

STATE BAR OF MICHIGAN

2014

Economics of Law Practice in Michigan

The 2014 Desktop Reference on the Economics of Law Practice in Michigan



SBM
STATE BAR OF MICHIGAN

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Economics of Law Practice in Michigan

The 2014 Desktop Reference of the Economics of Law Practice in Michigan

July 2014

Please note the survey was conducted in early 2014 with respondents noting 2013 income.

Introduction

This State Bar of Michigan Economics of Law Practice Report provides current information on the economics of law practice. It is based on a March 2014 survey of the membership and is downloadable online at no charge from the SBM website.

The survey has two objectives:

- To provide timely, relevant and accurate information to inform and guide practical management and planning decisions by Michigan attorneys, including private and non-private practitioners including the judiciary and government workers
- To monitor key trends within the legal profession, based on previous survey research and analysis

Similar studies were undertaken over the past two decades. Survey coverage included:

- Attorney demographics
- Attorney income by practice category, gender, field of law, office location, work status (full- versus part-time), years in practice and firm size
- Prevailing average hourly billing rates by practice class, firm size, field of practice, judicial circuit, county and office location
- Time allocated to billable and non-billable professional activities
- Law office management practices, and
- Perceptions regarding current and future economic circumstances related to law practice including law school debt

Methods and Measures

In late 2014 an online confidential survey instrument (“questionnaires”) were e-mailed to 33,496 attorneys, (18,610 private practitioners and 14,886 non-private practitioners) inviting participation by all active attorneys who were members of the State Bar or Michigan. The data was obtained from approximately 3,892 returned surveys. **The economic data provides measures of central tendency and spread.**

Measures of Central Tendency

The economic data is presented in measures of central tendency (mean and median) and dispersion or spread (percentiles).

The mean (also called the average or arithmetic average) is calculated by adding the values of all responses, then dividing by the number of responses.

Example: Three responses—1, 2 and 3—are reported.

The average is calculated by adding their values (1 + 2 + 3 = 6), then dividing by the number of responses (3).

Thus, the average is $6 \div 3 = 2$.

The median is the middle value of a series (distribution) of values, which is initially rank-ordered (from low to high or vice versa). By definition, half the numbers are greater and half are less than the median. Both mean and median values are used throughout this survey report to denote the measure of central tendency. Use of the median as a

statistic for central tendency reduces the effect of “outliers” (extremely high or low values, such as 30), while the average does not.

Example: Three responses—1, 2 and 30—are reported. Median is the middle number of the order of distribution (1, 2, 30) or 2. The average of this same distribution is $33 \div 3 = 11$.

The dispersion of data around the median (the 50th percentile) is reported in three increments:

25th percentile (lower quartile): One-fourth of the values are less and three-fourths are more than this value.

75th percentile (upper quartile): Three-fourths of the values are less and one-fourth are more than this value.

95th percentile: Ninety-five percent of the values are less and five percent are more than this value.

Geographic Areas Defined

The survey divided Michigan into geographic areas by greater metropolitan area and sub portions of Wayne, Oakland and Macomb counties as well as by judicial circuit for aggregation and reporting key statistics generated from the data.

Interpreting Findings

The survey was conducted in early 2014 and respondents reported income for 2013. To denote gaps, such as the “gender gap” of reported income, the term “gap” is used on selected exhibits as a proportion calculated as the median value of one group divided by another. Hypothetically, a reported median income of \$85,000 for a group of female attorneys divided by \$100,000 for a like group of male attorneys yields the proportion of .85. This could be interpreted in plain English as this group (cohort) of females earns “85 cents on the dollar” compared against their male cohort.

Despite the use of the median to reduce the effect of extremely high or low values (“outliers”), as noted above, readers should use particular caution in interpreting data when only a small number of responses are available. In such cases, readers are advised to “group up” to a larger geographic area or practice category, where appropriate, in order not to distort reality. Generally, no value is represented if fewer than five responses were reported.

In some instances, an exhibit may list fewer than two responses if the data was deemed important enough, with the understanding that the reader should use care when drawing inferences from such a small sample. Findings should be considered and used only in their entirety to avoid misconstruing the meaning of individual exhibits within this report.

Comparison of Active Michigan Residents and Survey Respondents¹

	Total Members	Percent	Respondents	Percent
Private Practitioners	17,391	50.8	2,734	70.2
Non-Private Practitioners	16,813	49.2	1,158	29.8
Total	34,204	100.0	3,892	100.0

¹ Private practitioners were more likely to respond to the survey than non-private practitioners. It is likely that private practitioners were more interested in survey results.

Active Michigan Residents in Private Practice and Private Practice Survey Respondents by Geographic Region

	Total Private Practitioners	Percent	Survey Respondents	Percent
Southeast Michigan ¹	11,042	64.2	1,511	56.8
All Others in State	6,152	35.8	1,148	43.2
Total	17,194	100.0	2,659 ²	100.0

¹ Southeast Michigan Includes Wayne, Oakland, Macomb, Washtenaw and Livingston Counties.

² Totals do not include individuals not reporting a primary work county.

Active Michigan Residents in Non-Private Practice and Non-Private Practice Survey Respondents by Geographic Region

	Total Private Practitioners	Percent	Survey Respondents	Percent
Southeast Michigan ¹	10,114	61.1	484	42.5
All Others in State	6,429	38.9	655	57.5
Total	16,543	100.0	1,139 ²	100.0

¹ Southeast Michigan Includes Wayne, Oakland, Macomb, Washtenaw and Livingston.

² Totals do not include individuals not reporting a primary office location.

Active Michigan Residents in Private Practice and Survey Respondents in Private Practice by Gender

	Total Private Practitioners	Percent	Survey Respondents	Percent
Male	12,736	74.1	1,997	73.9
Female	4,456	25.9	705	26.1
Total	17,192	100.0	2,702	100.0

Active Michigan Residents in Non-Private Practice and Survey Respondents in Non-Private Practice by Gender

	Total Non-Private Practitioners	Percent	Survey Respondents	Percent
Male	10,118	61.2	633	55.7
Female	6,423	38.8	503	44.3
Total	16,541	100.0	1,136	100.0

Characteristics of the Respondents

This section summarizes demographic characteristics of the survey respondents, including their practice classification, work status (full- vs. part-time), years in practice and firm size (measured by number of attorneys).

Practice Classification for Private Practitioners Responding to the Survey

	Number	Percent
Sole Practitioner, office outside of home	490	20.1
Sole Practitioner, working out of home office	245	10.0
Sole Practitioner, sharing space	151	6.2
Managing Partner	178	7.3
Equity Partner/Shareholder	582	23.9
Non-Equity Partner	161	6.6
Of Counsel	54	2.2
Senior Associate	121	5.0
Associate	385	15.8
Arbitrator/Mediator	9	.4
Assigned Counsel	2	.1
Other	60	2.5
Total	2,438	100.0

Practice Classification for Non-Private Practitioners Responding to the Survey

	Number	Percent
Academia	44	3.9
Law School	40	3.5
In-House Counsel	268	23.7
Judge	56	5.0
Other Judiciary	77	6.8
Legal Service Agency	75	6.6
Federal Government	77	6.8
Local Government	158	14.0
State Government	157	13.9
Governmental Relations	4	.4
Military	6	.5
Non-Law Related	25	2.2
Non-Profit Org	61	5.4
Retired	31	2.7
Other	52	4.6
Total	1,131	100.0

Private Practitioners and Non-Private Practitioners by Full- or Part-Time Work Status and Gender

	Private Number	Private Percent	Non-Private Number	Non-Private Percent
Female Full-Time	574	21.2	458	40.3
Female Part-Time	131	4.8	45	4.0
Male Full-Time	1,747	64.7	604	53.2
Male Part-Time	250	9.3	29	2.6
Total	2,702	100.0	1,136	100.0

Private and Non-Private Survey Respondents by Office Location

	Private	% Private	Non-Private	% Non-Private
Downtown Detroit & New Center area	167	6.1	171	15.0
Detroit, not downtown	16	0.6	10	0.9
Remainder Wayne County	148	5.4	43	3.8
Oakland County (north of M-59)	73	2.7	46	4.0
Oakland County (south of M-59)	655	24.1	80	7.0
Southfield	176	6.5	37	3.2
Mount Clemens area	44	1.6	19	1.7
Remainder Macomb County	101	3.7	10	0.9
Ann Arbor area	133	4.9	63	5.5
Livingston County	29	1.1	5	0.4
Battle Creek area	24	0.9	8	0.7
Bay City/Midland/Saginaw area	56	2.1	26	2.3
Flint area	70	2.6	27	2.4
Grand Rapids area	341	12.6	67	5.9
Jackson area	32	1.2	13	1.1
Traverse City area	43	1.6	10	0.9
Kalamazoo area	71	2.6	37	3.2
Muskegon area	46	1.7	11	1.0
Lansing area	177	6.5	202	17.7
Mid-Michigan area	41	1.5	22	1.9
Other metro areas	21	0.8	6	0.5
Out state, lower peninsula	47	1.7	18	1.6
Upper Peninsula	35	1.3	16	1.4
Northern Michigan, lower peninsula	60	2.2	24	2.1
Out of state	111	4.1	168	14.7
Total	2,717	100.0	1,139	100.0

Survey Respondents by Years in Practice

	Private Number	Private Percent	Non-Private Number	Non-Private Percent
<1	9	0.3	4	.4
1 to 2	156	5.8	85	7.5
3 to 5	211	7.8	120	10.6
6 to 10	343	12.7	166	14.6
11 to 15	240	8.9	128	11.3
16 to 25	560	20.7	229	20.1
26 to 30	275	10.2	133	11.7
31 to 35	336	12.4	131	11.5
>35	574	21.2	141	12.4
Total	2,704	100.0	1,137	100.0

Respondents in Private Practice by Firm Size¹

	Number	Percent
1	952	36.5
2	264	10.1
3	159	6.1
4 to 6	325	12.5

Respondents in Private Practice by Firm Size¹

	Number	Percent
7 to 10	206	7.9
11 to 20	196	7.5
21 to 50	225	8.6
>50	279	10.7
Total	2,606	100.0

¹ Based on the number of FTE attorneys in the office location where the respondent practices

Billing Rates for Private Practitioners**Hourly Billing Rates by Years in Practice for Private Practitioners**

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
<1	8	138	163	172	214	250
1 to 2	140	150	189	189	225	284
3 to 5	197	160	200	205	250	317
6 to 10	326	180	225	236	283	370
11 to 15	228	195	250	260	300	435
16 to 25	544	200	269	291	350	488
26 to 30	264	200	250	279	347	500
31 to 35	319	200	250	276	300	515
>35	540	200	250	285	350	525
Total	2,566	192	245	264	310	483

Hourly Billing Rates by Firm Size for Private Practitioners¹

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
1	902	175	210	222	250	375
2	249	183	225	248	275	400
3	155	200	250	259	300	400
4 to 6	302	192	235	259	300	450
7 to 10	201	192	250	273	325	455
11 to 20	184	201	260	290	366	500
21 to 50	217	212	288	299	340	520
>50	277	280	375	377	475	570
Total	2,487	192	245	265	313	485

¹ Based on the number of FTE attorneys in the office location where the respondent practices

2013 Attorney Hourly Billing Rates by Office Location

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Downtown Detroit & New Center area	159	195	275	304	400	550
Detroit, not downtown	16	150	250	243	313	538
Remainder Wayne County	139	195	225	227	250	350
Oakland County (north of M-59)	69	200	250	266	300	563
Oakland County (south of M-59)	625	200	250	280	325	495
Southfield	157	210	275	308	395	550
Mount Clemens area	40	181	225	232	258	383

2013 Attorney Hourly Billing Rates by Office Location

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Remainder Macomb County	94	192	225	237	285	400
Ann Arbor area	127	200	275	290	350	520
Livingston County	29	192	200	213	250	275
Battle Creek area	24	163	200	203	250	250
Bay City/Midland/Saginaw area	52	178	216	228	250	450
Flint area	66	180	215	238	275	400
Grand Rapids area	330	210	280	298	370	510
Jackson area	29	167	185	210	240	370
Traverse City area	42	175	200	206	240	288
Kalamazoo area	68	178	243	242	295	400
Muskegon area	44	175	200	231	250	455
Lansing area	171	175	230	241	297	400
Mid-Michigan area	38	150	184	202	250	350
Other metro areas	20	150	175	190	207	363
Out state, lower peninsula	47	175	200	212	242	383
Upper Peninsula	33	123	173	158	195	225
Northern Michigan, lower peninsula	58	153	200	197	222	333
Out of state	103	225	300	312	355	613
Total	2,580	192	245	265	312	485

Hourly Billing Rates by Field of Practice¹

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Administrative law	85	200	250	284	350	520
Appellate law	139	195	275	274	350	480
Arbitration/Mediation	89	200	260	285	325	550
Auto (not lemon) law	38	250	350	344	400	550
Auto no fault	142	150	250	300	400	550
Bankruptcy, creditor	73	250	295	327	350	510
Bankruptcy, debtor	124	195	223	230	260	350
Business planning	337	215	260	289	325	520
Civil litigation	768	210	275	290	345	500
Civil rights	74	200	250	276	350	450
Collections, creditor	107	175	200	225	260	375
Collections, debtor	14	225	300	295	385	400
Condemnation law	5	250	300	291	330	400
Construction law	70	225	275	287	325	465
Consumer law (including lemon law)	44	200	335	321	400	500
Criminal (private defendant)	293	175	200	222	250	360
Criminal (public defendant)	111	50	85	112	190	250
Employment law (plaintiff)	94	200	250	274	330	450
Employment law (defense)	145	225	275	285	340	455
Environmental law	40	245	300	319	363	528
Family law	509	175	200	221	250	350
Foreclosure, debtor	6	200	210	237	350	350
Foreclosure, lender	48	198	215	237	250	435

Hourly Billing Rates by Field of Practice¹

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
General practice	284	175	210	227	250	360
Health & hospital law	62	245	298	330	420	550
Immigration law	27	175	250	254	300	405
Insurance law	149	150	195	236	300	455
Intellectual property/trade secrets	120	250	333	342	425	550
Landlord/tenant (commercial)	30	190	250	254	300	445
Landlord/tenant (residential)	67	165	200	189	210	250
Medical malpractice (plaintiff)	39	350	400	474	500	1000
Medical malpractice (defendant)	51	150	175	171	185	238
Other civil law	261	200	250	272	325	500
Other professional liability	40	223	315	320	388	500
Personal injury (defendant)	119	150	165	190	200	325
Personal injury (plaintiff)	184	250	350	358	400	600
Probate, administration, decedent' 'estates	371	195	225	234	250	395
Guardianship & conservatorship	103	175	210	215	250	350
Probate litigation, decedents' estates	90	200	243	250	275	460
Probate, trust administration	198	200	250	272	300	475
Probate, trust litigation	68	243	295	300	350	460
Product liability	29	220	300	304	350	500
Public benefits	14	180	225	231	250	395
Public corporation law (including city & village)	71	140	175	196	225	445
Real estate	369	200	250	257	300	450
Securities law	31	275	400	387	500	600
Tax law	137	250	300	331	410	550
Workers' compensation employee	25	200	250	244	300	400
Workers' compensation employer	27	100	115	115	125	145
Total	6,321	195	250	263	300	480

¹ Excludes individuals not reporting a field of practice or an hourly rate

2013 Attorney Hourly Billing Rates by County

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Alcona	3	153	195	183	200	200
Alger	5	175	197	181	200	225
Allegan	55	193	225	249	290	425
Alpena	9	180	185	188	200	210
Antrim	26	175	210	208	233	275
Arenac	1	.	.	.	.	.
Baraga	5	110	175	152	180	195
Barry	16	223	258	259	292	333
Bay	47	175	225	233	275	450
Benzie	14	150	205	219	235	625
Berrien	47	175	217	238	267	400
Branch	11	150	190	195	240	250
Calhoun	54	175	201	220	250	375
Cass	21	160	200	228	255	400

2013 Attorney Hourly Billing Rates by County

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Charlevoix	18	200	220	251	280	545
Cheboygan	8	175	200	215	252	333
Chippewa	4	165	183	184	203	205
Clare	8	204	255	259	320	350
Clinton	56	186	225	234	263	350
Crawford	5	150	180	187	225	250
Delta	7	105	133	136	175	200
Dickinson	4	131	181	184	238	250
Eaton	91	175	213	220	250	340
Emmet	24	198	226	242	254	445
Genesee	129	180	217	241	275	400
Gladwin	2	167	208	208	250	250
Gogebic	2	83	179	179	275	275
Grand Traverse	66	167	211	213	250	325
Gratiot	11	183	225	255	307	500
Hillsdale	4	179	190	235	292	383
Houghton	8	123	167	163	185	250
Huron	3	320	325	363	445	445
Ingham	218	175	232	249	300	480
Ionia	11	185	200	226	250	375
Iosco	8	139	193	198	260	325
Iron	2	125	149	149	173	173
Isabella	20	179	220	223	250	342
Jackson	49	167	190	231	300	400
Kalamazoo	121	190	242	258	320	450
Kalkaska	8	125	200	178	220	250
Kent	389	208	280	298	370	510
Keweenaw	1	.	.	.	.	.
Lake	0	.	.	.	.	.
Lapeer	37	175	205	242	250	450
Leelanau	27	157	223	210	250	300
Lenawee	34	183	241	250	300	420
Livingston	86	185	225	231	267	350
Luce	1	.	.	.	.	.
Mackinac	6	200	228	214	250	250
Macomb	675	200	250	262	300	450
Manistee	5	205	210	209	225	255
Marquette	23	137	180	181	225	300
Mason	4	153	190	179	205	210
Mecosta	9	150	200	210	250	335
Menominee	3	75	143	131	175	175
Midland	33	185	228	249	275	470
Missaukee	3	125	150	162	210	210
Monroe	35	167	183	253	250	900
Montcalm	18	195	241	254	333	450
Montmorency	9	175	200	193	210	233
Muskegon	72	182	233	269	328	455

2013 Attorney Hourly Billing Rates by County

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Newaygo	13	175	193	194	200	275
Oakland	1226	200	250	278	325	500
Oceana	9	127	180	188	200	383
Ogemaw	6	125	163	150	180	195
Ontonagon	3	83	173	186	300	300
Osceola	5	167	200	185	210	250
Oscoda	1	.	.	.	.	.
Otsego	13	150	200	198	225	300
Ottawa	182	200	250	278	325	485
Presque Isle	5	185	200	192	200	210
Roscommon	6	150	165	174	192	250
Saginaw	80	172	225	244	299	468
Sanilac	3	57	60	106	200	200
Schoolcraft	3	107	175	159	197	197
Shiawassee	23	175	200	282	250	900
St. Clair	29	180	200	215	250	325
St. Joseph	21	200	235	230	250	300
Tuscola	13	155	200	189	220	238
Van Buren	36	155	201	215	250	360
Washtenaw	245	200	250	284	342	510
Wayne	1195	200	250	275	325	500
Wexford	10	167	230	238	288	350
Statewide Practice	45	201	263	301	375	560
Out of state practice	125	223	300	336	425	625
Total	5,968	192	245	264	309	480

2013 Attorney Hourly Billing Rates by Circuit

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Hillsdale	4	179	190	235	292	383
Berrien	47	175	217	238	267	400
Wayne	1,195	200	250	275	325	500
Jackson	49	167	190	231	300	400
Barry	16	223	258	259	292	333
Oakland	1,226	200	250	278	325	500
Genesee	129	180	217	241	275	400
Ionia, Montcalm	29	193	240	244	300	375
Kalamazoo	121	190	242	258	320	450
Saginaw	80	172	225	244	299	468
Alger, Luce, Mackinac, Schoolcraft	15	175	200	191	225	250
Baraga, Houghton, Keweenaw	14	110	174	160	180	250
Antrim, Grand Traverse, Leelanau	119	167	213	211	250	300
Muskegon	72	182	233	269	328	455
Branch	11	150	190	195	240	250
Macomb	675	200	250	262	300	450
Kent	389	208	280	298	370	510
Bay	47	175	225	233	275	450
Benzie, Manistee	19	150	205	217	235	625

2013 Attorney Hourly Billing Rates by Circuit

	Number	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Ottawa	182	200	250	278	325	485
Isabella	20	179	220	223	250	342
Washtenaw	245	200	250	284	342	510
Alcona, Arenac, Iosco, Oscoda	26	150	198	191	222	320
Sanilac	3	57	60	106	200	200
Marquette	23	137	180	181	225	300
Alpena, Montmorency	18	175	188	190	210	233
Newaygo, Oceana	22	160	187	192	200	275
Missaukee, Wexford	13	150	210	220	275	350
Clinton, Gratiot	67	185	225	238	275	350
Ingham	218	175	232	249	300	480
St. Clair	29	180	200	215	250	325
Gogebic, Ontonagon	5	83	173	183	275	300
Charlevoix	18	200	220	251	280	545
Ogemaw, Roscommon	12	138	163	162	186	250
Shiawassee	23	175	200	282	250	900
Van Buren	36	155	201	215	250	360
Calhoun	54	175	201	220	250	375
Monroe	35	167	183	253	250	900
Lenawee	34	183	241	250	300	420
Lapeer	37	175	205	242	250	450
Dickinson, Iron, Menominee	9	125	143	159	175	250
Midland	33	185	228	249	275	470
Cass	21	160	200	228	255	400
Livingston	86	185	225	231	267	350
St. Joseph	21	200	235	230	250	300
Crawford, Kalkaska, Otsego	13	130	200	181	225	250
Delta	7	105	133	136	175	200
Allegan	55	193	225	249	290	425
Mecosta, Osceola	14	150	200	201	250	335
Chippewa	4	165	183	184	203	205
Lake, Mason	4	153	190	179	205	210
52 Huron	3	320	325	363	445	445
Cheboygan, Presque Isle	13	185	200	206	210	333
54 Tuscola	13	155	200	189	220	238
Clare, Gladwin	10	183	250	249	307	350
Eaton	91	175	213	220	250	340
Emmet	24	198	226	242	254	445
Statewide Practice	45	201	263	301	375	560
Out of State Practice	125	223	300	336	425	625
Total	5,968	192	245	264	309	480

Attorney Income in 2013

This section summarizes attorney income from the practice of law for the calendar year 2013. Information is arrayed by practice category or class, income group, gender and work status, field of law and firm size.

For 2013 median income reported for all private practitioners (part- and full-time) was \$100,000 and the mean is 178,340. The median income for non-private practitioners is \$90,000 and the mean is \$119,378.

2013 Reported Attorney Income by Practice Classification – Private Practitioners¹

	Number	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Sole Practitioner, office outside of home	444	40,000	75,000	120,929	145,000	325,000
Sole Practitioner, working out of home office	222	9,563	25,083	47,881	64,000	175,000
Sole Practitioner, sharing space	138	40,000	70,000	92,728	103,000	300,000
Managing Partner	161	104,000	200,000	329,036	350,000	1,100,000
Equity Partner/Shareholder	528	132,287	215,000	300,921	350,000	750,000
Non-Equity Partner	142	121,000	174,500	181,482	211,000	360,000
Of Counsel	49	45,000	114,000	134,404	180,000	362,352
Senior Associate	109	85,000	105,000	123,595	143,000	250,000
Associate	342	50,000	70,000	79,412	97,000	139,935
Arbitrator/Mediator	8	4,250	42,500	131,688	230,000	500,000
Assigned Counsel	2	0	51,250	51,250	102,500	102,500
Other	51	60,000	100,000	559,055	150,000	950,000
Total	2,196	52,900	100,000	178,340	200,000	500,000

¹ Practice classification is self-reported

2013 Reported Attorney Income by Practice Classification – Non-Private Practitioners¹

	Number	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Academia	41	50,000	75,000	101,131	141,500	200,000
Law School	38	58,000	81,695	96,208	149,000	200,000
In-House Counsel	246	87,000	125,000	167,194	185,000	400,000
Judge	55	138,000	139,900	139,646	140,000	176,000
Other Judiciary	76	49,000	68,747	258,477	90,175	125,000
Legal Service Agency	70	42,132	55,000	56,944	71,938	95,000
Federal Government	70	83,000	111,100	112,053	144,000	165,000
Local Government	147	52,000	75,000	75,125	98,500	116,000
State Government	152	67,500	90,000	87,722	107,570	134,000
Governmental Relations	2	100,000	117,500	117,500	135,000	135,000
Military	5	70,000	80,000	71,363	80,000	85,000
Non-Law Related	22	30,000	58,000	72,701	96,000	180,000
Non-Profit Org	59	42,000	58,000	76,968	102,000	220,000
Retired	15	2,000	20,000	57,333	130,000	155,500
Other	45	50,000	69,000	99,002	102,458	300,000
Total	1,043	58,000	90,000	119,378	125,000	220,000

¹ Practice classification is self-reported

2013 Survey Respondents Attorney Income by Work Status and Gender, Private and Non-Private Practitioners

Private Practitioners

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Female part-time	119	8,000	28,000	44,563	60,000	175,000
Female full-time	512	53,500	89,000	123,969	145,000	310,000
Male part-time	228	12,000	47,500	124,303	100,000	450,000
Male full-time	1,588	70,000	125,000	211,742	240,000	500,000
Total	2,447	53,000	100,000	177,099	200,000	497,000

Non-Private Practitioners

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Female part-time	36	3,750	22,000	37,532	54,000	142,080
Female full-time	425	55,000	80,000	123,740	110,000	160,000
Male part-time	26	13,000	27,500	43,137	65,000	120,000
Male full-time	574	70,000	100,000	123,030	140,000	275,000
Total	1,061	58,000	90,000	118,456	125,000	220,000

Median Income by Years in Practice and Practice Classification for Private Practitioners

	1 to 2	3 to 5	6 to 10	11 to 15	16 to 26	26 to 30	31 to 35	>35
Sole Practitioner, office outside of home	7,500	37,500	65,434	70,000	72,755	90,000	100,000	82,500
Sole Practitioner, working out of home office	2,500	12,000	21,000	18,000	40,000	48,592	52,000	23,000
Sole Practitioner, sharing space	8,250	28,500	50,000	52,000	77,500	90,000	81,500	80,000
Managing Partner	21,926	90,000	147,500	134,000	241,500	250,000	180,000	250,000
Equity Partner/Shareholder	19,500	90,500	150,000	178,000	250,000	230,000	210,000	225,000
Non-Equity Partner	.	.	144,500	190,000	190,000	137,500	147,500	225,000
Of Counsel	.	.	39,000	79,500	177,500	180,000	153,500	67,500
Senior Associate	.	103,000	107,000	117,500	90,000	110,000	164,000	100,000
Associate	50,000	73,500	82,000	77,000	80,000	52,000	92,000	42,000
Arbitrator/Mediator	.	.	.	.	.	.	65,000	20,000
Assigned Counsel	.	.	102,500	.	.	.	.	.
Other	60,000	116,000	60,000	90,000	87,500	120,000	125,000	141,000
Total	37,500	64,000	86,000	110,000	150,000	130,000	132,000	120,000

Median Income by Years in Practice and Practice Classification for Non-Private Practitioners

	1 to 2	3 to 5	6 to 10	11 to 15	16 to 25	26 to 30	31 to 35	> 35
Academia	.	88,017	75,000	72,000	119,000	68,000	50,000	86,000
Law School	.	51,500	92,000	78,000	84,000	136,000	157,000	128,500
In-House Counsel	63,000	80,000	105,500	140,000	160,000	160,000	185,000	196,000
Judge	60,000	.	75,000	147,000	139,450	140,000	139,250	139,919
Other Judiciary	41,850	50,652	55,500	46,500	80,000	80,000	90,329	90,350
Legal Service Agency	32,000	40,000	46,625	57,000	63,500	76,000	75,000	80,969
Federal Government	63,701	83,500	95,000	120,000	116,000	155,000	130,500	147,000
Local Government	35,000	49,000	57,000	68,750	87,000	100,000	93,000	105,000

Median Income by Years in Practice and Practice Classification for Non-Private Practitioners

	1 to 2	3 to 5	6 to 10	11 to 15	16 to 25	26 to 30	31 to 35	> 35
State Government	14,762	56,500	72,000	103,500	92,500	117,000	100,000	107,640
Governmental Relations	.	.	.	.	135,000	100,000	.	.
Military	.	.	77,500	80,000	.	.	.	.
Non-Law Related	27,243	63,500	60,000	75,000	63,000	30,000	96,000	180,000
Non-Profit Org	41,000	52,000	52,000	64,000	70,000	94,500	43,500	116,500
Retired	.	.	.	.	.	48,000	15,000	45,000
Other	43,500	60,000	60,750	76,500	88,500	200,000	3,500	140,000
Total	45,000	60,000	75,000	92,500	98,500	115,000	105,500	130,000

Full- and Part-Time Private Practitioners Income by Years in Practice

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
<1	6	0	5,975	17,325	42,000	50,000
1 to 2	136	11,000	41,000	52,964	62,500	112,000
3 to 5	187	40,000	61,000	72,879	94,000	180,000
6 to 10	313	51,000	85,000	105,414	120,000	228,179
11 to 15	220	65,000	110,000	179,214	195,000	400,000
16 to 25	515	70,000	150,000	207,514	250,000	500,000
26 to 30	249	65,000	130,000	218,195	233,000	530,000
31 to 35	307	75,000	132,000	185,186	240,000	500,000
>35	511	55,590	120,000	233,548	250,000	600,000
Total	2,444	52,650	100,000	176,249	200,000	496,000

Full-Time Only Private Practitioners Income by Years in Practice

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
<1	5	0	11,950	20,790	42,000	50,000
1 to 2	113	20,800	50,000	61,568	70,000	115,000
3 to 5	156	49,500	70,000	80,199	95,750	200,000
6 to 10	276	62,500	90,650	109,386	125,708	230,000
11 to 15	203	74,000	115,000	186,550	200,000	400,000
16 to 25	458	75,000	152,500	216,297	275,000	525,000
26 to 30	211	75,000	150,000	242,580	250,000	550,000
31 to 35	272	85,000	145,000	196,431	250,000	500,000
>35	393	80,000	147,700	265,896	273,470	649,000
Total	2,087	65,000	115,000	189,654	210,000	500,000

Part-Time Only Private Practitioners Income by Years in Practice

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
<1	1	0	0	0	0	0
1 to 2	23	0	4,500	10,691	20,000	35,000
3 to 5	29	5,500	20,000	34,838	60,000	108,500
6 to 10	35	12,000	39,000	77,116	74,000	176,694
11 to 15	17	15,000	30,000	91,618	80,000	575,000
16 to 25	56	20,000	49,000	139,335	125,000	500,000
26 to 30	36	12,500	37,500	82,250	104,000	340,000

Part-Time Only Private Practitioners Income by Years in Practice

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
31 to 35	32	9,000	50,000	86,278	100,000	290,000
>35	113	12,000	42,900	126,868	90,000	350,000
Total	342	10,000	40,000	97,583	80,000	300,000

Non-Private Practitioners Income by Years in Practice and Gender

	Female Number	Female Median	Male Number	Male Median
< 1	2	27,500	1	9,000
1 to 2	37	40,000	40	49,000
3 to 5	54	55,000	63	67,000
6 to 10	77	66,000	73	83,000
11 to 15	69	80,890	49	106,000
16 to 25	112	92,241	106	101,000
26 to 30	43	96,000	80	126,740
31 to 35	47	94,000	73	116,000
>35	16	101,000	105	135,000
Total	457	75,000	590	100,000

Non-Private Practitioners 2013 Median Income by Years in Practice and Gender

	Female Private Practitioners Median	Female Non-Private Practitioners Median	Male Private Practitioners Median	Male Non-Private Practitioners Median
<1	42,000	27,500	0	9,000
1 to 2	36,250	40,000	45,000	49,000
3 to 5	51,000	55,000	75,000	67,000
6 to 10	75,500	66,000	95,000	83,000
11 to 15	88,828	80,890	127,500	106,000
16 to 25	100,000	92,241	175,000	101,000
26 to 30	92,500	96,000	150,000	126,740
31 to 35	109,000	94,000	137,000	116,000
>35	78,500	101,000	120,000	135,000
Total	75,000	75,000	116,350	100,000

2013 Attorney Income by Primary Field of Law, Private Practitioners

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Administrative law	44	52,500	94,000	123,753	139,708	425,000
Appellate law	46	72,510	112,500	150,536	188,000	360,000
Arbitration/Mediation	29	15,000	65,000	123,142	125,000	350,000
Auto (not lemon) law	7	110,000	165,000	258,143	349,000	750,000
Auto no fault	79	80,000	150,000	228,854	330,000	550,000
Bankruptcy, creditor	29	77,000	150,000	180,598	200,000	498,000
Bankruptcy, debtor	77	30,000	55,000	86,255	85,000	295,000
Business planning	102	75,000	120,000	155,043	217,000	400,000
Civil litigation	302	75,000	129,500	188,326	225,000	500,000
Civil rights	21	65,000	100,000	169,440	160,000	400,000
Collections, creditor	40	50,000	86,500	146,240	138,000	387,500
Collections, debtor	2	100,000	425,000	425,000	750,000	750,000

2013 Attorney Income by Primary Field of Law, Private Practitioners

	Number	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Condemnation law	1	.	.	.	.	.
Construction law	13	115,000	175,000	240,192	280,000	1,000,000
Consumer law (including lemon law)	19	58,505	100,000	114,934	150,000	350,000
Criminal (private defendant)	105	17,000	50,000	308,779	120,000	250,000
Criminal (public defendant)	68	16,000	36,000	83,918	50,000	100,000
Employment law (plaintiff)	54	55,688	122,500	158,503	190,000	400,000
Employment law (defense)	59	90,000	200,000	217,630	300,000	500,000
Environmental law	15	65,000	125,000	177,058	300,000	480,000
Family law	260	40,000	70,000	96,198	120,000	275,000
Foreclosure, debtor	1	.	.	.	.	.
Foreclosure, lender	13	111,000	140,000	340,077	260,000	1,500,000
General practice	84	22,500	60,000	83,335	93,500	300,000
Health & hospital law	25	100,000	155,000	206,610	280,000	525,000
Immigration law	11	40,000	93,000	203,636	395,000	850,000
Insurance law	52	57,500	122,500	229,770	231,000	750,000
Intellectual property/trade secrets	86	90,000	152,000	234,048	300,000	530,000
Landlord/tenant (commercial)	3	12,000	20,000	230,667	660,000	660,000
Landlord/tenant (residential)	11	25,000	50,000	90,348	150,000	275,000
Medical malpractice (plaintiff)	29	150,000	258,000	340,381	480,000	800,000
Medical malpractice (defendant)	27	90,000	135,000	179,778	210,000	550,000
Other civil law	62	60,000	100,000	213,857	230,000	750,000
Other professional liability	6	70,000	152,500	218,000	400,000	500,000
Personal injury (defendant)	40	94,243	133,500	151,837	175,000	356,500
Personal injury (plaintiff)	105	85,000	175,000	326,373	303,000	1,200,000
Probate, administration, decedents' estates	132	50,000	76,000	112,012	120,000	350,000
Guardianship & conservatorship	9	30,000	50,000	66,444	70,000	240,000
Probate litigation, decedents' estates	16	58,031	86,000	86,054	105,000	250,000
Guardianship & conservatorship	2	12,000	43,500	43,500	75,000	75,000
Probate, trust administration	64	66,600	108,000	143,067	192,500	454,000
Probate, trust litigation	21	90,000	208,000	222,714	300,000	472,000
Product liability	9	84,000	260,000	473,778	500,000	2,435,000
Public benefits	11	67,337	75,000	89,697	140,000	152,434
Public corporation law (including city & village)	28	65,000	107,000	173,018	179,000	350,000
Real estate	114	60,000	125,000	192,960	185,000	450,000
Securities law	12	44,500	170,000	222,849	425,000	500,000
Tax law	53	80,000	175,000	188,868	250,000	460,000
Workers' compensation employee	25	60,000	88,000	240,189	175,000	1,000,000
Workers' compensation employer	22	100,000	152,500	267,965	230,000	850,000
Total	2,445	52,500	100,000	177,081	200,000	497,000

Full- and Part-Time Attorney Income by Firm Size, Private Practice

	Number	25th Percentile	Median	Mean	75th Percentile	95th Percentile
1	870	25,000	60,000	99,865	109,000	300,000
2	236	52,750	85,000	152,672	155,000	490,000
3	148	52,027	95,000	143,501	161,245	400,000
4 to 6	299	68,200	120,000	199,931	225,000	600,000
7 to 10	190	80,000	135,704	226,248	230,000	850,000
11 to 20	179	95,000	150,000	237,064	250,000	579,000
21 to 50	203	96,000	172,000	212,966	235,000	480,000
>50	246	118,000	210,000	348,575	365,000	610,000
Total	2,371	52,500	100,000	176,438	200,000	500,000

Full-Time Only Attorney Income by Firm Size, Private Practice

	Number	25th Percentile	Median	Mean	75th Percentile	95th Percentile
1	638	40,000	72,750	117,661	125,000	350,000
2	214	60,000	90,500	162,235	175,000	500,000
3	139	54,000	95,000	148,785	165,000	425,000
4 to 6	275	70,000	120,000	202,314	225,000	638,167
7 to 10	174	83,000	140,000	230,678	230,000	850,000
11 to 20	174	97,000	150,000	239,813	250,000	579,000
21 to 50	192	105,000	175,000	219,038	240,000	500,000
>50	219	120,000	215,000	362,291	375,000	610,000
Total	2,025	65,000	115,000	192,279	210,792	500,000

Part-Time Only Attorney Income by Firm Size, Private Practice

	Number	25th Percentile	Median	Mean	75th Percentile	95th Percentile
1	227	6,000	20,000	51,490	50,000	158,000
2	21	22,000	50,000	58,921	70,000	125,000
3	9	30,000	50,000	61,889	83,000	160,000
4 to 6	23	42,500	90,000	175,561	290,000	575,000
7 to 10	16	56,000	92,500	178,063	155,000	1,200,000
11 to 20	3	72,000	80,000	84,000	100,000	100,000
21 to 50	10	50,000	68,817	101,663	94,000	295,000
>50	24	80,000	139,500	221,369	290,000	700,000
Total	333	10,000	40,000	80,934	80,000	295,000

Law Practice Management

This section summarizes a variety of practice management issues. Topics include hours worked in the average workweek, uncollectable fees, service charge policies, staffing ratios and recent client behaviors related to rates and charges

Hours per Week in Various Activities, Private Practitioners

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Compensable Legal Work	2,581	25	35	33	40	55
Office Administration	2,476	3	5	7	10	20
Marketing	2,231	1	3	4	5	10
Unbilled Community Service	2,141	1	3	5	5	14
Non-Legal Employment	1,652	0	0	2	0	15
Average Hours In Current Position	2,648	40	50	47	55	65

Hours Worked Per Week, Non-Private Practitioners

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Hours Worked Per Week	1,124	40	45	46	50	60

Uncollectable Fees and Service Charge Policies

Percent of Fees That Are Uncollectable, Private Practitioners

	Less than 3%	4-9%	10-15%	More than 15%	Total
Frequency	1,225	639	423	268	2555
Percent	47.9	25.0	16.6	10.5	100.0

Percent of Attorneys Who Sometimes or Always Work on a Contingency Basis, Private Practice

	Yes	No	Total
Frequency	1270	1423	2693
Percent	47.2	52.8	100.0

Percentage of Cases Which Are on a Contingency Basis, Private Practice

	Less than 10%	10% to 25%	26% to 50%	51% to 75%	More than 75%	Not applicable	Total
Frequency	648	187	164	77	240	913	2229
Percent	29.1	8.4	7.4	3.5	10.8	41.0	100.0

Percentage of Attorneys Who Sometimes or Always Work on a Flat-Fee Basis, Private Practice

	Yes	No	Total
Frequency	1897	778	2675
Percent	70.9	29.1	100.0

Percentage of Cases on a Flat Fee Basis for Attorneys Who Sometimes or Always Work for a Flat Fee, Private Practice

	Less than 10%	10% to 25%	26% to 50%	51% to 75%	More than 75%	Not applicable	Total
Frequency	845	470	247	138	221	530	2451
Percent	34.5	19.2	10.1	5.6	9.0	21.6	100.0

Frequency That a Service Fee is Added to Delinquent Accounts, Private Practice

	Always	Usually	Sometimes	Never	Do not know	Total
Frequency	133	173	532	1322	471	2631
Percent	5.1	6.6	20.2	50.2	17.9	100.0

Frequency That Added Service Fees Are Collected, Private Practice

	Always	Usually	Sometimes	Never	Do not know	Total
Frequency	37	179	496	550	680	1942
Percent	1.9	9.2	25.5	28.3	35.0	100.0

Staffing Ratios

This section provides ratios of secretaries and legal assistants to attorneys by firm size and practice classification of survey respondents

Secretary-to-Attorney Ratio by Firm Size¹

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
1	449	.00	.50	.50	1.00	1.00
2	180	.50	.50	.66	.95	1.00
3	122	.33	.40	.55	.67	1.17
4 to 6	266	.25	.50	.49	.67	1.00
7 to 10	179	.38	.46	.51	.63	1.14
11 to 20	175	.33	.42	.48	.60	.93
21 to 50	198	.40	.45	.46	.54	.79
>50	225	.35	.45	.44	.47	.71
Total	1,794	.33	.47	.51	.67	1.00

¹ Missing values for ratios are excluded

Secretary-to-Attorney Ratio by Work Classification

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Sole Practitioner, office outside of home	257	.00	.50	.63	1.00	1.50
Sole Practitioner, working out of home office	84	.00	.00	.10	.00	.50
Sole Practitioner, sharing space	86	.00	.50	.56	1.00	1.00
Managing Partner	137	.33	.50	.56	.67	1.20
Equity Partner/Shareholder	491	.36	.47	.51	.60	1.00
Non-Equity Partner	116	.34	.41	.43	.50	.75
Of Counsel	35	.40	.47	.53	.57	1.00
Senior Associate	100	.32	.50	.53	.67	1.25
Associate	299	.29	.43	.48	.60	1.00
Arbitrator/Mediator	3	.00	.00	.15	.45	.45
Assigned Counsel	1	.33	.33	.33	.33	.33
Other	22	.33	.45	.42	.50	.90
Total	1,631	.33	.47	.50	.65	1.00

Legal Assistants-to-Attorney Ratio by Firm Size¹

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
1	386	.00	.00	.46	1.00	1.00
2	140	.25	.50	.58	.67	1.50
3	96	.33	.33	.46	.67	1.20
4 to 6	238	.20	.33	.49	.60	1.20
7 to 10	167	.13	.29	.38	.50	1.00
11 to 20	157	.09	.18	.31	.35	1.00
21 to 50	192	.10	.13	.17	.20	.45
>50	224	.13	.17	.17	.18	.35
Total	1,600	.08	.20	.38	.50	1.00

¹ Missing values for ratios are excluded

Legal Assistants-to-Attorney Ratio by Practice Category¹

	Number	Percentile 25	Median	Mean	Percentile 75	Percentile 95
Sole Practitioner, office outside of home	215	.00	.50	.53	1.00	1.50
Sole Practitioner, working out of home office	84	.00	.00	.10	.00	1.00
Sole Practitioner, sharing space	59	.00	.25	.40	.50	1.00
Managing Partner	120	.18	.33	.44	.50	1.00
Equity Partner/Shareholder	432	.11	.18	.26	.29	.75
Non-Equity Partner	110	.10	.17	.27	.29	.86
Of Counsel	32	.11	.17	.27	.37	.90
Senior Associate	89	.12	.20	.30	.40	1.00
Associate	283	.17	.31	.46	.57	1.17
Arbitrator/Mediator	3	.00	.00	.04	.11	.11
Assigned Counsel	0	.	.	.	.	.
Other	17	.07	.33	.39	.50	1.60
Total	1,444	.08	.20	.35	.50	1.00

¹ Missing values for ratios are excluded

Attorneys or Firms Accepting Credit Cards, Private Practice

	Yes	No	Total
Frequency	1,413	1,227	2,640
Percent	53.5	46.5	100.0

Percentage of Attorneys Experiencing Client Behaviors Compared to One Year Ago

	Number	Not at all %	Slightly more often %	Much more often %	Not applicable %	Total %
Individuals paying bills later	2,593	32.9	33.8	13.1	20.2	100.0
Individuals seeking to pay over time	2,582	34.6	28.6	14.2	22.6	100.0
Individuals seeking to use credit cards	2,569	32.4	26.4	13.2	28.0	100.0
Business clients paying bills later	2,561	33.5	29.9	8.2	28.3	100.0
Business clients seeking to pay over time	2,551	44.0	18.3	5.7	31.9	100.0
Business clients seeking to use credit cards	2,547	46.1	12.5	4.0	37.4	100.0

Job Satisfaction and Economic Sentiment About the Practice of Law

This section summarizes survey respondents' attitudes on their satisfaction with the practice of law and their views on the changing nature of law practice in the state. The 2013 survey probed views on current job satisfaction and expected future job satisfaction.

Attorney Satisfaction with the Practice of Law, Private Practice

	A great deal	Enough	Too little	None	Total
Frequency	860	1,128	622	68	2,678
Percent	32.1	42.1	23.2	2.5	100.0

Attorney Satisfaction with Current Occupation, Non-Private Practice

	A great deal	Enough	Too little	Total
Frequency	521	458	155	1,134
Percent	45.9	40.4	13.7	100.0

The Degree to Which Various Factors Create Stress, Private Practice

	Number	A great deal	Some	None	Not applicable	Total
Insufficient Revenue	2,624	30.2	42.7	20.2	6.9	100.0
Insufficient Cash Flow	2,611	26.6	39.8	25.2	8.4	100.0
Insufficient Paid Benefits	2,603	15.7	22.0	44.9	17.4	100.0
Insufficient Workload	2,601	14.4	34.6	42.9	8.1	100.0
Too Heavy Workload	2,597	14.7	41.5	36.5	7.4	100.0
Billable Hour Requirement	2,590	8.7	19.2	35.5	36.6	100.0
Difficult Clients	2,616	14.9	62.7	19.2	3.2	100.0
Family or Personal Issues	2,609	7.5	41.9	44.0	6.7	100.0
Demands of a Second Job	2,577	1.5	4.0	34.1	60.4	100.0

The Degree to Which Various Factors Create Stress, Non-Private Practice

	Number	A great deal	Some	None	Not applicable	Total
Insufficient Current Salary	1,137	20.1	40.6	35.6	3.7	100.0
Insufficient Paid Benefits	1,135	8.3	23.0	63.5	5.2	100.0
Insufficient Future Salary	1,129	24.4	42.3	29.1	4.2	100.0
Lack of Advancement Opportunity	1,133	21.0	34.6	38.0	6.4	100.0
Family or Other Personal Issues	1,137	13.9	43.1	38.0	5.0	100.0
Demands of a Second Job	1,126	1.8	6.3	37.0	54.9	100.0

Percent of Respondents Indicating the Current Economic Circumstances of Their Legal Work or Occupation Compared to Three Years Ago, Private Practice and Non-Private Practice

	Number	Better	Worse	The same	In practice or occ. less than three years	Total
Private Practitioners	2,670	35.2	29.1	28.8	6.9	100.0
Non-Private Practitioners	1,127	40.0	19.5	32.1	8.3	100.0

Respondents Indicating the Expected Future Economic Circumstances for Their Legal Work, Private Practice

	Better	Worse	The same	I plan to not be practicing in 3 years	Total
Frequency	1,131	451	905	182	2,669

Respondents Indicating the Expected Future Economic Circumstances for Their Legal Work, Private Practice

	Better	Worse	The same	I plan to not be practicing in 3 years	Total
Percent	42.4	16.9	33.9	6.8	100.0

Respondents Indicating the Expected Future Economic Circumstances for Their Occupation, Non-Private Practice

	Better	Worse	The same	Total
Frequency	412	204	519	1,135
Percent	36.3	18.0	45.7	100.0

Respondents Indicating the Likelihood That They Will Expand Their Practice Area in the Next Three Years, Private Practice

	Very likely	Somewhat likely	Unlikely	Total
Frequency	457	939	1,268	2,664
Percent	17.2	35.2	47.6	100.0

Respondents Indicating the Likelihood That They Will Change Occupational Area in the Next Three Years, Non-Private Practice

	Very likely	Somewhat likely	Unlikely	Total
Frequency	141	292	695	1,128
Percent	12.5	25.9	61.6	100.0

Respondents Indicating the Likelihood That They Will Retire in the Next Three Years, Private Practice

	Yes	No	Uncertain	Total
Frequency	253	2,132	296	2,681
Percent	9.4	79.5	11.0	100.0

Respondents Indicating the Likelihood That They Will Retire in the Next Three Years, Non-Private Practice

	Yes	No	Uncertain	Total
Frequency	82	963	87	1,132
Percent	7.2	85.1	7.7	100.0

Respondents Indicating if the Downturn in the Economy Delayed Their Retirement Plans, Private Practice

	Yes	No	Total
Frequency	664	1,969	2,633
Percent	25.2	74.8	100.0

Respondents Indicating if the Downturn in the Economy Delayed Their Retirement Plans, Non-Private Practice

	Yes	No	Total
Frequency	240	878	1,118
Percent	21.5	78.5	100.0

Primary Methods to Generate Business, Private Practice

Method of Attracting Business	Number
Referrals	2,248
Networking	1,317
Websites	489
Print advertising	196
Public speaking	157
Pro Bono	73
Social media	66
Television and radio	64

Law School Debt**Total Law School Debt for Individuals Graduating From Law School in 2004 or After by Years in Practice, Private Practice**

Years in Practice	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
<1	8	30,750	79,000	87,188	149,000	180,000
1 to 2	141	60,000	100,000	111,003	140,000	200,000
3 to 5	192	60,000	100,000	102,202	150,000	220,000
6 to 10	292	40,000	70,000	81,710	110,000	175,000
Total	633	49,000	85,000	94,520	130,000	200,000

Total Law School Debt for Individuals Graduating From Law School in 2004 or After By Years in Practice, Non-Private Practice

Years in Practice	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
< 1	4	17,500	42,500	53,750	90,000	130,000
1 to 2	79	60,000	120,000	106,630	150,000	200,000
3 to 5	112	65,000	100,000	103,920	150,000	200,000
6 to 10	143	50,000	80,000	81,322	115,000	150,000
Total	338	58,000	90,000	94,399	130,000	185,000

Monthly Law School Debt Payment for Individuals Graduating From Law School in 2004 or After by Years in Practice, Private Practice¹

Years in Practice	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
<1	7	72	389	479	1,000	1,000
1 to 2	132	90	450	595	931	1,700
3 to 5	185	213	526	660	1,000	1,850
6 to 10	283	200	420	494	700	1,300
Total	607	189	450	566	800	1,500

¹ Respondents reporting more than \$5,000 in monthly payments were excluded (seven respondents reported between \$30,000 and \$118,000 in monthly payments.)

Monthly Law School Debt Payment for Individuals Graduating From Law School in 2004 or After by Years in Practice, Non-Private Practice¹

Years in Practice	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
< 1	3	0	500	633	1,400	1,400
1 to 2	76	150	400	474	633	1,660
3 to 5	109	272	512	614	875	1,600
6 to 10	142	276	453	566	800	1,500
Total	330	250	471	561	800	1,500

¹ Respondents reporting more than \$5,000 in monthly payments were excluded (four respondents reported between \$12,000 and \$120,000 in monthly payments.)

Total Law School Debt for Individuals Graduating From Law School in 2004 or After by Income Category, Private Practice

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
<40K	143	60,000	100,000	116,538	150,000	225,000
40K-59.9K	107	60,000	100,000	102,292	135,000	179,000
60K-79.9K	84	41,500	80,000	90,287	145,000	190,000
80K-114.9K	136	40,000	80,000	86,498	120,000	180,000
115K-149.9K	55	40,000	65,000	70,356	90,000	160,000
150K-219.9K	33	30,000	60,000	61,848	80,000	150,000
220K +	20	40,000	80,000	79,450	105,000	150,000
Total	578	47,500	82,000	94,217	130,000	200,000

Total Law School Debt for Individuals Graduating from Law School in 2004 or After by Income Category, Non-Private Practice

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
<40K	46	50,000	105,000	102,703	150,000	200,000
40K-59.9K	113	56,000	90,000	89,586	120,000	172,000
60K-79.9K	70	60,000	99,500	105,414	150,000	200,000
80K-114.9K	72	57,500	90,000	88,250	126,500	175,000
115K-149.9K	17	55,000	100,000	87,838	125,000	150,000
150K-219.9K	4	29,000	57,000	58,000	87,000	110,000
220K +	0	.	.	.	.	.
Total	322	57,000	90,000	94,118	130,000	182,000

Monthly Law School Debt Payment for Individuals Graduating from Law School in 2004 or After by Income Category, Private Practice¹

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
<40K	.	.	.	.	.	.
131	10	330	518	720	1,650	.
40K-59.9K	105	200	500	596	800	1,530
60K-79.9K	82	268	550	648	961	1,700
80K-114.9K	135	284	500	621	900	1,500
115K-149.9K	53	110	350	462	550	1,500
150K-219.9K	31	100	325	425	700	1,200
220K +	19	260	420	559	843	1,400
Total	556	185	454	568	820	1,530

¹ Respondents reporting more than \$5,000 in monthly payments were excluded (seven respondents reported between \$30,000 and \$118,000 in monthly payments.)

Monthly Law School Debt Payment for Individuals Graduating from Law School in 2004 or After by Income Category, Non-Private Practice¹

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
<40K	45	35	200	331	500	1,000
40K-59.9K	111	300	455	534	678	1,300
60K-79.9K	68	304	531	684	1,050	1,700
80K-114.9K	68	240	528	631	936	1,800
115K-149.9K	16	92	525	618	1,000	2,000
150K-219.9K	4	230	480	490	750	900
220K +	0	.	.	.	.	.
Total	312	242	471	562	800	1,600

¹ Respondents reporting more than \$5,000 in monthly payments were excluded (four respondents reported between \$12,000 and \$120,000 in monthly payments.)

**Total Law School Debt for Individuals Graduating from Law School in 2004 or After
by Work Classification, Private Practice**

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Sole Practitioner, office outside of home	77	50,000	90,000	96,295	145,000	208,000
Sole Practitioner, working out of home office	51	60,000	110,000	109,627	160,000	225,000
Sole Practitioner, sharing space	26	80,000	113,000	205,808	160,000	950,000
Managing Partner	17	40,000	98,000	84,176	120,000	171,000
Equity Partner/Shareholder	40	45,500	65,000	78,575	105,000	157,500
Non-Equity Partner	21	30,000	58,000	65,952	75,000	140,000
Of Counsel	4	112,500	127,500	138,750	165,000	200,000
Senior Associate	40	35,000	60,000	65,500	90,000	175,000
Associate	278	53,000	89,000	91,238	126,000	180,000
Arbitrator/Mediator	0	.	.	.	.	.
Assigned Counsel	2	95,000	137,500	137,500	180,000	180,000
Other	13	50,000	60,000	68,269	98,000	150,000
Total	569	50,000	84,000	94,934	130,000	200,000

**Total Law School Debt for Individuals Graduating from Law School in 2004 or After
by Work Classification, Non-Private Practice**

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Academia	7	55,000	80,000	92,000	150,000	150,000
Law School	9	65,000	75,000	103,333	130,000	170,000
In-House Counsel	90	60,000	91,500	95,522	130,000	200,000
Judge	1	.	.	.	.	.
Other Judiciary	23	45,000	90,000	90,480	150,000	172,000
Legal Service Agency	30	65,000	100,000	99,667	150,000	182,000
Federal Government	26	54,000	77,500	84,856	124,000	168,000
Local Government	43	77,000	100,000	104,471	140,000	175,000
State Government	54	44,000	73,500	82,181	120,000	185,000
Governmental Relations	0	.	.	.	.	.
Military	3	70,000	123,000	126,000	185,000	185,000
Non-Law Related	8	37,500	80,000	108,750	177,500	280,000
Non-Profit Org	21	50,000	90,000	93,643	150,000	168,000
Retired	0	.	.	.	.	.
Other	17	50,000	90,000	98,235	150,000	202,000
Total	332	56,500	90,000	94,391	130,000	185,000

**Monthly Law School Debt Payment for Individuals Graduating from Law School in 2004 or After by Work Classification,
Private Practice¹**

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Sole Practitioner, office outside of home	72	45	410	554	775	1,800
Sole Practitioner, working out of home office	47	0	400	528	850	1,500
Sole Practitioner, sharing space	26	189	500	580	1,000	1,200
Managing Partner	17	250	366	532	843	1,300
Equity Partner/Shareholder	37	260	420	495	680	1,200
Non-Equity Partner	19	0	300	392	700	1,350

Monthly Law School Debt Payment for Individuals Graduating from Law School in 2004 or After by Work Classification, Private Practice¹

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Of Counsel	4	137	299	318	500	600
Senior Associate	41	200	400	459	620	1,460
Associate	268	252	500	613	863	1,530
Arbitrator/Mediator	0	.	.	.	.	.
Assigned Counsel	2	600	800	800	1,000	1,000
Other	12	0	172	296	350	1,600
Total	545	200	450	558	800	1,500

¹ Respondents reporting more than \$5,000 in monthly payments were excluded (seven respondents reported between \$30,000 and \$118,000 in monthly payments.)

Monthly Law School Debt Payment for Individuals Graduating from Law School in 2004 or After by Work Classification, Non-Private Practice¹

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Academia	7	80	387	479	750	1,100
Law School	8	0	388	451	915	1,000
In-House Counsel	85	300	600	631	980	1,500
Judge	1	.	.	.	.	.
Other Judiciary	22	110	254	381	500	800
Legal Service Agency	30	175	345	420	630	1,000
Federal Government	27	250	515	566	700	1,700
Local Government	42	250	420	533	700	1,353
State Government	53	276	450	499	650	1,200
Governmental Relations	0	.	.	.	.	.
Military	3	300	428	1,009	2,300	2,300
Non-Law Related	8	212	431	761	1,175	2,450
Non-Profit Org	21	159	450	528	875	1,266
Retired	0	.	.	.	.	.
Other	17	285	600	916	1,400	2,690
Total	324	250	453	562	800	1,500

¹ Respondents reporting more than \$5,000 in monthly payments were excluded (four respondents reported between \$12,000 and \$120,000 in monthly payments.)

Appendix

Field of Practice by Hourly Billing Rate by Office Location

These are field of practice by hourly billing rate by office location tables. All zero rates were eliminated. In fields of practice where fewer than two provided information the percentile information is not reported for the field of practice but is included in the total.

Primary Field of Practice by Hourly Billing Rates—Downtown Detroit and New Center Area

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Administrative law	2	175	400	400	625	625
Appellate law	9	158	260	275	325	520
Arbitration/Mediation	1	.	.	.	.	.
Auto no fault	7	135	168	156	175	175
Bankruptcy, creditor	5	445	445	427	445	565
Bankruptcy, debtor	1	.	.	.	.	.
Business planning	11	220	300	315	333	600
Civil litigation	30	250	345	351	450	543
Civil rights	7	325	350	330	400	400
Construction law	3	275	350	350	425	425
Criminal (private defendant)	6	175	275	267	350	350
Criminal (public defendant)	4	104	177	163	223	250
Employment law (plaintiff)	2	225	238	238	250	250
Employment law (defense)	8	248	325	343	411	550
Environmental law	1	.	.	.	.	.
Family law	5	150	220	194	250	250
General practice	1	560	560	560	560	560
Health & hospital law	3	217	450	406	550	550
Immigration law	1	.	.	.	.	.
Insurance law	4	208	218	320	433	640
Intellectual property/trade secrets	2	430	465	465	500	500
Medical malpractice (plaintiff)	1	.	.	.	.	.
Medical malpractice (defendant)	9	135	155	165	178	238
Other civil law	6	195	238	319	470	650
Personal injury (defendant)	3	162	175	174	185	185
Personal injury (plaintiff)	3	350	367	372	400	400
Probate, administration, decedents' estates	5	200	267	244	275	330
Probate litigation, decedents' estates	1	.	.	.	.	.
Probate, trust administration	2	320	341	341	362	362
Product liability	2	150	238	238	325	325
Public benefits	1	.	.	.	.	.
Real estate	5	300	325	353	445	445
Securities law	1	.	.	.	.	.
Tax law	4	298	435	454	610	670
Workers' compensation employer	1	.	.	.	.	.
Total	157	195	275	305	400	550

Primary Field of Practice by Hourly Billing Rates—Detroit Not Downtown

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Arbitration/Mediation	1	.	.	.	.	.
Bankruptcy, debtor	1	.	.	.	.	.
Business planning	1	.	.	.	.	.
Civil litigation	4	175	270	261	348	355
Civil rights	2	150	200	200	250	250
Criminal (public defendant)	1	.	.	.	.	.
Family law	1	.	.	.	.	.
Intellectual property/trade secrets	2	125	213	213	300	300
Personal injury (defendant)	1	.	.	.	.	.
Probate, administration, decedent's estates	1	.	.	.	.	.
Public corporation law (including city & village)	1	.	.	.	.	.
Total	16	150	250	243	313	538

Primary Field of Practice by Hourly Billing Rates—Remainder of Wayne County

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Administrative law	2	175	213	213	250	250
Appellate law	2	25	88	88	150	150
Arbitration/Mediation	1	.	.	.	.	.
Auto (not lemon) law	1	.	.	.	.	.
Auto no fault	3	250	300	300	350	350
Bankruptcy, debtor	3	150	167	206	300	300
Business planning	5	225	250	253	275	300
Civil litigation	20	200	245	236	254	338
Collections, creditor	4	200	205	215	230	250
Consumer law (including lemon law)	3	250	250	283	350	350
Criminal (private defendant)	4	160	225	243	325	400
Criminal (public defendant)	4	195	238	223	250	250
Employment law (plaintiff)	1	.	.	.	.	.
Employment law (defense)	0	.	.	.	.	.
Environmental law	2	207	228	228	250	250
Family law	19	195	225	216	250	285
General practice	6	200	200	221	250	300
Insurance law	4	153	168	193	232	283
Intellectual property/trade secrets	1	.	.	.	.	.
Landlord/tenant (commercial)	1	.	.	.	.	.
Landlord/tenant (residential)	2	73	133	133	192	192
Medical malpractice (plaintiff)	1	.	.	.	.	.
Other civil law	4	147	166	173	199	225
Other professional liability	0	.	.	.	.	.
Personal injury (defendant)	1	.	.	.	.	.
Personal injury (plaintiff)	5	200	283	253	300	333
Probate, administration, decedents' estates	14	195	213	210	228	250
Probate litigation, decedents' estates	2	250	258	258	267	267

Primary Field of Practice by Hourly Billing Rates—Remainder of Wayne County

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Probate, trust administration	12	213	233	239	250	320
Public benefits	1	.	.	.	.	.
Real estate	7	150	248	210	250	250
Securities law	2	200	217	217	233	233
Total	139	195	225	227	250	350

Primary Field of Practice by Hourly Billing Rates—Oakland County (North of M-59)

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Appellate law	1	.	.	.	.	.
Arbitration/Mediation	2	250	258	258	267	267
Auto no fault	3	38	165	143	225	225
Bankruptcy, creditor	2	217	229	229	242	242
Business planning	1	.	.	.	.	.
Civil litigation	16	258	313	376	501	750
Civil rights	1	.	.	.	.	.
Construction law	2	205	208	208	210	210
Criminal (public defendant)	4	121	138	148	175	200
Employment law (plaintiff)	3	275	325	317	350	350
Employment law (defense)	1	.	.	.	.	.
Family law	10	175	238	227	285	300
General practice	5	200	200	190	250	250
Intellectual property/trade secrets	1	.	.	.	.	.
Other civil law	1	.	.	.	.	.
Personal injury (plaintiff)	3	275	312	362	500	500
Probate, administration, decedents' estates	1	.	.	.	.	.
Guardianship & conservatorship	1	.	.	.	.	.
Product liability	2	125	213	213	300	300
Public benefits	1	.	.	.	.	.
Public corporation law (including city & village)	1	.	.	.	.	.
Real estate	2	250	263	263	275	275
Securities law	2	317	418	418	520	520
Tax law	2	225	250	250	275	275
Workers' compensation employer	1	.	.	.	.	.
Total	69	200	250	266	300	563

Primary Field of Practice by Hourly Billing Rates—Oakland County (South of M-59)

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Administrative law	5	175	200	228	200	408
Appellate law	6	175	215	222	250	400
Arbitration/Mediation	7	260	300	311	417	450
Auto (not lemon) law	2	208	354	354	500	500
Auto no fault	23	225	350	395	500	733
Bankruptcy, creditor	7	210	245	274	367	385
Bankruptcy, debtor	12	200	250	268	302	450
Business planning	21	175	275	272	300	475

Primary Field of Practice by Hourly Billing Rates—Oakland County (South of M-59)

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Civil litigation	98	225	271	289	340	525
Civil rights	4	198	281	299	400	450
Collections, creditor	16	198	200	232	269	425
Collections, debtor	1	.	.	.	.	.
Condemnation law	1	.	.	.	.	.
Construction law	5	308	325	318	363	395
Consumer law (including lemon law)	2	350	363	363	375	375
Criminal (private defendant)	21	175	250	261	300	450
Criminal (public defendant)	3	82	90	99	127	127
Employment law (plaintiff)	21	200	275	282	350	400
Employment law (defense)	26	200	253	263	320	400
Environmental law	5	315	350	367	400	480
Family law	40	221	250	269	300	400
Foreclosure, lender	8	213	243	272	288	495
General practice	21	183	225	248	300	450
Health & hospital law	12	213	293	293	343	435
Immigration law	4	217	300	311	405	460
Insurance law	19	168	217	257	367	450
Intellectual property/trade secrets	31	220	280	299	360	495
Landlord/tenant (commercial)	2	83	142	142	200	200
Landlord/tenant (residential)	6	133	183	184	250	257
Medical malpractice (plaintiff)	2	400	400	400	400	400
Medical malpractice (defendant)	3	148	175	178	210	210
Other civil law	14	200	233	292	400	525
Other professional liability	4	243	296	292	342	375
Personal injury (defendant)	20	144	181	190	210	298
Personal injury (plaintiff)	28	263	328	377	400	900
Probate, administration, decedents' estates	25	200	233	241	270	350
Guardianship & conservatorship	1	.	.	.	.	.
Probate litigation, decedents' estates	2	200	225	225	250	250
Guardianship & conservatorship	1	.	.	.	.	.
Probate, trust administration	18	250	273	283	300	475
Probate, trust litigation	9	250	325	306	345	395
Product liability	6	255	349	344	450	460
Public benefits	1	.	.	.	.	.
Public corporation law (including city & village)	6	140	171	165	182	188
Real estate	27	188	255	265	305	495
Tax law	18	225	318	356	485	650
Workers' compensation employee	3	100	225	208	300	300
Workers' compensation employer	5	95	110	133	175	208
Total	622	200	250	280	325	495

Primary Field of Practice by Hourly Billing Rates – Southfield

	Number	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Appellate law	7	175	210	274	380	425
Arbitration/Mediation	1	.	.	.	.	.
Auto (not lemon) law	2	300	400	400	500	500
Auto no fault	7	250	400	357	400	517
Bankruptcy, creditor	6	275	325	312	365	390
Bankruptcy, debtor	9	200	250	253	275	400
Business planning	5	375	375	375	425	450
Civil litigation	12	238	323	339	425	550
Collections, creditor	2	210	230	230	250	250
Collections, debtor	1	.	.	.	.	.
Consumer law (including lemon law)	5	300	350	330	350	400
Criminal (private defendant)	5	200	233	227	250	317
Criminal (public defendant)	1	.	.	.	.	.
Employment law (plaintiff)	2	150	200	200	250	250
Employment law (defense)	2	200	225	225	250	250
Environmental law	2	300	383	383	465	465
Family law	8	221	246	238	280	285
Foreclosure, lender	1	205	205	205	205	205
General practice	2	195	223	223	250	250
Health & hospital law	1	395	395	395	395	395
Insurance law	4	138	210	219	300	325
Intellectual property/trade secrets	10	210	280	311	403	570
Medical malpractice (plaintiff)	8	461	492	559	550	1067
Medical malpractice (defendant)	3	150	180	179	207	207
Other civil law	7	165	185	236	275	500
Other professional liability	2	150	188	188	225	225
Personal injury (defendant)	1	.	.	.	.	.
Personal injury (plaintiff)	14	260	400	424	550	850
Probate, administration, decedents' estates	2	273	277	277	280	280
Probate, trust administration	2	345	358	358	370	370
Probate, trust litigation	2	225	288	288	350	350
Product liability	1	.	.	.	.	.
Real estate	11	225	275	292	375	425
Tax law	3	300	320	357	450	450
Workers' compensation employee	2	150	275	275	400	400
Workers' compensation employer	3	100	120	120	140	140
Total	156	208	275	308	398	550

Primary Field of Practice by Hourly Billing Rates—Mount Clemens Area

	Number	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Administrative law	1	.	.	.	.	.
Arbitration/Mediation	1	.	.	.	.	.
Bankruptcy, debtor	2	92	221	221	350	350
Business planning	1	.	.	.	.	.
Civil litigation	4	192	210	224	256	300
Collections, creditor	2	225	229	229	233	233
Criminal (private defendant)	6	167	188	186	225	225

Primary Field of Practice by Hourly Billing Rates—Mount Clemens Area

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Criminal (public defendant)	1	.	.	.	.	.
Employment law (plaintiff)	3	103	185	199	308	308
Employment law (defense)	1	.	.	.	.	.
Family law	5	175	200	192	200	225
General practice	3	150	200	192	225	225
Intellectual property/trade secrets	1	350	350	350	350	350
Personal injury (plaintiff)	5	250	267	302	350	417
Probate, administration, decedents' estates	1	225	225	225	225	225
Probate litigation, decedents' estates	1	.	.	.	.	.
Real estate	1	.	.	.	.	.
Workers' compensation employee	1	238	238	238	238	238
Workers' compensation employer	0	.	.	.	.	.
Total	40	181	225	232	258	383

Primary Field of Practice by Hourly Billing Rates—Remainder of Macomb County

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Administrative law	1	.	.	.	.	.
Appellate law	1	.	.	.	.	.
Arbitration/Mediation	1	.	.	.	.	.
Auto no fault	4	251	318	313	375	400
Bankruptcy, creditor	3	150	175	217	325	325
Bankruptcy, debtor	6	200	200	237	245	400
Business planning	2	165	214	214	263	263
Civil litigation	6	60	214	183	250	300
Civil rights	1	250	250	250	250	250
Collections, creditor	1	.	.	.	.	.
Construction law	1	350	350	350	350	350
Criminal (private defendant)	6	200	225	214	233	300
Criminal (public defendant)	7	125	150	152	200	250
Employment law (plaintiff)	3	233	240	274	350	350
Employment law (defense)	2	210	228	228	245	245
Environmental law	1	247	247	247	247	247
Family law	14	175	200	217	250	325
General practice	4	225	258	254	283	300
Immigration law	1	200	200	200	200	200
Insurance law	0	.	.	.	.	.
Landlord-tenant (residential)	1	200	200	200	200	200
Medical malpractice (defendant)	1	.	.	.	.	.
Personal injury (plaintiff)	4	233	325	341	450	550
Probate, administration, decedents' estates	6	200	250	272	275	460
Guardianship & conservatorship	2	182	191	191	200	200
Probate, trust administration	5	285	285	315	355	450
Probate, trust litigation	3	250	295	282	300	300
Public corporation law (including city & village)	2	203	220	220	237	237

Primary Field of Practice by Hourly Billing Rates—Remainder of Macomb County

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Real estate	4	135	218	235	335	445
Workers' compensation employee	1	.	.	.	.	.
Total	94	192	225	237	285	400

Primary Field of Practice by Hourly Billing Rates—Ann Arbor Area

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Administrative law	2	175	180	180	185	185
Appellate law	2	142	298	298	455	455
Arbitration/Mediation	3	225	308	303	375	375
Auto no fault	3	250	375	342	400	400
Bankruptcy, debtor	3	190	200	205	225	225
Business planning	7	230	275	289	360	413
Civil litigation	15	213	275	278	334	500
Construction law	2	300	421	421	542	542
Consumer law (including lemon law)	3	250	293	281	300	300
Criminal (private defendant)	7	150	200	252	358	528
Criminal (public defendant)	1	.	.	.	.	.
Employment law (plaintiff)	3	300	300	325	375	375
Environmental law	1	240	240	240	240	240
Family law	19	150	250	259	300	600
Foreclosure, lender	0	.	.	.	.	.
General practice	1	.	.	.	.	.
Health & hospital law	3	350	520	472	545	545
Immigration law	1	.	.	.	.	.
Insurance law	1	.	.	.	.	.
Intellectual property/trade secrets	2	180	340	340	500	500
Landlord/tenant (residential)	1	.	.	.	.	.
Medical malpractice (plaintiff)	5	400	400	537	500	1000
Medical malpractice (defendant)	1	.	.	.	.	.
Other civil law	3	285	330	368	490	490
Other professional liability	1	.	.	.	.	.
Personal injury (defendant)	2	197	211	211	225	225
Personal injury (plaintiff)	3	240	400	363	450	450
Probate, administration, decedents' estates	5	180	225	267	295	475
Guardianship & conservatorship	2	25	79	79	133	133
Probate litigation, decedents' estates	4	146	213	244	343	460
Probate, trust administration	2	245	278	278	310	310
Public corporation law (including city & village)	2	207	245	245	283	283
Real estate	6	215	238	253	275	350
Securities law	2	50	188	188	325	325
Tax law	6	250	300	301	342	450
Workers' compensation employer	1	.	.	.	.	.
Total	125	200	275	291	350	520

Primary Field of Practice by Hourly Billing Rates—Livingston County

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Appellate law	1	.	.	.	.	.
Bankruptcy, debtor	1	.	.	.	.	.
Business planning	2	140	208	208	275	275
Civil litigation	2	173	198	198	223	223
Civil rights	1	.	.	.	.	.
Collections, creditor	0	.	.	.	.	.
Criminal (private defendant)	2	195	216	216	238	238
Family law	12	175	200	201	248	250
General practice	2	250	250	250	250	250
Insurance law	1	.	.	.	.	.
Intellectual property/trade secrets	1	.	.	.	.	.
Probate, administration, decedents' estates	1	.	.	.	.	.
Probate, trust administration	2	200	213	213	225	225
Tax law	1	.	.	.	.	.
Total	29	192	200	213	250	275

Primary Field of Practice by Hourly Billing Rates—Battle Creek Area

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Administrative law	1	.	.	.	.	.
Appellate law	1	.	.	.	.	.
Bankruptcy, debtor	1	.	.	.	.	.
Civil litigation	1	.	.	.	.	.
Collections, creditor	1	.	.	.	.	.
Criminal (public defendant)	2	133	142	142	150	150
Family law	4	163	188	191	220	240
General practice	5	200	250	230	250	250
Other civil law	1	.	.	.	.	.
Probate, administration, decedents' estates	3	150	200	200	250	250
Probate, trust administration	1	.	.	.	.	.
Public benefits	1	.	.	.	.	.
Real estate	1	.	.	.	.	.
Tax law	1	.	.	.	.	.
Total	24	163	200	203	250	250

Primary Field of Practice by Hourly Billing Rates—Bay City/Midland/Saginaw Area

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Administrative law	1	.	.	.	.	.
Appellate law	1	.	.	.	.	.
Auto no fault	2	125	138	138	150	150
Bankruptcy, creditor	2	255	358	358	460	460
Bankruptcy, debtor	3	150	233	244	350	350
Business planning	3	325	350	397	515	515
Civil litigation	6	175	198	202	242	275
Collections, creditor	2	250	255	255	260	260
Criminal (private defendant)	1	.	.	.	.	.

Primary Field of Practice by Hourly Billing Rates—Bay City/Midland/Saginaw Area

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Criminal (public defendant)	1	.	.	.	.	.
Employment law (plaintiff)	3	225	233	236	250	250
Employment law (defense)	4	173	198	195	217	225
Family law	7	175	200	190	215	242
Intellectual property/trade secrets	1	.	.	.	.	.
Medical malpractice (plaintiff)	1	.	.	.	.	.
Other civil law	3	200	208	212	228	228
Personal injury (plaintiff)	2	217	333	333	450	450
Probate, administration, decedents' estates	2	215	245	245	275	275
Probate, trust administration	2	200	228	228	255	255
Public corporation law (including city & village)	1	.	.	.	.	.
Real estate	3	230	233	246	275	275
Securities law	0	.	.	.	.	.
Workers' compensation employee	1	.	.	.	.	.
Total	52	178	216	228	250	450

Primary Field of Practice by Hourly Billing Rates—Flint Area

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Arbitration/Mediation	1	.	.	.	.	.
Auto no fault	2	208	317	317	425	425
Bankruptcy, debtor	7	175	200	202	217	300
Business planning	1	.	.	.	.	.
Civil litigation	5	158	215	212	250	285
Civil rights	1	.	.	.	.	.
Construction law	1	.	.	.	.	.
Consumer law (including lemon law)	2	350	375	375	400	400
Criminal (private defendant)	3	180	238	256	350	350
Criminal (public defendant)	5	150	158	170	180	217
Employment law (plaintiff)	2	300	350	350	400	400
Employment law (defense)	1	.	.	.	.	.
Family law	6	175	188	196	220	250
General practice	2	225	238	238	250	250
Health & hospital law	2	225	236	236	247	247
Insurance law	1	.	.	.	.	.
Intellectual property/trade secrets	1	.	.	.	.	.
Landlord/tenant (residential)	1	.	.	.	.	.
Other civil law	1	.	.	.	.	.
Other professional liability	0	.	.	.	.	.
Personal injury (defendant)	1	.	.	.	.	.
Personal injury (plaintiff)	8	325	388	374	425	500
Probate, administration, decedents' estates	4	174	185	186	198	205
Probate, trust litigation	1	.	.	.	.	.
Public corporation law (including city & village)	1	.	.	.	.	.

Primary Field of Practice by Hourly Billing Rates—Flint Area

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Real estate	2	200	208	208	215	215
Tax law	1	.	.	.	.	.
Workers' compensation employee	1	.	.	.	.	.
Workers' compensation employer	2	95	105	105	115	115
Total	66	180	215	238	275	400

Primary Field of Practice by Hourly Billing Rates—Grand Rapids Area

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Administrative law	3	188	300	269	320	320
Appellate law	3	370	440	470	600	600
Arbitration/Mediation	4	250	325	317	383	417
Auto no fault	9	210	317	279	325	375
Bankruptcy, creditor	3	190	475	460	715	715
Bankruptcy, debtor	9	200	238	250	273	475
Business planning	27	250	283	300	320	485
Civil litigation	60	230	292	304	375	466
Civil rights	1	.	.	.	.	.
Collections, creditor	6	240	262	266	325	355
Construction law	1	.	.	.	.	.
Consumer law (including lemon law)	2	250	333	333	415	415
Criminal (private defendant)	11	175	225	248	350	350
Criminal (public defendant)	5	131	150	156	200	208
Employment law (plaintiff)	3	233	300	287	328	328
Employment law (defense)	13	292	400	376	470	510
Environmental law	2	300	408	408	515	515
Family law	35	175	250	236	300	395
Foreclosure, debtor	0	.	.	.	.	.
Foreclosure, lender	1	.	.	.	.	.
General practice	11	220	240	256	267	510
Health & hospital law	3	370	440	440	510	510
Immigration law	2	80	233	233	385	385
Insurance law	10	175	190	267	385	475
Intellectual property/trade secrets	11	390	425	425	515	540
Medical malpractice (plaintiff)	2	350	465	465	580	580
Medical malpractice (defendant)	8	175	196	195	208	238
Other civil law	10	200	300	305	385	470
Other professional liability	1	.	.	.	.	.
Personal injury (defendant)	2	210	213	213	217	217
Personal injury (plaintiff)	5	280	300	316	325	400
Probate, administration, decedents' estates	14	225	250	279	345	510
Probate litigation, decedents' estates	4	193	225	235	278	317
Probate, trust administration	9	295	335	373	460	525
Probate, trust litigation	3	335	355	380	450	450
Public benefits	1	.	.	.	.	.

Primary Field of Practice by Hourly Billing Rates—Grand Rapids Area

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Public corporation law (including city & village)	4	194	206	223	253	288
Real estate	15	208	275	315	450	550
Securities law	5	380	450	406	480	520
Tax law	6	280	440	388	475	475
Workers' compensation employee	2	250	292	292	333	333
Workers' compensation employer	1	.	.	.	.	.
Total	327	210	280	298	375	510

Primary Field of Practice by Hourly Billing Rates—Jackson Area

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Administrative law	1	.	.	.	.	.
Bankruptcy, debtor	1	.	.	.	.	.
Business planning	3	125	240	218	290	290
Civil litigation	3	150	185	212	300	300
Criminal (private defendant)	1	.	.	.	.	.
Employment law (defense)	1	.	.	.	.	.
Family law	4	171	203	204	238	250
General practice	3	90	150	147	200	200
Intellectual property/trade secrets	3	350	370	363	370	370
Other civil law	1	240	240	240	240	240
Other professional liability	0	.	.	.	.	.
Personal injury (defendant)	1	.	.	.	.	.
Probate, administration, decedents' estates	4	178	183	183	188	190
Guardianship & conservatorship	1	.	.	.	.	.
Probate, trust administration	0	.	.	.	.	.
Probate, trust litigation	0	.	.	.	.	.
Product liability	0	.	.	.	.	.
Public benefits	0	.	.	.	.	.
Public corporation law (including city & village)	1	.	.	.	.	.
Real estate	1	.	.	.	.	.
Total	29	167	185	210	240	370

Primary Field of Practice by Hourly Billing Rates—Traverse City Area

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Arbitration/Mediation	3	195	225	223	250	250
Auto no fault	1	.	.	.	.	.
Bankruptcy, creditor	1	.	.	.	.	.
Business planning	1	.	.	.	.	.
Civil litigation	3	192	240	227	250	250
Collections, creditor	1	.	.	.	.	.
Criminal (private defendant)	3	80	200	168	225	225
Criminal (public defendant)	2	125	138	138	150	150
Family law	9	167	200	193	213	275
General practice	2	200	200	200	200	200

Primary Field of Practice by Hourly Billing Rates—Traverse City Area

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Intellectual property/trade secrets	1	.	.	.	.	.
Other civil law	1	.	.	.	.	.
Personal injury (plaintiff)	2	235	235	235	235	235
Probate, administration, decedents' estates	5	225	252	236	260	295
Probate, trust administration	1	.	.	.	.	.
Probate, trust litigation	1	.	.	.	.	.
Public benefits	1	.	.	.	.	.
Real estate	3	195	288	261	300	300
Workers' compensation employer	1	.	.	.	.	.
Total	42	175	200	206	240	288

Primary Field of Practice by Hourly Billing Rates—Kalamazoo Area

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Auto no fault	4	123	169	172	222	250
Bankruptcy, creditor	1	.	.	.	.	.
Bankruptcy, debtor	3	150	190	184	213	213
Business planning	2	250	265	265	280	280
Civil litigation	5	225	295	277	320	360
Criminal (private defendant)	2	200	248	248	295	295
Criminal (public defendant)	3	150	150	158	175	175
Employment law (defense)	1	.	.	.	.	.
Family law	13	183	208	219	250	300
Health & hospital law	1	.	.	.	.	.
Immigration law	2	150	278	278	405	405
Insurance law	1	.	.	.	.	.
Intellectual property/trade secrets	4	278	370	352	425	450
Landlord/tenant (residential)	1	.	.	.	.	.
Medical malpractice (plaintiff)	1	.	.	.	.	.
Other civil law	4	242	263	275	308	340
Personal injury (defendant)	1	.	.	.	.	.
Personal injury (plaintiff)	3	250	317	306	350	350
Probate, administration, decedents' estates	5	245	250	266	275	360
Probate litigation, decedents' estates	1	.	.	.	.	.
Public benefits	1	.	.	.	.	.
Public corporation law (including city & village)	1	.	.	.	.	.
Real estate	5	233	250	247	275	300
Tax law	1	.	.	.	.	.
Workers' compensation employee	1	.	.	.	.	.
Workers' compensation employer	1	.	.	.	.	.
Total	68	178	243	242	295	400

Primary Field of Practice by Hourly Billing Rates—Muskegon Area

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Administrative law	1	.	.	.	.	.
Auto no fault	1	.	.	.	.	.
Bankruptcy, debtor	1	.	.	.	.	.
Business planning	2	170	250	250	330	330
Civil litigation	4	208	220	225	243	265
Civil rights	1	.	.	.	.	.
Collections, creditor	2	113	173	173	233	233
Criminal (private defendant)	3	168	233	211	233	233
Criminal (public defendant)	1	.	.	.	.	.
Employment law (plaintiff)	1	.	.	.	.	.
Employment law (defense)	1	.	.	.	.	.
Family law	6	127	183	169	195	200
Foreclosure, lender	1	.	.	.	.	.
General practice	5	160	200	182	200	225
Health & hospital law	1	.	.	.	.	.
Landlord/tenant (residential)	1	.	.	.	.	.
Personal injury (plaintiff)	1	.	.	.	.	.
Probate, administration, decedents' estates	5	180	250	297	425	455
Probate litigation, decedents' estates	1	.	.	.	.	.
Probate, trust administration	1	.	.	.	.	.
Public corporation law (including city & village)	1	.	.	.	.	.
Real estate	1	.	.	.	.	.
Tax law	1	.	.	.	.	.
Total	43	175	200	232	250	455

Primary Field of Practice by Hourly Billing Rates—Lansing Area

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Administrative law	17	250	305	310	390	540
Appellate law	11	173	275	265	300	490
Auto no fault	4	148	158	174	199	233
Bankruptcy, debtor	7	175	245	227	250	300
Business planning	6	195	217	212	242	250
Civil litigation	18	192	250	255	340	375
Collections, creditor	2	150	200	200	250	250
Collections, debtor	1	.	.	.	.	.
Construction law	2	225	278	278	330	330
Criminal (private defendant)	9	200	250	234	278	297
Criminal (public defendant)	6	50	87	95	125	175
Employment law (plaintiff)	5	183	201	207	215	267
Employment law (defense)	4	198	223	256	314	400
Family law	19	167	200	215	275	313
Foreclosure, debtor	0	.	.	.	.	.
Foreclosure, lender	2	230	235	235	240	240
General practice	4	181	189	201	220	250
Insurance law	3	180	510	403	520	520

Primary Field of Practice by Hourly Billing Rates—Lansing Area

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Medical malpractice (plaintiff)	2	300	300	300	300	300
Medical malpractice (defendant)	3	135	137	146	165	165
Other civil law	4	233	274	310	387	475
Other professional liability	1	.	.	.	.	.
Personal injury (defendant)	2	140	143	143	145	145
Personal injury (plaintiff)	3	200	250	328	533	533
Probate, administration, decedents' estates	12	180	200	213	219	315
Guardianship & conservatorship	2	150	175	175	200	200
Probate, trust administration	3	158	240	249	350	350
Probate, trust litigation	2	250	295	295	340	340
Public corporation law (including city & village)	6	175	213	228	297	297
Real estate	5	250	250	268	263	375
Tax law	3	200	355	318	398	398
Workers' compensation employer	3	135	140	156	192	192
Total	171	175	230	241	297	400

Primary Field of Practice by Hourly Billing Rates—Mid-Michigan Area

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Arbitration/Mediation	1	.	.	.	.	.
Auto no fault	1	.	.	.	.	.
Bankruptcy, creditor	1	.	.	.	.	.
Bankruptcy, debtor	3	225	250	242	250	250
Business planning	3	125	185	178	225	225
Civil litigation	2	175	175	175	175	175
Criminal (private defendant)	5	150	152	160	167	250
Criminal (public defendant)	6	85	144	131	175	180
Employment law (plaintiff)	1	.	.	.	.	.
Family law	7	150	175	189	250	250
Foreclosure, lender	1	.	.	.	.	.
General practice	1	.	.	.	.	.
Personal injury (plaintiff)	2	183	267	267	350	350
Probate, administration, decedents' estates	1	.	.	.	.	.
Probate, trust administration	1	.	.	.	.	.
Probate, trust litigation	1	.	.	.	.	.
Real estate	1	.	.	.	.	.
Total	38	150	184	202	250	350

Primary Field of Practice by Hourly Billing Rates—Other Metro Areas

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Business planning	3	165	200	205	250	250
Criminal (private defendant)	3	150	150	153	160	160
Criminal (public defendant)	3	85	87	124	200	200
Family law	4	150	163	172	194	213
Intellectual property/trade secrets	1	.	.	.	.	.
Probate, administration, decedents' estates	3	137	180	172	200	200
Probate litigation, decedents' estates	1	.	.	.	.	.
Probate, trust administration	1	.	.	.	.	.
Tax law	1	.	.	.	.	.
Total	20	150	175	190	207	363

Primary Field of Practice by Hourly Billing Rates – Outstate Lower Peninsula

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Administrative law	1	.	.	.	.	.
Auto (not lemon) law	1	.	.	.	.	.
Business planning	1	.	.	.	.	.
Civil litigation	3	200	217	228	267	267
Civil rights	1	.	.	.	.	.
Criminal (private defendant)	4	180	200	203	225	250
Criminal (public defendant)	2	128	148	148	167	167
Family law	8	180	200	198	210	250
General practice	5	190	235	220	250	250
Landlord/tenant (residential)	1	.	.	.	.	.
Other civil law	1	.	.	.	.	.
Personal injury (plaintiff)	2	300	342	342	383	383
Probate, administration, decedents' estates	7	158	200	223	205	500
Probate, trust administration	3	205	242	232	248	248
Public benefits	1	.	.	.	.	.
Public corporation law (including city & village)	2	173	176	176	178	178
Real estate	3	187	200	266	410	410
Tax law	1	.	.	.	.	.
Total	47	175	200	212	242	383

Primary Field of Practice by Hourly Billing Rates—Upper Peninsula

	Number	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Arbitration/Mediation	1	.	.	.	.	.
Auto no fault	1	.	.	.	.	.
Bankruptcy, debtor	1	.	.	.	.	.
Civil litigation	1	.	.	.	.	.
Collections, creditor	1	.	.	.	.	.
Criminal (private defendant)	3	143	167	170	200	200
Criminal (public defendant)	1	200	200	200	200	200
Employment law (defense)	1	.	.	.	.	.
Family law	4	108	135	138	168	175
General practice	4	104	143	137	170	180
Other civil law	1	.	.	.	.	.
Personal injury (defendant)	1	.	.	.	.	.
Probate, administration, decedents' estates	1	.	.	.	.	.
Probate, trust litigation	1	.	.	.	.	.
Public benefits	1	.	.	.	.	.
Public corporation law (including city & village)	3	110	175	163	205	205
Real estate	6	153	174	166	195	225
Total	32	117	170	155	188	225

Primary Field of Practice by Hourly Billing Rates—Northern Michigan Lower Peninsula

	Number	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Administrative law	1	.	.	.	.	.
Arbitration/Mediation	1	.	.	.	.	.
Bankruptcy, debtor	2	185	193	193	200	200
Business planning	4	213	236	249	285	333
Civil litigation	5	165	205	197	220	233
Collections, creditor	1	.	.	.	.	.
Criminal (private defendant)	3	130	153	161	200	200
Criminal (public defendant)	6	150	156	158	200	210
Employment law (defense)	1	.	.	.	.	.
Family law	7	125	175	172	225	250
General practice	3	150	210	191	213	213
Health & hospital law	1	.	.	.	.	.
Insurance law	1	.	.	.	.	.
Intellectual property/trade secrets	1	.	.	.	.	.
Personal injury (defendant)	1	.	.	.	.	.
Probate, administration, decedents' estates	9	180	200	190	210	225
Probate, trust administration	4	163	225	207	252	253
Real estate	5	180	192	209	245	250
Tax law	1	.	.	.	.	.
Workers' compensation employer	1	.	.	.	.	.
Total	58	153	200	197	222	333

Primary Field of Practice by Hourly Billing Rates—Out of State

	Number	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Administrative law	1	.	.	.	.	.
Appellate law	2	300	338	338	375	375
Arbitration/Mediation	1	.	.	.	.	.
Auto no fault	1	.	.	.	.	.
Bankruptcy, creditor	1	.	.	.	.	.
Bankruptcy, debtor	2	200	250	250	300	300
Business planning	3	250	325	450	775	775
Civil litigation	16	250	300	312	355	450
Construction law	2	167	196	196	225	225
Consumer law (including lemon law)	4	253	368	325	398	400
Employment law (plaintiff)	4	200	267	346	492	700
Employment law (defense)	2	310	333	333	355	355
Environmental law	2	250	348	348	445	445
Family law	4	115	188	158	200	200
Foreclosure, lender	1	.	.	.	.	.
Health & hospital law	1	.	.	.	.	.
Immigration law	1	.	.	.	.	.
Insurance law	5	220	222	214	240	250
Intellectual property/trade secrets	15	250	300	357	450	665
Other civil law	2	300	570	570	840	840
Personal injury (defendant)	3	180	225	215	240	240
Personal injury (plaintiff)	6	250	288	296	350	350
Probate, administration, decedents' estates	5	200	225	265	300	400
Guardianship & conservatorship	2	225	313	313	400	400
Probate, trust administration	2	350	425	425	500	500
Real estate	5	242	300	263	300	303
Tax law	10	300	373	399	532	625
Total	103	225	300	312	355	613



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