



Results of the 2022 Economics and Law Office Management Survey

October 2022

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 July to August 2022, 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 2022 survey. After extensive research, questions were developed by Mike J. Garcia, Director of Research, Planning & Evaluation for the Bar.

In late August 2022, 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 September, the Bar had received 516 completed questionnaires, for a response rate of 17%.

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 2022 survey, a sample of 3,120 members was randomly selected from a master list of all in-state Florida Bar members in good standing. Although 516 questionnaires were completed, not all questions were answered by 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 4 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 4 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 71 and 79 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.

2022 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	17
Partner/shareholder	15
Managing partner	10
Practitioner with one or more associates	5
Other private practice position	<1
<u>Government Practice</u>	
State government attorney	9
Local government attorney	3
Federal government attorney	1
Judge	<1
<u>Other Legal Position</u>	
Corporate counsel	3
Other position/retired/not employed	3
Legal aid/legal service	<1

- Four-fifths (80%) of respondents are employed in private practice positions. Additionally, 14% of respondents are employed in government practice positions and 6% are either employed in other legal positions or report that they are currently unemployed.



1A. Comparison between the 2014 through 2022 Economics & Law Office Management Surveys – What is your legal occupation or classification?

<u>Classification</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>	<u>2022 Survey Percent</u>
Sole practitioner	33	33	33	33
Associate	16	17	17	17
Partner/shareholder	15	15	15	15
Managing partner	8	8	8	10
Practitioner with one or more associates	5	6	6	5
Other private practice position	<1	1	<1	<1
State government attorney	9	9	10	9
Local government attorney	3	3	3	3
Federal government attorney	1	2	1	1
Judge	<1	<1	<1	<1
Corporate counsel	3	3	3	3
Other position/retired/not employed	4	3	3	3
Legal aid/legal service	<u>≤1</u>	<u>≤1</u>	<u>≤1</u>	<u>≤1</u>
Total	100%	100%	100%	100%

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

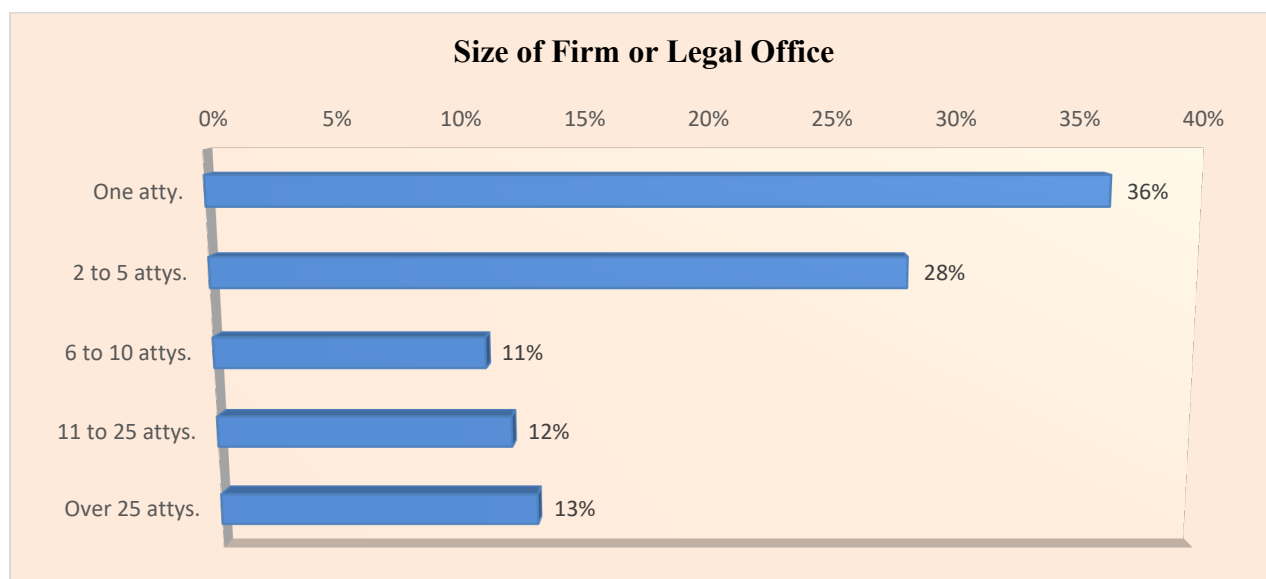
<u>Classification</u>	<u>Female Percent</u>	<u>Male Percent</u>
Private practice position	70	89
Government practice position	24	6
Other position	6	5

- A higher percentage of male attorneys (89%) are employed in private practice positions, while a higher percentage of female attorneys (24%) are employed in government practice positions.

2. What is the **total** number of attorneys employed in the firm or legal office where you primarily practice?

<u>Category</u>	<u>Percent</u>
One attorney	36
2 to 5 attorneys	28
6 to 10 attorneys	11
11 to 25 attorneys	12
Over 25 attorneys	13

- Over three-fifths (64%) of respondents work in firms or legal offices that employ five or fewer attorneys. Three-quarters (75%) of respondents work in firms or legal offices that employ ten or fewer attorneys.



2A. Comparison between the 2014 through 2022 Economics & Law Office Management Surveys – What is the **total** number of attorneys employed in the firm or legal office where you primarily practice?

<u>Category</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>	<u>2022 Survey Percent</u>
One attorney	36	35	35	36
2 to 5 attorneys	31	30	29	28
6 to 10 attorneys	11	11	10	11
11 to 25 attorneys	10	11	10	12
Over 25 attorneys	12	13	16	13

3. Did you have any billable hours in 2021?

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

- Two-thirds (67%) of respondents report they had billable hours in 2021. The median number of billable hours is 1,400 (see Table 3B).

3A. Comparison between the 2016 through 2022 Economics & Law Office Management Surveys – Did you have any billable hours?

<u>Category</u>	2016 Survey <u>Percent</u>	2018 Survey <u>Percent</u>	2022 Survey <u>Percent</u>
Yes	64	65	67
No	36	35	33

3B. If “Yes”, please indicate your personal total billable hours for 2021: (ONLY INCLUDES RESPONDENTS WHO REPORT HAVING PERSONAL BILLABLE HOURS)

<u>Billable Hours</u>	<u>Percent</u>
1,000 hours or less	33
1,001 to 1,200 hours	10
1,201 to 1,400 hours	11
1,401 to 1,600 hours	9
1,601 to 1,800 hours	11
1,801 to 2,000 hours	12
More than 2,000 hours	14

Median billable hours = 1,400

Range = 20 to 2,900 billable hours

- When considering only those respondents who maintain personal billable hours, 37% report having over 1,600 billable hours in 2021. Slightly over one-quarter (26%) report having over 1,800 billable hours, compared to one-third (33%) who report having 1,000 billable hours or less.

3C. Comparison between the 2014 through 2022 Economics & Law Office Management Surveys – Please indicate your personal total billable hours (ONLY INCLUDES RESPONDENTS WHO REPORT HAVING PERSONAL BILLABLE HOURS)

<u>Category</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>	<u>2022 Survey Percent</u>
1,000 hours or less	34	33	33	33
1,001 to 1,200 hours	6	7	10	10
1,201 to 1,400 hours	6	6	6	11
1,401 to 1,600 hours	14	13	12	9
1,601 to 1,800 hours	10	13	10	11
1,801 to 2,000 hours	16	15	12	12
More than 2,000 hours	14	13	17	14
Median billable hours	1,500	1,500	1,500	1,400

4. Do you charge on an hourly basis?

<u>Category</u>	<u>Percent</u>
Yes	66
No	24
Not applicable	10

4A. 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	0
\$126 to \$150	1
\$151 to \$175	3
\$176 to \$200	4
\$201 to \$225	1
\$226 to \$250	4
\$251 to \$275	2
\$276 to \$300	14
\$301 to \$325	2
\$326 to \$350	15
Over \$350	54

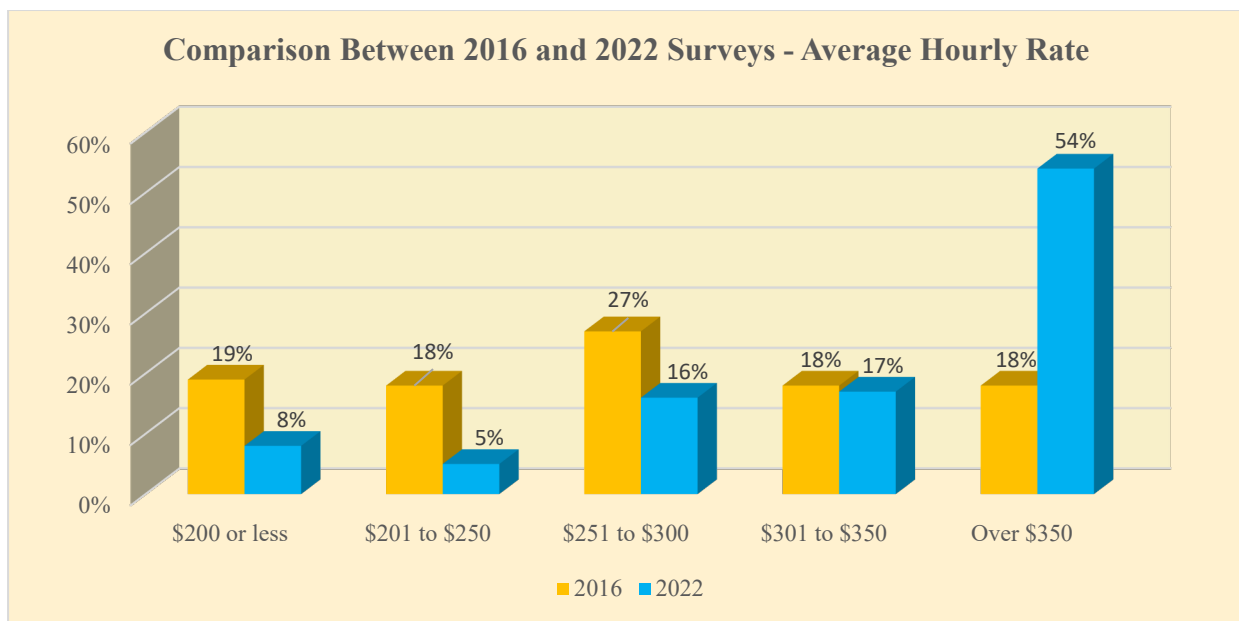
Median Hourly Rate = \$375

- A large majority (85%) of respondents report their average or standard hourly rate as being over \$275, while over half (54%) of respondents report their average hourly rate as being over \$350.

4B. Comparison between the 2016 through 2022 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>2016 Survey Percent</u>	<u>2018 Survey Percent</u>	<u>2022 Survey Percent</u>
\$100 or less	<1	<1	<1
\$101 to \$125	<1	<1	0
\$126 to \$150	5	3	1
\$151 to \$175	6	4	3
\$176 to \$200	8	7	4
\$201 to \$225	5	3	1
\$226 to \$250	13	15	4
\$251 to \$275	9	6	2
\$276 to \$300	18	12	14
\$301 to \$325	6	5	2
\$326 to \$350	12	11	15
Over \$350	18	33	54

- The percentage of respondents who report their standard hourly rate to be over \$300 has increased from 36% in 2016 to 71% in 2022.



4C. Comparison between the 2016 through 2022 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>2016 Survey Percent</u>	<u>2018 Survey Percent</u>	<u>2022 Survey Percent</u>
\$150 or less	6	4	1
\$151 to \$200	13	11	7
\$201 to \$250	18	18	5
\$251 to \$300	27	18	16
\$301 to \$350	16	17	19
\$351 to \$400	9	16	18
Over \$400	11	16	34

4D. 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>
\$200 or less	7	6	5
\$201 to \$250	7	7	8
\$251 to \$300	24	19	9
\$301 to \$350	29	15	17
\$351 to \$400	21	18	18
Over \$400	12	35	43
Median Hourly Rate	\$350	\$375	\$400

- The Southeast Region of Florida contains the highest percentage of respondents (61%) who charge an hourly rate of more than \$350. The North Region contains the highest percentage of respondents (38%) who charge an hourly rate of \$300 or less.
- For a complete listing of counties within regions, see Appendix A located on Page 58.

5. How has your standard hourly billing rate changed over the past two years?

<u>Category</u>	<u>Percent</u>
It has <u>increased</u>	46
It has stayed the same	22
It has <u>decreased</u>	<1
Not applicable/do not charge an hourly billing rate	31

5A. How has your standard hourly billing rate changed over the past two years? (ONLY INCLUDES THOSE RESPONDENTS WHO REPORT HAVING A STANDARD HOURLY BILLING RATE)

<u>Category</u>	<u>Percent</u>
It has <u>increased</u>	67
It has stayed the same	32
It has <u>decreased</u>	1

- Of those respondents who report having a standard hourly billing rate, two-thirds (67%) report it has increased over the past two years, compared to 1% who report it has decreased. Nearly one-third (32%) report their standard hourly billing rate has remained the same over that time period.

6. What changes have already been made or are planned for your standard hourly billing rate in 2022?

<u>Category</u>	<u>Percent</u>
My billing rate <u>has increased/will increase</u> in 2022	31
My billing rate will stay the same in 2022	28
Undecided at the moment	11
My billing rate <u>has decreased/will decrease</u> in 2022	<1
Not applicable/do not charge an hourly billing rate	29

6A. What changes have already been made or are planned for your standard hourly billing rate in 2022? (ONLY INCLUDES THOSE RESPONDENTS WHO REPORT HAVING A STANDARD HOURLY BILLING RATE)

<u>Category</u>	<u>Percent</u>
My billing rate <u>has increased/will increase</u> in 2022	44
My billing rate will stay the same in 2022	39
Undecided at the moment	16
My billing rate <u>has decreased/will decrease</u> in 2022	1

- Of those respondents who report having a standard hourly billing rate, over two-fifths (44%) report that their rate has already increased/will increase in 2022, while almost two-fifths (39%) report that their rate will stay the same in 2022.

7. **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	63
No	37

- Over three-fifths (63%) of respondents work in firms or legal offices that employ paralegals.

- 7A. **Comparison between the 2014 through 2022 Economics & Law Office Management Surveys – Does your firm or legal office employ paralegals?**

<u>Category</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>	<u>2022 Survey Percent</u>
Yes	61	61	62	63
No	39	39	38	37

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

<u>Category</u>	<u>Percent</u>
Yes	16
No	66
Don't know	18

- Less than one-fifth (16%) of respondents who work in firms or legal offices that employ paralegals report that their offices require standards or certifications for those paralegals.

- 8A. **Comparison between the 2014 through 2022 Economics & Law Office Management Surveys – Are any types of standards or certifications required by your law firm or legal office for paralegals?**

<u>Category</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>	<u>2022 Survey Percent</u>
Yes	12	13	16	16
No	62	61	59	66
Don't know	26	26	25	18

8B. Please indicate the types of standards or certifications your office requires for paralegals:

A total of 64 standards or certifications were identified by respondents who work in firms or legal offices that employ paralegals. The table below lists the four most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Florida Registered Paralegal (FRP)	21
Certified Legal Assistant (CLA)	15
Certified Paralegal (CP)/Other paralegal certificate	14
Prior experience	6

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

<u>Hourly Rate</u>	<u>Percent</u>
\$60 or less	6
\$61 to \$80	5
\$81 to \$100	15
\$101 to \$120	4
\$121 to \$140	23
\$141 to \$160	21
\$161 to \$180	13
More than \$180	13

Median Hourly Rate = \$135

- Nearly half (47%) of respondents who work in firms or legal offices that employ paralegals report that the hourly rate billed for legal work performed by those paralegals is over \$140, while just over one-quarter (26%) report that the billed paralegal hourly rate is \$100 or less.

9A. Comparison between the 2014 through 2022 Economics & Law Office Management Surveys – What is the average or standard hourly rate currently billed for paralegals?

<u>Category</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>	<u>2022 Survey Percent</u>
\$60 or less	7	4	5	6
\$61 to \$80	15	9	11	5
\$81 to \$100	30	31	25	15
\$101 to \$120	8	7	6	4
\$121 to \$140	17	22	18	23
More than \$140	23	27	35	47
Median Hourly Rate	\$100	\$120	\$125	\$135

10. How many billable hours did paralegals average in your firm or legal office during 2021?

<u>Billable Hours</u>	<u>Percent</u>
500 or less hours	31
501 to 750 hours	5
751 to 1,000 hours	24
1,001 to 1,250 hours	14
1,251 to 1,500 hours	14
More than 1,500 hours	12

Median = 1,000 hours

- Two-fifths (40%) of respondents, whose firm or legal office employs paralegals, report that those paralegals averaged over 1,000 billable hours in 2021. Almost one-third (31%) report that paralegals averaged 500 or less billable hours in 2021.

10A. Comparison between the 2014 through 2022 Economics & Law Office Management Surveys – How many billable hours did paralegals average in your firm or legal office?

<u>Category</u>	2014 Survey <u>Percent</u>	2016 Survey <u>Percent</u>	2018 Survey <u>Percent</u>	2022 Survey <u>Percent</u>
500 or less hours	34	28	25	31
501 to 750 hours	5	4	10	5
751 to 1,000 hours	17	26	14	24
1,001 to 1,250 hours	10	10	14	14
1,251 to 1,500 hours	21	18	21	14
More than 1,500 hours	13	14	16	12

11. 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	39
A combination of methods	16
Fixed or flat fee	14
Contingency fee	9
Non-refundable retainer plus a combination of methods	3
Value based fee	<1
Not applicable/do not bill	18

- Nearly two-fifths (39%) of respondents report that their firm or legal office uses an hourly rate as the primary method for billing.

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

<u>Category</u>	<u>Percent</u>
None	66
1% to 25%	21
26% to 50%	3
51% to 75%	1
Over 75%	9

- Slightly over one-third (34%) of respondents report that they handle contingency fee cases. Of those respondents who do accept cases on a contingency fee basis, the majority of them report that these types of cases comprise one-quarter or less of the total number of cases they handle.

12A. Comparison between the 2014 through 2022 Economics & Law Office Management Surveys – What percent of your cases are handled on a contingency fee basis?

<u>Category</u>	2014 Survey <u>Percent</u>	2016 Survey <u>Percent</u>	2018 Survey <u>Percent</u>	2022 Survey <u>Percent</u>
None	63	67	68	66
1% to 25%	22	22	19	21
26% to 50%	3	2	2	3
51% to 75%	2	2	2	1
Over 75%	10	7	9	9

12B. If you handle 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
26% to 32%	10
33% (one-third)	48
34% to 40%	24
Over 40%	0

- Almost half (48%) of those respondents who handle contingency fee cases report that 33% is the average percentage of the award they receive if they win the case.

13. Do you keep time records? (PRIVATE PRACTICE ATTORNEYS ONLY)

<u>Category</u>	<u>Percent</u>
Always	58
Always, except in contingency or fixed fee cases	16
Sometimes	21
Never	5

13A. Comparison between the 2016 through 2022 Economics & Law Office Management Surveys – Do you keep time records? (PRIVATE PRACTICE ATTORNEYS ONLY)

<u>Category</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>	<u>2022 Survey Percent</u>
Always	62	60	58
Always, except in contingency or fixed fee cases	15	16	16
Sometimes	14	18	21
Never	9	6	5

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

<u>Category</u>	<u>Percent</u>
Always	59
Usually	17
Seldom	5
Never	3
Not applicable	16

15. Please indicate your average monthly accounts receivable balance: (ONLY INCLUDES THOSE RESPONDENTS WHO HAVE AND KNOW THEIR ACCOUNTS RECEIVABLE BALANCE)

<u>Category</u>	<u>Percent</u>
\$5,000 or less	21
\$5,001 to \$10,000	13
\$10,001 to \$25,000	22
\$25,001 to \$50,000	16
\$50,001 to \$100,000	12
More than \$100,000	16

16. Do you or your law firm/legal office currently provide limited scope representation?

<u>Category</u>	<u>Percent</u>
Yes	28
No, but we are considering doing so in the near future	2
No	45
Not sure/Not applicable	25

- Over one-quarter (28%) of respondents report that their firm or legal office currently provides limited scope representation.

17. How often do you personally provide unbundled legal services? (ONLY INCLUDES THOSE RESPONDENTS IN FIRMS OR LEGAL OFFICES THAT PROVIDE LIMITED SCOPE REPRESENTATION)

<u>Category</u>	<u>Percent</u>
I have <u>never personally</u> provided an unbundled legal service	21
I have done so only <u>once</u>	2
Rarely	21
Occasionally	22
Frequently	14
Not sure	20

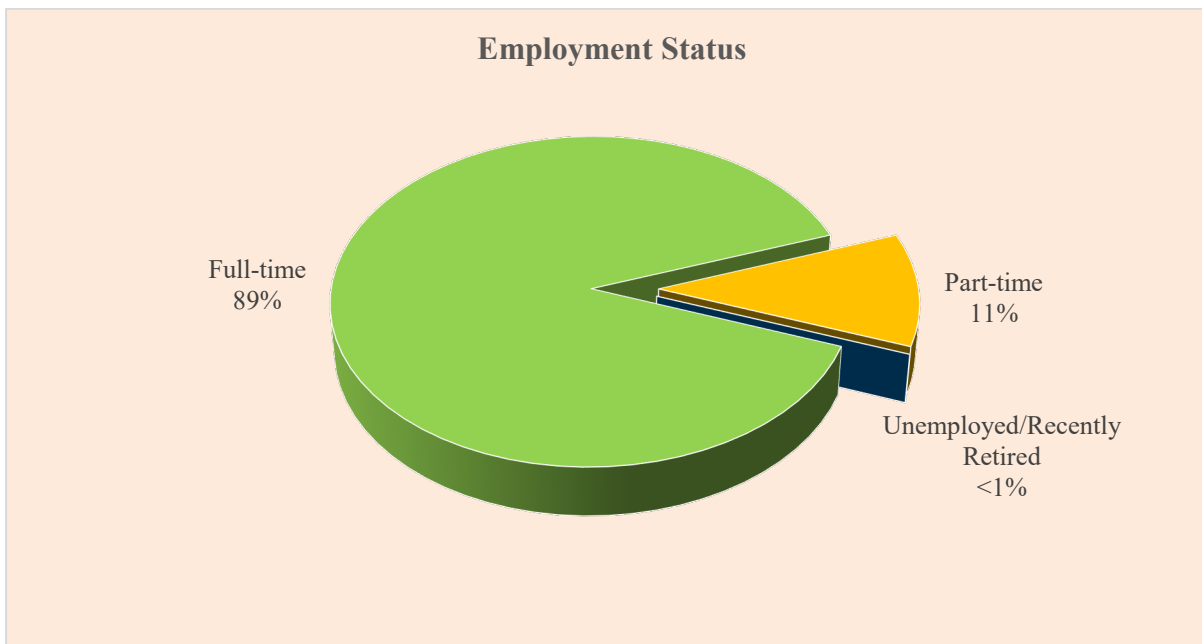
18. What types of unbundled legal services are being provided by you or your law firm/legal office? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY) (ONLY INCLUDES THOSE RESPONDENTS IN FIRMS OR LEGAL OFFICES THAT PROVIDE LIMITED SCOPE REPRESENTATION)

<u>Category</u>	<u>Percent</u>
Consultation services	51
Conducting document review	44
Drafting contracts and agreements	44
Legal guidance or opinions	44
Directing clients to resources and rules	25
Court appearances for single issues/hearings	23
Legal research	22
Drafting pleadings, briefs, declarations, or proposed orders	16
Organizing discovery materials	4
Other	4

- Consultation services (51%), conducting document review (44%), drafting contracts and agreements (44%), and legal guidance or opinions (44%) are the most frequently mentioned unbundled legal services that are being provided.

19. Which best describes your employment status?

<u>Category</u>	<u>Percent</u>
Full-time	89
Part-time	11
Unemployed/recently retired	<1



19A. Comparison between the 2014 through 2022 Economics & Law Office Management Surveys – Which best describes your employment status?

<u>Category</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>	<u>2022 Survey Percent</u>
Full-time	87	89	89	89
Part-time	10	9	9	11
Unemployed/recently retired	3	2	2	<1

20. On the average, how many hours per week did you devote to the legal profession in 2021? (INCLUDES ALL HOURS DEVOTED TO THE PRACTICE OF LAW – NOT JUST BILLABLE HOURS)

<u>Category</u>	<u>Percent</u>
Under 20 hours	3
20 to 29 hours	4
30 to 39 hours	10
40 to 49 hours	31
50 to 59 hours	32
60 hours or more	20

Mean = 48 hours
Median = 50 hours
Mode = 50 hours
Range = 0 to 100 hours

- Over half (52%) of respondents report that they work at least 50 hours per week, while one-fifth (20%) report that they work at least 60 hours per week.

- 20A. Comparison between the 2014 through 2022 Economics & Law Office Management Surveys – On the average, how many hours per week did you devote to the legal profession? (INCLUDES ALL HOURS DEVOTED TO THE PRACTICE OF LAW – NOT JUST BILLABLE HOURS) – BY LEGAL OCCUPATION/CLASSIFICATION

<u>Category</u>	2014 Survey Average Hours	2016 Survey Average Hours	2018 Survey Average Hours	2022 Survey Average Hours
Associate	50	50	50	52
Managing partner	52	54	53	50
Partner/shareholder	50	50	50	50
Practitioner with one or more associates	50	50	50	50
Corporate counsel	46	46	47	45
Sole practitioner	44	46	47	45
State government attorney	48	45	45	45

20B. Comparison between the 2014 through 2022 Economics & Law Office Management Surveys – On the average, how many hours per week did you devote to the legal profession? (INCLUDES ALL HOURS DEVOTED TO THE PRACTICE OF LAW – NOT JUST BILLABLE HOURS) – BY GENDER, REGION OF FLORIDA AND AGE GROUP

Gender

<u>Category</u>	2014 Survey Median Hours	2016 Survey Median Hours	2018 Survey Median Hours	2022 Survey Median Hours
Female	50	50	50	50
Male	50	50	50	50

Region

<u>Category</u>	2014 Survey Median Hours	2016 Survey Median Hours	2018 Survey Median Hours	2022 Survey Median Hours
Southeast Region	50	50	50	50
Central/Southwest Region	50	50	50	50
North Region	50	46	50	50

Age Group

<u>Category</u>	2014 Survey Median Hours	2016 Survey Median Hours	2018 Survey Median Hours	2022 Survey Median Hours
35 years of age or younger	50	51	50	50
36 to 49 years of age	50	50	50	50
50 to 65 years of age	50	50	50	50
Over 65 years of age	34	35	37	35

- For a complete listing of counties within regions, see Appendix A located on Page 58.

21. 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	68	22	10
Work-life balance	57	34	9
Court operations	44	38	18
Quality of the judiciary	44	33	23
Economy	37	47	16
New/advanced technology	31	50	19
Increased competition	20	46	34
Image of lawyers	18	36	46
Unauthorized practice of law	9	28	63
Pro se litigants	7	28	65

- Over two-thirds (68%) of respondents report that client expectations is a factor currently having a major impact on their ability to successfully practice law, while almost three-fifths (57%) report work-life balance as a factor having a major impact.

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

<u>Category</u>	<u>Percent</u>
I have had <u>increased</u> business/profitability	35
My practice has remained the same	35
I have had <u>decreased</u> business/profitability	16
The economy does <u>not</u> impact my practice	14

- Over one-third (35%) of respondents report that their business/profitability has increased during the past two years, compared to 16% who report that their business/profitability has decreased during that time frame.

23. Within the next two years, how do you expect the economy will impact your practice?

<u>Category</u>	<u>Percent</u>
I believe it will remain the same	40
I believe I will have <u>increased</u> business/profitability	37
I believe I will have <u>decreased</u> business/profitability	12
The economy does <u>not</u> impact my practice	11

- Over one-third (37%) of respondents expect to have increased business or profitability in the next two years, compared to 12% who believe they will have decreased business or profitability during that time period.

24. Would you pursue the legal profession as a career if you were making the decision again?

<u>Category</u>	<u>Percent</u>
Yes	50
No	21
Not sure	29

- Half (50%) of all respondents report that they would pursue the legal profession as a career if they were making the decision again.

24A. Would you pursue the legal profession as a career if you were making the decision again? – BY AGE GROUP, TYPE OF PRACTICE AND GENDER

<u>Category</u>	Age Group			
	35 years or younger	36 to 49 yrs old	50 to 65 yrs old	Over 65 yrs old
	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>
Yes	44	47	57	62
No	17	23	24	8
Not sure	37	30	19	30

<u>Category</u>	Type of Practice		
	Private Practice	Gov't. Practice	Other Legal Pos.
	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>
Yes	51	45	47
No	21	18	31
Not sure	28	37	22

<u>Category</u>	Gender	
	Female	Male
	<u>Percent</u>	<u>Percent</u>
Yes	43	56
No	24	19
Not sure	33	25

25. Please indicate the AVERAGE ANNUAL SALARY levels for attorneys that are employed 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	\$67,774	\$65,000	\$60,000
Recent law school graduates with experience (internship, clerkship)	\$74,759	\$70,000	\$60,000
Current attorneys with less than 3 years of experience	\$85,409	\$80,000	\$80,000
Current attorneys with 3 to 5 years of experience	\$95,835	\$90,000	\$90,000
Current attorneys with 6 to 8 years of experience	\$110,585	\$100,000	\$100,000
Current attorneys with more than 8 years of experience	\$131,539	\$120,000	\$100,000
Partner, shareholder, or member	\$199,766	\$175,000	\$200,000

- Please note that the median 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.

25A. 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	\$55,871	\$54,000	\$50,000
Recent law school graduates with experience (internship, clerkship)	\$64,527	\$58,000	\$55,000
Current attorneys with less than 3 years of experience	\$75,064	\$70,000	\$70,000
Current attorneys with 3 to 5 years of experience	\$81,102	\$75,000	\$75,000
Current attorneys with 6 to 8 years of experience	\$88,986	\$83,000	\$80,000
Current attorneys with more than 8 years of experience	\$106,186	\$95,000	\$100,000
Partner, shareholder, or member	\$168,776	\$130,000	\$100,000

- Please note that the median 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 58.

25B. 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	\$70,096	\$65,000	\$60,000
Recent law school graduates with experience (internship, clerkship)	\$75,364	\$70,000	\$70,000
Current attorneys with less than 3 years of experience	\$85,449	\$80,000	\$80,000
Current attorneys with 3 to 5 years of experience	\$96,396	\$90,000	\$90,000
Current attorneys with 6 to 8 years of experience	\$109,751	\$100,000	\$100,000
Current attorneys with more than 8 years of experience	\$126,534	\$115,000	\$100,000
Partner, shareholder, or member	\$198,851	\$175,000	\$250,000

- Please note that the median 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 58.

25C. 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	\$77,564	\$70,000	\$65,000
Recent law school graduates with experience (internship, clerkship)	\$83,233	\$75,000	\$75,000
Current attorneys with less than 3 years of experience	\$96,803	\$90,000	\$100,000
Current attorneys with 3 to 5 years of experience	\$109,074	\$100,000	\$100,000
Current attorneys with 6 to 8 years of experience	\$125,445	\$118,000	\$125,000
Current attorneys with more than 8 years of experience	\$162,998	\$150,000	\$150,000
Partner, shareholder, or member	\$212,619	\$175,000	\$250,000

- Please note that the median 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 58.

25D. Comparison between the 2014 through 2022 Economics & Law Office Management Surveys – Median attorney annual salary by years of experience

ATTORNEYS				
<u>Attorneys</u>	<u>2014 Survey Median</u>	<u>2016 Survey Median</u>	<u>2018 Survey Median</u>	<u>2022 Survey Median</u>
Recent law school graduates with no experience	\$50,000	\$50,000	\$50,000	\$65,000
Current attorneys with less than 3 years of experience	\$60,000	\$65,000	\$65,000	\$80,000
Current attorneys with 3 to 5 years of experience	\$70,000	\$75,000	\$75,000	\$90,000
Current attorneys with 6 to 8 years of experience	\$80,000	\$85,000	\$90,000	\$100,000
Current attorneys with more than 8 years of experience	\$100,000	\$100,000	\$100,000	\$120,000
Partner, shareholder, or member	\$150,000	\$150,000	\$150,000	\$175,000

26. 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	\$44,282	\$40,000	\$40,000
Current paralegals with less than 5 years of experience	\$49,717	\$45,000	\$40,000
Current paralegals with 5 to 10 years of experience	\$57,772	\$53,000	\$50,000
Current paralegals with more than 10 years of experience	\$65,289	\$60,000	\$60,000

- Please note that the median 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.

26A. 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	\$39,166	\$37,500	\$40,000
Current paralegals with less than 5 years of experience	\$40,377	\$40,000	\$40,000
Current paralegals with 5 to 10 years of experience	\$49,176	\$46,000	\$50,000
Current paralegals with more than 10 years of experience	\$53,793	\$50,000	\$50,000

- Please note that the median 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 58.

26B. 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	\$42,077	\$40,000	\$40,000
Current paralegals with less than 5 years of experience	\$46,614	\$45,000	\$50,000
Current paralegals with 5 to 10 years of experience	\$55,440	\$52,000	\$50,000
Current paralegals with more than 10 years of experience	\$62,411	\$60,000	\$60,000

- Please note that the median 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 58.

26C. 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	\$51,483	\$50,000	\$40,000
Current paralegals with less than 5 years of experience	\$60,030	\$55,000	\$40,000
Current paralegals with 5 to 10 years of experience	\$68,857	\$65,000	\$50,000
Current paralegals with more than 10 years of experience	\$76,287	\$75,000	\$75,000

- Please note that the median 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 58.

26D. Comparison between the 2014 through 2022 Economics & Law Office Management Surveys – Median paralegal annual salary by years of experience

PARALEGALS				
<u>Paralegals</u>	<u>2014 Survey Median</u>	<u>2016 Survey Median</u>	<u>2018 Survey Median</u>	<u>2022 Survey Median</u>
New hires without experience	\$30,000	\$31,000	\$35,000	\$40,000
Current paralegals with less than 5 years of experience	\$35,000	\$35,000	\$40,000	\$45,000
Current paralegals with 5 to 10 years of experience	\$45,000	\$45,000	\$50,000	\$53,000
Current paralegals with more than 10 years of experience	\$50,000	\$50,000	\$55,000	\$60,000

27. 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	\$36,765	\$35,000	\$30,000
Current legal secretaries with less than 5 years of experience	\$42,608	\$40,000	\$40,000
Current legal secretaries with 5 to 10 years of experience	\$47,837	\$45,000	\$45,000
Current legal secretaries with more than 10 years of experience	\$53,917	\$50,000	\$50,000

- Please note that the median 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.

27A. 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	\$34,117	\$32,000	\$30,000
Current legal secretaries with less than 5 years of experience	\$41,313	\$37,500	\$35,000
Current legal secretaries with 5 to 10 years of experience	\$44,865	\$41,000	\$40,000
Current legal secretaries with more than 10 years of experience	\$49,042	\$45,000	\$45,000

- Please note that the median 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 58.

27B. 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	\$35,579	\$34,000	\$30,000
Current legal secretaries with less than 5 years of experience	\$41,979	\$40,000	\$40,000
Current legal secretaries with 5 to 10 years of experience	\$47,870	\$45,000	\$45,000
Current legal secretaries with more than 10 years of experience	\$52,714	\$50,000	\$50,000

- Please note that the median 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 58.

27C. 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	\$40,227	\$39,000	\$35,000
Current legal secretaries with less than 5 years of experience	\$45,850	\$45,000	\$40,000
Current legal secretaries with 5 to 10 years of experience	\$53,545	\$52,000	\$55,000
Current legal secretaries with more than 10 years of experience	\$61,800	\$60,000	\$60,000

- Please note that the median 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 58.

27D. Comparison between the 2014 through 2022 Economics & Law Office Management Surveys – Median legal secretary annual salary by years of experience

LEGAL SECRETARIES

<u>Legal Secretaries</u>	<u>2014 Survey Median</u>	<u>2016 Survey Median</u>	<u>2018 Survey Median</u>	<u>2022 Survey Median</u>
New hires without experience	\$25,000	\$30,000	\$30,000	\$35,000
Current secretaries with less than 5 years of experience	\$30,000	\$33,000	\$34,500	\$40,000
Current secretaries with 5 to 10 years of experience	\$36,000	\$38,000	\$40,000	\$45,000
Current secretaries with more than 10 years of experience	\$41,000	\$45,000	\$47,500	\$50,000

28. 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>
Relationship or contract with an IT company	52
Hurricane/disaster preparedness plan	44
Website – contracted with and maintained by an outside company/source	39
Website – built and maintained internally	39
Pro bono service policy	21
Strategic planning committee	15

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

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

- 29A. Was your law firm or legal office impacted by a hurricane/disaster in the past 3 years? – BY REGION OF FLORIDA

<u>Category</u>	<u>North Region Percent</u>	<u>Cent/SW Region Percent</u>	<u>Southeast Region Percent</u>
Yes	16	11	10
No	84	89	90

- 29B. 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	34
1 week	19
2 weeks	9
3 to 4 weeks	9
1 to 2 months	13
More than 2 months	16

30. 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.

30A. Comparison between the 2014 through 2022 Economics & Law Office Management Surveys – Do you have professional liability insurance?

<u>Category</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>	<u>2022 Survey Percent</u>
Yes	63	67	67	67
No	37	33	33	33

31. During a typical month, how many times do you visit the Bar's website?

<u>Category</u>	<u>Percent</u>
None	18
Once	30
Twice	21
3 to 4 times	17
5 to 10 times	9
More than 10 times	6

- Nearly one-third (32%) of respondents report visiting the Bar's website at least three times during a typical month, while nearly half (48%) report visiting the Bar's website once, or not at all, during a typical month.

31A. Comparison between the 2014 through 2022 Economics & Law Office Management Surveys – During a typical month, how many times do you visit the Bar’s website?

<u>Category</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>	<u>2022 Survey Percent</u>
None	11	16	17	18
Once	18	20	26	30
Twice	14	17	15	21
3 to 4 times	25	23	26	17
5 to 10 times	16	14	10	9
More than 10 times	16	10	6	6

32. 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>
In-firm consultant (IT Department)	42
Outside consultant or technology support group	41
Self/own knowledge	28
Internet/websites	20
Friend or family member	11
Other lawyers in the office	7
The Florida Bar	4
Social media	2
Local/voluntary bars	1
Other source(s)	2

- Just over two-fifths of all respondents rely on the services of an in-firm consultant/IT department (42%) or an outside consultant/technology support group (41%) for their technology or cyber security assistance.

33. Has technology changed your relationship with clients?

<u>Category</u>	<u>Percent</u>
Yes – for the better	71
Yes – for the worse	7
No	17
Not applicable (do not have clients)	5

- Over two-thirds (71%) of respondents report that technology has changed their relationship with clients for the better, compared to 7% who report it has changed the relationship for the worse.

34. 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	38
Lexis	32
Fastcase	30
Findlaw	10
Casetext	7
Bloomberg Law	3
Casemaker	<1
Trellis	<1
Other	12
I do <u>not</u> use any online legal research tools	10

- Over one-third (38%) of respondents use Westlaw for their online legal research needs, while nearly one-third use Lexis (32%) or Fastcase (30%). The most frequently mentioned online legal research tools listed under the “Other” category are Google Scholar and Florida Law Weekly.

35. 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	66
Partner/lawyer in your firm or legal office	49
Internet search engine	43
Former colleague(s)	34
Florida Bar website/resources	22
Listserv	13
ABA website/resources	8
Local bar website/resources	7
Florida Bar Lawyers Advising Lawyers program	5
Social media	0
Other	4

- About two-thirds (66%) of respondents rely on other lawyers in similar practice areas, while about half (49%) rely on a partner/lawyer in their firm or legal office, when seeking advice about a legal matter.
- The most frequently mentioned responses under the “Other” category are Google and legal research.

36. Do you utilize a desktop, laptop or both in your daily practice of law?

<u>Category</u>	<u>Percent</u>
Both desktop and laptop	42
Laptop	34
Desktop PC	22
Other	2

37. Which Operating System do you use in your daily practice of law?

<u>Category</u>	<u>Percent</u>
Windows	85
A mix of Windows and Mac	8
Mac	6
Other	<1

- A very large majority of respondents use Windows as their operating system.

38. Which of the following software, tools, or services do you use in your daily practice of law? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Scanner – physical	76
Online videoconferencing software like Zoom or Microsoft Teams	74
Cybersecurity software	53
Online file storage	53
Electronic signature software	44
Online scheduling calendar for potential or current clients	35
Voice Over Internet Protocol (VOIP) phone service	34
eBilling	33
Password manager to store passwords	22
Online fax service	19
Online client portal	16
Scanner – through an App	13
Mass email programs (newsletters/emails to clients/potential clients)	9
Virtual receptionist service	6

- Around three-quarters of respondents use a physical scanner (76%) or online videoconferencing software like Zoom or Microsoft Teams (74%) in their daily practice of law. Just over half of respondents use cybersecurity software (53%) or online file storage (53%).

39. Which of the following cloud-based items do you currently utilize? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Cloud technology to store data	38
Cloud-based accounting software	34
Cloud-based legal time and expense tracking and billing software	21
Cloud-based word processor for document and letter drafting	15
Cloud-based discovery software	10
Cloud-based legal practice management software	10
Cloud-based document automation tools in the creation of documents	5

- Over one-third of respondents use cloud technology to store data (38%) or cloud-based accounting software (34%).

40. Which of the following forms of payment does your law firm or legal office accept? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Check	82
Online credit card payments	57
In person/over the phone credit card payments	47
Apple Pay/Samsung Pay	2
Cryptocurrency	1
Other form of payment	21
Not Applicable/None	16

- The most frequently listed responses under the “Other” category are cash and wire transfer.

41. 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 68 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>
Free software programs (productivity, billing, calendar, etc.)	17
Free trust accounting	5
Cybersecurity	4

42. 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	92	8
Challenging responsibilities	91	9
General working conditions	91	9
Job security	88	12
Available technology	85	15
Respect/prestige	81	19
Advancement opportunities	80	20
Assistance from support staff	77	23
Attorney to support staff ratio	75	25
Hours	75	25
Salary/fringe benefits	65	35

- A large majority of respondents are satisfied with their relations with co-workers (92%), challenging responsibilities (91%), and general working conditions (91%), while over one-third (35%) are dissatisfied with their salary/fringe benefits.

42A. Comparison between the 2014 through 2022 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>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>	<u>2022 Survey Percent</u>
Relations with co-workers	95	93	93	92
Challenging responsibilities	91	91	91	91
General working conditions	90	89	91	91
Job security	83	81	85	88
Available technology	83	84	85	85
Respect/prestige	83	81	82	81
Advancement opportunities	75	77	78	80
Assistance from support staff	79	77	78	77
Attorney to support staff ratio	77	79	77	75
Hours	83	80	79	75
Salary/fringe benefits	60	63	63	65

43. **Would you be willing to participate as a provider for a prepaid legal services company if that meant that you would answer questions by phone and write letters for a reduced, prepaid amount per client?**

<u>Category</u>	<u>Percent</u>
Yes	12
No	54
Not sure/need more information	24
Not applicable	10

- 12% of respondents report that they would be willing to participate as a provider for a prepaid legal services company if that meant that they would answer questions by phone and write letters for a reduced, prepaid amount per client.

44. **Would you be willing to participate as a provider for a prepaid legal services company by discounting your fees by 25%?**

<u>Category</u>	<u>Percent</u>
Yes	12
No	53
Not sure/need more information	24
Not applicable	11

- 12% of respondents report that they would be willing to participate as a provider for a prepaid legal services company by discounting their fees by 25%.

45. **In the past 12 months, without fee or expectation of fee, did you do any of the following? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Percent</u>
Provide free legal services to people of limited means	48
Provide free legal services for a charitable, civic, religious, educational or other nonprofit organization	29
Provide free legal services to organizations that address the needs of the poor	14
Provide free legal services to people or organizations seeking to secure or protect civil rights, civil liberties or public rights	7
I did <u>not</u> handle any pro bono cases	26

- Slightly under half (48%) of all respondents report that they provided free legal services to people of limited means within the past 12 months. Slightly over one-quarter (26%) report that they did not handle any pro bono cases during that time frame.

46. **What are your primary reasons for not conducting pro bono work? (ONLY INCLUDES RESPONDENTS WHO REPORT NOT HANDLING ANY PRO BONO CASES IN THE PAST 12 MONTHS) (MULTIPLE RESPONSE QUESTION – CHECK UP TO 3 RESPONSES)**

<u>Category</u>	<u>Percent</u>
Time constraints	48
Not interested	23
Government job does not allow for pro bono	21
Liability concerns	18
Financial strain	16
Bad past experience	14
Have a public service oriented job	14
Lack of support from law firm/legal office	9
Haven't found appropriate matters/don't know where to find a case	8
Unaware of how to get involved	7
Other	8

- When considering only those respondents who did not conduct any pro bono work in the past 12 months, time constraints (48%) is the most frequently mentioned reason for not providing any pro bono work. The most frequently mentioned response under the “Other” category involves one’s primary area of practice not matching the needs of those persons who are seeking pro bono.

47. **What is your primary reason for conducting pro bono work? (ONLY INCLUDES REPENDENTS WHO INDICATED THAT THEY HANDLE PRO BONO CASES) (MULTIPLE RESPONSE QUESTION – CHECK UP TO 3 RESPONSES)**

<u>Category</u>	<u>Percent</u>
Personal satisfaction	81
Professional responsibility	75
Faith-based commitment	26
Potential future contacts and referrals	19
Gain exposure in the community at-large	13
Career enhancement	6
Employer encouragement/policy	6
Required by employer	1
Other	6

- When considering only those respondents who conducted pro bono work in the past 12 months, personal satisfaction (81%) and professional responsibility (75%) are the two most frequently mentioned reasons for handling pro bono work. Helping family members is the most frequently mentioned reason listed under the “Other” category.

48. From where are your pro bono cases generally referred? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY) (ONLY INCLUDES THOSE RESPONDENTS WHO INDICATED THAT THEY HANDLE PRO BONO CASES)

<u>Category</u>	<u>Percent</u>
Referred by a family member or friend	63
Referred by cold call from a potential client	32
Referred by a legal services pro bono program	28
Referred by a religious affiliation	16
Referred by a local bar association or an independent pro bono program	13
Referred by my employer	6
Other	12

- When considering only those respondents who conducted pro bono work in the past 12 months, over three-fifths (63%) of them report that they have had pro bono cases referred by family members or friends, while over one-quarter have received cold calls from potential clients (32%) or referrals from legal services (28%). A referral from a former or current client is the most frequently mentioned reason listed under the “Other” category.

49. Thinking about the legal needs of the low-income population in Florida, how important do you feel it is for you to personally offer pro bono services?

<u>Category</u>	<u>Percent</u>
Very important	33
Somewhat important	26
Neither important nor unimportant	20
Somewhat unimportant	9
Very unimportant	6
Not applicable	6

- Almost three-fifths (59%) of respondents believe it is important for them to personally offer pro bono legal services.

**50. What would you need in order to accept a pro bono case or more pro bono cases in the future?
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Percent</u>
CLE credit	40
Malpractice coverage	30
Clerical support	26
Website that links potential cases to attorneys by geography/area of practice	12
Use of pro bono service as a marketing tool	10
Mentor	10
More recognition by state and local bar	7
Other	6
Not applicable	15
None of the above; I already do enough pro bono	28

- Two-fifths (40%) of respondents would like to receive CLE credit in order to accept a pro bono case or more pro bono cases in the future, compared to over one-quarter who would like to receive malpractice coverage (30%) or clerical support (26%). The most frequently mentioned responses listed under the “Other” category involve needing more available time and the requiring some type of small fee/payment from those who request pro bono.

51. What is the likelihood of your providing pro bono services in the next 12 months?

<u>Category</u>	<u>Percent</u>
Very likely	39
Somewhat likely	16
Undecided/Neither likely nor unlikely	8
Somewhat unlikely	8
Very unlikely	24
Not applicable	5

- Over half (55%) of all respondents indicate that they are likely to provide pro bono services in the next 12 months, compared to nearly one-third (32%) who indicate that they are unlikely to do so. The remaining 13% are either undecided or report that providing pro bono services is not applicable to their situation.

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

<u>County</u>	<u>In-State Florida Bar Membership Data Percent</u>	<u>2022 Economics Survey Percent</u>
Alachua	1	1
Baker	<1	<1
Bay	<1	<1
Bradford	<1	0
Brevard	1	2
Broward	13	12
Calhoun	<1	0
Charlotte	<1	<1
Citrus	<1	<1
Clay	<1	<1
Collier	2	2
Columbia	<1	0
DeSoto	<1	<1
Dixie	<1	0
Duval	5	5
Escambia	1	1
Flagler	<1	<1
Franklin	<1	0
Gadsden	<1	<1
Gilchrist	<1	<1
Glades	<1	0
Gulf	<1	0
Hamilton	<1	<1
Hardee	<1	0
Hendry	<1	0
Hernando	<1	<1
Highlands	<1	<1
Hillsborough	10	10
Holmes	<1	0
Indian River	<1	<1
Jackson	<1	<1
Jefferson	<1	0
Lafayette	<1	0
Lake	<1	<1
Lee	2	2
Leon	4	5
Levy	<1	<1
Liberty	<1	0

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<u>County</u>	<u>In-State</u> <u>Florida Bar</u> <u>Membership Data</u> <u>Percent</u>	<u>2022 Economics</u> <u>Survey</u> <u>Percent</u>
Madison	<1	0
Manatee	<1	<1
Marion	<1	<1
Martin	<1	1
Miami-Dade	21	19
Monroe	<1	1
Nassau	<1	<1
Okaloosa	<1	<1
Okeechobee	<1	0
Orange	9	9
Osceola	<1	0
Palm Beach	10	10
Pasco	<1	<1
Pinellas	5	6
Polk	1	1
Putnam	<1	<1
St. Johns	<1	<1
St. Lucie	<1	<1
Santa Rosa	<1	<1
Sarasota	2	2
Seminole	2	2
Sumter	<1	0
Suwannee	<1	0
Taylor	<1	0
Union	<1	0
Volusia	1	1
Wakulla	<1	<1
Walton	<1	0
Washington	<1	0

53. What is your gender?

<u>Category</u>	Florida Bar Membership Data <u>Percent</u>	2022 Economics Survey <u>Percent</u>
Male	59	59
Female	41	41
Non-binary	—	<1

54. Comparison between 1984 through 2022 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
2022 Economics Survey	59	41

55. What is your race or ethnic origin?

<u>Category</u>	<u>Percent</u>
Caucasian/White	78
Hispanic/Latino	12
African-American/Black	5
Asian/Pacific Islander	1
Native American	<1
Other	3

55A. Comparison between 1992 through 2022 Economics & Law Office Management Surveys – What is your race or ethnic origin?

<u>Category</u>	Caucasian/ White <u>Percent</u>	Hispanic/ Latino <u>Percent</u>	Afr.-Amer. Black <u>Percent</u>	All Others <u>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
2022 Economics Survey	78	12	5	5

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

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

56A. Comparison between the 2016 through 2022 Economics & Law Office Management Surveys – Do you personally identify as gay, lesbian, bisexual or transgender?

<u>Category</u>	2016 Survey <u>Percent</u>	2018 Survey <u>Percent</u>	2022 Survey <u>Percent</u>
Yes	3	4	3
No	97	96	97

57. What is your age?

<u>Category</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>	<u>2022 Survey Percent</u>
35 years of age or younger	22	20	19
36 to 49 years of age	31	33	34
50 to 65 years of age	36	35	36
Over 65 years of age	11	12	11
Median Age	48	48	48

57A. What is your age? – BY GENDER, RACE AND TYPE OF PRACTICE (MEDIAN AGE IS REPORTED)

<u>Gender</u>	<u>Median Age</u>
Male	50
Female	45

<u>Race/Ethnicity</u>	<u>Median Age</u>
White/Caucasian	49
African-American/Black	46
Other Race/Ethnicity	45
Hispanic/Latino	43

<u>Type of Practice</u>	<u>Median Age</u>
Private Practice Position	49
Other Legal Position	47
Government Practice Position	42

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

<u>Category</u>	<u>Percent</u>
5 years or fewer	17
6 to 10 years	15
11 to 20 years	32
Over 20 years	36

Median Years of Experience = 17

58A. Comparison between the 2016 through 2022 Economics & Law Office Management Surveys – How many years have you been a member of The Florida Bar?

<u>Category</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>	<u>2022 Survey Percent</u>
5 years or fewer	18	18	17
6 to 10 years	14	16	15
11 to 20 years	34	32	32
Over 20 years	34	34	36
Median Years of Experience	18	17	17

58B. How many years have you been a member of The Florida Bar? – BY GENDER, RACE AND TYPE OF PRACTICE (MEDIAN YEARS OF EXPERIENCE IS REPORTED)

<u>Gender</u>	<u>Median Yrs. of Exp.</u>
Male	19
Female	14

<u>Race/Ethnicity</u>	<u>Median Yrs. of Exp.</u>
White/Caucasian	18
Other Race/Ethnicity	15
Hispanic/Latino	11
African-American/Black	10

<u>Type of Practice</u>	<u>Median Yrs. of Exp.</u>
Private Practice Position	17
Other Legal Position	17
Government Practice Position	10

59. Please indicate your TOTAL INCOME BEFORE TAXES derived from the practice of law in 2021:

<u>Category</u>	<u>Percent</u>
Under \$25,000	5
\$25,000 to \$50,000	6
\$50,001 to \$75,000	14
\$75,001 to \$100,000	15
\$100,001 to \$200,000	32
Over \$200,000	28

Median Income = \$125,000
Range = \$0 to \$2,500,000

59A. Please indicate your TOTAL INCOME BEFORE TAXES derived from the practice of law in 2021: – BY TYPE OF PRACTICE AND GENDER

<u>Type of Practice</u>	<u>Median Income</u>
Private Practice	\$150,000
Other Legal Position	\$ 90,000
Government Practice	\$ 80,000

<u>Gender</u>	<u>Median Income</u>
Male	\$150,000
Female	\$100,000

59B. Comparison between the 2014 through 2022 Economics & Law Office Management Surveys – Please indicate your TOTAL INCOME BEFORE TAXES derived from the practice of law:

<u>Category</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>	<u>2018 Survey Percent</u>	<u>2022 Survey Percent</u>
Under \$25,000	7	5	3	5
\$25,000 to \$50,000	13	12	9	6
\$50,001 to \$75,000	20	16	20	14
\$75,001 to \$100,000	17	21	20	15
\$100,001 to \$200,000	27	29	28	32
Over \$200,000	16	17	20	28
Median Income	\$100,000	\$100,000	\$100,000	\$125,000

60. Please indicate your TOTAL HOUSEHOLD INCOME BEFORE TAXES for 2021:

<u>Category</u>	<u>Percent</u>
Under \$50,000	3
\$50,001 to \$100,000	23
\$100,001 to \$150,000	14
\$150,001 to \$200,000	16
Over \$200,000	44

Median Household Income = \$180,000
Range = \$11,500 to \$3,100,000

60A. Comparison between the 2016 through 2022 Economics & Law Office Management Surveys – Please indicate your TOTAL HOUSEHOLD INCOME BEFORE TAXES:

<u>Category</u>	2016 Survey <u>Percent</u>	2018 Survey <u>Percent</u>	2022 Survey <u>Percent</u>
Under \$50,000	8	6	3
\$50,001 to \$100,000	22	26	23
\$100,001 to \$150,000	25	22	14
\$150,001 to \$200,000	17	11	16
Over \$200,000	28	35	44
Median Household Income	\$145,000	\$150,000	\$180,000

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