SPECIAL COUNSEL

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:

High-end	$40,000–$50,000
Average	$17,000
Low-end	$1,500–$5,000

Flexible Work Arrangements

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

50% of employers offer flexible, remote or work-from-home options.

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

Attorney

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

Attorney

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

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