



2020 Salary Guide

for Legal Professionals



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The legal profession has seen a strong rebound over the last several years; and the low national unemployment rate has triggered fierce competition for top legal talent. As a result, it's essential for employers to be in-tune with the hiring preferences of potential candidates — from their top “must-have” criteria in a new position, down to their interviewing preferences.

The bottom line? Finding the right candidates and consultants to strengthen your legal team is more challenging than ever, while it's easier than ever to lose out on the perfect candidate if you don't act decisively.

That's where we come in.

To hire the best talent — and to retain your current team of attorneys and staff — you need to offer fulfilling opportunities that include work-life balance, community involvement, recognition, and, most importantly, proper compensation.

Our 2020 Salary Guide provides updated salary trends for the majority of legal positions to help you attract and retain top legal talent. You'll find accurate, up-to-date salary 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 today, and thrive in the legal world of tomorrow.

Laurie Chamberlin, President



About the Salaries in This Guide:

Special Counsel's 2020 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 2020 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 2,000 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 101 or more 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 \$501M or more 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.

2020 Industry Insights

With a low unemployment rate, the landscape for hiring legal talent is more competitive than ever. Special Counsel's legal talent division, SCI, and attorney recruiting division, Parker + Lynch Legal, placed over 2,100 legal professionals in the past year, and we've collected the following insights from our placed candidates and industry contacts to help employers attract the top talent:

Know what candidates want in a new job.

#1: Work-life balance

Overall #1 for
Women & Millennials



#2: Location



#3: Compensation



#4: Culture fit/values that align with your own

Overall #1 for Men



#5: Diverse and inclusive work environment

Overall #1 for Gen Z

Recruiting and hiring tips for employers.



Conduct a competitive, efficient interview process.

25% of candidates have dropped out of the interview process because it took too long

15% of candidates have been hired without having an in-person interview

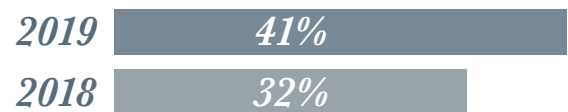
2 is the ideal number of interviews



Be willing to look outside of your local market.

More legal professionals are relocating.

YOY increase in relocations:



Top markets for relocation:

1. Philadelphia
2. Austin
3. Denver & Charlotte (tie)

2020 Salaries

Law Firm Attorney

eDiscovery Attorney	N/A	91,010	150,177	120,594	96,644	165,789	131,217
Staff Attorney	84,533	97,269	135,778	105,860	100,997	147,141	124,069
Junior Associate	113,343	129,801	177,920	130,787	135,376	189,046	162,211
Mid-Level Associate	127,074	147,003	198,796	157,624	142,294	215,173	178,733
Senior Associate	146,034	162,668	231,380	180,027	163,246	241,706	202,476
Counsel	168,008	195,117	253,034	205,386	221,175	291,396	256,285
Nonequity Partner	192,302	262,822	454,667	303,264	265,494	629,667	447,581
Equity Partner	250,012	410,009	1,222,405	627,475	489,681	1,685,405	1,087,543

Non-Attorney

Attorney Recruiting	N/A	110,808	114,489	112,649	114,462	125,621	120,041
Case Assistant	40,234	54,007	67,890	54,044	47,280	73,530	60,405
Conflicts Analyst	N/A	60,111	75,231	67,671	66,375	82,750	74,563
Conflicts Management	N/A	92,075	106,622	99,349	99,009	114,344	106,677
Docketing Clerk	44,321	50,982	60,987	52,097	48,955	67,909	58,432
Executive Director/COO	149,043	171,450	181,331	167,275	171,879	203,986	187,932
Human Resources	85,996	97,889	101,633	95,173	91,522	109,326	100,424
IP Docket Specialist	47,987	62,333	83,213	64,511	49,083	87,667	68,375
Legal Assistant/Secretary – Junior	42,567	49,453	54,222	48,747	43,804	57,570	50,687
Legal Assistant/Secretary – Senior	58,198	64,321	80,111	67,543	61,584	83,367	72,475
Legal Project Management	63,156	76,269	100,750	80,058	71,463	109,963	90,713
Librarian/Competitive Intelligence	80,112	84,356	92,002	85,490	84,231	99,633	91,932
Office Administrator	90,444	105,518	128,188	108,050	94,982	135,878	115,430
Paralegal – Junior	44,618	49,375	59,145	51,046	47,271	63,112	55,192
Paralegal – Mid-Level	49,281	53,200	68,909	57,130	50,840	72,731	61,786
Paralegal – Senior	60,998	71,719	87,509	73,409	66,431	94,920	80,676
Paralegal Manager	72,888	80,999	103,901	85,929	79,003	111,193	95,098

	BASE SALARY BY FIRM SIZE			AVERAGE BASE SALARY	TOTAL CASH COMPENSATION		AVERAGE TOTAL COMPENSATION
	SMALL	MEDIUM	LARGE		LOW	HIGH	
Patent Agent	N/A	129,522	136,001	132,762	137,875	147,708	142,792
Receptionist	33,999	38,201	43,111	38,437	34,288	45,001	39,644
Records Clerk	38,467	42,599	45,876	42,314	40,225	47,788	44,006
Records Manager	54,578	75,009	98,031	75,873	59,641	105,266	82,453

Legal Technology

Chief Information/ Technology Officer	150,720	220,364	360,785	243,956	162,309	650,056	406,183
IT Management	102,309	122,113	165,041	129,821	109,220	175,132	142,176
Knowledge Management	N/A	125,336	161,980	143,658	132,771	167,843	150,307
Legal Application/ Software Support Specialist	61,237	75,029	87,321	74,529	63,750	90,002	76,876
Litigation Support/ eDiscovery Analyst	60,115	68,550	81,203	69,956	70,504	84,070	77,287
Litigation Support/ eDiscovery Management	93,833	125,111	159,750	126,231	113,955	179,045	146,500
Network Engineer/Analyst	75,122	93,021	99,770	89,304	99,013	105,531	102,272
Trainer/eLearning Specialist	73,222	85,250	121,000	93,157	77,902	127,921	102,912

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.

In-House Attorney

eDiscovery Counsel	N/A	89,766	117,302	103,422	95,867	127,644	111,755
Counsel	121,322	135,788	200,199	152,436	131,639	232,101	181,870
Senior Counsel	135,825	151,531	205,548	164,301	197,356	246,150	221,753
Associate/Assistant General Counsel	158,024	197,174	300,116	218,438	171,419	329,963	250,691
General Counsel/Chief Legal Counsel	196,054	235,232	325,141	252,142	249,846	425,089	337,467

Non-Attorney

Closing Coordinator	30,115	50,236	71,608	50,653	36,299	77,302	56,801
Compliance Specialist	45,808	61,667	75,945	61,140	49,416	79,749	64,583
Compliance Manager	62,500	91,000	110,066	87,855	65,167	117,167	91,167
Contract Specialist	67,667	71,818	74,907	71,464	73,147	80,872	77,010
Contract Manager	88,563	90,875	101,016	93,485	94,462	113,106	103,784
Data Privacy/Information Security Analyst	N/A	84,976	101,221	93,099	90,472	110,007	100,240
eDiscovery/Litigation Support Technologist	53,190	68,267	97,643	73,033	58,719	103,576	81,147
Executive Assistant	46,571	56,512	69,551	57,545	49,507	75,840	62,673
Human Resources	54,499	66,731	85,810	69,013	59,504	90,587	75,046
Lease Abstractor	42,136	49,205	53,876	48,406	47,485	58,773	53,129
Legal Operations Management	79,051	107,444	111,900	99,465	87,872	118,650	103,261
Loan Analyst	38,077	46,111	53,007	45,732	43,750	55,721	49,736
Loan Processor	40,101	50,721	56,523	49,115	43,998	61,524	52,761
Paralegal	57,859	66,908	79,682	68,150	62,345	84,904	73,625
Records Information Management	63,243	86,027	107,087	85,452	67,213	111,608	89,411
Regulatory Affairs Specialist	88,030	92,341	106,777	95,716	92,311	111,904	102,108
Risk Manager	N/A	83,167	90,107	86,637	88,112	95,565	91,839
Senior Closer	54,321	64,888	71,021	63,410	58,993	78,768	68,881
Title Underwriter	50,117	63,456	89,114	67,562	54,312	94,002	74,157



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