



2014 SALARY SURVEY SUMMARY

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COMMENTS ON RESULTS

This report is a summary of findings from the 2014 salary survey of Wisconsin paralegals. The responses are based on 2013 salaries and information received from the respondents.

We received 108 responses to the survey this year. As in the previous years, a large portion of the responses were received from the Milwaukee Chapter, 61.11%.

This report will compare figures of 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 (89.81%) in private law firms (60.91%), using the title “Paralegal” (80.91%). The average age of respondents is lower than it has been in at least 8 years at 31-40.

Of particular note, the number of respondents who replied that they were non-exempt employees (hourly) dropped during the data period from 59.6% to 53.21%, while those respondents who are exempt (salaried) increased from 34.6% to 44.95%.

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>2009</u>	<u>2010</u>	<u>2013</u>
Sex – Female	93.5%	93.5%	89.81%
Age	51 – 60	41 – 50	31 - 40
Position – Full Time	90.7%	87.1%	93.58%
Title – Paralegal	78.5%	83.3%	80.91%
Type of Employer:			
Private Law Firm	52.1%	59.6%	60.91%
Corporation	26.4%	21.7%	25.45%
Insurance Company	10.0%	7.6%	8.18%
Government Agency	7.8%	4.4%	3.64%
Freelance/Independent	3.5%	1.2%	1.82%
Other	-----	4.4%	-----
Work Experience	16+ years	16+ years	16+ years
Number of Attys. Work With	1 – 3	1 – 3	1 - 3
Classified as Hourly/Non-exempt	47.1%	59.6%	53.21%
Classified as Salaried/Exempt	47.1%	34.6%	44.95%
Received a bonus (Yes)	52.8%	64.1%	79.37%
Overall Full Time Salary	\$45,108	\$46,388	\$52,771
Milwaukee Average F/T Salary	\$51,640	\$54,347	\$55,383
Fox Valley Average F/T Salary	\$42,872	\$42,759	\$52,236
Madison Average F/T Salary	\$49,853	\$51,872	\$50,931
La Crosse Average F/T Salary	\$33,576	\$36,015	\$35,851
Racine/Kenosha Average F/T Salary	\$44,286	\$50,675	\$55,320
Wausau Average F/T Salary	-----	\$46,515	\$44,424
At-Large Average F/T Salary	\$48,418	\$42,559	\$47,350
Billing Rate	\$120+/hour	\$120+/hour	\$120+/hour

SALARY INFORMATION

Based on Average Full Time Salary:

Statewide: \$52,771

By Experience:

0-2 years:	\$36,360
3-5 years:	\$43,625
6-10 years:	\$49,629
11-15 years:	\$47,667
More than 15 years:	\$64,774

By Employer:

Law Firm:	\$49,735
Corporation:	\$59,080
Insurance Co.:	\$51,773
Government Agency:	\$54,897
Freelance/Independent:	\$59,000

By Gender:

Female:	\$53,890
Male:	\$41,120

By Legal Education:

High School:	\$50,750
Some College:	\$65,000
Certificate:	\$49,723
Associate's Degree:	\$51,660
Bachelor's Degree:	\$52,429
Master's Degree:	\$51,625
Law Degree:	\$ No Responses

SUMMARY BILLABLE DATA

Average Hourly Billing Rate:

Milwaukee Chapter:

Don't Bill	47%
Under \$50:	0%
\$51 - \$75:	1%
\$76 - \$100:	17%
\$101 - \$120:	3%
More than \$120:	32%

Fox Valley Chapter:

Don't Bill	80%
Under \$50:	0%
\$51 - \$75:	10%
\$76 - \$100:	10%
\$101 - \$120:	0%
More than \$120:	0%

Madison Chapter:

Don't Bill	45%
Under \$50:	0%
\$51 - \$75:	0%
\$76 - \$100:	22%
\$101 - \$120:	11%
More than \$120:	22%

La Crosse Chapter:

Don't Bill	17%
Under \$50:	0%
\$51 - \$75:	50%
\$76 - \$100:	33%
\$101 - \$120:	0%
More than \$120:	0%

Racine/Kenosha Chapter:

Don't Bill	100%
Under \$50:	0%
\$51 - \$75:	0%
\$76 - \$100:	0%
\$101 - \$120:	0%
More than \$120:	0%

Wausau Chapter:

Don't Bill	34%
Under \$50:	0%
\$51 - \$75:	8%
\$76 - \$100:	8%
\$101 - \$120:	0%
More than \$120:	50%

At – Large:

Don't Bill	100%
Under \$50:	0%
\$51 - \$75:	0%
\$76 - \$100:	0%
\$101 - \$120:	0%
More than \$120:	0%

Average Number of Total Hours Billed Per Week:

Milwaukee Chapter:

0 - 19:	49%
20 - 25:	7%
26 - 30:	14%
31 - 40:	24%
40 or more:	6%

Fox Valley Chapter:

0 - 19:	80%
20 - 25:	10%
26 - 30:	0%
31 - 40:	0%
40 or more:	10%

Madison Chapter:

0 - 19:	45%
20 - 25:	33%
26 - 30:	11%
31 - 40:	11%
40 or more:	0%

La Crosse Chapter:

0 - 19:	33%
20 - 25:	0%
26 - 30:	34%
31 - 40:	33%
40 or more:	0%

Racine/Kenosha Chapter:

0 - 19:	100%
20 - 25:	0%
26 - 30:	0%
31 - 40:	0%
40 or more:	0%

Wausau Chapter:

0 - 19:	42%
20 - 25:	8%
26 - 30:	8%
31 - 40:	25%
40 or more:	17%

At - Large:

0 - 19:	100%
20 - 25:	0%
26 - 30:	0%
31 - 40:	0%
40 or more:	0%

SURVEY SUMMARY

As you can see by the above details, our profession is on the upswing. Salary increases were reported by 75.93% of respondents as opposed to 14.81% claiming no increase. The average salary increase was 2 to 3%. Receipt of annual bonuses was reported by 70.37%. Salaries have dropped overall with respect to private law firms, corporations and insurance companies, yet salaries have increased for those employed by governmental agencies. Interestingly, salaries for male paralegals have dropped, but increased for female paralegals.

The majority of paralegals are employed in a litigation practice area and work for one to three attorneys. Respondents who have completed their paralegal education at ABA approved programs are 66%. In years past, the largest percentage of our respondents obtained their current positions by referral. Now, the largest percentage of respondents found their current jobs on the internet, followed closely by referrals.

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. This remains unchanged from the 2010 salary survey responses.

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 is a growing trend. 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.