



2011 SALARY SURVEY SUMMARY

TABLE OF CONTENTS

Comments on Results.....	3
Comparison of Findings.....	4 - 5
Summary Salary Information.....	5
Summary Billable Data.....	6 - 8
Survey Summary.....	8 - 9

Comments on Results:

This report is a summary of findings from the year 2011 salary survey of Wisconsin paralegals. The responses are based on 2010 salaries and information received from the respondents.

We received a 27% response to the survey this year, representing a slight decrease in responses from last year. As in the previous years, a large portion of the responses were received from the Milwaukee Chapter, 53.8%.

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 variables between counties and types of employers. It is easy to determine though, as in previous years, the majority of the respondents were females (93.5%) in private law firms (59.6%), using the title “Paralegal” (83.3%). The average age of respondents is was lower again this year, reverting back to the average age of respondents in 2008.

Of particular note, the number of respondents who replied that they were non-exempt employees (hourly) rose during the data period from 47.1% to 59.6%, while those respondents who are exempt (salaried) decreased to 34.6%.

I want to welcome the Wausau Chapter members to their first participation in the salary survey, which will assist in covering that area of Wisconsin’s salary and benefits information.

Thank you to all who participated this year in our online survey. Your input is greatly appreciated.

COMPARISON FINDINGS

Comparison of Findings – Most Popular Answers:

	<u>2008</u>	<u>2009</u>	<u>2010</u>
Sex – Female	94.1%	93.5%	93.5%
Age	41 – 50	51 – 60	41 - 50
Position – Full Time	92.4%	90.7%	87.1%
Title – Paralegal	78.9%	78.5%	83.3%
Type of Employer:			
Private Law Firm	55.3%	52.1%	59.6%
Corporation	26.1%	26.4%	21.7%
Insurance Company	8.1%	10.0%	7.6%
Government Agency	7.5%	7.8%	4.4%
Freelance/Independent	-----	3.5%	1.2%
Other	-----	-----	4.4%
Work Experience	6-10 years	16+ years	16+ years
Number of Attys. Work With	1 - 5	1 – 3	1 – 3
Classified as Hourly/Non-exempt	53.5%	47.1%	59.6%
Classified as Salaried/Exempt	44.5%	47.1%	34.6%
Received a bonus (Yes)	55.6%	52.8%	64.1%
Overall Full Time Salary	\$48,470	\$45,108	\$46,388
Milwaukee Average F/T Salary	\$51,421	\$51,640	\$54,347
Fox Valley Average F/T Salary	\$43,334	\$42,872	\$42,759
Madison Average F/T Salary	\$51,047	\$49,853	\$51,872
La Crosse Average F/T Salary	\$37,456	\$33,576	\$36,015
Racine/Kenosha Average F/T Salary	\$44,875	\$44,286	\$50,675
Wausau Average F/T Salary	-----	-----	\$46,515

At-Large Average F/T Salary	\$46,087	\$48,418	\$42,559
Billing Rate	\$100+/hour	\$120+/hour	\$120+/hour

SALARY INFORMATION

Based on Average Full Time Salary:

Statewide: \$46,392

By Experience:

0-2 years:	\$41,031
3-5 years:	\$44,366
6-10 years:	\$52,184
11-15 years:	\$56,461
More than 15 years:	\$51,004

By Employer:

Law Firm:	\$50,206
Corporation:	\$60,261
Insurance Co.:	\$55,935
Government Agency:	\$48,556
Freelance/Independent:	\$0
Other:	\$44,800

By Gender:

Female:	\$51,697
Male:	\$49,929

By Legal Education:

None:	\$58,605
Certificate:	\$54,027
Associate Degree:	\$46,935
Bachelors Degree:	\$54,602
Masters Degree:	\$49,333
Law Degree/JD:	\$ No Responses
Other:	\$43,639

SUMMARY BILLABLE DATA

Average Hourly Billing Rate:

Milwaukee Chapter:

Under \$50:	2%
\$51 - \$75:	4%
\$76 - \$100:	19%
\$101 - \$120:	8%
More than \$120:	30%

Fox Valley Chapter:

Under \$50:	5%
\$51 - \$75:	15%
\$76 - \$100:	10%
\$101 - \$120:	0%
More than \$120:	5%

Madison Chapter:

Under \$50:	0%
\$51 - \$75:	0%
\$76 - \$100:	10%
\$101 - \$120:	5%
More than \$120:	20%

La Crosse Chapter:

Under \$50:	7%
\$51 - \$75:	29%
\$76 - \$100:	29%
\$101 - \$120:	7%
More than \$120:	0%

Racine/Kenosha Chapter:

Under \$50:	0%
\$51 - \$75:	14%
\$76 - \$100:	0%
\$101 - \$120:	0%
More than \$120:	0%

Wausau Chapter:

Under \$50:	0%
\$51 - \$75:	0%
\$76 - \$100:	22%
\$101 - \$120:	11%
More than \$120:	44%

At – Large:

Under \$50:	0%
\$51 - \$75:	12%
\$76 - \$100:	12%
\$101 - \$120:	0%
More than \$120:	25%

Average Number of Total Hours Billed Per Week:

Milwaukee Chapter:

Under 20:	5%
20 - 25:	10%
26 - 30:	12%
31 - 40:	26%
40 or more:	10%

Fox Valley Chapter:

Under 20:	20%
20 - 25:	0%
26 - 30:	10%
31 - 40:	5%
40 or more:	5%

Madison Chapter:

Under 20:	14%
20 - 25:	7%
26 - 30:	7%
31 - 40:	7%
40 or more:	14%

La Crosse Chapter:

Under 20:	14%
20 - 25:	7%
26 - 30:	7%
31 - 40:	21%
40 or more:	0%

Racine/Kenosha Chapter:

Under 20:	0%
20 - 25:	0%
26 - 30:	14%
31 - 40:	0%
40 or more:	0%

Wausau Chapter:

Under 20:	22%
20 - 25:	22%
26 - 30:	11%
31 - 40:	11%
40 or more:	11%

At - Large:

Under 20:	25%
20 - 25:	0%
26 - 30:	25%
31 - 40:	0%
40 or more:	0%

SURVEY SUMMARY

As you can see by the above details, the economy has had an effect on the paralegal profession, and our members, as it has had on other professions. Salaries have decreased on the average of approximately 9% overall and the largest percentage of responses indicated that no salary increase was received in 2009. Receipt of annual bonuses is down approximately 3% over last year, but almost 23% from two years ago. The overall number of full-time paralegal positions also decreased this year by approximately 2%.

The majority of paralegals are employed in a litigation practice area and work for one to three attorneys. 67.8% of our respondents have completed their paralegal education at ABA approved programs. The largest percentage of our respondents obtained their current positions by referral, once again reinforcing the advantage of networking for job opportunities.

For paralegals entering the profession within the last twelve months, the highest percentage of respondents reported a starting salary of \$30,000 - \$40,000 per year. Interestingly, salary status is tied this year, with both hourly and salary (exempt vs. non-exempt) being equal, based on respondent's answers.

Employer paid benefits included health, dental and life/disability insurance plans. Many respondents indicated employer paid or partially paid retirement, profit sharing and stock purchase plans. There was a noticeable decline in employer paid professional membership and meeting dues.

Shared secretarial services and self-secretarial services are running fairly close to one another, which would be appropriate, given the increased computerization of the law practice. The majority of our respondents maintain private offices, but many more are now assigned to a cubicle, which coincides with the increase in respondents working for corporations/businesses, than in past years.