

Salaries for Legal Professionals – United States

Lawyer	2014	2015	% change
Lawyer (10+ years' exp.)			
Large law firm	\$ 174,500 - \$ 264,250	\$ 185,250 - \$ 270,250	3.8%
Midsize law firm	\$ 147,250 - \$ 246,750	\$ 153,250 - \$ 258,750	4.6%
Small/midsize law firm	\$ 124,750 - \$ 179,000	\$ 134,000 - \$ 184,500	4.9%
Small law firm	\$ 96,250 - \$ 161,500	\$ 101,000 - \$ 166,250	3.7%
Lawyer (4-9 years' exp.)			
Large law firm	\$ 150,750 - \$ 213,250	\$ 157,000 - \$ 219,000	3.3%
Midsize law firm	\$ 124,750 - \$ 187,500	\$ 130,750 - \$ 195,500	4.5%
Small/midsize law firm	\$ 91,500 - \$ 162,250	\$ 94,000 - \$ 172,000	4.8%
Small law firm	\$ 71,750 - \$ 132,000	\$ 74,250 - \$ 136,250	3.3%
Lawyer (1-3 years' exp.)			
Large law firm	\$ 116,500 - \$ 152,000	\$ 119,000 - \$ 156,500	2.6%
Midsize law firm	\$ 86,000 - \$ 123,250	\$ 89,250 - \$ 126,500	3.1%
Small/midsize law firm	\$ 66,500 - \$ 103,500	\$ 68,500 - \$ 107,000	3.2%
Small law firm	\$ 56,500 - \$ 90,250	\$ 58,500 - \$ 92,750	3.1%
First-Year Associate			
Large law firm	\$ 110,750 - \$ 136,500	\$ 113,750 - \$ 139,000	2.2%
Midsize law firm	\$ 78,250 - \$ 106,750	\$ 79,750 - \$ 109,500	2.3%
Small/midsize law firm	\$ 61,000 - \$ 86,250	\$ 62,500 - \$ 88,250	2.4%
Small law firm	\$ 53,750 - \$ 75,250	\$ 54,250 - \$ 77,500	2.1%

Legal Management	2014	2015	% change
Administrator/Office Manager			
Large law firm	\$ 86,250 - \$ 145,000	\$ 88,500 - \$ 148,250	2.4%
Midsize law firm	\$ 72,500 - \$ 105,250	\$ 74,250 - \$ 108,750	3.0%
Small/midsize law firm	\$ 61,250 - \$ 87,000	\$ 63,000 - \$ 89,500	2.9%
Small law firm	\$ 49,250 - \$ 68,500	\$ 50,500 - \$ 70,250	2.6%

Paralegal/Legal Assistant	2014	2015	% change
Senior/Supervising Paralegal/Legal Assistant (7+ years' exp.)			
Large law firm	\$ 64,250 - \$ 91,750	\$ 66,750 - \$ 95,500	4.0%
Midsize law firm	\$ 62,750 - \$ 77,250	\$ 64,500 - \$ 81,250	4.1%
Small/midsize law firm	\$ 55,250 - \$ 69,750	\$ 58,250 - \$ 71,750	4.0%
Small law firm	\$ 48,000 - \$ 63,250	\$ 49,250 - \$ 66,250	3.8%

Law Firm Definitions

Large law firm 75+ lawyers
Midsize law firm 35-75 lawyers
Small/midsize law firm 10-35 lawyers
Small law firm up to 10 lawyers

Company Definitions

Large company \$250+ million in revenue
Midsize company \$25 million-\$250 million in revenue
Small company up to \$25 million in revenue

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Paralegal/Legal Assistant (continued)	2014	2015	% change
Midlevel Paralegal/Legal Assistant (4-6 years' exp.)			
Large law firm	\$ 56,250 - \$ 70,500	\$ 59,500 - \$ 72,750	4.3%
Midsized law firm	\$ 54,500 - \$ 68,750	\$ 55,750 - \$ 73,000	4.5%
Small/midsized law firm	\$ 49,250 - \$ 62,500	\$ 51,250 - \$ 64,250	3.4%
Small law firm	\$ 42,500 - \$ 56,250	\$ 43,500 - \$ 58,500	3.3%
Junior Paralegal/Legal Assistant (2-3 years' exp.)			
Large law firm	\$ 42,750 - \$ 55,000	\$ 43,750 - \$ 57,000	3.1%
Midsized law firm	\$ 41,750 - \$ 54,250	\$ 42,500 - \$ 56,750	3.4%
Small/midsized law firm	\$ 38,000 - \$ 48,750	\$ 39,000 - \$ 50,250	2.9%
Small law firm	\$ 35,250 - \$ 42,000	\$ 36,250 - \$ 43,750	3.6%
Case Clerk/Assistant (0-2 years' exp.)			
Large law firm	\$ 33,250 - \$ 43,000	\$ 34,000 - \$ 44,250	2.6%
Midsized law firm	\$ 32,250 - \$ 42,250	\$ 33,250 - \$ 42,750	2.0%
Small/midsized law firm	\$ 30,500 - \$ 37,250	\$ 31,000 - \$ 38,500	2.6%
Small law firm	\$ 28,750 - \$ 33,500	\$ 29,500 - \$ 34,250	2.4%

Legal Secretary	2014	2015	% change
Senior/Executive Legal Secretary (12+ years' exp.)			
Large law firm	\$ 57,250 - \$ 71,750	\$ 59,250 - \$ 73,000	2.5%
Midsized law firm	\$ 55,000 - \$ 68,750	\$ 57,000 - \$ 69,500	2.2%
Small/midsized law firm	\$ 49,500 - \$ 63,250	\$ 50,750 - \$ 64,750	2.4%
Small law firm	\$ 45,250 - \$ 58,500	\$ 46,750 - \$ 60,000	2.9%
Midlevel Legal Secretary (7-11 years' exp.)			
Large law firm	\$ 54,750 - \$ 66,000	\$ 56,000 - \$ 67,750	2.5%
Midsized law firm	\$ 50,250 - \$ 63,250	\$ 53,250 - \$ 63,750	3.1%
Small/midsized law firm	\$ 45,250 - \$ 59,500	\$ 47,000 - \$ 60,250	2.4%
Small law firm	\$ 43,500 - \$ 54,750	\$ 44,500 - \$ 56,000	2.3%
Legal Secretary (3-6 years' exp.)			
Large law firm	\$ 46,250 - \$ 60,500	\$ 47,750 - \$ 61,750	2.6%
Midsized law firm	\$ 45,500 - \$ 55,750	\$ 46,000 - \$ 57,500	2.2%
Small/midsized law firm	\$ 42,750 - \$ 52,500	\$ 43,500 - \$ 54,000	2.4%
Small law firm	\$ 37,250 - \$ 47,750	\$ 38,750 - \$ 48,250	2.4%

Adjusting for Local Markets

In each job category, the salary ranges listed represent starting compensation only 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 15. A Robert Half Legal representative can offer additional assistance in creating compensation packages that are customized to your business and practice area.