

**THE PARALEGAL ASSOCIATION
OF WISCONSIN, INC.**



2007 Salary Survey

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Comments on Results

This report is a summary of findings from the Year 2007 salary survey of Wisconsin paralegals.

The survey was e-mailed to 300 people. Of those mailed, 154 completed the survey. Although more people were e-mailed for the 2006 salary survey, a larger percentage of those e-mailed completed the survey this year. As in previous years, a large portion of the responses are from Milwaukee County (58.1%).

This report will compare figures to years past, and will provide findings based on the questions asked in the survey. It will not, however, tag a “typical” paralegal, as there are too many variations between counties and types of employers. It is easy to determine, though, that as in past years, the majority of the respondents were females in private law firms using the title “Paralegal.”

Thank you to all who participated in this survey.

Comparison of Findings

	<u>2004</u>	<u>2006</u>	<u>2007</u>
Sex – Female	94%	93%	91.6%
Age	31 – 35	31 – 40	41 - 50
Position – Full Time	86%	91%	90.1%
Title – Paralegal	84%	78%	80%
Type of Employer			
Private Law Firm	54%	58%	57.9%
Corporation	21%	20%	21.1%
Insurance Company	19%	14%	15.1%
Government Agency	3%	4%	2.6%
Freelance/Independent	---	1%	0.0%
Other	---	3%	3.3%
Work Experience	7 – 10 yrs	1 – 2 yrs	15+ years
Number of Attys Work With	2 – 4	1 – 5	1 - 5%
Classified as Salaried/Exempt	60%	52%	45.7%
Receive a Bonus	61%	67%	74.5%
Overall Full-Time Salary	\$39,944	\$45,500	\$47,600
Milwaukee Average FT Salary	\$45,525	\$48,865	\$51,100
Fox Valley Average FT Salary	---	---	\$42,460
Madison Average FT Salary	---	---	\$50,430
LaCrosse Average FT Salary	---	---	\$35,120
Racine Area Average FT Salary	---	---	\$41,450
At-Large Average FT Salary	---	---	\$44,100
Billing Rate	over \$100	over \$100	over \$100

Salary Information

BASED ON AVERAGE FULL-TIME SALARY

Statewide: \$47,600

By Experience:

0 – 2 years: \$39,310
3 – 5 years: \$40,800
6 – 10 years: \$44,100
11 – 15 years: \$51,970
More than 15 years: \$57,090

By Employer:

Law Firm: \$47,150
Corporation: \$49,560
Insurance Co.: \$50,070
Government Agency: \$40,320
Freelance/Independent: No Responses
Other: \$29,870

By Gender:

Female: \$44,600
Male: \$47,910

By Legal Education:

None: \$50,000
Certificate: \$51,050
Associate's Degree: \$44,800
Bachelor's Degree: \$42,540
Master's Degree: No Responses
Law Degree/JD: No Responses
Other: \$35,830

Billables Data

Average Hourly Billing Rate

Milwaukee Chapter:

\$51 - \$75: 18.4%
\$76 - \$100: 20.4%
\$100+: 59.2%

Fox Valley Chapter:

\$51 - \$75: 0%
\$76 - \$100: 28.6%
\$100+: 71.4%

Madison Chapter:

\$51 - \$75: 0%
\$76 - \$100: 50%
\$100+: 50%

LaCrosse Chapter:

\$51 - \$75: 54.5%
\$76 - \$100: 45.5%
\$100+: 0%

Racine Chapter:

\$51 - \$75: 0%
\$76 - \$100: 100%
\$100+: 0%

At-Large:

\$51 - \$75: 14.3%
\$76 - \$100: 28.6%
\$100+: 57.1%

Minimum Hours Required to Bill Per Year

Milwaukee Chapter:

Under 1200: 6.1%
1201 – 1400: 12.2%
1401 – 1600: 32.7%
1601 – 1800: 18.4%
Over 1800: 2%
No Minimum: 28.6%

Fox Valley Chapter:

Under 1200: 0%
1201 – 1400: 14.3%
1401 – 1600: 0%
1601 – 1800: 28.6%
Over 1800: 0%
No Minimum: 57.1%

Madison Chapter:

Under 1200: 0%
1201 – 1400: 0%
1401 – 1600: 0%
1601 – 1800: 33.3%
Over 1800: 0%
No Minimum: 66.7%

LaCrosse Chapter:

Under 1200: 0%
1201 – 1400: 0%
1401 – 1600: 18.2%
1601 – 1800: 9.1%
Over 1800: 0%
No Minimum: 72.7%

Racine Chapter:







Under 1200: 100%
1201 – 1400: 0%
1401 – 1600: 0%
1601 – 1800: 0%
Over 1800: 0%
No Minimum: 0%

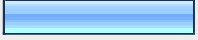
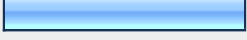
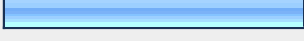
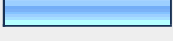

At-Large:

Under 1200: 14.3%
1201 – 1400: 0%
1401 – 1600: 28.6%
1601 – 1800: 14.3%
Over 1800: 0%
No Minimum: 42.9%

SURVEY SUMMARY

2007 Salary Survey



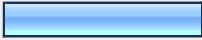


1. If you are a member, or if you were to become a member, of The Paralegal Association of Wisconsin, Inc., which chapter would you identify with?			Response Percent	Response Count
LaCrosse Chapter			9.7%	15
Milwaukee Chapter			58.1%	90
Racine Chapter			3.2%	5
Fox Valley Chapter			14.2%	22
Madison Chapter			7.7%	12
No Chapter, At Large Member			7.1%	11
			answered question	155
			skipped question	0

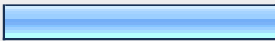

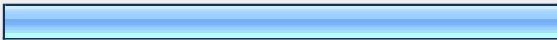
2. Please select your age group:			Response Percent	Response Count
Under 20			0.0%	0
20 - 30			20.6%	32
31 - 40			26.5%	41
41 - 50			32.9%	51
51 - 60			18.1%	28
61 and over			1.9%	3
			answered question	155
			skipped question	0


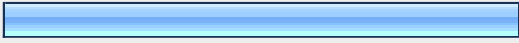

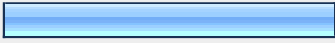

3. Are you:			Response Percent	Response Count
Male			8.4%	13
Female			91.6%	142
			answered question	155
			skipped question	0

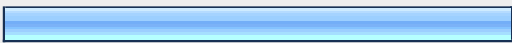

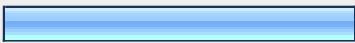

4. What is your current professional title?			Response Percent	Response Count
Paralegal (Includes Senior Paralegal, Paralegal I or II, etc.)			80.0%	124
Legal Assistant			8.4%	13
Other (please specify)			11.6%	18
			answered question	155
			skipped question	0

5. Your employer is:			Response Percent	Response Count
Law Firm			57.9%	88
Corporation/Business			21.1%	32
Insurance Company			15.1%	23
Government Agency			2.6%	4
Freelance or Independent Paralegal			0.0%	0
Other (please specify)			3.3%	5
			answered question	152
			skipped question	3

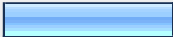
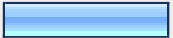
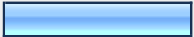
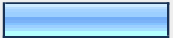

6. How many attorneys work at your place of employment?			Response Percent	Response Count
1 - 5			34.9%	53
6 - 10			14.5%	22
11 - 20			21.7%	33
21 - 30			2.0%	3
30 or more			27.0%	41
			<i>answered question</i>	152
			<i>skipped question</i>	3

7. During the past year, the number of paralegals in your place of employment has:			Response Percent	Response Count
Increased			29.9%	44
Decreased			8.8%	13
Remained the Same			61.2%	90
			<i>answered question</i>	147
			<i>skipped question</i>	8

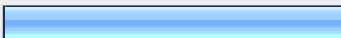
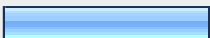
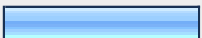


8. How are your secretarial services provided?			Response Percent	Response Count
Personal Secretary			2.7%	4
Shared Secretary			56.8%	84
Secretarial Pool			3.4%	5
Self			36.5%	54
Other			0.7%	1
			<i>answered question</i>	148
			<i>skipped question</i>	7

9. What are your office accommodations?			Response Percent	Response Count
Private Office			56.1%	83
Shared Office			3.4%	5
Cubicle			38.5%	57
Other			2.0%	3
			<i>answered question</i>	148
			<i>skipped question</i>	7

10. How many years have you been employed as a paralegal?



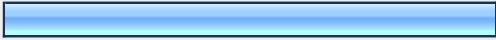


		Response Percent	Response Count
0 - 2		18.5%	28
3 - 5		17.9%	27
6 - 10		20.5%	31
11 - 15		17.9%	27
More than 15 years		25.2%	38
		<i>answered question</i>	151
		<i>skipped question</i>	4


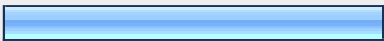
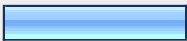


11. How many years have you been employed in your present position?

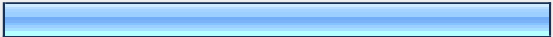
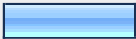
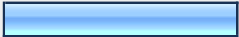
		Response Percent	Response Count
0 - 2+ years		37.1%	56
3 - 5+ years		22.5%	34
6 - 10+ years		21.2%	32
11 - 15+ years		9.3%	14
16 or more years		9.9%	15
		<i>answered question</i>	151
		<i>skipped question</i>	4



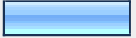


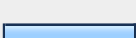


12. In what area(s) do you specialize? (Check all that apply.)




		Response Percent	Response Count
Banking/Finance		4.7%	7
Bankruptcy		6.7%	10
Civil Rights		5.4%	8
Corporate		18.1%	27
Criminal		4.7%	7
Employee Benefits		4.0%	6
Estates and Trusts		14.8%	22
Family Law		12.8%	19
Insurance		18.8%	28
Intellectual Property		8.1%	12
Labor		4.7%	7
Litigation		41.6%	62
Medical Malpractice		6.0%	9
Personal Injury		24.2%	36
Product Liability		13.4%	20
Real Estate		17.4%	26
Social Security		5.4%	8
Workers' Compensation		14.8%	22
Other		22.1%	33
		<i>answered question</i>	149
		<i>skipped question</i>	6

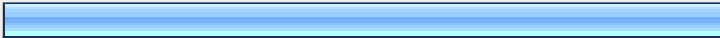






13. What is the highest level of your overall education?			Response Percent	Response Count
High School			8.6%	13
Associate's Degree			21.9%	33
Bachelor's Degree			54.3%	82
Master's Degree			5.3%	8
Other			9.9%	15
			<i>answered question</i>	151
			<i>skipped question</i>	4

14. What is the level of your formal legal education?			Response Percent	Response Count
None			17.9%	27
Certificate (such as a Certificate from a paralegal program)			41.7%	63
Associate's Degree			19.9%	30
Bachelor's Degree			16.6%	25
Master's Degree			0.0%	0
Law Degree (JD)			0.0%	0
Other (please specify)			4.0%	6
			<i>answered question</i>	151
			<i>skipped question</i>	4



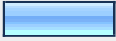
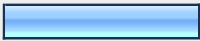
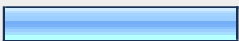
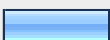



15. Was your paralegal program ABA approved?			Response Percent	Response Count
Yes			60.1%	89
No			14.2%	21
Not applicable			25.7%	38
			answered question	148
			skipped question	7





16. How did you hear about your current position? (Check all that apply.)			Response Percent	Response Count
Newspaper			23.0%	34
Association Resume Bank			2.0%	3
Internal Promotion			13.5%	20
Professional Placement Service			8.1%	12
Submitted Resume Independently			7.4%	11
Internet Search (Monster.com, Careerbuilder.com, etc.)			14.2%	21
Referral			20.3%	30
Other			15.5%	23
			answered question	148
			skipped question	7

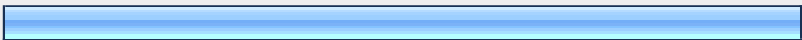

17. Is your position:			Response Percent	Response Count
Full-Time (35 or more hours per week)			90.1%	136
Part-Time (Less than 35 hours per week)			8.6%	13
Freelance			1.3%	2
			answered question	151
			skipped question	4

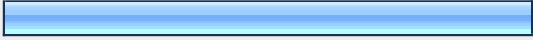
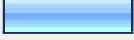
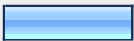



18. If you entered the profession as a full-time paralegal in the last 12 months with no prior legal experience, what was your annual gross starting salary? (Round to the nearest thousand and exclude overtime and bonuses.)			Response Percent	Response Count
This question does not apply to me.			79.2%	95
Under \$20,000			0.8%	1
\$20,000 - \$30,000			2.5%	3
\$30,001 - \$40,000			5.0%	6
\$40,001 - \$50,000			7.5%	9
\$50,001 - \$60,000			4.2%	5
Over \$60,000			0.8%	1
			answered question	120
			skipped question	35


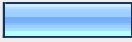


19. What is your current gross annual salary? (Excluding overtime and bonuses.)		Response Count
Please see Summary Salary Information Starting on Page -5-.		147
		answered question
		147
		skipped question
		8


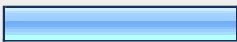
20. What was the percentage of your last salary increase within your current position?			
		Response Percent	Response Count
No salary increase in current position.		9.2%	13
Less than 1%		5.0%	7
Greater than 1% up to 2%		12.1%	17
Greater than 2% up to 3%		21.3%	30
Greater than 3% up to 4%		25.5%	36
Greater than 4% up to 5%		11.3%	16
Greater than 5% up to 6%		5.7%	8
Greater than 6% up to 7%		1.4%	2
Greater than 7%		8.5%	12
		answered question	141
		skipped question	14

21. How often do you receive a salary increase?			
		Response Percent	Response Count
Annually		88.2%	127
Every Other Year		0.7%	1
No Set Schedule		8.3%	12
Other		2.8%	4
		answered question	144
		skipped question	11

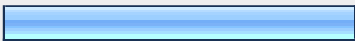


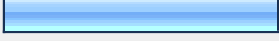

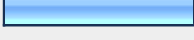
22. Did you receive a salary increase in 2007?			
		Response Percent	Response Count
Yes		88.1%	126
No		11.9%	17
answered question			143
skipped question			12


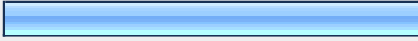

23. What is your salary increase based on? (Check all that apply.)			
		Response Percent	Response Count
Merit/Performance		58.3%	84
Tenure		13.9%	20
Specific Formula (eg. profitability, case resolution, etc.)		13.9%	20
Unknown		25.0%	36
Not Applicable		4.9%	7
Other		10.4%	15
answered question			144
skipped question			11

24. Do you receive overtime pay or compensatory time for overtime worked?			
		Response Percent	Response Count
I receive overtime pay for hours in excess of scheduled work week.		47.2%	68
I receive compensatory time.		13.9%	20
I can choose overtime pay or compensatory time.		13.9%	20
I do not receive overtime pay or compensatory time.		25.0%	36
answered question			144
skipped question			11

25. Do you receive any type of bonus in addition to salary increases?			
		Response Percent	Response Count
Yes		74.5%	108
No		25.5%	37
answered question			145
skipped question			10

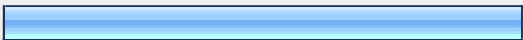

26. What was the gross amount of your last bonus (before taxes)?		Response Count
The Average Bonus Paid is \$3,300.00		97
answered question		97
skipped question		58

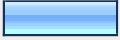
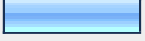

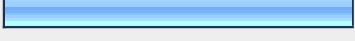
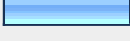
27. What was your bonus based on? (Check all that apply.)			Response Percent	Response Count
Merit/Performance			38.7%	41
Tenure			8.5%	9
Specific Formula			23.6%	25
Unknown			30.2%	32
Not Applicable			0.9%	1
Other			20.8%	22
			<i>answered question</i>	106
			<i>skipped question</i>	49


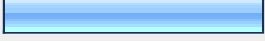


28. Indicate your present employee classification.			Response Percent	Response Count
Hourly			52.9%	74
Salaried			45.7%	64
Other			1.4%	2
			<i>answered question</i>	140
			<i>skipped question</i>	15

29. If you are able take advantage of the following types of fringe benefits, indicate if your employer pays or helps to pay for these benefits; or, indicate if you self-pay for these benefits.



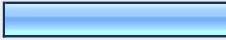


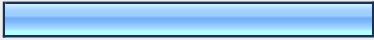
	Employer Paid	Employer Partially Paid	Self Paid	Response Count
Health Insurance	18.5% (24)	80.0% (104)	5.4% (7)	130
Life Insurance	64.8% (70)	31.5% (34)	4.6% (5)	108
Dental Insurance	19.0% (20)	71.4% (75)	10.5% (11)	105
Short-Term Disability	69.3% (70)	18.8% (19)	11.9% (12)	101
Long-Term Disability	63.0% (63)	25.0% (25)	12.0% (12)	100
Paid Time Off (Sick/Vacation Pay)	96.2% (128)	3.0% (4)	0.8% (1)	133
Paid Maternity Leave (Not including short-term disability benefits.)	67.6% (48)	7.0% (5)	25.4% (18)	71
401(k) Plan	22.3% (27)	68.6% (83)	15.7% (19)	121
Pension Plan	70.9% (39)	21.8% (12)	10.9% (6)	55
Profit Sharing Plan	57.5% (23)	27.5% (11)	15.0% (6)	40
Stock Purchase Plan	5.9% (1)	41.2% (7)	52.9% (9)	17
Professional Membership Dues	92.9% (104)	1.8% (2)	5.4% (6)	112
Regular Membership Meeting Dues	85.5% (71)	3.6% (3)	10.8% (9)	83
Seminars/Tuition Reimbursement	87.5% (98)	9.8% (11)	3.6% (4)	112
Parking Fees	48.8% (39)	25.0% (20)	27.5% (22)	80
Child Care Facility	11.1% (2)	0.0% (0)	88.9% (16)	18
Expense Account	60.6% (20)	3.0% (1)	36.4% (12)	33
Tax-Deferred Health Expense Account	23.1% (21)	22.0% (20)	54.9% (50)	91
Tax-Deferred Dependent Care Expense Account	17.9% (10)	17.9% (10)	64.3% (36)	56
	answered question			137
	skipped question			18

30. Do you bill your time?			Response Percent	Response Count
Yes			57.1%	80
No			42.9%	60
			answered question	140
			skipped question	15

31. What is the average number of total hours you bill per week?			Response Percent	Response Count
Under 20			12.3%	10
20 - 25			14.8%	12
26 - 30			21.0%	17
31 - 40			38.3%	31
40 or more			13.6%	11
			answered question	81
			skipped question	74

32. What is your hourly billing rate?			Response Percent	Response Count
Under \$20			0.0%	0
\$51 - \$75			19.8%	16
\$76 - \$100			28.4%	23
\$101 or Higher			50.6%	41
Contingent			1.2%	1
			answered question	81
			skipped question	74

33. What is the minimum number of hours you are required to bill per year?

		Response Percent	Response Count
Under 1,200		6.2%	5
1,201 - 1,400		8.6%	7
1,401 - 1,600		24.7%	20
1,601 - 1,800		18.5%	15
Over 1,800		1.2%	1
No Minimum		40.7%	33
		<i>answered question</i>	81
		<i>skipped question</i>	74