



MPF FEATURED RESOURCE

2018 SALARY GUIDE FOR LEGAL PROFESSIONALS

by

Robert Half

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404.885.9100 - www.TheRemsenGroup.com



2018 SALARY GUIDE

for Legal
Professionals



About the Data in the 2018 Salary Guide

Robert Half has made it our mission for nearly 70 years to provide salary data to help companies benchmark their compensation levels with what other firms are offering. Those of you who are familiar with our guides will find even more comprehensive data this year than ever before.

WHY THE CHANGE?

Our clients have expressed interest in more detailed information on salaries. To help with this, we've presented salaries in percentiles versus the low and high ranges we have previously used. The information is based on our current salary data and analysis of the thousands of job placements we make every year.

WHAT HASN'T CHANGED

As always, we are committed to providing you with the most accurate information on hiring and compensation trends. This year's Robert Half Legal Salary Guide includes the following:

- Average starting salary ranges for nearly 50 positions based on our job placements from the past year
- Regional variances that can help you adjust salaries to your local markets
- New data on benefits, incentives and perks

For more information and access to our Salary Calculator, please visit our Salary Center at [roberthalflegal.com/salary-center](https://www.roberthalflegal.com/salary-center).

Visit the [glossary of legal job descriptions](#) to find out more about key responsibilities for legal positions.

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Welcome to the 2018 Robert Half Legal Salary Guide

A key part of attracting the best people is paying them well — at least as much as your competitors are offering or more.

Hiring the best legal professionals requires more than a job description. A key part of attracting the best people is paying them well — at least as much as your competitors are offering or more. That means, when hiring, you need access to the latest salary data available.

Our 2018 Robert Half Legal Salary Guide contains compensation ranges based on actual placements made by our U.S. and Canadian staffing and recruiting professionals. We use this data to provide 2018 salaries so you know where we believe compensation is headed and can budget accordingly. It's also your tool for successfully negotiating salaries with the professionals you want to recruit and retain.

The salary tables are the core of the guide. This year, we've made some changes to how we present the salary data, as described in [How to Use Our Salary Tables on Page 12](#). Elsewhere in the guide, we also include an analysis of hiring trends in the legal field.

We hope the Salary Guide helps you build a more engaged and productive team.



**Call
Robert Half Legal
at 1.877.862.2689
to learn more about
salaries in your
local market.**

Legal Hiring Trends – United States

With a few exceptions, steady hiring activity within the legal field is expected in 2018. Demand should remain strong for legal professionals with backgrounds in high-growth specialty areas, as well as for job seekers with three-plus years of experience. Employers who delay hiring decisions risk losing strong candidates to other firms. Following are other key trends shaping the current legal hiring environment.



STEMMING THE TIDE OF TURNOVER

Attrition rates at law firms and corporate legal departments continue to rise. To reduce the high cost of replacing staff, hiring managers are working harder to determine whether someone is a good fit for their organization's workplace culture before extending an employment offer, including performing pre-employment personality assessments. While these evaluations are not new, more companies are taking advantage of them. A word of warning, though: Firms need to make sure any kind of personality indicator is both legal and relevant to the hiring decision.

HIGHER SALARIES, HIGHER EXPECTATIONS FOR ATTORNEYS

To recruit top-tier candidates and improve retention rates, employers are boosting starting salaries for attorneys. However, law firms expect attorneys to produce more billable hours, and they are linking compensation to performance.

While some law firms and legal departments seek tenured associates with proven track records, others are taking the opposite approach: recruiting attorneys with two to three years of experience and training them to take on more responsibility over time.

RISING DEMAND FOR TECH-SAVVY SUPPORT STAFF

To meet client requests for cost-effective services, law firms are hiring paralegals who can perform multiple duties and deliver quality work at lower billing rates than those of attorneys. Legal secretaries are also able to take on a broader range of duties as law firms restructure support teams for greater

efficiencies and technology allows attorneys to handle tasks that were once delegated. Hybrid or blended paralegal/legal secretary roles have become more common.

ACHIEVING STAFFING FLEXIBILITY

Law firms are running lean and hiring strategically. But many have trouble locating legal professionals with the exact skills and specialization they require. As a result, employers are turning to legal staffing firms to acquire the following capabilities:

- Finding and evaluating talent
- Achieving staffing flexibility by accessing professionals on a project basis for needs that are not full time
- Meeting cyclical, project and seasonal workload demands
- Engaging talent on a temporary-to-hire basis to evaluate candidates more thoroughly before offering them a full-time position



said it is challenging for their law firm or company to find skilled legal professionals today.

Source: Robert Half Legal survey of 200 lawyers among the largest law firms and companies in the United States

LAW FIRMS HIRING STRATEGICALLY

Law firms are focusing on emerging business opportunities and making targeted hires to better allow their teams to offer legal services in lucrative areas such as commercial law, intellectual property and litigation. Small and midsize firms are doing much of the hiring, recruiting associates with four-plus years of experience who can assume full caseloads and bring in new clients. Business acumen, tech skills and interpersonal abilities are highly desirable. More than ever, law firms are competing with corporate legal departments to recruit top talent, resulting in higher salaries for new hires.

EXPANDING LEGAL DEPARTMENTS

Corporate legal departments are adding to their teams to take on more work in-house. They are seeking candidates with experience in a wide range of legal matters related to business growth, executive compensation, and labor and employment disputes. In particular, contract administrators and corporate transactional paralegals are highly sought.

[GET HELP HIRING](#)

Time to Hire



On average, lawyers said it takes **6 weeks** to hire for an open staff-level position at their law firm or company and **11 weeks** to hire for an open management position.

Source: Robert Half Legal survey of 200 lawyers among the largest law firms and companies in the United States

In-Demand Practice Areas

Legal professionals with experience in the following high-growth practice areas are seeing competitive salaries and multiple job offers:

LITIGATION

Demand for legal professionals with litigation expertise is expected to remain strong, especially for those with a commercial litigation background. Hiring will vary according to geographic regions, but candidates with insurance defense, personal injury and employment litigation experience should be highly marketable in many cities.

BUSINESS/COMMERCIAL LAW

Mergers and acquisitions, new product development, and expanding markets are driving opportunities for lawyers and legal support professionals who specialize in corporate transactional, compliance and contract administration law.

REAL ESTATE

As the commercial and residential real estate sector continues to expand, firms are looking for legal professionals who can help navigate state and local laws or offer insights on lease administration, zoning issues and title research.

COMPLIANCE

With many federal and state regulations in flux, companies are hiring experienced legal professionals who can help them remain current and meet compliance mandates.

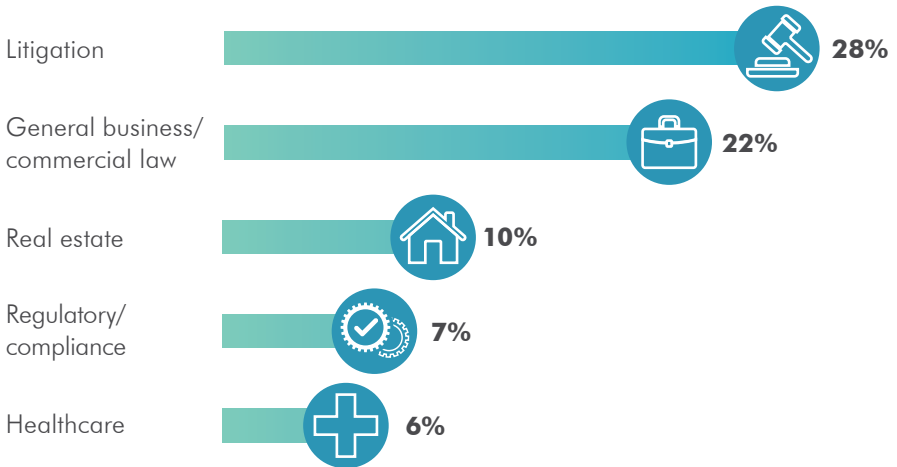
HEALTHCARE

Medical providers, government agencies and law firms are seeking lawyers and legal support professionals with experience in federal healthcare policy, healthcare implementation, medical research, Medicare fraud, and other healthcare-related matters.



Where the Legal Jobs Are

Which one of the following practice areas will offer the greatest number of job opportunities at your law firm or company in the next two years?*



*Only the top responses are shown.

Source: Robert Half Legal survey of 200 lawyers among the largest law firms and companies in the United States

FIND OPEN LEGAL POSITIONS IN YOUR AREA.

BROWSE JOBS



HOT POSITIONS

- Commercial litigation paralegal
- Compliance manager
- Contract administrator
- Corporate transactional attorney
- Insurance defense paralegal
- Intellectual property attorney
- Legal assistant
- Litigation legal secretary
- Litigation support/eDiscovery manager
- Real estate attorney

Building an Engaged, Productive Legal Team

In a study on workplace happiness by Robert Half and Happiness Works, legal professionals ranked fifth in terms of on-the-job happiness and last for lowest stress levels out of the 13 fields surveyed.

Here are some steps to help you increase job satisfaction among your team members:



HIRE FOR FIT

Employees who mesh well with the workplace culture are likely to feel a greater sense of engagement and loyalty.



EMPOWER STAFF

Let employees make decisions about their work on their own, or with minimal direction.



SHOW APPRECIATION

Be quick to thank legal team members for a job well done.



PROVIDE MEANINGFUL WORK

Be sure to share how your team's contributions support big-picture goals.



FOSTER A CULTURE OF COLLABORATION

Staff cohesion fuels job satisfaction — as well as innovation.

For help customizing salaries for in-demand positions in your area, contact the Robert Half Legal office nearest you by calling [1.877.862.2689](tel:18778622689) or visiting roberthalflegal.com.

Levels of Job Satisfaction

LEVEL OF ON-THE-JOB HAPPINESS

- 1 Education and Training
- 2 Marketing and Creative
- 3 Healthcare and Wellness
- 4 Human Resources
- 5 Legal**
- 6 Technology
- 7 Accounting
- 8 Administrative
- 9 Insurance
- 10 Financial Services
- 11 Manufacturing
- 12 Finance
- 13 Hospitality and Food Services

LEVEL OF INTEREST IN THEIR WORK

- 1 Education and Training
- 2 Healthcare and Wellness
- 3 Marketing and Creative
- 4 Legal**
- 5 Human Resources
- 6 Technology
- 7 Administrative
- 8 Manufacturing
- 9 Financial Services
- 10 Accounting
- 11 Finance
- 12 Insurance
- 13 Hospitality and Food Services

LOWEST ON-THE-JOB STRESS LEVELS

- 1 Technology
- 2 Finance
- 3 Marketing and Creative
- 4 Human Resources
- 5 Accounting
- 6 Manufacturing
- 7 Administrative
- 8 Education and Training
- 9 Financial Services
- 10 Hospitality and Food Services
- 11 Healthcare and Wellness
- 12 Insurance
- 13 Legal**

Find out more about the importance of **increasing happiness in your workplace.**

How to Use Our Salary Tables

To help hiring managers determine salary levels for new hires, we've provided starting compensation ranges by percentile, as defined in the chart below.

When a manager is establishing a starting salary, multiple factors come into play. A firm's compensation philosophy, the range of other benefits and incentives offered, and the level of competition for individuals within a particular market all may affect starting salaries. Following are additional elements to consider and how they correlate with the high and low ends of the compensation figures provided:

PERCENTILE	25 TH	50 TH (MIDPOINT)	75 TH	95 TH
Candidate Experience Level	Less experience than typical	Average experience	More experience than typical	Significant, highly relevant experience
Candidate Skills/ Expertise	Skills require development	Necessary skills to meet job requirements	Strong skill set; may include specialized certifications	High level of expertise, including specialized certifications
Job Complexity/ Duties	Role may be in an industry with low competition for talent or in a smaller, less complex organization or department	Role may be of average complexity or in an industry where competition for talent is moderate	Role may be fairly complex or in a fairly competitive industry for talent	Role may be highly complex and more strategic in nature than usual; may be in a highly competitive industry for talent

The salaries listed on the following pages are based on actual placements in our offices throughout North America, as well as an analysis of the demand for the role, the supply of talent and other market conditions. Salaries reflect starting pay only. Bonuses, incentives and other forms of compensation are not taken into account. In some situations, it's possible that compensation would fall above or below the percentiles provided. Our recruiters can help you establish appropriate compensation levels for new hires based on your company's goals and budget.

Salaries represent national averages and can be adjusted for your market using the local variance information on [Page 17](#) for the United States and [Page 24](#) for Canada.

Calculate Your Custom Salary

As you know, compensation for the same role can vary widely depending on where the job is. To find salaries for a given city, go to the [Salary Calculator](#) and select the job title and city. The online tool calculates a result for you.

CALCULATE YOUR CUSTOM SALARY

The screenshot shows a web interface titled "Salary Calculator". On the left, there are several dropdown menus for selection: "Area of Specialization" (Legal), "Location" (New York), "City" (White Plains), "Job Category" (Lawyer (Law Firm)), "Job Title" (First-Year Associate), "Company Size" (Any), and "Experience" (Any). On the right, the results are displayed: "Current Salary Range: \$73,575 - \$163,350" and "Current Midpoint Salary: \$91,800". Below the results is a red button labeled "Find First-Year Associate Jobs". A small disclaimer at the bottom right states: "All figures represent starting salaries. The current salary range represents the 25th and 95th percentiles, and the midpoint salary represents the 50th percentile. * Bonuses, incentives and other benefits are not taken into account."

The salaries listed in the guide can be customized for nearly 600 cities using the Salary Calculator.



Salaries for Legal Professionals – United States

TITLE	PERCENTILES			
	25 TH	50 TH MIDPOINT	75 TH	95 TH
LAW FIRM				
Lawyer (10+ years' exp.)	\$ 101,750	\$ 124,500	\$ 143,750	\$ 218,000
Lawyer (4-9 years' exp.)	\$ 80,750	\$ 101,250	\$ 125,500	\$ 195,250
Lawyer (2-3 years' exp.)	\$ 70,250	\$ 88,500	\$ 106,750	\$ 160,250
First-Year Associate	\$ 54,500	\$ 68,000	\$ 84,250	\$ 121,000
CORPORATE (IN-HOUSE)				
General Counsel	\$ 128,750	\$ 167,000	\$ 205,750	\$ 306,000
Associate General Counsel/ In-House Counsel (10+ years' exp.)	\$ 114,000	\$ 138,000	\$ 169,750	\$ 255,750
In-House Counsel (4-9 years' exp.)	\$ 75,000	\$ 109,000	\$ 133,250	\$ 190,750
In-House Counsel (0-3 years' exp.)	\$ 63,500	\$ 90,000	\$ 109,750	\$ 168,000
LAW FIRM ADMINISTRATION				
Legal Administrator	\$ 62,500	\$ 77,500	\$ 92,250	\$ 141,000
Office Manager	\$ 52,000	\$ 57,000	\$ 62,500	\$ 88,750
LEGAL SUPPORT				
Paralegal Manager	\$ 78,250	\$ 85,000	\$ 91,500	\$ 104,500
Senior/Supervising Paralegal (7+ years' exp.)	\$ 60,250	\$ 68,000	\$ 86,500	\$ 102,000
Midlevel Paralegal (4-6 years' exp.)	\$ 51,500	\$ 60,000	\$ 68,250	\$ 75,250
Paralegal (2-3 years' exp.)	\$ 40,000	\$ 45,750	\$ 53,000	\$ 64,500
Case Clerk (0-2 years' exp.)	\$ 38,500	\$ 43,000	\$ 47,750	\$ 56,000
Senior Paralegal/Legal Assistant (Hybrid)	\$ 63,500	\$ 69,500	\$ 74,500	\$ 89,750
Paralegal/Legal Assistant (Hybrid)	\$ 42,000	\$ 50,000	\$ 60,000	\$ 74,500
Senior/Executive Legal Secretary (12+ years' exp.)	\$ 59,250	\$ 66,000	\$ 74,000	\$ 85,250
Legal Secretary (7-11 years' exp.)	\$ 50,000	\$ 60,000	\$ 69,000	\$ 74,000
Legal Secretary (3-6 years' exp.)	\$ 45,250	\$ 51,500	\$ 58,750	\$ 67,750



PERCENTILES

TITLE	25 TH	50 TH MIDPOINT	75 TH	95 TH
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LEGAL SUPPORT (CONTINUED)

Legal Secretary (1-2 years' exp.)	\$ 34,750	\$ 40,000	\$ 45,750	\$ 56,250
Administrative Assistant	\$ 40,250	\$ 48,250	\$ 55,000	\$ 58,000

LEGAL SPECIALIST

Law Librarian	\$ 53,250	\$ 64,250	\$ 78,500	\$ 113,000
Patent Agent	\$ 66,750	\$ 76,000	\$ 88,250	\$ 134,500
Records Manager	\$ 65,000	\$ 74,250	\$ 86,250	\$ 116,750
Records Clerk	\$ 35,500	\$ 40,750	\$ 44,000	\$ 48,500
Docket/Calendar Clerk	\$ 40,250	\$ 46,500	\$ 59,750	\$ 67,500
File Clerk	\$ 38,000	\$ 43,250	\$ 50,000	\$ 54,250
Time & Billing Clerk	\$ 37,000	\$ 42,000	\$ 51,250	\$ 55,000

COMPLIANCE ADMINISTRATION

Compliance Director (10+ years' exp.)	\$ 84,250	\$ 118,000	\$ 134,500	\$ 185,750
Compliance Manager (7-9 years' exp.)	\$ 75,250	\$ 91,000	\$ 111,000	\$ 153,250
Compliance Analyst (4-6 years' exp.)	\$ 62,500	\$ 72,250	\$ 92,250	\$ 114,500
Compliance Analyst (1-3 years' exp.)	\$ 57,750	\$ 70,000	\$ 76,500	\$ 87,000

CONTRACT ADMINISTRATION

Contract Manager (7+ years' exp.)	\$ 61,250	\$ 74,000	\$ 90,250	\$ 130,000
Contract Administrator (4-6 years' exp.)	\$ 53,500	\$ 66,500	\$ 81,250	\$ 115,250
Contract Administrator (1-3 years' exp.)	\$ 49,750	\$ 59,000	\$ 71,250	\$ 88,000

WATCH THE VIDEO TO FIND OUT HOW TO USE THE SALARY PERCENTILES.



PERCENTILES

TITLE	25 TH	50 TH MIDPOINT	75 TH	95 TH
LEASE ADMINISTRATION				
Lease Manager	\$ 62,000	\$ 75,000	\$ 91,500	\$ 113,750
Lease Administrator	\$ 51,250	\$ 62,000	\$ 75,750	\$ 90,250
Lease Assistant	\$ 42,250	\$ 49,500	\$ 54,000	\$ 62,000
Title Closer	\$ 32,250	\$ 40,500	\$ 45,250	\$ 49,000
LITIGATION SUPPORT/EDISCOVERY				
Litigation Support/eDiscovery Director (10+ years' exp.)	\$ 102,500	\$ 124,000	\$ 151,500	\$ 209,750
Litigation Support/eDiscovery Manager (7-9 years' exp.)	\$ 89,750	\$ 108,500	\$ 125,250	\$ 145,750
Litigation Support/eDiscovery Manager (3-6 years' exp.)	\$ 64,000	\$ 87,000	\$ 106,250	\$ 132,250
Litigation Support/eDiscovery Specialist/Analyst (1-2 years' exp.)	\$ 50,750	\$ 61,500	\$ 75,750	\$ 88,750
Document Coder	\$ 32,250	\$ 37,000	\$ 45,250	\$ 65,000
GENERAL ADMINISTRATIVE				
Legal Word Processor	\$ 36,500	\$ 48,000	\$ 60,000	\$ 65,750
Office Clerk	\$ 31,250	\$ 34,000	\$ 39,750	\$ 44,250
Legal Receptionist	\$ 32,500	\$ 37,500	\$ 44,000	\$ 50,000

ADJUSTING FOR LOCAL MARKETS

In each job category, the salary ranges listed only represent starting compensation because hard-to-measure factors, such as seniority and job performance, can affect ongoing pay. Bonuses, incentives and other benefits are not taken into account.

The figures on these pages are national averages. To adjust them for your local market, please see [Page 17](#). A Robert Half Legal representative can offer additional assistance in creating compensation packages that are customized to your business and practice area.



Local Market Variances – United States

The starting salaries on the previous pages reflect the national averages for each position. For guidance on local compensation, increase or decrease the national salary by the percentage below for your city.

The following local market variances are based on data from the U.S. Bureau of Labor Statistics and Robert Half Legal and are general guidelines only. They are reflective of all industries and professions and may apply differently from staff to executive-level roles. For more information on average starting salaries in your area, contact the Robert Half Legal office nearest you.

ALABAMA

Birmingham	-5%
Huntsville	-6%
Mobile	-14%

ARIZONA

Phoenix	+13%
Tucson	+5%

ARKANSAS

Fayetteville	-5%
Little Rock	-5%

CALIFORNIA

Fresno	-10%
Irvine	+30%
Los Angeles	+31%
Oakland	+29.5%
Ontario	+20%
Sacramento	+5%
San Diego	+26%
San Francisco	+40%
San Jose	+37.5%
San Rafael	+30%
Santa Barbara	+27%
Santa Rosa	+20%
Stockton	-15%

COLORADO

Boulder	+17.5%
Colorado Springs	-3.5%
Denver	+9%
Fort Collins	-2%
Greeley	-11%
Loveland	-5%
Pueblo	-17%

CONNECTICUT

Hartford	+17%
New Haven	+12%
Stamford	+31%

DELAWARE

Wilmington	+5%
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DISTRICT OF COLUMBIA

Washington	+33%
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FLORIDA

Fort Myers	-9%
Jacksonville	-4.5%
Melbourne	-9.5%
Miami/ Fort Lauderdale	+6.5%
Orlando	+0.5%

St. Petersburg	-3%
Tampa	-1%
West Palm Beach	+1%

GEORGIA

Atlanta	+6%
Macon	-18%
Savannah	-15%

HAWAII

Honolulu	+7%
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IDAHO

Boise	-13.9%
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ILLINOIS

Chicago	+23.5%
Naperville	+12%
Rockford	-15%

INDIANA

Fort Wayne	-16%
Indianapolis	-3%

IOWA

Cedar Rapids	-6%
Davenport	-5%
Des Moines	+0%



Sioux City-16%
 Waterloo/
 Cedar Falls-13%

KANSAS

Overland Park+0.5%

KENTUCKY

Lexington-8.5%
 Louisville-8%

LOUISIANA

Baton Rouge-1%
 New Orleans-1%

MAINE

Portland-5%

MARYLAND

Baltimore+3%

MASSACHUSETTS

Boston+34%
 Springfield+1%

MICHIGAN

Ann Arbor+1.5%
 Detroit+0%
 Grand Rapids-14.5%
 Kalamazoo-20%
 Lansing-15%

MINNESOTA

Bloomington+6.5%
 Duluth-20.4%
 Minneapolis+7%
 Rochester+2%
 St. Cloud-16.5%
 St. Paul+4%

MISSOURI

Kansas City-0.5%
 St. Joseph-10%
 St. Louis-0.5%

NEBRASKA

Omaha-3%

NEVADA

Las Vegas+0%
 Reno+0%

NEW HAMPSHIRE

Manchester/
 Nashua+14%

NEW JERSEY

Mount Laurel+15%
 Paramus+30%
 Princeton+25%
 Woodbridge+26.5%

NEW MEXICO

Albuquerque-8.5%

NEW YORK

Albany-4%
 Buffalo-6.5%
 Long Island+20%
 New York+40.5%
 Rochester-6.5%
 Syracuse-9.7%

NORTH CAROLINA

Charlotte+2%
 Greensboro+0%
 Raleigh+4%

OHIO

Akron-11%
 Canton-18%
 Cincinnati-2.5%
 Cleveland-4%
 Columbus-2%
 Dayton-13%
 Toledo-14.5%
 Youngstown-24%

OKLAHOMA

Oklahoma City-7%
 Tulsa-7%

OREGON

Portland+7%

PENNSYLVANIA

Harrisburg-5%
 Philadelphia+15%
 Pittsburgh-2%

RHODE ISLAND

Providence+1.5%

SOUTH CAROLINA

Charleston-5.5%
 Columbia-6.5%
 Greenville-7%

SOUTH DAKOTA

Sioux Falls-16%

TENNESSEE

Chattanooga-11%
 Cool Springs+0%
 Knoxville-11%
 Memphis-5%
 Nashville+1.5%

TEXAS

Austin+8%
 Dallas+10%
 El Paso-28%
 Fort Worth+9%
 Houston+7%
 Midland/Odessa+10%
 San Antonio+1%

UTAH

Salt Lake City+5%

VIRGINIA

Norfolk/
 Hampton Roads-2%
 Richmond-1.5%
 Tysons Corner+32%

WASHINGTON

Seattle+21%
 Spokane-18%

WISCONSIN

Appleton-15%
 Green Bay-13.5%
 Madison-1.5%
 Milwaukee+1%
 Waukesha-1%

Get salary ranges for legal positions in your local area at roberthalflegal.com/salary-center.



Legal Hiring Trends – Canada

Increased hiring is expected in 2018, with small and midsize law firms as well as corporate legal departments doing the most recruiting.

Legal professionals with corporate law and litigation backgrounds are highly marketable, as are those who specialize in high-demand areas such as eDiscovery, regulatory compliance and real estate. Factors driving employment in the legal field include:

- Large public investment in infrastructure
- Regulatory compliance related to new international trade agreements
- Renewable energy

SPECIALIZED LAWYERS IN DEMAND

Lawyers with three to six years of experience in the hottest practice areas, especially those with business development skills, are in the greatest demand. Overall, corporate legal departments are adding more lawyers than are law firms. The job market remains challenging for first-year associates, except for lawyers who graduate in the top percentage of their class from leading law schools.

LOCAL TRENDS VARY

Hiring activity and in-demand specialties vary by city and province. In Toronto, for instance, legal professionals with expertise in the real estate, regulatory compliance, corporate and litigation practice areas are finding ample employment opportunities. To manage fluctuating workloads and access hard-to-find talent, law firms and corporate legal departments are engaging legal professionals on a project basis.

TECH-SAVVY LEGAL SUPPORT STAFF REQUIRED

The job market for law clerks and legal assistants should remain robust in 2018, especially for staff who are adept at using legal databases, litigation software and other technologies specific to the legal field. Employment prospects are strong for legal support professionals who:

- Possess four to seven-plus years of experience
- Are tech-savvy and/or proficient with the latest legal software
- Specialize in litigation or corporate law
- Are bilingual in English and French



71%
of lawyers

said it is challenging for their law firms or companies to find skilled legal professionals today.

Source: Robert Half Legal survey of 150 lawyers among the largest law firms and companies in Canada

Time to Hire



7 Weeks
Staff
position



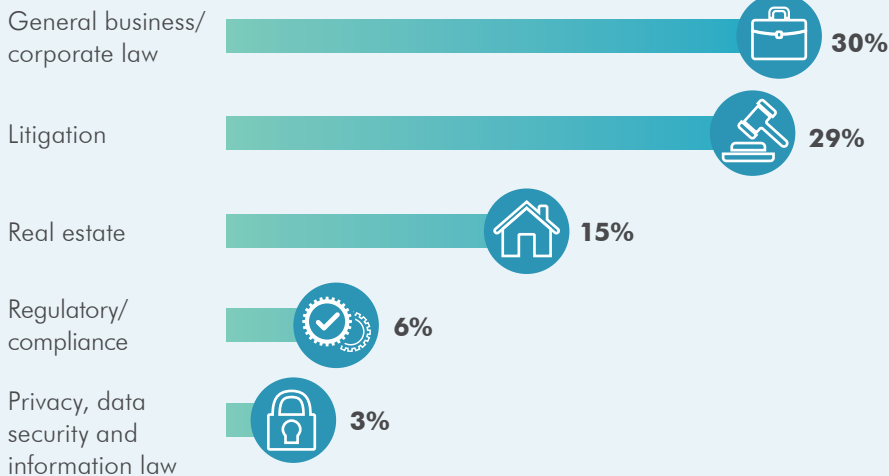
10 Weeks
Management
position

On average, lawyers said it takes **7 weeks** to hire for an open staff-level position at their law firm or company and **10 weeks** to hire for an open management position.

Source: Robert Half Legal survey of 150 lawyers among the largest law firms and companies in Canada

Where the Legal Jobs Are

Which one of the following practice areas will offer the greatest number of job opportunities at your law firm or company in the next two years?*



*Only the top responses are shown.

Source: Robert Half Legal survey of 150 lawyers among the largest law firms and companies in Canada



Salaries for Legal Professionals – Canada

TITLE	PERCENTILES			
	25 TH	50 TH MIDPOINT	75 TH	95 TH
LAW FIRM				
Lawyer (10+ years' exp.)	\$ 99,250	\$ 120,000	\$ 145,500	\$ 218,750
Lawyer (4-9 years' exp.)	\$ 78,000	\$ 94,500	\$ 114,750	\$ 172,250
Lawyer (2-3 years' exp.)	\$ 69,000	\$ 83,750	\$ 101,500	\$ 152,750
First-Year Associate	\$ 52,000	\$ 62,750	\$ 76,250	\$ 114,500
CORPORATE (IN-HOUSE)				
General Counsel	\$ 128,500	\$ 165,000	\$ 208,250	\$ 282,500
Associate General Counsel/In-House Counsel (10+ years' exp.)	\$ 109,750	\$ 132,750	\$ 161,000	\$ 242,000
In-House Counsel (4-9 years' exp.)	\$ 91,000	\$ 110,000	\$ 133,250	\$ 200,500
In-House Counsel (0-3 years' exp.)	\$ 78,500	\$ 95,000	\$ 115,250	\$ 173,000
LAW FIRM ADMINISTRATION				
Legal Administrator/Office Manager	\$ 61,750	\$ 72,250	\$ 87,750	\$ 113,000
LEGAL SUPPORT				
Law Clerk Manager	\$ 60,500	\$ 71,000	\$ 85,500	\$ 112,250
Senior/Supervising Law Clerk (7+ years' exp.)	\$ 58,000	\$ 68,500	\$ 80,000	\$ 106,750
Midlevel Law Clerk (4-6 years' exp.)	\$ 54,500	\$ 60,750	\$ 68,500	\$ 82,500
Law Clerk (2-3 years' exp.)	\$ 44,000	\$ 48,500	\$ 53,750	\$ 70,000
Law Clerk (0-1 year's exp.)	\$ 34,000	\$ 41,000	\$ 50,250	\$ 56,250
Senior Law Clerk/Legal Assistant (Hybrid)	\$ 58,000	\$ 65,000	\$ 70,250	\$ 90,750
Law Clerk/Legal Assistant (Hybrid)	\$ 38,750	\$ 47,000	\$ 57,000	\$ 76,500
Senior/Executive Legal Assistant (12+ years' exp.)	\$ 46,500	\$ 55,750	\$ 65,250	\$ 85,000
Legal Assistant (7-11 years' exp.)	\$ 39,000	\$ 46,000	\$ 55,750	\$ 73,750

Note: All salaries listed on [Pages 21-23](#) are in Canadian dollars.



PERCENTILES

TITLE	25 TH	50 TH MIDPOINT	75 TH	95 TH
LEGAL SUPPORT (CONTINUED)				
Legal Assistant (3-6 years' exp.)	\$ 36,250	\$ 41,750	\$ 49,250	\$ 64,000
Legal Assistant (1-2 years' exp.)	\$ 32,500	\$ 37,000	\$ 44,250	\$ 58,000
Administrative Assistant	\$ 35,000	\$ 41,500	\$ 47,750	\$ 57,500
LEGAL SPECIALIST/ADMINISTRATIVE				
Patent Agent	\$ 66,000	\$ 71,500	\$ 98,000	\$ 137,250
File/Records Clerk	\$ 21,500	\$ 26,000	\$ 31,750	\$ 47,250
Time & Billing Clerk	\$ 30,250	\$ 36,500	\$ 44,250	\$ 56,500
Legal Word Processor	\$ 30,750	\$ 45,500	\$ 52,000	\$ 60,250
Office Clerk	\$ 28,500	\$ 34,500	\$ 40,250	\$ 45,000
Legal Receptionist	\$ 27,000	\$ 33,250	\$ 37,750	\$ 49,250
COMPLIANCE ADMINISTRATION				
Compliance Director (10+ years' exp.)	\$ 98,000	\$ 108,000	\$ 131,000	\$ 196,750
Compliance Manager (7-9 years' exp.)	\$ 70,250	\$ 77,000	\$ 87,750	\$ 132,250
Compliance Analyst (4-6 years' exp.)	\$ 60,500	\$ 65,500	\$ 76,250	\$ 114,500
Compliance Analyst (1-3 years' exp.)	\$ 51,250	\$ 58,500	\$ 67,000	\$ 83,500
CONTRACT ADMINISTRATION				
Contract Manager (7+ years' exp.)	\$ 66,750	\$ 80,750	\$ 94,750	\$ 132,500
Contract Administrator (4-6 years' exp.)	\$ 55,250	\$ 67,000	\$ 81,250	\$ 112,000
Contract Administrator (1-3 years' exp.)	\$ 48,750	\$ 58,750	\$ 72,250	\$ 87,500
LEASE ADMINISTRATION				
Lease Manager	\$ 49,500	\$ 60,000	\$ 72,750	\$ 109,500
Lease Administrator	\$ 46,250	\$ 56,000	\$ 68,000	\$ 92,000
Lease Assistant	\$ 37,000	\$ 44,750	\$ 53,250	\$ 66,500
Title Closer	\$ 34,750	\$ 42,000	\$ 49,500	\$ 54,250



PERCENTILES

TITLE	25 TH	50 TH MIDPOINT	75 TH	95 TH
LITIGATION SUPPORT/EDISCOVERY				
Litigation Support/eDiscovery Director (10+ years' exp.)	\$ 101,500	\$ 123,000	\$ 149,250	\$ 204,000
Litigation Support/eDiscovery Manager (7-9 years' exp.)	\$ 85,500	\$ 103,250	\$ 125,750	\$ 154,750
Litigation Support/eDiscovery Manager (3-6 years' exp.)	\$ 70,750	\$ 85,500	\$ 103,500	\$ 136,000
Litigation Support/eDiscovery Specialist/Analyst (1-2 years' exp.)	\$ 51,000	\$ 61,750	\$ 75,000	\$ 92,500
Document Coder	\$ 29,750	\$ 36,000	\$ 43,250	\$ 64,750

WATCH THE VIDEO TO FIND OUT HOW TO USE THE SALARY PERCENTILES.

ADJUSTING FOR LOCAL MARKETS

In each job category, the salary ranges listed only represent starting compensation because hard-to-measure factors, such as seniority and job performance, can affect ongoing pay. Bonuses, incentives and other benefits are not taken into account.

The figures on these pages are national averages. To adjust them for your local market, please see [Page 24](#). A Robert Half Legal representative can offer additional assistance in creating compensation packages that are customized to your business and practice area.



Local Market Variances – Canada

The starting salaries on the previous pages reflect the national averages for each position. For guidance on local compensation, increase or decrease the national salary by the percentage below for your city.

The following local market variances are general guidelines only. They are reflective of all industries and professions and may apply differently from staff to executive-level roles. For more information on average starting salaries in your area, contact the Robert Half Legal office nearest you.

ALBERTA

Calgary +3%
Edmonton +1.8%

BRITISH COLUMBIA

Fraser Valley +0.2%
Vancouver +4.9%
Victoria -3.2%

MANITOBA

Winnipeg -9%

ONTARIO

Kitchener/
Waterloo -3.7%
Ottawa +0.2%
Toronto +4.9%

QUEBEC

Montreal +2.9%
Quebec City -10%

SASKATCHEWAN

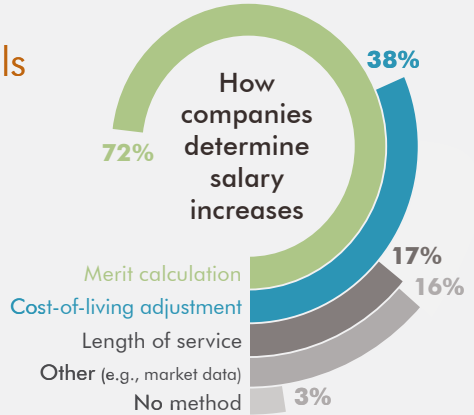
Regina -6.1%
Saskatoon -4.5%

Get salary ranges for legal positions in your local area at roberthalflegal.ca/salary-centre.

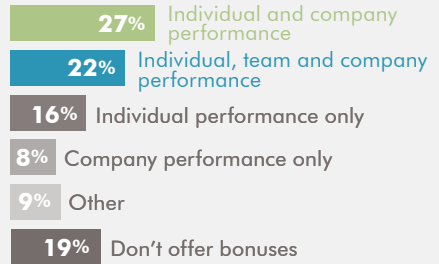
Pay to Perks: Trends in Compensation Packages

Highly skilled professionals expect not just a base salary that's in line with what other firms are offering but also a choice of benefits, incentives and perks that are just as competitive.

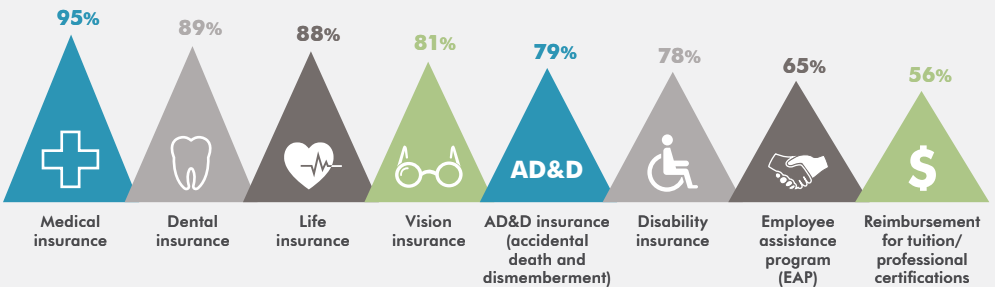
To find out more about the compensation strategies prevalent today, Robert Half surveyed more than 740 human resources, compensation and benefits professionals in businesses across a variety of industries in North America. The results are shown on this and the following pages.



How companies determine bonuses*



The most common benefits offered (1/2)**



Benefits, incentives and perks: What's the difference?



Benefits are any form of noncash compensation paid indirectly to an employee and not tied to job performance. Examples: medical insurance, retirement plans.

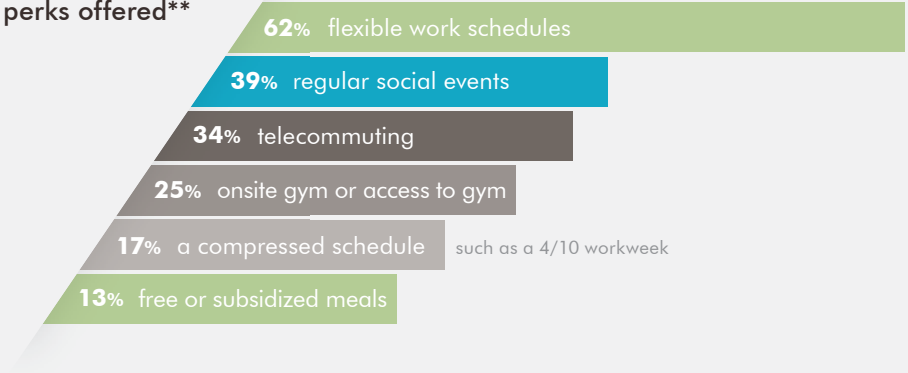


Incentives are cash or other awards made to reward or incite superior performance and boost retention. They are not guaranteed but tied to job performance. Examples: bonuses, spot awards.

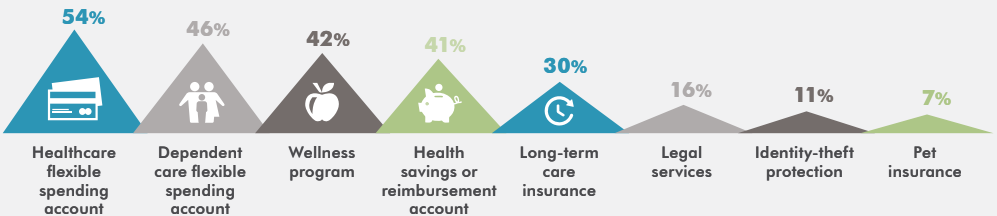


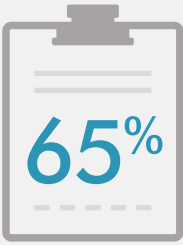
Perks (short for perquisites) are privileges granted to employees in addition to benefits and incentives. Examples: gym membership, free meals.

The most common perks offered**



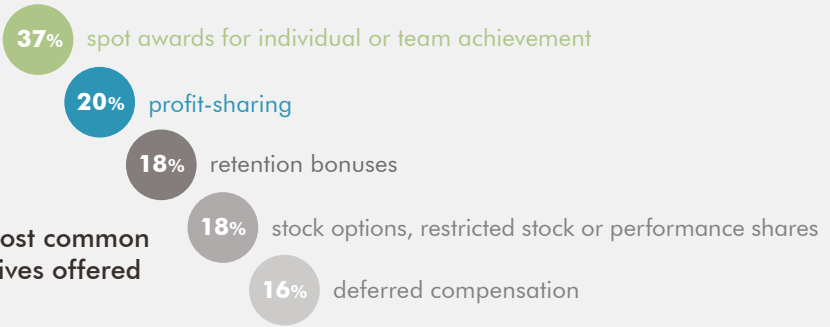
The most common benefits offered (2/2)**





Pay for performance

Nearly 2 out of 3 companies tie compensation to organizational or individual performance.



Helping employees save for retirement

On average, **employers match 3 to 4%** of employees' 401(k) or Registered Retirement Savings Plan (RRSP)** contributions.



Time-off policies

On average, employers offer **14 days of paid vacation** for the first 5 years of employment, plus **9 paid holidays**, including floating holidays.

*Responses do not total 100 percent due to rounding.

**Only the top responses shown.

***401(k) in the United States and RRSP in Canada

Source: Robert Half survey of more than 740 human resources, compensation and benefits executives in North America

About Robert Half Legal

Robert Half Legal, a division of Robert Half, specializes in matching organizations of all sizes with highly skilled legal professionals for project, temporary and full-time positions. We also offer a full suite of legal staffing and consulting solutions.

Robert Half Legal is a leader among professional staffing firms because our placements are made personally by our recruiters and supported by the latest technology. In addition to experience, professionalism and industry knowledge delivered one-on-one in a consultative way, we also offer our clients online self-service options that let you browse candidates, submit job order requests and ask to meet a candidate.

You choose the way you want to work with us, but you're never on your own. Even if you opt for one of our self-service features, we can step back in to provide you with customer service at any point in the process.

Robert Half Legal staffing experts have access to the top legal job candidates in the market — as well as professionals who aren't actively looking but who might change jobs for the right opportunity. This gives you many more options than you'd have on your own. Our recruiters will interview the most promising candidates for you, assess their skill sets and fit for your workplace culture, advise you on competitive salary ranges, and help you hire your top choice before the competition does. We deliver turnkey staffing results, quickly.

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