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INTRODUCTION

The 2018 Mississippi Bar Economic Survey was administered electronically in June, 2019. 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 2017 using 2016 financial data. Where appropriate, comparative data is shown.

A total of 733 members responded and completed the survey. Of the responses received, the largest percentages were from Hinds county (31.07%), Madison county (9.26%) and Harrison county (9.67%). Over 12% of the respondents were out-of-state. General characteristics noted in the results included the following:

- 58.85% of the respondents were male; 41.15% were female
- 85.80% of the respondents were Caucasian, 11.52% of respondents were African American
- 95.47% of the respondents work full-time in the practice of law
- 51.44% graduated from the University of Mississippi School of Law; 31.48% graduated from the Mississippi College School of Law; 17.08% 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.
Are you an active practicing member of the Bar?

94% Yes
6% No - Retired or Unemployed

Position and knowledge of practice operations

- Sole Practitioner: 28.80%
- Management: 20.32%
- Employee: 50.88%
FIRM /EMPLOYER / EMPLOYEE DATA

Personnel you or your office employs

- None of the above: 34.21%
- IT Support: 5.92%
- Non-Lawyer Professional: 3.95%
- In-house Investigator: 0.66%
- Administrative Supervisor: 4.61%
- Office Manager: 13.82%
- Law Clerk: 9.21%
- In-house Process Server: 2.63%
- Receptionist: 26.97%
- Bookkeeper: 18.42%
- Legal Assistant/Paralegal: 47.37%
- Legal Secretary: 36.84%
If you have associates, what is the usual method of compensation?

- **Salary only**: 2.63%
- **Salary plus possible year end bonus**: 18.42%
- **Salary plus % fee personally generated**: 5.26%
- **Salary plus % of firm's gross**: 4.61%
- **Time**: Not applicable
- **Not applicable**: 66.45%

What is the annual salary of an associate in your firm by experience? (2018 / 2016 Comparative)

<table>
<thead>
<tr>
<th>Experience</th>
<th>2018</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-3 Years</td>
<td>60,983</td>
<td>53,950</td>
</tr>
<tr>
<td>4-6 Years</td>
<td>80,231</td>
<td>75,000</td>
</tr>
<tr>
<td>7-10 Years</td>
<td>80,875</td>
<td>103,409</td>
</tr>
<tr>
<td>11+ Years</td>
<td>103,818</td>
<td>90,556</td>
</tr>
</tbody>
</table>
**What is the annual salary of a secretary in your firm?**  
*(2018 / 2016 Comparative)*

<table>
<thead>
<tr>
<th>Experience Level</th>
<th>2018</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-2 Years Experience</td>
<td>24,167</td>
<td>24,167</td>
</tr>
<tr>
<td>3-8 Years Experience</td>
<td>34,900</td>
<td>30,908</td>
</tr>
<tr>
<td>9-12 Years Experience</td>
<td>39,710</td>
<td>30,908</td>
</tr>
<tr>
<td>13+ Years Experience</td>
<td>43,215</td>
<td>35,250</td>
</tr>
</tbody>
</table>

**What is the annual salary of a legal assistant/paralegal in your firm?**  
*(2018 / 2016 Comparative)*

<table>
<thead>
<tr>
<th>Experience Level</th>
<th>2018</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-2 Years Experience</td>
<td>27,217</td>
<td>27,217</td>
</tr>
<tr>
<td>3-6 Years Experience</td>
<td>33,630</td>
<td>32,921</td>
</tr>
<tr>
<td>7-12 Years Experience</td>
<td>45,200</td>
<td>39,750</td>
</tr>
<tr>
<td>13+ Years Experience</td>
<td>50,970</td>
<td>44,611</td>
</tr>
</tbody>
</table>
### Annual Salary Metro / Non-Metro Comparative
*(Metro area is defined as Hinds, Madison and Rankin Counties)*

**What is the annual salary of an Associate in your firm by experience?**

<table>
<thead>
<tr>
<th>Years</th>
<th>Metro</th>
<th>Non-Metro</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-3 Years</td>
<td>65,300</td>
<td>56,357</td>
</tr>
<tr>
<td>4-6 Years</td>
<td>79,000</td>
<td>81,667</td>
</tr>
<tr>
<td>7-10 Years</td>
<td>102,143</td>
<td>105,625</td>
</tr>
<tr>
<td>11+ Years</td>
<td>107,308</td>
<td>98,778</td>
</tr>
</tbody>
</table>

**What is the annual salary of a Secretary in your firm?**

<table>
<thead>
<tr>
<th>Years</th>
<th>Metro</th>
<th>Non-Metro</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-2 Years</td>
<td>31,857</td>
<td>27,500</td>
</tr>
<tr>
<td>3-8 Years</td>
<td>40,167</td>
<td>32,059</td>
</tr>
<tr>
<td>9-12 Years</td>
<td>45,308</td>
<td>38,875</td>
</tr>
<tr>
<td>13+ Years</td>
<td>54,550</td>
<td>40,780</td>
</tr>
</tbody>
</table>

**What is the annual salary of a Legal Assistant/Paralegal in your firm?**

<table>
<thead>
<tr>
<th>Years</th>
<th>Metro</th>
<th>Non-Metro</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-2 Years</td>
<td>35,343</td>
<td>32,368</td>
</tr>
<tr>
<td>3-6 Years</td>
<td>44,433</td>
<td>38,353</td>
</tr>
<tr>
<td>7-12 Years</td>
<td>49,067</td>
<td>41,333</td>
</tr>
<tr>
<td>13+ Years</td>
<td>50,333</td>
<td>51,474</td>
</tr>
</tbody>
</table>
Benefits offered to attract and retain personnel

- None: 32.56%
- Bar Review Courses: 6.20%
- Payment of CLE Expenses: 28.68%
- Paid Vacations: 53.49%
- Professional Association Dues: 27.13%
- Earning Incentives: 11.63%
- Flexible Schedule: 39.53%
- Cafeteria Plan: 15.50%
- Competitive Salary: 33.33%
- Bonuses: 51.94%
- Employer-Funded Retirement Plan: 14.73%
- 401k Plan: 25.58%
Do you contract for the following services?

- None: 43.57%
- Other Professional Services: 19.29%
- IT Services: 37.86%
- Outside Research Services: 7.14%
- Attorney Services: 12.86%
- Secretarial Services: 5.71%

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

- Under 25%: 38.03%
- 25% to 35%: 33.80%
- 36% to 45%: 11.27%
- 46% to 55%: 4.93%
- 56% to 65%: 3.52%
- 66% to 75%: 3.52%
- Over 75%: 4.93%
What percentage of your gross income is spent on professional salaries?

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

- Technology costs (computer maintenance, software and supplies)
- Research services
- Subscriptions
- Group health insurance
Percentage of your 2018 gross fees by area of practice

- Other: 28.03%
- Worker's Compensation: 7.67%
- Trusts/Estates: 15.32%
- Real Estate: 20.06%
- Personal Injury: 32.30%
- Labor/Employment: 9.48%
- Insurance: 19.38%
- Immigration: 3.90%
- Healthcare: 8.25%
- Government: 15.85%
- Gaming: 0.00%
- Family/Domestic: 23.34%
- Criminal Defense: 30.45%
- Civil Rights/Discrimination: 10.28%
- Business/Civil Litigation: 21.18%
- Bankruptcy: 12.26%
During 2018, what percentage of fees was billed using the following billing methods?

- Fixed Flat Fee: 40.23%
- Contingent Fee: 42.37%
- Hourly Rate, with retainer: 28.36%
- Hourly Rate, without retainer: 47.65%

How often do you usually bill clients?

- Upon completion of project: 26.03%
- Monthly: 21.23%
- Quarterly: 6.85%
- Irregularly: 45.89%
The percentage of fees that were uncollectable in 2018 was –

<table>
<thead>
<tr>
<th>Range</th>
<th>2016</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>21.1%</td>
<td>19.3%</td>
</tr>
<tr>
<td>less than 3%</td>
<td>29.2%</td>
<td>31.3%</td>
</tr>
<tr>
<td>3-9%</td>
<td>15.7%</td>
<td>21.6%</td>
</tr>
<tr>
<td>10-14%</td>
<td>16.3%</td>
<td>20.4%</td>
</tr>
<tr>
<td>15% or more</td>
<td>17.7%</td>
<td>9.6%</td>
</tr>
</tbody>
</table>

How often do you adjust hourly rates?

- **Annually**: 15.75%
- **Less often**: 46.58%
- **More often - 0%**: 37.67%
- **Adjusted based on type of work**: 0%
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>1.03%</td>
<td>Leake</td>
<td>0.21%</td>
</tr>
<tr>
<td>Amite</td>
<td>0.21%</td>
<td>Lee</td>
<td>2.67%</td>
</tr>
<tr>
<td>Attala</td>
<td>0.21%</td>
<td>Leflore</td>
<td>0.82%</td>
</tr>
<tr>
<td>Bolivar</td>
<td>0.62%</td>
<td>Lincoln</td>
<td>0.62%</td>
</tr>
<tr>
<td>Chickasaw</td>
<td>0.21%</td>
<td>Lowndes</td>
<td>0.41%</td>
</tr>
<tr>
<td>Choctaw</td>
<td>0.21%</td>
<td>Madison</td>
<td>9.26%</td>
</tr>
<tr>
<td>Clarke</td>
<td>0.21%</td>
<td>Marion</td>
<td>0.21%</td>
</tr>
<tr>
<td>Coahoma</td>
<td>0.41%</td>
<td>Montgomery</td>
<td>0.21%</td>
</tr>
<tr>
<td>Copiah</td>
<td>0.41%</td>
<td>N/A - Out of State</td>
<td>12.55%</td>
</tr>
<tr>
<td>Covington</td>
<td>0.21%</td>
<td>Neshoba</td>
<td>0.62%</td>
</tr>
<tr>
<td>DeSoto</td>
<td>1.65%</td>
<td>Newton</td>
<td>0.21%</td>
</tr>
<tr>
<td>Forrest</td>
<td>3.70%</td>
<td>Oktibbeha</td>
<td>0.82%</td>
</tr>
<tr>
<td>Franklin</td>
<td>0.21%</td>
<td>Panola</td>
<td>0.41%</td>
</tr>
<tr>
<td>George</td>
<td>0.21%</td>
<td>Pike</td>
<td>0.62%</td>
</tr>
<tr>
<td>Greene</td>
<td>0.41%</td>
<td>Rankin</td>
<td>3.09%</td>
</tr>
<tr>
<td>Grenada</td>
<td>0.21%</td>
<td>Scott</td>
<td>0.21%</td>
</tr>
<tr>
<td>Hancock</td>
<td>0.62%</td>
<td>Sunflower</td>
<td>0.21%</td>
</tr>
<tr>
<td>Harrison</td>
<td>9.67%</td>
<td>Tishomingo</td>
<td>0.21%</td>
</tr>
<tr>
<td>Hinds</td>
<td>31.07%</td>
<td>Warren</td>
<td>0.62%</td>
</tr>
<tr>
<td>Jackson</td>
<td>3.09%</td>
<td>Washington</td>
<td>1.44%</td>
</tr>
<tr>
<td>Jones</td>
<td>0.21%</td>
<td>Wayne</td>
<td>0.21%</td>
</tr>
<tr>
<td>Lafayette</td>
<td>7.61%</td>
<td>Wilkinson</td>
<td>0.21%</td>
</tr>
<tr>
<td>Lamar</td>
<td>0.82%</td>
<td>Winston</td>
<td>0.21%</td>
</tr>
<tr>
<td>Lauderdale</td>
<td>0.82%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Counties not shown did not participate in survey.
Racial / Ethnic Background of Respondents

- African American: 1.03%
- Asian American: 0.82%
- Caucasian: 11.52%
- Latin/Hispanic: 0.82%
- Other: 85.80%

Where did you receive your legal education / training?

- University of Mississippi: 51.44%
- Mississippi College: 31.48%
- Other: 17.08%
What is your type of employment?

- Other: 7.41%
- Government: 22.43%
- Professor of Law: 0.82%
- In-House Counsel: 7.00%
- Judge: 1.65%
- Associate: 23.25%
- Non-Equity Partner: 4.32%
- Partner/Shareholder: 13.79%
- Sole Practitioner: 19.34%

What is the status of your practice /employment?

- Full Time: 93%
- Part Time: 7%
On average, how many billable hours do you have per year? (2018 / 2016 Comparative)

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

- Yes: 61.11%
- No: 38.89%

How many years have you been in private practice?

- 0-5 years: 24.32%
- 6-10 years: 16.44%
- 11-15 years: 11.99%
- 16-20 years: 13.36%
- 21-25 years: 8.22%
- 26+ years: 25.68%
How long have you been a licensed attorney?

On average, what was your personal annual income from practicing law in 2018?
(2018 / 2016 Comparative of all responses)
What is the size of your firm?
(2018 / 2016 Comparative)

2018

2018 / 2016

<table>
<thead>
<tr>
<th>Firm Size</th>
<th>2018</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sole Practitioner</td>
<td>30.21%</td>
<td></td>
</tr>
<tr>
<td>2-3 attorneys</td>
<td></td>
<td>23.6%</td>
</tr>
<tr>
<td>4-5 attorneys</td>
<td></td>
<td>19.79%</td>
</tr>
<tr>
<td>6-10 attorneys</td>
<td>8.68%</td>
<td>11.5%</td>
</tr>
<tr>
<td>11-19 attorneys</td>
<td>9.72%</td>
<td>13.3%</td>
</tr>
<tr>
<td>20+ attorneys</td>
<td>4.86%</td>
<td>8.5%</td>
</tr>
<tr>
<td>2018</td>
<td></td>
<td>26.74%</td>
</tr>
</tbody>
</table>
What is the structure of your firm?
(2018 / 2016 Comparative)

2018

- Sole Proprietorship: 20.0%
- Partnership: 12.7%
- Professional Limited Liability Company: 54.6%
- Professional Corporation: 12.7%

2018 / 2016

- Sole Proprietorship: 17.13% to 12.73%
- Partnership: 13.29% to 12.73%
- Professional Limited Liability Company: 50.70% to 54.55%
- Professional Corporation: 18.88% to 20.00%
Compared to last year, on the whole, are the economic circumstances of practicing law:

- Better: 26.92%
- Worse: 15.16%
- About the same: 57.92%

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

- None: 7.48%
- More than 20: 8.62%
- 16 to 20: 6.80%
- 10 to 15: 17.01%
- 5 to 9: 22.68%
- Less than 5: 37.41%
In an average month, how many hours do you spend on pro bono legal work?

- 17 or more: 4.98%
- 11 to 16: 3.79%
- 6 to 10: 17.06%
- 5 or less: 74.17%

How many work days in 2018 did you take for vacation time?

- None: 2.90%
- More than 20 days: 7.59%
- 16 to 20 days: 12.28%
- 10 to 15 days: 29.02%
- 5 to 9 days: 34.15%
- Less than 5: 14.06%
With regards to your own activities, the quantity of your work is:
(2018 / 2016 Comparative)

2018

- All you can handle: 60.32%
- More than you prefer to handle: 18.82%
- Insufficient to keep you busy: 20.86%

2018 / 2016

- All you can handle: 2018 - 60.32%, 2016 - 58.44%
- More than you prefer to handle: 2018 - 20.86%, 2016 - 23.81%
- Insufficient to keep you busy: 2018 - 18.82%, 2016 - 17.75%
In determining fees, rate the following factors:

- **Time limitations imposed by client or circumstances**
  - Not at all Important: 11.02%
  - Moderately Important: 36.64%
  - Very Important: 52.34%

- **Fees customarily charged in your area for similar work**
  - Not at all Important: 8.54%
  - Moderately Important: 45.73%
  - Very Important: 45.73%

- **Other clients not accepted due to conflict**
  - Not at all Important: 31.58%
  - Moderately Important: 44.60%
  - Very Important: 23.82%

- **Amount of time involved**
  - Not at all Important: 4.16%
  - Moderately Important: 29.09%
  - Very Important: 66.76%

- **Your reputation, experience and ability as a lawyer**
  - Not at all Important: 4.12%
  - Moderately Important: 26.65%
  - Very Important: 69.23%

- **Results obtained**
  - Not at all Important: 15.19%
  - Moderately Important: 45.58%
  - Very Important: 39.23%

- **Novelty & difficulty of the work involved**
  - Not at all Important: 6.35%
  - Moderately Important: 27.90%
  - Very Important: 65.75%

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

- **Grow rapidly**: 1.50%
- **Grow somewhat**: 29.32%
- **Remain stable**: 49.62%
- **Shrink somewhat**: 19.55%
Do you have professional liability insurance?

- Yes: 69.76%
- No: 30.24%

Should attorneys be required to maintain professional liability insurance?

- Yes: 71.19%
- No: 28.81%
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?

- None: 41.23%
- Other: 18.52%
- Direct mail solicitation: 2.22%
- Internet: 46.17%
- Newsletter/Brochure: 15.80%
- Yellow Pages: 9.38%
- Television: 6.17%
- Radio: 7.41%
- Billboard: 5.19%
- Newspaper: 9.63%
Would you pursue the legal profession as a career if you were making the decision again?

- Yes: 61.73%
- No: 38.27%

What are your expectations with the practice of law?

- Unsure: 8.62%
- Remaining the same: 38.55%
- Becoming unsatisfying enough to change my practice area: 3.85%
- Becoming unsatisfying enough to stop practicing law: 7.94%
- Becoming less satisfying: 13.83%
- Becoming more satisfying: 27.21%
Do you get personal satisfaction from the practice of law?

- 29.71% A great deal
- 40.82% None
- 26.30% Too little
- 3.17% Enough

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

- 40.41% Increased
- 47.26% Decreased
- 5.71% Stayed the same
- 6.62% No opinion
What are your perceptions of the current economic conditions for your law practice compared to prior years? (2018 / 2016 Comparative)

- **About the same**
  - 2016: 46.90%
  - 2018: 46.57%

- **Worse**
  - 2016: 34.51%
  - 2018: 30.50%

- **Better**
  - 2016: 18.58%
  - 2018: 22.93%

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

- **About the same**: 54.33%
- **Better**: 22.95%
- **Worse**: 22.72%