

NYCRA Salary Survey 2005

	Assistants	Coordinators	Managers	Directors (below 200)	Directors (200+)
Survey Participants	22	33	29	4	13
<i>Percentage from Total Participation</i>	21.80%	32.70%	28.70%	3.90%	12.90%
Years at Current Firm					
0-1 year	14	13	4		2
2-3 years	3	6	9	1	2
4-5 years		3	7	1	2
6-7 years		4	3		3
8-9 years			4	2	
10-15 years		1	1		2
16-20 years					
21+ years					2
<i>Average Years in Current Position</i>	0.85	5.7	4.4	6	7.8
Years of Experience in Recruiting Field					
0-1 year	11	3			
2-3 years	5	10	3		
4-5 years	1	4	9	1	1
6-7 years		7	8	1	2
8-9 years		2	5	1	1
10-15 years		1	2		2
16-20 years			1		1
21+ years				1	6
<i>Average Years in Recruiting Field</i>	1.3	4.5	5	10.1	16
Years of Total Overall Experience					
0-1 year	8	1			
2-3 years	6	3			
4-5 years	1	4	2		
6-7 years	1	3	6		1
8-9 years	1	5	3	2	
10-15 years		6	11	1	5
16-20 years		5	4		2
21+ years			2	1	5
<i>Average Years of Overall Experience</i>	2.2	11.5	10.6	12.6	16.1
Since you have been with your firm, have you had a promotion with a title change?					
Yes	0	12	16	2	5
No	17	9	10	2	6
<i>Percentage with a Title Change</i>	0%	57%	61.50%	50%	45%
Highest Degree of Education					
JD			3	1	5
Masters		4	4	1	2
Bachelor's Degree	17	19	18	2	6
Associate's Degree		3	2		
Some College		2	1		
If you have a JD, how many years practiced?					
1-2 years			1		1
3-4 years				1	1
5-6 years					
7-10 years			1		

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<i>Average Number of Years Practiced</i>	0	0	6	4	2.5
Number of Attorneys in NY Office (as of 1/1/05)					
0-75	1	6	4	1	
76-125	2	3	6	1	2
126-175	5	4	4	2	2
176-225	3	4	5		
226-300	1	1	3		1
301-350	1		1		1
351-400	1	1			
401-500	3	2			3
500+			3		2
Number of Attorneys Firmwide					
0-75		1			
76-125			1	1	
126-175	3		1	2	
176-225	2	1		1	
226-300		3	4		
301-350		1	1		1
351-400			1		1
401-500					2
500+	7	14	18		7
Number of 2005 Summer Associates					
0-25	9	15	16	4	6
26-50	2	3	7		
51-75	2	3			
76-100			1		2
100+	3	1	2		2
Are you in Firm Headquarters?					
Yes	7	4	12	4	7
No	4	16	12	0	2
<i>Percentage in Firm Headquarters</i>	63.60%	20%	50%	100%	77.70%
Department size including yourself					
1		1			
2	2	3	9	2	1
3	2	5	4	2	2
4 to 7	6	6	12		2
7+	1	3	1		6
Department consists of:					
Secretaries					
1	3	6	2	1	2
2		1	1		2
3					1
Assistants					
1	5	11	11	1	2
2	6	6	9		2
3		2	1		1
4					1
5+					1
Coordinators					

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1	3	13	12	3	2
2	1	4	1	1	3
3					1
4 to 7		2	1		1
Managers					
1	8	10	20		7
2	2	5	4		
3			1		
Directors					
1	7	5	7	3	8
2					
3					1
Other	3	4	3		
Do you work full-time?					
Yes	22	33	29	4	13
No	0	0	0	0	0
<i>Percentage who Work Full-Time</i>	100%	100%	100%	100%	100%
Your Responsibilities:					
Recruiting law students	7	19	26	3	10
Managing summer program	6	19	25	4	8
Lateral recruiting	3	15	19	4	10
Partner recruiting	1	9	9	2	4
Attorney development/Orientations/Training	2	9	14	3	4
CLE coordination	3	4	6	2	1
Administering evaluation process for attorneys	2	5	9	3	4
Managing recruitment staff	1	13	22	4	10
Exit interviews	1	6	8	3	6
Diversity initiatives	0	10	18	1	9
Paralegal recruiting	0	4	1	1	2
Other responsibilities	2	4	8	0	0
Do you have a Firmwide Recruitment Director?					
Yes	8	10	12	2	5
No	7	10	13	2	5
<i>Percentage with a Firmwide Recruitment Director</i>	53%	50%	43%	50%	50%
Reporting Structure					
Hiring Partner	11	21	23	3	11
Managing Partner	3	8	12	1	7
Executive Director	3	1	9	3	3
Office Administrator	2	6	12		2
Recruiting/Associates Committee	5	2	7		2
Human Resources	1	1	5		1
Other		1	1		1
Salary					
\$30-35k	6	1			
\$36-40k	9				
\$41-45k	5	1			
\$46-50k		3			
\$51-55k	1	2			
\$56-60k		5			
\$61-65k		6			

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\$66-70k	1	6	1		
\$71-75k		2	2		
\$76-80k		2	1		
\$81-85k		3	5	1	
\$86-90k		2	3		
\$91-95k			2		
\$96-100k			2		
\$101-105k			2	1	
\$106-110k			1	2	
\$111-115k			5		
\$116-120k			2		
\$121-125k					
\$126-130k			1		1
\$131-150k			1		1
\$151-175k			1		5
\$176k+					6
<i>Salary Average (in thousands)</i>	\$38.8	\$67.5	\$97.0	\$100.5	\$180.5
<i>Salary Ranges (in thousands)</i>	\$30-\$70	\$30-\$85	\$66-\$175	\$81-\$110	\$126-\$250
Do you receive Overtime?					
Yes	8	3	0	0	0
No	0	30	29	4	13
<i>Percentage Who Receive Overtime</i>	100%	9%	0%	0%	0%
Overtime Ranges					
Less than \$1k					
\$1-2k					
\$3-4k					
\$5-6k	2				
\$7-8k	1				
\$9-10k	5	2			
\$11-15k					
\$16k+		1			
<i>Average Overtime Pay (in thousands)</i>	\$8.5	\$14.0	0	0	0
Do you feel fairly compensated?					
Yes	6	9	8	1	6
No	5	8	15	2	4
<i>Percentage Who Feel Fairly Compensated</i>	54%	53%	34%	33%	60%
Did you receive a bonus last year?					
Yes	3	13	20	2	8
No	12	5	8	2	5
<i>Percentage Who Received a Bonus Last Year</i>	20%	72%	71%	50%	61%
Bonus Ranges:					
Less than \$1k	2				
\$1-2k		4	3		
\$3-4k	1	4	5		
\$5-6k		4	2	1	
\$7-8k			1	1	1
\$9-10k			7	1	1
\$11-15k		1		1	1
\$16-20k			1		2
\$21k+			1		3

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<i>Average Bonus Received Last Year (in thousands)</i>	\$1.5	\$4.9	\$12.8	\$8.8	\$24.5
Benefits:					
Vacation/Sick/Personal Days - combined (weeks)					
3			1		1
4		3			
4.5-5	1	2	5		
<i>Average Vacation/Sick/Personal Weeks -combined</i>	4.5	4.3	4.5	0	3
Vacation (weeks)					
2	5	1	1	1	
3	1	4	4		
4	4	10	13	2	6
5					3
<i>Average Vacation Weeks</i>	2.9	3.6	3.7	3.3	4.3
Sick Leave (days)					
3			1		
5			1	1	
6		1	3		
7	3	1	1		2
8	1	3	1		
9	1				
10	2	2		1	2
Unlimited		5	7	1	5
<i>Average Sick Days</i>	8.3	8+	5.9+	7.5+	8.5+
Personal (days)					
0		1	2		
2	4	3	4		1
3	1	4	7	1	4
4	2	1			
7				1	1
10		1	1		
Unlimited		1	3	1	3
<i>Average Personal Days</i>	2.7	3.2+	2.8+	5+	3.5+
Additional Benefits:					
Work from home	1		6		1
Four day work week			2		
Flex days		2	2		
Day Care		4	3		2
Blackberry	1	12	22	2	11
Cell Phone		2	5	1	4
Computer - lap top		2	5	1	6
Transportation discounts	7	15	18	3	8
Health Club Memberships	5	10	11	4	7
Other	2	2	2		
Do you receive 401(k)?					
Yes	11	21	27	4	11
No	0	0	0	0	0
<i>Percentage Who Receive 401(k)</i>	100%	100%	100%	100%	100%
When Can You Start Participating?					
Immediately	5	8	15		8
3 Months	2	3	8	1	1
1 Year	1	5	1	3	1
2 Years					1
Other	3	2	2		

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Profit Sharing					
N/A	2	5	8	3	4
Immediately		3	2		
3 Months			3		
1 Year	1	2	3	1	
2 Years	1		1		1
Other	4		1		
Matching Benefits?					
Yes	7	7	12	0	5
N/A	2	5	6	4	2