

LRAP 2024 Wisnik Salary Survey



Wisnik Career Enterprises, Inc.
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Our goal in sharing this information with you is to offer benchmarks for where you, your staff, and your department fall as compared to your peers.

Dear Friends of Wisnik,

We wanted to share the current findings from the LRAP 2024 Wisnik Salary Survey with you. The following information is based on a survey sent to all levels of legal Recruiting and PD professionals at top law firms in Philadelphia in August 2024. The results that follow were generated from 35 responses. Thank you to all of those who participated!

Our goal in sharing this information with you is to offer benchmarks for where you, your staff, and your department fall as compared to your peers. We believe that these salary and bonus numbers reflect the current market accurately. By this, I mean that if a firm were to call tomorrow and ask us what they needed to pay a Recruiting manager, we would confidently quote them the numbers in this report. We have found that the new jobs we have received in the past year fall into these ranges.

We hope that you find the enclosed information valuable. Your responses to this Wisnik LRAP Industry Survey help us to capture and confirm market trends. Please let us know if there is any way we can help you achieve your goals!

All the best,
Eva Wisnik

Biography



Eva Wisnik

President
Wisnik Career Enterprises, Inc.

Eva Wisnik founded **Wisnik Career Enterprises, Inc.** in 1996 after serving as Director of Recruitment and Training for Schulte Roth & Zabel and Cadwalader, Wickersham & Taft. Over the past 28 years, she has worked with over 120 law firms, including 86 of the AmLaw 100. Eva has placed over 1100 recruiting and marketing professionals into law firms nationwide and has conducted over 800 training programs for attorneys and law firm professionals on topics that include How to Thrive as a New Attorney, Interviewer Training, and Time Management. In addition, **Wisnik Career Enterprises, Inc.** has conducted over 60 salary surveys for law firm professionals since 1998.

Eva holds an MBA in Marketing from Fordham University and a BA in Psychology from Barnard College. She is the author of *Your Fairy Job Mother's Secrets for Success* and is a certified Health Coach.

Participant Response Breakdown

Total of 35 Recruiting and PD professionals' salary and industry information by:



Position

- Chief: 2*
- Director: 8
- Manager: 6**
- Specialist/Sr. Coordinator: 4
- Coordinator: 12
- Assistant: 3



Firm Size

- 1-250: 5
- 251-500: 2*
- 501-750: 4
- 751-1000: 10
- 1001-1300: 8
- 1301+: 4



Office Size

- 1-125: 16
- 126-225: 9
- 226+: 10

- = these results will not be included in the breakdowns, due to insufficient data
- ** = includes Senior Managers

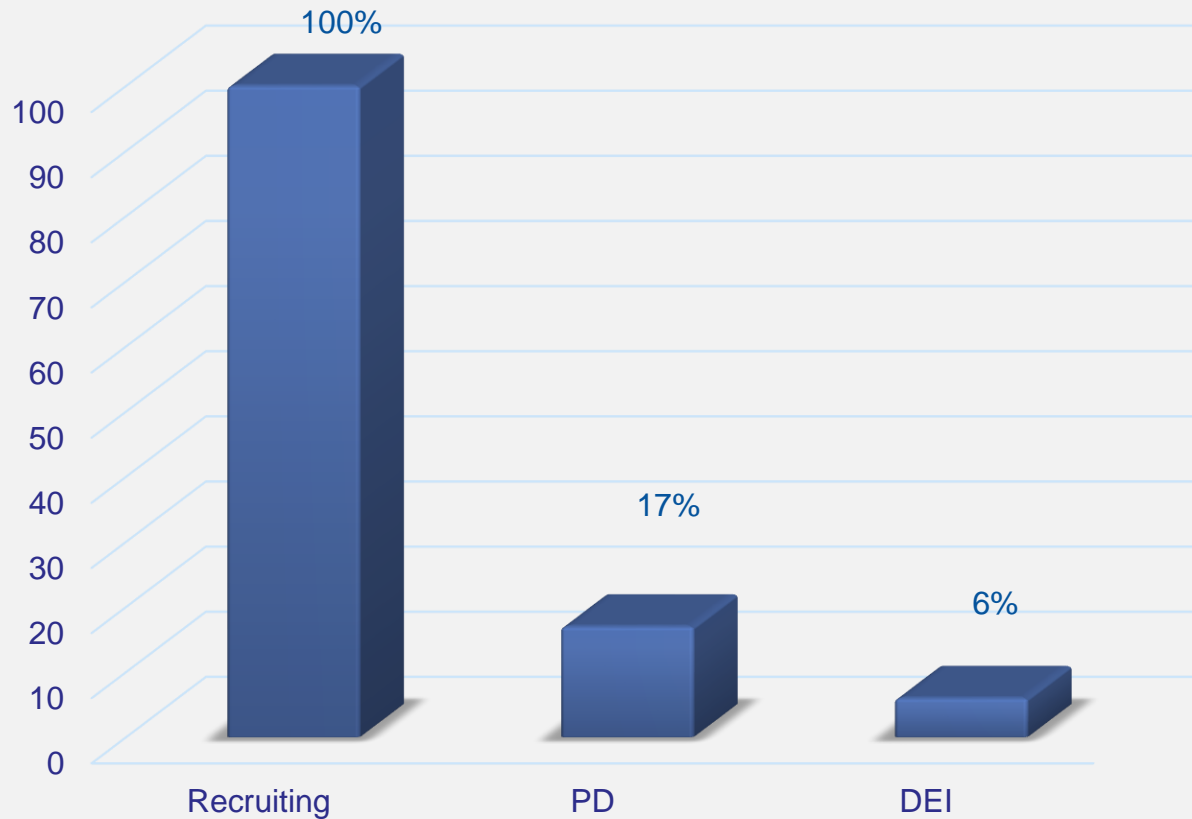
Profile of LRAP Professionals



Average Years of Experience



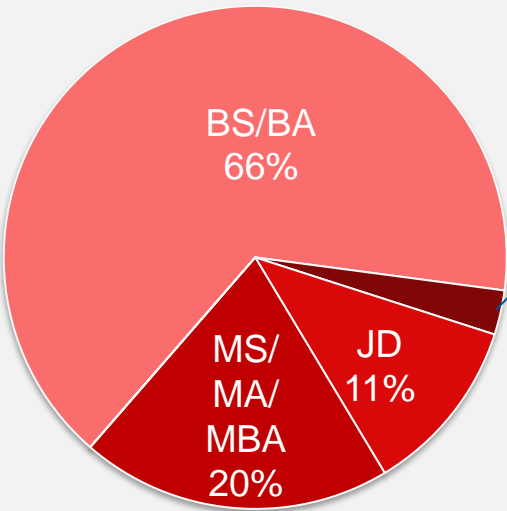
Which areas does your role cover?



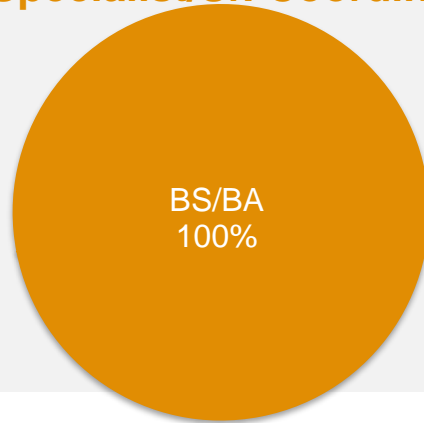
Highest Degree of Education by Job Title

For those with a JD, the average time spent in practice was 5.3 years.

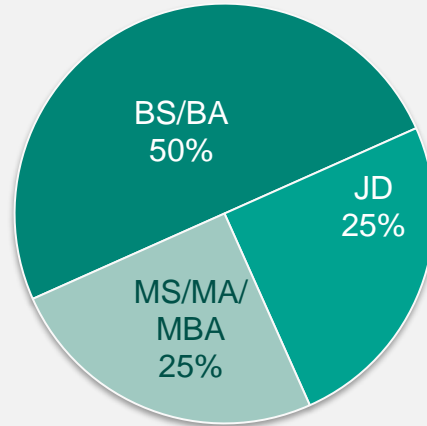
Overall



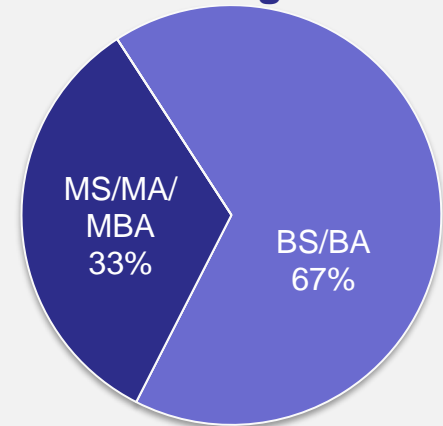
Specialist/Sr. Coordinator



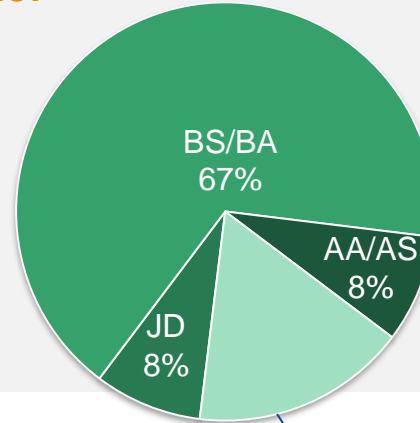
Director



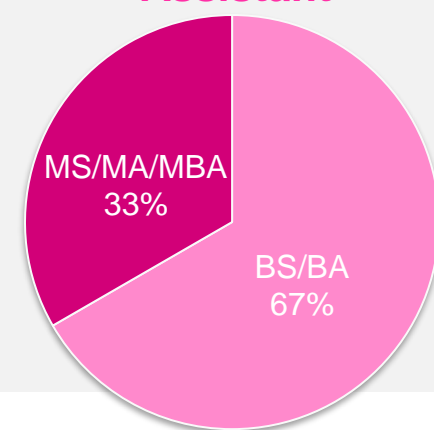
Manager



Coordinator

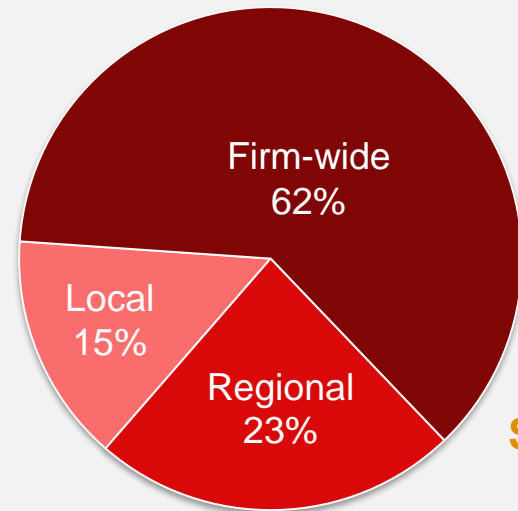


Assistant

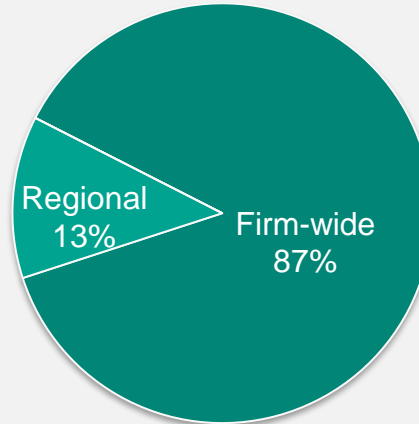


Is Your Position Firm-Wide, Regional or Local?

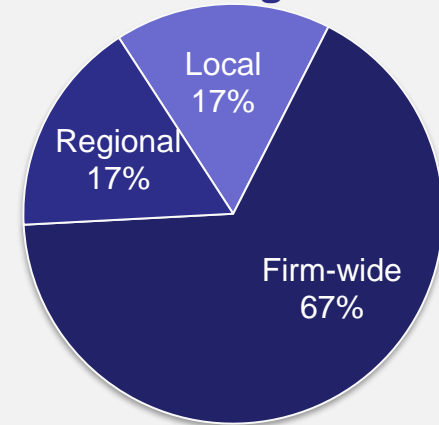
Overall



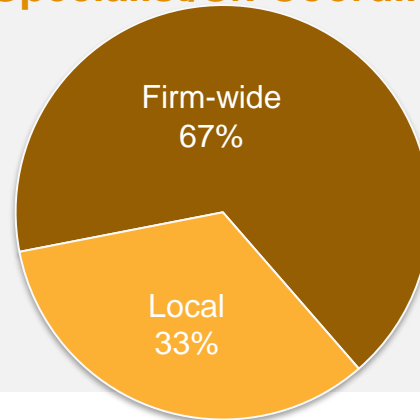
Director



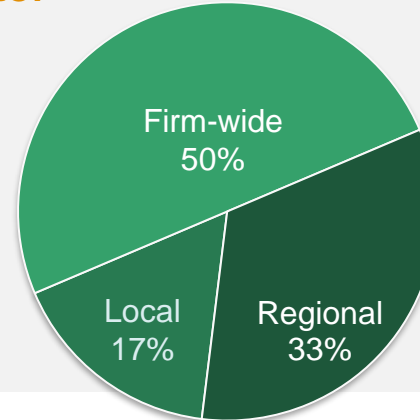
Manager



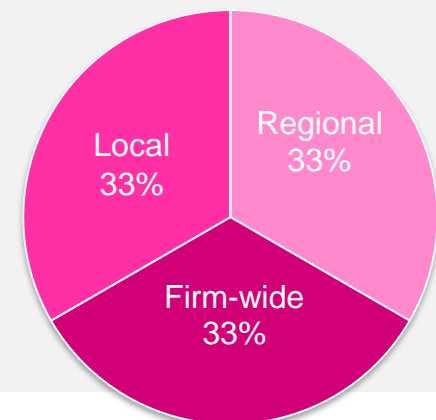
Specialist/Sr. Coordinator



Coordinator



Assistant



Salary Trends



All Respondents: Average Salaries, By Title

Title (# responses with salary data)	Average Salary	Median	25 - 75% Range
Director (7):	\$190,083	\$192,500	\$190.0k - \$203.0k
Manager (6):	\$120,833	\$120,000	\$116.0k - \$123.0k
Specialist/ Sr. Coordinator (4):	\$83,601	\$83,717	\$73.6k - \$93.8k
Coordinator (11):	\$68,463	\$70,000	\$66.0k-\$72.0k
Assistant (3):	\$54,667	\$54,000	\$53.0k - \$56.0k

Changes in average salaries since 2021 survey:
 Director: 18.7% increase
 Manager: 4.3% increase
 Specialist/Sr. Coordinator: 8.8% increase
 Coordinator: 11.0% increase
 Assistant: 5.1% increase

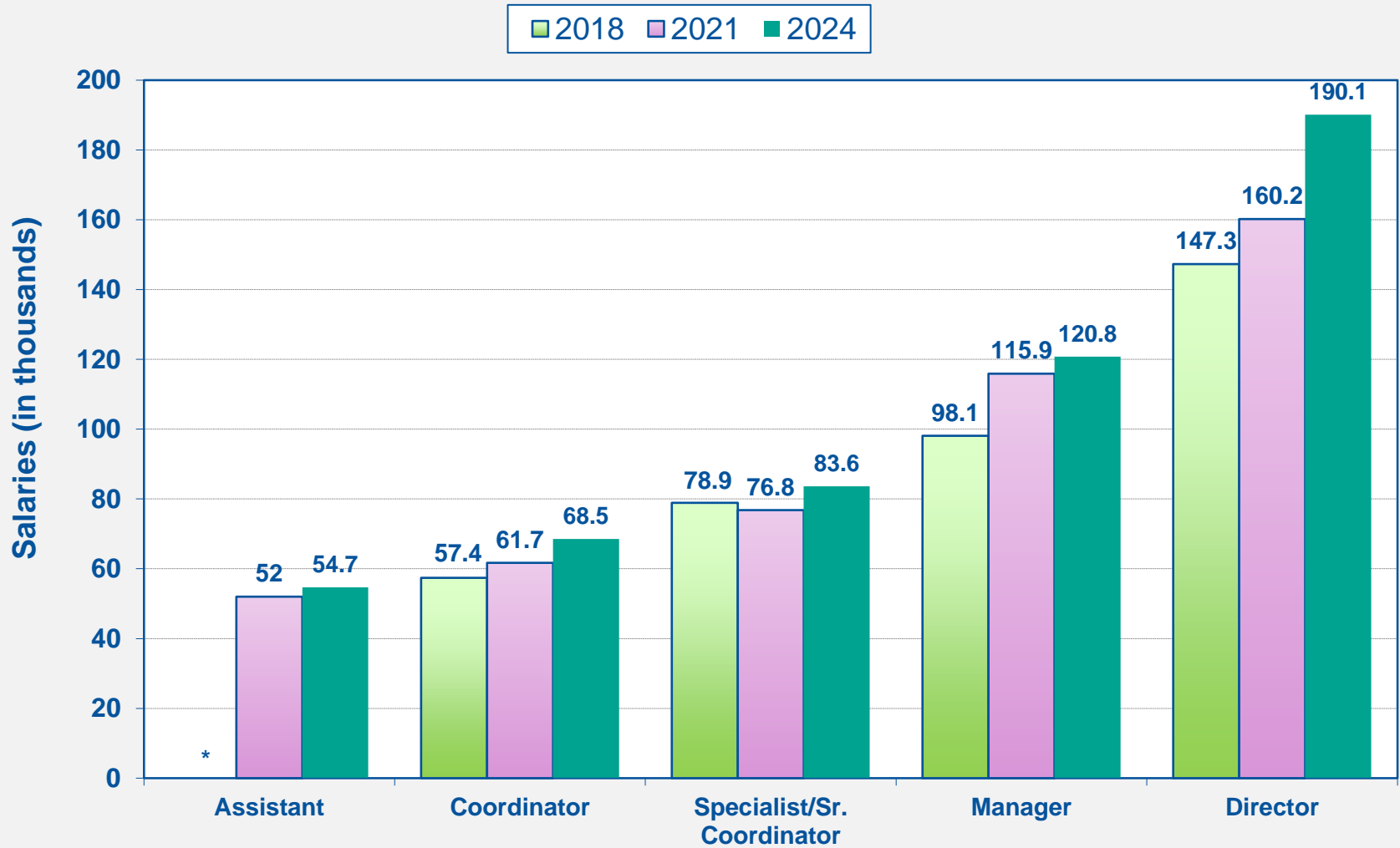


Law Firm Recruiters' Average Salaries by City

Title (# responses with salary data)	Philly 2024	LA 2024	DC 2023	Bay Area 2023	Chicago 2023
Director	\$190,083	\$244,750	\$238,375	\$223,200	\$232,182
Sr. Manager	*	\$183,192	\$174,577	\$181,728	\$183,667
Manager	\$120,833	\$147,285	\$145,335	\$157,100	\$131,640
Specialist/Sr Coord.	\$83,601	\$103,461	\$94,737	\$101,944	\$88,623
Coordinator	\$68,463	\$79,846	\$76,579	\$79,900	\$74,617
Assistant	\$54,667	\$57,955	*	*	\$56,659



Salary Trends: 2018-2024



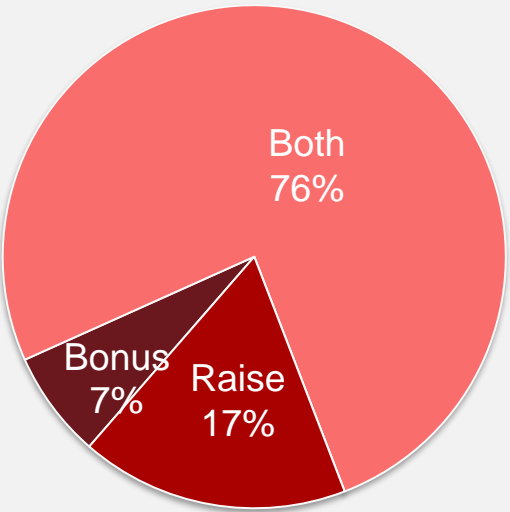
*insufficient data for Assistants in 2018

Average Salary vs. Average Years of Experience

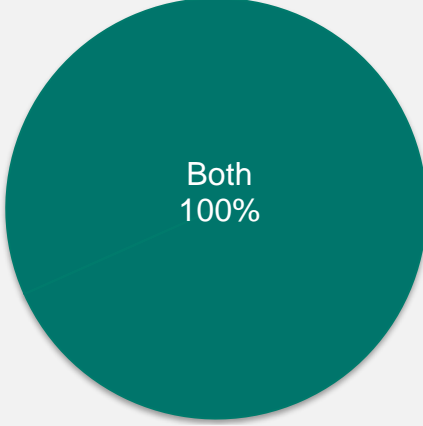


Did You Receive a Bonus/Raise last year?

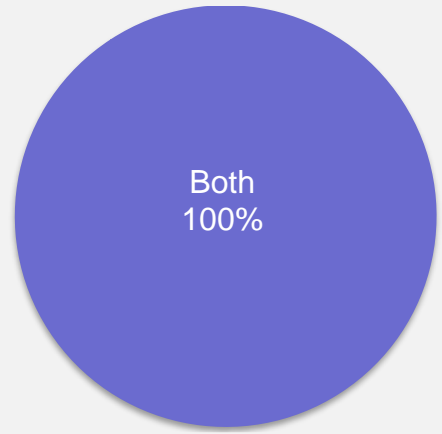
Overall



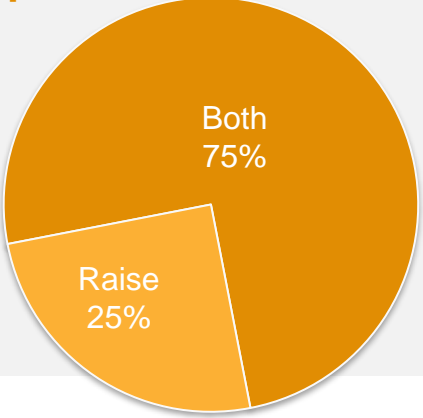
Director



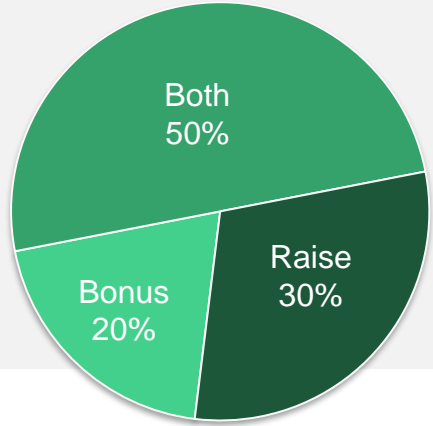
Manager



Specialist/Sr. Coordinator



Coordinator



In 2020, 62% of people got raises. In 2023, this increased to 93%.
In 2020, 77% of people got bonuses. In 2023, this increased to 83%.



All Respondents: Average Bonus & Raise (2023 vs. 2020), By Title

Title (# responses with salary data)	Average Bonus ('23)	Average Bonus ('20)	Average Raise ('23)	Average Raise ('20)
Director (7):	\$14,392	\$10,250	7.7%	4.8%
Manager (6):	\$9,300	\$4,446	5.4%	5.1%
Specialist/ Sr. Coordinator (4):	\$2,579	\$4,050	4.8%	5.3%
Coordinator (11):	\$1,964	\$2,133	9.3%	3.0%

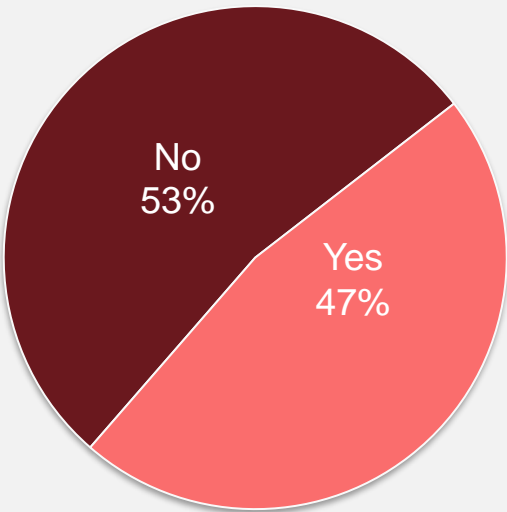
*insufficient data for Assistants

Industry Findings

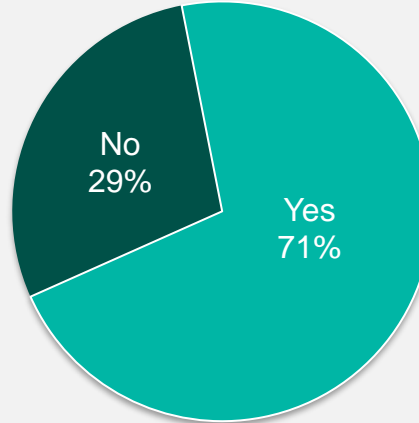


Do You Believe You Are Fairly Compensated?

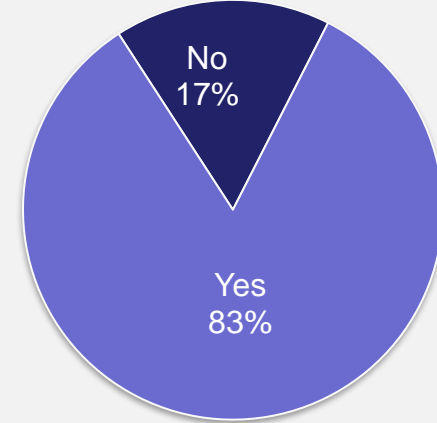
Overall



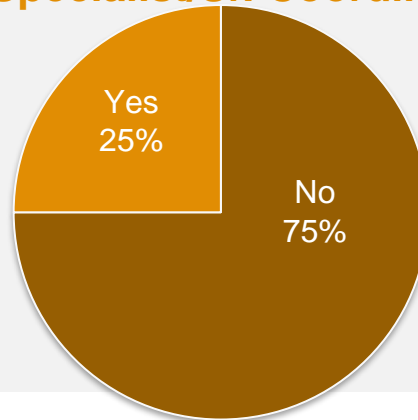
Director



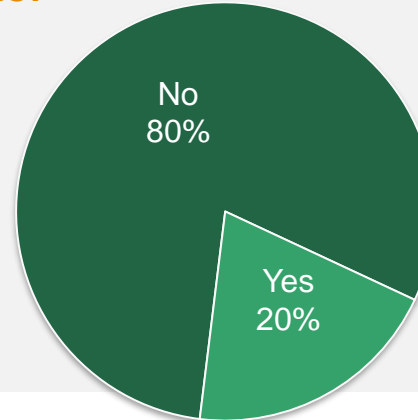
Manager



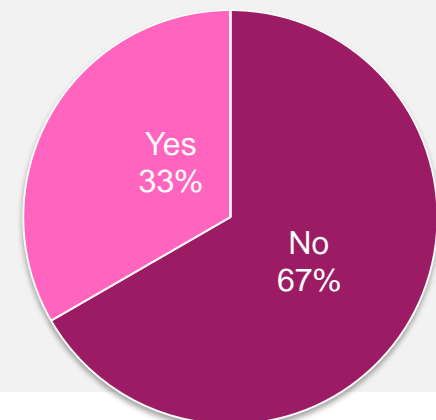
Specialist/Sr. Coordinator



Coordinator



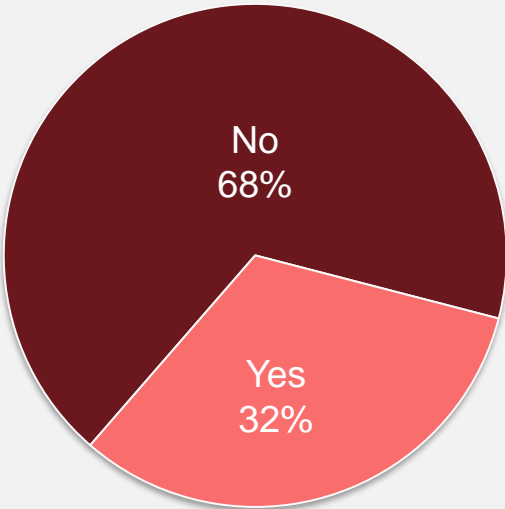
Assistant



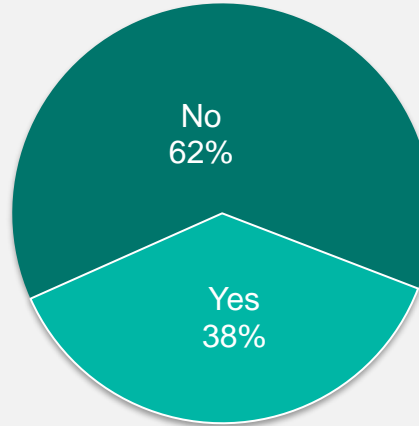
In 2021, 57% were satisfied with their salaries.

In the Past 2 Years, Have You Had a Promotion with a Title Change?

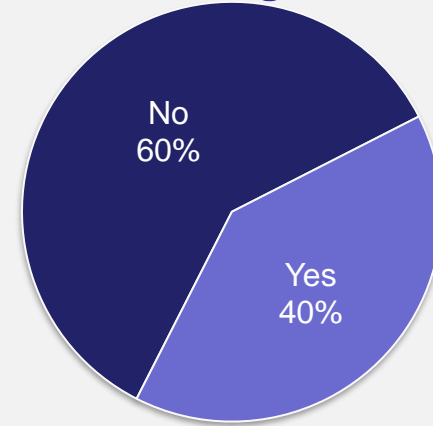
Overall



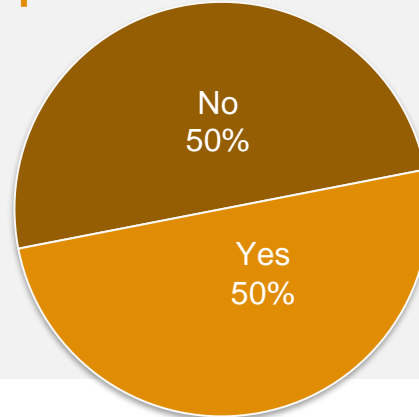
Director



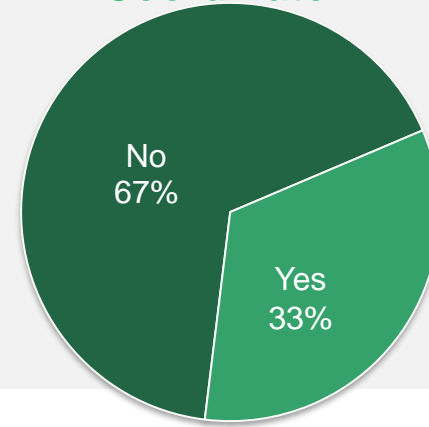
Manager



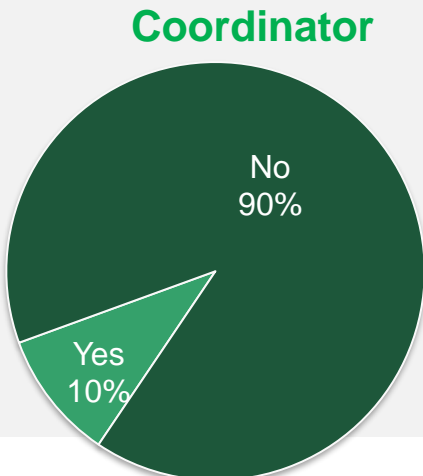
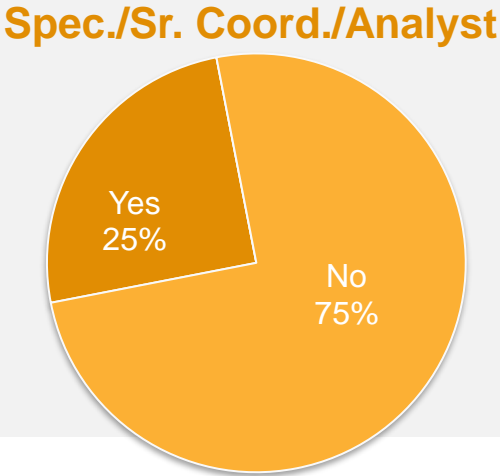
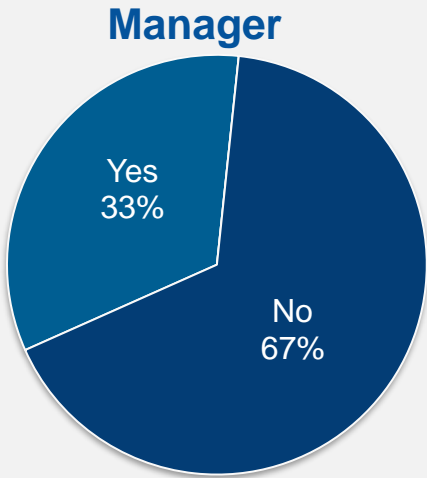
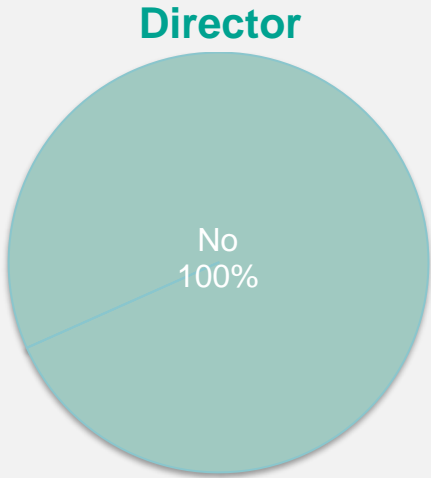
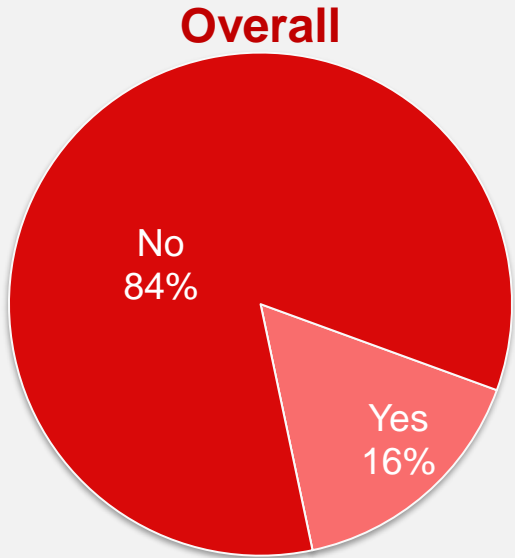
Specialist/Sr. Coordinator



Coordinator



In the Past 2 Years, Have You Changed Firms?



Why Did You Change Firms*?

16% of respondents changed firms once in the past two years

Of those:

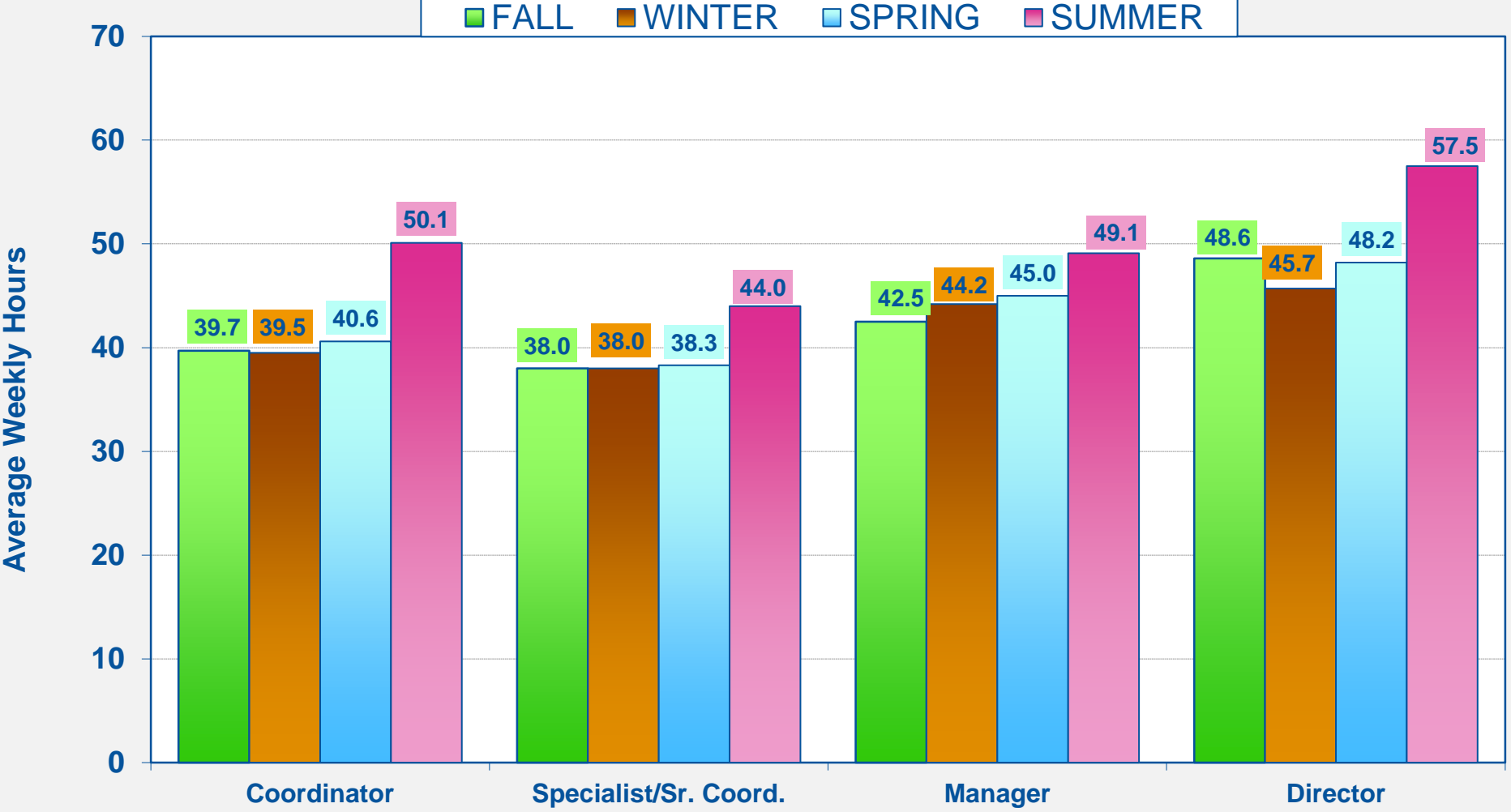
100% of respondents moved for increased salary

77% of respondents moved for a title change

10% of respondents moved because of instability at their previous firm

** Respondents could list more than one reason*

Average Hours Worked Per Week in 2023/2024, Breakdown by Season

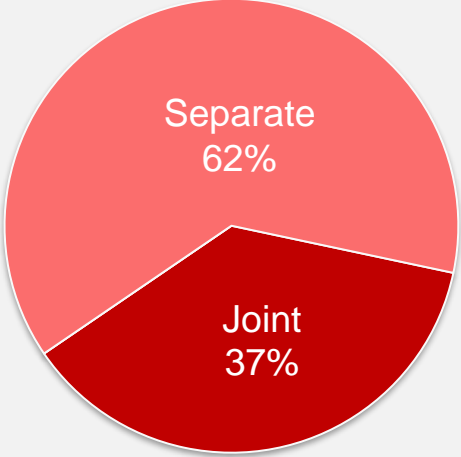


*insufficient data for Assistants



Are Your Recruiting and PD Departments Separate or Joint? – By Firm Size

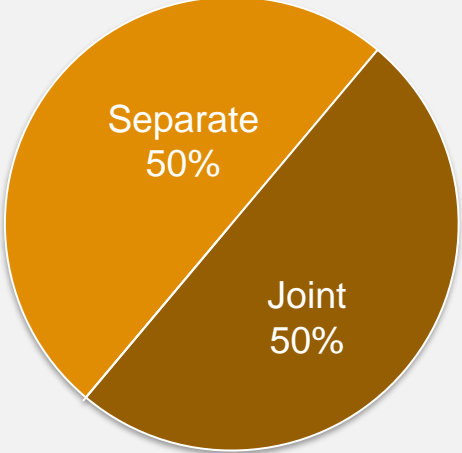
All Respondents



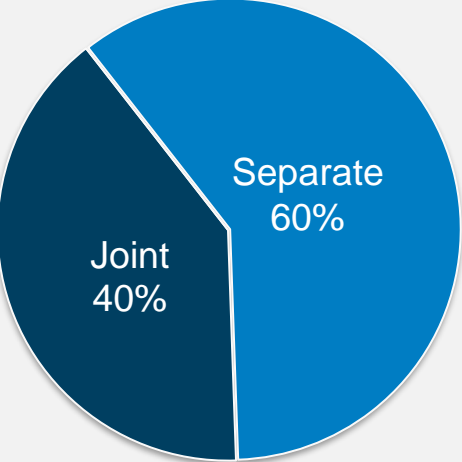
1-250



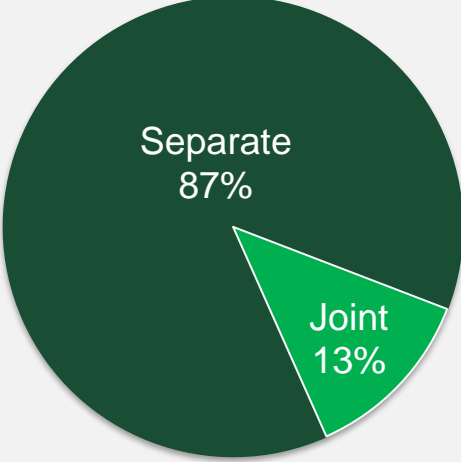
501-750



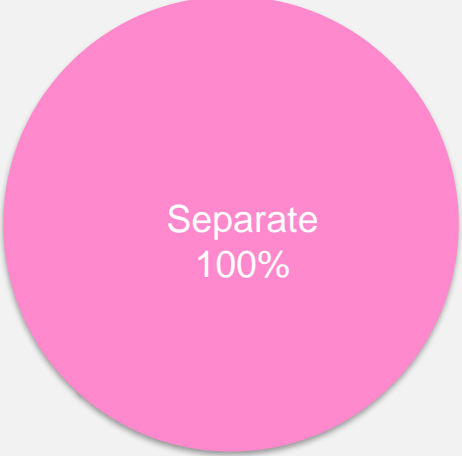
751-1000



1001-1300



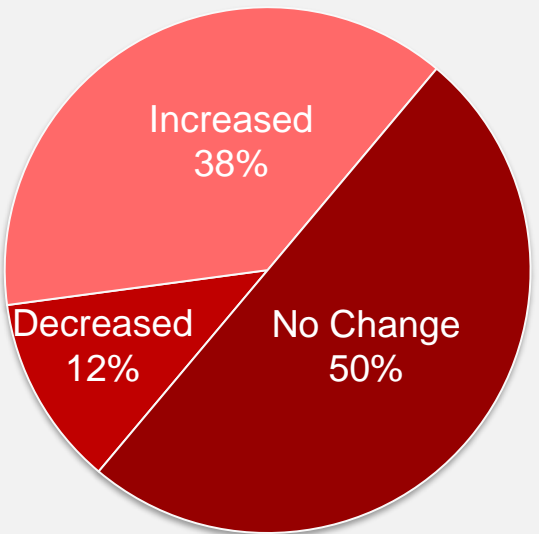
1301+



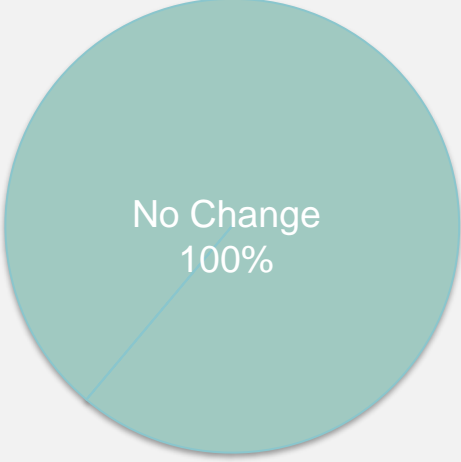
*insufficient data for 251-500

In the Past 2 Years, Has Your Dept. Size Changed?

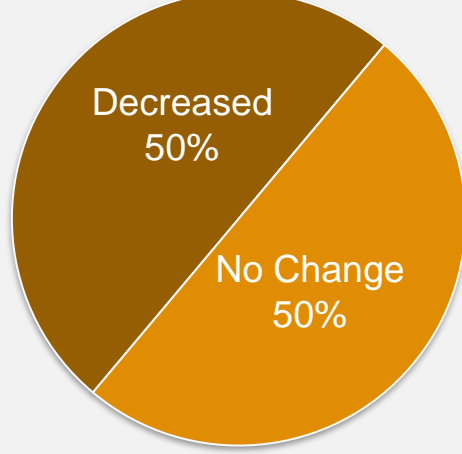
All Respondents



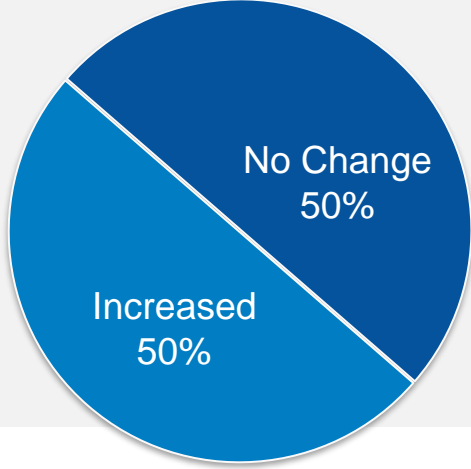
1-250



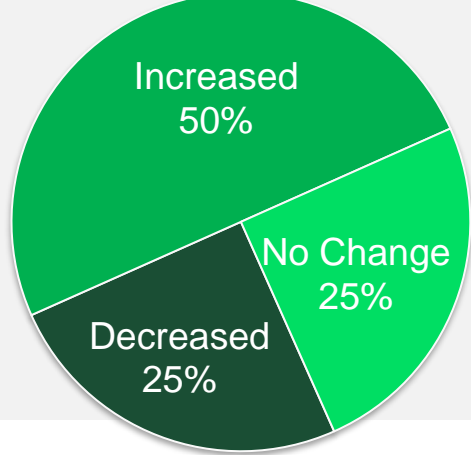
501-750



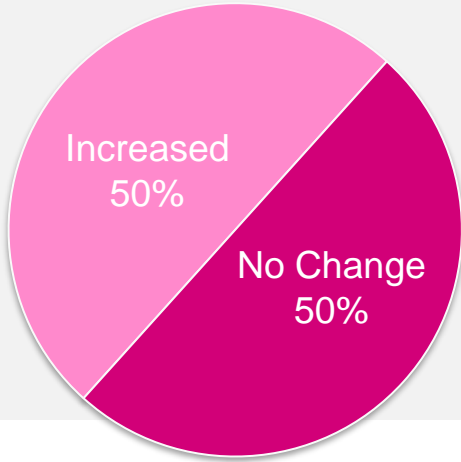
751-1000



1001-1300



1301+

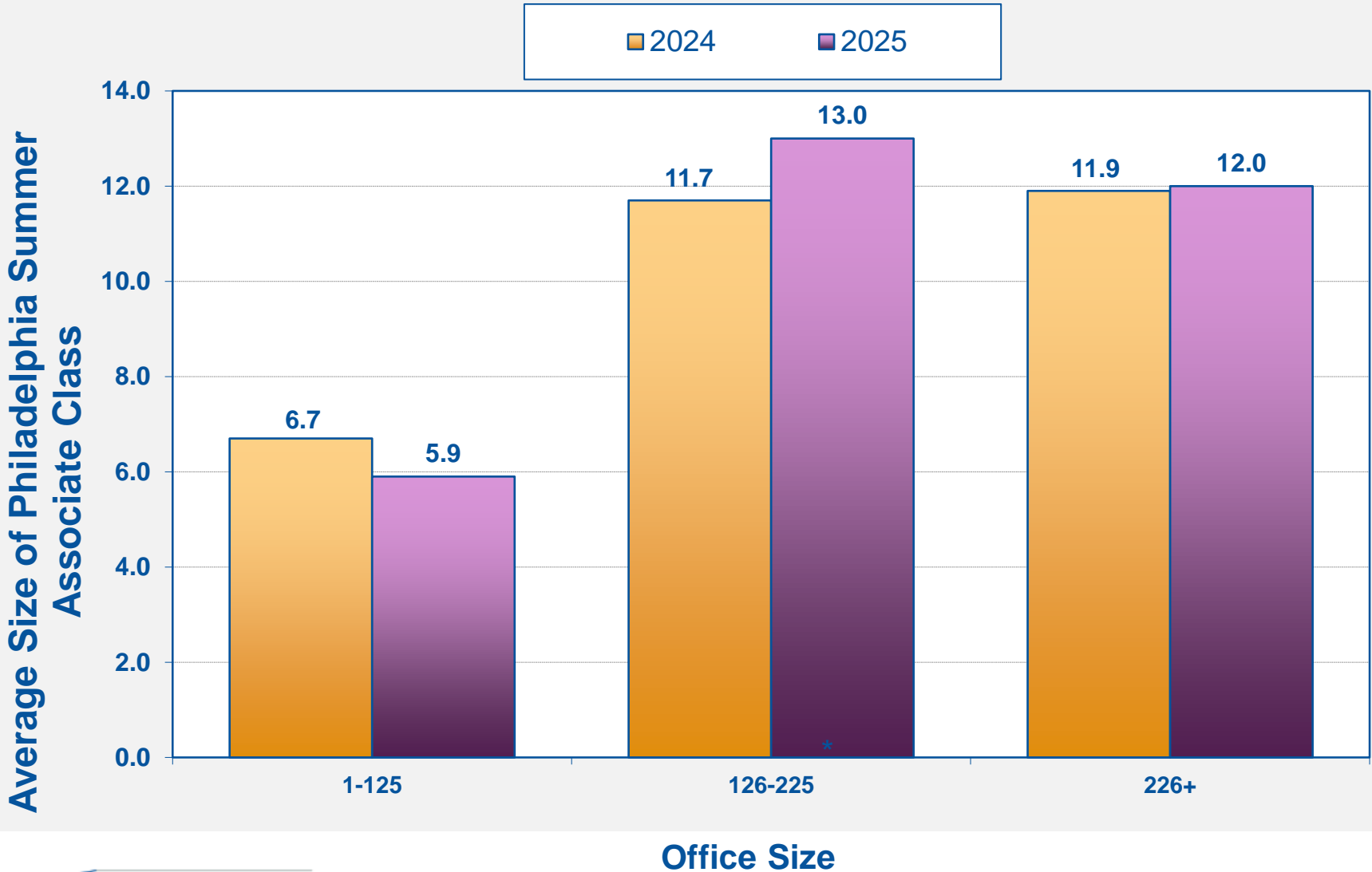


In 2021, 57% of respondents said their department increased, 13% said it decreased, and 30% said it stayed the same

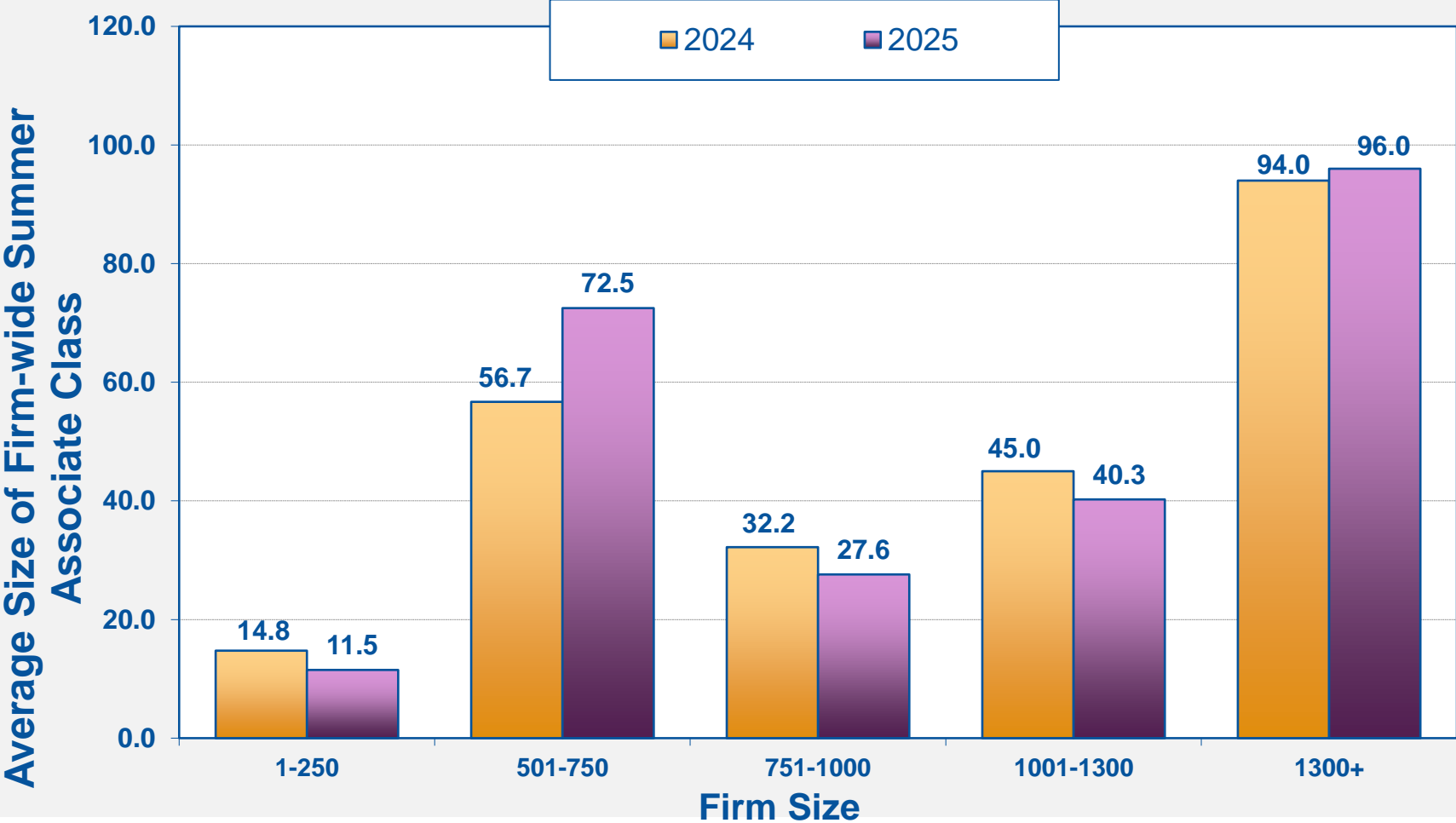
*insufficient data for 251-500



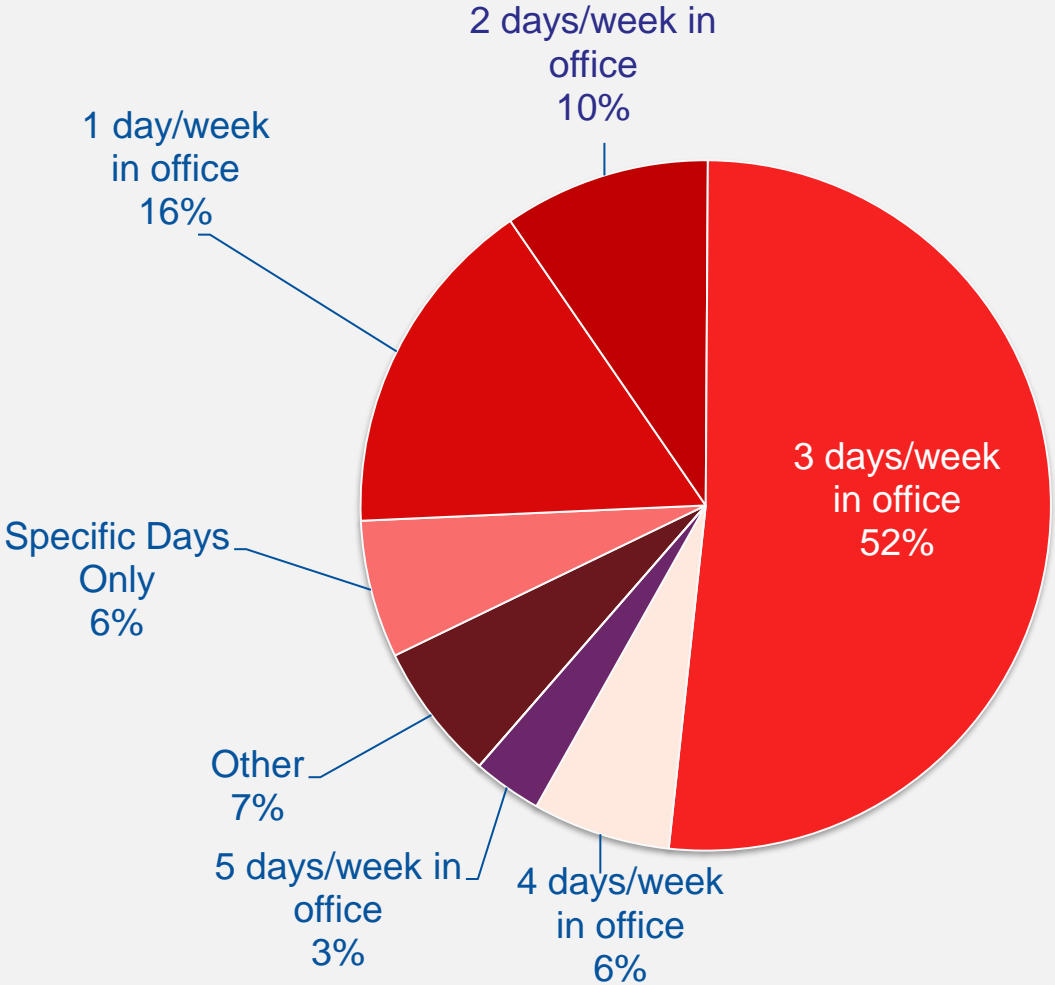
Philadelphia Office Size vs. Size of Philadelphia 2L Summer Associate Class: 2024 to 2025 Comparison



Firm Size vs. Size of Firm-wide 2L Summer Associate Class: 2024 to 2025 Comparison



What is Your Firm's Remote Work Policy?



No one was fully remote.

3 days a week in office is the most common arrangement across all city groups we have surveyed, including LRAP.

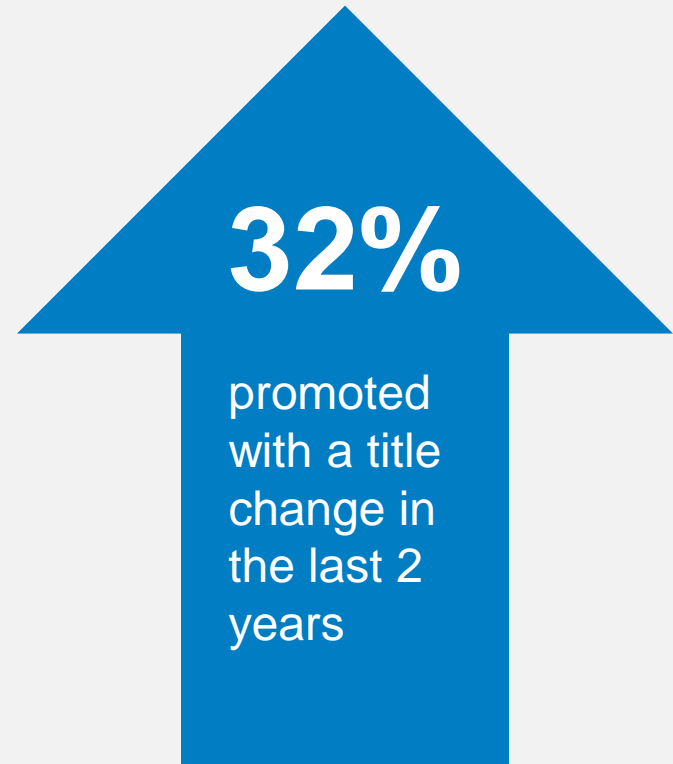
Summary of Interesting Survey Results

93% received a raise last year,
up from 62% in 2020

47% of respondents believe they
are fairly compensated,
down from 57% in 2021

61% of respondents work in the
office 3 or more days a week

17% of respondents changed
firms in the past 2 years



Addendum



Benefits Received

- 32.3% of Firms provide Flex Days.
- 35.4% of Firms provide backup daycare, and 3.2% of Firms have onsite daycare.
- 25.8% of Firms provide a mobile device to employees, while 48.4% offer mobile service.
- 83.9% of Firms provide employees with computers/laptops.
- 67.7% of Firms offer transportation discounts, mileage reimbursement, or transportation stipends.
- 71.0% of Firms offer a Health Club membership or discount.
- 93.5% of Firms provide a flexible spending account.
- 10% of Firms offer pet care.
- 77.4% of Firms offer fertility benefits.
- 90.3 % of firms offer mental health benefits.
- 29% of firms offer concierge medical services.
- 66.7% of Firms provide a health savings account.
- 92.7% of employees contribute to the cost of their medical care plans.
- 100.0% of Firms have a 401k program.
- 11.1% of Firms have a pension plan.

Average OT

Title (# responses with salary data)	Average OT ('23)
Specialist/ Sr. Coordinator (3):	\$8,821
Coordinator (9):	\$7,163

*insufficient data for Assistants, N/A for other titles


Benefits Received: Average Days Paid Time Off (PTO)

PTO includes Vacation, Sick and Personal Days

<u>Title</u> (# responses)	<u>Average</u> (days)
Director (5):	29
Manager (6):	22.1
Specialist/Sr. Coordinator (3):	19
Coordinator (8):	23.8

**8% of respondents
receive unlimited PTO.**

*insufficient data for Assistants



LRAP 2024 Wisnik Salary Survey



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