



THE FLORIDA BAR

Results of the 2014 Economics and Law Office Management Survey

January 2015

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 2014 to November 2014, 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 2014 survey. After extensive research, questions were developed by Mike J. Garcia, Director of Research, Planning & Evaluation for the Bar.

In December 2014, 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 January, the Bar had received 1,191 completed questionnaires, for a response rate of 37%.

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 2014 survey, a sample of 3,241 members was randomly selected from a master list of all in-state Florida Bar members in good standing. Although 1,191 questionnaires were completed, not all questions were answered by all 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 3 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 3 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 72 and 78 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.

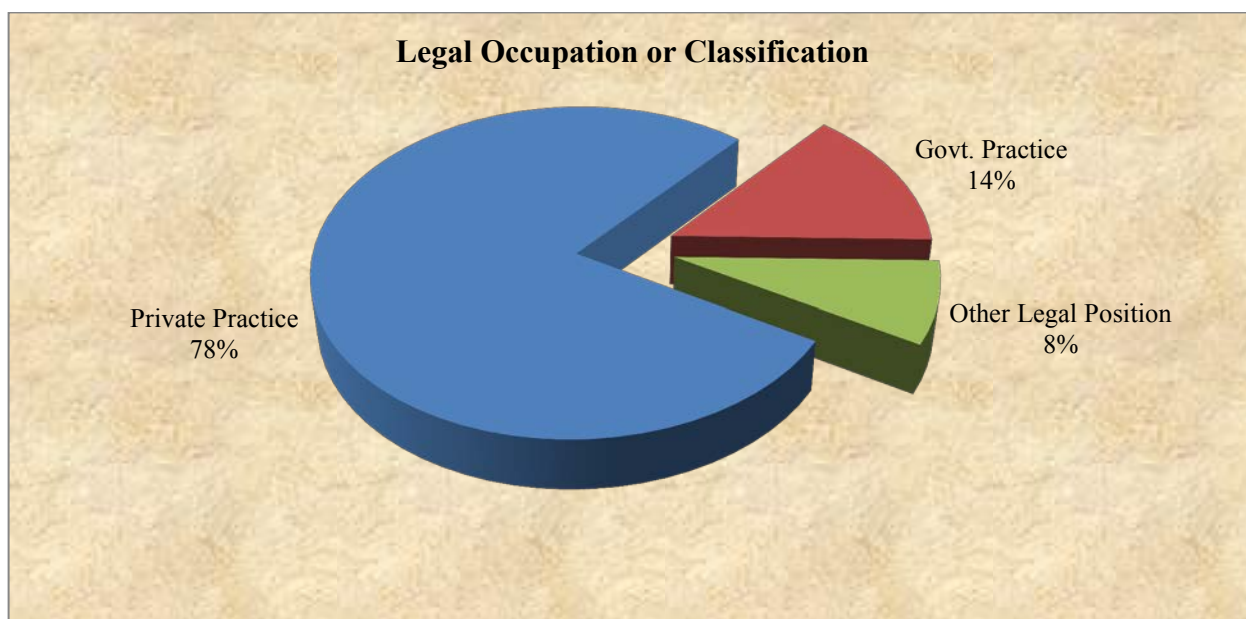
- range:** the highest and lowest values given for the total sample for each question.

2014 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	16
Partner/shareholder	15
Managing partner	8
Practitioner with one or more associates	5
Of counsel	1
<u>Government Practice</u>	
State government attorney	9
Local government attorney	3
Federal government attorney	1
Judge	<1
<u>Other Legal Position</u>	
Other position/not employed	4
Corporate counsel	3
Legal aid/legal service	<1

- * Nearly four-fifths (78%) of all respondents are employed in private practice positions. Additionally, 14% of all respondents are employed in government practice positions and 8% are either employed in other legal positions or report that they are currently unemployed.



1A. Comparison between 2008 thru 2014 Economics & Law Office Management Surveys – What is your legal occupation or classification?

<u>Classification</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>
Sole practitioner	30	31	33	33
Associate	15	14	14	16
Partner/shareholder	18	17	15	15
Managing partner	11	10	9	8
Practitioner with one or more assoc.	6	6	6	5
Of counsel	<1	<1	<1	1
State government attorney	9	10	11	9
Local government attorney	3	3	3	3
Federal government attorney	1	1	1	1
Judge	<1	<1	<1	<1
Other position/not employed	2	2	2	4
Corporate counsel	4	4	3	3
Legal aid/legal service	<1	<1	<1	1
Total	100%	100%	100%	100%

* The percentage of sole practitioners has increased slightly since 2008, while the percentage of partners (partner/shareholder and managing partner) have decreased slightly in the time period.

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

<u>Classification</u>	<u>Male Percent</u>	<u>Female Percent</u>
Sole practitioner	36	27
Associate	13	22
Partner/shareholder	17	11
Managing partner	10	4
Practitioner with one or more associates	6	4
Of counsel	1	1
State government attorney	6	16
Local government attorney	2	4
Federal government attorney	<1	1
Judge	<1	<1
Other position	4	5
Corporate counsel	3	4
Legal aid/legal service	<1	1
Total	100%	100%

* Over one-quarter (27%) of all male respondents are either in managing partner or partner/shareholder positions, compared to 15% of all female respondents. Note that there is a significant difference in average

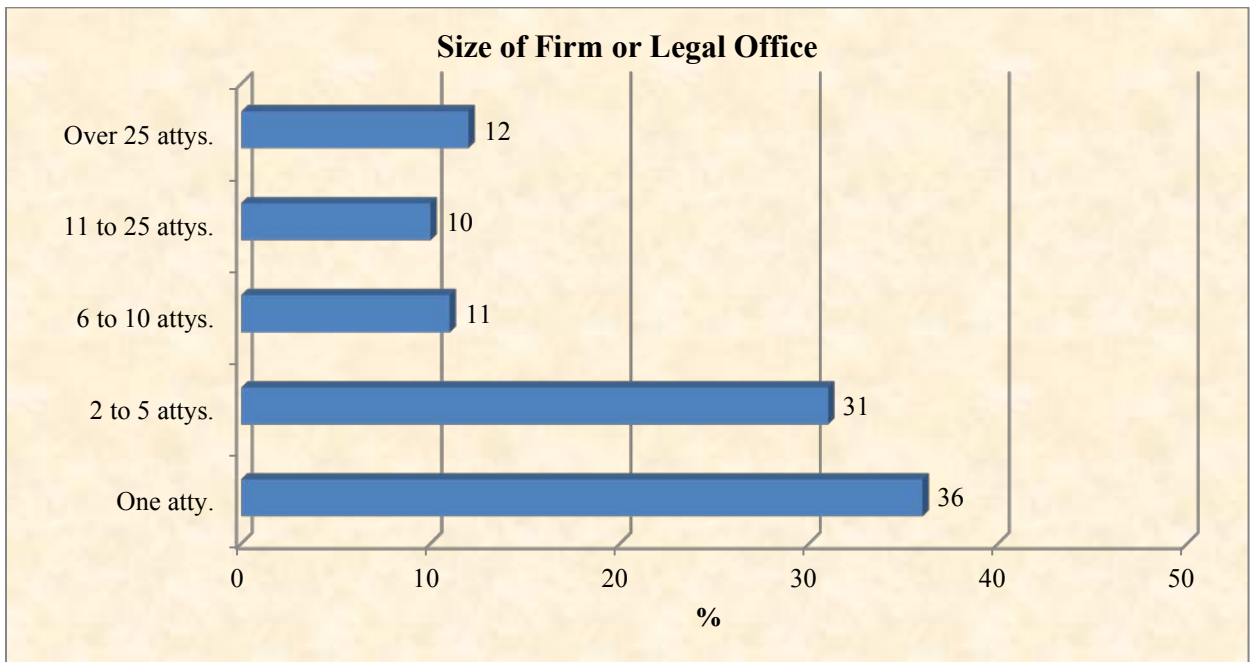
years of experience. The average male respondent has 20 years of experience with The Florida Bar, while the average female respondent has 12 years of experience (See Table 79 located on Page 64).

* Over one-fifth (22%) of all female respondents are employed in government practice positions, compared to 10% of all male respondents.

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

<u>Category</u>	<u>Percent</u>
One attorney	36
2 to 5 attorneys	31
6 to 10 attorneys	11
11 to 25 attorneys	10
Over 25 attorneys	12

* Two-thirds (67%) of all respondents either operate a solo practice or work in small firms or legal offices consisting of five attorneys or less. Over three-quarters (78%) of all respondents either operate a solo practice or work in firms or legal offices consisting of ten attorneys or less.



2A. Comparison between 2006 thru 2014 Economics & Law Office Management Surveys – What is the total number of attorneys employed in your firm or legal office?

<u>Category</u>	<u>2006</u> Survey <u>Percent</u>	<u>2008</u> Survey <u>Percent</u>	<u>2010</u> Survey <u>Percent</u>	<u>2012</u> Survey <u>Percent</u>	<u>2014</u> Survey <u>Percent</u>
One attorney	32	32	33	35	36
2 to 5 attorneys	34	34	32	31	31
6 to 10 attorneys	12	11	12	10	11
11 to 25 attorneys	10	11	11	12	10
Over 25 attorneys	12	12	12	12	12

3. What were your personal total billable hours in 2014? (ONLY INCLUDES THOSE RESPONDENTS WHO REPORT HAVING PERSONAL BILLABLE HOURS)

<u>Billable Hours</u>	<u>Percent</u>
1,000 hours or less	34
1,001 to 1,200 hours	6
1,201 to 1,400 hours	6
1,401 to 1,600 hours	14
1,601 to 1,800 hours	10
1,801 to 2,000 hours	16
More than 2,000 hours	14

* When considering only those respondents who maintain personal billable hours, 40% report having over 1,600 billable hours in 2014. Three-tenths (30%) report having over 1,800 billable hours, compared to just over one-third (34%) who report having 1,000 billable hours or less.

3A. Comparison between 2012 and 2014 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>	<u>2012</u> Survey <u>Percent</u>	<u>2014</u> Survey <u>Percent</u>
1,000 hours or less	29	34
1,001 to 1,200 hours	6	6
1,201 to 1,400 hours	5	6
1,401 to 1,600 hours	12	14
1,601 to 1,800 hours	15	10
1,801 to 2,000 hours	15	16
More than 2,000 hours	18	14

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	2
\$126 to \$150	8
\$151 to \$175	5
\$176 to \$200	11
\$201 to \$225	6
\$226 to \$250	16
\$251 to \$275	8
\$276 to \$300	11
\$301 to \$325	4
\$326 to \$350	9
Over \$350	19

Median Hourly Rate = \$255

* Almost three-quarters (73%) of all respondents list their hourly rate as being over \$200, while nearly one-third (32%) list their hourly rate as being over \$300.

4A. Comparison between 2012 and 2014 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>
\$100 or less	4	1
\$101 to \$125	1	2
\$126 to \$150	8	8
\$151 to \$175	7	5
\$176 to \$200	15	11
\$201 to \$225	6	6
\$226 to \$250	17	16
\$251 to \$275	7	8
\$276 to \$300	11	11
\$301 to \$325	4	4
\$326 to \$350	9	9
Over \$350	11	19

4B. Comparison between 2010 thru 2014 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>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>
\$150 or less	13	13	11
\$151 to \$200	27	22	16
\$201 to \$250	25	23	22
\$251 to \$300	19	18	19
Over \$300	16	24	32

* The percentage of attorneys who charge an hourly rate in excess of \$300 has doubled since the 2010 survey (from 16% in 2010 to 32% in 2014).

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>
\$150 or less	17	11	6
\$151 to \$200	13	15	18
\$201 to \$250	38	21	19
\$251 to \$300	18	21	17
Over \$300	14	32	40

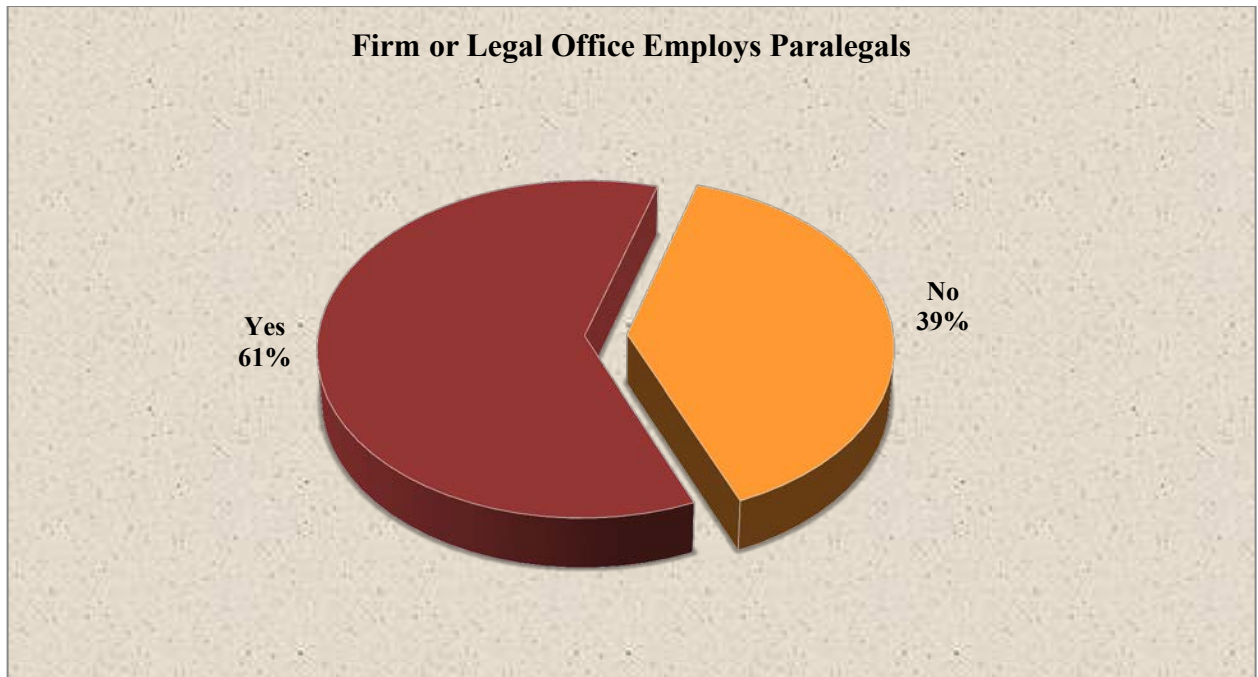
* The Southeast Region of Florida (57%) contains the highest percentage of respondents who charge an hourly rate of over \$250. The North Region (30%) contains the highest percentage of respondents who charge an hourly rate of \$200 or less.

* For a complete listing of counties within regions, see Appendix A located on Page 64.

5. 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	61
No	39

- * Over three-fifths (61%) of all respondents work in firms or legal offices that employ paralegals.



- 5A. Comparison between 2006 thru 2014 Economics & Law Office Management Surveys – Does your firm or legal office employ paralegals?

<u>Category</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>
Yes	66	63	54	56	61
No	34	37	46	44	39

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

<u>Category</u>	<u>Percent</u>
Yes	12
No	62
Don't Know	26

* Only 12 percent of all respondents who work in firms or legal offices that employ paralegals report that their offices require standards or certifications for paralegals.

6A. Comparison between 2010 thru 2014 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>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>
Yes	12	15	12
No	69	65	62
Don't Know	19	20	26

6B. Please indicate the types of standards or certifications your office requires for paralegals:

A total of 98 standards or certifications were identified by respondents as types that their firm or legal office requires for paralegals. The table below lists the four most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
FRP	31
CLA	30
CP	21
Bachelor's/College Degree	8

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

<u>Hourly Rate</u>	<u>Percent</u>
\$60 or less	7
\$61 to \$80	15
\$81 to \$100	30
\$101 to \$120	8
\$121 to \$140	17
More than \$140	23

* Three-tenths (30%) of all respondents report that the hourly rate billed for legal work performed by paralegals in their firm is between \$81 and \$100, while two-fifths (40%) report that the billed paralegal hourly rate is over \$120.

7A. Comparison between 2008 thru 2014 Economics & Law Office Management Surveys – What is the average or standard hourly rate billed for paralegals?

<u>Hourly Rate</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>
\$40 or less	11	6	4	4
\$41 to \$60	10	10	8	3
\$61 to \$80	31	28	18	15
More than \$80	48	56	70	78

* There is a significant increase since the 2008 survey in the percentage of law firms/legal offices that bill more than \$80 an hour for work performed by paralegals (48% in 2008; 56% in 2010; 70% in 2012; 78% in 2014).

8. How many billable hours did paralegals average in your firm or legal office during 2014?

<u>Billable Hours</u>	<u>Percent</u>
500 or less hours	34
501 to 750 hours	5
751 to 1,000 hours	17
1,001 to 1,250 hours	10
1,251 to 1,500 hours	21
More than 1,500 hours	13

* Over two-fifths (44%) of all respondents, whose firm or legal office employs paralegals, report that those paralegals averaged over 1,000 billable hours in 2014. Slightly over one-third (34%) report that paralegals averaged 500 or less hours in 2014.

8A. Comparison between 2008 thru 2014 Economics & Law Office Management Surveys – How many billable hours did paralegals average in your firm or legal office?

<u>Category</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>
500 or less hours	46	41	37	34
501 to 750 hours	6	2	2	5
751 to 1,000 hours	9	17	16	17
1,001 to 1,250 hours	16	12	11	10
1,251 to 1,500 hours	13	16	20	21
More than 1,500 hours	10	12	14	13

9. 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	58
Fixed or flat fee	22
Contingency fee	10
A combination of methods	5
Non-refundable retainer plus a combination of methods	3
Value based fee	1
Volume discount	<1

* Nearly three-fifths (58%) of all respondents report that their law firm or legal office uses an hourly rate as the primary method for billing, while slightly over one-fifth (22%) report using a fixed or flat fee.

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

<u>Category</u>	<u>Percent</u>
None	63
1% to 25%	22
26% to 50%	3
51% to 75%	2
Over 75%	10

* Over one-third (37%) of all respondents report that their firm or legal office handles contingency fee cases. Of those 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.

10A. Comparison between 2006 thru 2014 Economics & Law Office Management Surveys – What percent of your cases are handled on a contingency fee basis?

<u>Category</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>
None	53	55	59	60	63
1% to 25%	29	28	26	21	22
26% to 50%	4	4	4	5	3
51% to 75%	4	3	2	2	2
Over 75%	10	10	9	12	10

10B. Of those 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	18
30%	13
33%	46
35% to 40%	22
Over 40%	1

10C. Comparison between 2012 and 2014 Economics & Law Office Management Surveys – Of those contingency fee cases, what is the average percentage of the award that you receive if you win the case?

<u>Category</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>
25% or less	15	18
30%	13	13
33%	42	46
35% to 40%	28	22
Over 40%	2	1

11. Do you keep time records?

<u>Category</u>	<u>Percent</u>
Always	55
Always, except in contingency or fixed fee cases	12
Sometimes	18
Never	15

* With an exception of contingency fee or fixed fee cases, two-thirds (67%) of all respondents always maintain time records. That percentage increases to three-quarters (75%) when considering only attorneys in private practice (see Table 11A).

11A. Comparison between 2008 thru 2014 Economics & Law Office Management Surveys – Do you keep time records? (PRIVATE PRACTICE ATTORNEYS ONLY)

<u>Category</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>
Always	57	60	58	61
Always, except cont. /fixed fee cases	18	14	14	14
Sometimes	18	20	22	19
Never	7	6	6	6

12. How often does your firm or legal office use written fee agreements, retainer letters or fee contracts?

<u>Category</u>	<u>Percent</u>
Always	60
Usually	21
Seldom	6
Never	13

* Three fifths (60%) of all respondents report that their firm or legal office uses written fee agreements, retainer letters or fee contracts. That percentage is up from 50% reported in the 2008 survey (see Table 12A).

12A. Comparison between 2008 thru 2014 Economic and Law Office Management Surveys – How often does your firm use written fee agreements, retainer letters or fee contracts?

<u>Category</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>
Always	50	51	58	60
Usually	25	24	22	21
Seldom	13	13	8	6
Never	12	12	12	13

**12B. How often does your firm use written fee agreements, retainer letters or fee contracts?
(PRIVATE PRACTICE ATTORNEYS ONLY)**

<u>Category</u>	<u>Percent</u>
Always	69
Usually	23
Seldom	6
Never	2

**13. What do you regularly include in your billing statements to clients?
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Percent</u>
Prior unpaid balance	63
Itemized list of services performed	62
Hourly rates of lawyers	61
Itemized list of disbursements	60
Time spent by individual lawyers	55
Total time spent by lawyers	52
Narrative summary of services	50
Legal assistant/paralegal charges	41
Remaining trust account balance	39

**13A. 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>
Prior unpaid balance	72
Itemized list of services performed	70
Hourly rates of lawyers	69
Itemized list of disbursements	68
Time spent by individual lawyers	62
Total time spent by lawyers	58
Narrative summary of services	56
Legal assistant/paralegal charges	46
Remaining trust account balance	44

* When considering only those respondents employed in private practice positions, over two-thirds report that they include the prior unpaid balance (72%), an itemized list of services performed (70%), the hourly rate of lawyers (69%) and an itemized list of disbursements (68%) in their billing statements to clients.

**14. Which of the following credit cards does your law firm or legal office accept?
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Percent</u>
Visa	35
MasterCard	34
American Express	28
Discover	18
None of the above	32
Not applicable to my position	24

15. Please indicate your average monthly accounts receivable balance:

<u>Category</u>	<u>Percent</u>
\$5,000 or less	31
\$5,001 to \$10,000	14
\$10,001 to \$25,000	17
\$25,001 to \$50,000	14
\$50,001 to \$100,000	10
More than \$100,000	14

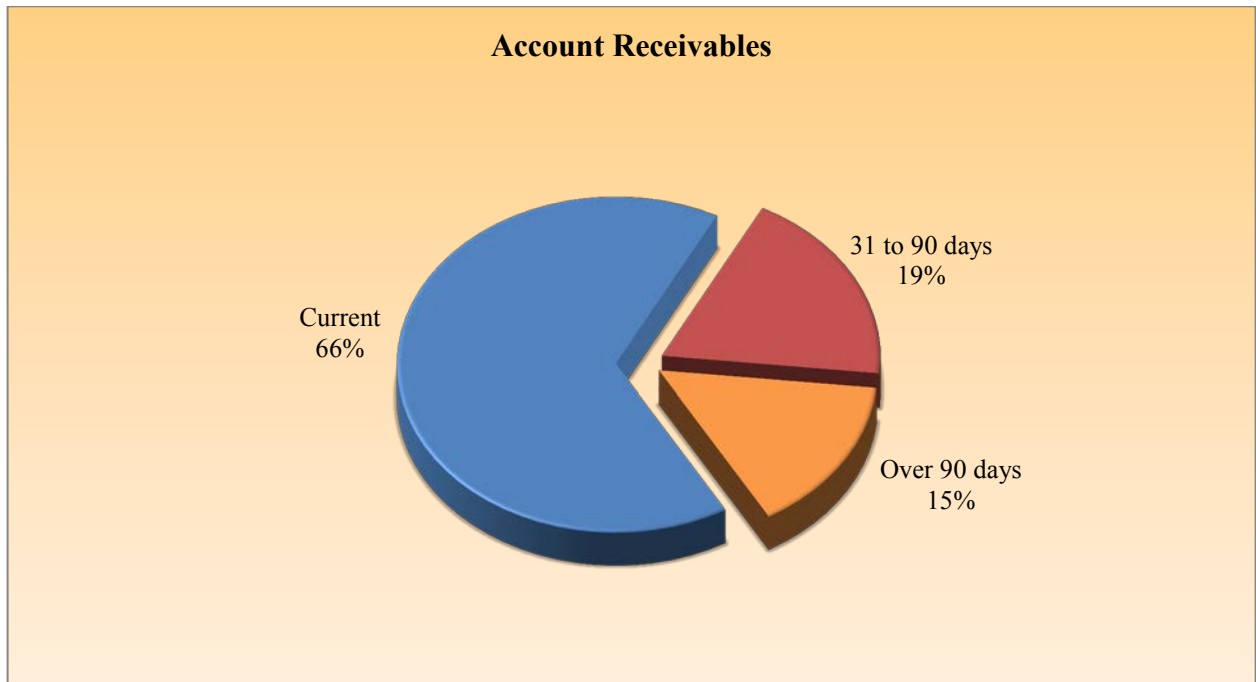
* Over two-fifths (45%) of all respondents report an average monthly accounts receivable balance of \$10,000 or less. Almost one-quarter (24%) reports an average monthly accounts receivable balance of more than \$50,000.

15A. Comparison between 2012 and 2014 Economics & Law Office Management Surveys – Please indicate your average monthly accounts receivable balance:

<u>Category</u>	2012 Survey Percent	2014 Survey Percent
\$5,000 or less	28	31
\$5,001 to \$10,000	16	14
\$10,001 to \$25,000	17	17
\$25,001 to \$50,000	14	14
\$50,001 to \$100,000	11	10
More than \$100,000	14	14

16. Of your total fees billed, please indicate what percent of your account receivables were current, 31 to 90 days, 91 to 120 days, and over 120 days:

<u>Category</u>	<u>Percent</u>
Current	66
31 to 90 days	19
91 to 120 days	7
Over 120 days	8



- 16A. Comparison between 2006 thru 2014 Economics & Law Office Management Surveys – Of your total fees billed, please indicate what percent of your account receivables were current, 31 to 90 days, 91 to 120 days, and over 120 days:**

<u>Category</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>
Current	67	67	64	60	66
31 to 90 days	19	18	18	22	19
Over 90 days	14	15	18	18	15

- 17. What is the percentage of gross income spent on overhead? (This 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	22
21% to 30%	17
31% to 40%	18
41% to 50%	19
51% to 60%	10
Over 60%	14
	Mean = 40%
	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>Median Percent</u>
All lawyer compensation	50
Support staff compensation	20
All other expenses	30

- 18A. Comparison between 2008 thru 2014 Economics & Law Office Management Surveys – Based upon your law firm's gross receipts, please indicate the percentage attributable to each of the following expenses:**

<u>Category</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 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 since 2008 in the median percentages of lawyer compensation, support staff compensation and other expenses.

19. Which best describes your employment status?

<u>Category</u>	<u>Percent</u>
Full-time	87
Part-time	10
Unemployed	2
Retired	<1

* The large majority of respondents (87%) report being employed in full-time legal positions.

19A. Comparison between 2008 thru 2014 Economics & Law Office Management Surveys – Which best describes your employment status?

<u>Category</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>
Full-time	91	88	88	87
Part-time	8	9	9	10
Unemployed	<1	2	2	2
Retired	<1	<1	<1	<1

20. On the average, how many hours per week did you devote to the legal profession in 2014? (INCLUDES ALL HOURS DEVOTED TO THE PRACTICE OF LAW – NOT JUST BILLABLE HOURS)

<u>Category</u>	<u>Percent</u>
Under 20 hours	4
20 to 29 hours	4
30 to 39 hours	8
40 to 49 hours	24
50 to 59 hours	35
60 hours or more	25

Mean = 50 hours
 Median = 50 hours
 Mode = 50 hours
 Range = 1 to 100 hours

* Three-fifths (60%) of all respondents work at least 50 hours per week, while one-quarter (25%) work at least 60 hours per week.

20A. Comparison between 2008 thru 2014 Economics & Law Office Management Surveys: On the average, how many hours per week did you devote to the legal profession in 2014? – BY LEGAL OCCUPATION/CLASSIFICATION

<u>Category</u>	2008 Survey Average Hours	2010 Survey Average Hours	2012 Survey Average Hours	2014 Survey Average Hours
Managing partner	55	54	52	52
Associate	50	50	50	50
Practitioner with one or more associates	55	52	50	50
Partner/shareholder	50	50	50	50
State government attorney	47	47	48	48
Corporate counsel	50	48	50	46
Sole practitioner	45	45	42	44

* Managing partners (52 hours) consistently report working the most hours in an average week. Sole practitioners (44 hours) consistently report working the least hours in an average week.

20B. Comparison between 2006 thru 2014 Economics & Law Office Management Surveys – On the average, how many hours per week did you devote to the legal profession in 2014? – BY GENDER AND REGION OF FLORIDA

<u>Gender</u>	2006 Survey Average Hours	2008 Survey Average Hours	2010 Survey Average Hours	2012 Survey Average Hours	2014 Survey Average Hours
Male	50	50	50	50	50
Female	50	50	50	50	50

<u>Region</u>	2006 Survey Average Hours	2008 Survey Average Hours	2010 Survey Average Hours	2012 Survey Average Hours	2014 Survey Average Hours
Southeast	50	51	51	50	50
Central/Southwest	50	50	50	50	50
North	50	50	48	50	50

* For a complete listing of counties within regions, see Appendix A located on Page 64.

20C. On the average, how many hours per week did you devote to the legal profession in 2014? – BY AGE GROUP

<u>Age Group</u>	Average Hours
35 years of age or under	50
36 to 49 years of age	50
50 to 65 years of age	50
Over 65 years of age	34

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

<u>Category</u>	<u>Average Hours</u>
Billable work	26
Office administration	7
Keeping current on non-billable legal work	6
Other matters related to the practice of law	5
Client development or marketing	5
Bar service (local, voluntary or state)	<1
Average Weekly Hours	50

21A. Comparison between 2008 thru 2014 Economics & Law Office Management Surveys – Of that amount, how many hours per week did you spend engaging in the following activities?

<u>Category</u>	<u>2008 Survey Average Hours</u>	<u>2010 Survey Average Hours</u>	<u>2012 Survey Average Hours</u>	<u>2014 Survey Average Hours</u>
Billable work	29	27	27	26
Office administration	7	8	7	7
Keeping current on non-billable law	5	6	6	6
Other matters related to the practice of law	4	4	5	5
Client development or marketing	4	4	4	5
Non-billable bar association activities	<u>1</u>	<u>1</u>	<u>1</u>	<u><1</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	72	20	8
Economy	51	37	12
Increased competition	51	38	11
Work-life balance	48	37	15
Court operations	43	42	15
Quality of the judiciary	40	36	24
New/advanced technology	32	52	16
Image of lawyers	23	50	27
Unauthorized practice of law	13	32	55
Pro se litigants	12	34	54
Increase in ADR	9	37	54

* Over half of all respondents report that client expectations (72%), the economy (51%), and increased competition (51%) are factors that are 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>
I have had <u>decreased</u> business/profitability	31
My practice has remained the same	27
I have had <u>increased</u> business/profitability	26
The economy does <u>not</u> impact my practice	16

- * Nearly one-third (31%) of all respondents report that their business/profitability has decreased due to the economy, compared to just over one-quarter (26%) who report that their business/profitability has increased.

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

<u>Category</u>	<u>Percent</u>
I believe I will have <u>increased</u> business/profitability	45
I believe it will remain the same	29
I believe I will have <u>decreased</u> business/profitability	12
The economy does <u>not</u> impact my practice	14

- * Over two-fifths (45%) of all respondents expect to have increased business or profitability in the next two years, compared to twelve percent who believe they will have decreased business or profitability.

**25. In 2014, did your firm or legal office institute any of the following?
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Percent</u>
Adjustments of billing rates	29
Delay of lawyer salary increases	17
Lawyer hiring freeze	9
Non-lawyer staff hiring freeze	9
Renegotiation of office leases	9
Elimination of lawyer bonuses	8
Use of contract lawyers	8
Elimination of non-lawyer bonuses	6
Non-lawyer staff layoffs	5
Lawyer layoffs	4
Outsource legal work	4
Increase in partner capital contributions	3
Outsource non-lawyer functions	3
New lawyer offers retracted	2
Offshore non-lawyer functions	1
Offshore legal work	<1

25A. Comparison between 2012 and 2014 Economics & Law Office Management Surveys – Did your firm or legal office institute any of the following in the last year?

<u>Category</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>
Adjustments of billing rates	31	29
Delay of lawyer salary increases	30	17
Lawyer hiring freeze	14	9
Non-lawyer staff hiring freeze	18	9
Renegotiation of office leases	12	9
Elimination of lawyer bonuses	16	8
Use of contract lawyers	8	8
Elimination of non-lawyer bonuses	10	6
Non-lawyer staff layoffs	8	5
Lawyer layoffs	4	4
Outsource legal work	5	4
Increase in partner capital contributions	9	3
Outsource non-lawyer functions	5	3
New lawyer offers retracted	4	2
Offshore non-lawyer functions	4	1
Offshore legal work	<1	<1

26. Do you anticipate that your firm or legal office's budget for each of the following will increase, decrease or remain the same in 2015?

<u>Category</u>	<u>Increase Percent</u>	<u>Remain the Same Percent</u>	<u>Decrease Percent</u>
Technology	42	53	5
Website modifications	39	56	5
Social media	29	65	6
Online advertising	27	65	8
Travel	17	74	9
Association memberships	14	79	7
Print advertising	12	74	14
Continuing legal education	11	84	5
Market research	9	81	10
Direct mail	6	81	13
Television/radio advertising	6	83	11

* Around two-fifths of respondents report that they anticipate their firm or legal office will increase its budget in 2015 for technology (42%) and website modifications (39%). Around one-quarter of respondents report that they anticipate their firm or legal office will increase its budget in 2015 for social media (29%) and online advertising (27%).

27. Compared to the past, how much of the following are you experiencing with clients?

<u>Category</u>	<u>Substantial Increase Percent</u>	<u>Slight Increase Percent</u>	<u>No Increase Percent</u>
Seeking discounts	21	36	43
Having a higher level of expectations	20	44	36
Seeking to pay bills over time	19	33	48
Paying bills later	17	36	47

* Almost two-thirds (64%) of all respondents report that they have experienced an increase in clients having a generally higher level of expectations. Over half report that they have experienced an increase in clients seeking discounts (57%), paying bills later (53%), and seeking to pay bills over time (52%).

28. Have you, or are you considering transitioning to a different career, to a different field of practice, or starting your own firm? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Yes, to a different career	24
Yes, to a different field of practice	16
Yes, I am considering starting my own firm	8
No	60

* Nearly one-quarter (24%) of all respondents have considered, or are currently considering, a transition to a different career. 16% have considered, or are considering a transition, to a different field of practice.

29. 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	33
Neither agree nor disagree	19
Somewhat disagree	24
Strongly disagree	12

* Over two-fifths (45%) of respondents agree that the legal needs of Florida’s citizens are currently being met, compared to over one-third (36%) who disagree.

30. Where do you generally go for technology assistance? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Outside consultant	34
In-firm consultant	30
Internet/websites	30
Other source(s)	6
The Florida Bar	4
Local/voluntary bars	3
Social media	3

* The most frequently mentioned responses under the “Other” category are in-house IT Department, friends/family and myself.

31. Does your firm or legal office employ/utilize a technology consultant?

<u>Category</u>	<u>Percent</u>
Yes	71
No	24
Don’t know	5

* Over two-thirds (71%) of all respondents report that their firm or legal office uses a technology consultant. That percentage is significantly higher for those employed in firms or legal offices that contain more than five attorneys.

31. Does your firm or legal office employ/utilize a technology consultant? – BY SIZE OF FIRM

<u>Size of Firm</u>	<u>Yes Percent</u>	<u>No Percent</u>	<u>Don’t Know Percent</u>
One attorney	52	47	1
2 to 5 attorneys	75	20	5
6 to 10 attorneys	88	5	7
11 to 25 attorneys	88	3	9
Over 25 attorneys	91	2	7

32. As the practice of law becomes more dependent on advanced technology, to what extent are you interested in learning about the following topics to help you manage your practice?

<u>Category</u>	<u>Interested Percent</u>	<u>Neutral Percent</u>	<u>Uninterested Percent</u>
Electronic doc. mgmt., retrieval and storage	79	12	9
Remote workplace	73	15	12
Cloud computing	67	17	16
Voice recognition	57	25	18
Predictive technology	54	29	17

* Around three-quarters of all respondents are interested in learning about electronic document management retrieval and storage (79%) and a remote workplace (73%). Two-thirds (67%) are interested in learning about cloud computing.

33. What technologies, if any, do you believe have reduced the availability of paid attorney work within your field of practice or impacted how you or your firm price the legal services you provide?

A total of 131 types of technologies were provided by respondents. Each response was reviewed and categorized. The table below lists the five most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Online forms	51
LegalZoom	22
Electronic document management	7
Do It Yourself Online Resources	6
E-filing	6

34. Has technology changed your relationship with your clients?

<u>Category</u>	<u>Percent</u>
Yes – for the better	63
Yes – for the worse	10
No	18
Not applicable (do not have clients)	9

* Nearly three-quarters (73%) of respondents report that technology has changed their relationship with clients, with the majority of those listing that it has changed that relationship for the better.

35. To what extent do you either agree or disagree with the following statements:

<u>Category</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>
All practicing lawyers should possess some minimum level of technological competency and proficiency in order to practice	90	5	5
The Florida Bar's Continuing Legal Education requirements should be expanded to include a mandatory technology component (e.g., a certain amount of an attorney's CLE must include X hrs of technology based education)	47	22	31
The Florida Bar's mechanisms for addressing the impact of technology on the practice of law are too slow to keep pace with technological developments	42	49	9
The Florida Bar adequately addresses and promotes technology related ethics and education in its written documents, CLEs or other media which are available to lawyers	41	47	12

* A large majority (90%) of respondents agree that all practicing lawyers should possess some minimum level of technological competency and proficiency in order to practice .

36. Is there any technology-related capability that you would like to see in Florida Courtrooms that is not widely available now (e.g. WiFi, evidence camera, individual monitors for counsel, jurors or witnesses, projectors, etc.)?

<u>Category</u>	<u>Percent</u>
Yes	28
No	22
Don't know/Not applicable	50

* Slightly over one-quarter (28%) report there is a technology-related capability that you would like to see in Florida Courtrooms that is not widely available now.

36A. If “Yes”, please specify:

A total of 287 types of technology-related capabilities were provided by respondents regarding items that they would like to see in Florida Courtrooms. Each response was reviewed and categorized. The table below lists the five most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
WiFi	81
Monitors	59
Projectors	40
Evidence cameras	25
Video conferencing/Facettime/Skype	21

37. 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 87 respondents listed at least one technology based suggestion or comment. The table below lists the three most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
CLE on various technology based topics	11
Document management programs	7
Adobe based training and programs	5

38. Please indicate the AVERAGE ANNUAL SALARY levels for the following attorneys 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	\$53,611	\$50,000	\$50,000
Recent law school graduates with experience (internship, clerkship)	\$54,476	\$50,000	\$50,000
Current attorneys with less than 3 years of experience	\$63,048	\$60,000	\$60,000
Current attorneys with 3 to 5 years of experience	\$72,751	\$70,000	\$75,000
Current attorneys with 6 to 8 years of experience	\$86,397	\$80,000	\$80,000
Current attorneys with more than 8 years of experience	\$102,317	\$100,000	\$100,000
Partner, shareholder, or member	\$161,710	\$150,000	\$200,000

- * 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.

38A. 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	\$39,360	\$40,000	\$40,000
Recent law school graduates with experience (internship, clerkship)	\$39,881	\$40,000	\$40,000
Current attorneys with less than 3 years of experience	\$47,751	\$46,000	\$50,000
Current attorneys with 3 to 5 years of experience	\$54,261	\$52,000	\$50,000
Current attorneys with 6 to 8 years of experience	\$62,087	\$60,000	\$60,000
Current attorneys with more than 8 years of experience	\$75,781	\$75,000	\$75,000
Partner, shareholder, or member	\$122,727	\$110,000	\$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 64.

38B. Average attorney annual salary by years of experience – Central/SW Region

ATTORNEYS

Central/Southwest Region

<u>Attorneys</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
Recent law school graduates with no experience	\$53,280	\$50,000	\$50,000
Recent law school graduates with experience (internship, clerkship)	\$54,500	\$50,000	\$50,000
Current attorneys with less than 3 years of experience	\$62,487	\$60,000	\$55,000
Current attorneys with 3 to 5 years of experience	\$71,583	\$67,000	\$75,000
Current attorneys with 6 to 8 years of experience	\$86,120	\$80,000	\$75,000
Current attorneys with more than 8 years of experience	\$102,151	\$100,000	\$100,000
Partner, shareholder, or member	\$157,579	\$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 64.

38C. 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	\$61,308	\$55,000	\$50,000
Recent law school graduates with experience (internship, clerkship)	\$62,904	\$55,000	\$50,000
Current attorneys with less than 3 years of experience	\$72,045	\$70,000	\$70,000
Current attorneys with 3 to 5 years of experience	\$83,593	\$80,000	\$80,000
Current attorneys with 6 to 8 years of experience	\$104,594	\$100,000	\$100,000
Current attorneys with more than 8 years of experience	\$114,283	\$110,000	\$125,000
Partner, shareholder, or member	\$192,286	\$175,000	\$200,000

* 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 64.

38D. Comparison between 2008 thru 2014 Economics & Law Office Management Surveys – Median attorney annual salary by years of experience

ATTORNEYS

<u>Attorneys</u>	<u>2008 Survey Median</u>	<u>2010 Survey Median</u>	<u>2012 Survey Median</u>	<u>2014 Survey Median</u>
Recent law school graduates with no experience	\$50,000	\$50,000	\$45,000	\$50,000
Current attorneys with less than 3 years of experience	\$65,000	\$60,000	\$58,000	\$60,000
Current attorneys with 3 to 5 years of experience	\$75,000	\$70,000	\$68,500	\$70,000
Current attorneys with 6 to 8 years of experience	\$90,000	\$85,000	\$80,000	\$80,000
Current attorneys with more than 8 years of experience	\$110,000	\$100,000	\$100,000	\$100,000
Partner, shareholder, or member	\$125,000	\$120,000	\$150,000	\$150,000

39. Please indicate the **AVERAGE ANNUAL SALARY** levels for the following paralegals 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	\$31,233	\$30,000	\$30,000
Current paralegals with less than 5 years of experience	\$35,722	\$35,000	\$40,000
Current paralegals with 5 to 10 years of experience	\$46,076	\$45,000	\$50,000
Current paralegals with more than 10 years of experience	\$52,463	\$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.

39A. 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	\$28,467	\$28,000	\$25,000
Current paralegals with less than 5 years of experience	\$32,571	\$30,000	\$30,000
Current paralegals with 5 to 10 years of experience	\$38,714	\$38,000	\$35,000
Current paralegals with more than 10 years of experience	\$44,543	\$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 64.

39B. Average paralegal annual salary by years of experience – Central/SW Region

PARALEGALS

Central/Southwest Region

<u>Paralegals</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$31,148	\$30,000	\$30,000
Current paralegals with less than 5 years of experience	\$34,718	\$32,000	\$30,000
Current paralegals with 5 to 10 years of experience	\$45,879	\$45,000	\$40,000
Current paralegals with more than 10 years of experience	\$51,077	\$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 64.

39C. 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	\$32,781	\$31,000	\$30,000
Current paralegals with less than 5 years of experience	\$39,478	\$37,000	\$40,000
Current paralegals with 5 to 10 years of experience	\$49,221	\$45,000	\$45,000
Current paralegals with more than 10 years of experience	\$57,598	\$55,000	\$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 64.

39D. Comparison between 2008 thru 2014 Economics & Law Office Management Surveys – Median paralegal annual salary by years of experience

PARALEGALS				
<u>Paralegals</u>	<u>2008 Survey Median</u>	<u>2010 Survey Median</u>	<u>2012 Survey Median</u>	<u>2014 Survey Median</u>
New hires without experience	\$30,000	\$30,000	\$30,000	\$30,000
Current paralegals with less than 5 years of experience	\$35,000	\$34,000	\$32,000	\$35,000
Current paralegals with 5 to 10 years of experience	\$42,500	\$40,000	\$42,000	\$45,000
Current paralegals with more than 10 years of experience	\$46,000	\$45,000	\$50,000	\$50,000

40. 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	\$26,479	\$25,000	\$25,000
Current secretaries with less than 5 years of experience	\$31,362	\$30,000	\$30,000
Current secretaries with 5 to 10 years of experience	\$38,202	\$36,000	\$35,000
Current secretaries with more than 10 years of experience	\$43,642	\$41,000	\$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.

40A. 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	\$24,505	\$24,000	\$25,000
Current secretaries with less than 5 years of experience	\$28,911	\$28,000	\$30,000
Current secretaries with 5 to 10 years of experience	\$33,514	\$32,000	\$30,000
Current secretaries with more than 10 years of experience	\$37,613	\$35,000	\$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 64.

40B. Average legal secretary annual salary by years of experience – Central/SW Region

LEGAL SECRETARIES

Central/Southwest Region

<u>Legal Secretaries</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$25,770	\$25,000	\$25,000
Current secretaries with less than 5 years of experience	\$30,524	\$30,000	\$30,000
Current secretaries with 5 to 10 years of experience	\$36,794	\$35,000	\$35,000
Current secretaries with more than 10 years of experience	\$41,868	\$40,000	\$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 64.

40C. 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	\$28,942	\$29,000	\$25,000
Current secretaries with less than 5 years of experience	\$33,404	\$33,000	\$30,000
Current secretaries with 5 to 10 years of experience	\$41,619	\$40,000	\$30,000
Current secretaries with more than 10 years of experience	\$47,727	\$45,000	\$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 64.

40D. Comparison between 2008 thru 2014 Economics & Law Office Management Surveys – Median legal secretary annual salary by years of experience

LEGAL SECRETARIES

<u>Legal Secretaries</u>	<u>2008 Survey Median</u>	<u>2010 Survey Median</u>	<u>2012 Survey Median</u>	<u>2014 Survey Median</u>
New hires without experience	\$28,000	\$25,000	\$25,000	\$25,000
Current secretaries with less than 5 years of experience	\$32,000	\$30,000	\$30,000	\$30,000
Current secretaries with 5 to 10 years of experience	\$38,500	\$36,000	\$35,000	\$36,000
Current secretaries with more than 10 years of experience	\$41,000	\$40,000	\$40,000	\$41,000

41. Please indicate the AVERAGE ANNUAL SALARY levels for other personnel that are employed within your firm: (NOTE: Salary does not include any additional bonuses or compensations)

<u>Other Personnel</u>	2010 Survey Median	2012 Survey Median	2014 Survey Median
Full-time office manager/legal administrator	\$60,000	\$60,000	\$70,000
Bookkeeper or controller (full-time)	\$40,000	\$45,000	\$50,000
Law clerk	\$25,000	\$25,000	\$25,000
Bookkeeper (part-time)	\$20,000	\$23,500	\$24,000

42. Please indicate your firm or legal office's annual performance/merit salary increase in 2014 for attorneys: (Includes Comparison with 2010 and 2012 Surveys)

<u>Category</u>	2010 Survey Percent	2012 Survey Percent	2014 Survey Percent
None	87	84	75
1% to 2%	2	2	3
3% to 4%	4	3	8
5% to 6%	4	6	7
7% to 10%	3	4	2
Over 10%	<1	1	5

- * Three-quarters (75%) of all respondents report that their firm or legal office did not have an annual performance/merit salary increase for attorneys in 2014 .

43. Please indicate your firm or legal office's annual performance/merit salary increase in 2014 for non-lawyer staff: (Includes Comparison with 2010 and 2012 Surveys)

<u>Category</u>	2010 Survey Percent	2012 Survey Percent	2014 Survey Percent
None	79	75	73
1% to 2%	3	2	7
3% to 4%	6	12	10
5% to 6%	9	6	7
7% to 10%	1	5	2
Over 10%	2	0	1

- * Almost three-quarters (73%) of all respondents report that their firm or legal office did not have an annual performance/merit salary increase for non-lawyer staff in 2014.

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

<u>Category</u>	<u>Percent</u>
Medical insurance	84
Paid vacation	82
Paid Bar dues	76
Paid registration for CLE courses	71
Life insurance	58
Dental insurance	52
Flexible work schedule	49
Maternity leave	44
Annual bonuses	43
Paid parking	40
Disability compensation	33
Pension	24
Profit sharing	23
Paternity leave	21
Reimbursed certification/recertification expenses	17
Reimbursed Bar exam costs	10
Relocation expenses	4
College tuition	3

45. 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	39
Pro bono service policy	21
Diversity sensitivity training program for associates and staff	13
Strategic planning committee	10
Active program to recruit and retain minority associates	7

46. Do you have professional liability insurance?

<u>Category</u>	<u>Percent</u>
Yes	63
No	37

- * Slightly under two-thirds (63%) of respondents report having professional liability insurance.

46A. Do you have professional liability insurance? – BY REGION OF FLORIDA

<u>Region of Florida</u>	<u>Has Professional Liability Insurance Percent</u>
Central/Southwest	68
Southeast	61
North	56

* For a complete listing of counties within regions, see Appendix A located on Page 64.

46B. Do you have professional liability insurance? – BY TYPE OF PRACTITIONER

<u>Classification</u>	<u>Has Professional Liability Insurance Percent</u>
Managing partner	100
Partner/shareholder	92
Associate	90
Sole practitioner	78
Practitioner with one or more associates	75
Corporate counsel	30
State government attorney	5
Local government attorney	0
Federal government attorney	0

* Partners (managing partners – 100%; partner/shareholders - 92%) and associates (90%) are more likely to obtain professional liability insurance. Almost all respondents in government practice positions report that they do not carry professional liability insurance.

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

<u>Category</u>	<u>Percent</u>
Not in private practice	39
Too expensive to maintain	20
Not necessary	18
Willing to take risk	7
Not cost effective	6
Firm does not provide	6
Other	4

* Nearly two-fifths (39%) of respondents report that their primary reason for not obtaining personal liability insurance is they are not in private practice, while one-fifth (20%) report that it is too expensive to maintain. The most frequently mentioned responses under the “Other” category are retired and not practicing law.

48. What is the annual deductible for your professional liability insurance?

<u>Category</u>	<u>Percent</u>
\$2,500 or less	16
\$5,000	38
\$10,000	21
\$15,000	6
\$25,000	8
Over \$25,000	10
Other	1

49. During a typical month, how many times do you visit The Florida Bar’s website?

<u>Category</u>	<u>Percent</u>
None	11
Once	18
Twice	14
3 to 4 times	25
5 to 10 times	16
More than 10 times	16

* Nearly three-quarters (71%) of all respondents visit The Florida Bar’s website at least twice a month. Nearly one-third (32%) visit it at least five times a month.

49A. 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 23 respondents provided comments about the website or named a feature not currently on the site that they would like to see added in the near future. The two most frequently mentioned responses are: Find a Lawyer (4 Responses) and Court Rules/Statutes (3 Responses).

50. Which office suite is on the computer your primarily use for legal work?

<u>Category</u>	<u>Percent</u>
Microsoft Office 2010	42
Microsoft Office 2013	35
Microsoft Office 2007 or earlier	15
Office for Mac	5
FreeOffice	<1
Google Docs	<1
OpenOffice	<1
Other	<1

* A large majority (92%) use some type of Microsoft Office for Windows suite on the computer they primarily use for work.

51. Which operating system is on the computer you primarily use for legal work?

<u>Category</u>	<u>Percent</u>
Windows 7	42
Windows 8	23
Windows XP	18
Mac OS	6
Windows Vista	5
Google Chrome	4
Windows ME	<1
Other	1

* A large majority (89%) of respondents use a version of a Windows operating system on the computer they primarily use for legal work. The most frequently mentioned responses under the “Other” category are Windows 8.1 and Windows 365.

52. Which Internet browser is utilized most on the computer you primarily use for legal work?

<u>Category</u>	<u>Percent</u>
Microsoft Internet Explorer	44
Google Chrome	39
Mozilla Firefox	11
Safari	5
Opera	<1
Other	<1

* Around two-fifths of respondents use Microsoft Internet Explorer (44%) or Google Chrome (39%) as their preferred Internet browser on the computer they primarily use for work.

53. Which case management system do you primarily use?

<u>Category</u>	<u>Percent</u>
Client Profiles	6
Time Matters	6
Amicus	3
Abacus	2
ProLaw	2
Other	4
I do not use a case management program	77

* Over three-quarters (77%) of all respondents report that they do not use a case management system.

54. Which document management system do you primarily use?

<u>Category</u>	<u>Percent</u>
NetDocuments	2
Worldox	2
PinPoint	0
Other	11
I do not use a document management system	85

* A large majority (85%) of all respondents report that they do not use a document management system. Time Matters, ProDocs, DMS and Dropbox are the most frequently mentioned document management systems listed under the “Other” category.

55. Which voice recognition software do you primarily use?

<u>Category</u>	<u>Percent</u>
Dragon	13
Windows Speech Recognition	2
Talking Desktop	0
Other	3
I do not use a recognition software program	82

* A large majority (82%) of all respondents report that they do not use a recognition software program. Apple iPhone/Siri is the most frequently mentioned item listed under the “Other” category.

56. Which type of smartphone do you currently use?

<u>Category</u>	<u>Percent</u>
Apple iPhone	64
Android-based (other than Samsung and LG)	15
Samsung	10
Blackberry	2
LG	1
Windows	1
Other	1
I do not use a smartphone	6

* Nearly two-thirds (64%) of all respondents report using an Apple iPhone.

57. Which tablet(s) do you currently use? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Apple iPad	42
Android-based	8
Kindle Fire	6
Nook	3
Windows 8-based	3
Other	2
I do not use a tablet	42

* Of those respondents who use a tablet, the Apple iPad is the most frequently mentioned choice. Microsoft Surface Pro 3 is the most frequently mentioned item listed under the “Other” category.

58. The Florida Bar recently introduced apps (compatible with iPhone, iPad, Android and Blackberry devices) to provide the content of The Florida Bar News, check CLE status and post hours and use The Bar’s Master Calendar (with the ability to add events to your calendar). What is the likelihood you will utilize this app?

<u>Category</u>	<u>Already Use It Percent</u>	<u>Plan To Use It Percent</u>	<u>Do not Plan To Use It Percent</u>
Florida Bar News app	4	19	77
CLE status app	2	22	76
Master calendar app	<1	9	91

* Very few respondents report having used any of The Florida Bar apps listed above. Over three-quarters of respondents report that they do not plan to utilize these apps in the future.

59. Please list any other potential Smartphone apps that you would like to see The Florida Bar develop in the near future:

A total of 47 respondents listed a particular Smartphone app that they would like to see The Florida Bar develop in the near future. Each response was reviewed and categorized. The table below lists the four most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Attorney search/Find a Lawyer	8
Florida Statutes/Rules/Case Law	6
Fastcase	5
CLE information	4

60. Please indicate your professional and personal participation in the following social networking/online communities: (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Use Professionally Percent</u>	<u>Use Personally Percent</u>
Facebook	12	50
YouTube	5	19
Google+	14	12
Twitter	3	12
LinkedIn	42	11
Pinterest	0	11
Instagram	<1	1
Martindale-Hubbell Connected	5	<1
Legally Minded (ABA)	<1	<1
Myspace	0	<1
Tumblr	0	<1
Legal OnRamp	0	0

* One half (50%) of all respondents report using Facebook for personal use, while over two-fifths (42%) report using LinkedIn for professional use.

* 19 percent of all respondents do not participate in any social networking/online community.

61. 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	57
Partner/lawyer in your firm or legal office	50
Former colleague(s)	35
The Florida Bar’s resources/website	34
Listserv	11
Local bar website/resources	7
ABA website/resources	4
Other	7

* Around half of all respondents utilize other lawyers in similar practice areas (57%) or a partner/lawyer in their firm or legal office (50%) when needing advice regarding a legal matter. Just over one-third utilize a former colleague (35%) or The Florida Bar’s resources/website (34%).

62. Please indicate whether or not you are satisfied with each of the following aspects of your current legal position: (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Satisfied Percent</u>
Relations with co-workers	95
Challenging responsibilities	91
General working conditions	90
Available technology	83
Job security	83
Respect and prestige	83
Hours	83
Assistance from support staff	79
Attorney to support staff ratio	77
Advancement opportunities	75
Salary and fringe benefits	60

62A. Comparison between 2008 thru 2014 Economics & Law Office Management Surveys – Please indicate whether or not you are satisfied with each of the following aspects of your current legal position:

<u>Category</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>
Relations with co-workers	94	94	93	95
Challenging responsibilities	95	91	89	91
General working conditions	93	92	90	90
Available technology	90	87	85	83
Job security	84	69	83	83
Respect and prestige	85	84	83	83
Hours	74	76	81	83
Assistance from support staff	85	78	80	79
Attorney to support staff ratio	85	77	78	77
Advancement opportunities	81	75	76	75
Salary and fringe benefits	75	58	57	60

* A very large majority of respondents are satisfied with their relations with co-workers (95%), challenging work responsibilities (91%), and general working conditions (90%). Only 60% are satisfied with their salary and fringe benefits.

63. How would you prefer to receive The Florida Bar News in the future – through an electronic format or through the traditional printed and mailed version?

<u>Category</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>
I prefer the print format	59	46	41
Either method is fine	20	29	31
I prefer the electronic format	21	25	28

* A higher percentage of respondents would prefer to receive The Florida Bar in print format (41%), compared to electronic format (28%).

64. 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>
Justice Teaching	6	17	77
Speakers' Bureau	4	23	73
Benchmarks	3	14	83

* The majority of respondents are unaware of the Bar's Justice Teaching, Speakers' Bureau and Benchmarks programs.

65. In the average week, how frequently do you send or receive faxes?

<u>Category</u>	<u>Percent</u>
None	35
Once a week	27
2-3 times a week	15
4-5 times a week	8
6-10 times a week	4
Over 10 times a week	11

* Nearly two-thirds (65%) of respondents currently send or receive faxes.

66. **If you do send or receive faxes, please indicate which devices are used and check your most preferred way to send or receive a fax: (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY) (INCLUDES ONLY THOSE RESPONDENTS WHO SEND OR RECEIVE FAXES)**

<u>Category</u>	<u>Percent</u>
Traditional fax machine	66
Desktop computer	41
Mobile app	4
Other	8

- * Of those respondents who send or receive faxes, about two-thirds (66%) indicate they use a traditional fax machine.

67. **Did you attend the 2014 Florida Bar Annual Convention in Orlando?**

<u>Category</u>	<u>Percent</u>
Yes	6
No	94

- * Few respondents (6%) report attending the 2014 Florida Bar Annual Convention.

68. **What is your primary reason for not attending the Annual Convention? (CHECK ONLY ONE RESPONSE)**

<u>Category</u>	<u>Percent</u>
Meetings not beneficial to me	34
Busy schedule	28
Cost of registration	12
Distance to meetings/cost of travel	11
Did not know about it	6
Did not see any CLE programs of interest	5
Out of state practitioner	0
Other	4

- * The primary reasons for respondents not attending The Florida Bar 2014 Annual Convention are that the meetings aren't beneficial (34%) and a busy schedule (28%).

69. **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	9
No	91

69A. If “Yes”, please specify:

A total of 47 respondents listed a type of program or event that could be added to the Annual Convention that would make them more likely to attend. Each response was reviewed and categorized. The table below lists the two most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Specific Programs for CLE (note: no two suggested programs were alike)	31
Job fair	2

70. Overall, how would you rate the 2014 Florida Bar Annual Convention? (INCLUDES ONLY THOSE RESPONDENTS WHO REPORT ATTENDING THE 2014 ANNUAL CONVENTION)

<u>Category</u>	<u>Percent</u>
Excellent	8
Good	73
Fair	19
Poor	0

* Of those respondents who attended the 2014 Florida Bar Annual Convention, 81% report it as being excellent or good, compared to 19% who report it as being fair. No respondent listed it as poor.

71. Did you utilize The Florida Bar Annual Convention App on your tablet or smartphone? (INCLUDES ONLY THOSE RESPONDENTS WHO REPORT ATTENDING THE 2014 ANNUAL CONVENTION)

<u>Category</u>	<u>Percent</u>
Yes, I found it to be useful	9
Yes, but I did not find it to be useful	8
No	44
Never heard of it	39

* Nearly one-fifth (17%) of respondents who attended The Florida Bar 2014 Annual Convention utilized the convention app, with about half of those stating that it was useful and about half stating it was not useful.

* About two-fifths (39%) of respondents who attended The Florida Bar 2014 Annual Convention report that they had no awareness of the convention app.

71A. If you did not find the convention app to be useful, please explain:

A total of five responses were received. Four responses pertained to the app “crashing” or not working properly. The fifth concerned the personal calendar not working and the search ability lacking quality.

72. Please list any suggestions you may have for improving future annual conventions:

A total of 29 respondents listed a suggestion for improving future Florida Bar annual conventions. Each response was reviewed and categorized. The table below lists the four most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Lower costs/make more affordable	6
Change geographic location	5
Improve CLE selections	3
Make more appealing for the average lawyers	3

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

<u>Category</u>	<u>Percent</u>
Excellent	17
Good	37
Fair	13
Poor	3
No opinion	30

* Over half (54%) of all respondents rate The Florida Bar as either excellent or good in its encouragement and accomplishment of diversity across all aspects of practice within the legal profession, compared to 16% who rate the Bar as either fair or poor in this effort.

74. Within the past three years, have you personally witnessed an attorney or judge being discriminated against by another attorney or judge for any of the following: (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Gender-based discrimination	7
Age discrimination	4
Racial discrimination	2
Weight discrimination	2
Cultural discrimination	1
Religious discrimination	1
Sexual preference discrimination	1
Disability discrimination	<1

* Few respondents report personally witnessing an attorney or judge being discriminated against by another attorney or judge over the past three years in any of the categories listed above.

75. In what COUNTY in Florida is your primary practice located?

<u>County</u>	<u>2014 Survey Percent</u>	<u>2014 Actual Bar Percent</u>
Alachua	2	1
Baker	0	<1
Bay	<1	<1
Bradford	0	<1
Brevard	2	1
Broward	12	13
Calhoun	0	<1
Charlotte	<1	<1
Citrus	0	<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	0	<1
Gadsden	0	<1
Gilchrist	0	<1
Glades	<1	<1
Gulf	0	<1
Hamilton	0	<1
Hardee	0	<1
Hendry	0	<1
Hernando	0	<1
Highlands	<1	<1
Hillsborough	10	9
Holmes	0	<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

(continued on next page)

<u>County</u>	<u>2014 Survey Percent</u>	<u>2014 Actual Bar Percent</u>
Madison	0	<1
Manatee	<1	<1
Marion	<1	<1
Martin	1	<1
Miami-Dade	19	21
Monroe	<1	<1
Nassau	<1	<1
Okaloosa	<1	<1
Okeechobee	0	<1
Orange	9	8
Osceola	<1	<1
Palm	10	10
Pasco	<1	<1
Pinellas	6	5
Polk	2	2
Putnam	0	<1
St. Johns	<1	<1
St. Lucie	<1	<1
Santa Rosa	0	<1
Sarasota	2	2
Seminole	1	1
Sumter	<1	<1
Suwanee	<1	<1
Taylor	0	<1
Union	0	<1
Volusia	1	1
Wakulla	0	<1
Walton	<1	<1
Washington	0	<1

76. What is your gender?

<u>Gender</u>	<u>2014 Survey Percent</u>	<u>2014 Actual Bar Percent</u>
Male	63	63
Female	37	37

76A. Comparison between 1984 thru 2014 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

77. What is your race or ethnic origin?

<u>Category</u>	<u>Percent</u>
Caucasian/White	84
Hispanic/Latino	9
African-American/Black	3
Other/Mixed race/ethnicity	3
Asian/Pacific Islander	<1
Native American	<1

77A. Comparison between 1992 thru 2014 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

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

<u>Category</u>	<u>Percent</u>
Yes	3
No	97

79. What is your age?

<u>Category</u>	<u>Percent</u>
35 years of age or under	21
36 to 49 years of age	35
50 to 65 years of age	33
Over 65 years of age	11

Median – 48 years of age

Male Median	– 51 years of age
Female Median	– 43 years of age
White Median	– 49 years of age
Hispanic Median	– 42 years of age
African-American Median	– 41 years of age
Private Practice Median	– 49 years of age
Other Legal Position Median	– 46 years of age
Government Practice Median	– 45 years of age

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

<u>Category</u>	<u>Percent</u>
2 years or less	10
3 to 5 years	12
6 to 10 years	15
11 to 15 years	12
16 to 20 years	12
Over 20 years	39

Median – 17 Years of Experience

Male Median Years of Experience – 20 years
 Female Median Years of Experience – 12 years

White Median Years of Experience – 19 years
 African-Amer. Median Years of Exp. – 10 years
 Hispanic Median Years of Experience – 10 years

Private Practice Median Years of Experience – 18 years
 Other Legal Pos. Median Years of Experience – 17 years
 Gov't. Practice Median Years of Experience – 13 years

81. Please indicate your TOTAL INCOME BEFORE TAXES derived from the practice of law in 2014:

<u>Category</u>	<u>Percent</u>
Under \$25,000	7
\$25,000 to \$50,000	13
\$50,001 to \$75,000	20
\$75,001 to \$100,000	17
\$100,001 to \$200,000	27
Over \$200,000	16

Median Income = \$100,000

81A. Comparison between 2008 thru 2014 Economics & Law Office Management Surveys – Please indicate YOUR NET INCOME derived from all legal work:

<u>Category</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>
Under \$25,000	3	6	4	7
\$25,000 to \$50,000	11	12	14	13
\$50,001 to \$75,000	18	19	19	20
\$75,001 to \$100,000	14	13	18	17
\$100,001 to \$200,000	33	32	29	27
Over \$200,000	21	18	16	16
Median Income	\$110,000	\$100,000	\$100,000	\$100,000

81B. Please indicate YOUR NET INCOME derived from all legal work: – BY LEGAL OCCUPATION/ CLASSIFICATION

<u>Category</u>	2008 <u>Median Income</u>	2010 <u>Median Income</u>	2012 <u>Median Income</u>	2014 <u>Median Income</u>
Partner*	\$180,000	\$180,000	\$200,000	\$180,000
Corporate Counsel	\$110,000	\$100,000	\$100,000	\$100,000
Sole Practitioner	\$100,000	\$ 80,000	\$ 80,000	\$ 80,000
Associate	\$ 90,000	\$ 75,000	\$ 75,000	\$ 75,000
State Government Atty.	\$ 60,000	\$ 60,000	\$ 60,000	\$ 60,000

* This category includes managing partners and partner/shareholders.

81C. Please indicate YOUR NET INCOME derived from all legal work: – BY GENDER, RACE and TYPE OF PRACTICE

<u>Gender</u>	<u>Median Income</u>
Male	\$120,000
Female	\$ 70,000

<u>Race</u>	<u>Median Income</u>
Caucasian/White	\$100,000
Hispanic/Latino	\$ 80,000
African-American/Black	\$ 75,000

<u>Type of Practice</u>	<u>Median Income</u>
Private Practice	\$100,000
Other Legal Position	\$100,000
Government Practice	\$ 70,000

82. Please indicate your TOTAL HOUSEHOLD INCOME BEFORE TAXES for 2014: (estimated since the year hasn't officially ended)

<u>Category</u>	<u>Percent</u>
Under \$50,000	10
\$50,001 to \$100,000	28
\$100,001 to \$150,000	21
\$150,001 to \$200,000	13
Over \$200,000	28

Median Income = \$130,000

Range = \$0 to \$4,000,000

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

APPENDIX B:

Questionnaire

**The Florida Bar
Economics and Law Office Management Survey
November 2012**

This survey primarily deals with the economics of law practice. Please complete all applicable questions by checking the appropriate response or by filling in the blank. Please provide only one response per question, except where noted. If there are two responses that might fit your particular situation, choose the one that more closely fits.

If your firm has several branch offices, please answer for the office in which you perform the majority of your practice. All questions should be answered by you as an individual attorney, but feel free to seek assistance, if needed, from your office manager or others in your firm. Be assured that you will remain anonymous. **If you are not a private practitioner, kindly respond only to those questions that apply to your occupation.**

**1. What is your legal occupation or classification?
(PLEASE CHECK ONLY ONE RESPONSE)**

Private Practice

- | | |
|--|---|
| <input type="checkbox"/> Managing partner | <input type="checkbox"/> Partner/shareholder/member |
| <input type="checkbox"/> Sole practitioner | <input type="checkbox"/> Practitioner with 1 or more associates |
| <input type="checkbox"/> Associate | <input type="checkbox"/> Of counsel |

Government Practice

- | | |
|--|--|
| <input type="checkbox"/> Judge | <input type="checkbox"/> Federal government attorney |
| <input type="checkbox"/> State government attorney | <input type="checkbox"/> Local government attorney |

Other Legal Position

- | | |
|--|--|
| <input type="checkbox"/> Corporate counsel | <input type="checkbox"/> Legal aid/legal service |
| <input type="checkbox"/> Other (_____) | |

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

_____ attorney(s)

3. Did you have any billable hours in 2014?

- | | |
|------------------------------|-----------------------------|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No |
|------------------------------|-----------------------------|

If "Yes", please indicate your estimated personal total billable hours for 2014:

_____ billable hours

4. If you charge on an hourly basis, what is your average or standard hourly rate?
(PLEASE LIST ONLY ONE AMOUNT AND NOT A RANGE)

\$ _____

() Not applicable/do not charge hourly rate

5. 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.)

() Yes

() No (SKIP TO 9)

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

() Yes (Please indicate (e.g. FRP, CLA, CP, etc.: _____)

() No

() Don't know

7. What is the average or standard hourly rate billed for paralegals?
(PLEASE LIST ONLY ONE AMOUNT AND NOT A RANGE)

\$ _____

8. How many billable hours did paralegals average during 2014 in your firm or legal office?

_____ billable hours

9. What is the primary method for billing that is used in your law firm or legal office?
(CHECK ONLY ONE RESPONSE)

() Hourly rate

() Contingency fee

() Fixed or flat fee

() Value based fee

() Volume discount

() A combination of methods

() Non-refundable retainer plus a combination of methods

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

() None

() 51 to 75%

() 1 to 25%

() Over 75%

() 26 to 50%

If you handle contingency fee cases, what is the average percentage of the award that you receive if you win the case? (PLEASE LIST ONLY ONE AMOUNT AND NOT A RANGE)

_____ %

11. Do you keep time records?

- Always
- Always, except in contingency or fixed fee cases
- Sometimes
- Never

12. How often does your firm use written fee agreements, retainer letters or fee contracts?

- Always
- Usually
- Seldom
- Never

**13. What do you regularly include in your billing statements to clients?
(CHECK ALL THAT APPLY)**

- Hourly rates of lawyers
- Itemized list of disbursements
- Itemized list of services performed
- Legal assistant/paralegal charges
- Narrative summary of services
- Prior unpaid balance
- Remaining trust account balance
- Time spent by individual lawyers
- Total time spent by lawyers

14. Which of the following credit cards does your law firm or legal office accept?

- American Express
- Discover
- MasterCard
- Visa
- None of the above
- Not applicable to my position

15. Please indicate your average monthly accounts receivable balance:

- \$5,000 or less
- \$5,001 to \$10,000
- \$10,001 to \$25,000
- \$25,001 to \$50,000
- \$50,001 to \$100,000
- More than \$100,000

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

Current	_____ %
31 to 90 days	_____ %
91 to 120 days	_____ %
Over 120 days	_____ %

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

_____ %

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

- a. All lawyer compensation _____ %
- b. Support staff compensation _____ %
- c. All other expenses _____ %

19. Which best describes your employment status?

- () Full-time
- () Part-time
- () Retired
- () Unemployed

20. On the average, how many hours per week did you devote to the legal profession in 2014? (INCLUDE ALL HOURS DEVOTED TO THE PRACTICE OF LAW – NOT JUST BILLABLE HOURS)

_____ hours per week

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

- a. Billable work _____ hours per week
- b. Office administration _____ hours per week
- c. Client development or marketing _____ hours per week
- d. Keeping current on non-billable legal work _____ hours per week
- e. Bar service (local, voluntary or state) _____ hours per week
- f. Other matters related to the practice of law _____ hours per week

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

	<u>No Impact</u>	<u>Minor Impact</u>	<u>Major Impact</u>
a. Client expectations	()	()	()
b. Court operations	()	()	()
c. Economy	()	()	()
d. Image of lawyers	()	()	()
e. Increase in ADR	()	()	()
f. Increased competition	()	()	()
g. Increased specialization	()	()	()
h. New technology	()	()	()
i. Pro se litigants	()	()	()
j. Quality of the judiciary	()	()	()
k. Unauthorized practice of law	()	()	()
l. Work – life balance	()	()	()

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

- I have had increased business/profitability
- I have had decreased business/profitability
- My practice has remained the same
- The economy does not impact my practice

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

- I believe I will have increased business/profitability
- I believe I will have decreased business/profitability
- I believe it will remain the same
- The economy does not impact my practice

25. In 2014, did your firm or legal office institute any of the following? (CHECK ALL THAT APPLY)

- | | |
|--|---|
| <input type="checkbox"/> Adjustments of billing rates | <input type="checkbox"/> Non-lawyer staff hiring freeze |
| <input type="checkbox"/> Delay of lawyer salary increases | <input type="checkbox"/> Non-lawyer staff layoffs |
| <input type="checkbox"/> Elimination of lawyer bonuses | <input type="checkbox"/> Outsource legal work |
| <input type="checkbox"/> Elimination of non-lawyer bonuses | <input type="checkbox"/> Outsource non-lawyer functions |
| <input type="checkbox"/> Increase in partner capital contributions | <input type="checkbox"/> Offshore legal work |
| <input type="checkbox"/> Lawyer hiring freeze | <input type="checkbox"/> Offshore non-lawyer functions |
| <input type="checkbox"/> Lawyer layoffs | <input type="checkbox"/> Renegotiation of office leases |
| <input type="checkbox"/> New lawyer offers retracted | <input type="checkbox"/> Use of contract lawyers |

26. Do you anticipate that your firm or legal office's budget for each of the following will increase, decrease or remain the same in 2015?

<u>Category</u>	<u>Increase</u>	<u>Remain the Same</u>	<u>Decrease</u>
a. Association memberships	()	()	()
b. Continuing legal education	()	()	()
c. Direct mail	()	()	()
d. Market research	()	()	()
e. Online advertising	()	()	()
f. Print advertising	()	()	()
g. Social media	()	()	()
h. Technology	()	()	()
i. Television/radio advertising	()	()	()
j. Travel	()	()	()
k. Website modifications	()	()	()

27. Compared to the past, how much of the following are you experiencing with clients?

<u>Category</u>	<u>Substantial Increase</u>	<u>Slight Increase</u>	<u>No Increase</u>
a. Having a higher level of expectations	()	()	()
b. Paying bills later	()	()	()
c. Seeking discounts	()	()	()
d. Seeking to pay bills over time	()	()	()

28. Have you, or are you considering, transitioning to a different career, to a different field of practice, or starting your own firm? (CHECK ALL THAT APPLY)

- () Yes, to a different career
- () Yes, to a different field of practice
- () Yes, I am considering starting my own firm
- () No

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

- () Strongly agree
- () Somewhat agree
- () Neither agree nor disagree
- () Somewhat disagree
- () Strongly disagree

30. Where do you generally go for technology assistance?

- () In-firm consultant
- () Internet/websites
- () Local/voluntary bars
- () Outside consultant
- () Social media
- () The Florida Bar
- () Other source(s)

If “Other source(s),” please specify:

31. Does your firm or legal office employ/utilize a technology consultant?

- () Yes
- () No
- () Don’t know

32. As the practice of aw becomes more dependent on advanced technology, to what extent are you interested in learning about the following topics to help you manage your practice?

<u>Category</u>	<u>Very Interested</u>	<u>Somewhat Interested</u>	<u>Neutral</u>	<u>Somewhat Uninterested</u>	<u>Not Interested</u>
Cloud computing	()	()	()	()	()
Electronic document mgt, retrieval and storage	()	()	()	()	()
Predictive technology	()	()	()	()	()
Remote workplace	()	()	()	()	()
Voice recognition	()	()	()	()	()

33. What technologies, if any, do you believe have reduced the availability of paid attorney work within your field of practice or impacted how you or your law firm price the legal services you provide?

34. Has technology changed your relationship with you clients?

- () Yes – for the better
- () Yes – for the worse
- () No
- () Not applicable (don't have clients)

35. To what extent do you either agree or disagree with the following statements:

<u>Category</u>	<u>Strongly Agree</u>	<u>Slightly Agree</u>	<u>Neutral</u>	<u>Slightly Disagree</u>	<u>Strongly Disagree</u>
All practicing lawyers should possess some minimum level of tech. competency and proficiency in order to practice	()	()	()	()	()
The Florida Bar's CLE requirements should be expanded to include a mandatory technology component	()	()	()	()	()
The Florida Bar's mechanisms For addressing the impact of technology on the practice of law are too slow to keep pace with technological developments	()	()	()	()	()
The Florida Bar adequately addresses and promotes technology related ethics and education in its written documents, CLEs or other media which are available to lawyers	()	()	()	()	()

36. Is there any technology-related capability that you would like to see in Florida Courtrooms that is not widely available now (e.g., WiFi, evidence camera, individual monitors for counsel, jurors or witnesses, projectors, etc.)?

- Yes
- No
- Don't know/Not applicable

If "Yes", please specify:

37. 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:

For questions 38-40, please indicate the average annual salary for the various members of your firm or legal office.

38. Please indicate the AVERAGE ANNUAL SALARY levels for the following attorneys that are employed within your firm or legal office: (NOTE: Salary Does Not Include Any Additional Bonuses or Compensation)

- a. Recent law school graduates with no experience \$ _____
- b. Recent law school graduates with experience (internship, clerkship) \$ _____
- c. Current attorneys with less than 3 years of experience \$ _____
- d. Current attorneys with 3 to 5 years of experience \$ _____
- e. Current attorneys with 6 to 8 years of experience \$ _____
- f. Current attorneys with more than 8 years of experience \$ _____
- g. Partner, shareholder, or member \$ _____

39. Please indicate the AVERAGE ANNUAL SALARY levels for paralegals that are employed within your firm:

- a. New hires without experience \$ _____
- b. Current paralegals with less than 5 years of experience \$ _____
- c. Current paralegals with 5 to 10 years of experience \$ _____
- d. Current paralegals with more than 10 years of experience \$ _____

40. Please indicate the AVERAGE ANNUAL SALARY levels for legal secretaries that are employed within your firm:

- a. New hires without experience \$ _____
- b. Current secretaries with less than 5 years of experience \$ _____
- c. Current secretaries with 5 to 10 years of experience \$ _____
- d. Current secretaries with more than 10 years of experience \$ _____

41. Please indicate the AVERAGE ANNUAL SALARY levels for other personnel that are employed within your firm:

- a. Full-time office manager/legal administrator \$ _____
- b. Bookkeeper or controller (full-time) \$ _____
- c. Bookkeeper (part-time) \$ _____
- d. Law clerk \$ _____
- e. Information technology administrator \$ _____

42. Please indicate your firm or legal office's annual performance/merit salary increase for 2014 for attorneys.

- | | |
|--------------------------------------|--|
| <input type="checkbox"/> No increase | <input type="checkbox"/> 5% |
| <input type="checkbox"/> 1% | <input type="checkbox"/> 6-7% |
| <input type="checkbox"/> 2% | <input type="checkbox"/> 8-9% |
| <input type="checkbox"/> 3% | <input type="checkbox"/> 10% |
| <input type="checkbox"/> 4% | <input type="checkbox"/> More than 10% |

43. Please indicate your firm or legal office's annual performance/merit salary increase for 2014 for non-lawyer staff.

- | | |
|--------------------------------------|--|
| <input type="checkbox"/> No increase | <input type="checkbox"/> 5% |
| <input type="checkbox"/> 1% | <input type="checkbox"/> 6-7% |
| <input type="checkbox"/> 2% | <input type="checkbox"/> 8-9% |
| <input type="checkbox"/> 3% | <input type="checkbox"/> 10% |
| <input type="checkbox"/> 4% | <input type="checkbox"/> More than 10% |

44. Which of the following benefits does your employer offer to attorneys? (CHECK ALL THAT APPLY)

- | | |
|--|--|
| <input type="checkbox"/> Life insurance | <input type="checkbox"/> Profit sharing |
| <input type="checkbox"/> Dental insurance | <input type="checkbox"/> Pension |
| <input type="checkbox"/> Medical insurance | <input type="checkbox"/> Annual bonuses |
| <input type="checkbox"/> Paid vacation | <input type="checkbox"/> Paid registration for CLE courses |
| <input type="checkbox"/> Flexible work schedule | <input type="checkbox"/> Disability compensation |
| <input type="checkbox"/> Maternity leave | <input type="checkbox"/> College tuition |
| <input type="checkbox"/> Paternity leave | <input type="checkbox"/> Relocation expenses |
| <input type="checkbox"/> Paid parking | <input type="checkbox"/> Reimbursed Bar exam costs |
| <input type="checkbox"/> Paid Bar dues | <input type="checkbox"/> Reimbursed certification/recertification expenses |
| <input type="checkbox"/> Don't know/Not applicable | |

45. Please indicate which of the following your firm or legal office currently has in place: (CHECK ALL THAT APPLY)

- Active program to recruit and retain minority associates
- Diversity sensitivity training program for associates and staff
- Hurricane or disaster preparedness plan
- Pro bono service policy
- Strategic planning committee

46. Do you have professional liability insurance?

- Yes (SKIP TO 48) No

47. If you do not have professional liability insurance, please list your primary reason.
(SELECT ONE RESPONSE AND SKIP TO 49)

- | | |
|--|--|
| <input type="checkbox"/> Firm does not provide | <input type="checkbox"/> Not necessary |
| <input type="checkbox"/> Not cost effective | <input type="checkbox"/> Too expensive to maintain |
| <input type="checkbox"/> Not in private practice | <input type="checkbox"/> Willing to take risk |
| <input type="checkbox"/> Other (_____) | |

48. What is the annual deductible for your professional liability insurance?

- | | |
|--|--|
| <input type="checkbox"/> \$2,500 or less | <input type="checkbox"/> \$15,000 |
| <input type="checkbox"/> \$5,000 | <input type="checkbox"/> \$25,000 |
| <input type="checkbox"/> \$10,000 | <input type="checkbox"/> Over \$25,000 |
| <input type="checkbox"/> Other (_____) | |

49. During a typical month, how many times have you visited The Florida Bar's homepage?

- | | |
|--------------------------------|---|
| <input type="checkbox"/> None | <input type="checkbox"/> 3 to 4 times |
| <input type="checkbox"/> Once | <input type="checkbox"/> 5 to 10 times |
| <input type="checkbox"/> Twice | <input type="checkbox"/> More than 10 times |

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:

50. Which office suite is on the computer you primarily use for legal work?

- | | |
|---|--|
| <input type="checkbox"/> FreeOffice | <input type="checkbox"/> Google Docs |
| <input type="checkbox"/> Microsoft Office 2007 or earlier | <input type="checkbox"/> Microsoft Office 2010 |
| <input type="checkbox"/> Microsoft Office 2013 | <input type="checkbox"/> Office for Mac |
| <input type="checkbox"/> Open Office | <input type="checkbox"/> Other |

51. Which operating system is on the computer you primarily use for legal work?

- | | |
|--|-------------------------------------|
| <input type="checkbox"/> Google Chrome | <input type="checkbox"/> Mac OS |
| <input type="checkbox"/> Windows ME | <input type="checkbox"/> Windows XP |
| <input type="checkbox"/> Windows Vista | <input type="checkbox"/> Windows 7 |
| <input type="checkbox"/> Windows 8 | <input type="checkbox"/> Other |

If "Other", please specify:

52. Which Internet Browser is utilized most on the computer you primarily use for legal work?

- | | |
|--|--|
| <input type="checkbox"/> Google Chrome | <input type="checkbox"/> Microsoft Internet Explorer |
| <input type="checkbox"/> Mozilla Firefox | <input type="checkbox"/> Opera |
| <input type="checkbox"/> Safari | <input type="checkbox"/> Other |

53. Which case management program do you primarily use?

- | | |
|--|---------------------------------|
| <input type="checkbox"/> Abacus | <input type="checkbox"/> Amicus |
| <input type="checkbox"/> Client Profiles | <input type="checkbox"/> ProLaw |
| <input type="checkbox"/> Time Matters | <input type="checkbox"/> Other |
- I do not use a case management program

54. Which document management system do you primarily use?

- | | |
|---------------------------------------|-----------------------------------|
| <input type="checkbox"/> NetDocuments | <input type="checkbox"/> PinPoint |
| <input type="checkbox"/> Worldox | <input type="checkbox"/> Other |
- I do not use a document management system

If “Other”, please specify:

55. Which voice recognition software do you primarily use?

- | | |
|---|--|
| <input type="checkbox"/> Dragon | <input type="checkbox"/> Talking Desktop |
| <input type="checkbox"/> Windows Speech Recognition | <input type="checkbox"/> Other |
- I do not use a voice recognition software program

If “Other”, please specify:

56. Which type of smartphone do you currently use?

- | | |
|-------------------------------------|---------------------------------------|
| <input type="checkbox"/> Android | <input type="checkbox"/> Apple iPhone |
| <input type="checkbox"/> Blackberry | <input type="checkbox"/> LG |
| <input type="checkbox"/> Samsung | <input type="checkbox"/> Windows |
| <input type="checkbox"/> Other | |
- I do not use a smartphone

If “Other”, please specify:

57. What tablet(s) do you currently use? (CHECK ALL THAT APPLY)

- | | |
|--|-------------------------------------|
| <input type="checkbox"/> Android-based | <input type="checkbox"/> Apple iPad |
| <input type="checkbox"/> Kindle Fire | <input type="checkbox"/> Nook |
| <input type="checkbox"/> Windows 8-based | <input type="checkbox"/> Other |
| <input type="checkbox"/> I do not use a tablet | |

If “Other”, please specify:

58. The Florida Bar recently introduced an app (compatible with iPhone, iPad, Android and Blackberry devices) to provide the content of The Florida Bar News, check CLE status and post hours, and use The Bar’s Master Calendar (with the ability to add events to your calendar). What is the likelihood you will utilize these apps?

<u>Category</u>	<u>Already Use It Percent</u>	<u>Plan to Use It Increase</u>	<u>Do Not Plan To Use It Increase</u>
Florida Bar News app	()	()	()
CLE status app	()	()	()
Master calendar app	()	()	()

59. Please list any other potential Smartphone apps that you would like to see The Florida Bar develop in the near future:

App Idea 1: _____
 App Idea 2: _____

60. Please indicate your professional and personal participation in the following social networking/ online communities. (CHECK ALL THAT APPLY)

<u>Category</u>	<u>Use Professionally</u>	<u>Use Personally</u>
Facebook	()	()
Google+	()	()
Instagram	()	()
Legal OnRamp	()	()
Legally Minded (ABA)	()	()
LinkedIn	()	()
Martindale-Hubbell Connected	()	()
MySpace	()	()
Pinterest	()	()
Tumblr	()	()
Twitter	()	()
YouTube	()	()
I do not participate in any social network/online community		()

61. Where do you generally go when you need advice regarding a legal matter? (CHECK ALL THAT APPLY)

- | | |
|--|--|
| <input type="checkbox"/> ABA website/resources | <input type="checkbox"/> Partner/lawyer in your firm or legal office |
| <input type="checkbox"/> Florida Bar website/resources | <input type="checkbox"/> Former colleague(s) |
| <input type="checkbox"/> Local bar website/resources | <input type="checkbox"/> Other lawyers in similar practice areas |
| <input type="checkbox"/> Listserv | |

62. Please indicate whether or not you are satisfied with each of the following aspects of your legal position:

<u>Category</u>	<u>Satisfied</u>	<u>Unsatisfied</u>
Advancement opportunities	()	()
Assistance from support staff	()	()
Attorney to support staff ratio	()	()
Available technology	()	()
Challenging responsibilities	()	()
General working conditions	()	()
Hours	()	()
Job security	()	()
Relations with co-workers	()	()
Respect and prestige	()	()
Salary and fringe benefits	()	()

63. How would you prefer to receive The Florida Bar News in the future – through an electronic format or through the traditional printed and mailed version?

- I prefer the electronic format
 I prefer the printed and mailed format
 Either method is fine

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

<u>Category</u>	<u>Very Aware Percent</u>	<u>Somewhat Aware Increase</u>	<u>Not Aware Increase</u>
Benchmarks	()	()	()
Justice Teaching	()	()	()
Speakers' Bureau	()	()	()

65. In an average week, how frequently do you send or receive faxes?

- | | |
|--|---|
| <input type="checkbox"/> None | <input type="checkbox"/> Once a week |
| <input type="checkbox"/> 2-3 times a week | <input type="checkbox"/> 4-5 times a week |
| <input type="checkbox"/> 6-10 times a week | <input type="checkbox"/> Over 10 times a week |

66. **If you send or receive faxes, please indicate which devices are used and check your most preferred way to send or receive a fax: (CHECK ALL THAT APPLY)**

- Traditional fax machine
- Desktop computer
- Mobile app
- Other

67. **Did you attend the 2014 Florida Bar Annual Convention in Orlando?**

- Yes **(SKIP TO 70)**
- No

68. **What is your primary reason for not attending the Annual Convention? (CHECK ONLY ONE RESPONSE)**

- Busy schedule
- Did not know about it
- Distance to meeting/cost of travel
- Out of state practitioner
- Cost of registration
- Did not see and CLE programs of interest
- Meeting not beneficial to me
- Other

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

- Yes **(SKIP TO 72)**
- No **(SKIP TO 72)**

If “Yes”, please specify:

70. **Overall, how would you rate the 2014 Florida Bar Annual Convention?**

- Excellent
- Good
- Fair
- Poor

If “Poor”, please explain:

71. **Did you utilize The Florida Bar Annual Convention App on your tablet or smartphone?**

- Yes, I found it to be useful
- Yes, but I did not find it to be useful
- No
- Never heard of it

If you did not find it to be useful, please explain:

72. Please list any suggestions you may have for improving future annual conventions:

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

- Excellent
- Good
- Fair
- Poor
- No opinion

74. Within the past three years, have you personally witnessed an attorney or judge being discriminated against by another attorney or judge for any of the following:

- | | |
|---|--|
| <input type="checkbox"/> Age discrimination | <input type="checkbox"/> Cultural discrimination |
| <input type="checkbox"/> Disability discrimination | <input type="checkbox"/> Gender-based discrimination |
| <input type="checkbox"/> Racial discrimination | <input type="checkbox"/> Religious discrimination |
| <input type="checkbox"/> Sexual preference discrimination | <input type="checkbox"/> Weight discrimination |

If yes to any of the above, please briefly describe:

75. In what COUNTY in Florida is your primary practice located?

76. What is your gender?

- | | |
|-------------------------------|---------------------------------|
| <input type="checkbox"/> Male | <input type="checkbox"/> Female |
|-------------------------------|---------------------------------|

77. What is your race or ethnic origin?

- | | |
|---|--|
| <input type="checkbox"/> African-American/Black | <input type="checkbox"/> Native American |
| <input type="checkbox"/> Asian/Pacific Islander | <input type="checkbox"/> Caucasian/White |
| <input type="checkbox"/> Hispanic/Latino | <input type="checkbox"/> Other (_____) |

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

- | | |
|------------------------------|-----------------------------|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No |
|------------------------------|-----------------------------|

79. What is your age?

80. How many years have you been licensed to practice with The Florida Bar?

_____ years

**81. Please indicate your TOTAL INCOME BEFORE TAXES derived from the practice of law in 2014:
(estimated since the year hasn't officially ended)**

\$ _____

**82. Please indicate your TOTAL HOUSEHOLD INCOME BEFORE TAXES for 2014: (estimated since the
year hasn't officially ended)**

\$ _____