



# *Salary Survey 2008*

*Presented By*

***Eva Wisnik***



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ENTERPRISES, INC.

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## Survey Method

- Sent survey to over 270 Washington, D.C. legal recruitment and law school career services professionals
  
- Received a total of 143 completed surveys via email/fax/mail
  - Law Firm and Government Agencies: 124
  - Law School Career Services: 19



# Salary Survey Results

- Received a total of 124 Surveys from Law Firms and Government Agencies
- Total Breakdown
  - Assistants: 19
  - Coordinators w/ OT: 27
  - Coordinators w/o OT: 24
  - Managers: 45
  - Directors: 9



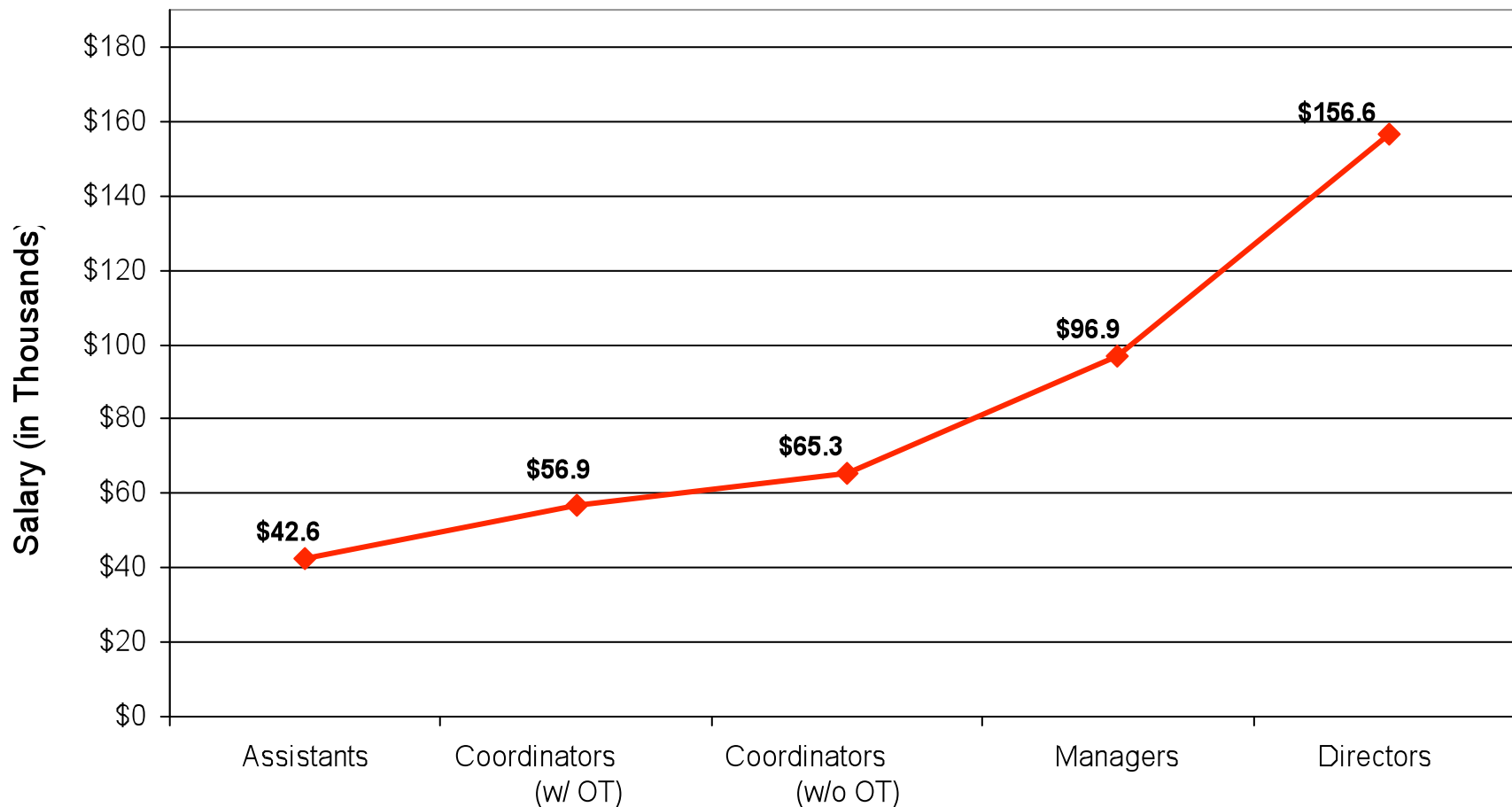
# 2008 Survey Results

## D.C. Law Firm Participants'

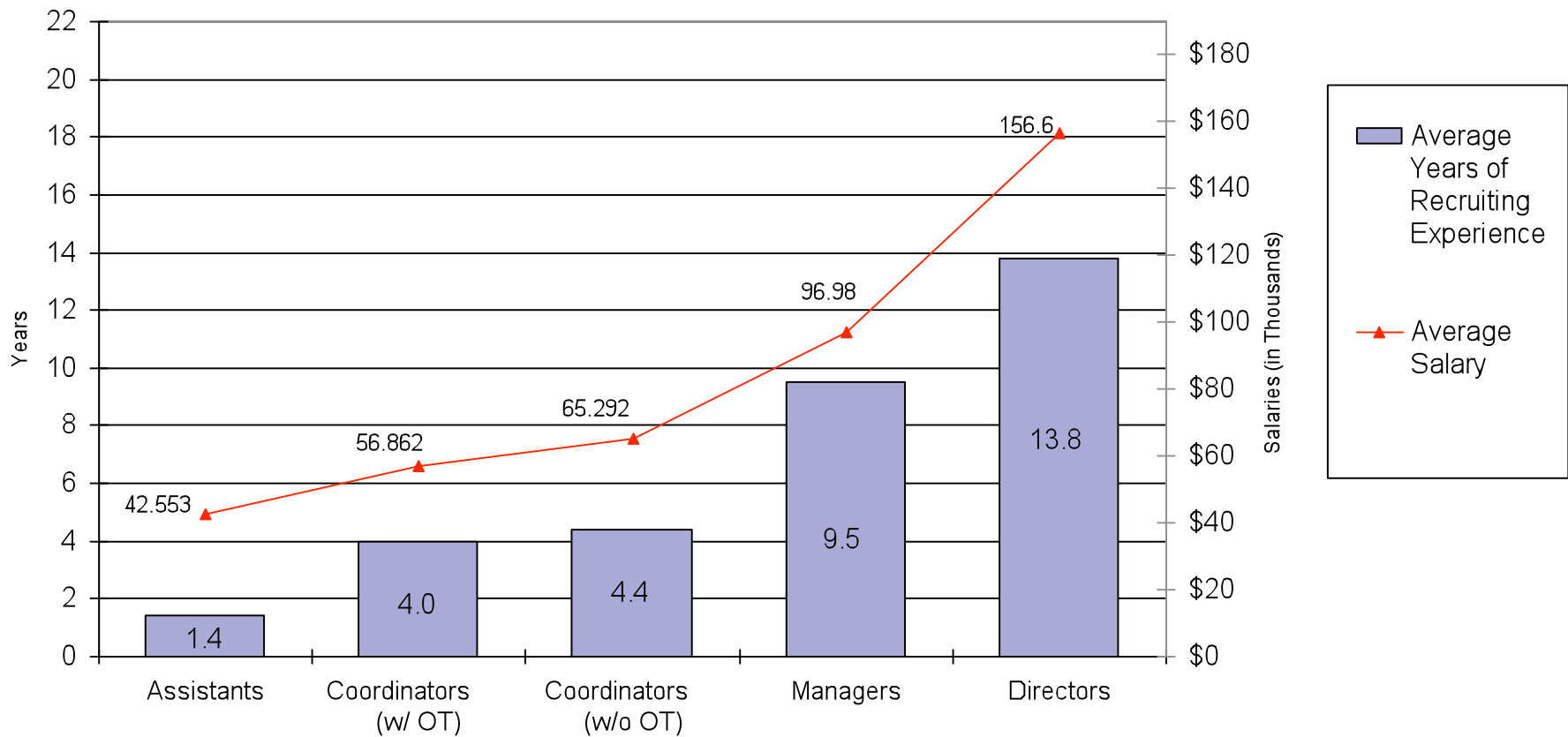
### Average Salaries

<u>Title</u>	<u>Average Salary</u>	<u>Median</u>	<u>Salary Range</u>
Assistants:	\$42,553	\$43,000	\$30K - \$55K
Coordinators (w/ OT):	\$56,863	\$53,000	\$41K - \$90K
Coordinators (w/o OT):	\$65,292	\$58,000	\$41K - \$130K
Managers:	\$96,980	\$95,500	\$66K - \$175K
Directors:	\$156,556	\$144,000	\$121K - \$225K

# Average Salaries for Law Firm Recruitment Professionals



# Average Salaries for Law Firm Recruitment Professionals VS. Average Years of Recruiting Experience





## Average Salary, Bonus & Summer Class by Size of D.C. Office

**Assistants = 19**  
**Average Salary = \$ 42,553**  
**Median = \$43,000**

<b>Firm Size:</b>	<u>1-150</u>	<u>151-350</u>
<b>Average Salary:</b>	\$44,167	\$43,500
<b>Average Overtime:</b>	\$5,080	\$3,875
<b>Average Bonus:</b>	\$1,950	\$1,275
<b>Average Total Compensation:</b>	\$49,700	\$48,140
<b>Average Summer Class:</b>	10	24



## Average Salary, Bonus & Summer Class by Size of D.C. Office

**Coordinators w/ OT= 27**  
**Average Salary = \$56,863**  
**Median = \$53,000**

<b>Firm Size:</b>	<u>1-150</u>	<u>151-350</u>
<b>Average Salary:</b>	\$58,664	\$54,364
<b>Average Overtime:</b>	\$5,155	\$9,437
<b>Average Bonus:</b>	\$2,214	\$4,633
<b>Average Total Compensation:</b>	\$64,454	\$64,612
<b>Average Summer Class:</b>	10	24





## Average Salary, Bonus & Summer Class by Size of Washington Office

**Coordinators w/o OT = 24**  
**Average Salary = \$65,292**  
**Median = \$58,000**

<b>Firm Size:</b>	<u>1-150</u>	<u>151-350</u>
<b>Average Salary:</b>	\$60,000	\$70,000
<b>Average Bonus:</b>	\$1,869	\$5,319
<b>Average Total Compensation:</b>	\$61,869	\$74,255
<b>Average Summer Class:</b>	10	28

## Average Salary, Bonus & Summer Class by Size of Washington Office

**Managers = 45**  
**Average Salary = \$96,980**  
**Median = \$95,500**

<b>Firm Size:</b>	<u>1-150</u>	<u>151-350</u>
<b>Average Salary:</b>	\$98,815	\$103,473
<b>Average Bonus:</b>	\$6,595	\$5,879
<b>Average Total Compensation:</b>	\$99,433	\$109,743
<b>Average Summer Class:</b>	15	27

**Average Manager Tenure is 4.5 years**



## Average Salary, Bonus & Summer Class

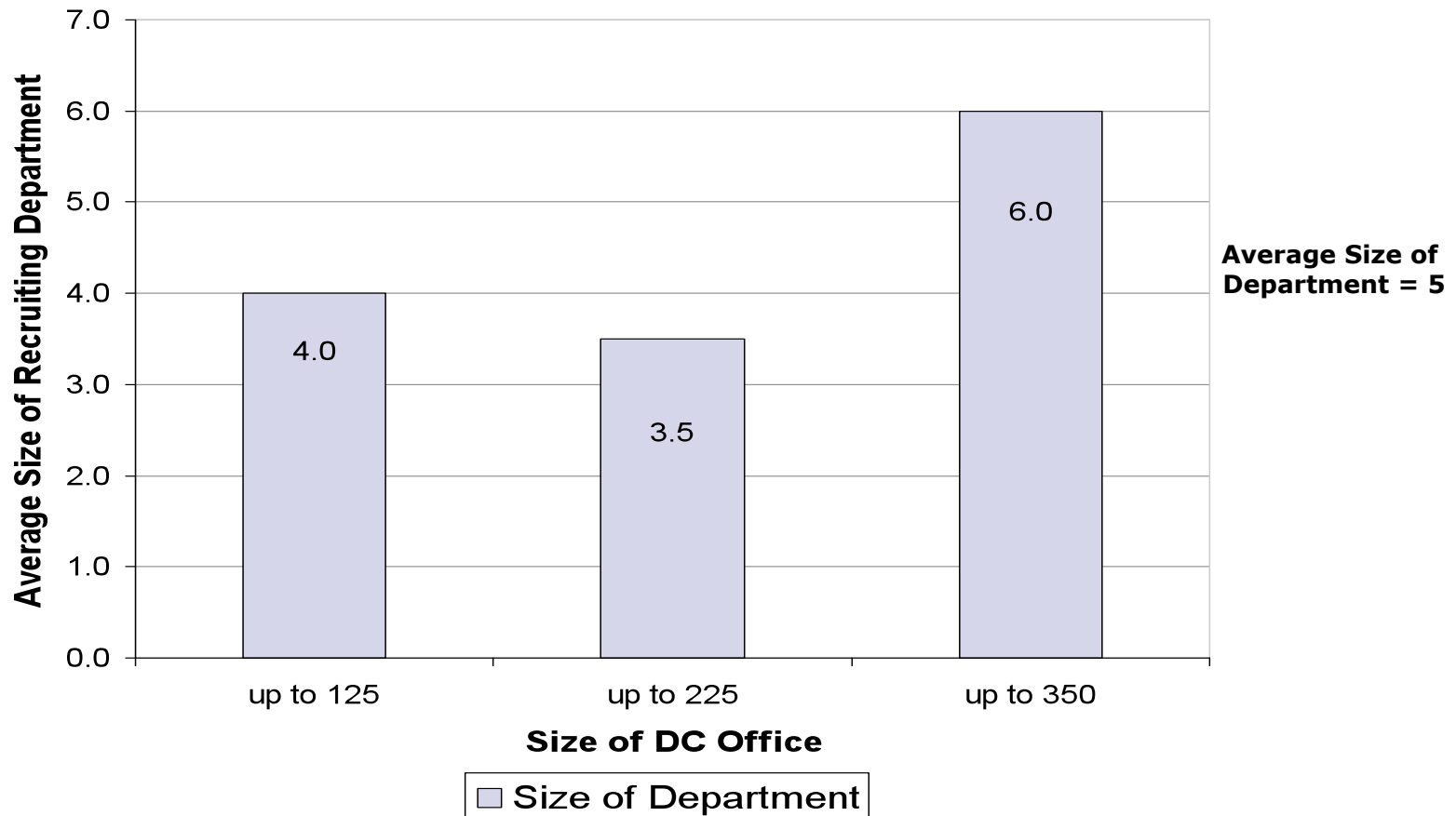
**Directors = 9**  
**Average Salary = \$156,556**  
**Median = \$144,000**

**Average Bonus: \$11,188**

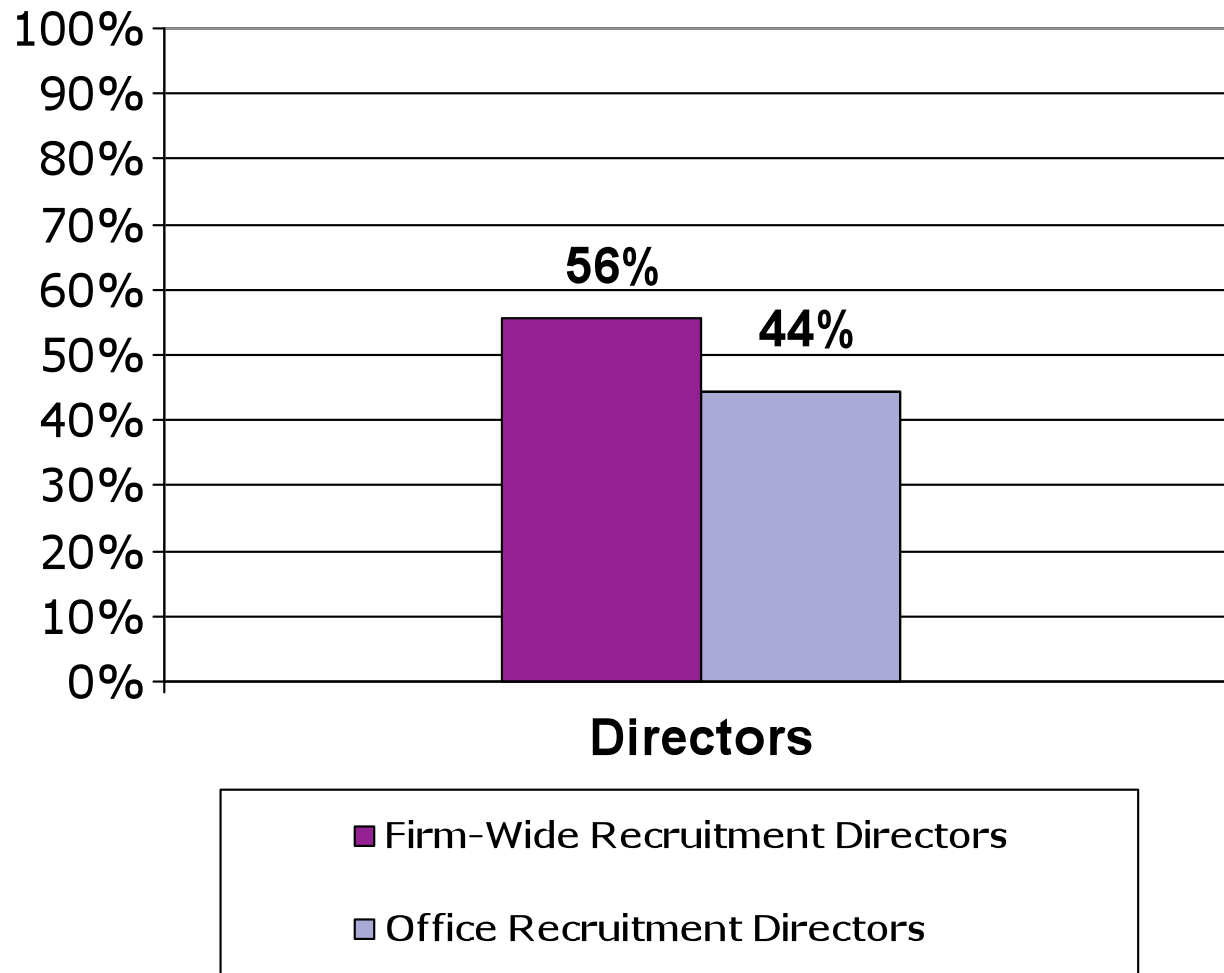
**Bonus Range: \$2K - \$20K**

**Average Summer Class: 22**

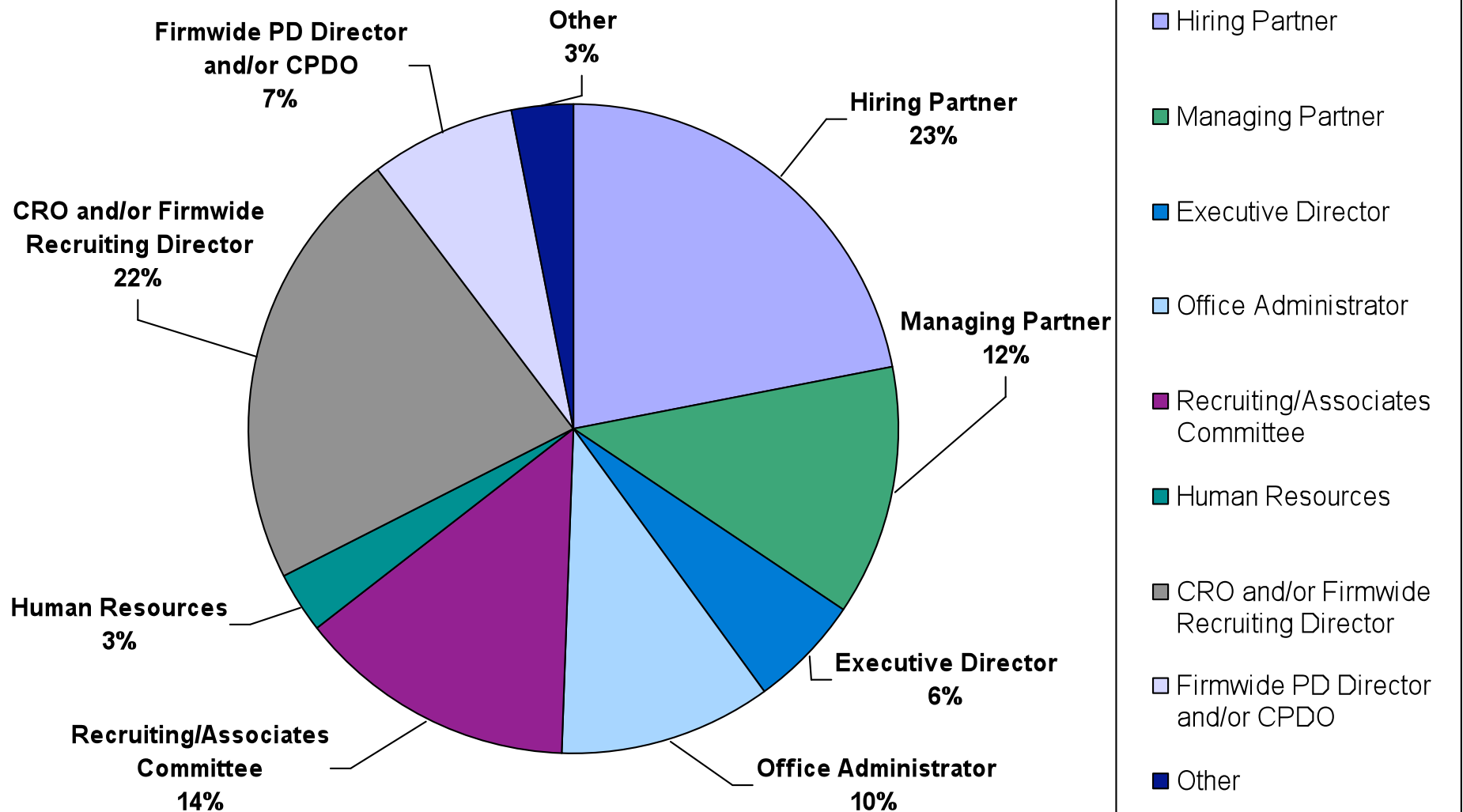
# Size of Office *vs.* Size of Department by *Recruitment Directors*



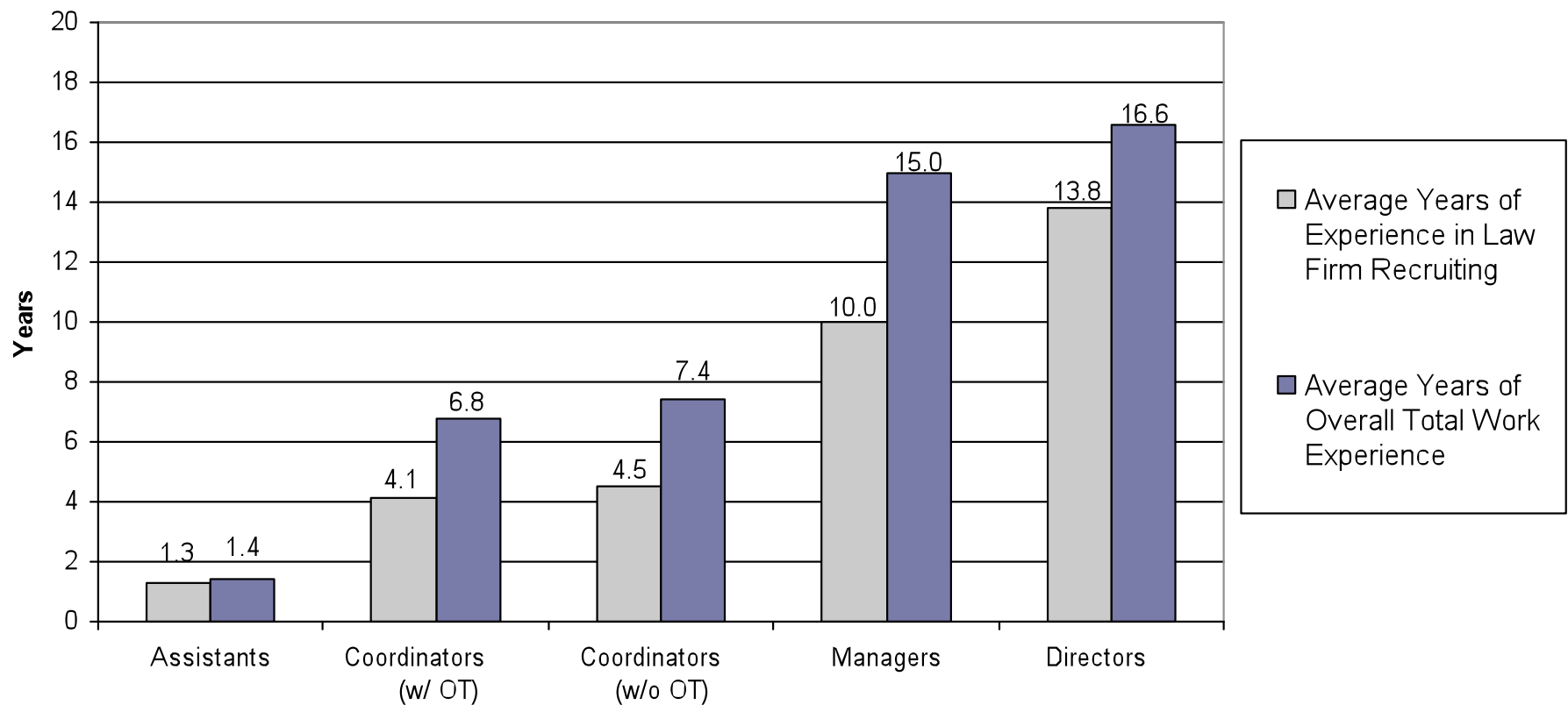
## Percentage of Firm-Wide Recruitment Directors



# Reporting Structure: Who Law Firm Recruitment Department Reports To

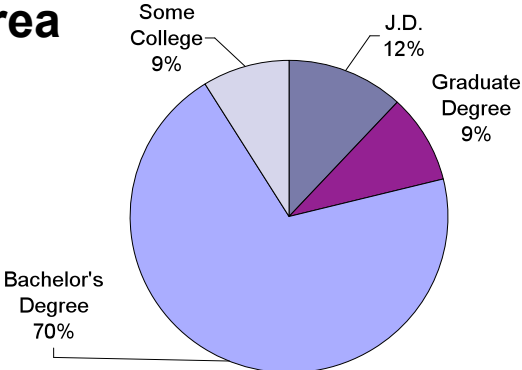


# Average Years of Experience in Law Firm Recruitment VS. Average Years of Overall Total Work Experience

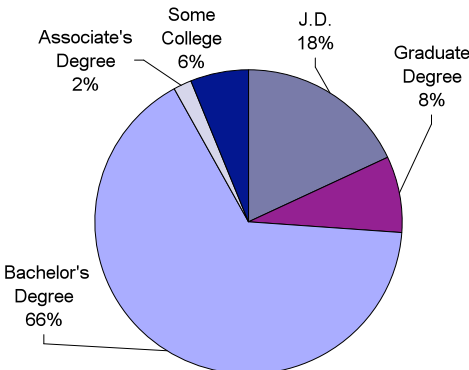


# Highest Degree of Education Attained by Law Firm Recruitment Professionals

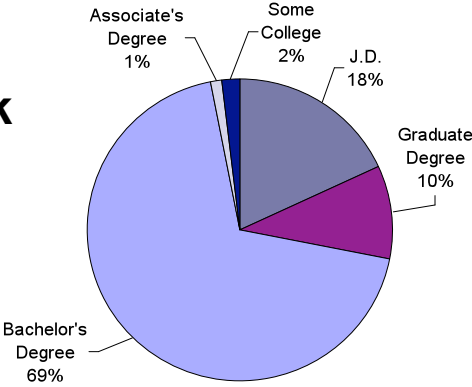
**Bay Area**



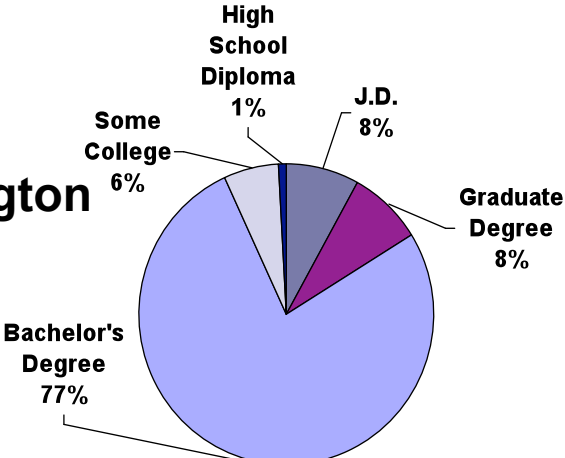
**Chicago**



**New York**

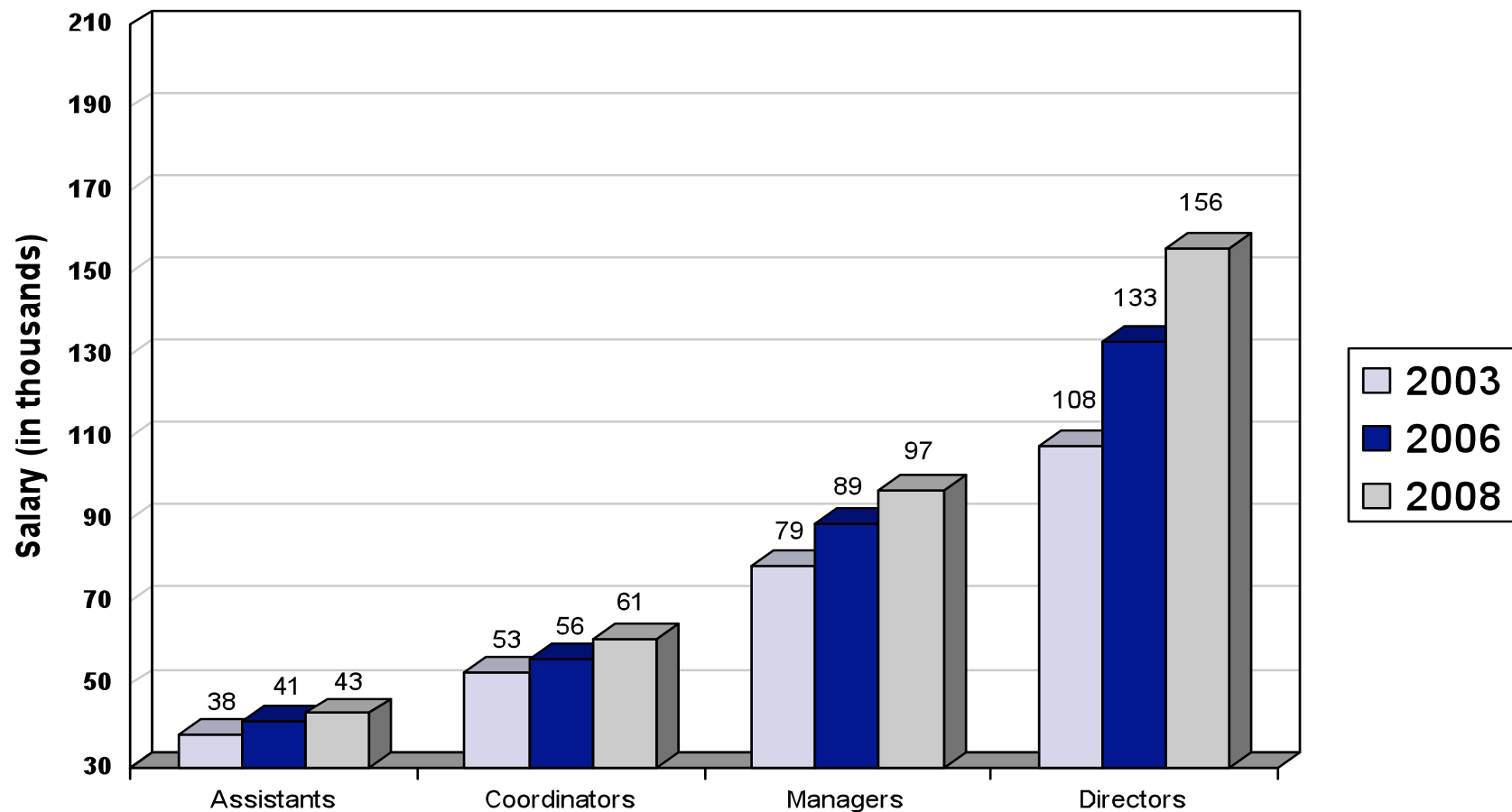


**Washington**



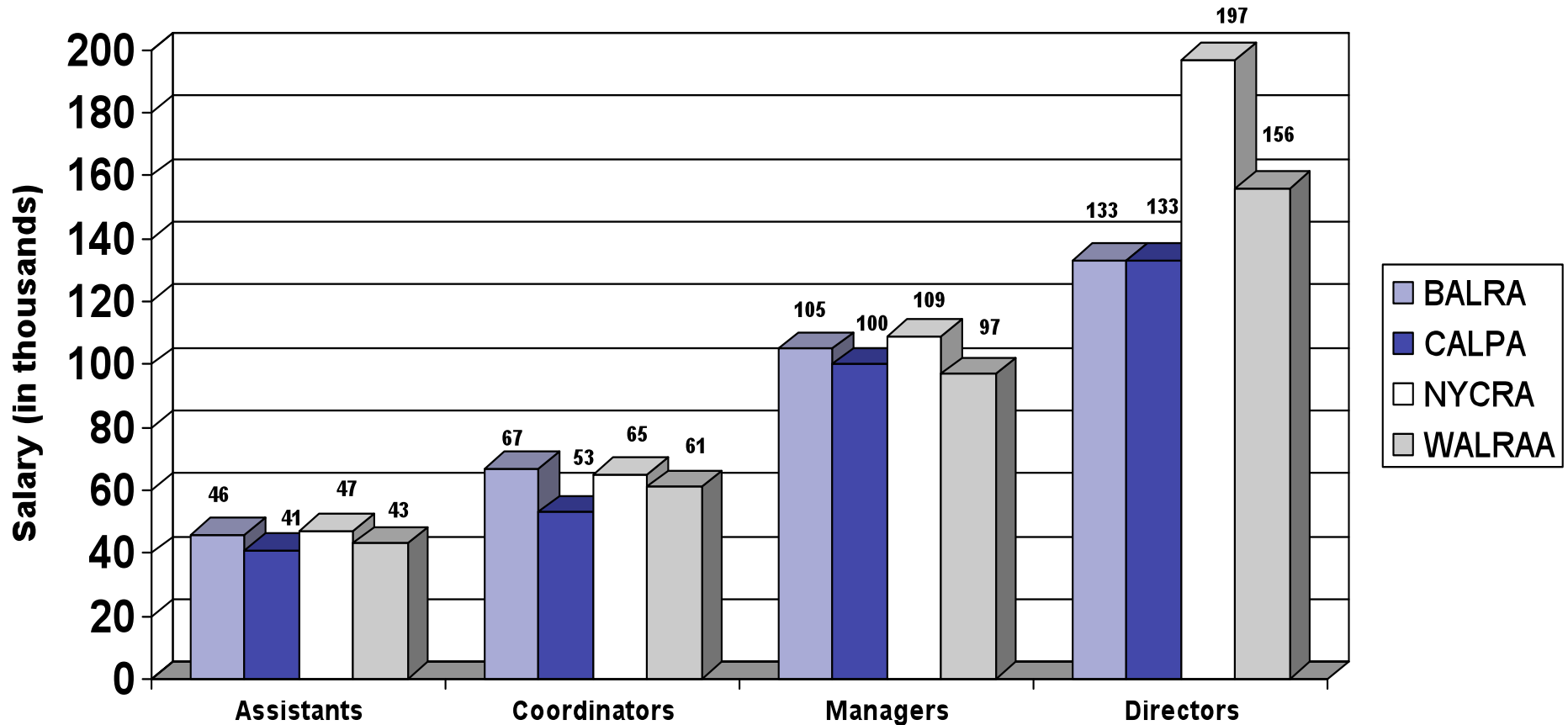


## WALRAA Average Salaries for 2003, 2006 & 2008



Salaries have been rounded for graph

## Average 2008 Salaries of Bay Area, Chicago, New York, and Washington



Salaries have been rounded for graph



# **Law School Career Services Salary Survey Results**

Received a total of 17 Law School Salary Surveys



# Salary Survey Results

- Received a total of 17 Surveys from Law School Career Services
- Total Breakdown
  - Counselor: 5
  - Assistant Director: 7
  - Director: 5



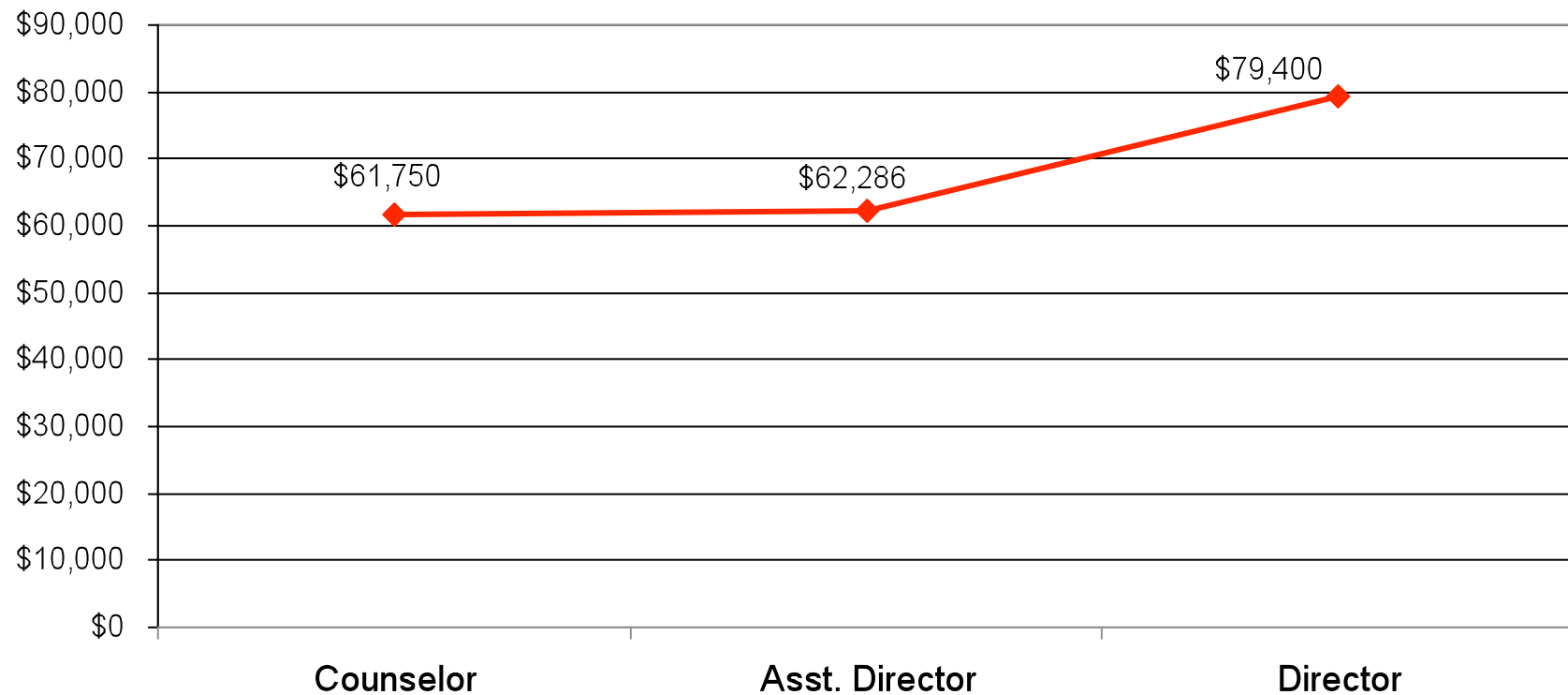
# 2008 Survey Results

## D.C. Law School Participants'

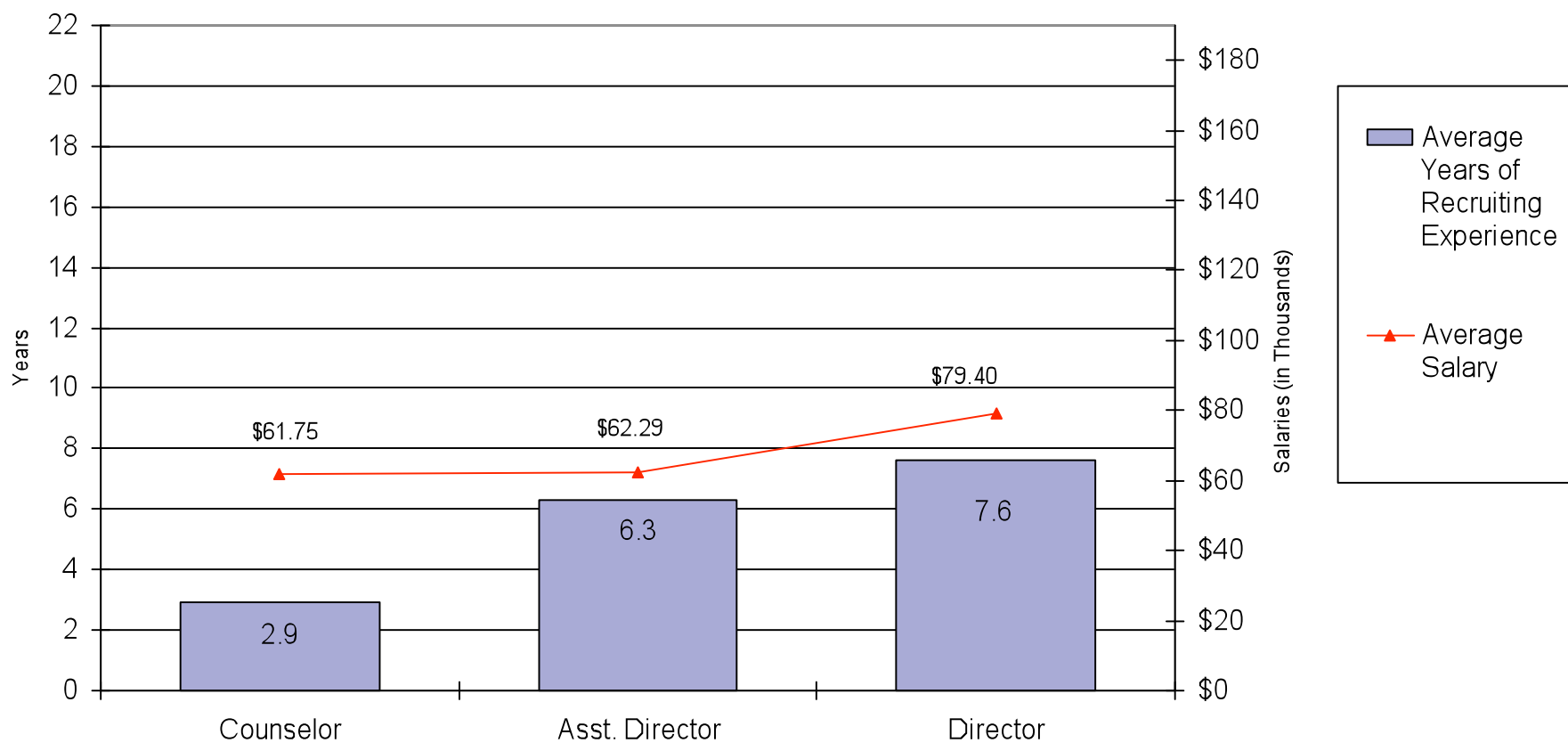
### Average Salaries

<u>Title</u>	<u>Average Salary</u>	<u>Median</u>	<u>Salary Range</u>
Counselor: \$70K	\$61,750	\$63,000	\$51K -
Asst. Director: \$75K	\$62,286	\$63,000	\$46K -
Director: \$100K	\$79,400	\$78,000	\$66K -

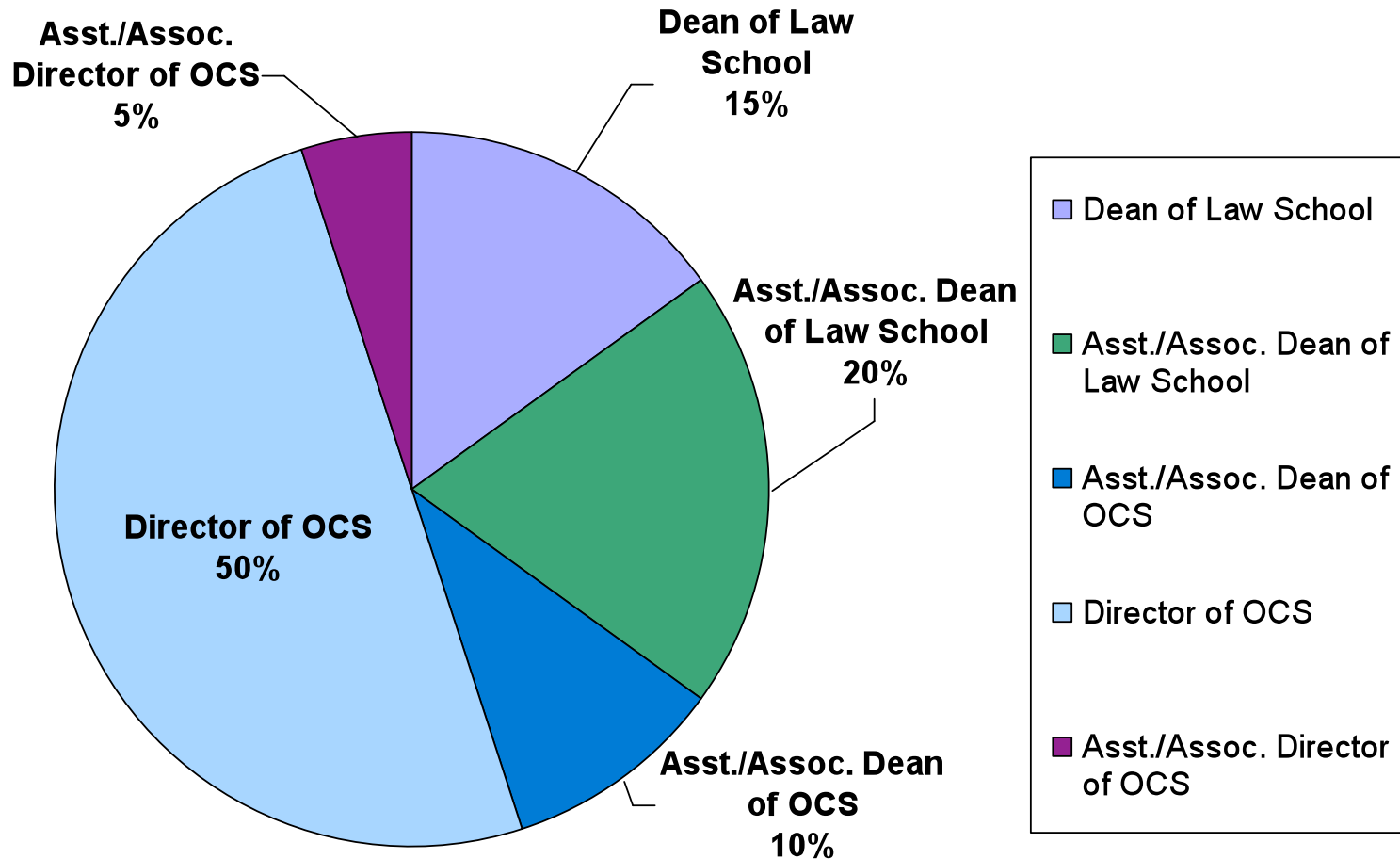
# Average Salaries for Law School Career Services Professionals



# Average Salaries for Law School Career Services Professionals VS. Average Years of Career Services Experience

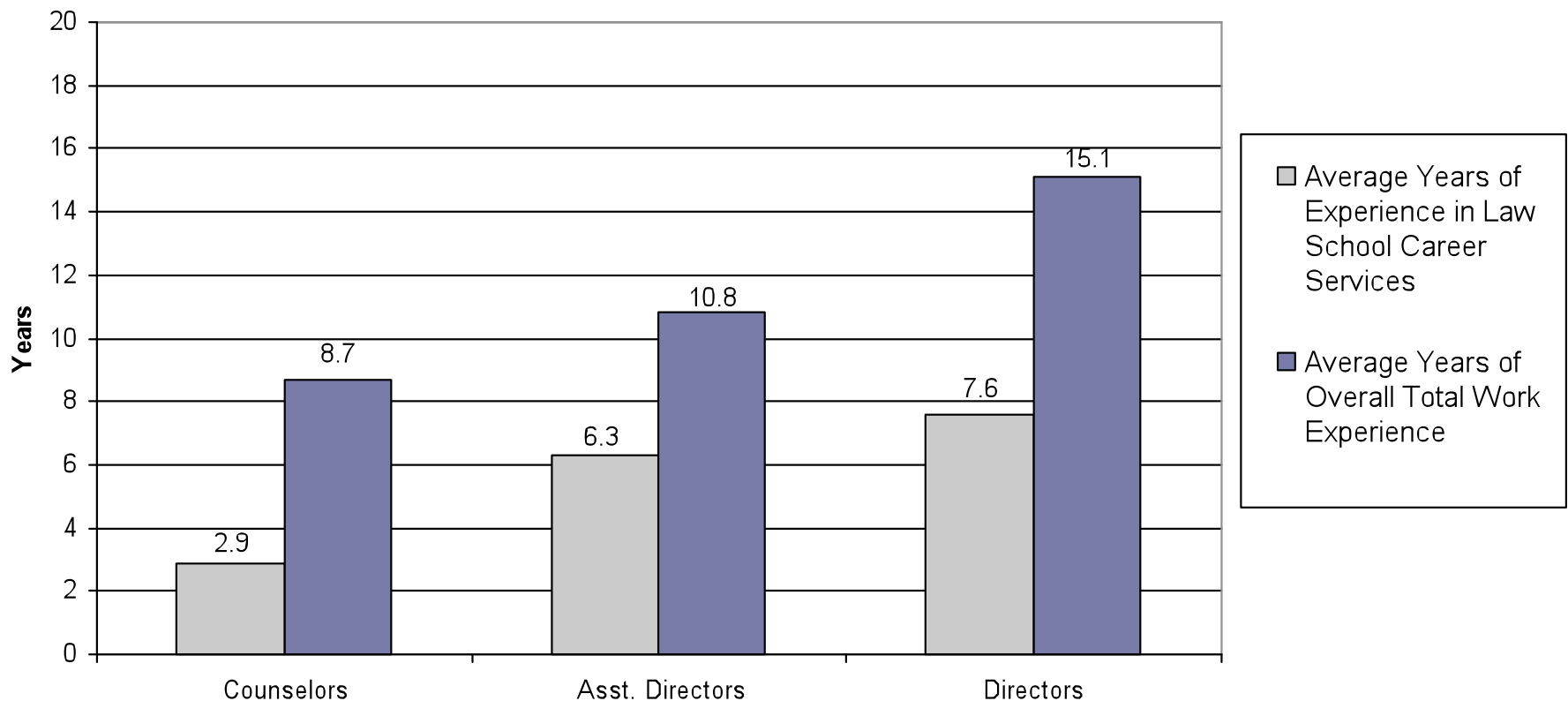


# Reporting Structure: Who Career Services Department Reports To

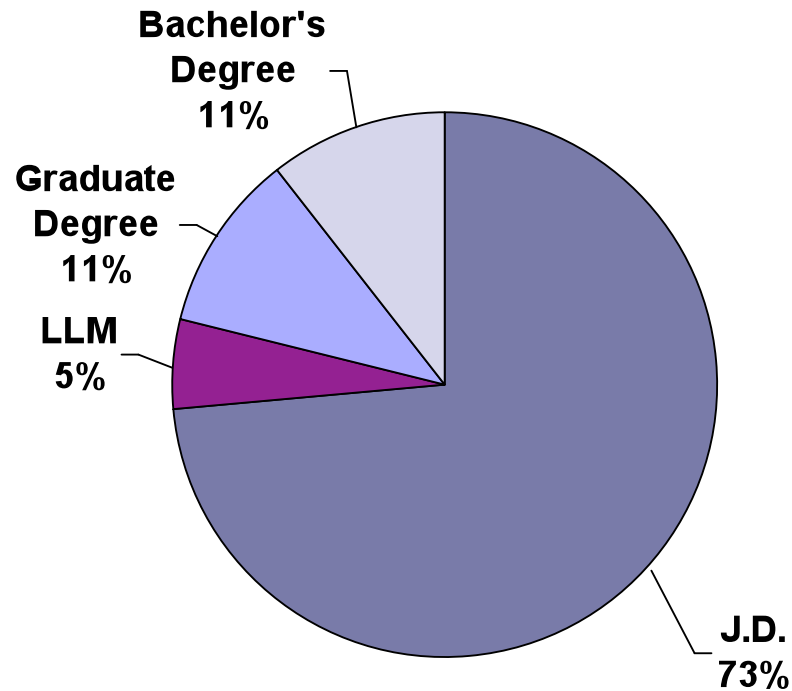




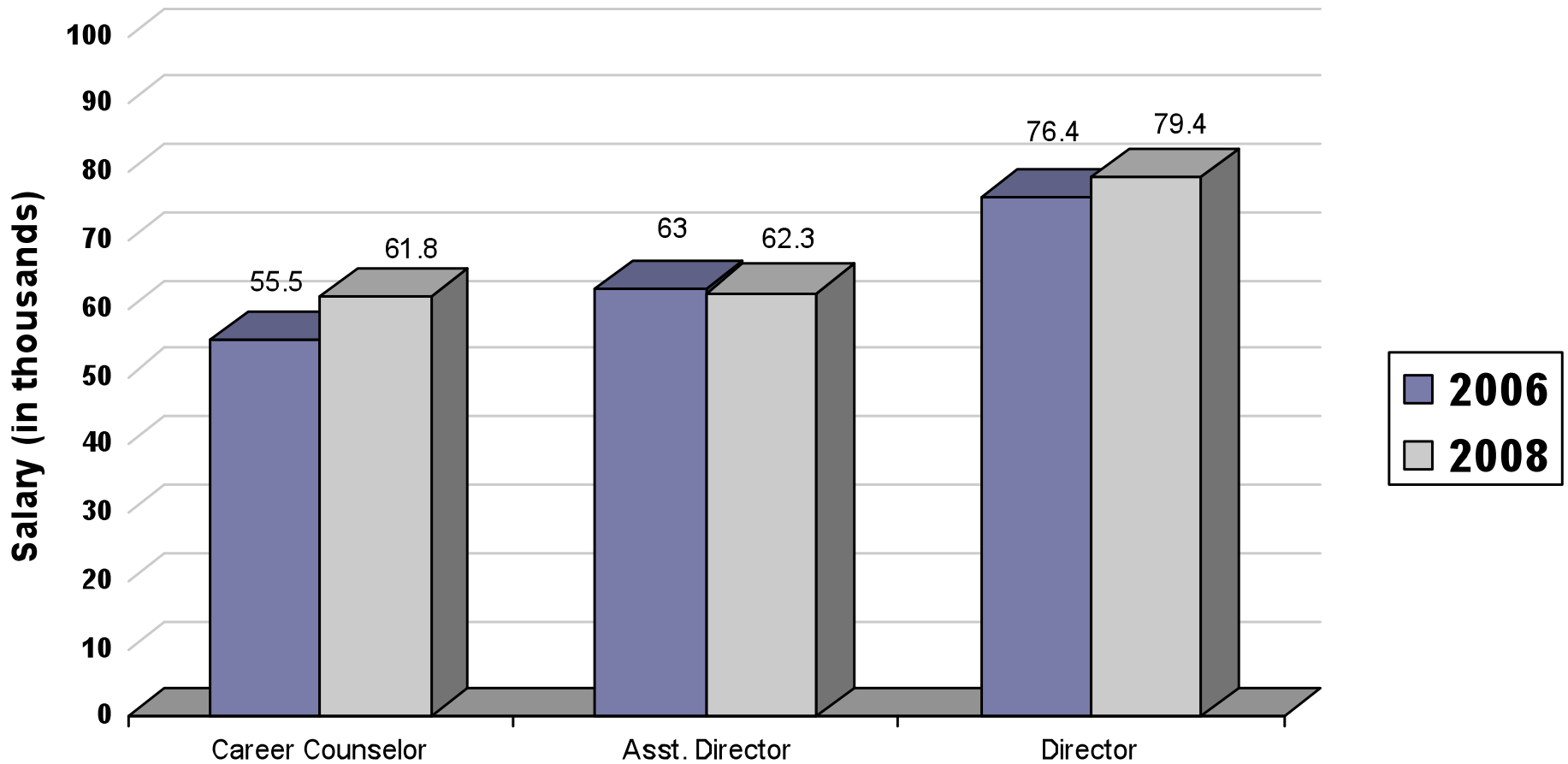
# Average Years of Experience in Law School Career Services VS. Average Years of Overall Total Work Experience



## Highest Degree of Education Attained by Law School Career Services Professionals



## WALRAA Average Salaries for Law School Career Services in 2006 & 2008



Salaries have been rounded for graph

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