

# 2001 Annual Salaries of Arizona Associates, Legal Assistants and Secretaries

This table displays 2001 annual median salary levels for four categories of associates, legal assistants and secretaries by years of experience. (For an explanation of percentile categories, see next page.)

Associates	N	Mean	value by percentile			
			25th	Median	75th	95th
<b>New, No Experience</b>	154	\$57,044	\$40,000	\$50,000	\$70,500	\$95,500
1-4 Years	202	64,406	50,000	60,000	75,000	105,000
5-9 Years	196	81,944	64,250	79,000	90,000	132,250
10+ Years	150	97,340	70,000	90,000	110,000	200,000
<b>Legal Assistants</b>						
<b>New, No Experience</b>	102	\$28,469	23,875	30,000	33,000	40,000
1-4 Years	141	32,702	27,000	32,000	37,000	45,000
5-9 Years	155	37,735	32,000	38,000	42,000	55,000
10+ Years	188	42,409	35,000	40,500	48,000	61,100
<b>Secretaries</b>						
<b>New, No Experience</b>	132	\$22,549	17,625	23,000	27,825	35,000
1-4 Years	198	27,665	21,450	25,000	30,000	37,500
5-9 Years	176	31,441	26,000	32,000	36,000	44,150
10+ Years	197	\$36,075	\$30,000	\$35,000	\$40,000	\$45,000

**m**aking dollar sense. That is what attorneys must do when they examine their practice with an objective eye.

As this year comes to a close, we hold an accountant's lens up to the business side of law practice. How are attorneys in Arizona doing? Are associate salaries continuing on an ever-increasing trend? How is income affected by numerous factors, such as field of law, years in practice, gender, office location and firm size? And are the ranks of part-time lawyers growing, or decreasing?

Whatever dollar questions you have, hard information is available.

In the following pages, we provide just a few excerpts from the findings of *The Economics of Law Practice in Arizona*, pub-

lished by the State Bar this fall. That 38-page document contains far more information than could be reproduced here (see *The Practitioner's Toolbox* on p. 36).

Also provided are data from the National Association for Law Placement. NALP's detailed research has served law firms and law students for years, and their findings are valuable tools for attorneys to use in scrutinizing their own practice.

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# 2000 Full and Part-Time Arizona Attorney Net Income by Practice Category

ARIZONA

This table summarizes 2000 net incomes of attorneys by 14 practice categories reported by 1,476 respondents (denoted by *N*). This and the table on p. 34 offer four data points—the 25th, 50th (Median), 75th and 95th percentiles—on each item of interest. For example, 25 percent of all sole practitioners earn less than \$48,000,

half earn less than \$85,000, half earn more than \$85,000 and 25 percent earn more than \$130,000. This “range” of net income is large—from \$36,000 for legal services attorneys at the 25th percentile to \$660,000 for partners in firms with 8+ partners at the 95th percentile level.

Practice Category	N	Mean	value by percentile			
			25th	Median	75th	95th
Sole Practitioner	368	\$104,530	\$48,000	\$85,000	\$130,000	\$250,000
Sole Practitioner with Associates	47	155,723	58,000	98,000	175,000	466,800
Sole Practitioner Sharing Space	19	103,631	40,000	60,000	156,000	275,000
Partner in Firm with 2-7 partners	189	150,424	80,000	125,000	200,000	350,000
Partner in Firm with 8+ partners	127	252,354	150,000	210,000	250,000	660,000
Associate in Firm with 2-7 partners	109	68,128	52,000	65,000	77,500	113,500
Associate in Firm with 8+ Partners	107	90,140	70,000	90,000	101,000	143,000
Judge	9	64,667	32,500	60,000	97,500	132,000
Arbitrator/Mediator/ALJ	11	78,980	49,000	60,000	100,000	263,000
City/State/County Government	316	64,459	50,000	60,000	77,750	100,000
Federal Government	28	77,982	66,500	76,500	93,000	113,000
In-House Counsel	59	125,703	85,000	108,000	150,000	280,000
Legal Aid/Legal Services	27	48,537	36,000	43,000	60,000	101,000
Non-legal profession	15	181,453	50,000	65,000	180,000	1,250,000
Other	36	71,458	39,250	68,000	100,000	191,500
<b>All Attorneys</b>	<b>1,476</b>	<b>\$111,169</b>	<b>55,000</b>	<b>\$80,000</b>	<b>\$125,000</b>	<b>\$263,150</b>

bottom line

## Nationwide Salary and Hiring Trends

According to the National Association for Law Placement, the market for entry-level associates at law firms continues to grow. In the 2000 edition of *Patterns & Practices: Measures of Law Firm Hiring, Leverage and Billable Hours*, data show that firms increased such hiring by 5 percent from 1998 through 1999 and predicted an increase of almost 12 percent from 1999 through 2000—more than a twofold increase.

The forecast was even greater in firms of 1,000 or fewer attorneys, which expected 28 percent growth from 1999 through 2000.

Examined by region, the western and Rocky Mountain areas of the United States showed a stronger market, with a 23 percent increase expected in entry-level hiring. In contrast, the Mid-

Atlantic region predicted a 7.3 percent increase, and the Southeast forecast a 13.6 percent increases.

Some other NALP findings:

- Nationwide, 89 percent of second-year summer associates considered for an associate position received an offer.
- In 1999, billable hour requirements ranged from 1,450 to 2,100 hours per year, although most offices reporting a minimum require either 1,800 or 1,900 hours.
- In terms of hours billed, about 22 percent of offices reported an average of fewer than 1,800 hours per year. A slightly smaller percentage—17.9 percent—reported an average exceeding 1,950 hours per year.

## U.S.A. Hiring Trends 1998-2000

	# Hired in 1998	# Hired in 1999	# Expected to be Hired in 2000	% Change 1998-1999	% Change 1999-2000	# Offices Reporting
Entry-level associates	7,624	8,007	8,944	5.0	11.7	1,031
Second-year summer associates	9,353	10,017	10,776	7.1	7.6	1,068

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## U.S.A. Lateral Hiring, 1998 and 1999

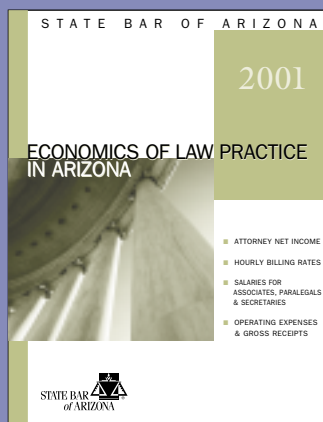
# Hired in 1998	# Hired in 1999	% Change 1998-1999	# of Laterals Hired for Each Entry-Level Associate Hired 1998	# of Laterals Hired for Each Entry-Level Associate Hired 1999	# Offices Reporting
9,150	9,030	-1.3	1.09	1.07	1,117

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## the practitioner's toolbox

*The Economics of Law Practice in Arizona*  
State Bar of Arizona, 2001  
\$50 (+ shipping) for State Bar members  
Available from [www.azbar.org](http://www.azbar.org) or by  
calling (602) 340-7293

This spiral-bound resource is a treasure-trove of tables and descriptions of law practice numbers. It includes data on attorney income, billing rates and practices, support staff data and law firm economics. It also profiles the typical attorney and firm, based on demographics.



The Salary Wars and Their Aftermath  
National Association for Law Placement

Complete report available at [www.nalp.org](http://www.nalp.org)

This is a comprehensive resource reflecting the incremental salary increases implemented in 2000. It includes tables and analysis.

2001 Associate Salary Survey  
National Association for Law Placement, 2001

Available at [www.nalp.org](http://www.nalp.org)  
Nonmember cost: \$95

The report includes:

- associate salaries by years of experience

## Nationwide Entry-Level Associate Salary

In NALP's sixth comprehensive survey of associate compensation, more than 450 law offices provided salary information, culminating in the *2000 Associate Salary Survey* report.

The median salary for first-year associates ranged from \$60,000 in firms of 2 to 25 attorneys to \$110,000 in firms of 501 attorneys or more, with a first-year median for all participating firms of \$85,000. There was a striking increase in first-year salaries compared to only one year before: In firms of 251 or more attorneys,

the median increased by 30 percent, or more than \$25,000.

The survey also reports the aggregate compensation and bonus systems at participating firms and the prevalence and size of bonuses for prior judicial clerks. Aggregate compensation includes bonuses in addition to base pay. For first-year associates, aggregate compensation ranged from \$42,000 to \$139,625 nationwide. Bonuses of \$5,000 to \$10,000 were most typical.

## U.S.A. Median Base Salaries by Associate Year and Firm Size (as of April 1, 2000)

Associate Year	Firm Size (number of attorneys)						All sizes
	2-25	26-50	51-100	101-250	251-500	501 or more	
First	\$60,000	\$63,000	\$70,000	\$75,000	\$100,000	\$110,500	\$85,000
Second	67,500	67,500	73,500	80,500	110,000	120,000	90,750
Third	57,500	72,750	78,000	84,375	113,000	128,800	96,000
Fourth	70,000	75,000	80,000	90,000	115,500	140,000	100,250
Fifth	85,000	83,500	83,250	97,000	126,500	150,000	107,000
Sixth	80,000	88,500	89,150	98,000	130,000	162,500	114,000
Seventh	86,250	85,000	90,000	107,000	137,000	170,000	120,000
Eighth	81,000	76,500	94,475	102,000	135,000	165,000	120,000
First-year summer	—	1,000	1,300	1,250	1,625	2,000	1,423
Second-year summer	1,025	1,100	1,346	1,300	1,700	2,000	1,500
Third-year summer	—	1,050	1,346	1,350	1,570	2,000	1,500

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- for geographic areas, some with additional detail by firm size
- salary ranges for associates through the eighth year
- summer associate salaries by geographic location and year of law school
- comparisons of law firm compensation and bonus structures

Jobs & J.D.'s: Employment and Salaries of New Law Graduates—Class of 2000

National Association for Law Placement, 2001

Available at [www.nalp.org](http://www.nalp.org)  
Nonmember cost: \$75

Included in this edition:

- what members of the class of 2000 were earning as of February 2001
- how earnings varied with geographic location and job type
- what types of jobs graduates found and where they found them
- what sizes of law firms employed the most graduates
- which states offered the most job opportunities
- how women and minorities from the class fared

Patterns & Practices: Measures of Law Firm Hiring, Leverage & Billable Hours in 2000

National Association for Law Placement, 2001

Available at [www.nalp.org](http://www.nalp.org)  
Nonmember cost: \$35

Trends and data from more than 1,000 law offices.

Survey of Legal Recruitment and Attorney Management Personnel National Association for Law Placement, 2001

Available at [www.nalp.org](http://www.nalp.org)  
Nonmember cost: \$25

This report includes comprehensive information on salaries of recruitment and attorney management personnel throughout the country.