

Quick Link to Figure & Tables



Figures

Figure 1: Gender Identity	10
Figure 2: Membership	10
Figure 3: Generation Breakdown	10
Figure 4: U.S Military Status	11
Figure 5: Disability Status	11
Figure 6: Race/Ethnicity	11
Figure 7: Region	13
Figure 8: Population of City Where Worked	13
Figure 9: Highest Degree Attained	14
Figure 10: Paralegal Education Program	15
Figure 11: Credential Attained	16
Figure 12: Current Employment Status	18
Figure 13: Firm's Governing Status	18
Figure 14: Flexible Work Arrangement by Employer	19
Figure 15: Flexible Work Arrangement Scenario	20
Figure 16: Total Years Work Experience	21
Figure 17: Total Years Legal Experience	22
Figure 18: Job Titles	23
Figure 19: Attorney Count	24
Figure 20: Employment Basis	25
Figure 21: Secretarial Assistance	27
Figure 22: Duties & Responsibilities	28
Figure 23: Areas of Increased Duties & Responsibilities	29
Figure 24: Various meeting/agency participation	30
Figure 25: Overall Supervision	31
Figure 26: Years Legal Experience by Supervision	33
Figure 27: Assignments	34
Figure 28: Employees Reporting	34
Figure 29: Tools for Professional Growth	36
Figure 30: Primary Compensation	38
Figure 31: Bill Rate Range	38

Figure 32: Average Hourly Billing Rates by Region	40
Figure 33: Average Hourly Billing Rates by Size of Firm	40
Figure 34: Average Hourly Billing Rates by Total Years Legal Experience	41
Figure 35: Average Hourly Billing Rates by Type of Paralegal Program	41
Figure 36: Firm Bills Paralegal Time	42
Figure 37: Billing Hours Expectations	42
Figure 38: Work Excess Hours & Overtime Pay	43
Figure 39: Gross Salary Ranges	44
Figure 40: Compensation Ranges	46
Figure 41: Compensation	48
Figure 42: Gross Salary	48
Figure 43: Bonuses	49
Figure 44: Compensation by Years of Legal Experience	50
Figure 45: Gross Salary by Years of Legal Experience	50
Figure 46: Compensation by Region	51
Figure 47: Gross Salary by Region	51
Figure 48: Compensation by Attorney Size	52
Figure 49: Salary by Attorney Size	52
Figure 50: Salary by Education	53
Figure 51: Salary/Billable Hourly Rate Increase: Salary vs. Hourly Rate	56
Figure 52: Gross Salary by Gender Identity	57
Figure 53: Gross Salary by White/BIPOC	58
Figure 54: Gross Salary by Race/Ethnicity	58
Figure 55: Gross Salary by U.S. Military Status	59
Figure 56: Gross Salary by Disability Status	59
Figure 57: Employer Retirement/Pension Plan	61
Figure 58: Employer Profit Sharing Plan	61
Figure 59: Employer Contributions	62
Figure 60: Covid-19 Impact: Hours	69
Figure 61: Covid-19 Impact: Employment Status	69

Tables

Table 1: Region & State Breakdown of Respondents	12
Table 2: Specialty Area breakdown	35
Table 3: Billing Rates (% respondents)	39
Table 4: Gross Salary Compensation/ by Certification	54
Table 5: Benefits Employer Provides/Pays for Employees	63
Table 6: Benefits Employer Provides/Pays for Families	65
Table 7: Covid-19 Impact: Employment Change	65
Table 8: Covid-19 Impact: Post Work Arrangement	65