



THE FLORIDA BAR

Results of the 2018 Economics and Law Office Management Survey

March 2019

INTRODUCTION

The Florida Bar is one of the largest unified state bar associations in the United States. Its recorded history dates back to 1889 when it consisted of just a small voluntary group of lawyers in a state with a total population of under 400,000 persons. Out of this small group grew the Florida State Bar Association, formed in 1907. Still a voluntary organization, its main focus was to publish a legal journal, draft court procedures, and present occasional educational courses for attorneys. Membership in this voluntary association never exceeded 2,500 attorneys.

After the close of World War I in 1920, there was a sharp growth in the number of attorneys in the state of Florida. Those attorneys, however, had no cohesive organization, and under two-thirds of them belonged to the voluntary state bar association.

In the 1930's, it was proposed that all attorneys, upon admission to practice, be required to obtain membership in the Florida State Bar Association. Many years later, the Supreme Court of Florida, after rejecting the original proposal, instructed state Bar officials to proceed in forming an integrated bar. As a result, 3,758 attorneys automatically became members of The Florida Bar in 1950. By the early 1960's, The Florida Bar had grown to include 7,000 members. Ten years later, the Bar's membership had increased to 12,000 members and, by 1980, the Bar consisted of 27,000 members. Today, The Florida Bar has a membership in excess of 100,000 attorneys.

Because of the large rise in membership over the past few decades, the Bar sponsors an economics and law office management survey. This survey is performed every two years to supply Bar members with useful data which will assist them in their daily practice. The survey is intended to keep attorneys

informed on how their colleagues are doing in terms of salary information, benefits, hourly rates, number of hours worked, usage of software/technology, and more.

For obvious financial reasons, it was decided to randomly sample a select number of members rather than survey all 100,000 Florida Bar members. A properly chosen random sample allows inferences to be made about the composition of the entire lawyer population from those expressed in the sample.

BACKGROUND

From September to November 2018, the Department of Research, Planning & Evaluation of The Florida Bar solicited opinions from numerous experts, both on Bar staff and on various committees of The Florida Bar, as to what the appropriate subjects should be for the 2018 survey. After extensive research, questions were developed by Mike J. Garcia, Director of Research, Planning & Evaluation for the Bar.

In mid-January 2019, The Florida Bar e-mailed a link allowing access to the questionnaire to a random sample of its in-state membership. By the cut-off date in early February, the Bar had received 682 completed questionnaires, for a response rate of 21%.

Questionnaires were verified and all data was carefully edited for accuracy and completeness. Using a statistical analysis computer program entitled SPSS, The Florida Bar's Department of Research, Planning & Evaluation applied the appropriate statistical tests, analyzed the data, and compiled the report.

SAMPLE

For the 2018 survey, a sample of 3,284 members was randomly selected from a master list of all in-state Florida Bar members in good standing. Although 682 questionnaires were completed, not all questions were answered by respondents. Therefore, percentages are based on the actual number of individuals who responded to each particular question. For this sample, the error of estimation rate is approximately plus or minus 4 percent at the 95 percent level of confidence. This signifies that we can be 95 percent sure that, if all members of The Florida Bar were interviewed, that the results would be within plus or minus 4 percent of what this sample found. If, for example, a question achieved a percentage breakdown of 75 percent in favor, it can be interpreted that between 71 and 79 percent of Florida Bar members are in favor.

In reporting the results, all percentages were rounded to the nearest whole percent (example: 34.5% equals 35%). For this reason, totals may not all equal 100 percent. Note that several questions are “Multiple Response Questions.” This means that respondents were encouraged to check all responses which apply to a given situation. Thus, multiple response questions will not total 100 percent. Several measures of central tendency are mentioned throughout this report:

- mean:** the average for all values given for the total sample of each question. The mean is calculated by adding all of the responses and then dividing by the total number of responses received.
- median:** the middle value of a series of numbers which are initially rank ordered. Half the numbers will be greater than the median and half the numbers will be less than the median.
- mode:** the point for which most values are given for the entire sample.
- range:** the highest and lowest values given for the total sample for each question.

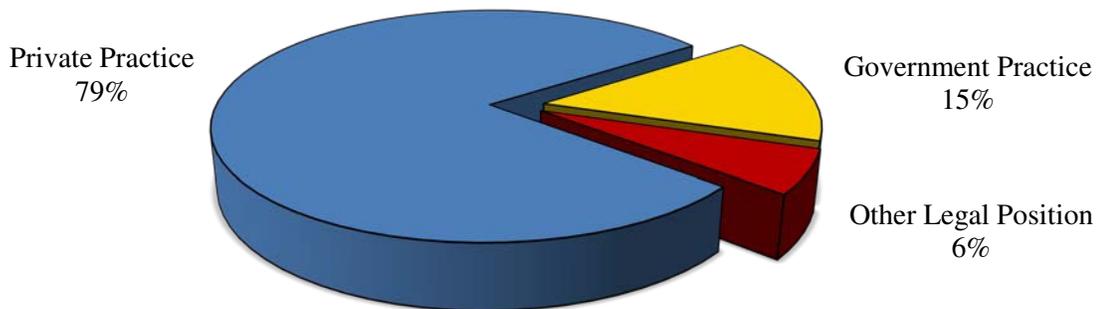
2018 Florida Bar Economics & Law Office Management Survey

1. What is your legal occupation or classification?

<u>Private Practice</u>	<u>Percent</u>
Sole practitioner	33
Associate	17
Partner/shareholder	15
Managing partner	8
Practitioner with one or more associates	6
Other private practice position	<1
 <u>Government Practice</u>	
State government attorney	10
Local government attorney	3
Federal government attorney	1
Judge	<1
 <u>Other Legal Position</u>	
Other position/not employed	3
Corporate counsel	3
Legal aid/legal service	<1

- Nearly four-fifths (79%) of respondents are employed in private practice positions. Additionally, 15% of respondents are employed in government practice positions and 6% are either employed in other legal positions or report that they are currently unemployed.

Legal Occupation or Classification



1A. Comparison between the 2012 thru 2018 Economics & Law Office Management Surveys – What is your legal occupation or classification?

<u>Classification</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>
Sole practitioner	33	33	33	33
Associate	14	16	17	17
Partner/shareholder	15	15	15	15
Managing partner	9	8	8	8
Practitioner with one or more assoc.	6	5	6	6
Other private practice position	<1	1	<1	<1
State government attorney	11	9	9	10
Local government attorney	3	3	3	3
Federal government attorney	1	1	2	1
Judge	<1	<1	<1	<1
Other position/retired/not employed	3	4	3	3
Corporate counsel	3	3	3	3
Legal aid/legal service	<u><1</u>	<u><1</u>	<u><1</u>	<u><1</u>
Total	100%	100%	100%	100%

1B. What is your legal occupation or classification? – BY GENDER

<u>Classification</u>	<u>Female Percent</u>	<u>Male Percent</u>
Private practice position	69	85
Government practice position	24	9
Other position	7	6

- Almost one-quarter (24%) of all female respondents are employed in government practice positions, compared to 9% of all male respondents.
- Additionally, almost one-third (31%) of all male respondents are in managing partner or partner/shareholder positions, compared to 12% of all female respondents.

2. What is the total number of attorneys employed in your firm or legal office where you primarily practice?

<u>Category</u>	<u>Percent</u>
One attorney	35
2 to 5 attorneys	29
6 to 10 attorneys	10
11 to 25 attorneys	10
Over 25 attorneys	16

- Nearly two-thirds (64%) of respondents either operate a solo practice or work in small firms or legal offices consisting of five attorneys or less. Slightly less than three-quarters (74%) of respondents either operate a solo practice or work in firms or legal offices consisting of ten attorneys or less.



2A. Comparison between the 2010 thru 2018 Economics & Law Office Management Surveys – What is the total number of attorneys employed in your firm or legal office?

<u>Category</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>
One attorney	33	35	36	35	35
2 to 5 attorneys	32	31	31	30	29
6 to 10 attorneys	12	10	11	11	10
11 to 25 attorneys	11	12	10	11	10
Over 25 attorneys	12	12	12	13	16

3. Did you have any billable hours in 2018?

<u>Category</u>	<u>Percent</u>
Yes	65
No	35

- Nearly two-thirds (65%) of respondents report they had billable hours in 2018. The median number of billable hours is 1,500 (see Table 3B).

3A. Comparison between the 2016 and 2018 Economics & Law Office Management Surveys – Did you have any billable hours?

<u>Category</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>
Yes	64	65
No	36	35

3B. If “Yes”, please indicate your estimated personal total billable hours for 2018:

<u>Billable Hours</u>	<u>Percent</u>
1,000 hours or less	33
1,001 to 1,200 hours	10
1,201 to 1,400 hours	6
1,401 to 1,600 hours	12
1,601 to 1,800 hours	10
1,801 to 2,000 hours	12
More than 2,000 hours	17

Median billable hours = 1,500
Range = 100 to 4,000 hours

3C. Comparison between the 2016 and 2018 Economics & Law Office Management Surveys – What were your personal total billable hours? (ONLY INCLUDES THOSE RESPONDENTS WHO REPORT HAVING PERSONAL BILLABLE HOURS)

<u>Category</u>	2016 Survey <u>Percent</u>	2018 Survey <u>Percent</u>
1,000 hours or less	33	33
1,001 to 1,200 hours	7	10
1,201 to 1,400 hours	6	6
1,401 to 1,600 hours	13	12
1,601 to 1,800 hours	13	10
1,801 to 2,000 hours	15	12
More than 2,000 hours	13	17

4. If you charge on an hourly basis, what is your average or standard hourly rate?

<u>Hourly Rate</u>	<u>Percent</u>
\$100 or less	<1
\$101 to \$125	<1
\$126 to \$150	3
\$151 to \$175	4
\$176 to \$200	7
\$201 to \$225	3
\$226 to \$250	15
\$251 to \$275	6
\$276 to \$300	12
\$301 to \$325	5
\$326 to \$350	11
Over \$350	33

Median Hourly Rate = \$300

- A large majority (85%) of respondents report their hourly rate as being over \$200, while nearly half (49%) report their hourly rate as being over \$300.

4A. Comparison between the 2016 and 2018 Economics & Law Office Management Surveys – If you charge on an hourly basis, what is your average or standard hourly rate?

<u>Hourly Rate</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>
\$100 or less	<1	<1
\$101 to \$125	<1	<1
\$126 to \$150	5	3
\$151 to \$175	6	4
\$176 to \$200	8	7
\$201 to \$225	5	3
\$226 to \$250	13	15
\$251 to \$275	9	6
\$276 to \$300	18	12
\$301 to \$325	6	5
\$326 to \$350	12	11
Over \$350	18	33

4B. Comparison between the 2012 thru 2018 Economics & Law Office Management Surveys – If you charge on an hourly basis, what is your average or standard hourly rate?

<u>Hourly Rate</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>
\$150 or less	13	11	6	4
\$151 to \$200	22	16	13	11
\$201 to \$250	23	22	18	18
\$251 to \$300	18	19	27	18
Over \$300	24	32	36	49

- The percentage of attorneys who charge an hourly rate in excess of \$300 has increased significantly since the 2012 survey (from 24% in 2012 to 49% in 2018).

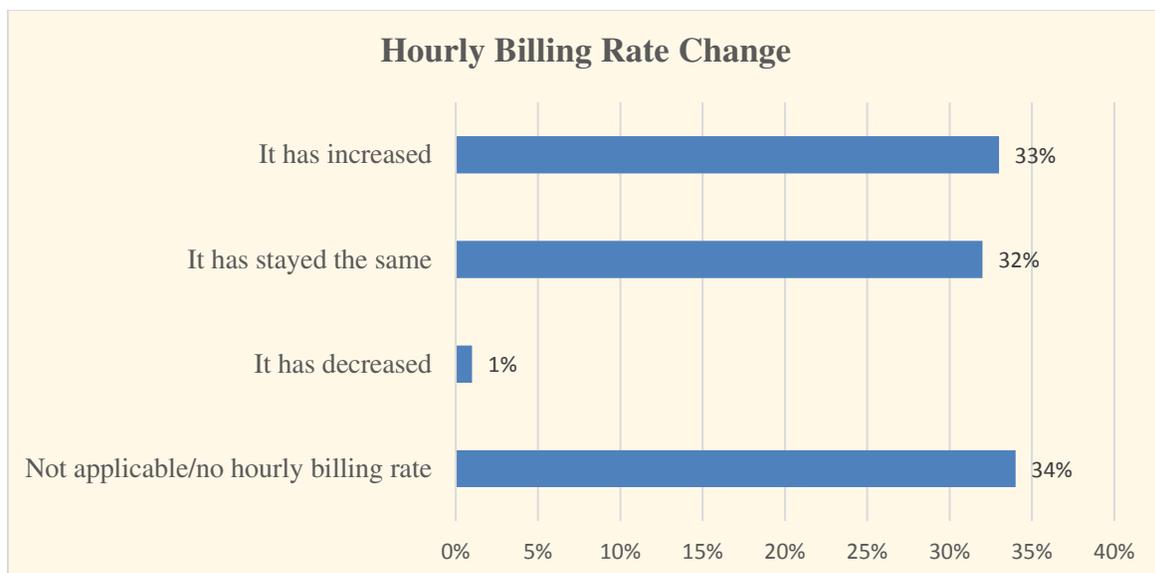
4C. If you charge on an hourly basis, what is your average or standard hourly rate? – BY REGION OF FLORIDA

<u>Hourly Rate</u>	<u>North Region Percent</u>	<u>Cent/SW Region Percent</u>	<u>Southeast Region Percent</u>
\$200 or less	18	7	9
\$201 to \$250	30	23	12
\$251 to \$300	36	19	16
\$301 to \$350	2	17	21
\$351 to \$400	7	18	19
Over \$400	7	16	23

- The Southeast Region of Florida (42%) contains the highest percentage of respondents who charge an hourly rate of more than \$350. The North Region (48%) contains the highest percentage of respondents who charge an hourly rate of \$250 or less.
- For a complete listing of counties within regions, see Appendix A located on Page 70.

5. How has your standard hourly billing rate changed over the past two years?

<u>Category</u>	<u>Percent</u>
It has increased	33
It has stayed the same	32
It has decreased	1
Not applicable/do not charge an hourly billing rate	34



5A. How has your standard hourly billing rate changed over the past two years? (ONLY INCLUDES THOSE RESPONDENTS WHO REPORT HAVING A STANDARD HOURLY BILLING RATE)

<u>Category</u>	<u>Percent</u>
It has increased	50
It has stayed the same	48
It has decreased	2

- Of those respondents who report having a standard hourly billing rate, half (50%) report it has increased over the past two years, compared to just 2% who report it has decreased. Just about half (48%) report their standard hourly billing rate has remained the same over the past two years.

6. What changes do you expect to make to your standard hourly billing rate in 2019?

<u>Category</u>	<u>Percent</u>
It will increase	37
It will stay the same	21
Undecided at the moment	8
It will decrease	<1
Not applicable/do not charge an hourly billing rate	33

6A. What changes do you expect to make to your standard hourly billing rate in 2019? (INCLUDES ONLY THOSE RESPONDENTS WHO REPORT HAVING A STANDARD HOURLY BILLING RATE)

<u>Category</u>	<u>Percent</u>
It will increase	55
It will stay the same	32
Undecided at the moment	12
It will decrease	1

7. Does your firm or legal office employ paralegals? (Defined as an employee working under your supervision who performs a task that otherwise you as the attorney would perform. NOTE: Not secretarial work.)

<u>Category</u>	<u>Percent</u>
Yes	62
No	38

- Over three-fifths (62%) of respondents work in firms or legal offices that employ paralegals.

7A. Comparison between the 2010 thru 2018 Economics & Law Office Management Surveys – Does your firm or legal office employ paralegals?

<u>Category</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>
Yes	54	56	61	61	62
No	46	44	39	39	38

- The percentage of firms or legal offices that employ paralegals has increased since 2010 (from 54% in 2010 to 62% in 2018).

8. Are any types of standards or certifications required by your firm or legal office for paralegals?

<u>Category</u>	<u>Percent</u>
Yes	16
No	59
I don't know	25

- Only 16% of respondents who work in firms or legal offices that employ paralegals report that their offices require standards or certifications for paralegals.

8A. Comparison between the 2012 thru 2018 Economics & Law Office Management Surveys – Are any types of standards or certifications required by your firm or legal office for paralegals?

<u>Category</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>
Yes	15	12	13	16
No	65	62	61	59
I don't know	20	26	26	25

8B. Please indicate the types of standards or certifications your office requires for paralegals:

A total of 95 standards or certifications were identified by respondents. The table below lists the five most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Florida Registered Paralegal (FRP)	33
Certified Paralegal (CP)/Other certificate	24
Certified Legal Assistant (CLA)	19
Bachelor's or college degree	8
Prior experience	5

9. What is the average or standard hourly rate billed for paralegals?

<u>Hourly Rate</u>	<u>Percent</u>
\$60 or less	5
\$61 to \$80	11
\$81 to \$100	25
\$101 to \$120	6
\$121 to \$140	18
More than \$140	35

Median Hourly Rate = \$125

- Over one-half (53%) of respondents report that the hourly rate billed for legal work performed by paralegals in their firm or legal office is over \$120.

10. How many billable hours did paralegals average in your firm or legal office during 2018?

<u>Billable Hours</u>	<u>Percent</u>
500 or less hours	25
501 to 750 hours	10
751 to 1,000 hours	14
1,001 to 1,250 hours	14
1,251 to 1,500 hours	21
More than 1,500 hours	16

- Over half (51%) of respondents, whose firm or legal office employs paralegals, report that those paralegals averaged over 1,000 billable hours in 2018. One-quarter (25%) report that paralegals averaged 500 or less hours in 2018.

10A. Comparison between the 2012 thru 2018 Economics & Law Office Management Surveys – How many billable hours did paralegals average in your firm or legal office?

<u>Category</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>
500 or less hours	37	34	28	25
501 to 750 hours	2	5	4	10
751 to 1,000 hours	16	17	26	14
1,001 to 1,250 hours	11	10	10	14
1,251 to 1,500 hours	20	21	18	21
More than 1,500 hours	14	13	14	16

11. What is the primary method for billing that is used in your law firm or legal office?

<u>Category</u>	<u>Percent</u>
Hourly rate	47
A combination of methods	19
Fixed or flat fee	17
Contingency fee	13
Non-refundable retainer plus a combination of methods	4
Value based fee	<1
Volume discount	0

- Nearly half (47%) of respondents report that their firm or legal office uses an hourly rate as the primary method for billing.

12. What percent of your cases are handled on a contingency fee basis?

<u>Category</u>	<u>Percent</u>
None	68
1% to 25%	19
26% to 50%	2
51% to 75%	2
Over 75%	9

- About one-third (32%) of respondents report that their firm or legal office handles contingency fee cases. Of those respondents who accept cases on a contingency fee basis, the majority report that these types of cases comprise one-quarter or less of the total number of cases they handle.

12A. Comparison between the 2010 thru 2018 Economics & Law Office Management Surveys – What percent of your cases are handled on a contingency fee basis?

<u>Category</u>	2010 Survey <u>Percent</u>	2012 Survey <u>Percent</u>	2014 Survey <u>Percent</u>	2016 Survey <u>Percent</u>	2018 Survey <u>Percent</u>
None	59	60	63	67	68
1% to 25%	26	21	22	22	19
26% to 50%	4	5	3	2	2
51% to 75%	2	2	2	2	2
Over 75%	9	12	10	7	9

12B. If you handle contingency fee cases, what is the average percentage of the award that you receive if you win the case?

<u>Category</u>	<u>Percent</u>
25% or less	22
30%	15
33%	42
35% to 40%	21
Over 40%	0

13. Do you keep time records?

<u>Category</u>	<u>Percent</u>
Always	53
Always, except in contingency or fixed fee cases	13
Sometimes	17
Never	17

13A. Comparison between the 2012 thru 2018 Economics & Law Office Management Surveys – Do you keep time records? (PRIVATE PRACTICE ATTORNEYS ONLY)

<u>Category</u>	2012 Survey <u>Percent</u>	2014 Survey <u>Percent</u>	2016 Survey <u>Percent</u>	2018 Survey <u>Percent</u>
Always	58	61	62	60
Always except contingency/fixed fee	14	14	15	16
Sometimes	22	19	14	18
Never	6	6	9	6

14. What do you regularly include in your billing statements to clients? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY) (PRIVATE PRACTICE ATTORNEYS ONLY)

<u>Category</u>	<u>Percent</u>
Itemized list of services performed	72
Hourly rates of lawyers	64
Itemized list of disbursements	62
Prior unpaid balance	59
Time spent by individual lawyers	57
Narrative summary of services	53
Legal assistant/paralegal charges	49
Total time spent by lawyers	48
Remaining trust account balance	42

- When considering only those respondents employed in private practice positions, around two-thirds report that they include an itemized list of services performed (72%), the hourly rate of lawyers (64%), and an itemized list of disbursements (62%) in their billing statements to clients.

15. Please indicate your average monthly accounts receivable balance:

<u>Category</u>	<u>Percent</u>
\$5,000 or less	27
\$5,001 to \$10,000	14
\$10,001 to \$25,000	18
\$25,001 to \$50,000	16
\$50,001 to \$100,000	10
More than \$100,000	14

16. Of your total fees billed, please indicate what percent of your account receivables are:

<u>Category</u>	<u>Percent</u>
Current	70
31 to 90 days	16
91 to 120 days	6
Over 120 days	8

17. **What is the percentage of gross income spent on overhead? (Includes costs for staff, space, equipment, marketing, insurance, etc., but does not include lawyer compensation and benefits)**

<u>Category</u>	<u>Percent</u>
20% or less	15
21% to 30%	15
31% to 40%	28
41% to 50%	16
51% to 60%	13
Over 60%	13
	Mean = 42%
	Median = 40%

18. **Based upon your law firm's gross receipts, please indicate the percentage attributable to each of the following expenses:**

<u>Category</u>	<u>Mean Percent</u>	<u>Median Percent</u>
All lawyer compensation	53	50
Support staff compensation	18	20
All other expenses	29	30

- 18A. **Comparison between the 2012 thru 2018 Economics & Law Office Management Surveys – Based upon your law firm's gross receipts, please indicate the percentage attributable to each of the following expenses: (MEDIAN PERCENT)**

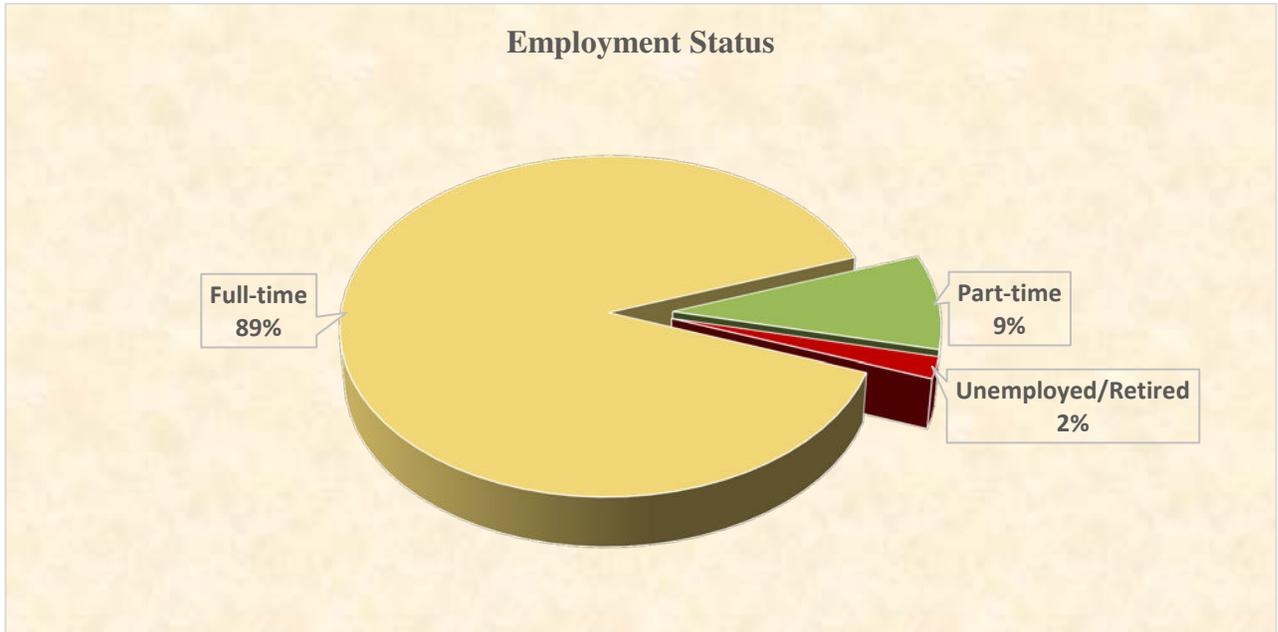
<u>Category</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>
All lawyer compensation	50	50	50	50
Support staff compensation	20	20	20	20
All other expenses	30	30	30	30

- There has been no change over the past four surveys in the median percentages of lawyer compensation, support staff compensation, and all other expenses.

19. Which best describes your employment status?

<u>Category</u>	<u>Percent</u>
Full-time	89
Part-time	9
Unemployed or retired	2

- A large majority (89%) of respondents report being employed in full-time legal positions.



19A. Comparison between the 2012 thru 2018 Economics & Law Office Management Surveys – Which best describes your employment status?

<u>Category</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>
Full-time	88	87	89	89
Part-time	9	10	9	9
Unemployed or retired	2	3	2	2

20. On the average, how many hours per week did you devote to the legal profession this year? (INCLUDES ALL HOURS DEVOTED TO THE PRACTICE OF LAW – NOT JUST BILLABLE HOURS)

<u>Category</u>	<u>Percent</u>
Under 20 hours	2
20 to 29 hours	4
30 to 39 hours	7
40 to 49 hours	28
50 to 59 hours	38
60 hours or more	21

Mean = 49 hours
 Median = 50 hours
 Mode = 50 hours
 Range = 2 to 85 hours

- Almost three-fifths (59%) of respondents work at least 50 hours per week, while just over one-fifth (21%) work at least 60 hours per week.

20A. Comparison between the 2012 thru 2018 Economics & Law Office Management Surveys – On the average, how many hours per week did you devote to the legal profession this year? (INCLUDES ALL HOURS DEVOTED TO THE PRACTICE OF LAW – NOT JUST BILLABLE HOURS) – BY LEGAL OCCUPATION/CLASSIFICATION

<u>Category</u>	2012 Survey Average <u>Hours</u>	2014 Survey Average <u>Hours</u>	2016 Survey Average <u>Hours</u>	2018 Survey Average <u>Hours</u>
Managing partner	52	52	54	53
Associate	50	50	50	50
Practitioner with one or more associates	52	50	50	50
Partner/shareholder	50	50	50	50
Corporate counsel	50	46	46	47
Sole practitioner	42	44	46	47
State government attorney	48	48	45	45

- Managing partners (53 hours) historically report working the most hours in an average week.

20B. Comparison between the 2010 thru 2018 Economics & Law Office Management Surveys – On the average, how many hours per week did you devote to the legal profession this year? (INCLUDES ALL HOURS DEVOTED TO THE PRACTICE OF LAW – NOT JUST BILLABLE HOURS) – BY GENDER AND REGION OF FLORIDA

<u>Category</u>	Gender				
	2010	2012	2014	2016	2018
	Survey Average <u>Hours</u>	Survey Average <u>Hours</u>	Survey Average <u>Hours</u>	Survey Average <u>Hours</u>	Survey Average <u>Hours</u>
Male	50	50	50	50	50
Female	50	50	50	50	50

<u>Category</u>	Region				
	2010	2012	2014	2016	2018
	Survey Average <u>Hours</u>	Survey Average <u>Hours</u>	Survey Average <u>Hours</u>	Survey Average <u>Hours</u>	Survey Average <u>Hours</u>
Southeast	51	50	50	50	50
Central/Southwest	50	50	50	50	50
North	48	50	50	46	50

- For a complete listing of counties within regions, see Appendix A located on Page 70.

20C. On the average, how many hours per week did you devote to the legal profession this year? – BY AGE GROUP

<u>Age Group</u>	<u>Average Hours</u>
35 years of age or younger	50
36 to 49 years of age	50
50 to 65 years of age	50
Over 65 years of age	37

21. Of the amount listed in Question 20, how many hours per week did you spend engaging in the following activities?

<u>Category</u>	<u>Average Hours</u>
Billable work	25
Office administration	7
Other matters related to the practice of law	6
Keeping current on non-billable legal work	5
Client development or marketing	4
Bar service (local, voluntary or state)	1
Other matters not related to the practice of law	<u>2</u>
Average weekly hours	50

21A. Comparison between the 2012 thru 2018 Economics & Law Office Management Surveys – Of the amount listed in Question 20, how many hours per week did you spend engaging in the following activities?

<u>Category</u>	2012 Survey Average Hours	2014 Survey Average Hours	2016 Survey Average Hours	2018 Survey Average Hours
Billable work	27	26	26	25
Office administration	7	7	7	7
Keeping current on non-billable legal work	6	6	6	5
Client development or marketing	4	5	4	4
Bar service (local, voluntary or state)	1	<1	1	1
Other matters (related & not related to law)	<u>5</u>	<u>5</u>	<u>6</u>	<u>8</u>
Average weekly hours	50	50	50	50

22. Please indicate the level of impact that each of the following factors currently has on your ability to successfully practice law:

<u>Category</u>	<u>Major Impact Percent</u>	<u>Minor Impact Percent</u>	<u>No Impact Percent</u>
Client expectations	68	22	10
Work-life balance	52	39	9
Economy	41	47	12
Court operations	38	46	16
Quality of the judiciary	37	40	23
New/advanced technology	30	55	15
Increased competition	30	49	21
Image of lawyers	22	53	25
Unauthorized practice of law	10	31	59
Pro se litigants	7	34	59

- Over two-thirds (68%) of respondents report that client expectations is a factor currently having a major impact on their ability to successfully practice law.

23. During the past two years, how has the economy affected your law practice?

<u>Category</u>	<u>Percent</u>
My practice has remained the same	36
I have had <u>increased</u> business/profitability	28
The economy does <u>not</u> impact my practice	20
I have had <u>decreased</u> business/profitability	16

- Over one-quarter (28%) of respondents report that their business/profitability has increased during the past two years, compared to 16% who report that their business/profitability has decreased during that time frame.

24. Within the next two years, how do you expect the economy will impact your practice?

<u>Category</u>	<u>Percent</u>
I believe it will remain the same	40
I believe I will have <u>increased</u> business/profitability	33
The economy does <u>not</u> impact my practice	19
I believe I will have <u>decreased</u> business/profitability	8

- One-third (33%) of respondents expect to have increased business or profitability in the next two years, compared to 8% who believe they will have decreased business or profitability within that time frame.

25. Would you pursue the legal profession as a career if you were making the decision again?

<u>Category</u>	<u>Percent</u>
Yes	47
No	24
Not sure	29

25A. Would you pursue the legal profession as a career if you were making the decision again? – BY AGE GROUP, TYPE OF PRACTICE, AND GENDER

Age Group

<u>Category</u>	<u>35 years or younger Percent</u>	<u>36 to 49 yrs old Percent</u>	<u>50 to 65 yrs old Percent</u>	<u>Over 65 yrs old Percent</u>
Yes	43	44	48	65
No	23	28	21	16
Not sure	34	28	31	19

Type of Practice

<u>Category</u>	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Pos. Percent</u>
Yes	47	43	57
No	25	20	18
Not sure	28	37	25

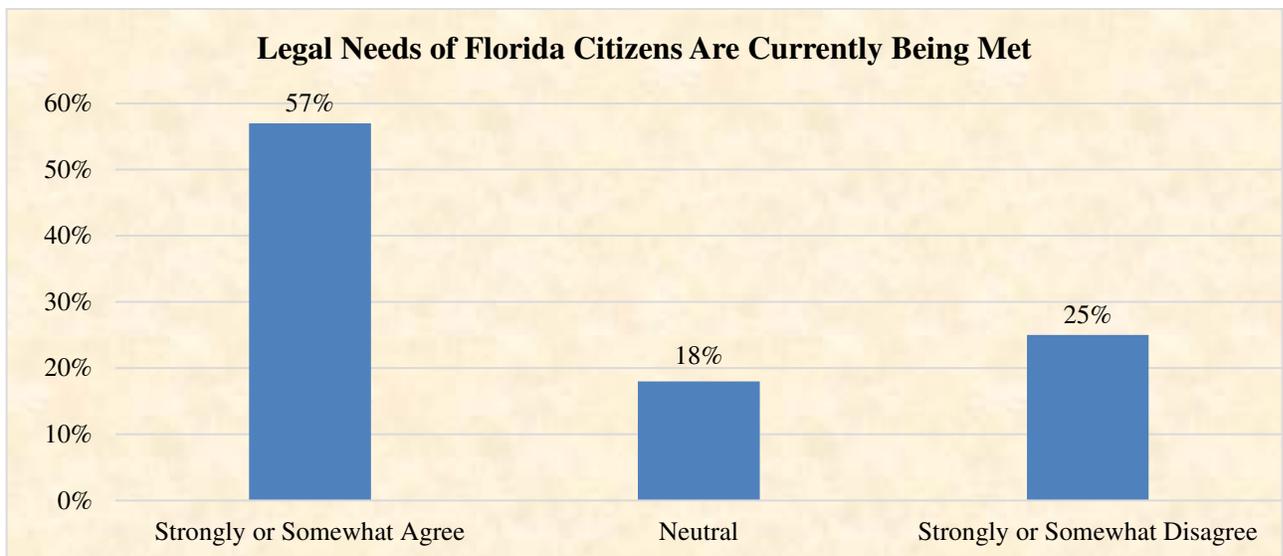
Gender

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Yes	39	52
No	24	24
Not sure	37	24

26. How strongly do you agree or disagree that the legal needs of Florida’s citizens are currently being met?

<u>Category</u>	<u>Percent</u>
Strongly agree	12
Somewhat agree	45
Neither agree nor disagree	18
Somewhat disagree	16
Strongly disagree	9

- Almost three-fifths (57%) of respondents agree that the legal needs of Florida’s citizens are currently being met, compared to one-quarter (25%) who disagree.



26A. Comparison between the 2014 thru 2018 Economics & Law Office Management Surveys – How strongly do you agree or disagree that the legal needs of Florida’s citizens are currently being met?

<u>Category</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>
Strongly agree	12	14	12
Somewhat agree	33	43	45
Neither agree nor disagree	19	21	18
Somewhat disagree	24	16	16
Strongly disagree	12	6	9

26B. How strongly do you agree or disagree that the legal needs of Florida’s citizens are currently being met? – BY AGE GROUP, TYPE OF PRACTICE AND REGION

<u>Category</u>	Age Group			
	35 years or younger	36 to 49 yrs old	50 to 65 yrs old	Over 65 yrs old
	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>
Strongly agree	9	14	13	2
Somewhat agree	55	46	44	41
Neither agree nor disagree	14	14	19	28
Somewhat disagree	14	17	18	12
Strongly disagree	8	9	6	18

<u>Category</u>	Type of Practice		
	Private Practice	Gov’t. Practice	Other Legal Pos.
	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>
Strongly agree	13	7	7
Somewhat agree	45	45	50
Neither agree nor disagree	18	19	11
Somewhat disagree	16	19	18
Strongly disagree	8	10	14

<u>Category</u>	Region		
	North Region	Cent/SW Region	Southeast Region
	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>
Strongly agree	8	13	12
Somewhat agree	36	45	54
Neither agree nor disagree	20	19	13
Somewhat disagree	28	17	11
Strongly disagree	9	6	10

27. **How often do you encounter lawyers that you characterize to be “disruptive” or “unruly” (defined as rude, overly aggressive, offensive, and exhibiting extremely unprofessional conduct)?**

<u>Category</u>	<u>Percent</u>
Frequently	16
Occasionally	52
Rarely	27
Never	3
I do not work with or encounter other lawyers	2

- Over two-thirds (68%) of respondents report that they, at least occasionally, encounter lawyers that they characterize to be “disruptive” or “unruly”.

28. **Should The Florida Bar seek to establish a mechanism to discipline consistently disruptive and unruly lawyers, separate from what exists under the currently existing discipline process?**

<u>Category</u>	<u>Percent</u>
Yes - it should offer a separate diversion program as an alternative to discipline for disruptive and unruly lawyers	39
Yes - it should offer a separate diversion program that includes a mandatory medical evaluation and treatment plan	8
No - it is too subjective an issue	27
No - I am not in favor of establishing a separate diversion program for disruptive and unruly lawyers	17
No opinion	9

29. **What, if any, impression do you have of the Florida Lawyers Assistance, Inc. (FLA) program?**

<u>Category</u>	<u>Percent</u>
I have a <u>positive</u> overall impression	16
I have a <u>negative</u> overall impression	12
Not sure/No opinion	37
I never heard of FLA prior to today	35

30. Please indicate the AVERAGE ANNUAL SALARY levels for attorneys that are employed within your firm or legal office: (NOTE: Salary does not include any additional bonuses or compensation) – ALL ATTORNEYS

ATTORNEYS

<u>Attorneys</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
Recent law school graduates with no experience	\$61,044	\$50,000	\$50,000
Recent law school graduates with experience (internship, clerkship)	\$63,811	\$55,000	\$50,000
Current attorneys with less than 3 years of experience	\$69,952	\$65,000	\$60,000
Current attorneys with 3 to 5 years of experience	\$81,828	\$75,000	\$75,000
Current attorneys with 6 to 8 years of experience	\$96,411	\$90,000	\$100,000
Current attorneys with more than 8 years of experience	\$112,130	\$100,000	\$100,000
Partner, shareholder, or member	\$165,605	\$150,000	\$150,000

- Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

30A. Average attorney annual salary by years of experience – North Region

ATTORNEYS

North Region

<u>Attorneys</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
Recent law school graduates with no experience	\$49,259	\$45,000	\$40,000
Recent law school graduates with experience (internship, clerkship)	\$52,260	\$48,000	\$40,000
Current attorneys with less than 3 years of experience	\$58,769	\$50,000	\$50,000
Current attorneys with 3 to 5 years of experience	\$62,943	\$58,000	\$60,000
Current attorneys with 6 to 8 years of experience	\$73,958	\$69,000	\$70,000
Current attorneys with more than 8 years of experience	\$82,445	\$80,000	\$80,000
Partner, shareholder, or member	\$132,135	\$115,000	\$100,000

- Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.
- For a complete listing of counties within regions, see Appendix A located on Page 70.

30B. Average attorney annual salary by years of experience – Central/Southwest Region

ATTORNEYS

Central/Southwest Region

<u>Attorneys</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
Recent law school graduates with no experience	\$58,756	\$50,000	\$50,000
Recent law school graduates with experience (internship, clerkship)	\$62,892	\$55,000	\$50,000
Current attorneys with less than 3 years of experience	\$68,710	\$65,000	\$60,000
Current attorneys with 3 to 5 years of experience	\$81,169	\$75,000	\$75,000
Current attorneys with 6 to 8 years of experience	\$91,670	\$85,000	\$85,000
Current attorneys with more than 8 years of experience	\$105,682	\$100,000	\$100,000
Partner, shareholder, or member	\$165,873	\$150,000	\$150,000

- Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.
- For a complete listing of counties within regions, see Appendix A located on Page 70.

30C. Average attorney annual salary by years of experience – Southeast Region

ATTORNEYS

Southeast Region

<u>Attorneys</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
Recent law school graduates with no experience	\$72,889	\$60,000	\$60,000
Recent law school graduates with experience (internship, clerkship)	\$73,965	\$62,500	\$60,000
Current attorneys with less than 3 years of experience	\$82,298	\$70,000	\$70,000
Current attorneys with 3 to 5 years of experience	\$94,851	\$80,000	\$75,000
Current attorneys with 6 to 8 years of experience	\$117,017	\$100,000	\$100,000
Current attorneys with more than 8 years of experience	\$136,877	\$122,500	\$100,000
Partner, shareholder, or member	\$186,531	\$150,000	\$150,000

- Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.
- For a complete listing of counties within regions, see Appendix A located on Page 70.

30D. Comparison between the 2012 thru 2018 Economics & Law Office Management Surveys – Median attorney annual salary by years of experience

ATTORNEYS

<u>Attorneys</u>	<u>2012 Survey Median</u>	<u>2014 Survey Median</u>	<u>2016 Survey Median</u>	<u>2018 Survey Median</u>
Recent law school graduates with no experience	\$45,000	\$50,000	\$50,000	\$50,000
Current attorneys with less than 3 years of experience	\$58,000	\$60,000	\$65,000	\$65,000
Current attorneys with 3 to 5 years of experience	\$68,500	\$70,000	\$75,000	\$75,000
Current attorneys with 6 to 8 years of experience	\$80,000	\$80,000	\$85,000	\$90,000
Current attorneys with more than 8 years of experience	\$100,000	\$100,000	\$100,000	\$100,000
Partner, shareholder, or member	\$150,000	\$150,000	\$150,000	\$150,000

31. Please indicate the AVERAGE ANNUAL SALARY levels for paralegals that are employed within your firm or legal office: (NOTE: Salary does not include any additional bonuses or compensation) – ALL PARALEGALS

PARALEGALS

<u>Paralegals</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$35,441	\$35,000	\$35,000
Current paralegals with less than 5 years of experience	\$40,653	\$40,000	\$45,000
Current paralegals with 5 to 10 years of experience	\$49,368	\$50,000	\$50,000
Current paralegals with more than 10 years of experience	\$56,839	\$55,000	\$60,000

- Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.

31A. Average paralegal annual salary by years of experience – North Region

PARALEGALS

North Region

<u>Paralegals</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$32,423	\$30,000	\$30,000
Current paralegals with less than 5 years of experience	\$37,219	\$32,000	\$30,000
Current paralegals with 5 to 10 years of experience	\$39,906	\$37,500	\$40,000
Current paralegals with more than 10 years of experience	\$47,941	\$45,000	\$45,000

- Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.
- For a complete listing of counties within regions, see Appendix A located on Page 70.

31B. Average paralegal annual salary by years of experience – Central/Southwest Region

PARALEGALS

Central/Southwest Region

<u>Paralegals</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$33,303	\$35,000	\$40,000
Current paralegals with less than 5 years of experience	\$38,889	\$38,000	\$45,000
Current paralegals with 5 to 10 years of experience	\$48,256	\$49,000	\$50,000
Current paralegals with more than 10 years of experience	\$56,166	\$55,000	\$60,000

- Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.
- For a complete listing of counties within regions, see Appendix A located on Page 70.

31C. Average paralegal annual salary by years of experience – Southeast Region

PARALEGALS

Southeast Region

<u>Paralegals</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$39,588	\$36,000	\$35,000
Current paralegals with less than 5 years of experience	\$46,700	\$45,000	\$50,000
Current paralegals with 5 to 10 years of experience	\$55,622	\$50,000	\$60,000
Current paralegals with more than 10 years of experience	\$62,163	\$60,000	\$60,000

- Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.
- For a complete listing of counties within regions, see Appendix A located on Page 70.

31D. Comparison between the 2012 thru 2018 Economics & Law Office Management Surveys – Median paralegal annual salary by years of experience

PARALEGALS				
<u>Paralegals</u>	<u>2012 Survey Median</u>	<u>2014 Survey Median</u>	<u>2016 Survey Median</u>	<u>2018 Survey Median</u>
New hires without experience	\$30,000	\$30,000	\$31,000	\$35,000
Current paralegals with less than 5 years of experience	\$32,000	\$35,000	\$35,000	\$40,000
Current paralegals with 5 to 10 years of experience	\$42,000	\$45,000	\$45,000	\$50,000
Current paralegals with more than 10 years of experience	\$50,000	\$50,000	\$50,000	\$55,000

32. Please indicate the AVERAGE ANNUAL SALARY levels for legal secretaries that are employed within your firm: (NOTE: Salary does not include any additional bonuses or compensations) – ALL LEGAL SECRETARIES

LEGAL SECRETARIES

<u>Legal Secretaries</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$30,072	\$30,000	\$25,000
Current legal secretaries with less than 5 years of experience	\$35,456	\$34,500	\$30,000
Current legal secretaries with 5 to 10 years of experience	\$41,276	\$40,000	\$45,000
Current legal secretaries with more than 10 years of experience	\$47,617	\$47,500	\$50,000

- Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.

32A. Average legal secretary annual salary by years of experience – North Region

LEGAL SECRETARIES

North Region

<u>Legal Secretaries</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$27,846	\$25,000	\$25,000
Current secretaries with less than 5 years of experience	\$32,708	\$30,000	\$30,000
Current secretaries with 5 to 10 years of experience	\$37,100	\$35,000	\$30,000
Current secretaries with more than 10 years of experience	\$45,600	\$44,000	\$40,000

- Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.
- For a complete listing of counties within regions, see Appendix A located on Page 70.

32B. Average legal secretary annual salary by years of experience – Central/Southwest Region

LEGAL SECRETARIES

Central/Southwest Region

<u>Legal Secretaries</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$28,283	\$28,000	\$25,000
Current secretaries with less than 5 years of experience	\$33,464	\$33,000	\$30,000
Current secretaries with 5 to 10 years of experience	\$38,704	\$38,000	\$35,000
Current secretaries with more than 10 years of experience	\$45,048	\$45,000	\$40,000

- Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.
- For a complete listing of counties within regions, see Appendix A located on Page 70.

32C. Average legal secretary annual salary by years of experience – Southeast Region

LEGAL SECRETARIES

Southeast Region

<u>Legal Secretaries</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$34,634	\$32,500	\$30,000
Current secretaries with less than 5 years of experience	\$40,517	\$40,000	\$40,000
Current secretaries with 5 to 10 years of experience	\$46,077	\$45,000	\$45,000
Current secretaries with more than 10 years of experience	\$51,436	\$50,000	\$50,000

- Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.
- For a complete listing of counties within regions, see Appendix A located on Page 70.

32D. Comparison between the 2012 thru 2018 Economics & Law Office Management Surveys – Median legal secretary annual salary by years of experience

LEGAL SECRETARIES

<u>Legal Secretaries</u>	<u>2012 Survey Median</u>	<u>2014 Survey Median</u>	<u>2016 Survey Median</u>	<u>2018 Survey Median</u>
New hires without experience	\$25,000	\$25,000	\$30,000	\$30,000
Current secretaries with less than 5 years of experience	\$30,000	\$30,000	\$33,000	\$34,500
Current secretaries with 5 to 10 years of experience	\$35,000	\$36,000	\$38,000	\$40,000
Current secretaries with more than 10 years of experience	\$40,000	\$41,000	\$45,000	\$47,500

33. Please indicate your firm or legal office's annual performance/merit salary increase in 2018 for attorneys: (ONLY INCLUDES ATTORNEYS EMPLOYED IN FIRMS OR LEGAL OFFICES OF TWO OR MORE ATTORNEYS)

<u>Category</u>	<u>Percent</u>
No increase	40
1%	3
2%	7
3%	13
4%	4
5%	16
6% to 7%	4
8% to 9%	3
10%	6
More than 10%	4

- Two-fifths (40%) of respondents in law firms or legal offices report that attorneys received no annual performance/merit salary increase in 2018. One-third (33%) report attorneys received an annual performance/merit salary increase of 5% or more.

34. Please indicate your firm or legal office's annual performance/merit salary increase in 2018 for non-lawyer staff:

<u>Category</u>	<u>Percent</u>
No increase	41
1%	4
2%	13
3%	17
4%	7
5%	12
6% to 7%	2
8% to 9%	1
10%	2
More than 10%	1

- Just over two-fifths (41%) of respondents report that non-lawyer staff received no annual performance/merit salary increase in 2018, compared to 18% who report that non-lawyer staff received an annual performance/merit salary increase of 5% or more.

35. Which of the following benefits does your employer offer to attorneys? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY) (ONLY INCLUDES RESPONDENTS EMPLOYED IN FIRMS OR LEGAL OFFICES OF TWO OR MORE ATTORNEYS)

<u>Category</u>	<u>Percent</u>
Paid Bar dues	83
Paid vacation	79
Medical insurance	78
Paid registration for CLE courses	68
Remote access/work from home	54
Life insurance	53
Dental insurance	52
Annual bonuses	51
Flexible work schedule	49
Maternity leave	47
Cell phone	44
Laptop/tablet	45
Disability compensation	37
Paid parking	36
Pension	32
Paternity leave	28
Profit sharing	23
Reimbursed certification/recertification expenses	22
Reimbursed bar exam costs	10
Club/gym membership	9
Relocation expenses	7
College tuition	4

- Paid Florida Bar dues (83%), paid vacation (79%), medical insurance (78%) and paid registration for CLE courses (68%) are the most frequently benefits provided to attorneys in firms or legal offices of two or more attorneys.

36. Please indicate which of the following your firm or legal office currently has in place? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Hurricane/disaster preparedness plan	38
Pro bono service policy	21
Strategic planning committee	15
Diversity sensitivity training program for associates and staff	12
Active program to recruit and retain minority associates	10

36A. Please indicate which of the following your firm or legal office currently has in place? – BY TYPE OF PRACTICE AND REGION (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	Type of Practice		
	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Pos. Percent</u>
Hurricane/disaster preparedness plan	32	58	63
Pro bono service policy	22	12	33
Strategic planning committee	15	10	22
Diversity sensitivity training program	9	23	30
Active program to recruit/retain minority assoc.	10	9	15

<u>Category</u>	Region		
	<u>North Region Percent</u>	<u>Cent/SW Region Percent</u>	<u>Southeast Region Percent</u>
Hurricane/disaster preparedness plan	43	42	34
Pro bono service policy	19	20	25
Strategic planning committee	16	17	14
Diversity sensitivity training program	10	14	12
Active program to recruit/retain minority assoc.	9	10	10

37. Was your law firm or legal office impacted by a hurricane/disaster in the past 3 years?

<u>Category</u>	<u>Percent</u>
Yes	41
No	59

37A. Was your law firm or legal office impacted by a hurricane/disaster in the past 3 years? – BY REGION

<u>Category</u>	<u>North Region Percent</u>	<u>Cent/SW Region Percent</u>	<u>Southeast Region Percent</u>
Yes	39	39	44
No	61	61	56

37B. If “Yes”, how long following the hurricane did it take for your law firm or legal office to return to its normal operations? (ONLY INCLUDES THOSE RESPONDENTS WHO INDICATED THEIR LAW FIRM OR LEGAL OFFICE WAS IMPACTED BY A HURRICANE OR DISASTER IN THE PAST 3 YEARS)

<u>Category</u>	<u>Percent</u>
A few days	15
1 week	20
2 weeks	13
3 to 4 weeks	12
1 to 2 months	32
More than 2 months	8

38. Do you have professional liability insurance?

<u>Category</u>	<u>Percent</u>
Yes	67
No	33

- Two-thirds (67%) of respondents report having professional liability insurance.

39. If you do not have professional liability insurance, please list your primary reason.

<u>Category</u>	<u>Percent</u>
Government lawyer	40
Price effectiveness/cost	26
Not necessary	13
Not in private practice	8
Willing to take a risk	7
Firm does not provide	4
Other reason	2

40. What is the annual deductible for your professional liability insurance? (ONLY INCLUDES THOSE RESPONDENTS WHO INDICATED THEY HAVE PROFESSIONAL LIABILITY INSURANCE)

<u>Category</u>	<u>Percent</u>
\$2,500 or less	16
\$5,000	39
\$10,000	25
\$15,000	3
\$25,000	6
Over \$25,000	11
Other amount	<1

- Nearly two-thirds (64%) of respondents report that their annual deductible for professional liability insurance is either \$5,000 or \$10,000.

41. Where do you generally go for technology or cyber security (i.e. virus, phishing attacks) assistance? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Outside consultant or technology support group	53
In-firm consultant (IT Department)	50
Self/own knowledge	26
Friend or family member	22
Internet/websites	15
Other lawyers in the office	8
The Florida Bar	7
Local/voluntary bars	2
Social media	2
Other source(s)	3

- Around half of all respondents rely on the services of an outside consultant/technology support group (53%) or an in-firm consultant/IT department (50%) for their technology or cyber security assistance. About one-quarter use self-knowledge (26%) or rely on a friend or family member (22%). The most frequently mentioned responses under the “Other” category are legal assistant and other lawyers outside the office.

41A. Comparison between the 2016 and 2018 Economics & Law Office Management Surveys – Where do you generally go for technology or cyber security (i.e. virus, phishing attacks) assistance? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>
Outside consultant or technology support group	54	53
In-firm consultant (IT Department)	52	50
Self/own knowledge	25	26
Friend or family member	24	22
Internet/websites	15	15
Other lawyers in the office	9	8
The Florida Bar	8	7
Local/voluntary bars	2	2
Social media	<1	2
Other source(s)	<1	3

42. Have you obtained a quote for health insurance for yourself or your law firm/legal office through The Florida Bar Member Benefits Insurance and Retirement Program or The Florida Bar Private Insurance Exchange?

<u>Category</u>	<u>Percent</u>
Yes	11
No	89

43. During a typical month, how many times do you visit the Bar’s website?

<u>Category</u>	<u>Percent</u>
None	17
Once	26
Twice	15
3 to 4 times	26
5 to 10 times	10
More than 10 times	6

- Over two-fifths (42%) of respondents report visiting the Bar’s website at least three times during a typical month. About the same percentage (43%) report visiting the Bar’s website once or not at all during a typical month.

43A. If you have visited the Bar's website, please list any features, not currently on the site, that you would like to see added in the near future:

A total of 24 respondents provided suggestions about features, not currently on The Florida Bar's website, that they would like to see added in the future. The two most frequently mentioned responses are listed below.

<u>Category</u>	<u>Number of Responses</u>
Additional information about attorneys	6
CLE access	4

44. What features of The Florida Bar's website do you feel could be improved in the future?

A total of 50 respondents provided comments about features of The Florida Bar's website they feel could be improved in the future. The three most frequently mentioned responses are listed below.

<u>Category</u>	<u>Number of Responses</u>
CLE information/improved access to CLE	11
Easier navigation	10
Attorney search feature	5

45. Briefly, please list any technology based programs or resources that The Florida Bar might be able to provide to assist attorneys in making their practice more effective, efficient or convenient:

A total of 53 respondents provided comments on technology based programs or resources that The Florida Bar might be able to provide to assist attorneys in making their practice more effective, efficient or convenient. The three most frequently mentioned responses are listed below.

<u>Category</u>	<u>Number of Responses</u>
Technology or other types of CLE courses	10
Legal research tools/lower costs for these tools	7
Cloud security/Cybersecurity	5

46. Has technology changed your relationship with your clients?

<u>Category</u>	<u>Percent</u>
Yes – for the better	67
Yes – for the worse	8
No	19
Not applicable/Do not have clients	6

47. Which of the following tools do you use for your online legal research needs? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Westlaw	50
LexisNexis	26
Fastcase	24
Google Scholar	21
Findlaw	13
Casemaker	<1
Lois Law	<1
Ravel	<1
Other	9

- Half (50%) of respondents use Westlaw for their online legal research needs. The most frequently mentioned tool for online legal research listed under the “Other” category is Google/Internet Search.

48. Where do you generally go when you need advice regarding a legal matter? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Other lawyers in similar practice areas	67
Partner/lawyer in your firm or legal office	55
Former colleague(s)	46
Florida Bar website/resources	24
Listserv	13
ABA website/resources	11
Local bar website/resources	8
Florida Bar Lawyers Advising Lawyers program	5
Social media	3
Other	6

- Over half of respondents rely on other lawyers in similar practice areas (67%) or a partner/lawyer in their firm or legal office (55%) when needing advice regarding a legal matter. The most frequently mentioned response under the “Other” category is Google.

49. Please indicate whether you are satisfied or dissatisfied with each of the following aspects of your legal position:

<u>Category</u>	<u>Satisfied Percent</u>	<u>Dissatisfied Percent</u>
Relations with co-workers	93	7
Challenging responsibilities	91	9
General working conditions	91	9
Available technology	85	15
Job security	85	15
Respect/prestige	82	18
Hours	79	21
Advancement opportunities	78	22
Assistance from support staff	78	22
Attorney to support staff ratio	77	23
Salary/fringe benefits	63	37

- A large majority of respondents are satisfied with their relations with co-workers (93%), challenging responsibilities (91%), and general working conditions (91%), while over one-third (37%) are dissatisfied with their salary/fringe benefits.

49A. Comparison between the 2012 thru 2018 Economics & Law Office Management Surveys – Please indicate whether you are satisfied or dissatisfied with each of the following aspects of your legal position:

<u>Category</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>
Relations with co-workers	93	95	93	93
Challenging responsibilities	89	91	91	91
General working conditions	90	90	89	91
Available technology	85	83	84	85
Job security	83	83	81	85
Respect/prestige	83	83	81	82
Hours	81	83	80	79
Advancement opportunities	76	75	77	78
Assistance from support staff	80	79	77	78
Attorney to support staff ratio	78	77	79	77
Salary/fringe benefits	57	60	63	63

50. What is your level of awareness of the following Florida Bar programs?

<u>Category</u>	<u>Very Aware Percent</u>	<u>Somewhat Aware Percent</u>	<u>Not Aware Percent</u>
Member Benefits	26	58	16
Lawyers Advising Lawyers	11	42	47
Speakers' Bureau	8	21	71
LegalFuel (formerly Practice Resource Institute)	5	17	78
Benchmarks	3	13	84

- A large majority (84%) of respondents are either very or somewhat aware of The Florida Bar's Member Benefits program. That is up from the 67% who reported the same in 2016.
- Over half (53%) of respondents are either very or somewhat aware of The Florida Bar's Lawyers Advising Lawyers program. That is up from the 33% who reported the same in 2016.

50A. What is your level of awareness of the following Florida Bar programs? – BY AGE GROUP

<u>Category</u>	<u>35 years or younger Percent</u>	<u>36 to 49 yrs of age Percent</u>	<u>50 to 65 yrs of age Percent</u>	<u>Over 65 yrs of age Percent</u>
Member Benefits – Aware	80	81	90	87
Member Benefits – Not Aware	20	19	10	13
Lawyers Advising Lawyers – Aware	66	47	53	51
Lawyers Advising Lawyers – Not Aware	34	53	47	49
Speakers' Bureau – Aware	14	21	30	44
Speakers' Bureau – Not Aware	86	79	70	56
LegalFuel – Aware	26	21	22	21
LegalFuel – Not Aware	74	79	78	79
Benchmarks – Aware	23	11	17	21
Benchmarks – Not Aware	77	89	83	79

51. Please rate how effective each of the following communication methods would be for The Florida Bar to share information with you about Florida Bar programs, services, and events in which you may be interested:

<u>Category</u>	Very/Somewhat	Neutral	Very/Somewhat
	Effective	Percent	Ineffective
	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>
Email updates	80	10	10
E-News electronic newsletter	79	13	9
Florida Bar <i>News</i>	68	14	18
Florida Bar <i>Journal</i>	67	14	19
The Florida Bar website	65	18	17
Letter, postcard by regular mail	39	24	37
Social media outlets	35	24	41

- About four-fifths of respondents view email updates (80%) and E-News electronic newsletters (79%) as either very or somewhat effective communication methods for The Florida Bar to share information with them about its programs, services and events.

51A. Please rate how effective each of the following communication methods would be for The Florida Bar to share information with you about Florida Bar programs, services and events in which you may be interested: – BY AGE GROUP (PERCENTAGES BELOW ARE OF RESPONDENTS WHO INDICATED THE COMMUNICATION METHODS ARE VERY OR SOMEWHAT EFFECTIVE)

<u>Category</u>	Very/Somewhat Effective			
	35 years or	36 to 49	50 to 65	Over 65
	younger	yrs of age	yrs of age	yrs of age
	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>
Email updates	81	78	82	83
E-News electronic newsletter	77	83	78	75
Florida Bar <i>News</i>	58	64	74	80
Florida Bar <i>Journal</i>	62	62	74	74
The Florida Bar website	65	67	65	62
Letter, postcard by regular mail	41	36	41	32
Social media outlets	48	42	28	16

52. Do you currently use a client secure portal in your practice to communicate with your clients?

<u>Category</u>	<u>Percent</u>
Yes	14
No	62
Not sure/Not applicable	24

52A. If “Yes”, please specify which client secure portal you use:

A total of 45 respondents listed a client secure portal that they use. The five most frequently mentioned responses are listed below.

<u>Category</u>	<u>Number of Responses</u>
MyCase	6
Clio	5
Acuity	3
CaseGlide	3
Sharefile	3

53. If a client secure portal was available as a member benefit through The Florida Bar, how likely would you be to use it?

<u>Category</u>	<u>Percent</u>
Very likely	11
Somewhat likely	29
Not likely/would not use	60

- Two-fifths (40%) of respondents are at least somewhat likely to use a client secure portal if it were available as a member benefit through The Florida Bar.

54. Would you be willing to pay a subscription fee to use a discounted client secure portal to communicate with your clients if a service was made available as a Florida Bar member benefit?

<u>Category</u>	<u>Percent</u>
Yes	12
No	51
Not sure/Not applicable	37

- 12% of respondents indicate they would be willing to pay a subscription fee to use a discounted client secure portal to communicate with their clients if a service was made available as a Florida Bar member benefit.

55. Please indicate your preference for how you would most like to be informed of new member benefit options available to you as a member of The Florida Bar?

<u>Category</u>	<u>Percent</u>
Florida Bar monthly email	71
Florida Bar <i>News</i> ad	10
Florida Bar website	8
Florida Bar section correspondence	3
Social media	3
I do not want to be informed of new Florida Bar member benefits	5

- Monthly Florida Bar email (71%) is the most preferred format for informing members about new member benefit options.

56. When was the last time you reviewed the list of Florida Bar member benefits?

<u>Category</u>	<u>Percent</u>
Within the last 3 months	18
4 months to a year ago	23
1 to 2 years ago	25
Not within the last two years/Never	34

- Just over two-fifths (41%) of respondents have reviewed a list of Florida Bar member benefits within the past year.

57. When was the last time you used one of The Florida Bar's member benefits?

<u>Category</u>	<u>Percent</u>
Within the last 3 months	12
4 months to a year ago	11
1-2 years ago	11
Not within the last two years/Never	66

- Over one-third (34%) of respondents have used a Florida Bar member benefit within the last two years.

58. How would you most like to be informed of special promotions or offers available to you from existing approved member benefit providers?

<u>Category</u>	<u>Percent</u>
Florida Bar monthly email	66
Florida Bar <i>News</i> ads	8
Florida Bar website	7
Florida Bar section correspondence	3
Social media	2
I do not want to be informed of special promotions/offers from existing approved member benefit providers	14

- About two-thirds (66%) of respondents prefer a Florida Bar monthly email to inform them about special promotions or offers from existing approved member benefit providers.

59. Which of the following potential Florida Bar member benefit products or types of services would you most prefer to see added in the near future? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Cell phone equipment & service plan provider discounts	51
Gym/Fitness club discounts	38
Secure/encrypted communication platform for client communication discounts	25
Dependent daycare/childcare discounts	16
Other	5

- Just over half (51%) of respondents would like to see cell phone equipment and service plan provider discounts added as future Florida Bar member benefits. Over one-third (38%) would like to see gym or fitness club discounts made available.

59A. If “Other”, please specify:

A total of 31 member benefit products or types of services were suggested by members. The table below lists the two most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Healthcare related benefits	6
Travel related discounts	4

60. Did you attend the 2018 Florida Bar Annual Convention in Orlando?

<u>Category</u>	<u>Percent</u>
Yes	4
No	96

- A large majority of respondents (96%) did not attend the 2018 Florida Bar Annual Convention in Orlando.

61. What is your primary reason for not attending the 2018 Annual Convention?

<u>Category</u>	<u>Percent</u>
Meeting not beneficial to me	35
Busy schedule	33
Cost of registration	10
Distance to meeting/cost of travel	8
Did not know about it	7
Did not see any CLE programs of interest	2
Other	5

- The most frequently mentioned reasons under the “Other” category involve the cost of time spent away from the office and health reasons.

61A. Comparison between the 2014 thru 2018 Economics & Law Office Management Surveys – What is your primary reason for not attending the Annual Convention?

<u>Category</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>
Meeting not beneficial to me	34	35	35
Busy schedule	28	30	33
Cost of registration	12	10	10
Distance to meeting/cost of travel	11	7	8
Did not know about it	6	9	7
Did not see any CLE programs of interest	5	3	2
Other	4	6	5

62. Are there any types of programs or events that could be added to the Annual Convention that would make you more likely to attend?

<u>Category</u>	<u>Percent</u>
Yes	8
No	92

- A large majority (92%) of respondents who did not attend the 2018 Annual Convention indicate that there are no types of programs or events that could be added to the Annual Convention to make them more likely to attend.

62A. If “Yes”, please specify:

A total of 38 respondents listed programs or events that, if added to the Annual Convention, would make them more likely to attend. The two most frequently mentioned responses are listed below.

<u>Category</u>	<u>Number of Responses</u>
Specific types of CLE courses	26
Reduced cost/free CLE courses/scholarships	3

63. Overall, how would you rate the 2018 Florida Bar Annual Convention? (INCLUDES ONLY THOSE RESPONDENTS WHO REPORT ATTENDING THE 2018 ANNUAL CONVENTION)

<u>Category</u>	<u>Percent</u>
Excellent	15
Good	58
Fair	23
Poor	4

- Of those respondents who attended the 2018 Florida Bar Annual Convention, almost three-quarters (73%) rate it as being excellent or good, compared to 27% who rate it as being fair or poor.

63A. Comparison between the 2016 and 2018 Economics & Law Office Management Surveys – Overall, how would you rate The Florida Bar Annual Convention? (INCLUDES ONLY THOSE RESPONDENTS WHO REPORT ATTENDING THE ANNUAL CONVENTION)

<u>Category</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>
Excellent	19	15
Good	59	58
Fair	11	23
Poor	11	4

64. Please list any suggestions you may have for improving future Florida Bar Annual Conventions:

A total of 39 respondents listed a suggestion for improving future Florida Bar annual conventions. Each response was reviewed and categorized. The table below lists the two most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Reduce costs	8
Allow government lawyers to attend free of charge	4

65. How would you rate The Florida Bar in its encouragement and accomplishment of diversity across all of aspects of practice within the legal profession?

<u>Category</u>	<u>Percent</u>
Excellent	17
Good	40
Fair	12
Poor	3
No Opinion	28

- Over half (57%) of respondents rate The Florida Bar as either excellent or good in its encouragement and accomplishment of diversity across all of aspects of practice within the legal profession, compared to 15% who rate it as fair or poor.

65A. Comparison between the 2014 thru 2018 Economics & Law Office Management Surveys – How would you rate The Florida Bar in its encouragement and accomplishment of diversity across all of aspects of practice within the legal profession?

<u>Category</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>
Excellent	17	17	17
Good	37	36	40
Fair	13	12	12
Poor	3	4	3
No Opinion	30	31	28

65B. How would you rate The Florida Bar in its encouragement and accomplishment of diversity across all of aspects of practice within the legal profession? – BY GENDER AND AGE GROUP

<u>Category</u>	Gender	
	<u>Female Percent</u>	<u>Male Percent</u>
Excellent	17	17
Good	39	40
Fair	15	10
Poor	4	3
No Opinion	25	30

<u>Category</u>	Age Group			
	<u>35 years or younger Percent</u>	<u>36 to 49 yrs of age Percent</u>	<u>50 to 65 yrs of age Percent</u>	<u>Over 65 yrs of age Percent</u>
Excellent	13	14	24	14
Good	39	40	42	42
Fair	20	8	14	6
Poor	4	3	3	2
No Opinion	24	35	17	36

66. Taking into account the array of public and professional services that The Florida Bar provides, how satisfied are you with the value you receive for your dues dollar?

<u>Category</u>	<u>Percent</u>
Very satisfied	25
Somewhat satisfied	42
Neither satisfied nor dissatisfied	24
Somewhat dissatisfied	6
Very dissatisfied	3

- Two-thirds (67%) of respondents are very or somewhat satisfied with the value for their dues they receive from The Florida Bar, compared to 9% who are very or somewhat dissatisfied.

66A. Taking into account the array of public and professional services that The Florida Bar provides, how satisfied are you with the value you receive for your dues dollar? – BY GENDER AND AGE GROUP

<u>Category</u>	Gender	
	<u>Female Percent</u>	<u>Male Percent</u>
Very satisfied	26	24
Somewhat satisfied	43	42
Neither satisfied nor dissatisfied	24	24
Somewhat dissatisfied	6	6
Very dissatisfied	1	4

<u>Category</u>	Age Group			
	<u>35 years or younger Percent</u>	<u>36 to 49 yrs of age Percent</u>	<u>50 to 65 yrs of age Percent</u>	<u>Over 65 yrs of age Percent</u>
Very satisfied	17	29	28	21
Somewhat satisfied	53	36	42	40
Neither satisfied nor dissatisfied	21	26	25	25
Somewhat dissatisfied	8	7	23	8
Very dissatisfied	1	1	3	6

67. In what County of Florida is your primary law practice?

<u>County</u>	Florida Bar Membership Data <u>Percent</u>	2018 Economics Survey <u>Percent</u>
Alachua	1	1
Baker	0	<1
Bay	<1	<1
Bradford	0	<1
Brevard	1	1
Broward	13	13
Calhoun	0	<1
Charlotte	<1	<1
Citrus	<1	<1
Clay	<1	<1
Collier	1	1
Columbia	<1	<1
DeSoto	<1	<1
Dixie	0	<1
Duval	6	5
Escambia	1	1
Flagler	<1	<1
Franklin	<1	<1
Gadsden	0	<1
Gilchrist	0	<1
Glades	0	<1
Gulf	0	<1
Hamilton	0	<1
Hardee	0	<1
Hendry	0	<1
Hernando	<1	<1
Highlands	1	<1
Hillsborough	9	9
Holmes	<1	<1
Indian River	<1	<1
Jackson	0	<1
Jefferson	<1	<1
Lafayette	0	<1
Lake	1	<1
Lee	2	2
Leon	6	5
Levy	0	<1
Liberty	0	<1

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<u>County</u>	Florida Bar Membership Data <u>Percent</u>	2018 Economics Survey <u>Percent</u>
Madison	0	<1
Manatee	<1	<1
Marion	<1	<1
Martin	<1	<1
Miami-Dade	21	21
Monroe	<1	<1
Nassau	<1	<1
Okaloosa	<1	<1
Okeechobee	<1	<1
Out-of-State Attorney	<1	<1
Orange	8	8
Osceola	<1	<1
Palm Beach	9	10
Pasco	<1	<1
Pinellas	5	5
Polk	1	1
Putnam	0	<1
St. Johns	<1	<1
St. Lucie	<1	<1
Santa Rosa	<1	<1
Sarasota	2	2
Seminole	1	1
Sumter	<1	<1
Suwannee	0	<1
Taylor	0	<1
Union	0	<1
Volusia	1	1
Wakulla	<1	<1
Walton	<1	<1
Washington	0	<1

68. What is your gender?

<u>Category</u>	Florida Bar Membership Data <u>Percent</u>	2018 Economics Survey <u>Percent</u>
Male	61	61
Female	39	39

68A. Comparison between 1984 thru 2018 Economics & Law Office Management Surveys – What is your gender?

<u>Category</u>	<u>Male Percent</u>	<u>Female Percent</u>
1984 Economics Survey	87	13
1986 Economics Survey	83	17
1990 Economics Survey	80	20
1992 Economics Survey	79	20
1994 Economics Survey	77	23
1996 Economics Survey	75	25
1998 Economics Survey	74	26
2000 Economics Survey	73	27
2002 Economics Survey	71	29
2004 Economics Survey	69	31
2006 Economics Survey	68	32
2008 Economics Survey	66	34
2010 Economics Survey	64	36
2012 Economics Survey	64	36
2014 Economics Survey	63	37
2016 Economics Survey	62	38
2018 Economics Survey	61	39

69. What is your race or ethnic origin?

<u>Category</u>	<u>Percent</u>
Caucasian/White	82
Hispanic/Latino	10
African-American/Black	4
Asian/Pacific Islander	1
Native American	<1
Other	2

69A. Comparison between 1992 thru 2018 Economics & Law Office Management Surveys – What is your race or ethnic origin?

<u>Category</u>	<u>Caucasian/ White Percent</u>	<u>Hispanic/ Latino Percent</u>	<u>Afr.-Amer. Black Percent</u>	<u>All Others Percent</u>
1992 Economics Survey	94	3	2	<1
1994 Economics Survey	93	4	2	1
1996 Economics Survey	92	5	2	1
1998 Economics Survey	91	6	2	1
2000 Economics Survey	91	6	2	1
2002 Economics Survey	90	7	2	1
2004 Economics Survey	89	7	2	2
2006 Economics Survey	89	7	2	2
2008 Economics Survey	87	8	3	2
2010 Economics Survey	87	8	3	2
2012 Economics Survey	84	9	3	4
2014 Economics Survey	84	9	3	4
2016 Economics Survey	84	10	3	3
2018 Economics Survey	82	10	4	4

70. Do you personally identify as gay, lesbian, bisexual or transgender?

<u>Category</u>	<u>Percent</u>
Yes	4
No	96

70A. Comparison between the 2014 thru 2018 Economics & Law Office Management Surveys – Do you personally identify as gay, lesbian, bisexual or transgender?

<u>Category</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>
Yes	3	3	4
No	97	97	96

71. What is your age?

<u>Category</u>	Florida Bar Membership Data <u>Percent</u>	2018 Economics Survey <u>Percent</u>
35 years of age or younger	21	20
36 to 49 years of age	31	33
50 to 65 years of age	36	35
Over 65 years of age	12	12
Median Age	48	48

71A. What is your age? – BY GENDER, RACE AND TYPE OF PRACTICE (MEDIAN AGE IS REPORTED)

<u>Gender</u>	<u>Median Age</u>
Male	51
Female	43

<u>Race/Ethnicity</u>	<u>Median Age</u>
White/Caucasian	49
African-American/Black	44
Hispanic/Latino	43
Other Race/Ethnicity	42

<u>Type of Practice</u>	<u>Median Age</u>
Private Practice Position	48
Other Legal Position	45
Government Practice Position	42

72. How many years have you been a member of The Florida Bar?

<u>Category</u>	Florida Bar Membership Data <u>Percent</u>	2018 Economics Survey <u>Percent</u>
5 years or fewer	18	18
6 to 10 years	15	16
11 to 20 years	34	32
Over 20 years	33	34
Median Years of Experience	18	17

72A. How many years have you been a member of The Florida Bar? – BY GENDER, RACE AND TYPE OF PRACTICE (MEDIAN AGE IS REPORTED)

<u>Gender</u>	<u>Median Years of Experience</u>
Male	20
Female	12

<u>Race/Ethnicity</u>	<u>Median Years of Experience</u>
White/Caucasian	18
Other Race/Ethnicity	14
African-American/Black	12
Hispanic/Latino	12

<u>Type of Practice</u>	<u>Median Years of Experience</u>
Private Practice Position	17
Government Practice Position	13
Other Legal Position	11

73. Please indicate your TOTAL INCOME BEFORE TAXES derived from the practice of law in 2018:

<u>Category</u>	<u>Percent</u>
Under \$25,000	3
\$25,000 to \$50,000	9
\$50,001 to \$75,000	20
\$75,001 to \$100,000	20
\$100,001 to \$200,000	28
Over \$200,000	20
Median Income =	\$100,000
Range =	\$0 to \$2,000,000

73A. Comparison between the 2012 thru 2018 Economics & Law Office Management Surveys – Please indicate your TOTAL INCOME BEFORE TAXES derived from the practice of law in 2018:

<u>Category</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>
Under \$25,000	4	7	5	3
\$25,000 to \$50,000	14	13	12	9
\$50,001 to \$75,000	19	20	16	20
\$75,001 to \$100,000	18	17	21	20
\$100,001 to \$200,000	29	27	29	28
Over \$200,000	16	16	17	20
Median Income	\$100,000	\$100,000	\$100,000	\$100,000

73B. Please indicate your TOTAL INCOME BEFORE TAXES derived from the practice of law: – BY LEGAL OCCUPATION/CLASSIFICATION

<u>Category</u>	<u>2012 Median Income</u>	<u>2014 Median Income</u>	<u>2016 Median Income</u>	<u>2018 Median Income</u>
Partner*	\$200,000	\$180,000	\$175,000	\$200,000
Corporate Counsel	\$100,000	\$100,000	\$100,000	\$100,000
Sole Practitioner	\$ 80,000	\$ 80,000	\$ 85,000	\$ 90,000
Associate	\$ 75,000	\$ 75,000	\$ 80,000	\$ 85,000
State Government Attorney	\$ 60,000	\$ 60,000	\$ 60,000	\$ 63,000

* This category includes managing partners and partner/shareholders.

73C. Please indicate your TOTAL INCOME BEFORE TAXES derived from the practice of law in 2018: – BY GENDER, RACE and TYPE OF PRACTICE

<u>Gender</u>	<u>Median Income</u>
Male	\$125,000
Female	\$ 80,000
<u>Race</u>	<u>Median Income</u>
Caucasian/White	\$105,000
Hispanic/Latino	\$100,000
African-American/Black	\$ 85,000
Other Race/Ethnicity	\$ 84,000
<u>Type of Practice</u>	<u>Median Income</u>
Private Practice	\$115,000
Other Legal Position	\$100,000
Government Practice	\$ 71,000

74. Please indicate your TOTAL HOUSEHOLD INCOME BEFORE TAXES for 2018:

<u>Category</u>	<u>Percent</u>
Under \$50,000	6
\$50,001 to \$100,000	26
\$100,001 to \$150,000	22
\$150,001 to \$200,000	11
Over \$200,000	35

Median Income = \$150,000
 Range = \$0 to \$2,000,000

APPENDIX A:

Counties Comprising Regions

Counties Comprising Regions

North

Alachua
Baker
Bay
Bradford
Calhoun
Citrus
Clay
Columbia
Dixie
Duval
Escambia
Flagler
Franklin
Gadsden
Gilchrist
Gulf
Hamilton
Hernando
Holmes
Jackson
Jefferson
Lafayette
Lake
Leon
Levy
Liberty
Madison
Marion
Nassau
Okaloosa
Putnam
St. Johns
Santa Rosa
Sumter
Suwannee
Taylor
Union
Volusia
Wakulla
Walton
Washington

Central/Southwest

Brevard
Charlotte
Collier
DeSoto
Glades
Hardee
Hendry
Highlands
Hillsborough
Indian River
Lee
Manatee
Martin
Monroe
Okeechobee
Orange
Osceola
Pasco
Pinellas
Polk
St. Lucie
Sarasota
Seminole

Southeast

Broward
Miami-Dade
Palm Beach