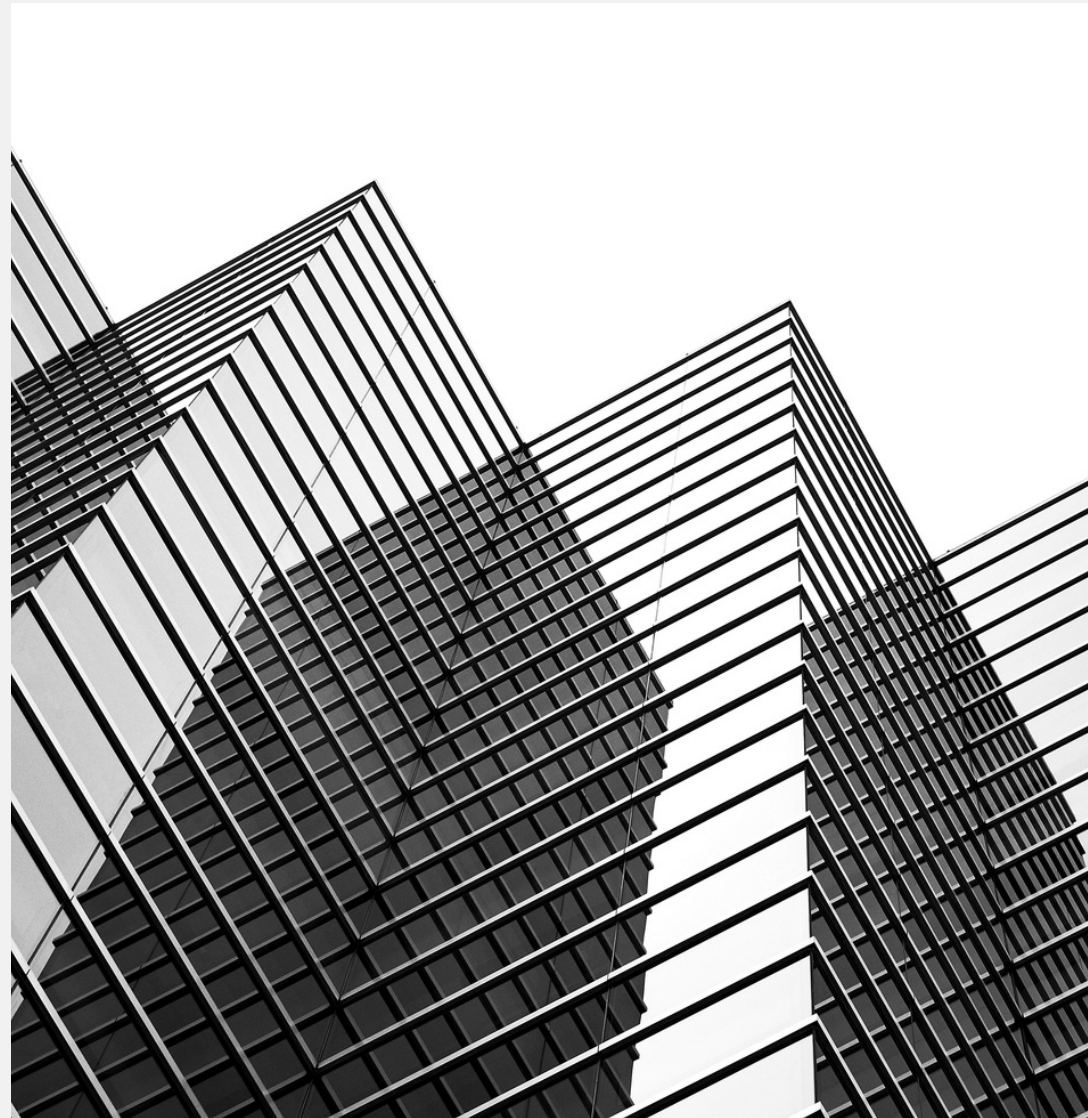




2021 Legal Salary Guide

Legal salary guide for firms looking to hire in the United States.
Statistics sourced from Ave Staffing surveys and placement history.

LET'S SOAR HIGHER TOGETHER



Expectations for Attorneys

- Tech-savviness and fluency in tools such as Microsoft 365 (cloud-based apps as well)
- Experience with clinical trials and cybersecurity
- Communication skills inside and outside of the office
- Strength in business development and leadership
- Emotional intelligence
- 3-4 years of experience

Expectations for Support Staff & Paralegals

- Tech-savviness and fluency in tools such as Microsoft 365
(cloud-based apps as well)
- Communication skills inside and outside of the office
- Ability to conduct legal research
- Emotional intelligence
- Bilingualism
- Trial Preparation and eDiscovery
- Proper certifications / Bachelor's Degree

Hiring Trends for 2021

It is no surprise that many businesses and law firms have been adapting their business practices due to the recent pandemic.

Expect to see an [increase in temporary opportunities](#), as many hiring managers are still wary of their ability to onboard direct hires.

Also, expect to see an [influx of remote workers as well](#). Because of this, hiring managers have become more open to

interviewing candidates outside of their primary location.

With the ability to conduct virtual interviews and more remote positions - [hiring has become significantly more time-consuming for many employers](#). So much, that there has been an increasing demand for recruiting services in order to ensure efficient staffing.

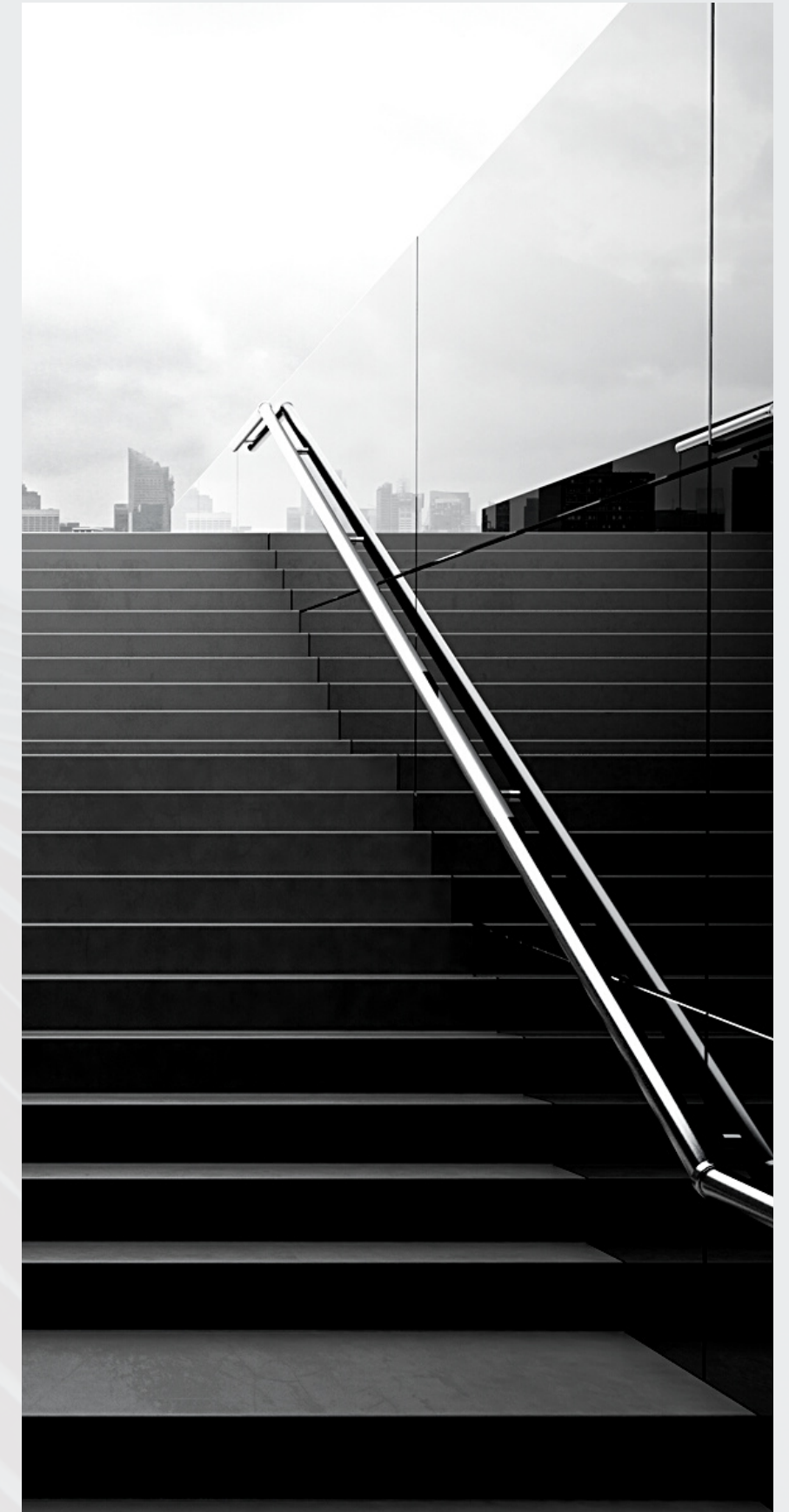


Savviness in technology has also become incredibly important and relevant in 2020 - and will continue to be so in 2021.

Because of this, many hiring managers are looking for legal professionals with experience in using cloud-based apps, and the ability to work seamlessly from home.

With many offices still closed or rotating their staff's in-office schedules, there have been fewer opportunities to perform in-person training. As a result, many employers are seeking candidates that are already seasoned with experience, or able to be trained quickly. Doing so allows the hiring and onboarding process to be both streamlined and effective.

Last, but not least, there has been more emphasis on certain practice areas. As a result of COVID-19, there has been a spike in demand for legal professionals specialized in healthcare, insurance law, litigation, labor and employment, and bankruptcy. And because of the increase in demand, many candidates have used this in their favor. If you are looking to staff employees for these practice areas, you may be asked to offer higher salaries and compete with counteroffers.



LEGAL SALARIES FOR 2021

UNITED STATES

Starting salaries shown below do not include bonuses, benefits, or other compensation. A candidates' level of skills and experience, demand in the role, professional certifications, and size of the company that's hiring - all affect their starting salaries. Because of this, we've broken down our legal salary guide into the four percentiles (25th, 50th, 75th, and 95th percentile).

- 25th (Low Demand) Candidate has little to no experience, still learning skills
- 50th (Moderate Demand) Candidate has average experience, has most skills needed
- 75th (High) Candidate above-average experience and most (or all) needed skills
- 95th (Very High) Candidate has very strong experience and skills, specialized certifications. Exceeds expectations.

| | | 25th | 50th | 75th | 95th |
|----------|-----------------------|-----------|-----------|-----------|-----------|
| ATTORNEY | eDiscovery Attorney | \$82,000 | \$100,800 | \$124,600 | \$179,100 |
| | Staff Attorney | \$72,900 | \$87,000 | \$111,600 | \$160,900 |
| | First Year Associate | \$61,200 | \$73,000 | \$93,700 | \$135,000 |
| | Associate (Junior) | \$77,100 | \$94,700 | \$117,100 | \$168,200 |
| | Associate (Mid-level) | \$89,100 | \$114,600 | \$138,500 | \$207,800 |
| | Associate (Senior) | \$111,600 | \$137,200 | \$158,100 | \$236,700 |
| | Counsel | \$143,700 | \$176,800 | \$203,700 | \$304,900 |

LEGAL SALARIES FOR 2021

UNITED STATES

| | | 25th | 50th | 75th | 95th |
|------------------|--|-----------|-----------|-----------|-----------|
| ATTORNEY | Partner (Nonequity) | \$211,000 | \$259,500 | \$299,100 | \$447,700 |
| | Partner (Equity) | \$439,900 | \$541,200 | \$623,600 | \$933,400 |
| NON- ATTORNEY | Legal Office Administrator | \$65,500 | \$80,100 | \$100,000 | \$147,600 |
| | Billing Clerk | \$38,500 | \$43,300 | \$53,100 | \$55,900 |
| | Administrative Assistant/ Receptionist | \$40,500 | \$48,900 | \$56,200 | \$60,200 |
| | Hybrid Senior Paralegal/Legal Assistant | \$65,000 | \$71,500 | \$77,800 | \$93,200 |
| | Hybrid Paralegal/Legal Assistant | \$43,300 | \$52,400 | \$61,200 | \$75,800 |

LEGAL SALARIES FOR 2021

UNITED STATES

| | | 25th | 50th | 75th | 95th |
|------------------|-----------------------------|----------|----------|----------|-----------|
| NON- ATTORNEY | Legal Assistant (Junior) | \$36,800 | \$41,800 | \$47,600 | \$57,900 |
| | Legal Assistant (Mid-level) | \$47,300 | \$53,400 | \$61,700 | \$70,300 |
| | Legal Assistant (Senior) | \$51,400 | \$62,700 | \$70,800 | \$74,800 |
| | Paralegal (Junior) | \$41,800 | \$46,600 | \$56,400 | \$68,000 |
| | Paralegal (Mid-level) | \$54,900 | \$62,200 | \$71,800 | \$79,300 |
| | Paralegal (Senior) | \$62,500 | \$70,500 | \$88,100 | \$105,800 |

TOP CITIES SALARY VARIANCES

Please keep in mind that the cost of living, availability of talent, and starting salaries vary by market/city. Increase or decrease the national starting salary by the percentage listed for your corresponding city.

Atlanta, GA +6%

Boston, MA +33.5%

Charlotte, NC +3.5%

Chicago, IL +24%

Dallas, TX +11%

Los Angeles, CA +32%

New York, NY +40%

Raleigh, NC +4%

Tampa, FL +0.5%

Legal Job Descriptions

EDISCOVERY ATTORNEY

1-3 years of experience required. May provide data collection and review, client education, global management, expertise in technology, litigation readiness, risk management, eDiscovery liaison, and records-retention protocols.

STAFF ATTORNEY

3 years of experience required. Specializes in providing factual and legal research/analysis to clients and supervising attorneys.

FIRST YEAR ASSOCIATE

0-1 years of experience required. Aides in preparing hearings, closings, trials, and meetings.

ASSOCIATE (JUNIOR)

1-3 years of experience required. Aides in preparing hearings, closings, trials, and meetings.

ASSOCIATE (MID-LEVEL)

3-5 years of experience required. Aides in personal practice planning of the law firm, preparing hearings and trials.

ASSOCIATE (SENIOR)

6+ years of experience required. Aides in personal practice planning of the law firm, and coaching of junior associates.

COUNSEL

5+ years of experience required. Helps prepare and manage specific cases on behalf of a firm.

PARTNER (NONEQUITY)

Lawyer (senior-level) paid by salary without having ownership interests within their firm.

PARTNER (EQUITY)

Lawyer (senior-level) with ownership interests within their firm. Has a share in the firm's profits and losses.

LEGAL OFFICE ADMINISTRATOR

10+ years of experience required. Supervises paralegal and administrative staff. Handles HR, vendors, accounts payable & receivable, and billing.

BILLING CLERK

1-3 years of experience required. Computes fees and charges, compiles data, prepares invoices for billing purposes.

ADMINISTRATIVE ASSISTANT/ RECEPTIONIST

Responsible for office clerical duties, greeting and screening visitors, and taking phone calls. Determines whom to forward calls to depending on the needs of client and attorney/staff members.

HYBRID SENIOR PARALEGAL/LEGAL ASSISTANT

6+ years of experience required. Mixed roles of a legal assistant and paralegal. Performs administrative duties while supporting lawyers.

HYBRID PARALEGAL/LEGAL ASSISTANT

1-3 years of experience required. Mixed roles of a legal assistant and paralegal. Performs administrative duties while supporting lawyers.

LEGAL ASSISTANT (JUNIOR)

0-3 years of experience required. Organizes and manages billing, calendars, files, and logistics. Assists in secretarial duties such as preparing, formatting, and revising briefs/subpoenas/other correspondences.

LEGAL ASSISTANT (MID-LEVEL)

3-5 years of experience required. Organizes and manages billing, calendars, files, and logistics. Assists in secretarial duties such as preparing, formatting, and revising briefs/subpoenas/other correspondences.

LEGAL ASSISTANT (SENIOR)

6+ years of experience required. Organizes and manages billing, calendars, files, and logistics. Assists in secretarial duties such as preparing, formatting, and revising briefs/subpoenas/other correspondences.

PARALEGAL (JUNIOR)

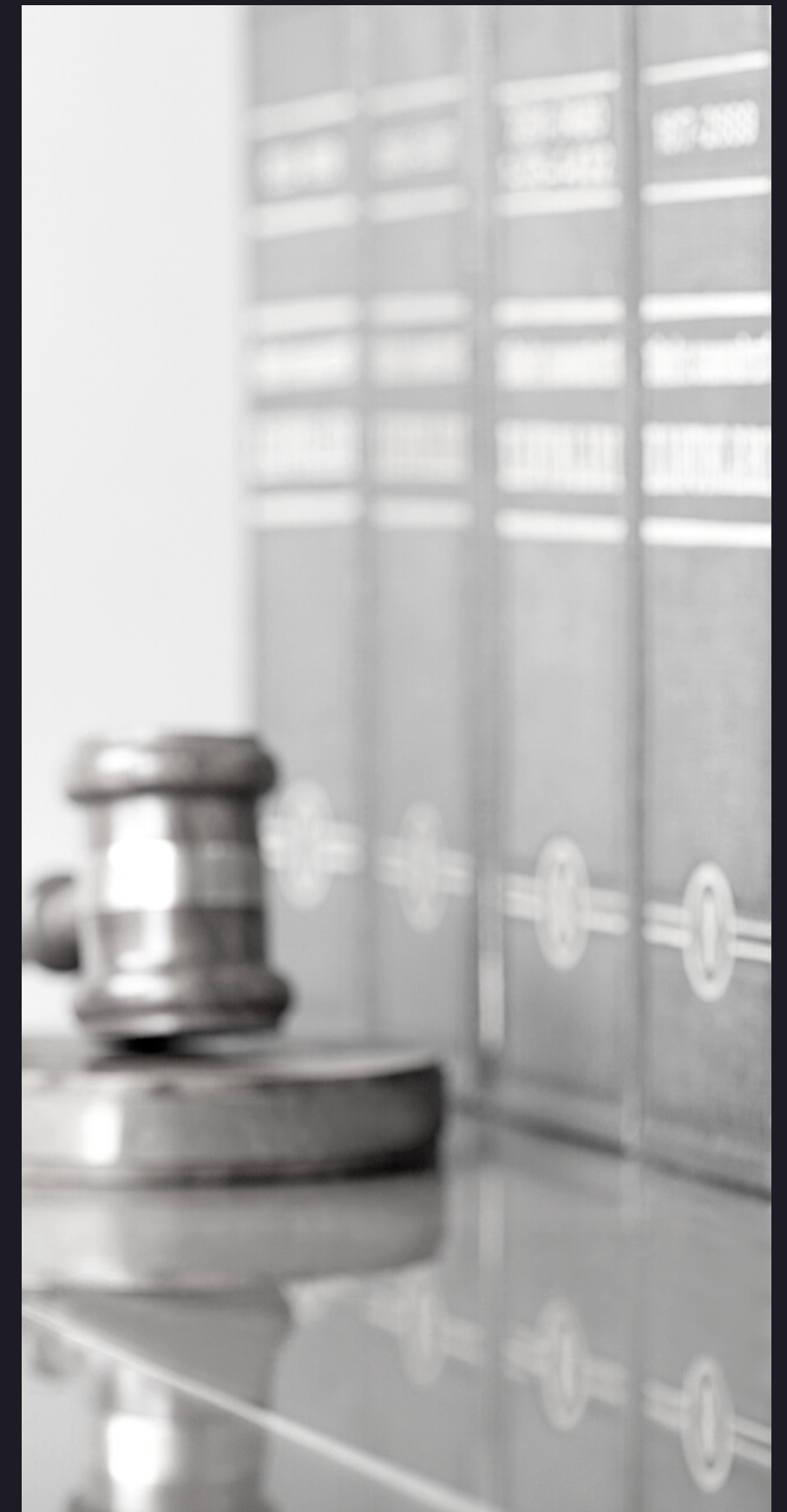
1+ years of experience required. Supports lawyers by providing research and preparing legal documents. Assists in supporting legal proceedings, formulating a defense, or initiating legal action.

PARALEGAL (MID-LEVEL)

3+ years of experience required. Supports lawyers by providing research and preparing legal documents. Assists in supporting legal proceedings, formulating a defense, or initiating legal action.

PARALEGAL (SENIOR)

6+ years of experience required. Supports lawyers by providing research and preparing legal documents. Assists in supporting legal proceedings, formulating a defense, or initiating legal action.



Need a salary estimate according
to your firm size and city?

Contact us at
info@avestaffing.com

(919) 228-9390 | avestaffing.com



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