# Table of Contents

Introduction ....................................................................................................................................... 1  
General member responses ............................................................................................................... 2  
Position and knowledge of practice operations ................................................................................ 2  
Personnel employed.......................................................................................................................... 3  
What is the method of compensation for associates in your firm? ................................................... 4  

## 2014 / 2011 Comparative:

- Annual compensation – Associates by experience .................................................................. 4  
- Annual compensation – Legal Secretary by experience .......................................................... 5  
- Annual compensation – Legal Assistants by experience ......................................................... 5  
- Metro v Non-metro area annual compensation ........................................................................ 6  
  *(Metro area defined as Hinds, Madison and Rankin counties)*

- Percentages of benefits offered to attract and retain personnel .................................................... 7  
- What services does your firm contract out? ...................................................................................... 8  
- What percentage of your gross income is spent on non-salaried overhead? ................................ 8  
- What percentage of your gross income is spent on professional salaries? ..................................... 9  
- What percentage of gross income is spent on technology, research, subscriptions and group health insurance? ........................................................................................................... 9  
- Percentage of 2014 gross fees by area of practice? ........................................................................ 10  
- What percentage of 2014 fees was used in certain billing methods? ............................................. 11  
- How often do you bill clients? ........................................................................................................ 11  
- The percentage of fees that were uncollectable comparative in 2014/2011 .................................. 12  
- Percentage of respondents participating in survey by county ......................................................... 13  
- Percentage of respondents gender participating in survey ............................................................... 14  
- Percentage of respondents age group participating in survey ......................................................... 14  
- Percentage of respondents ethnic background participating in survey ......................................... 15  
- Respondent’s legal education and training ..................................................................................... 15  
- What is your type of employment? ................................................................................................. 16  
- What is the status of your practice/employment? ........................................................................... 16  
- On average, how many billable hours do you have per year, comparative 2014/2011 .................. 17  
- When you charge on an hourly basis, what is your standard hourly rate ........................................ 17  
- Are you in private practice? ............................................................................................................ 18  
- How many years have you been in private practice? ...................................................................... 18  
- How long have you been a licensed attorney? ................................................................................ 19  
- On average, your personal annual income from practicing law, comparative 2014/2011 ........... 19  
  *(average of all responses and metro v. non-metro)*

- What is the size of your firm? ........................................................................................................... 20  
- Size of firm comparative 2014/2011 ............................................................................................... 20  
- What is the structure of your firm? ................................................................................................. 21
Table of Contents
(Continued)

Thoughts on the economic circumstances of practicing law compared to last year .......................... 22
In an average month, how many hours do you spend on civic/community work? ......................... 22
In an average month, how many hours do you spend on pro bono legal work? ............................. 23
How many work days in 2014 did you take for vacation time ....................................................... 23
With regards to your own activities, the quantity of work comparative 2014/2011 ............................ 24
The factors determining fees ........................................................................................................... 25
Thoughts on future demands for paid billable lawyers services ..................................................... 25
Do you have professional liability insurance? ................................................................................ 26
Thoughts on requirements and disclosures for professional liability insurance ......................... 26 - 27
What types of advertising/marketing do you or your firm use ....................................................... 27
Thoughts of your legal profession ........................................................................................... 28 - 29
Thoughts on the economic circumstances of practicing law .......................................................... 30
INTRODUCTION

The 2014 Mississippi Bar Economic Survey was administered electronically in June, 2015. The survey was made available to all Bar members through a link emailed to them.

The questions for the survey were suggested by the Mississippi Bar. The accounting firm of Grantham Poole was responsible for the administration and tabulation of the survey and its results. The last survey was conducted in 2012 using 2011 financial data. Where appropriate, comparative data is shown.

A total of 875 members responded and completed the survey. Of the responses received, the largest percentages were from Hinds county (28.82%), Madison county (10.63%) and Harrison county (8.23%). Over 14% of the respondents were out-of-state. General characteristics noted in the results included the following:

- 67.41% of the respondents were male; 32.59% were female
- 91.77% of the respondents were caucasian
- 94.51% of the respondents work full-time in the practice of law
- 53.69% graduated from the University of Mississippi School of Law; 30.19% graduated from the Mississippi College School of Law; 16.12% received their law degrees from other institutions
- Most participants were employees and almost a third were under the age of 35

The charts that follow illustrate the answers to questions relating to firm structure and size, income and salaries, hourly rates and billable hours, marketing and personal satisfaction with the profession.

Thank you for your participation.
Percentage of active practicing members of the Bar?

- Yes: 96.1%
- No - Retired or Unemployed: 3.9%

Position and knowledge of practice operations

- Sole Practitioner: 29.2%
- Management: 23.0%
- Employee: 47.9%
### FIRM /EMPLOYER / EMPLOYEE DATA

**Personnel you or your office employs**

<table>
<thead>
<tr>
<th>Position</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>None of the below</td>
<td>35.0%</td>
</tr>
<tr>
<td>IT Support</td>
<td>6.1%</td>
</tr>
<tr>
<td>Non-Lawyer Professional</td>
<td>2.5%</td>
</tr>
<tr>
<td>In-house Investigator</td>
<td>2.0%</td>
</tr>
<tr>
<td>Administrative Supervisor</td>
<td>4.1%</td>
</tr>
<tr>
<td>Office Manager</td>
<td>9.6%</td>
</tr>
<tr>
<td>Law Clerk</td>
<td>14.2%</td>
</tr>
<tr>
<td>In-house Process Server</td>
<td>30.5%</td>
</tr>
<tr>
<td>Receptionist</td>
<td>19.3%</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>1.5%</td>
</tr>
<tr>
<td>Legal Assistant/Paralegal</td>
<td>37.6%</td>
</tr>
<tr>
<td>Legal Secretary</td>
<td>41.6%</td>
</tr>
</tbody>
</table>
If you have associates, what is the usual method of compensation?

- Salary only
- Salary plus possible year end bonus
- Salary plus % fee personally generated
- Salary plus % of firm's gross
- Time
- Not applicable

What is the annual salary of an associate in your firm by experience? (2014 / 2011 Comparative)

<table>
<thead>
<tr>
<th>Experience</th>
<th>2011</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-3 Years</td>
<td>54,880.00</td>
<td>61,012.00</td>
</tr>
<tr>
<td>4-6 Years</td>
<td>66,288.00</td>
<td>73,134.00</td>
</tr>
<tr>
<td>7-10 Years</td>
<td>67,925.00</td>
<td>81,476.00</td>
</tr>
<tr>
<td>11+ Years</td>
<td>77,471.00</td>
<td>101,264.00</td>
</tr>
</tbody>
</table>
What is the annual salary of a secretary in your firm?
(2014 / 2011 Comparative)

What is the annual salary of a legal assistant/paralegal in your firm?
(2014 / 2011 Comparative)
## Annual SalaryMetro / Non-Metro Comparative

*(Metro area is defined as Hinds, Madison and Rankin Counties)*

<table>
<thead>
<tr>
<th></th>
<th>Metro</th>
<th>Non-Metro</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-3 Years</td>
<td>65,695</td>
<td>55,200</td>
</tr>
<tr>
<td>4-6 Years</td>
<td>74,903</td>
<td>67,125</td>
</tr>
<tr>
<td>7-10 Years</td>
<td>89,700</td>
<td>67,833</td>
</tr>
<tr>
<td>11+ Years</td>
<td>104,404</td>
<td>87,222</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Metro</th>
<th>Non-Metro</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-2 Years</td>
<td>25,273</td>
<td>24,158</td>
</tr>
<tr>
<td>3-8 Years</td>
<td>31,340</td>
<td>28,805</td>
</tr>
<tr>
<td>9-12 Years</td>
<td>38,111</td>
<td>33,685</td>
</tr>
<tr>
<td>13+ years</td>
<td>42,341</td>
<td>38,916</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Metro</th>
<th>Non-Metro</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-2 Years</td>
<td>29,220</td>
<td>27,952</td>
</tr>
<tr>
<td>3-6 Years</td>
<td>33,776</td>
<td>33,858</td>
</tr>
<tr>
<td>7-12 Years</td>
<td>39,748</td>
<td>38,968</td>
</tr>
<tr>
<td>13+ years</td>
<td>46,638</td>
<td>43,144</td>
</tr>
</tbody>
</table>
Percentages of benefits offered to attract and retain personnel
Do you contract for the following services?

What percentage of your gross income is spent on non-salaried overhead?
What percentage of your gross income is spent on professional salaries?

![Pie chart showing distribution of professional salaries]

Under 25%: 38.4%
25% - 35%: 15.7%
36% to 45%: 10.5%
46% to 55%: 5.8%
56% to 65%: 5.2%
66% to 75%: 14.5%
Over 75%: 1.0%

What percentage of gross income is spent on the following: (expense ÷ gross fees)

- Technology costs (computer maintenance, software and supplies): 7.018%
- Research services: 4.824%
- Subscriptions: 4.117%
- Group health insurance: 8.031%
Percentage of your 2014 gross fees by area of practice

- Other: 24.32%
- Worker's Compensation: 23.51%
- Trusts/Estates: 20.69%
- Real Estate: 26.24%
- Personal Injury: 10.36%
- Labor/Employment: 8.98%
- Insurance: 0.38%
- Immigration: 8.09%
- Healthcare: 11.63%
- Government: 0.08%
- Gaming: 28.16%
- Family/Domestic: 19.41%
- Criminal Defense: 4.49%
- Civil Rights/Dis crimination: 23.51%
- Business/Civil Litigation: 9.07%
During 2014, what percentage of fees was billed using the following billing methods?

- Fixed Flat Fee: 37.05%
- Contingent Fee: 38.96%
- Hourly Rate, with retainer: 32.98%
- Hourly Rate, without retainer: 38.94%

How often do you usually bill clients?

- Upon completion of project: 23.2%
- Monthly: 48.5%
- Quarterly: 5.2%
- Irregularly: 23.2%
The percentage of fees that were uncollectable in 2014 was –

How often do you adjust hourly rates?

- Annually: 17.9%
- Less often: 47.7%
- More often: 0.5%
- Adjusted based on type of work: 33.8%
In what Mississippi County is your office located?

<table>
<thead>
<tr>
<th>County</th>
<th>Percentage</th>
<th>County</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adams</td>
<td>0.7%</td>
<td>Madison</td>
<td>10.6%</td>
</tr>
<tr>
<td>Alcorn</td>
<td>0.2%</td>
<td>Marion</td>
<td>0.3%</td>
</tr>
<tr>
<td>Amite</td>
<td>0.2%</td>
<td>Monroe</td>
<td>0.5%</td>
</tr>
<tr>
<td>Bolivar</td>
<td>0.5%</td>
<td>Montgomery</td>
<td>0.3%</td>
</tr>
<tr>
<td>Chickasaw</td>
<td>0.2%</td>
<td>N/A - Out of State</td>
<td>14.1%</td>
</tr>
<tr>
<td>Coahoma</td>
<td>1.0%</td>
<td>Neshoba</td>
<td>0.2%</td>
</tr>
<tr>
<td>Copiah</td>
<td>0.7%</td>
<td>Oktibbeha</td>
<td>0.2%</td>
</tr>
<tr>
<td>Covington</td>
<td>0.2%</td>
<td>Panola</td>
<td>0.2%</td>
</tr>
<tr>
<td>DeSoto</td>
<td>2.2%</td>
<td>Pearl River</td>
<td>0.5%</td>
</tr>
<tr>
<td>Forrest</td>
<td>2.9%</td>
<td>Perry</td>
<td>0.2%</td>
</tr>
<tr>
<td>Greene</td>
<td>0.2%</td>
<td>Pike</td>
<td>0.5%</td>
</tr>
<tr>
<td>Grenada</td>
<td>0.5%</td>
<td>Quitman</td>
<td>0.2%</td>
</tr>
<tr>
<td>Hancock</td>
<td>0.5%</td>
<td>Rankin</td>
<td>4.8%</td>
</tr>
<tr>
<td>Harrison</td>
<td>8.2%</td>
<td>Simpson</td>
<td>0.3%</td>
</tr>
<tr>
<td>Hinds</td>
<td>28.8%</td>
<td>Stone</td>
<td>0.2%</td>
</tr>
<tr>
<td>Holmses</td>
<td>0.2%</td>
<td>Sunflower</td>
<td>0.2%</td>
</tr>
<tr>
<td>Itawamba</td>
<td>0.2%</td>
<td>Tallahatchie</td>
<td>0.3%</td>
</tr>
<tr>
<td>Jackson</td>
<td>2.2%</td>
<td>Tate</td>
<td>0.2%</td>
</tr>
<tr>
<td>Jasper</td>
<td>0.2%</td>
<td>Tunica</td>
<td>0.2%</td>
</tr>
<tr>
<td>Jones</td>
<td>0.7%</td>
<td>Union</td>
<td>1.2%</td>
</tr>
<tr>
<td>Lafayette</td>
<td>4.6%</td>
<td>Warren</td>
<td>0.3%</td>
</tr>
<tr>
<td>Lamar</td>
<td>0.9%</td>
<td>Washington</td>
<td>1.0%</td>
</tr>
<tr>
<td>Lauderdale</td>
<td>1.2%</td>
<td>Wayne</td>
<td>0.2%</td>
</tr>
<tr>
<td>Lawrence</td>
<td>0.2%</td>
<td>Webster</td>
<td>0.5%</td>
</tr>
<tr>
<td>Lee</td>
<td>2.7%</td>
<td>Wilkinson</td>
<td>0.3%</td>
</tr>
<tr>
<td>Leflore</td>
<td>0.9%</td>
<td>Winston</td>
<td>0.2%</td>
</tr>
<tr>
<td>Lincoln</td>
<td>0.7%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lowndes</td>
<td>0.7%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Counties not shown did not participate in survey.
Respondents Gender

- Female: 32.6%
- Male: 67.4%

Respondents Age Group

- 35 and Under: 32.8%
- 36 to 44: 25.6%
- 45 to 55: 22.3%
- Over 56: 19.4%
Racial / Ethnic Background of Respondents

- African American: 6.0%
- Asian American: 1.0%
- Caucasian: 91.8%
- Latin/Hispanic: 0.2%
- Other: 1.0%

Where did you receive your legal education / training?

- University of Mississippi: 53.7%
- Mississippi College: 16.1%
- Other: 30.2%
What is your type of employment?

- Sole Practitioner: 21.8%
- Partner/Shareholder: 16.5%
- Associate: 22.5%
- Non-Equity Partner: 5.1%
- In-House Counsel: 5.3%
- Judge: 1.0%
- Professor of Law: 0.5%
- Government: 22.0%
- Other: 5.3%

What is the status of your practice /employment?

- Full Time: 94.5%
- Part Time: 5.5%
On average, how many billable hours do you have per year?
(2014 / 2011 Comparative)

When you charge on an hourly basis, what is your standard hourly rate?
Are you in private practice?

Yes, 66.6%
No, 33.4%

How many years have you been in private practice?

- 0-5 years: 27.5%
- 6-10 years: 22.3%
- 11-15 years: 16.9%
- 16-20 years: 14.4%
- 21-25 years: 10.6%
- 26+ years: 8.2%
How long have you been a licensed attorney?

- 26+ years: 26.4%
- 21-25 years: 10.4%
- 16-20 years: 7.9%
- 11-15 years: 14.2%
- 6-10 years: 16.9%
- 0-5 years: 24.3%

On average, what was your personal annual income from practicing law in 2014?
(2014 / 2011 Comparative of all responses)

What was your personal annual income from practicing law in 2014?

<table>
<thead>
<tr>
<th>Metro</th>
<th>Non-Metro</th>
</tr>
</thead>
<tbody>
<tr>
<td>158,347</td>
<td>130,773</td>
</tr>
</tbody>
</table>

Annual Income Before Taxes

- 2014: 141,768.00
- 2011: 159,612.00
What is the size of your firm?  
(2014 / 2011 Comparative)

2014

- Sole Practitioner: 32.3%
- 2-3 attorneys: 18.0%
- 4-5 attorneys: 10.2%
- 6-10 attorneys: 9.1%
- 11-19 attorneys: 4.7%
- 20+ attorneys: 25.7%

2014 / 2011

- Sole Practitioner: 37.3%
- 2-3 attorneys: 17.1%
- 4-5 attorneys: 10.2%
- 6-10 attorneys: 9.5%
- 11-19 attorneys: 9.1%
- 20+ attorneys: 7.3%
What is the structure of your firm?
(2014 / 2011 Comparative)

2014

- Sole Proprietorship: 18.0%
- Partnership: 23.5%
- Professional Limited Liability Company: 46.8%
- Professional Corporation: 11.6%

2014 / 2011

- 2014:
  - Sole Proprietorship: 18.0%
  - Partnership: 23.0%
  - Professional Limited Liability Company: 46.8%
  - Professional Corporation: 23.5%

- 2011:
  - Sole Proprietorship: 11.6%
  - Partnership: 11.5%
  - Professional Limited Liability Company: 41.2%
  - Professional Corporation: 24.3%
Compared to last year, on the whole, are the economic circumstances of practicing law:

- Better: 29.2%
- Worse: 21.8%
- About the same: 49.1%

In an average month, how many hours do you spend on civic and community work?

- Less than 5: 37.8%
- 5 to 9: 23.7%
- 10 to 15: 16.5%
- 16 to 20: 6.8%
- More than 20: 7.2%
- None: 8.0%
In an average month, how many hours do you spend on pro bono legal work?

- 5 or less: 73.1%
- 6 to 10: 18.6%
- 11 to 16: 2.9%
- 17 or more: 5.3%

How many work days in 2014 did you take for vacation time?

- None: 3.2%
- Less than 5: 17.1%
- 5 to 9 days: 32.8%
- 10 to 15 days: 30.8%
- 16 to 20 days: 9.0%
- More than 20 days: 7.1%
With regards to your own activities, the quantity of your work is:
(2014 / 2011 Comparative)

2014

- All you can handle: 56.2%
- More than you prefer to handle: 22.3%
- Insufficient to keep you busy: 21.5%

2014 / 2011

- All you can handle: 60.1% (2014), 56.2% (2011)
- More than you prefer to handle: 21.5% (2014), 16.2% (2011)
- Insufficient to keep you busy: 22.3% (2014), 23.7% (2011)
In determining fees, rate the following factors:

- Time limitations imposed by client or circumstances
- Fees customarily charged in your area for similar work
- Other clients not accepted due to conflict
- Amount of time involved
- Your reputation, experience and ability as a lawyer
- Results obtained
- Novelty & difficulty of the work involved

During the next 5 years do you expect the demand for paid billable lawyer services in your area to:

- Grow rapidly
- Grow somewhat
- Remain stable
- Shrink somewhat

- Very Important
- Moderately Important
- Not at all Important

- 46.5%
- 31.7%
- 19.2%
- 2.6%
Do you have professional liability insurance?

- Yes: 73.2%
- No: 26.8%

Should attorneys be required to maintain professional liability insurance?

- Yes: 69.1%
- No: 30.9%
Should attorneys be required to disclose to their clients when the attorney does not maintain professional liability insurance coverage?

What types of advertising/marketing do you or your firm use?
Would you pursue the legal profession as a career if you were making the decision again?

- Yes: 42.4%
- No: 57.6%

What are your expectations with the practice of law?

- Unsure: 0.0%
- Remaining the same: 10.0%
- Becoming unsatisfying enough to change my practice area: 20.0%
- Becoming unsatisfying enough to stop practicing law: 10.0%
- Becoming less satisfying: 20.0%
- Becoming more satisfying: 40.0%
Do you get personal satisfaction from the practice of law?

- A great deal: 3.5%
- Too little: 26.7%
- Enough: 29.6%
- None: 40.3%

In the past five years, do you think that the professionalism among lawyers has...

- No opinion: 9.7%
- Stayed the same: 38.4%
- Decreased: 47.0%
- Increased: 4.9%
What are your perceptions of the current economic conditions for your law practice compared to prior years?
(2014 / 2011 Comparative)

What is your perception of the future economic outlook for your law practice?