



*2019 Salary Guide
for Legal Professionals*

2019 Salary Guide

With the national unemployment rate at a record low, competition for top talent is at an all-time high. Attracting and retaining top legal talent is a constant concern for legal employers, and we are consistently seeing organizations offer new incentives. For example, in our Salary Guide survey, over 50% of respondents say they receive some sort of flexible schedule or work arrangement.

In addition to offering creative benefits to attract and retain top legal talent, employers must also offer proper compensation. Our 2019 Salary Guide provides updated salary data and total cash compensation figures based on company or firm size and geographic area for 60+ positions.

We're confident our Salary Guide — and our partnership — will help you and your legal team succeed now, and far into the future.

Laurie Chamberlin
President, Special Counsel



About the Salaries in This Guide

Special Counsel's 2019 Salary Guide is a combination of two separate guides historically published by our legal talent division, **SCI**, and our attorney recruiting division, **Parker + Lynch Legal**. The comprehensive 2019 Salary Guide covers compensation details for all levels of attorney and legal support positions in law firms and corporate legal departments.

The figures in this guide are based on survey results we collected firsthand. Over 6,000 legal professionals who work in law firms and corporate legal departments in over 60 cities around the country shared their current base salary and total compensation figures with us.

To further validate the data, our **SCI** and **Parker + Lynch Legal** offices reviewed and compared the data to compensation details for over 1,500 legal professionals our **SCI** and **Parker + Lynch Legal** teams placed in the past year to ensure local accuracy. This comprehensive approach results in more regionally accurate data than the public data that is found in other salary guides. Salaries may be affected by many factors including the organization size, benefits offered, location, educational requirements and local supply/demand trends.

The Data in Our Guide is Broken Into These Categories

Average Salary by Firm Size

Small

This figure represents the national average for law firms with 25 or fewer attorneys.

Medium

This figure represents the national average for law firms with 26-100 attorneys.

Large

This figure represents the national average for law firms with more than 101 attorneys.

Average Salary by Company Size

Small

This figure represents the national average for companies in all industries with \$50M or less in annual sales.

Medium

This figure represents the national average for companies in all industries with \$51M-\$500M in annual sales.

Large

This figure represents the national average for companies in all industries with more than \$501M in annual sales.

Base Salary

Based on all firm and company sizes. This figure represents the national average.

Total Cash Compensation

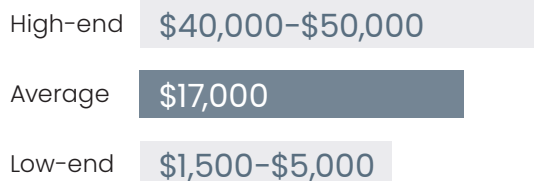
Based on all firm and company sizes. Includes annual cash incentives. This figure represents the national average.

Industry Insights for 2019

Special Counsel's legal talent division, **SCI**, and attorney recruiting division, **Parker + Lynch Legal**, placed over 1,500 legal professionals in the past year, and the following insights are derived from those placements.

Signing Bonuses

For law firm lateral attorneys, excluding former SCOTUS clerks:



Flexible Work Arrangements

One of the most-adopted, non-traditional benefits, made possible by constantly improving technology.



Top 10 Low-Cost Benefits That Employees Love

- 1. Pet-Friendly Offices**
Bring your furry friends to work with you!
- 2. Experience Bonuses**
\$1,500/year to take a trip? Concert ticket reimbursement? Yes please!
- 3. Car Allowance**
All those daily commute miles on your car add up.
- 4. Snacks/Lunches Provided**
No one likes a hangry coworker in the office.
- 5. On-site Gym/Gym Allowance**
Helping employees save time and money by bringing the gym to the office or covering the costs.
- 6. Enjoy a Day Off**
How would you like every other Friday off during the summer?
- 7. For Traveling Mothers**
Shipping breast milk while you travel for work? Some employers now cover the cost!
- 8. For the Remote Team**
Budget for home office expenses like desks, tech and software.
- 9. Chair Allowance**
Ergonomics are top of mind with up to \$250 for a new desk chair every 3 years.
- 10. Paid Sabbatical**
Enjoy one month paid sabbatical after 5 years with company.

30% of attorney placements are relocations to another market

Most relocations involve a bonus or reimbursement of expenses.

Relocation bonuses range from \$5,000-\$10,000

2019 Salaries

In-House

	BASE SALARY BY COMPANY SIZE			AVERAGE BASE SALARY	TOTAL CASH COMPENSATION		AVERAGE TOTAL COMPENSATION
	SMALL	MEDIUM	LARGE		LOW	HIGH	

Attorney

eDiscovery Counsel	N/A	89,766	117,302	103,422	95,867	127,644	111,755
Counsel	121,322	135,788	157,902	138,241	131,639	175,101	153,370
Senior Counsel	145,825	151,531	184,548	176,150	207,356	226,150	216,753
Associate/Assistant General Counsel	188,024	197,174	213,116	199,387	200,419	244,963	222,691
General Counsel/ Chief Legal Counsel	196,054	235,232	317,141	248,830	249,846	417,089	333,467

Non-Attorney

Closing Coordinator	30,000	50,000	71,600	55,800	36,300	77,300	56,800
Compliance Specialist	45,808	61,667	75,945	61,194	49,416	79,749	64,583
Compliance Manager	62,500	91,000	110,000	87,833	65,167	117,167	91,167
Contract Specialist	67,667	71,818	74,907	72,122	73,147	80,872	77,010
Contract Manager	88,563	90,875	101,016	94,949	94,462	113,106	103,784
Data Privacy/Information Security Analyst	N/A	84,976	101,221	91,900	90,500	110,007	100,254
eDiscovery/Litigation Support Technologist	53,190	68,267	97,643	74,647	58,719	103,576	81,147
Executive Assistant	46,571	56,500	69,551	56,757	49,507	75,840	62,673
Human Resources	54,500	66,731	85,810	69,500	59,500	90,500	75,000
Lease Abstractor	42,000	49,000	53,876	48,923	47,500	58,700	53,100
Legal Operations Management	79,050	107,444	111,900	100,150	87,872	118,650	103,261
Loan Analyst	38,000	46,111	53,000	44,000	43,750	55,721	49,736
Loan Processor	40,000	50,721	56,500	49,908	43,998	61,500	52,749
Paralegal	57,859	66,908	79,682	69,182	62,345	84,904	73,625
Records Information Management	63,243	86,000	107,000	82,600	67,200	111,600	89,400
Regulatory Affairs Specialist	88,000	92,341	106,777	94,001	92,311	111,904	102,108
Risk Manager	N/A	83,167	90,000	84,875	88,000	95,500	91,750
Senior Closer	54,321	64,888	71,021	62,933	58,993	78,768	68,881
Title Underwriter	50,111	63,456	89,000	69,000	54,312	94,002	74,157

Law Firm

	BASE SALARY BY FIRM SIZE			AVERAGE BASE SALARY	TOTAL CASH COMPENSATION		AVERAGE TOTAL COMPENSATION
	SMALL	MEDIUM	LARGE		LOW	HIGH	

Attorney

eDiscovery Attorney	N/A	91,010	120,030	105,867	96,644	125,789	111,217
Staff Attorney	75,255	97,269	116,778	99,012	100,997	140,141	120,569
Junior Associate	113,343	129,801	177,920	130,787	135,376	189,046	162,211
Mid-Level Associate	115,074	147,003	198,796	147,131	134,294	215,173	174,733
Senior Associate	129,034	157,669	214,380	167,388	141,246	226,706	183,976
Counsel	157,093	176,822	232,576	189,893	210,175	271,396	240,785
Nonequity Partner	169,302	209,822	299,900	218,526	242,494	283,256	262,875
Equity Partner	230,012	410,009	759,455	421,508	467,681	996,414	732,047

Non-Attorney

Attorney Recruiting	N/A	110,800	114,500	112,385	114,462	125,621	120,041
Case Assistant	40,234	54,000	67,890	61,780	47,280	73,530	60,405
Conflicts Analyst	N/A	60,111	75,231	61,750	66,375	82,750	74,563
Conflicts Management	N/A	92,111	106,622	87,000	99,009	114,344	106,677
Docketing Clerk	44,321	50,982	60,987	55,909	48,955	67,909	58,432
Executive Director/COO	149,043	171,450	181,331	189,795	171,879	203,986	187,932
Human Resources	85,996	97,889	101,633	93,609	91,522	109,326	100,424
IP Docket Specialist	47,987	62,333	83,213	55,833	49,083	87,667	68,375
Legal Assistant/ Secretary – Junior	42,567	49,453	54,222	47,789	43,804	57,570	50,687
Legal Assistant/ Secretary – Senior	58,198	64,321	80,111	66,042	61,584	83,367	72,475
Legal Project Management	63,156	76,000	100,750	79,763	71,463	109,963	90,713
Librarian/Competitive Intelligence	80,000	84,356	92,002	83,600	84,200	99,600	91,900
Office Administrator	90,444	105,518	128,188	93,511	94,982	135,878	115,430
Paralegal – Junior	44,618	49,375	59,145	45,930	47,271	63,112	55,192
Paralegal – Mid-Level	49,281	53,200	68,909	57,329	50,840	72,731	61,786
Paralegal – Senior	60,998	71,719	87,500	73,962	66,431	94,920	80,676

Law Firm	BASE SALARY BY FIRM SIZE			AVERAGE BASE SALARY	TOTAL CASH COMPENSATION		AVERAGE TOTAL COMPENSATION
	SMALL	MEDIUM	LARGE		LOW	HIGH	
Paralegal Manager	72,888	80,999	103,901	85,622	79,003	111,193	95,098
Patent Agent	N/A	129,500	136,001	132,801	137,875	147,708	142,792
Receptionist	33,999	38,201	43,111	39,788	34,288	45,001	39,644
Records Clerk	38,467	42,599	45,876	42,788	40,225	47,788	44,006
Records Manager	54,500	75,009	98,031	76,266	59,641	105,266	82,453

Legal Technology

Chief Information/ Technology Officer	N/A	153,000	360,000	256,500	162,300	381,000	271,650
IT Management	102,300	122,000	136,647	119,483	109,200	145,000	127,100
Knowledge Management	N/A	125,000	161,980	138,557	132,771	167,843	150,307
Legal Application/Software Support Specialist	61,237	75,000	87,321	74,955	63,750	90,002	76,876
Litigation Support/ eDiscovery Analyst	N/A	68,550	81,200	74,375	70,500	84,070	77,285
Litigation Support/ eDiscovery Management	93,833	125,000	159,750	130,500	113,955	179,045	146,500
Network Engineer/Analyst	N/A	93,021	99,770	96,500	99,013	105,531	102,272
Trainer/eLearning Specialist	73,222	85,250	121,000	93,500	77,902	127,921	102,912

All salaries are in US\$

Special Counsel is the leading provider of legal consulting, attorney recruiting, legal talent, legal technology and eDiscovery solutions, with a growing international footprint.



EQ is the legal consulting division of Special Counsel, delivering innovative solutions in IT & cybersecurity, data analysis, information governance, managed review, and more.



Parker + Lynch Legal is the attorney recruiting division of Special Counsel, specializing in recruiting law firm associates and partners, in-house counsel and retained search.



SCI is the legal talent recruiting division of Special Counsel, specializing in recruiting legal support professionals and legal tech specialists for contract and direct-hire positions, as well as contract attorneys.



D4 is the technology and eDiscovery division of Special Counsel, specializing in delivering exceptional, flexible and innovative eDiscovery solutions and managed services.



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