



THE FLORIDA BAR

Results of the 2016 Economics and Law Office Management Survey

February 2017

INTRODUCTION

The Florida Bar is one of the largest unified state bar associations in the United States. Its recorded history dates back to 1889 when it consisted of just a small voluntary group of lawyers in a state with a total population of under 400,000 persons. Out of this small group grew the Florida State Bar Association, formed in 1907. Still a voluntary organization, its main focus was to publish a legal journal, draft court procedures, and present occasional educational courses for attorneys. Membership in this voluntary association never exceeded 2,500 attorneys.

After the close of World War I in 1920, there was a sharp growth in the number of attorneys in the state of Florida. Those attorneys, however, had no cohesive organization, and under two-thirds of them belonged to the voluntary state bar association.

In the 1930's, it was proposed that all attorneys, upon admission to practice, be required to obtain membership in the Florida State Bar Association. Many years later, the Supreme Court of Florida, after rejecting the original proposal, instructed state Bar officials to proceed in forming an integrated bar. As a result, 3,758 attorneys automatically became members of The Florida Bar in 1950. By the early 1960's, The Florida Bar had grown to include 7,000 members. Ten years later, the Bar's membership had increased to 12,000 members and, by 1980, the Bar consisted of 27,000 members. Today, The Florida Bar has a membership in excess of 100,000 attorneys.

Because of the large rise in membership over the past few decades, the Bar sponsors an economics and law office management survey. This survey is performed every two years to supply Bar members with useful data which will assist them in their daily practice. The survey is intended to keep attorneys

informed on how their colleagues are doing in terms of salary information, benefits, hourly rates, number of hours worked, usage of software/technology, and more.

For obvious financial reasons, it was decided to randomly sample a select number of members rather than survey all 100,000 Florida Bar members. A properly chosen random sample allows inferences to be made about the composition of the entire lawyer population from those expressed in the sample.

BACKGROUND

From September to November 2016, 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 2016 survey. After extensive research, questions were developed by Mike J. Garcia, Director of Research, Planning & Evaluation for the Bar.

In December 2016, The Florida Bar e-mailed a link allowing access to the questionnaire to a random sample of its in-state membership. By the cut-off date in early January, the Bar had received 705 completed questionnaires, for a response rate of 25%.

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 2016 survey, a sample of 2,810 members was randomly selected from a master list of all in-state Florida Bar members in good standing. Although 705 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.

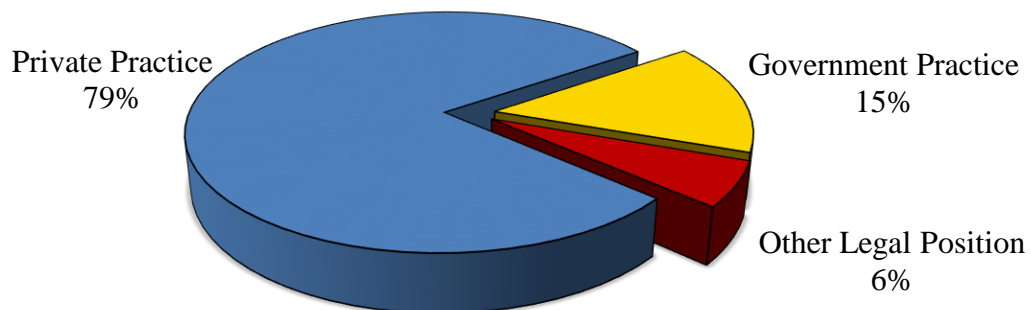
2016 Florida Bar Economics & Law Office Management Survey

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	8
Practitioner with one or more associates	6
Of counsel	<1
<u>Government Practice</u>	
State government attorney	9
Local government attorney	3
Federal government attorney	2
Judge	<1
<u>Other Legal Position</u>	
Other position/not employed	3
Corporate counsel	3
Legal aid/legal service	<1

- Nearly four-fifths (79%) of respondents are employed in private practice positions. Additionally, 15% of respondents are employed in government practice positions and 6% are either employed in other legal positions or report that they are currently unemployed.

Legal Occupation or Classification



1A. Comparison between 2010 thru 2016 Economics & Law Office Management Surveys – What is your legal occupation or classification?

<u>Classification</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
Sole practitioner	31	33	33	33
Associate	14	14	16	17
Partner/shareholder	17	15	15	15
Managing partner	10	9	8	8
Practitioner with one or more assoc.	6	6	5	6
State government attorney	10	11	9	9
Local government attorney	3	3	3	3
Federal government attorney	1	1	1	2
Judge	<1	<1	<1	<1
Other position/retired/not employed	3	3	4	3
Corporate counsel	4	3	3	3
Legal aid/legal service	<1	<1	1	<1
Total	100%	100%	100%	100%

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

<u>Classification</u>	<u>Male Percent</u>	<u>Female Percent</u>
Sole practitioner	40	29
Associate	13	20
Partner/shareholder	17	11
Managing partner	12	4
Practitioner with one or more associates	6	3
State government attorney	5	17
Local government attorney	2	4
Federal government attorney	1	3
Judge	<1	<1
Other position/retired/not employed	1	4
Corporate counsel	3	3
Legal aid/legal service	0	<1
Total	100%	100%

- Over one-quarter (29%) of all male respondents are in managing partner or partner/shareholder positions, compared to 15% of all female respondents.

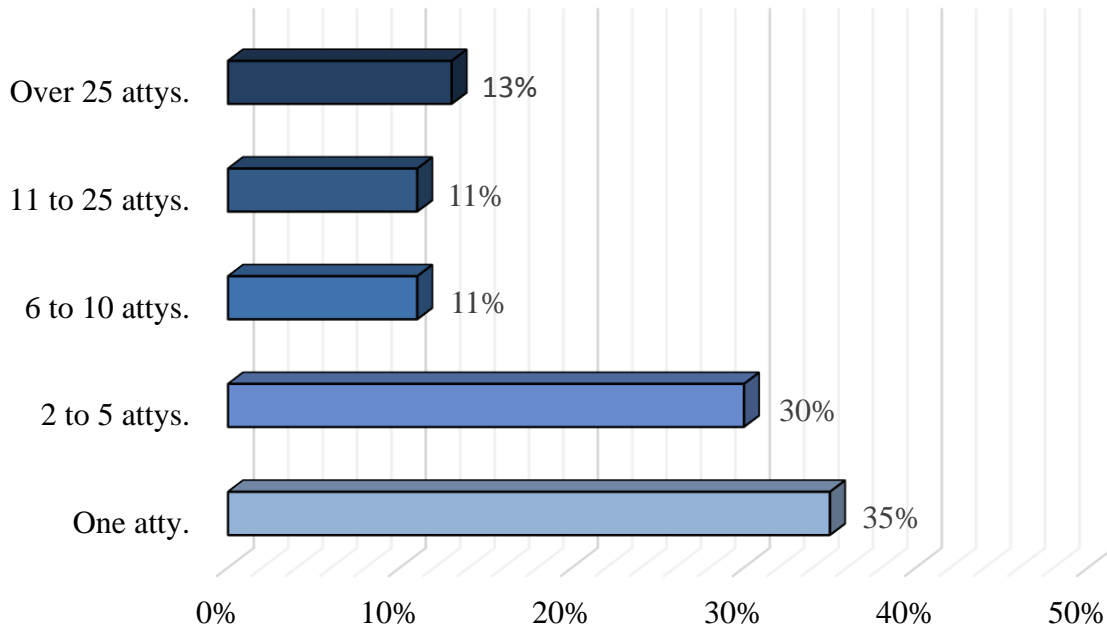
- Almost one-quarter (24%) of all female respondents are employed in government practice positions, compared to 8% of all male respondents.

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

<u>Category</u>	<u>Percent</u>
One attorney	35
2 to 5 attorneys	30
6 to 10 attorneys	11
11 to 25 attorneys	11
Over 25 attorneys	13

- Nearly two-thirds (65%) of respondents either operate a solo practice or work in small firms or legal offices consisting of five attorneys or less. Slightly over three-quarters (76%) of respondents either operate a solo practice or work in firms or legal offices consisting of ten attorneys or less.

Size of Firm or Legal Office



2A. Comparison between 2008 thru 2016 Economics & Law Office Management Surveys – What is the total number of attorneys employed in your firm or legal office?

<u>Category</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
One attorney	32	33	35	36	35
2 to 5 attorneys	34	32	31	31	30
6 to 10 attorneys	11	12	10	11	11
11 to 25 attorneys	11	11	12	10	11
Over 25 attorneys	12	12	12	12	13

3. Did you have any billable hours in 2016?

<u>Category</u>	<u>Percent</u>
Yes	64
No	36

- Nearly two-thirds (64%) of respondents report they had billable hours in 2016. The median number of billable hours is 1,500 (see Table 3A).

3A. If "Yes", please indicate your estimated personal total billable hours for 2016:

<u>Billable Hours</u>	<u>Percent</u>
1,000 hours or less	33
1,001 to 1,200 hours	7
1,201 to 1,400 hours	6
1,401 to 1,600 hours	13
1,601 to 1,800 hours	13
1,801 to 2,000 hours	15
More than 2,000 hours	13

Median Billable Hours = 1,500

3B. Comparison between 2014 and 2016 Economics & Law Office Management Surveys – What were your personal total billable hours? (ONLY INCLUDES THOSE RESPONDENTS WHO REPORT HAVING PERSONAL BILLABLE HOURS)

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

4. If you charge on an hourly basis, what is your average or standard hourly rate?

<u>Hourly Rate</u>	<u>Percent</u>
\$100 or less	<1
\$101 to \$125	<1
\$126 to \$150	5
\$151 to \$175	6
\$176 to \$200	8
\$201 to \$225	5
\$226 to \$250	13
\$251 to \$275	9
\$276 to \$300	18
\$301 to \$325	6
\$326 to \$350	12
Over \$350	18

Median Hourly Rate = \$300

- Over three-quarters (81%) of respondents list their hourly rate as being over \$200, while over one-third (36%) list their hourly rate as being over \$300.

4A. Comparison between 2014 and 2016 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>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
\$100 or less	1	<1
\$101 to \$125	2	<1
\$126 to \$150	8	5
\$151 to \$175	5	6
\$176 to \$200	11	8
\$201 to \$225	6	5
\$226 to \$250	16	13
\$251 to \$275	8	9
\$276 to \$300	11	18
\$301 to \$325	4	6
\$326 to \$350	9	12
Over \$350	19	18

4B. Comparison between 2010 thru 2016 Economics & Law Office Management Surveys – If you charge on an hourly basis, what is your average or standard hourly rate?

<u>Hourly Rate</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
\$150 or less	17	13	11	6
\$151 to \$200	13	22	16	13
\$201 to \$250	38	23	22	18
\$251 to \$300	18	18	19	27
Over \$300	14	24	32	36

- The percentage of attorneys who charge an hourly rate in excess of \$300 has increased significantly since the 2010 survey (from 14% in 2010 to 36% in 2016).

4C. If you charge on an hourly basis, what is your average or standard hourly rate? – BY REGION OF FLORIDA

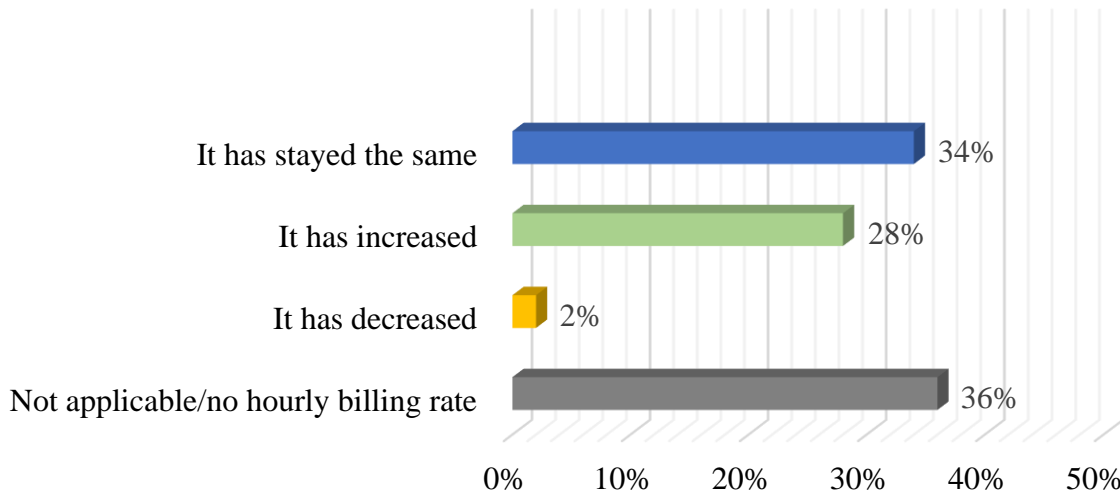
<u>Hourly Rate</u>	<u>North Region Percent</u>	<u>Cent/SW Region Percent</u>	<u>Southeast Region Percent</u>
\$150 or less	17	4	5
\$151 to \$200	14	15	11
\$201 to \$250	25	20	14
\$251 to \$300	19	30	29
Over \$300	25	31	41

- The Southeast Region of Florida (70%) contains the highest percentage of respondents who charge an hourly rate of over \$250. The North Region (31%) contains the highest percentage of respondents who charge an hourly rate of \$200 or less.
- For a complete listing of counties within regions, see Appendix A located on Page 78.

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

<u>Category</u>	<u>Percent</u>
It has stayed the same	34
It has increased	28
It has decreased	2
Not applicable/do not charge an hourly billing rate	36

Hourly Billing Rate Change



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 stayed the same	53
It has increased	44
It has decreased	3

- Of those respondents who report having a standard hourly billing rate, over two-fifths (44%) report it has increased over the past two years, compared to 3% who report it has decreased. Over half (53%) report their standard hourly billing rate has remained the same over the past two years.

6. What changes do you expect to make to your standard hourly billing rate in 2017?

<u>Category</u>	<u>Percent</u>
It will stay the same	37
It will increase	20
It will decrease	1
Undecided at the moment	9
Not applicable/do not charge an hourly billing rate	33

6A. What changes do you expect to make to your standard hourly billing rate in 2017? (INCLUDES ONLY THOSE RESPONDENTS WHO REPORT HAVING A STANDARD HOURLY BILLING RATE)

<u>Category</u>	<u>Percent</u>
It will stay the same	55
It will increase	29
It will decrease	2
Undecided at the moment	14

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	61
No	39

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

7A. Comparison between 2008 thru 2016 Economics & Law Office Management Surveys – Does your firm or legal office employ paralegals?

<u>Category</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
Yes	63	54	56	61	61
No	37	46	44	39	39

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

<u>Category</u>	<u>Percent</u>
Yes	13
No	61
Don't Know	26

- Only 13% of respondents who work in firms or legal offices that employ paralegals report that their offices require standards or certifications for paralegals.

8A. Comparison between 2010 thru 2016 Economics & Law Office Management Surveys – Are any types of standards or certifications required by your firm or legal office for paralegals?

<u>Category</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
Yes	12	15	12	13
No	69	65	62	61
Don't Know	19	20	26	26

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

A total of 67 standards or certifications were identified by respondents as requirements their firm or legal office has for paralegals. The table below lists the five categories.

<u>Category</u>	<u>Number of Responses</u>
CP/other certificate	21
FRP	20
CLA	19
Prior experience	4
Bachelor's/college degree	3

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

<u>Hourly Rate</u>	<u>Percent</u>
\$60 or less	4
\$61 to \$80	9
\$81 to \$100	31
\$101 to \$120	7
\$121 to \$140	22
More than \$140	27

Median Hourly Rate = \$120

- Nearly one-third (31%) of respondents report that the hourly rate billed for legal work performed by paralegals in their firm is between \$81 and \$100, while about half (49%) report that the billed paralegal hourly rate is over \$120.

9A. Comparison between 2010 thru 2016 Economics & Law Office Management Surveys – What is the average or standard hourly rate billed for paralegals?

<u>Hourly Rate</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
\$60 or less	16	12	7	4
\$61 to \$80	28	18	15	9
More than \$80	56	70	78	87

10. How many billable hours did paralegals average in your firm or legal office during 2016?

<u>Billable Hours</u>	<u>Percent</u>
500 or less hours	28
501 to 750 hours	4
751 to 1,000 hours	26
1,001 to 1,250 hours	10
1,251 to 1,500 hours	18
More than 1,500 hours	14

- Over two-fifths (42%) of respondents, whose firm or legal office employs paralegals, report that those paralegals averaged over 1,000 billable hours in 2016. Over one-quarter (28%) report that paralegals averaged 500 or less hours in 2016.

10A. Comparison between 2010 thru 2016 Economics & Law Office Management Surveys – How many billable hours did paralegals average in your firm or legal office?

<u>Category</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
500 or less hours	41	37	34	28
501 to 750 hours	2	2	5	4
751 to 1,000 hours	17	16	17	26
1,001 to 1,250 hours	12	11	10	10
1,251 to 1,500 hours	16	20	21	18
More than 1,500 hours	12	14	13	14

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	59
A combination of methods	17
Fixed or flat fee	12
Contingency fee	10
Non-refundable retainer plus a combination of methods	2
Value based fee	<1
Volume discount	<1

- Nearly three-fifths (59%) of respondents report that their law firm or legal office uses an hourly rate as the primary method for billing, while 17% report that their firm or legal office uses a combination of methods.

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

<u>Category</u>	<u>Percent</u>
None	67
1% to 25%	22
26% to 50%	2
51% to 75%	2
Over 75%	7

- One-third (33%) of respondents report that their firm or legal office handles contingency fee cases. Of those who accept cases on a contingency fee basis, the majority report that these types of cases comprise one-quarter or less of the total number of cases they handle.

12A. Comparison between 2008 thru 2016 Economics & Law Office Management Surveys – What percent of your cases are handled on a contingency fee basis?

<u>Category</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
None	55	59	60	63	67
1% to 25%	28	26	21	22	22
26% to 50%	4	4	5	3	2
51% to 75%	3	2	2	2	2
Over 75%	10	9	12	10	7

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	12
30%	10
33%	47
35% to 40%	29
Over 40%	2

12C. Comparison between 2014 and 2016 Economics & Law Office Management Surveys – Of those contingency fee cases, what is the average percentage of the award that you receive if you win the case?

<u>Category</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
25% or less	18	12
30%	13	10
33%	46	47
35% to 40%	22	29
Over 40%	1	2

- Over three-quarter (76%) of respondents receive 33% to 40% of the award in victorious contingency fee cases. That is an increase from 68% who reported the same in 2014.

13. Do you keep time records?

<u>Category</u>	<u>Percent</u>
Always	54
Always, except in contingency or fixed fee cases	13
Sometimes	15
Never	18

- With an exception of contingency fee or fixed fee cases, two-thirds (67%) of respondents always maintain time records. That percentage increases to over three-quarters (77%) when considering only attorneys in private practice (see Table 13A).

13A. Comparison between 2010 thru 2016 Economics & Law Office Management Surveys – Do you keep time records? (PRIVATE PRACTICE ATTORNEYS ONLY)

<u>Category</u>	2010 Survey <u>Percent</u>	2012 Survey <u>Percent</u>	2014 Survey <u>Percent</u>	2016 Survey <u>Percent</u>
Always	60	58	61	62
Always, except cont. /fixed fee cases	14	14	14	15
Sometimes	20	22	19	14
Never	6	6	6	9

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	62
Usually	21
Seldom	5
Never	12

- Over three-fifths (62%) of respondents report that their firm or legal office always uses written fee agreements, retainer letters or fee contracts.

14A. Comparison between 2010 thru 2016 Economic and Law Office Management Surveys – How often does your firm use written fee agreements, retainer letters or fee contracts?

<u>Category</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
Always	51	58	60	62
Usually	24	22	21	21
Seldom	13	8	6	5
Never	12	12	13	12

14B. How often does your firm use written fee agreements, retainer letters or fee contracts? (PRIVATE PRACTICE ATTORNEYS ONLY)

<u>Category</u>	<u>Percent</u>
Always	71
Usually	17
Seldom	4
Never	8

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

<u>Category</u>	<u>Percent</u>
Itemized list of services performed	67
Prior unpaid balance	64
Hourly rates of lawyers	61
Itemized list of disbursements	60
Narrative summary of services	52
Time spent by individual lawyers	50
Total time spent by lawyers	46
Legal assistant/paralegal charges	42
Remaining trust account balance	38

15A. What do you regularly include in your billing statements to clients? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY) (PRIVATE PRACTICE ATTORNEYS ONLY)

<u>Category</u>	<u>Percent</u>
Itemized list of services performed	75
Prior unpaid balance	72
Hourly rates of lawyers	69
Itemized list of disbursements	68
Narrative summary of services	59
Time spent by individual lawyers	56
Total time spent by lawyers	52
Legal assistant/paralegal charges	47
Remaining trust account balance	43

- When considering only those respondents employed in private practice positions, over two-thirds report that they include an itemized list of services performed (75%), the prior unpaid balance (72%), the hourly rate of lawyers (69%) and an itemized list of disbursements (68%) in their billing statements to clients.

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

<u>Category</u>	<u>Percent</u>
Checks	75
Cash	47
Wire transfer	44
MasterCard	41
Visa	41
American Express	27
Debit cards	21
Discover	20
PayPal	7
Not applicable	25

17. Does your firm or legal office accept some type of credit or payment plan?

<u>Category</u>	<u>Percent</u>
Yes	23
No	59
Not sure	18

17A. If "Yes", please specify which type(s):

A total of 82 respondents listed some type of credit or payment plan that their firm or legal office accepts. Each response was reviewed and categorized. The table below lists the six categories.

<u>Category</u>	<u>Number of Responses</u>
Monthly payments/payments over a specified time period	61
Varies by case/client	13
LawPay	3
Negotiated or dismissed	3
Loan through outside source	1
PayPal	1

18. Please indicate your average monthly accounts receivable balance:

<u>Category</u>	<u>Percent</u>
\$5,000 or less	29
\$5,001 to \$10,000	14
\$10,001 to \$25,000	18
\$25,001 to \$50,000	15
\$50,001 to \$100,000	10
More than \$100,000	14

- Over two-fifths (43%) of respondents report an average monthly accounts receivable balance of \$10,000 or less. Almost one-quarter (24%) report an average monthly accounts receivable balance of more than \$50,000.

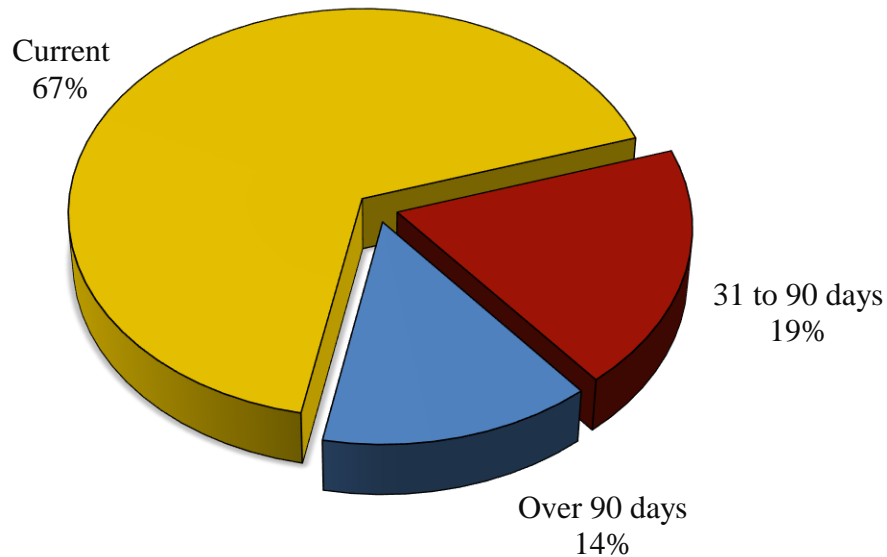
18A. Comparison between 2012 thru 2016 Economics & Law Office Management Surveys – Please indicate your average monthly accounts receivable balance:

<u>Category</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
\$5,000 or less	28	31	29
\$5,001 to \$10,000	16	14	14
\$10,001 to \$25,000	17	17	18
\$25,001 to \$50,000	14	14	15
\$50,001 to \$100,000	11	10	10
More than \$100,000	14	14	14

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

<u>Category</u>	<u>Percent</u>
Current	67
31 to 90 days	19
91 to 120 days	7
Over 120 days	7

Accounts Receivables



19A. Comparison between 2008 thru 2016 Economics & Law Office Management Surveys – Of your total fees billed, please indicate what percent of your account receivables were current, 31 to 90 days, and over 90 days:

<u>Category</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
Current	67	64	60	66	67
31 to 90 days	18	18	22	19	19
Over 90 days	15	18	18	15	14

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

<u>Category</u>	<u>Percent</u>
20% or less	16
21% to 30%	19
31% to 40%	31
41% to 50%	15
51% to 60%	8
Over 60%	11
	Mean = 39%
	Median = 38%

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

<u>Category</u>	<u>Mean Percent</u>	<u>Median Percent</u>
All lawyer compensation	52	50
Support staff compensation	18	20
All other expenses	30	30

21A. Comparison between 2010 thru 2016 Economics & Law Office Management Surveys – Based upon your law firm's gross receipts, please indicate the percentage attributable to each of the following expenses: (MEDIAN PERCENT)

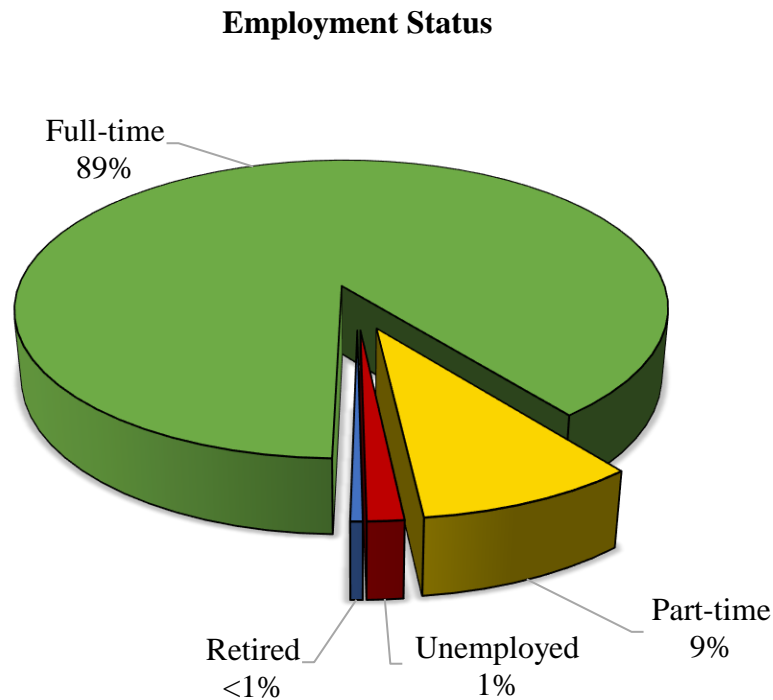
<u>Category</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
All lawyer compensation	50	50	50	50
Support staff compensation	20	20	20	20
All other expenses	30	30	30	30

- There has been no change over the past four surveys in the median percentages of lawyer compensation, support staff compensation and all other expenses.

22. Which best describes your employment status?

<u>Category</u>	<u>Percent</u>
Full-time	89
Part-time	9
Unemployed	1
Retired	<1

- A large majority (89%) of respondents report being employed in full-time legal positions.



22A. Comparison between 2010 thru 2016 Economics & Law Office Management Surveys – Which best describes your employment status?

<u>Category</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
Full-time	88	88	87	89
Part-time	9	9	10	9
Unemployed	2	2	2	1
Retired	<1	<1	<1	<1

23. On the average, how many hours per week did you devote to the legal profession in 2016? (INCLUDES ALL HOURS DEVOTED TO THE PRACTICE OF LAW – NOT JUST BILLABLE HOURS)

<u>Category</u>	<u>Percent</u>
Under 20 hours	2
20 to 29 hours	7
30 to 39 hours	3
40 to 49 hours	27
50 to 59 hours	29
60 hours or more	32

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

- Over three-fifths (61%) of respondents work at least 50 hours per week, while nearly one-third (32%) work at least 60 hours per week.

23A. Comparison between 2010 thru 2016 Economics & Law Office Management Surveys – On the average, how many hours per week did you devote to the legal profession in 2016? – BY LEGAL OCCUPATION/CLASSIFICATION

<u>Category</u>	2010 Survey Average <u>Hours</u>	2012 Survey Average <u>Hours</u>	2014 Survey Average <u>Hours</u>	2016 Survey Average <u>Hours</u>
Managing partner	54	52	52	54
Associate	50	50	50	50
Practitioner with one or more associates	52	50	50	50
Partner/shareholder	50	50	50	50
Corporate counsel	48	50	46	46
Sole practitioner	45	42	44	46
State government attorney	47	48	48	45

- Managing partners (54 hours) consistently report working the most hours in an average week.

23B. Comparison between 2008 thru 2016 Economics & Law Office Management Surveys – On the average, how many hours per week did you devote to the legal profession in 2016? – BY GENDER AND REGION OF FLORIDA

	2008 Survey Average <u>Hours</u>	2010 Survey Average <u>Hours</u>	2012 Survey Average <u>Hours</u>	2014 Survey Average <u>Hours</u>	2016 Survey Average <u>Hours</u>
<u>Gender</u>					
Male	50	50	50	50	50
Female	50	50	50	50	50
	2008 Survey Average <u>Hours</u>	2010 Survey Average <u>Hours</u>	2012 Survey Average <u>Hours</u>	2014 Survey Average <u>Hours</u>	2016 Survey Average <u>Hours</u>
<u>Region</u>					
Southeast	51	51	50	50	50
Central/Southwest	50	50	50	50	50
North	50	48	50	50	46

- For a complete listing of counties within regions, see Appendix A located on Page 78.

23C. On the average, how many hours per week did you devote to the legal profession in 2016? – BY AGE GROUP

<u>Age Group</u>	Average <u>Hours</u>
35 years of age or younger	51
36 to 49 years of age	50
50 to 65 years of age	50
Over 65 years of age	35

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

<u>Category</u>	Average <u>Hours</u>
Billable work	26
Office administration	7
Keeping current on non-billable legal work	6
Other matters related to the practice of law	6
Client development or marketing	4
Bar service (local, voluntary or state)	<1
Average Weekly Hours	50

24A. Comparison between 2010 thru 2016 Economics & Law Office Management Surveys – Of that amount, how many hours per week did you spend engaging in the following activities?

<u>Category</u>	2010 Survey Average <u>Hours</u>	2012 Survey Average <u>Hours</u>	2014 Survey Average <u>Hours</u>	2016 Survey Average <u>Hours</u>
Billable work	27	27	26	26
Office administration	8	7	7	7
Keeping current on non-billable legal work	6	6	6	6
Other matters related to the practice of law	4	5	5	6
Client development or marketing	4	4	5	4
Bar service (local, voluntary or state)	<u>1</u>	<u>1</u>	<u><1</u>	<u>1</u>
Average Weekly Hours	50	50	50	50

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

<u>Category</u>	Major Impact <u>Percent</u>	Minor Impact <u>Percent</u>	No Impact <u>Percent</u>
Client expectations	68	23	9
Work-life balance	49	44	7
Economy	41	47	12
Court operations	38	46	16
Quality of the judiciary	37	40	23
New/advanced technology	30	55	15
Increased competition	30	49	21
Image of lawyers	22	53	25
Unauthorized practice of law	10	31	59
Pro se litigants	7	34	59

- 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. Nearly half (49%) report work-life balance as a factor having a major impact.

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

<u>Category</u>	<u>Percent</u>
My practice has remained the same	34
I have had <u>increased</u> business/profitability	28
The economy does <u>not</u> impact my practice	20
I have had <u>decreased</u> business/profitability	18

- Over one-quarter (28%) of respondents report that their business/profitability has increased during the past two years due to the economy, compared to just under one-fifth (18%) who report that their business/profitability has decreased during that time frame.

27. In 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	8
The economy does <u>not</u> impact my practice	15

- Over one-third (37%) of respondents expect to have increased business or profitability in the next two years, compared to 8% who believe they will have decreased business or profitability within that time frame.

28. Within the next five years, do you expect the demand for paid billable lawyer services in your area to:

<u>Category</u>	<u>Percent</u>
Significantly increase	6
Somewhat increase	28
Stay the same	31
Somewhat decrease	9
Significantly decrease	3
Not sure	23

- Over one-third (34%) of respondents expect the demand for paid billable lawyer services in their area to either significantly or somewhat increase within the next five years, compared to 12% who expect it to significantly or somewhat decrease within that time frame.

29. In 2016, did your firm or legal office institute any of the following? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Adjustments of billing rates	24
Delay of lawyer salary increases	11
Use of contract lawyers	11
Renegotiation of office leases	9
Non-lawyer staff hiring freeze	5
Outsource non-lawyer functions	5
Elimination of lawyer bonuses	4
Lawyer hiring freeze	4
Non-lawyer staff layoffs	4
Outsource legal work	4
Elimination of non-lawyer bonuses	3
Increase in partner capital contributions	2
Lawyer layoffs	2
Offshore non-lawyer functions	1
New lawyer offers retracted	<1
Offshore legal work	<1

29A. Comparison between 2014 and 2016 Economics & Law Office Management Surveys – Did your firm or legal office institute any of the following in the last year? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
Adjustments of billing rates	29	24
Delay of lawyer salary increases	17	11
Use of contract lawyers	8	11
Renegotiation of office leases	9	9
Non-lawyer staff hiring freeze	9	5
Outsource non-lawyer functions	3	5
Elimination of lawyer bonuses	8	4
Lawyer hiring freeze	9	4
Non-lawyer staff layoffs	5	4
Outsource legal work	4	4
Elimination of non-lawyer bonuses	6	3
Increase in partner capital contributions	3	2
Lawyer layoffs	4	2
Offshore non-lawyer functions	1	1
New lawyer offers retracted	2	<1
Offshore legal work	<1	<1

30. Do you anticipate that your firm or legal office's budget for each of the following will increase, decrease or remain the same in 2017?

<u>Category</u>	<u>Increase Percent</u>	<u>Remain the Same Percent</u>	<u>Decrease Percent</u>
Technology	38	56	6
Website modifications	34	61	5
Social media	26	67	7
Online advertising	24	69	7
Travel	19	73	8
Continuing legal education	15	81	4
Direct mail	15	80	5
Association memberships	14	81	5
Market research	11	80	9
Print advertising	8	79	13
Television/radio advertising	4	83	13

- At least one-third of respondents report that they anticipate their firm or legal office will increase its budget in 2017 for technology (38%) and website modifications (34%). Around one-quarter of respondents report that they anticipate their firm or legal office will increase its budget in 2017 for social media (26%) and online advertising (24%).

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

<u>Category</u>	<u>Substantial Increase Percent</u>	<u>Slight Increase Percent</u>	<u>No Increase Percent</u>
Having a higher level of expectations	18	43	39
Seeking discounts	13	28	59
Seeking to pay bills over time	10	23	67
Paying bills later	10	30	60

- Over three-fifths (61%) of respondents report that they have experienced a substantial or slight increase in clients having a generally higher level of expectations.

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

<u>Category</u>	<u>Percent</u>
Yes	57
No	20
Not sure	23

32A. 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 <u>Percent</u>	36 to 49 yrs old <u>Percent</u>	50 to 65 yrs old <u>Percent</u>	Over 65 yrs old <u>Percent</u>
Yes	56	57	57	64
No	21	24	17	17
Not sure	23	19	26	19

<u>Category</u>	Type of Practice		
	Private Practice <u>Percent</u>	Gov't. Practice <u>Percent</u>	Other Legal Pos. <u>Percent</u>
Yes	59	47	59
No	18	24	23
Not sure	23	29	18

<u>Category</u>	Gender	
	Female <u>Percent</u>	Male <u>Percent</u>
Yes	53	60
No	20	20
Not sure	27	20

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

<u>Category</u>	<u>Percent</u>
Strongly agree	14
Somewhat agree	43
Neither agree nor disagree	21
Somewhat disagree	16
Strongly disagree	6

- Almost three-fifths (57%) of respondents strongly or somewhat agree that the legal needs of Florida’s citizens are currently being met, compared to over one-fifth (22%) who strongly or somewhat disagree.

33A. How strongly do you agree or disagree that the legal needs of Florida’s citizens are currently being met? – BY AGE GROUP, TYPE OF PRACTICE AND REGION

<u>Category</u>	Age Group			
	35 years or younger <u>Percent</u>	36 to 49 yrs old <u>Percent</u>	50 to 65 yrs old <u>Percent</u>	Over 65 yrs old <u>Percent</u>
Strongly agree	7	14	18	12
Somewhat agree	44	48	40	33
Neither agree nor disagree	19	21	22	28
Somewhat disagree	21	11	15	16
Strongly disagree	9	6	5	12

<u>Category</u>	Type of Practice		
	Private Practice <u>Percent</u>	Gov’t. Practice <u>Percent</u>	Other Legal Pos. <u>Percent</u>
Strongly agree	16	6	0
Somewhat agree	44	37	63
Neither agree nor disagree	22	20	6
Somewhat disagree	13	27	19
Strongly disagree	5	10	12

<u>Category</u>	Region		
	North Region <u>Percent</u>	Cent/SW Region <u>Percent</u>	Southeast Region <u>Percent</u>
Strongly agree	10	14	16
Somewhat agree	44	43	43
Neither agree nor disagree	20	22	19
Somewhat disagree	17	15	16
Strongly disagree	9	5	6

34. Please indicate the AVERAGE ANNUAL SALARY levels for the following attorneys within your firm or legal office: (NOTE: Salary does not include any additional bonuses or compensation) – ALL ATTORNEYS

ATTORNEYS

<u>Attorneys</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
Recent law school graduates with no experience	\$58,710	\$50,000	\$50,000
Recent law school graduates with experience (internship, clerkship)	\$61,571	\$55,000	\$50,000
Current attorneys with less than 3 years of experience	\$70,602	\$65,000	\$60,000
Current attorneys with 3 to 5 years of experience	\$80,343	\$75,000	\$80,000
Current attorneys with 6 to 8 years of experience	\$92,405	\$85,000	\$100,000
Current attorneys with more than 8 years of experience	\$109,345	\$100,000	\$100,000
Partner, shareholder, or member	\$172,422	\$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.

34A. 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	\$45,741	\$40,000	\$40,000
Recent law school graduates with experience (internship, clerkship)	\$47,852	\$45,000	\$45,000
Current attorneys with less than 3 years of experience	\$54,696	\$50,000	\$50,000
Current attorneys with 3 to 5 years of experience	\$62,242	\$55,000	\$55,000
Current attorneys with 6 to 8 years of experience	\$72,933	\$65,000	\$60,000
Current attorneys with more than 8 years of experience	\$84,944	\$80,000	\$80,000
Partner, shareholder, or member	\$130,773	\$110,000	\$100,000

- Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.
- For a complete listing of counties within regions, see Appendix A located on Page 78.

34B. Average attorney annual salary by years of experience – Central/SW Region

ATTORNEYS

Central/Southwest Region

<u>Attorneys</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
Recent law school graduates with no experience	\$57,187	\$50,000	\$50,000
Recent law school graduates with experience (internship, clerkship)	\$60,959	\$55,000	\$50,000
Current attorneys with less than 3 years of experience	\$70,007	\$65,000	\$60,000
Current attorneys with 3 to 5 years of experience	\$80,712	\$75,000	\$70,000
Current attorneys with 6 to 8 years of experience	\$89,106	\$85,000	\$80,000
Current attorneys with more than 8 years of experience	\$102,948	\$100,000	\$100,000
Partner, shareholder, or member	\$159,297	\$145,000	\$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 78.

34C. 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	\$66,467	\$55,000	\$50,000
Recent law school graduates with experience (internship, clerkship)	\$69,547	\$60,000	\$50,000
Current attorneys with less than 3 years of experience	\$80,283	\$70,000	\$70,000
Current attorneys with 3 to 5 years of experience	\$90,947	\$80,000	\$80,000
Current attorneys with 6 to 8 years of experience	\$106,333	\$100,000	\$100,000
Current attorneys with more than 8 years of experience	\$128,754	\$115,000	\$150,000
Partner, shareholder, or member	\$202,397	\$175,000	\$200,000

- Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.
- For a complete listing of counties within regions, see Appendix A located on Page 78.

34D. Comparison between 2010 thru 2016 Economics & Law Office Management Surveys – Median attorney annual salary by years of experience

ATTORNEYS

<u>Attorneys</u>	<u>2010 Survey Median</u>	<u>2012 Survey Median</u>	<u>2014 Survey Median</u>	<u>2016 Survey Median</u>
Recent law school graduates with no experience	\$50,000	\$45,000	\$50,000	\$50,000
Current attorneys with less than 3 years of experience	\$60,000	\$58,000	\$60,000	\$65,000
Current attorneys with 3 to 5 years of experience	\$70,000	\$68,500	\$70,000	\$75,000
Current attorneys with 6 to 8 years of experience	\$85,000	\$80,000	\$80,000	\$85,000
Current attorneys with more than 8 years of experience	\$100,000	\$100,000	\$100,000	\$100,000
Partner, shareholder, or member	\$120,000	\$150,000	\$150,000	\$150,000

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

PARALEGALS

<u>Paralegals</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$33,228	\$31,000	\$30,000
Current paralegals with less than 5 years of experience	\$38,213	\$35,000	\$30,000
Current paralegals with 5 to 10 years of experience	\$45,345	\$45,000	\$45,000
Current paralegals with more than 10 years of experience	\$52,112	\$50,000	\$50,000

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

35A. 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	\$31,105	\$30,000	\$25,000
Current paralegals with less than 5 years of experience	\$33,974	\$32,000	\$30,000
Current paralegals with 5 to 10 years of experience	\$37,911	\$37,000	\$35,000
Current paralegals with more than 10 years of experience	\$44,460	\$45,000	\$45,000

- Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.
- For a complete listing of counties within regions, see Appendix A located on Page 78.

35B. Average paralegal annual salary by years of experience – Central/SW Region

PARALEGALS

Central/Southwest Region

<u>Paralegals</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$32,077	\$30,000	\$30,000
Current paralegals with less than 5 years of experience	\$36,535	\$35,000	\$30,000
Current paralegals with 5 to 10 years of experience	\$45,813	\$45,000	\$45,000
Current paralegals with more than 10 years of experience	\$52,659	\$50,000	\$50,000

- Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.
- For a complete listing of counties within regions, see Appendix A located on Page 78.

35C. 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	\$35,689	\$35,000	\$40,000
Current paralegals with less than 5 years of experience	\$42,787	\$42,000	\$45,000
Current paralegals with 5 to 10 years of experience	\$49,769	\$48,000	\$50,000
Current paralegals with more than 10 years of experience	\$56,305	\$55,000	\$50,000

- Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.
- For a complete listing of counties within regions, see Appendix A located on Page 78.

35D. Comparison between 2010 thru 2016 Economics & Law Office Management Surveys – Median paralegal annual salary by years of experience

PARALEGALS				
<u>Paralegals</u>	<u>2010 Survey Median</u>	<u>2012 Survey Median</u>	<u>2014 Survey Median</u>	<u>2016 Survey Median</u>
New hires without experience	\$30,000	\$30,000	\$30,000	\$31,000
Current paralegals with less than 5 years of experience	\$34,000	\$32,000	\$35,000	\$35,000
Current paralegals with 5 to 10 years of experience	\$40,000	\$42,000	\$45,000	\$45,000
Current paralegals with more than 10 years of experience	\$45,000	\$50,000	\$50,000	\$50,000

36. 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	\$29,244	\$30,000	\$30,000
Current secretaries with less than 5 years of experience	\$34,438	\$33,000	\$30,000
Current secretaries with 5 to 10 years of experience	\$39,643	\$38,000	\$35,000
Current secretaries with more than 10 years of experience	\$45,996	\$45,000	\$40,000

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

36A. 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	\$26,238	\$25,000	\$25,000
Current secretaries with less than 5 years of experience	\$32,021	\$30,000	\$30,000
Current secretaries with 5 to 10 years of experience	\$34,265	\$33,000	\$35,000
Current secretaries with more than 10 years of experience	\$40,424	\$40,000	\$40,000

- Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.
- For a complete listing of counties within regions, see Appendix A located on Page 78.

36B. Average legal secretary annual salary by years of experience – Central/SW Region

LEGAL SECRETARIES

Central/Southwest Region

<u>Legal Secretaries</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$27,765	\$25,000	\$25,000
Current secretaries with less than 5 years of experience	\$31,663	\$30,000	\$30,000
Current secretaries with 5 to 10 years of experience	\$36,625	\$35,000	\$35,000
Current secretaries with more than 10 years of experience	\$43,583	\$40,000	\$40,000

- Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.
- For a complete listing of counties within regions, see Appendix A located on Page 78.

36C. 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	\$31,634	\$30,000	\$30,000
Current secretaries with less than 5 years of experience	\$36,908	\$35,000	\$35,000
Current secretaries with 5 to 10 years of experience	\$43,128	\$40,000	\$40,000
Current secretaries with more than 10 years of experience	\$50,175	\$50,000	\$45,000

- Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.
- For a complete listing of counties within regions, see Appendix A located on Page 78.

36D. Comparison between 2010 thru 2016 Economics & Law Office Management Surveys – Median legal secretary annual salary by years of experience

LEGAL SECRETARIES

<u>Legal Secretaries</u>	<u>2010 Survey Median</u>	<u>2012 Survey Median</u>	<u>2014 Survey Median</u>	<u>2016 Survey Median</u>
New hires without experience	\$25,000	\$25,000	\$25,000	\$30,000
Current secretaries with less than 5 years of experience	\$30,000	\$30,000	\$30,000	\$33,000
Current secretaries with 5 to 10 years of experience	\$36,000	\$35,000	\$36,000	\$38,000
Current secretaries with more than 10 years of experience	\$40,000	\$40,000	\$41,000	\$45,000

37. Please indicate your firm or legal office's annual performance/merit salary increase in 2016 for attorneys: (ONLY INCLUDES ATTORNEYS EMPLOYED IN FIRMS OR LEGAL OFFICES OF TWO OR MORE ATTORNEYS)

<u>Category</u>	<u>Percent</u>
No increase	54
1%	2
2%	5
3%	10
4%	7
5%	10
6 to 7%	3
8 to 9%	<1
10%	4
More than 10%	4

- Over half (54%) of respondents in law firms or legal offices report that attorneys received no annual performance/merit salary increase in 2016. One-fifth (20%) report attorneys received an annual performance/merit salary increase of 5% or more.

38. Please indicate your firm or legal office's annual performance/merit salary increase in 2016 for non-lawyer staff:

<u>Category</u>	<u>Percent</u>
No increase	49
1%	2
2%	10
3%	19
4%	8
5%	9
6 to 7%	<1
8 to 9%	1
10%	2
More than 10%	0

- Almost half (49%) of respondents report that non-lawyer staff received no annual performance/merit salary increase in 2016, compared to 13% who report that non-lawyer staff received an annual performance/merit salary increase of 5% or more.

39. 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 vacation	82
Medical insurance	81
Paid Bar dues	77
Paid registration for CLE courses	73
Maternity leave	57
Life insurance	56
Dental insurance	55
Remote access/work from home	52
Flexible work schedule	51
Annual bonuses	47
Cell phone	42
Laptop/tablet	42
Disability compensation	41
Paid parking	35
Pension	30
Paternity leave	26
Profit sharing	26
Reimbursed certification/recertification expenses	20
Reimbursed bar exam costs	11
Club/gym membership	8
Relocation expenses	5
College tuition	3

39A. Which of the following benefits does your employer offer to attorneys? – BY SIZE OF FIRM (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>2 to 5 Attys Percent</u>	<u>6 to 20 Attys Percent</u>	<u>Over 20 Attys Percent</u>
Medical insurance	75	81	91
Paid vacation	76	85	90
Paid Bar dues	70	81	88
Paid registration for CLE courses	65	73	87
Life insurance	41	60	82
Dental insurance	46	48	81
Maternity leave	40	70	72
Remote access/work from home	47	51	63
Annual bonuses	41	52	53
Disability compensation	33	45	50
Laptop/tablet	38	43	49
Cell phone	35	48	47
Flexible work schedule	54	52	44
Paid parking	34	33	40
Paternity leave	16	32	37
Pension	33	32	35
Reimbursed certification/recertification expenses	20	20	28
Profit sharing	26	27	24
Reimbursed bar exam costs	7	7	22
Relocation expenses	3	2	16
Club/gym membership	6	8	13
College tuition	2	3	7

40. What holidays does your law firm or legal office observe annually? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Christmas Day	98
Thanksgiving Day	98
New Year's Day	96
Day after Thanksgiving	90
Independence Day	87
Labor Day	85
Memorial Day	82
Christmas Eve	67
New Year's Eve	50
Martin Luther King, Jr. Day	43
Veterans Day	35
Good Friday	29
Presidents' Day	24
Yom Kippur	14
Rosh Hashanah	13
Columbus Day	11
Other	8

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

<u>Category</u>	<u>Percent</u>
Hurricane/disaster preparedness plan	39
Pro bono service policy	18
Strategic planning committee	16
Diversity sensitivity training program for associates and staff	13
Active program to recruit and retain minority associates	9

- Nearly two-fifths (39%) of respondents report that their firm or legal office has a hurricane/disaster preparedness plan.

42. 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.

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

<u>Category</u>	<u>Percent</u>
Government lawyer	39
Price effectiveness/cost	25
Not necessary	17
Not in private practice	8
Willing to take a risk	7
Firm does not provide	3
Other	1

- Being a government lawyer (39%) is the most frequently listed reason for not having professional liability insurance, followed by price effectiveness/cost (25%).

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

<u>Category</u>	<u>Percent</u>
\$2,500 or less	10
\$5,000	37
\$10,000	26
\$15,000	6
\$25,000	6
Over \$25,000	14
Other	1

- Over three-fifths (63%) of respondents report that their annual deductible for professional liability insurance is either \$5,000 or \$10,000.

45. Does your firm or legal office have cyber liability insurance?

<u>Category</u>	<u>Percent</u>
Yes	14
No	28
Not sure	34
Unaware what cyber liability insurance is	24

46. Where do you generally go for technology or cyber security (virus/phishing attacks) assistance? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

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

- Over half of all respondents go to an outside consultant/technology support group (54%) or an in-firm consultant/IT department (52%) for their technology or cyber security (virus/phishing attacks) assistance. About one-quarter use their own self-knowledge (25%) or rely on a friend or family member (24%).

47. Has technology changed your relationship with your clients?

<u>Category</u>	<u>Percent</u>
Yes – for the better	65
Yes – for the worse	6
No	19
Not applicable (do not have clients)	10

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

<u>Category</u>	<u>Percent</u>
None	16
Once	20
Twice	17
3 to 4 times	23
5 to 10 times	14
More than 10 times	10

- Nearly half (47%) of respondents report visiting the Bar’s website at least three times during a typical month.

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

A total of 34 respondents provided comments about features of The Florida Bar's website they feel could be improved in the future. The two most frequently mentioned responses are listed below.

<u>Category</u>	<u>Number of Responses</u>
Find a Lawyer/attorney search feature	8
CLE information/access	6

50. 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 33 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>
Basic technology/computer courses	5
Free/reduced cost CLE	4
Cyber security	3

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

<u>Category</u>	<u>Percent</u>
Microsoft Office 2010	39
Microsoft Office 2013	22
Microsoft Office 365	18
Microsoft Office 2007 or earlier	12
Office for Mac	3
FreeOffice	1
Google Docs	1
Apple iWork	<1
OpenOffice	<1
Other	4

- A large majority (91%) of respondents use a version of Microsoft Office as their office suite for legal work. The most frequently mentioned response under the “Other” category is Corel WordPerfect.

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

<u>Category</u>	<u>Percent</u>
Windows 10	34
Windows 7	31
Windows XP	14
Windows 8	7
Windows Vista	6
Mac OS	5
Chrome OS	2
Other	<1

- A large majority (92%) of respondents use a Windows operating system.

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

<u>Category</u>	<u>Percent</u>
Microsoft Internet Explorer	45
Google Chrome	37
Mozilla Firefox	12
Safari	4
Microsoft Edge	2
Other	<1

- Microsoft Internet Explorer (45%) and Google Chrome (37%) are preferred Internet browsers.

54. Which practice management software application do you primarily use?

<u>Category</u>	<u>Percent</u>
LexisNexis Time Matters	8
Abacus Law	2
Amicus Attorney	2
Clio	2
MyCase	2
CosmoLex	<1
Practice Master	1
Practice Panther	<1
Rocket Matter	<1
Other	19
I do not use a case management program	63

- The most frequently mentioned practice management software applications under the “Other” category are Client Profiles, Aderant, ProLaw and PC Law.

55. Which document management system do you primarily use?

<u>Category</u>	<u>Percent</u>
Dropbox	16
Google Drive	5
Worldox	5
Microsoft OneDrive	3
ProDoc	3
Amazon S3	0
Box	<1
Citrus Share File	<1
NetDocuments	<1
Other	14
Unknown	5
I do not use a document management system	48

- The most frequently mentioned document management systems under the “Other” category are FileSite, Aderant, and ProLaw.

56. 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	52
LexisNexis	25
Fastcase	21
Google Scholar	13
Findlaw	12
Lois Law	<1
Casemaker	<1
Ravel	<1
Other	5
I do not use online legal research tools	23

- Over half (52%) of respondents use Westlaw for their online legal research needs. One-quarter (25%) use LexisNexis. The most frequently mentioned tools for online legal research needs listed under the “Other” category are BNA and Checkpoint.

57. Which smartphone platform do you use for work?

<u>Category</u>	<u>Percent</u>
Apple iOS (iPhone)	74
Android (Samsung, Motorola, LG, HTC)	18
Blackberry	1
Windows Phone	<1
Other	<1
I do not use a smartphone	6

- Almost three-quarters (74%) of respondents use an Apple iPhone.

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

<u>Category</u>	<u>Percent</u>
LinkedIn	53
Facebook	51
Google+	17
Instagram	16
Twitter	16
YouTube	11
Pinterest	8
Other	2
I do not participate in any social network/online community	18

- Over half of respondents participate in LinkedIn (53%) and Facebook (51%).

59. How likely are you to either “Like” The Florida Bar’s Facebook page, “Follow” its Twitter feed, or participate in other types of social media platforms with The Florida Bar?

<u>Category</u>	<u>Percent</u>
Very likely	13
Somewhat likely	10
Neither likely nor unlikely	12
Somewhat unlikely	24
Very unlikely	41

- Slightly less than one-quarter (23%) of respondents are very or somewhat likely to either “Like” The Florida Bar’s Facebook page, “Follow” its Twitter feed, or participate in other types of social media platforms with The Florida Bar, compared to nearly two-thirds (65%) who are very or somewhat unlikely to do so.

59A. How likely are you to either “Like” The Florida Bar’s Facebook page, “Follow” its Twitter feed, or participate in other types of social media platforms with The Florida Bar? – 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>
Very likely	26	16	9	0
Somewhat likely	17	12	7	4
Neither likely nor unlikely	15	12	9	13
Somewhat unlikely	22	22	27	13
Very unlikely	20	38	48	70

- Over two-fifths (43%) of respondents who are 35 years of age or younger are very or somewhat likely to either “Like” The Florida Bar’s Facebook page, “Follow” its Twitter feed, or participate in other types of social media platforms with The Florida Bar, compared to 16% of respondents between 50 and 65 years of age and 4% of respondents over 65 years of age who report the same.

60. 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	64
Partner/lawyer in your firm or legal office	57
Former colleague(s)	44
Florida Bar website/resources	30
ABA website/resources	12
Listserv	11
Florida Bar Lawyers Advising Lawyers program	7
Local bar website/resources	7
Social media	1
Other	6

- Over half of respondents rely on other lawyers in similar practice areas (64%) or a partner/lawyer in their firm or legal office (57%) when needing advice about a legal matter.
- The most frequently mentioned responses under the “Other” category are “Google” and “the Fund”.

61. 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	89	11
Available technology	84	16
Job security	81	19
Respect/prestige	81	19
Hours	80	20
Attorney to support staff ratio	79	21
Advancement opportunities	77	23
Assistance from support staff	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 (89%), while over one-third (37%) are dissatisfied with their salary/fringe benefits.

61A. Comparison between 2010 thru 2016 Economics & Law Office Management Surveys – Please indicate whether you are satisfied or dissatisfied with each of the following aspects of your legal position: (PERCENTAGES BELOW ARE OF RESPONDENTS WHO INDICATED THEY WERE SATISFIED WITH THE FOLLOWING ASPECTS OF THEIR LEGAL POSITION)

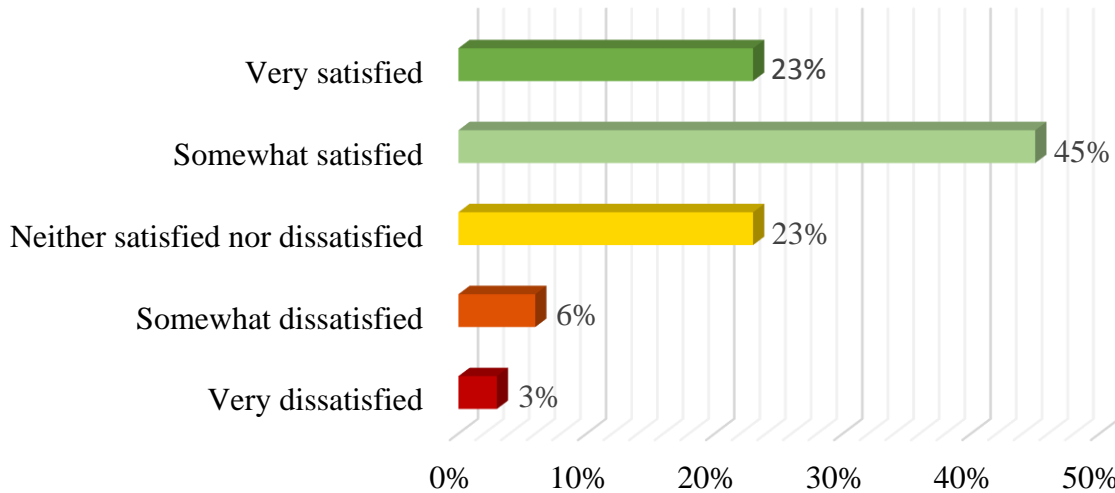
<u>Category</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
Relations with co-workers	94	93	95	93
Challenging responsibilities	91	89	91	91
General working conditions	92	90	90	89
Available technology	87	85	83	84
Job security	69	83	83	81
Respect/prestige	84	83	83	81
Hours	76	81	83	80
Attorney to support staff ratio	77	78	77	79
Advancement opportunities	75	76	75	77
Assistance from support staff	78	80	79	77
Salary/fringe benefits	58	57	60	63

62. 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	23
Somewhat satisfied	45
Neither satisfied nor dissatisfied	23
Somewhat dissatisfied	6
Very dissatisfied	3

- Over two-thirds (68%) 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.

Satisfaction of Value Received From Dues



62A. 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 AGE GROUP

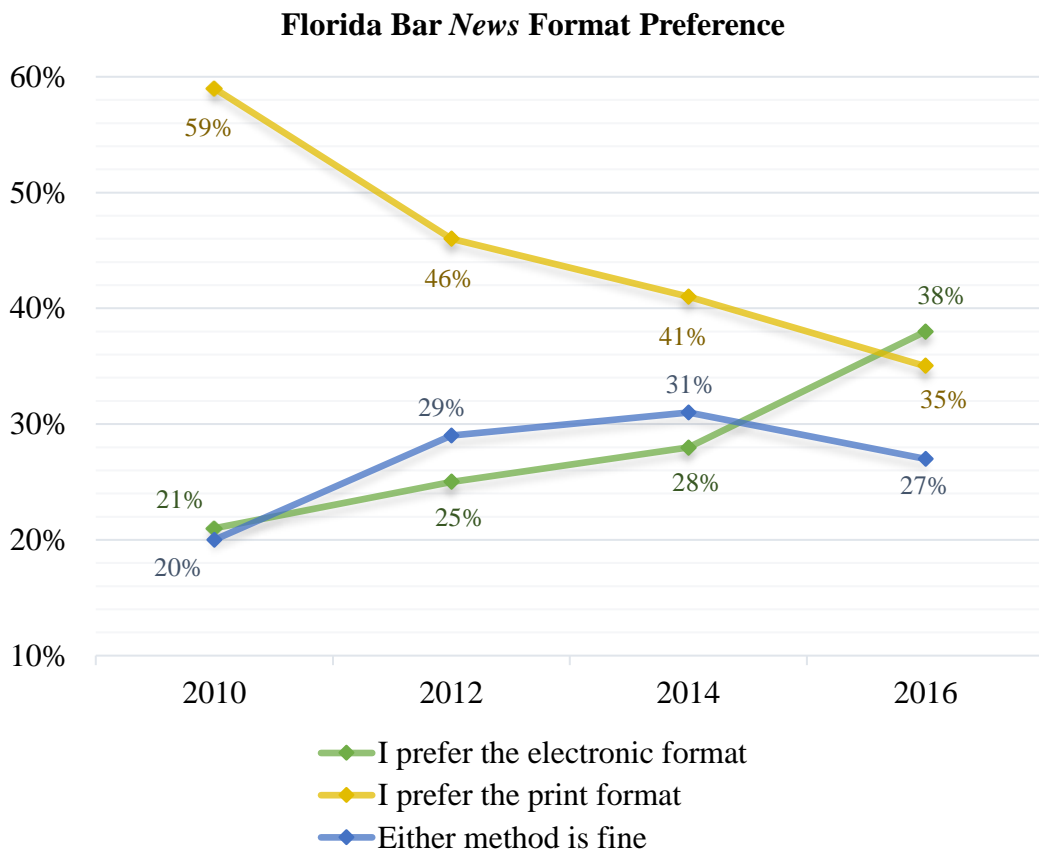
<u>Category</u>	<u>35 years or younger Percent</u>	<u>36 to 49 yrs of age Percent</u>	<u>50 to 65 yrs of age Percent</u>	<u>Over 65 yrs of age Percent</u>
Very satisfied	13	29	20	26
Somewhat satisfied	41	43	52	38
Neither satisfied nor dissatisfied	29	21	23	26
Somewhat dissatisfied	11	5	5	3
Very dissatisfied	6	3	0	7

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

<u>Category</u>	<u>Percent</u>
I prefer the electronic format	38
I prefer the print format	35
Either method is fine	27

63A. Comparison between 2010 and 2016 Economics & Law Office Management Surveys – How would you prefer to receive The Florida Bar News in the future - through an electronic format or through the traditional printed and mailed version?

<u>Category</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
I prefer the electronic format	21	25	28	38
I prefer the print format	59	46	41	35
Either method is fine	20	29	31	27



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

<u>Category</u>	<u>Very Aware Percent</u>	<u>Somewhat Aware Percent</u>	<u>Not Aware Percent</u>
Member Benefits	19	48	33
Lawyers Advising Lawyers	8	25	67
Practice Resource Institute (PRI)	10	20	70
Speakers' Bureau	6	16	78
Justice Teaching	7	13	80
Benchmarks	3	16	81

- Two-thirds (67%) of respondents are either very or somewhat aware of The Florida Bar's Member Benefits program. One-third (33%) are either very or somewhat aware of the The Florida Bar's Lawyers Advising Lawyers program.

64A. What is your level of awareness of the following Florida Bar programs? – BY AGE GROUP (PERCENTAGES BELOW ARE OF RESPONDENTS WHO INDICATED THEY ARE VERY OR SOMEWHAT AWARE)

<u>Category</u>	<u>Very/Somewhat Aware</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	55	65	74	76
Lawyers Advising Lawyers	27	28	39	43
Practice Resource Institute (PRI)	25	29	32	42
Speakers' Bureau	9	13	32	49
Justice Teaching	8	14	26	37
Benchmarks	15	12	24	19

65. Have you ever used a Florida Bar member discount or insurance program?

<u>Category</u>	<u>Percent</u>
Yes	25
No	69
Not sure	6

- One quarter (25%) of respondents indicate that they have used a Florida Bar member discount or insurance program.

66. 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	84	10	6
E-News electronic newsletter	81	10	9
Florida Bar <i>News</i>	67	14	19
Florida Bar <i>Journal</i>	59	17	24
The Florida Bar website	58	16	26
Letter, postcard by regular mail	46	24	30
Social media outlets	28	20	52

- Email updates (84%) and E-News electronic newsletters (81%) are viewed by respondents as either very or somewhat effective communication methods for The Florida Bar to share information with them about Bar programs, services and events.

66A. 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 METHODS ARE VERY OR SOMEWHAT EFFECTIVE)

<u>Category</u>	Very/Somewhat Effective			
	35 years or younger	36 to 49 yrs of age	50 to 65 yrs of age	Over 65 yrs of age
	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>
Email updates	82	89	83	81
E-News electronic newsletter	75	84	81	76
Florida Bar <i>News</i>	59	63	75	76
Florida Bar <i>Journal</i>	59	56	60	74
The Florida Bar website	57	62	57	59
Letter, postcard by regular mail	46	50	46	43
Social media outlets	41	32	24	9

67. Have you seen, read, or heard anything recently about the Florida Constitution Revision Commission, which meets every 20 years to review the state’s constitution and propose changes in the constitution to the voters?

<u>Category</u>	<u>Percent</u>
Yes	39
No	61

67A. Have you seen, read, or heard anything recently about the Florida Constitution Revision Commission, which meets every 20 years to review the state’s constitution and propose changes in the constitution to the voters? – BY AGE GROUP, TYPE OF PRACTICE AND REGION

<u>Category</u>	Age Group			
	35 years or younger <u>Percent</u>	36 to 49 yrs old <u>Percent</u>	50 to 65 yrs old <u>Percent</u>	Over 65 yrs old <u>Percent</u>
Yes	31	32	46	60
No	69	68	54	40

<u>Category</u>	Type of Practice		
	Private Practice <u>Percent</u>	Gov’t. Practice <u>Percent</u>	Other Legal Pos. <u>Percent</u>
Yes	36	54	33
No	64	46	67

<u>Category</u>	Region		
	North Region <u>Percent</u>	Central/SW Region <u>Percent</u>	Southeast Region <u>Percent</u>
Yes	44	48	29
No	56	52	71

68. Did you attend the 2016 Florida Bar Annual Convention in Orlando?

<u>Category</u>	<u>Percent</u>
Yes	5
No	95

- A large majority (95%) of respondents report that they did not attend the 2016 Florida Bar Annual Convention in Orlando.

69. What is your primary reason for not attending the 2016 Annual Convention?

<u>Category</u>	<u>Percent</u>
Meeting not beneficial to me	35
Busy schedule	30
Cost of registration	10
Did not know about it	9
Distance to meeting/cost of travel	7
Did not see any CLE programs of interest	3
Other	6

- The most frequently mentioned reasons under the “Other” category involve not being able to receive reimbursement from the law firm/legal office, the cost for time spent away from the office, and family commitments.

69A. Comparison between 2014 and 2016 Economics & Law Office Management Surveys – What is your primary reason for not attending the Annual Convention?

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

70. 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	7
No	93

- A large majority (93%) of respondents who did not attend the 2016 Annual Convention indicate that there are not any types of programs or events that could be added to the Annual Convention to make them more likely to attend.

70A. If "Yes", please specify:

A total of 28 respondents listed programs or events that, if added to the Annual Convention, would make them more likely to attend. The three most frequently mentioned responses are listed below.

<u>Category</u>	<u>Number of Responses</u>
Specific types of CLE courses	14
Reduced cost/free CLE courses	4
Scholarship	3

71. Overall, how would you rate the 2016 Florida Bar Annual Convention? (INCLUDES ONLY THOSE RESPONDENTS WHO REPORT ATTENDING THE 2016 ANNUAL CONVENTION)

<u>Category</u>	<u>Percent</u>
Excellent	19
Good	59
Fair	11
Poor	11

- Of those respondents who attended the 2016 Florida Bar Annual Convention, over three-quarters (78%) rate it as being excellent or good, compared to 22% who rate it as being fair or poor.

71A. Comparison between 2014 and 2016 Economics & Law Office Management Surveys – Overall, how would you rate the 2016 Florida Bar Annual Convention? (INCLUDES ONLY THOSE RESPONDENTS WHO REPORT ATTENDING THE ANNUAL CONVENTION)

<u>Category</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
Excellent	8	19
Good	73	59
Fair	19	11
Poor	0	11

72. Did you utilize The Florida Bar's Annual Convention App on your tablet or smartphone? (INCLUDES ONLY THOSE RESPONDENTS WHO REPORT ATTENDING THE 2016 ANNUAL CONVENTION)

<u>Category</u>	<u>Percent</u>
Yes, I found it to be useful	8
Yes, but I did not find it to be useful	4
No	44
Never heard of it	44

- Only 12% of those respondents who attended the 2016 Annual Convention report using the Bar’s Annual Convention App on their tablet or smartphone.

72A. Comparison between 2014 and 2016 Economics & Law Office Management Surveys – Did you utilize The Florida Bar's Annual Convention App on your tablet or smartphone? (INCLUDES ONLY THOSE RESPONDENTS WHO REPORT ATTENDING THE ANNUAL CONVENTION)

<u>Category</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
Yes, I found it to be useful	9	8
Yes, but I did not find it to be useful	8	4
No	44	44
Never heard of it	39	44

72B. If you did not find it be useful, please explain:

A total of three responses were received. Two responses pertained to the app not working properly and the other concerned the amount of time it took to find a certain event or page.

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

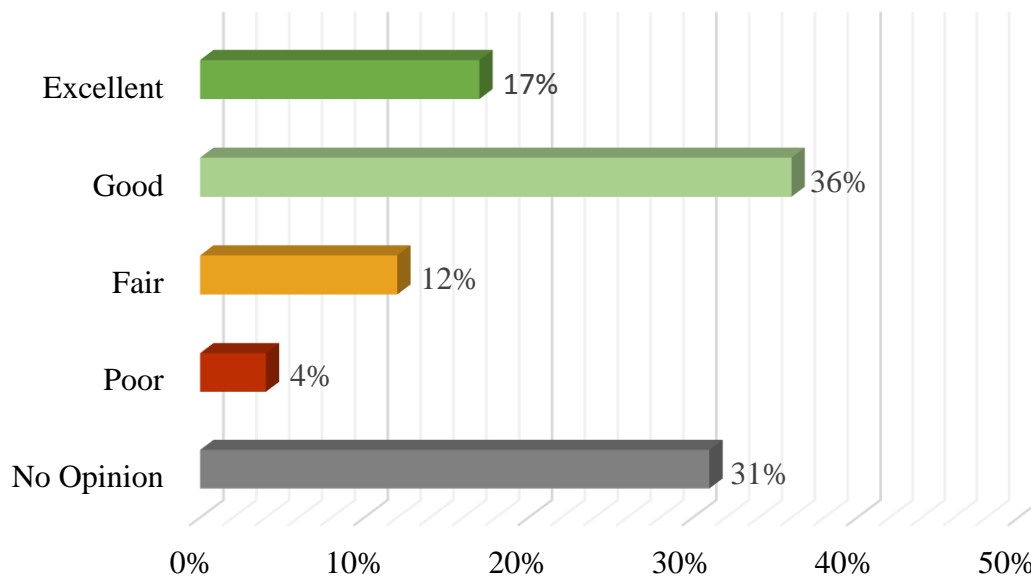
A total of 28 respondents listed a suggestion for improving future Florida Bar annual conventions. Each response was reviewed and categorized. The table below lists the three most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Make it free/reduce costs	9
Provide discounted hotels	3
Vary the location	3

74. 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	36
Fair	12
Poor	4
No Opinion	31

The Florida Bar's Encouragement and Accomplishment of Diversity Across All Aspects of Practice Within the Legal Profession



74A. Comparison between 2014 and 2016 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>
Excellent	17	17
Good	37	36
Fair	13	12
Poor	3	4
No Opinion	30	31

74B. 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

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Excellent	13	19
Good	39	34
Fair	16	10
Poor	6	2
No Opinion	26	34

74C. 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 AGE GROUP

<u>Category</u>	<u>35 years or younger Percent</u>	<u>36 to 49 yrs old Percent</u>	<u>50 to 65 yrs old Percent</u>	<u>Over 65 yrs old Percent</u>
Excellent	6	22	18	21
Good	40	32	34	51
Fair	10	12	15	7
Poor	6	3	4	2
No Opinion	38	31	29	19

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

<u>Category</u>	<u>Personally Experienced in the Past Three Years Percent</u>	<u>Witnessed in the Past Three Years Percent</u>
Gender-based discrimination	7	5
Age discrimination	6	5
Cultural discrimination	2	6
Racial discrimination	2	4
Weight discrimination	2	4
Religious discrimination	2	2
Sexual preference discrimination	1	2
Disability discrimination	1	1
Other type of discrimination	1	<1

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

<u>County</u>	<u>2016 Survey Percent</u>	<u>2016 Actual Bar 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
Madison	0	<1
Manatee	<1	<1

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<u>County</u>	<u>2016 Survey Percent</u>	<u>2016 Actual Bar Percent</u>
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

77. What is your gender?

<u>Category</u>	<u>Percent</u>
Male	62
Female	38

77A. Comparison between 1984 thru 2016 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

78. What is your race or ethnic origin?

<u>Category</u>	<u>Percent</u>
Caucasian/White	84
Hispanic/Latino	10
African-American/Black	3
Asian/Pacific Islander	1
Native American	<1
Other	2

78A. Comparison between 1992 thru 2016 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

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

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

79A. Comparison between 2014 and 2016 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>
Yes	3	3
No	97	97

80. What is your age?

<u>Category</u>	Florida Bar Membership Data <u>Percent</u>	2016 Economics Survey <u>Percent</u>
35 years of age or younger	21	22
36 to 49 years of age	31	31
50 to 65 years of age	36	36
Over 65 years of age	12	11

Median = 48 Years of Age

Male Median Years of Age = 50

Female Median Years of Age = 42

White/Caucasian Median Years of Age = 50

African-Amer. Median Years of Age = 42

Hispanic Median Years of Age = 42

Private Practice Median Years of Age = 49

Other Legal Pos. Median Years of Age = 45

Gov't. Practice Median Years of Age = 43

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

<u>Category</u>	Florida Bar Membership Data <u>Percent</u>	2016 Economics Survey <u>Percent</u>
5 years or fewer	18	18
6 to 10 years	15	14
11 to 20 years	34	34
Over 20 years	33	34

Median = 18 Years of Experience

Male Median Years of Experience = 21

Female Median Years of Experience = 11

White/Caucasian Median Years of Exp. = 19

Hispanic Median Years of Experience = 12

African-Amer. Median Years of Exp. = 11

Private Practice Median Years of Exp. = 18

Other Legal Pos. Median Years of Exp. = 16

Gov't. Practice Median Years of Exp. = 13

82. Please indicate your TOTAL INCOME BEFORE TAXES derived from the practice of law in 2016:

<u>Category</u>	<u>Percent</u>
Under \$25,000	5
\$25,000 to \$50,000	12
\$50,001 to \$75,000	16
\$75,001 to \$100,000	21
\$100,001 to \$200,000	29
Over \$200,000	17

Median Income = \$100,000

Range = \$0 to \$5,500,000

82A. Comparison between 2010 thru 2016 Economics & Law Office Management Surveys – Please indicate your TOTAL INCOME BEFORE TAXES derived from the practice of law:

<u>Category</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>	<u>2014 Survey Percent</u>	<u>2016 Survey Percent</u>
Under \$25,000	6	4	7	5
\$25,000 to \$50,000	12	14	13	12
\$50,001 to \$75,000	19	19	20	16
\$75,001 to \$100,000	13	18	17	21
\$100,001 to \$200,000	32	29	27	29
Over \$200,000	18	16	16	17
Median Income	\$100,000	\$100,000	\$100,000	\$100,000

**82B. Please indicate your TOTAL INCOME BEFORE TAXES derived from the practice of law:
– BY LEGAL OCCUPATION/CLASSIFICATION**

<u>Category</u>	<u>2010 Median Income</u>	<u>2012 Median Income</u>	<u>2014 Median Income</u>	<u>2016 Median Income</u>
Partner*	\$180,000	\$200,000	\$180,000	\$175,000
Corporate Counsel	\$100,000	\$100,000	\$100,000	\$100,000
Sole Practitioner	\$ 80,000	\$ 80,000	\$ 80,000	\$ 85,000
Associate	\$ 75,000	\$ 75,000	\$ 75,000	\$ 80,000
State Government Attorney	\$ 60,000	\$ 60,000	\$ 60,000	\$ 60,000

* This category includes managing partners and partner/shareholders.

82C. Please indicate your TOTAL INCOME BEFORE TAXES derived from the practice of law in 2016: – BY GENDER, RACE and TYPE OF PRACTICE

<u>Gender</u>	<u>Median Income</u>
Male	\$120,000
Female	\$ 78,000
<u>Race</u>	<u>Median Income</u>
Caucasian/White	\$100,000
Hispanic/Latino	\$ 80,000
African-American/Black	\$ 76,000
<u>Type of Practice</u>	<u>Median Income</u>
Private Practice	\$100,000
Other Legal Position	\$100,000
Government Practice	\$ 70,000

83. Please indicate your TOTAL HOUSEHOLD INCOME BEFORE TAXES for 2016:

<u>Category</u>	<u>Percent</u>
Under \$50,000	8
\$50,001 to \$100,000	22
\$100,001 to \$150,000	25
\$150,001 to \$200,000	17
Over \$200,000	28
Median Household Income = \$145,000	
Range = \$1,000 to \$15,000,000	

84. Upon graduation from law school, please indicate approximately how much educational debt you had (College + Law School):

<u>Category</u>	<u>Percent</u>
\$0/None	29
\$1 to \$25,000	19
\$25,001 to \$50,000	8
\$50,001 to \$100,000	19
\$100,001 to \$150,000	12
\$150,001 to \$200,000	9
Over \$200,000	4
Median Debt Amount = \$30,000	

84A. Upon graduation from law school, please indicate approximately how much educational debt you had (College + Law School): – BY YEARS OF EXPERIENCE AND AGE GROUP

<u>Category</u>	Years of Experience			
	<u>5 yrs or less Percent</u>	<u>6 to 10 yrs Percent</u>	<u>11 to 20 yrs Percent</u>	<u>Over 20 yrs Percent</u>
\$0/None	11	6	24	53
\$1 to \$50,000	12	13	29	41
\$50,001 to \$100,000	21	29	27	6
\$100,001 to \$150,000	24	28	9	0
\$150,001 to \$200,000	20	15	9	0
Over \$200,000	12	9	2	0
Median Debt Amount	\$120,000	\$111,000	\$50,000	\$0

<u>Category</u>	Age Group			
	<u>35 years or younger Percent</u>	<u>36 to 49 yrs old Percent</u>	<u>50 to 65 yrs old Percent</u>	<u>Over 65 yrs old Percent</u>
\$0/None	7	19	39	67
\$1 to \$50,000	11	23	43	28
\$50,001 to \$100,000	24	25	16	5
\$100,001 to \$150,000	28	14	1	0
\$150,001 to \$200,000	19	13	1	0
Over \$200,000	11	6	0	0
Median Debt Amount	\$120,000	\$75,000	\$10,000	\$0

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