, Members would debate and vote to pass relevant legislations, and the most recent adjustments made by this means were in 1990 and 1991.¹²

¹¹ Brudnick (2012b).

¹² The *Ethics Reforms Act of 1989* provided, in addition to other provisions, for an increase of Members' pay by 7.9% (effected in 1990), which corresponded to the compounded adjustment percentages previously denied in 1989 and 1990. It also gave another pay increase of 25% to Members with effect from 1991.

Recommendation made by a designated entity

4.3 In order to relieve Members of the political task of raising their own salaries while setting the salaries of top officials high enough to attract and keep the best qualified persons,¹³ the Congress established the Commission on Executive, Legislative, and Judicial Salaries in 1967 to review the pay for federal employees on Executive Schedule positions and other top-level government officials, Federal Justices and judges, and Members ("federal officials") every four years.

4.4 The Commission on Executive, Legislative, and Judicial Salaries was composed of nine individuals appointed from the private sector, tasked with recommending salary increases for the federal officials to the President, with the salaries maintained in a reasonable relationship between these positions and the private sector. After considering the Commission's recommendation, the President would propose to the Congress the pay raise of the federal officials, which became effective unless either chamber passed a resolution disapproving the salary schedule.¹⁴

4.5 Under this procedure, the task of adjusting Members' pay was delegated to the Commission and Members were not required to vote on such matter.¹⁵ Between 1967 and 1987,¹⁶ Members received pay raise three times with the last recommendation made in 1987, while their pay did not adjust in three other occasions. This method has never been used again after the pay adjustment in 1987, although it is still available under a provision of the *Ethics Reform Act of 1989*.

¹³ Guide to Congress Online Edition (2008).

¹⁴ CQ Almanac (1989).

¹⁵ Nevertheless, the Congress was required to vote on the appropriations under this procedure and thus Members still had to deal with such matter annually. The procedure was renewed in 1981, and Members voted to fund congressional salaries through a permanent appropriation. See Guide to Congress Online Edition (2008).

¹⁶ The Commission was established in 1967 with its first recommendation made in 1969.

4.6 The passage of the *Ethics Reform Act of 1989* replaces the Commission by the Citizens' Commission on Public Service and Compensation ("the Citizens' Commission"), which is responsible for a quadrennial review of the salaries of the federal officials. According to the Act, the President shall submit to the Congress the Citizens' Commission's recommendations which shall comply with the following requirements:

- (a) the rates of pay of the Speaker of the House of Representatives, the Vice President of the US, and the Chief Justice of the US shall be equal;
- (b) the rates of pay of the majority and minority leaders of the House and the Senate, the President pro tempore of the Senate, and individuals at Level I¹⁷ of the Executive Schedule shall be equal; and
- (c) the rates of pay of Senators, Members, the Resident Commissioner from Puerto Rico, Delegates to the House, Judges of the US District Courts, Judges of the US Court of International Trade, and individuals at Level II¹⁸ of the Executive Schedule ("Executive Schedule Level II payees") shall be equal.

4.7 The Citizens' Commission has never become an operational body since the enactment of the law, and thus there has not been any recommendation made according to the said provision.¹⁹

¹⁷ Level I of the Executive Schedule refers to Cabinet-level officials. See Schwemle (2011a).

¹⁸ Level II of the Executive Schedule refers to deputy secretaries of departments, secretaries of military departments, and heads of major agencies. See Schwemle (2011a).

¹⁹ The Citizens' Commission was supposed to be funded under the *1993 Treasury, Postal Service, and General Government Appropriations Act*, but that appropriation was later rescinded.

Automatic adjustment system

4.8 Members' salary was increased in 1969 according to the recommendation of the Commission on Executive, Legislative, and Judicial Salaries, but then remained unchanged for about seven years while inflation surged over the period.²⁰ The Congress voted in 1975 to allow Members to be eligible for the same automatic cost of living adjustments that the General Schedule employees received, subject to congressional acceptance, disapproval or modification.²¹

4.9 The automatic adjustment system was revised under the *Ethics Reform Act of 1989*, in order to eliminate the President's role in determining the adjustment rate.²² The new method provides that the annual salary adjustment rate for the federal officials is based on a formula using the Employment Cost Index (private industry wages and salaries, not seasonally adjusted), minus 0.5%.²³ The adjustment rate shall not exceed the percentage adjustment in base pay for the federal white-collar civilian employees under the General Schedule, nor shall it be greater than 5%. The resulting rate of increase shall be effective automatically unless the Congress statutorily denies or revises the adjustment.

²⁰ Guide to Congress Online Edition (2008).

²¹ Brudnick (2012b) and Schwemle (2011a).

²² The President has a role in determining the final increase of the rate of pay under the automatic cost of living adjustment. The procedure was established under the *Executive Salary Cost-of-Living Adjustment Act of 1975*.

²³ The Employment Cost Index, a product of the Bureau of Labor Statistics surveys, is calculated based on the percentage change reflected in the quarter ending 31 December for the two preceding years.

4.10 The above method aims at allowing Members' pay to be adjusted on a more regular basis with reference to the comparable pay movement in the private sector. Nevertheless, Members rejected the annual adjustments 10 times in a 15-year period before the passage of the *Ethics Reform Act of 1989*, and nine times from 1991 to 2012²⁴. Poor economic situation, high government debt and budget deficit were often the reasons leading Members to vote to deny pay raises after the passage of the *Ethics Reform Act of 1989*.²⁵

5. Issues of pay adjustments and pay relationship

Issues of pay adjustments

5.1 Members' salary is always regarded as a political issue, in view of the *Constitution* which requires Members deciding their own salary.²⁶ James Madison, one of the framers of the *Constitution*, noted that "[t]here is a seeming impropriety in leaving any set of men, without control, to put their hand into the public coffers, to take money to put into their pockets."²⁷

²⁴ The pay adjustments for 1994, 1995, 1996, 1997, 1999, 2007, 2010, 2011 and 2012 were denied. See Brudnick (2011) and (2012b).

²⁵ Examples of Members' statements opposing pay raises are extracted below:

- (a) pay year 2011: Susan Davis commented: "[W]hile there are positive signs of economic recovery around the country, the budget deficit is still an important issue. Therefore, it is appropriate that we continue to forego a cost-of-living adjustment at this time as we did for 2010." Daniel Lungren said: "Congress must forgo a pay raise to save the hardworking taxpayers and hard-looking job seekers in this country a little of their money";
- (b) pay year 2010: Harry Mitchell commented: "When Members of Congress accept this pay raise, we send the wrong message. We should be tightening our belts along with the men and women we represent";
- (c) pay year 1997: Jack Metcalf commented: "It is our No.1 job to save this Nation from bankruptcy by balancing the budget. I believe that Members of Congress should not get any pay raise, at least until the budget is balanced"; and
- (d) pay year 1996: Dave Obey commented: "Members of Congress are not and should not be providing themselves with an increase in pay when we are in the process of establishing a multiyear effort to reduce the deficit and cut expenditures."

See Library of Congress (2012).

²⁶ Guide to Congress Online Edition (2008).

²⁷ CQ Almanac (1989).

5.2 Indeed, controversies are always aroused when there are proposals about the pay level and adjustments for Members in the House of Representatives.²⁸ There are views that Members are reluctant to vote in favour of increasing their own salary, thereby avoiding risking their public support.²⁹ As a result, the Congress always withholds Members' pay raise even if the pay rate substantially lags behind the inflation and private sector salary.

Issues of pay relationship

5.3 The salaries of Members and Executive Schedule Level II payees have generally been in parity for years since the Executive Schedule was established in 1964. In addition, Members also received the same salary as district judges from 1955 to 1969, and again from 1987 onwards.³⁰

5.4 The parity relationship among the salaries of Members, Executive Schedule Level II payees and district judges changed in 2007, when the Congress allowed a pay raise for Executive Schedule payees but did not adjust the congressional and judicial salaries. Hence, the salary for Executive Schedule Level II payees has become higher than that of Members and district judges since 2007. The Vice President has also received a higher salary than that of the Speaker and the Chief Justice from then onwards. The Appendix shows the change in salaries from January 2004 to January 2012 of the related office holders.

5.5 There are opinions that the pay linkage always exists between the Executive, Judiciary and Legislature³¹ and such relationship is set for political reason. The Guide to Congress (2008) stated that "[t]o minimise the adverse political fallout from periodically raising its own salary, Congress fell into the practice of incorporating such pay increases in general pay legislation granting raises for most government workers, including at times the judiciary and the president."

²⁸ For example, after an Act for pay raise and shifting from per diem compensation to an annual salary was passed by the Congress in 1816, a majority of the population condemned the decision, resulting in a number of Members who had voted for the bill being defeated in the 1816 general election. The controversial decision was repealed in 1817 with the per diem compensation restored at US\$8.

²⁹ CQ Almanac (1989).

³⁰ Schwemle (2011b).

³¹ Government Accountability Office (1989). For example, the Government Accountability Office, formerly known as the General Accounting Office, commented that they had recommended to "de-couple" the pay setting among congressional, executive and judicial sectors.

5.6 According to CRS, the provision of the same salary is a kind of "parity" instead of "linking", as the mechanism to adjust the salary for Executive Schedule payees and Members is different from that for federal judges. Under the *Ethics Reform Act of 1989*, adjustments to Executive Schedule and congressional salaries take effect automatically unless the Congress acts to block them. In contrast, increasing judicial salaries must be specifically authorised by the Congress.³²

5.7 CRS explains that:

*[t]here is no constitutional or statutory requirement (other than the provision of law establishing the [the Citizens' Commission]) that the salaries of federal executive branch officials and federal Justices and judges be limited by the salaries of Members of Congress, or that Member pay be limited by the salaries of these federal executive and judicial officials.*³³

6. Current salaries and latest development

Current salaries of Members

6.1 The current parliamentary salaries have remained at the same level of 2009, as the annual adjustments proposed under the *Ethics Reform Act of 1989* for 2010 and 2011 were denied by the Congress. Federal officials (including Members) did not receive a pay rise in January 2012 as the base pay for General Schedule employees is frozen through 31 December 2012. Salaries for the Speaker and the majority and minority leaders thus remain at US\$223,500 (HK\$1,739,724) and US\$193,400 (HK\$1,505,426) per annum respectively. The annual salary for Members is US\$174,000 (HK\$1,354,416), and no additional pay is offered for Members who chair congressional committees.³⁴

³² A law passed in 1981 requires that any salary increase for Justices and judges must be "specifically authorized by Act of Congress hereafter enacted." See Rutkus (2008).

³³ Schwemle (2011b).

³⁴ Research and Library Services Division (2007).

Latest development

6.2 In the 112th Congress, several bills concerning Members' salary and the adjustment system have been introduced in the House of Representatives to:³⁵

- (a) repeal the automatic pay adjustment provision;
- (b) change the procedure by which pay for Members is adjusted by linking it to other economic indicators; and
- (c) reduce the pay of Members.

6.3 In addition, the Senate passed a bill in March 2011 to prohibit Members and Senators from receiving pay for each day if there is a lapse in appropriations causing government shutdown, or the federal government is unable to make payments or meet obligations because of the public debt limit. In April 2011, the House passed another bill to prohibit the disbursement of pay to Members and Senators during either of the above situations. No further action has been taken on either bill, while the Speaker of the House has issued a letter to Members thereafter indicating that in the event of a government shutdown, Members would be paid pursuant to the 27th Amendment to the *Constitution* although Members could elect to return any compensation to the Treasury.³⁶

7. Allowances and tax deductions

Members' Representational Allowances

7.1 Members are offered allowances, which cover official office expenses, staff, mail, and other goods and services, to support their official and representational duties to the districts from which they were elected. The allowance system is authorised in statute and adjusted by the Committee on House Administration.

³⁵ Brudnick (2012b).

³⁶ The 27th Amendment to the *Constitution* states that "No law varying the compensation for the services of the Senators and Representatives shall take effect, until an election of Representatives shall have intervened". See Brudnick (2011)

7.2 Funded under a single appropriations heading "Members' Representational Allowances" ("MRA") within the House account "Salaries and Expenses", the allowances comprise the following three components:

- (a) personnel compensation, which is the same for each Member. Each Member may employ no more than 18 permanent employees, with four additional employees employed on a non-permanent basis such as part-time or temporary employees;
- (b) official expenses, which varies from Member to Member based on the distance between a Member's district and Washington, DC, and the cost of office space in different districts; and
- (c) official mail allowances, which differs among Members in view of the number of non-business addresses in a Member's district.

7.3 On 6 January 2011, the House of Representatives agreed to *House Resolution 22* of the 112th Congress, which reduced each Member's authorized level of MRA for 2011 and 2012 by 5% from the 2010 level. Overall, the 2011 MRA for a Member ranges from US\$1.36 million (HK\$10.6 million) to US\$1.67 million (HK\$13.0 million), with an average of US\$1.45 million (HK\$11.3 million).³⁷

Travel allowance for organisational caucuses or conferences

7.4 A Member-elect and one designated staff may charge one round trip each for travelling between the place of residence and Washington, DC, for attending an organisational caucus or conference. Incumbent Members re-elected to the ensuing Congress and one designated staff shall enjoy the same benefit.

7.5 A Member-elect is also entitled to be reimbursed on a per diem or other basis for expenses incurred in connection with attending the above event.

³⁷ Brudnick (2012a).

Tax deductions

7.6 For income tax purposes, Members are allowed to deduct living expenses incurred while away from their congressional districts or home states for a maximum of US\$3,000 (HK\$23,352) per annum.

8. Health and Life Insurance Provisions

8.1 Members both in service and retired are entitled to participate in the Federal Employees Health Benefits Program under the same rules as other federal employees, with several health benefit plans for them to choose. Participation is on a voluntary, contributory basis and the government pays no more than 75% of the premium of any individual plan.

8.2 Members are eligible to participate in Basic Life Insurance ("BLI") under the Federal Employees Group Life Insurance Program. The cost of BLI is shared between the Member and the federal government.

9. Retirement Provisions

9.1 Members who were first elected before 1984 may be covered by one of four retirement plans after five years of service:

- (a) full coverage under both the Civil Service Retirement System ("CSRS") and the Social Security System;
- (b) the "CSRS Offset" plan, which includes both CSRS and the Social Security System, but with CSRS contributions and benefits reduced by the Social Security System contributions and benefits;
- (c) the Federal Employees Retirement System ("FERS") and the Social Security System; or
- (d) only the Social Security System which is mandatory if Members decline other coverage.

9.2 For Members first elected in 1984 or afterwards, they are automatically covered by FERS plus the Social Security System. Members who entered office before September 2003 are allowed to decline the FERS coverage.

9.3 Members are entitled to a pension benefit under CSRS, the CSRS Offset plan or FERS after five years of service while all Members are required to join the Social Security System when they are in service. The pension level and the time for receiving pension are determined by Members' age at the time of retirement and their length of service which are different among these plans.

9.4 Congressional pensions, like those of other federal employees, are financed through a combination of employee and employer contributions. Under the Social Security System, Members are all required to pay Social Security payroll taxes equal to 6.2%³⁸ of the Social Security taxable wage base ("SSTWB"), which amounts to US\$110,100 (HK\$857,018) in 2012. The contribution rates for other components of the aforementioned schemes are:

- (a) CSRS, to which Members contribute 8% of salary and the Congress makes an employer contribution of 8% of payroll on Members' behalf;
- (b) CSRS Offset plan, to which Members contribute 1.8% of salary up to the SSTWB limit, and 8%³⁹ of salary above this limit; and
- (c) FERS, to which Members contribute 1.3% of salary and the Congress pays approximately 18.3% of payroll as an employer contribution.

Prepared by Shirley TAM
31 January 2012
Tel: 3919 3640

Information notes are compiled for Members and Committees of the Legislative Council. They are not legal or other professional advice and shall not be relied on as such. Information notes are subject to copyright owned by the Legislative Council Commission (the Commission). The Commission permits accurate reproduction of information notes for non-commercial use in a manner not adversely affecting the Legislative Council, provided that acknowledgement is made stating the Research Division of the Legislative Council Secretariat as the source and one copy of the reproduction is sent to the Legislative Council Library.

³⁸ The Social Security payroll tax is temporarily reduced to 4.2% through the end of February 2012.

³⁹ The 8% contribution rate above the SSTWB limit is temporarily reduced to 6.0% through the end of February 2012.

Appendix

**Legislative, Executive and Judicial annual salaries
from January 2004 to January 2012 (in US\$)**

Effective	Members of the House of Representatives (% increased over previous level)	Level II of the Executive Schedule (% increased over previous level)	District judges (% increased over previous level)	Speaker of the House of Representatives (% increased over previous level)	Vice President (President of the Senate) (% increased over previous level)	Chief Justice (% increased over previous level)
Jan 2012	\$174,000 (0.0%)	\$179,700 (0.0%)	\$174,000 (0.0%)	\$223,500 (0.0%)	\$230,700 (0.0%)	\$223,500 (0.0%)
Jan 2011	\$174,000 (0.0%)	\$179,700 (0.0%)	\$174,000 (0.0%)	\$223,500 (0.0%)	\$230,700 (0.0%)	\$223,500 (0.0%)
Jan 2010 ⁽¹⁾	\$174,000 (0.0%)	\$179,700 (1.5%)	\$174,000 (0.0%)	\$223,500 (0.0%)	\$230,700 (1.5%)	\$223,500 (0.0%)
Jan 2009	\$174,000 (2.8%)	\$177,000 (2.8%)	\$174,000 (2.8%)	\$223,500 (2.8%)	\$227,300 (2.8%)	\$223,500 (2.8%)
Jan 2008	\$169,300 (2.5%)	\$172,200 (2.5%)	\$169,300 (2.5%)	\$217,400 (2.5%)	\$221,100 (2.5%)	\$217,400 (2.5%)
Jan 2007 ⁽²⁾	\$165,200 (0.0%)	\$168,000 (1.7%)	\$165,200 (0.0%)	\$212,100 (0.0%)	\$215,700 (1.7%)	\$212,100 (0.0%)
Jan 2006	\$165,200 (1.9%)	\$165,200 (1.9%)	\$165,200 (1.9%)	\$212,100 (1.9%)	\$212,100 (1.9%)	\$212,100 (1.9%)
Jan 2005	\$162,100 (2.5%)	\$162,100 (2.5%)	\$162,100 (2.5%)	\$208,100 (2.5%)	\$208,100 (2.5%)	\$208,100 (2.5%)
Jan 2004	\$158,100 (2.2%)	\$158,100 (2.2%)	\$158,100 (2.2%)	\$203,000 (2.2%)	\$203,000 (2.2%)	\$203,000 (2.2%)

Notes: (1) The Vice President and Executive Schedule salaries were allowed to increase by 1.5%. The pay adjustment for Members was denied, and the same adjustment for Justices and judges was not authorised.

(2) The Vice President and Executive Schedule salaries were allowed to increase by 1.7%. The pay adjustment for Members was denied, and the same adjustment for Justices and judges was not authorised.

Source: Brudnick (2012b) and Schwemle (2011a).

References

1. Brudnick, Ida A. (2008) *Salaries of Members of Congress: A List of Payable Rates and Effective Dates, 1789-2008*. Congressional Research Service. Available from: <http://www.senate.gov/reference/resources/pdf/97-1011.pdf> [Accessed January 2012].
2. Brudnick, Ida A. (2011) *Salaries of Members of Congress: Congressional Votes, 1990-2010*. Congressional Research Service. Available from: http://assets.opencrs.com/rpts/97-615_20110209.pdf [Accessed January 2012].
3. Brudnick, Ida A. (2012a) *Congressional Salaries and Allowances*. Congressional Research Service. Available from: http://www.senate.gov/CRSReports/crs-publish.cfm?pid=%270E%2C*PL%5B%3D%23P++%0A [Accessed January 2012].
4. Brudnick, Ida A. (2012b) *Salaries of Members of Congress: Recent Actions and Historical Tables*. Congressional Research Service. Available from: [http://www.senate.gov/CRSReports/crs-publish.cfm?pid='*2%404P\\[%3A"%40++%0A](http://www.senate.gov/CRSReports/crs-publish.cfm?pid='*2%404P\[%3A) [Accessed January 2012].
5. *Congress Hikes Pay, Revises Ethics Law*. CQ Almanac 1989, 45th ed., 51-60. Washington, DC: Congressional Quarterly, 1990.
6. English, Barbara. (2010) *Health Benefits for Members of Congress*. Congressional Research Service. Available from: http://www.costello.house.gov/issues_MythsFactsHealthCare_RS21982.pdf [Accessed January 2012].
7. Gressle, Sharon S. (2003) *Judicial Salary-Setting Policy*. Congressional Research Service. Available from: <http://www.congressproject.org/judicialsalaries.pdf> [Accessed January 2012].
8. Guide to Congress Online Edition. (2008) *Congressional Pay: Perennial Political Issue*. Available from: <http://library.cqpress.com/congressguide/g2c6e2-973-36398-1840329> [Accessed January 2012].

-
9. Isaacs, Katelin P. (2012) *Retirement Benefits for Members of Congress*. Congressional Research Service. Available from: http://www.senate.gov/CRSReports/crs-publish.cfm?pid='0E%2C*PLC8%22%40%20%20%0A [Accessed January 2012].
 10. Office of the Law Revision Counsel. (undated) *U.S. Code: Title 2 – The Congress*. Available from: <http://uscode.house.gov/pdf/2010/2010usc02.pdf> [Accessed January 2012].
 11. Petersen, R. Eric. (2010) *Roles and Duties of a Member of Congress*. Congressional Research Service. Available from: <http://www.fas.org/sgp/crs/misc/RL33686.pdf> [Accessed January 2012].
 12. Research and Library Services Division. (2004) *Eligibility of Legislators for Pension Benefits in Selected Overseas Places*. Legislative Council Secretariat, Hong Kong.
 13. Research and Library Services Division. (2007) *Mechanisms for adjusting individual Members' remuneration in selected legislatures*. Legislative Council Secretariat, Hong Kong.
 14. Rutkus, Denis S. (2008) *Judicial Salary: Current Issues and Options for Congress*. Congressional Research Service. Available from: <http://www.fas.org/sgp/crs/misc/RL34281.pdf> [Accessed January 2012].
 15. Schwemle, Barbara L. (2011a) *Legislative, Executive, and Judicial Officials: Process for Adjusting Pay and Current Salaries*. Congressional Research Service. Available from: http://www.senate.gov/CRSReports/crs-publish.cfm?pid='0E%2C*P%3CS%3F%23%40%20%20%0A [Accessed January 2012].
 16. Schwemle, Barbara L. (2011b) *Salary Linkage: Members of Congress and Certain Federal Executive and Judicial Officials*. Congressional Research Service.
 17. The Federal Bar Association. (2003) *Federal Judicial Pay: An Update on the Urgent Need for Action*. Available from: <http://fedbar.org/PDFs/Government-Relations/Federal-Judicial-Pay-An-Update-on-the-Urgent-Need-for-Action.aspx?FT=.pdf> [Accessed January 2012].

18. *The Library of Congress, Thomas*. (2012) Available from: <http://thomas.loc.gov/home/thomas.php> [Accessed January 2012].
19. Library of Congress. (2012) *Congressional Record*. Available from: <http://thomas.loc.gov>. [Accessed January 2012].
20. United States Government Accountability Office. (1989) *Report of the National Commission on the Public Service*. Available from: <http://archive.gao.gov/d48t13/138553.pdf> [Accessed January 2012].
21. United States Government Accountability Office. (2006) *Report to the Chairman, Subcommittee on the Federal Workforce and Agency Organization, Committee on Government Reform, House of Representatives*. Available from: <http://www.gao.gov/new.items/d06708.pdf> [Accessed January 2012].
22. United States House of Representatives. (2011) *Rules of the House of Representatives, 112th Congress*. Available from: http://rules.house.gov/Media/file/PDF_112_1/legislativetext/112th%20Rules%20Pamphlet.pdf [Accessed January 2012].
23. United States Senate. (undated) *Constitution of the United States*. Available from: http://www.senate.gov/civics/constitution_item/constitution.htm [Accessed January 2012].
24. United States Senate. (2012) *Re'sume' of Congressional Activity*. Available from: <http://www.senate.gov/reference/resources/pdf/Resumes/current.pdf> [Accessed January 2012].