



**THE FLORIDA BAR**

# **Results of the 2018 Economics and Law Office Management Survey**

**March 2019**































































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

**ATTORNEYS**

**Central/Southwest Region**

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

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

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

**ATTORNEYS**

**Southeast Region**

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

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

**ATTORNEYS**

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



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

**PARALEGALS**

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

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

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

**PARALEGALS**

**North Region**

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

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

**PARALEGALS**

**Central/Southwest Region**

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

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

**PARALEGALS**

**Southeast Region**

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

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

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

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

**LEGAL SECRETARIES**

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

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

**LEGAL SECRETARIES**

**North Region**

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

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

**LEGAL SECRETARIES**

**Central/Southwest Region**

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

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

**LEGAL SECRETARIES**

**Southeast Region**

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

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

**LEGAL SECRETARIES**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**38. Do you have professional liability insurance?**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

**46. Has technology changed your relationship with your clients?**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**59A. If “Other”, please specify:**

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

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



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

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

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

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

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

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

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

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

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

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

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

**62A. If “Yes”, please specify:**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Gender**

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

**Age Group**

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

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

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

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

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

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

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

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

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

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

**68. What is your gender?**

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

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

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

**69. What is your race or ethnic origin?**

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



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

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

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

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

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

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











## 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