
**STATE BAR OF TEXAS
DEPARTMENT OF RESEARCH & ANALYSIS**



**GOVERNMENT ATTORNEY
2003 INCOME REPORT**

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*P.O. Box 12487, Austin, TX 78711
(800) 204-2222 or (512) 463-1463, ext. 2022
research@texasbar.com*

GOVERNMENT ATTORNEY 2003 INCOME REPORT

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INTRODUCTION

This is part of a set of reports published periodically about the economics of law practice in Texas. These reports can be a valuable competitive tool in today's environment, with the many practice areas and geographical locations that define Texas. To make such information available to attorneys, the State Bar's Department of Research and Analysis conducted the Texas Attorney Survey – Status 2003 in October of 2004. A goal of the survey was to obtain information on income earned in 2003 by Texas attorneys. Four reports on compensation were to be prepared: Private Practitioner 2003 Income Report, Hourly Rates in 2003 Report, Corporate/In-House Counsel 2003 Income Report, and Government Attorney 2003 Income Report. This document is the Government Attorney 2003 Income Report.

This report presents the data collected on yearly income of government attorneys. The report provides detailed breakdowns of income by level of government, years of experience, gender, race/ethnicity, and region of the state. The time frame of reference for all data described in this report is calendar year 2003.

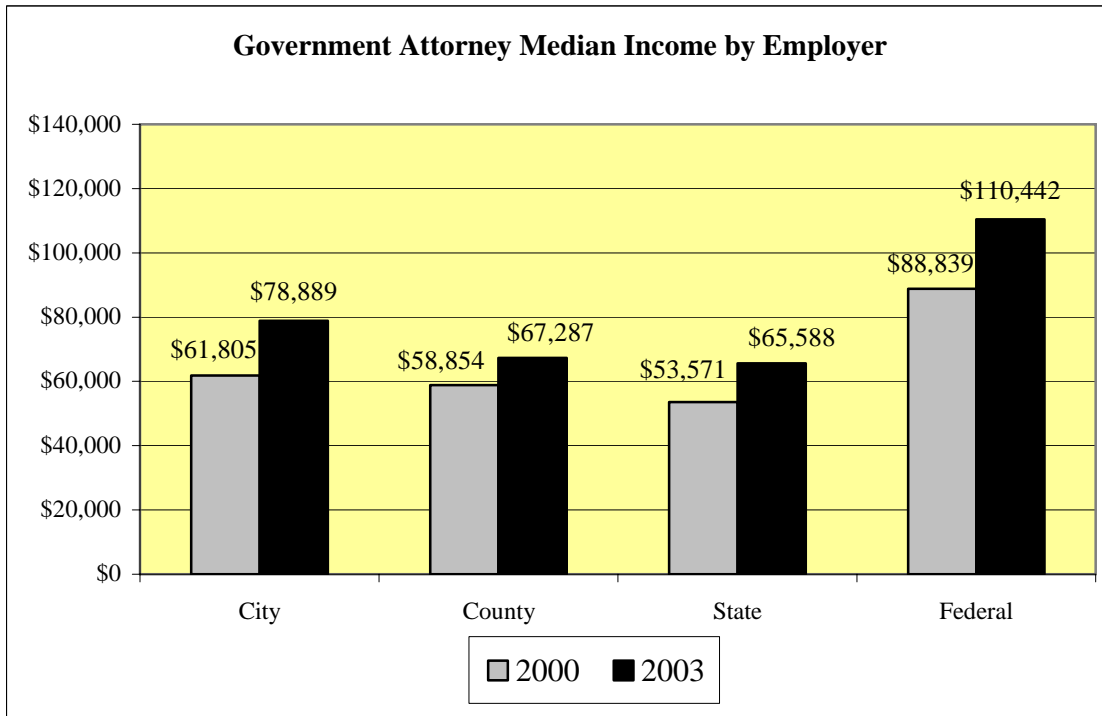
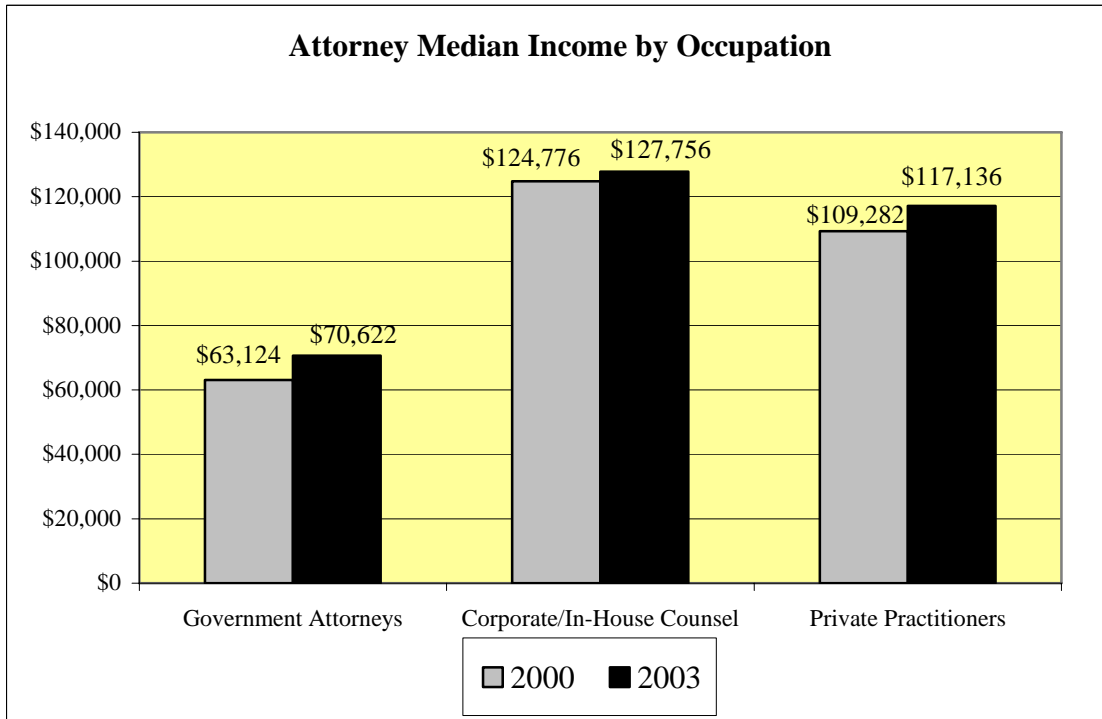
A written questionnaire was mailed in October 2004 to a random sample of some 6,000 Texas attorneys stratified into 12 geographical and economic regions¹ of the state. The survey's response rate was 45 percent, with a total of 2,705 attorneys responding. There were 250 government attorneys who responded. A more detailed description of the survey's method and a copy of the questionnaire are included at the end of this report (pages 35-37 describe the method, and the questionnaire is Appendix A).

This report on income includes both medians (50th percentile values) and averages (means). The median is the midpoint of a distribution of values. The average (mean) can differ from the median if the values below the median are not symmetrically matched by values above the median. Salaries are typically positively skewed: this means that some of the salaries that are higher than the median are further away from the median than values below the median. Note that in this report, some categories show a negative skew: the median is actually higher than the mean. In the current report it will be seen that the median salary of government attorneys is \$70,622, and the average (mean) is \$76,932. Because of the positive (or negative) skew of most salaries, both median and mean are included in this report. In salary surveys the median salary may be the preferred measure of average salary, rather than the mean, because it more accurately represents the typical salary. On the other hand, the mean might be preferred if the purpose of using the average is to gauge the income potential of the category the average represents.

Note that in tables showing percentages that the entries for a column may not add up to exactly 100 percent because of rounding.

¹ The state was broken down into 12 economic regions based on metropolitan and non-metropolitan areas defined by the U.S. Bureau of the Census. The regions and the counties included in each region appear on pages 33-34 of this report.

2003 vs. 2000 Income¹ of Government Attorneys Compared to Other Attorney Occupations



¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

2003 Government Attorney Income¹ Distribution Statistics By Level of Government

2003 Income					
	Level of Government				
	All Government Attorneys (n=250)	City (n=27)	County (n=90)	State (n=93)	Federal (n=33)
Average (Mean)	\$76,932	\$83,583	\$71,394	\$68,458	\$108,287
75th Percentile	\$93,988	\$103,405	\$81,017	\$76,696	\$122,391
Median (50th Percentile)	\$70,622	\$78,889	\$67,287	\$65,588	\$110,442
25th Percentile	\$56,936	\$58,226	\$53,873	\$52,737	\$97,098

2000 Income					
Median	\$63,124	\$61,805	\$58,854	\$53,571	\$88,839
Increase or Decrease in Medians (2003-2000)	\$7,498	\$17,084	\$8,433	\$12,017	\$21,603
Percent Change in Medians (2003-2000)/2000	12%	28%	14%	22%	24%

The annual incomes of attorneys are described using the following methods:

1. The primary focus is on the income for the calendar year 2003. The part of the table that has the 2003 statistics is labeled “2003 Income”.
 - a. The table will have column headings identifying groups of attorneys (with the number of attorneys who responded to the survey in parentheses).
 - b. This *distribution statistics* table shows four statistics of 2003 income:
 - i. The **average (mean)**.
 - ii. The **75th percentile**, the income level that 75 percent of attorneys make less than².
 - iii. The **median (50th percentile)**, the income level of the person at the midpoint of a rank ordering of attorneys’ incomes (50 percent of attorneys make less than the median²).
 - iv. The **25th percentile**, the income level that 25 percent of attorneys make less than². Note that some of the later tables involving two-way cross-tabulation will not show all four statistics, but will only show the medians.
2. In addition, when possible, the 2000 annual income medians are shown following a gray heading labeled “2000 Income”.
3. Following the 2000 income medians will be a comparison with 2003 median incomes, showing first, the dollar difference in annual incomes, and second, the percent change from 2000 to 2003. This comparison will always be indicated by a grid-like left margin in the table.
4. Another type of data presentation is the *income ranges* graph or table. These will show the percentages of attorneys per income ranges. A graph of income ranges is shown on the next page.
5. A fifth type of presentation is a graph that shows averages (means) and medians.

¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

² Note that two definitions of percentiles exist. A percentile value is the level that “P% of values are below” versus “P% of values are at or below”. We will adopt the first definition because we are providing point estimates of percentile values. See Paul Barret (2002). Percentiles and Percentile Ranks - Confused or What? Retrieved March 16, 2005, from <http://www.pbarrett.net/percentile.pdf>

**2003 Government Attorney Income¹ Ranges
By Level of Government**

2003 Income	Level of Government				
	All Government Attorneys (n=250)	City (n=27)	County (n=90)	State (n=93)	Federal (n=33)
Less than \$10,000	0%	0%	0%	0%	0%
\$10,000 to \$19,999	<1%	2%	0%	0%	0%
\$20,000 to \$29,999	<1%	0%	1%	0%	0%
\$30,000 to \$39,999	3%	0%	4%	4%	0%
\$40,000 to \$49,999	12%	4%	15%	17%	0%
\$50,000 to \$59,999	14%	23%	15%	13%	5%
\$60,000 to \$69,999	20%	4%	22%	28%	4%
\$70,000 to \$79,999	16%	20%	18%	19%	1%
\$80,000 to \$89,999	8%	19%	10%	5%	7%
\$90,000 to \$99,999	3%	1%	2%	2%	11%
\$100,000 to \$124,999	18%	22%	10%	10%	52%
\$125,000 to \$149,999	5%	0%	5%	2%	20%
\$150,000 to \$174,999	1%	5%	0%	0%	0%
\$175,000 to \$199,999	<1%	1%	0%	0%	0%
\$200,000 or More	0%	0%	0%	0%	0%
Median Income	\$70,622	\$78,889	\$67,287	\$65,588	\$110,442
Median Years of Experience²	11	13	6	14	20

Gender					
Men	53%	69%	61%	40%	45%
Women	47%	31%	39%	60%	55%

Race/Ethnicity					
Caucasian/Anglo	79%	76%	86%	79%	64%
African American/Black	9%	15%	4%	8%	24%
Hispanic/Latino	10%	9%	9%	11%	12%
Asian/Pacific Islander	1%	0%	0%	2%	0%
Native American Indian	<1%	0%	0%	1%	0%
Other Race/Ethnicity	<1%	0%	<1%	1%	0%

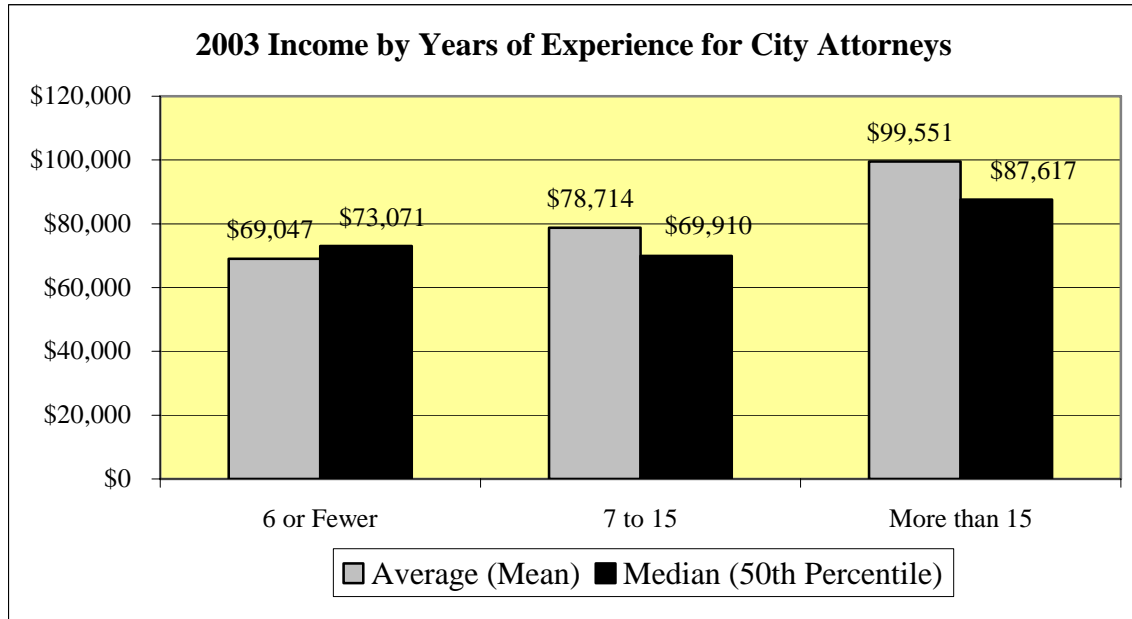
¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

² Based on year first licensed in any jurisdiction.

**2003 Government Attorney Income¹ Distribution Statistics
By Years of Experience²
For City Attorneys**

2003 Income	Years of Experience		
	6 or Fewer ³	7 to 15 ³	More than 15 ³
	(n=6)	(n=13)	(n=9)
Average (Mean)	\$69,047	\$78,714	\$99,551
75th Percentile	\$76,535	\$106,864	\$116,352
Median (50th Percentile)	\$73,071	\$69,910	\$87,617
25th Percentile	\$59,826	\$55,173	\$82,523

2000 Income			
Median	\$47,916	\$58,333	\$70,832
Increase or Decrease in Medians (2003-2000)	\$25,155	\$11,577	\$16,785
Percent Change in Medians (2003-2000)/2000	52%	20%	24%



¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

² Based on year first licensed in any jurisdiction.

³ Some Years of Experience categories combined to produce sufficient cases.

**2003 Government Attorney Income¹ Ranges
By Years of Experience²
For City Attorneys**

2003 Income	Years of Experience		
	6 or Fewer ³	7 to 15 ³	More than 15 ³
	(n=6)	(n=13)	(n=9)
Less than \$10,000	0%	0%	0%
\$10,000 to \$19,999	0%	0%	6%
\$20,000 to \$29,999	0%	0%	0%
\$30,000 to \$39,999	0%	0%	0%
\$40,000 to \$49,999	6%	4%	4%
\$50,000 to \$59,999	19%	41%	0%
\$60,000 to \$69,999	3%	5%	2%
\$70,000 to \$79,999	72%	9%	2%
\$80,000 to \$89,999	0%	7%	49%
\$90,000 to \$99,999	0%	0%	2%
\$100,000 to \$124,999	0%	34%	17%
\$125,000 to \$149,999	0%	0%	0%
\$150,000 to \$174,999	0%	0%	16%
\$175,000 to \$199,999	0%	0%	3%
\$200,000 or More	0%	0%	0%
Median Income	\$73,071	\$69,910	\$87,617

¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

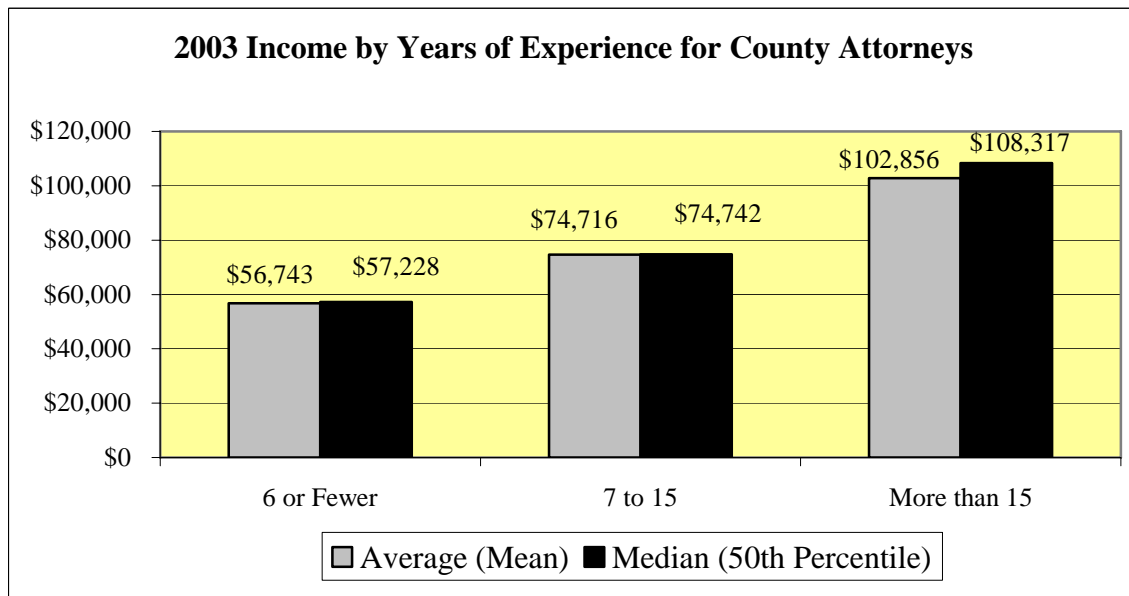
² Based on year first licensed in any jurisdiction.

³ Some Years of Experience categories combined to produce sufficient cases.

**2003 Government Attorney Income¹ Distribution Statistics
By Years of Experience²
For County Attorneys**

2003 Income	Years of Experience		
	6 or Fewer ³ (n=46)	7 to 15 ³ (n=25)	More than 15 ³ (n=19)
Average (Mean)	\$56,743	\$74,716	\$102,856
75th Percentile	\$67,345	\$83,729	\$122,802
Median (50th Percentile)	\$57,228	\$74,742	\$108,317
25th Percentile	\$46,242	\$65,099	\$82,034

2000 Income			
Median	\$41,911	\$70,832	\$69,444
Increase or Decrease in Medians (2003-2000)	\$15,317	\$3,910	\$38,873
Percent Change in Medians (2003-2000)/2000	37%	6%	56%



¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

² Based on year first licensed in any jurisdiction.

³ Some Years of Experience categories combined to produce sufficient cases.

**2003 Government Attorney Income¹ Ranges
By Years of Experience²
For County Attorneys**

2003 Income	Years of Experience		
	6 or Fewer ³	7 to 15 ³	More than 15 ³
	(n=46)	(n=25)	(n=19)
Less than \$10,000	0%	0%	0%
\$10,000 to \$19,999	0%	0%	0%
\$20,000 to \$29,999	1%	0%	0%
\$30,000 to \$39,999	8%	0%	0%
\$40,000 to \$49,999	26%	0%	5%
\$50,000 to \$59,999	21%	13%	4%
\$60,000 to \$69,999	26%	24%	9%
\$70,000 to \$79,999	18%	28%	5%
\$80,000 to \$89,999	0%	27%	11%
\$90,000 to \$99,999	0%	6%	2%
\$100,000 to \$124,999	0%	2%	43%
\$125,000 to \$149,999	0%	0%	21%
\$150,000 to \$174,999	0%	0%	0%
\$175,000 to \$199,999	0%	0%	0%
\$200,000 or More	0%	0%	0%
Median Income	\$57,228	\$74,742	\$108,317

¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

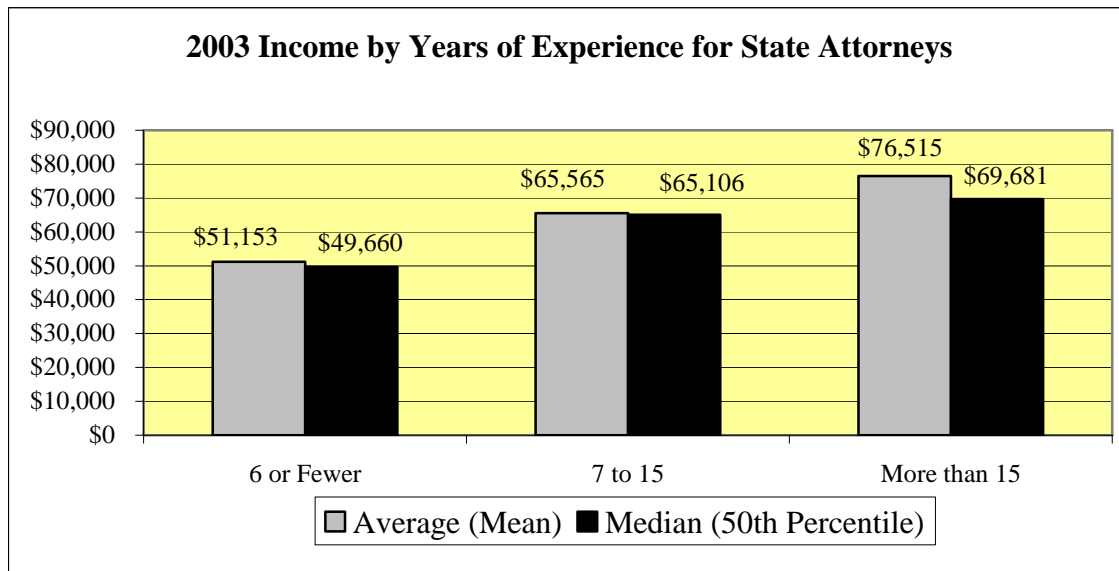
² Based on year first licensed in any jurisdiction.

³ Some Years of Experience categories combined to produce sufficient cases.

**2003 Government Attorney Income¹ Distribution Statistics
By Years of Experience²
For State Attorneys**

2003 Income	Years of Experience		
	6 or Fewer ³ (n=11)	7 to 15 ³ (n=42)	More than 15 ³ (n=40)
Average (Mean)	\$51,153	\$65,565	\$76,515
75th Percentile	\$56,114	\$75,006	\$83,615
Median (50th Percentile)	\$49,660	\$65,106	\$69,681
25th Percentile	\$42,020	\$49,579	\$62,336

2000 Income			
Median	\$41,249	\$58,152	\$64,422
Increase or Decrease in Medians (2003-2000)	\$8,411	\$6,954	\$5,259
Percent Change in Medians (2003-2000)/2000	20%	12%	8%



¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

² Based on year first licensed in any jurisdiction.

³ Some Years of Experience categories combined to produce sufficient cases.

**2003 Government Attorney Income¹ Ranges
By Years of Experience²
For State Attorneys**

2003 Income	Years of Experience		
	6 or Fewer ³	7 to 15 ³	More than 15 ³
	(n=11)	(n=42)	(n=40)
Less than \$10,000	0%	0%	0%
\$10,000 to \$19,999	0%	0%	0%
\$20,000 to \$29,999	0%	0%	0%
\$30,000 to \$39,999	18%	5%	0%
\$40,000 to \$49,999	33%	21%	8%
\$50,000 to \$59,999	39%	9%	9%
\$60,000 to \$69,999	5%	29%	34%
\$70,000 to \$79,999	0%	22%	21%
\$80,000 to \$89,999	0%	4%	8%
\$90,000 to \$99,999	0%	4%	0%
\$100,000 to \$124,999	4%	6%	16%
\$125,000 to \$149,999	0%	0%	4%
\$150,000 to \$174,999	0%	0%	0%
\$175,000 to \$199,999	0%	0%	0%
\$200,000 or More	0%	0%	0%
Median Income	\$49,660	\$65,106	\$69,681

¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

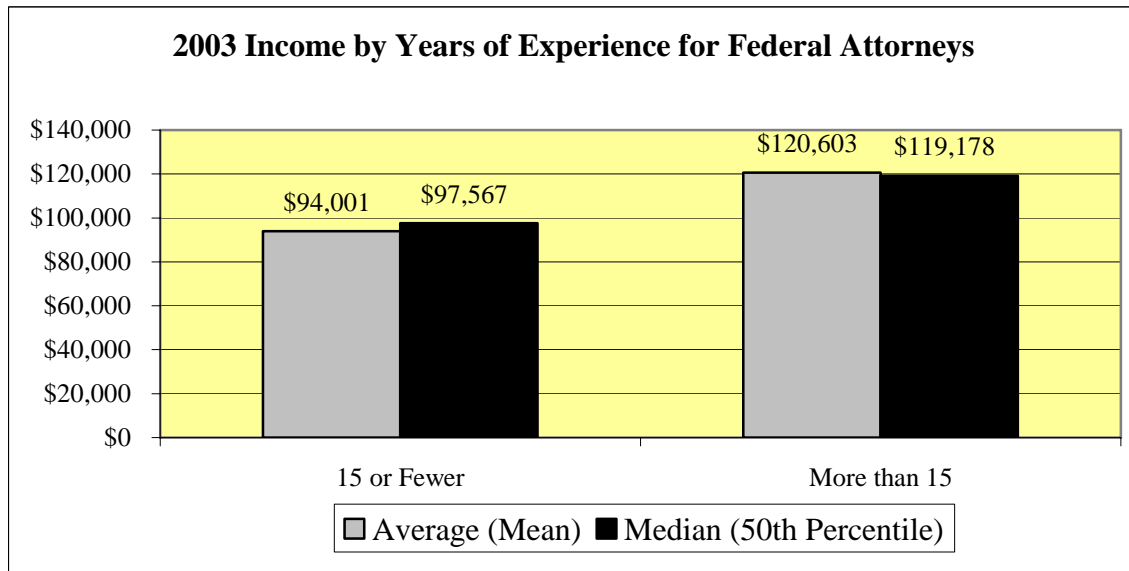
² Based on year first licensed in any jurisdiction.

³ Some Years of Experience categories combined to produce sufficient cases.

**2003 Government Attorney Income¹ Distribution Statistics
By Years of Experience²
For Federal Attorneys**

2003 Income	Years of Experience	
	15 or Fewer ³	More than 15 ³
	(n=15)	(n=18)
Average (Mean)	\$94,001	\$120,603
75th Percentile	\$111,406	\$132,954
Median (50th Percentile)	\$97,567	\$119,178
25th Percentile	\$81,857	\$108,263

2000 Income		
Median	\$82,415	\$102,273
Increase or Decrease in Medians (2003-2000)	\$15,152	\$16,905
Percent Change in Medians (2003-2000)/2000	18%	17%



¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

² Based on year first licensed in any jurisdiction.

³ Some Years of Experience categories combined to produce sufficient cases.

**2003 Government Attorney Income¹ Ranges
By Years of Experience²
For Federal Attorneys**

2003 Income	Years of Experience	
	15 or Fewer ³	More than 15 ³
	(n=15)	(n=18)
Less than \$10,000	0%	0%
\$10,000 to \$19,999	0%	0%
\$20,000 to \$29,999	0%	0%
\$30,000 to \$39,999	0%	0%
\$40,000 to \$49,999	0%	0%
\$50,000 to \$59,999	11%	0%
\$60,000 to \$69,999	10%	0%
\$70,000 to \$79,999	2%	0%
\$80,000 to \$89,999	15%	0%
\$90,000 to \$99,999	17%	6%
\$100,000 to \$124,999	46%	57%
\$125,000 to \$149,999	0%	37%
\$150,000 to \$174,999	0%	0%
\$175,000 to \$199,999	0%	0%
\$200,000 or More	0%	0%
Median Income	\$97,567	\$119,178

¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

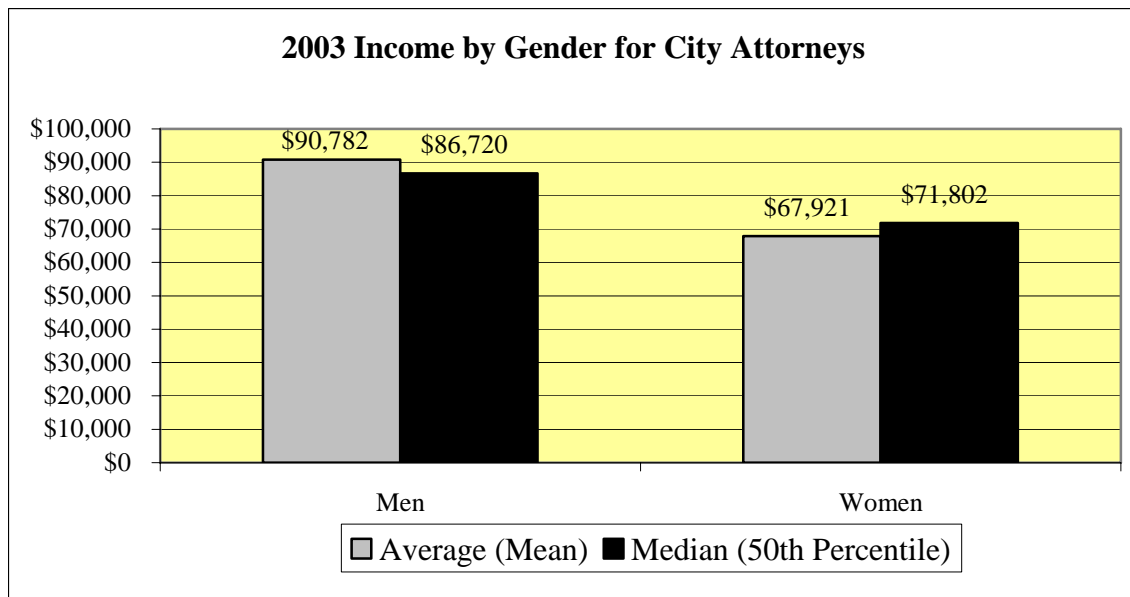
² Based on year first licensed in any jurisdiction.

³ Some Years of Experience categories combined to produce sufficient cases.

**2003 Government Attorney Income¹ Distribution Statistics
By Gender
For City Attorneys**

2003 Income	Gender	
	Men (n=19)	Women (n=9)
Average (Mean)	\$90,782	\$67,921
75th Percentile	\$112,481	\$76,081
Median (50th Percentile)	\$86,720	\$71,802
25th Percentile	\$58,390	\$57,913

2000 Income		
Median	\$62,500	\$61,458
Increase or Decrease in Medians (2003-2000)	\$24,220	\$10,344
Percent Change in Medians (2003-2000)/2000	39%	17%



¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

**2003 Government Attorney Income¹ Ranges
By Gender
For City Attorneys**

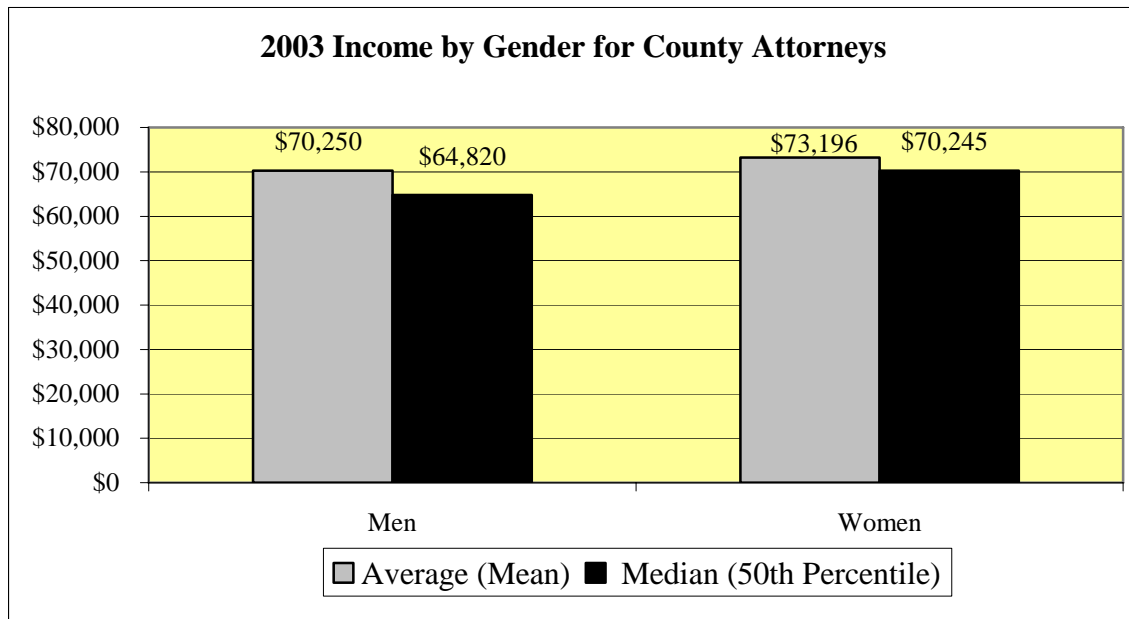
2003 Income	Gender	
	Men (n=19)	Women (n=9)
Less than \$10,000	0%	0%
\$10,000 to \$19,999	3%	0%
\$20,000 to \$29,999	0%	0%
\$30,000 to \$39,999	0%	0%
\$40,000 to \$49,999	4%	5%
\$50,000 to \$59,999	22%	25%
\$60,000 to \$69,999	1%	9%
\$70,000 to \$79,999	2%	58%
\$80,000 to \$89,999	28%	0%
\$90,000 to \$99,999	0%	2%
\$100,000 to \$124,999	32%	0%
\$125,000 to \$149,999	0%	0%
\$150,000 to \$174,999	8%	0%
\$175,000 to \$199,999	2%	0%
\$200,000 or More	0%	0%
Median Income	\$86,720	\$71,802
Median Years Licensed	13	6

¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

**2003 Government Attorney Income¹ Distribution Statistics
By Gender
For County Attorneys**

2003 Income	Gender	
	Men (n=55)	Women (n=35)
Average (Mean)	\$70,250	\$73,196
75th Percentile	\$77,884	\$85,193
Median (50th Percentile)	\$64,820	\$70,245
25th Percentile	\$50,955	\$60,408

2000 Income		
Median	\$60,000	\$58,035
Increase or Decrease in Medians (2003-2000)	\$4,820	\$12,210
Percent Change in Medians (2003-2000)/2000	8%	21%



¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

**2003 Government Attorney Income¹ Ranges
By Gender
For County Attorneys**

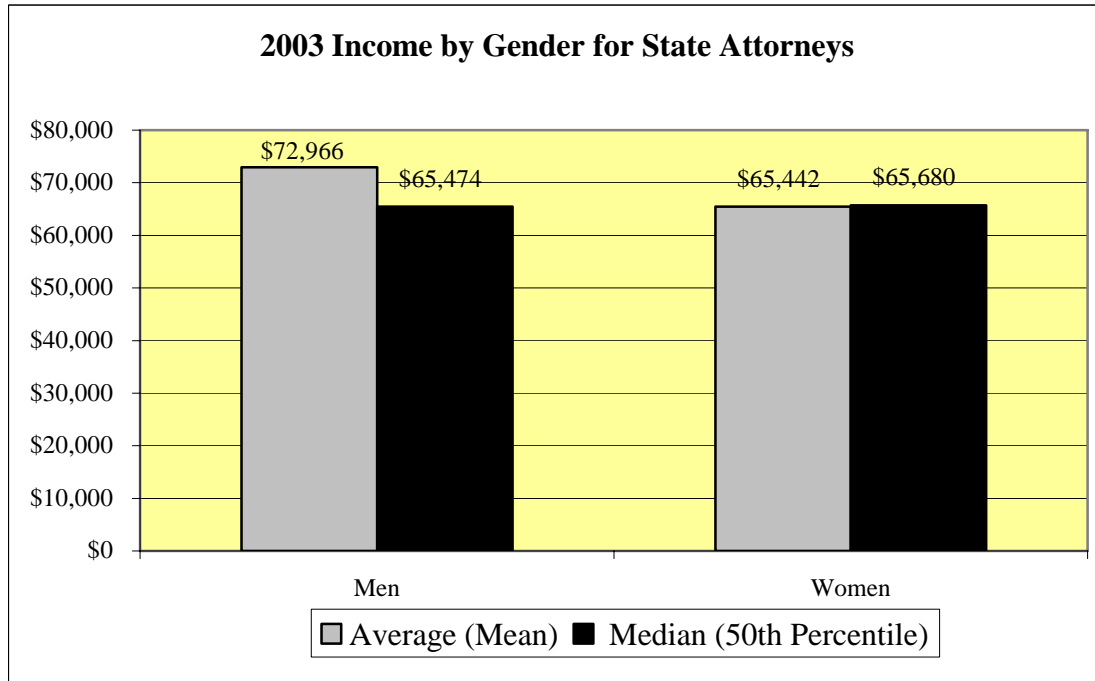
2003 Income	Gender	
	Men (n=55)	Women (n=35)
Less than \$10,000	0%	0%
\$10,000 to \$19,999	0%	0%
\$20,000 to \$29,999	0%	1%
\$30,000 to \$39,999	7%	0%
\$40,000 to \$49,999	17%	11%
\$50,000 to \$59,999	18%	11%
\$60,000 to \$69,999	19%	26%
\$70,000 to \$79,999	19%	16%
\$80,000 to \$89,999	5%	17%
\$90,000 to \$99,999	0%	5%
\$100,000 to \$124,999	9%	12%
\$125,000 to \$149,999	7%	0%
\$150,000 to \$174,999	0%	0%
\$175,000 to \$199,999	0%	0%
\$200,000 or More	0%	0%
Median Income	\$64,820	\$70,245
Median Years Licensed	6	7

¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

**2003 Government Attorney Income¹ Distribution Statistics
By Gender
For State Attorneys**

2003 Income	Gender	
	Men (n=37)	Women (n=56)
Average (Mean)	\$72,966	\$65,442
75th Percentile	\$86,596	\$75,261
Median (50th Percentile)	\$65,474	\$65,680
25th Percentile	\$55,958	\$49,138

2000 Income		
Median	\$55,469	\$52,404
Increase or Decrease in Medians (2003-2000)	\$10,005	\$13,276
Percent Change in Medians (2003-2000)/2000	18%	25%



¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

**2003 Government Attorney Income¹ Ranges
By Gender
For State Attorneys**

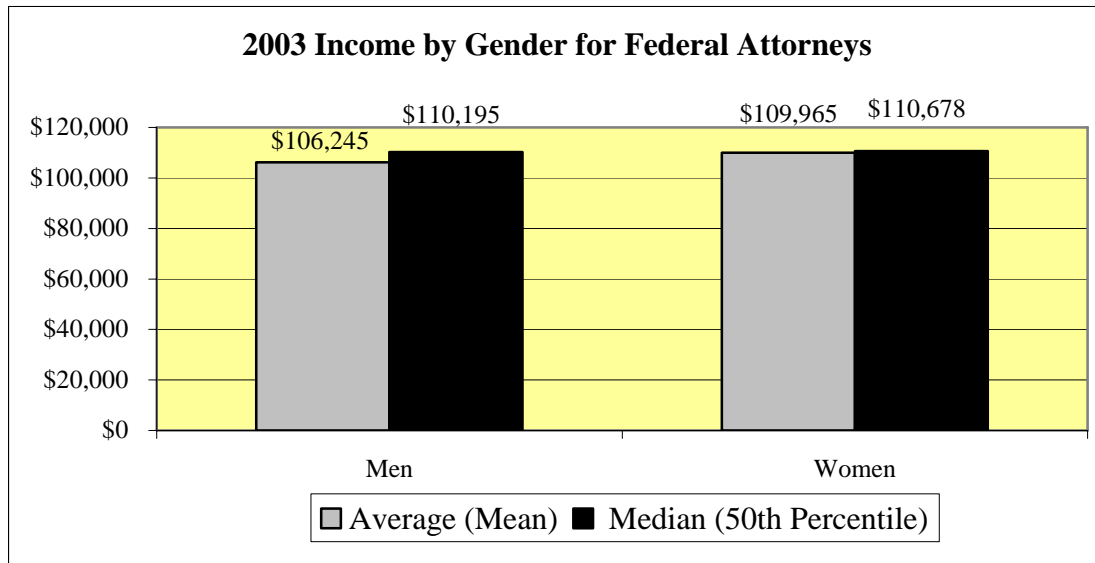
2003 Income	Gender	
	Men (n=37)	Women (n=56)
Less than \$10,000	0%	0%
\$10,000 to \$19,999	0%	0%
\$20,000 to \$29,999	0%	0%
\$30,000 to \$39,999	4%	5%
\$40,000 to \$49,999	10%	22%
\$50,000 to \$59,999	19%	8%
\$60,000 to \$69,999	31%	26%
\$70,000 to \$79,999	8%	26%
\$80,000 to \$89,999	5%	5%
\$90,000 to \$99,999	5%	<1%
\$100,000 to \$124,999	15%	7%
\$125,000 to \$149,999	4%	0%
\$150,000 to \$174,999	0%	0%
\$175,000 to \$199,999	0%	0%
\$200,000 or More	0%	0%
Median Income	\$65,474	\$65,680
Median Years Licensed	15	13

¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

**2003 Government Attorney Income¹ Distribution Statistics
By Gender
For Federal Attorneys**

2003 Income	Gender	
	Men (n=15)	Women (n=18)
Average (Mean)	\$106,245	\$109,965
75th Percentile	\$121,226	\$123,504
Median (50th Percentile)	\$110,195	\$110,678
25th Percentile	\$96,831	\$97,186

2000 Income		
Median	\$90,178	\$87,500
Increase or Decrease in Medians (2003-2000)	\$20,017	\$23,178
Percent Change in Medians (2003-2000)/2000	22%	26%



¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

**2003 Government Attorney Income¹ Ranges
By Gender
For Federal Attorneys**

2003 Income	Gender	
	Men (n=15)	Women (n=18)
Less than \$10,000	0%	0%
\$10,000 to \$19,999	0%	0%
\$20,000 to \$29,999	0%	0%
\$30,000 to \$39,999	0%	0%
\$40,000 to \$49,999	0%	0%
\$50,000 to \$59,999	6%	4%
\$60,000 to \$69,999	9%	1%
\$70,000 to \$79,999	0%	2%
\$80,000 to \$89,999	6%	8%
\$90,000 to \$99,999	6%	15%
\$100,000 to \$124,999	57%	49%
\$125,000 to \$149,999	16%	22%
\$150,000 to \$174,999	0%	0%
\$175,000 to \$199,999	0%	0%
\$200,000 or More	0%	0%
Median Income	\$110,195	\$110,678
Median Years Licensed	12	21

¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

**2003 Government Attorney Income¹ Distribution Statistics
By Race/Ethnicity²
For City Attorneys**

2003 Income	Race/Ethnicity		
	Caucasian/Anglo (n=21)	African American/Black **	Hispanic/Latino **
Average (Mean)	\$91,762	**	**
75th Percentile	\$109,283	**	**
Median (50th Percentile)	\$84,393	**	**
25th Percentile	\$74,660	**	**

2000 Income			
Median	\$63,333	\$54,166	N/A³
Increase or Decrease in Medians (2003-2000)	\$21,060	N/A ³	N/A ³
Percent Change in Medians (2003-2000)/2000	33%	N/A ³	N/A ³

2003 Income Ranges			
Less than \$10,000	0%	**	**
\$10,000 to \$19,999	2%	**	**
\$20,000 to \$29,999	0%	**	**
\$30,000 to \$39,999	0%	**	**
\$40,000 to \$49,999	4%	**	**
\$50,000 to \$59,999	1%	**	**
\$60,000 to \$69,999	5%	**	**
\$70,000 to \$79,999	26%	**	**
\$80,000 to \$89,999	25%	**	**
\$90,000 to \$99,999	1%	**	**
\$100,000 to \$124,999	27%	**	**
\$125,000 to \$149,999	0%	**	**
\$150,000 to \$174,999	7%	**	**
\$175,000 to \$199,999	1%	**	**
\$200,000 or More	0%	**	**
Median Years Licensed	13	**	**

** Insufficient Cases

¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

² Insufficient cases for Asian/Pacific Islander, Native American Indian, and Other.

³ 2003 Median and/or 2000 Median unavailable due to insufficient cases.

**2003 Government Attorney Income¹ Distribution Statistics
By Race/Ethnicity²
For County Attorneys**

2003 Income			
	Race/Ethnicity		
	Caucasian/Anglo (n=78)	African American/Black (n=4)	Hispanic/Latino (n=8)
Average (Mean)	\$72,412	\$68,562	\$63,491
75th Percentile	\$82,289	\$83,508	\$67,832
Median (50th Percentile)	\$68,578	\$67,016	\$61,313
25th Percentile	\$54,014	\$60,524	\$52,801

2000 Income			
Median	\$60,227	\$49,999	\$46,874
Increase or Decrease in Medians (2003-2000)	\$8,351	\$17,017	\$14,439
Percent Change in Medians (2003-2000)/2000	14%	34%	31%

2003 Income			
Less than \$10,000	0%	0%	0%
\$10,000 to \$19,999	0%	0%	0%
\$20,000 to \$29,999	1%	0%	0%
\$30,000 to \$39,999	5%	0%	0%
\$40,000 to \$49,999	14%	18%	17%
\$50,000 to \$59,999	14%	5%	28%
\$60,000 to \$69,999	19%	39%	38%
\$70,000 to \$79,999	20%	0%	6%
\$80,000 to \$89,999	9%	39%	2%
\$90,000 to \$99,999	2%	0%	2%
\$100,000 to \$124,999	11%	0%	6%
\$125,000 to \$149,999	5%	0%	0%
\$150,000 to \$174,999	0%	0%	0%
\$175,000 to \$199,999	0%	0%	0%
\$200,000 or More	0%	0%	0%
Median Years Licensed	6	10	10

¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

² Insufficient cases for Asian/Pacific Islander, Native American Indian, and Other.

**2003 Government Attorney Income¹ Distribution Statistics
By Race/Ethnicity²
For State Attorneys**

2003 Income			
	Race/Ethnicity		
	Caucasian/Anglo (n=74)	African American/Black (n=7)	Hispanic/Latino (n=10)
Average (Mean)	\$70,348	\$61,627	\$63,690
75th Percentile	\$78,426	\$68,051	\$67,600
Median (50th Percentile)	\$67,570	\$63,629	\$61,946
25th Percentile	\$53,542	\$48,324	\$54,639

2000 Income			
Median	\$55,903	\$41,071	\$47,499
Increase or Decrease in Medians (2003-2000)	\$11,667	\$22,558	\$14,447
Percent Change in Medians (2003-2000)/2000	21%	55%	30%

2003 Income			
Less than \$10,000	0%	0%	0%
\$10,000 to \$19,999	0%	0%	0%
\$20,000 to \$29,999	0%	0%	0%
\$30,000 to \$39,999	5%	3%	0%
\$40,000 to \$49,999	16%	27%	11%
\$50,000 to \$59,999	11%	0%	31%
\$60,000 to \$69,999	23%	57%	44%
\$70,000 to \$79,999	23%	0%	6%
\$80,000 to \$89,999	5%	14%	0%
\$90,000 to \$99,999	2%	0%	3%
\$100,000 to \$124,999	12%	0%	5%
\$125,000 to \$149,999	2%	0%	0%
\$150,000 to \$174,999	0%	0%	0%
\$175,000 to \$199,999	0%	0%	0%
\$200,000 or More	0%	0%	0%
Median Years Licensed	14	28	9

¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

² Insufficient cases for Asian/Pacific Islander, Native American Indian, and Other.

**2003 Government Attorney Income¹ Distribution Statistics
By Race/Ethnicity²
For Federal Attorneys**

2003 Income			
	Race/Ethnicity		
	Caucasian/Anglo (n=21)	African American/Black **	Hispanic/Latino (n=4)
Average (Mean)	\$105,481	**	\$88,823
75th Percentile	\$118,997	**	\$107,973
Median (50th Percentile)	\$107,833	**	\$94,643
25th Percentile	\$94,015	**	\$65,385

2000 Income			
Median	\$91,071	\$87,500	N/A³
Increase or Decrease in Medians (2003-2000)	\$16,762	N/A ³	N/A ³
Percent Change in Medians (2003-2000)/2000	18%	N/A ³	N/A ³

2003 Income			
Less than \$10,000	0%	**	0%
\$10,000 to \$19,999	0%	**	0%
\$20,000 to \$29,999	0%	**	0%
\$30,000 to \$39,999	0%	**	0%
\$40,000 to \$49,999	0%	**	0%
\$50,000 to \$59,999	4%	**	18%
\$60,000 to \$69,999	5%	**	12%
\$70,000 to \$79,999	0%	**	8%
\$80,000 to \$89,999	11%	**	0%
\$90,000 to \$99,999	12%	**	25%
\$100,000 to \$124,999	56%	**	37%
\$125,000 to \$149,999	12%	**	0%
\$150,000 to \$174,999	0%	**	0%
\$175,000 to \$199,999	0%	**	0%
\$200,000 or More	0%	**	0%
Median Years Licensed	12	**	10

** Insufficient Cases

¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

² Insufficient cases for Asian/Pacific Islander, Native American Indian, and Other.

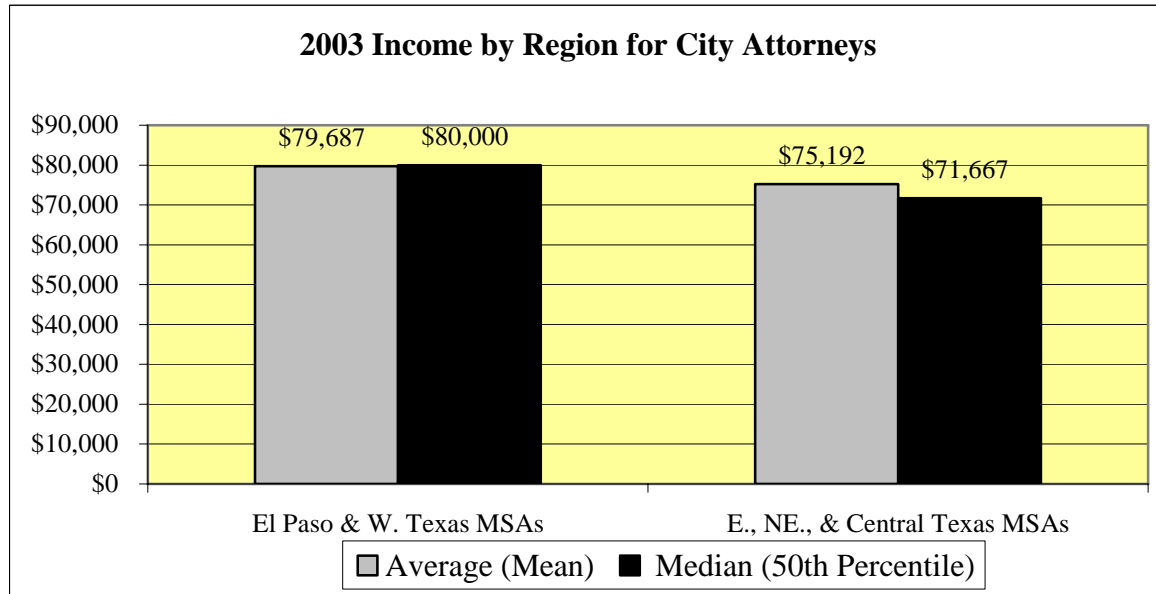
³ 2003 Median and/or 2000 Median unavailable due to insufficient cases.

**2003 Government Attorney Income¹ Distribution Statistics
By Region²
For City Attorneys**

2003 Income	Region					
	Houston & Dallas MSAs	Austin & San Antonio MSAs	El Paso & W. Texas MSAs (n=8)	Corpus Christi & S. Texas MSAs	E., NE., & Central Texas MSAs (n=13)	Non-Metro Areas
	**	**		**		**
Average (Mean)	**	**	\$79,687	**	\$75,192	**
75th Percentile	**	**	\$90,000	**	\$87,500	**
Median (50th Percentile)	**	**	\$80,000	**	\$71,667	**
25th Percentile	**	**	\$70,000	**	\$56,250	**

2000 Income						
Median	\$62,500	\$53,125	\$70,832	N/A ³	\$57,500	N/A ³
Increase or Decrease in Medians (2003-2000)	N/A ³	N/A ³	\$9,168	N/A ³	\$14,167	N/A ³
Percent Change in Medians (2003-2000)/2000	N/A ³	N/A ³	13%	N/A ³	25%	N/A ³

** Insufficient Cases



¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

² Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

³ 2003 Median and/or 2000 Median unavailable due to insufficient cases.

**2003 Government Attorney Income¹ Ranges
By Region²
For City Attorneys**

2003 Income	Region					
	Houston & Dallas MSAs **	Austin & San Antonio MSAs **	El Paso & W. Texas MSAs (n=8)	Corpus Christi & S. Texas MSAs **	E., NE., & Central Texas MSAs (n=13)	Non-Metro Areas **
Less than \$10,000	**	**	0%	**	0%	**
\$10,000 to \$19,999	**	**	0%	**	0%	**
\$20,000 to \$29,999	**	**	0%	**	0%	**
\$30,000 to \$39,999	**	**	0%	**	0%	**
\$40,000 to \$49,999	**	**	13%	**	15%	**
\$50,000 to \$59,999	**	**	0%	**	15%	**
\$60,000 to \$69,999	**	**	13%	**	15%	**
\$70,000 to \$79,999	**	**	25%	**	23%	**
\$80,000 to \$89,999	**	**	25%	**	8%	**
\$90,000 to \$99,999	**	**	13%	**	0%	**
\$100,000 to \$124,999	**	**	13%	**	23%	**
\$125,000 to \$149,999	**	**	0%	**	0%	**
\$150,000 to \$174,999	**	**	0%	**	0%	**
\$175,000 to \$199,999	**	**	0%	**	0%	**
\$200,000 or More	**	**	0%	**	0%	**
Median Income	**	**	\$80,000	**	\$71,667	**
Median Years Licensed	**	**	11	**	17	**

** Insufficient Cases

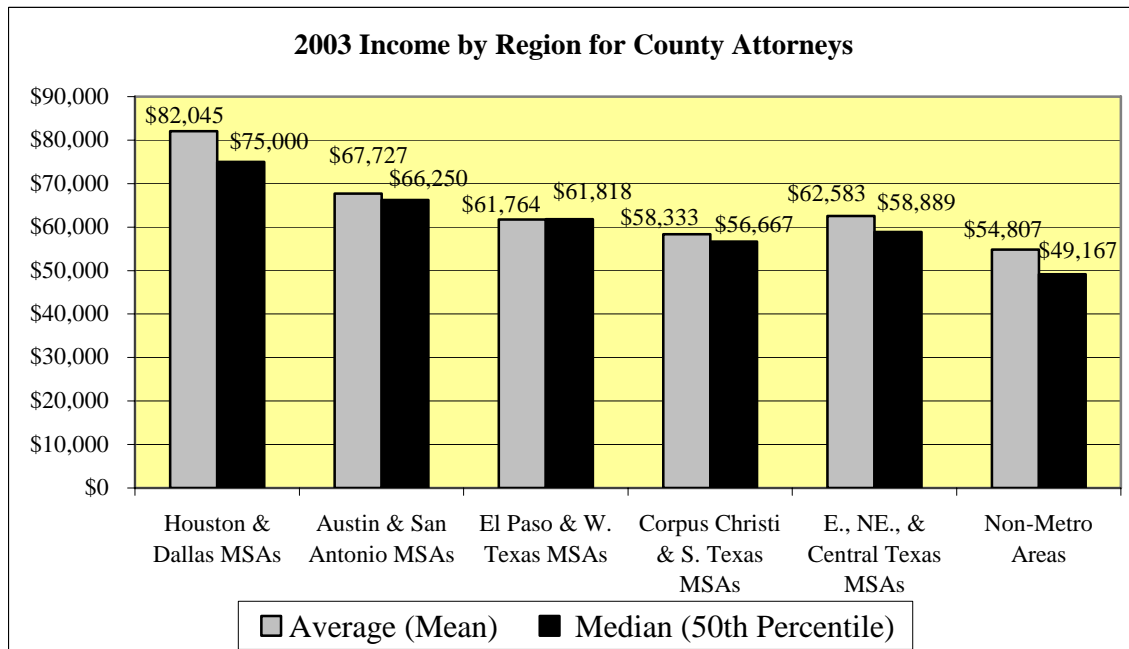
¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

² Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

**2003 Government Attorney Income¹ Distribution Statistics
By Region²
For County Attorneys**

2003 Income						
	Houston & Dallas MSAs (n=11)	Austin & San Antonio MSAs (n=11)	El Paso & W. Texas MSAs (n=34)	Corpus Christi & S. Texas MSAs (n=18)	E., NE., & Central Texas MSAs (n=30)	Non-Metro Areas (n=13)
Average (Mean)	\$82,045	\$67,727	\$61,764	\$58,333	\$62,583	\$54,807
75th Percentile	\$103,125	\$81,250	\$69,545	\$66,250	\$73,000	\$56,875
Median (50th Percentile)	\$75,000	\$66,250	\$61,818	\$56,667	\$58,889	\$49,167
25th Percentile	\$63,750	\$58,750	\$51,875	\$48,750	\$50,556	\$43,750

2000 Income						
Median	\$62,500	\$64,583	\$48,610	\$48,610	\$55,000	\$62,500
Increase or Decrease in Medians (2003-2000)	\$12,500	\$1,667	\$13,208	\$8,057	\$3,889	(\$13,333)
Percent Change in Medians (2003-2000)/2000	20%	3%	27%	17%	7%	-21%



¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

² Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

**2003 Government Attorney Income¹ Ranges
By Region²
For County Attorneys**

2003 Income	Region					
	Houston & Dallas MSAs (n=11)	Austin & San Antonio MSAs (n=11)	El Paso & W. Texas MSAs (n=34)	Corpus Christi & S. Texas MSAs (n=18)	E., NE., & Central Texas MSAs (n=30)	Non-Metro Areas (n=13)
Less than \$10,000	0%	0%	0%	0%	0%	0%
\$10,000 to \$19,999	0%	0%	0%	0%	0%	0%
\$20,000 to \$29,999	0%	0%	0%	0%	0%	8%
\$30,000 to \$39,999	0%	9%	0%	6%	0%	0%
\$40,000 to \$49,999	9%	0%	21%	22%	23%	46%
\$50,000 to \$59,999	9%	18%	24%	33%	30%	31%
\$60,000 to \$69,999	18%	36%	32%	22%	17%	0%
\$70,000 to \$79,999	27%	9%	18%	11%	17%	0%
\$80,000 to \$89,999	9%	18%	3%	0%	10%	8%
\$90,000 to \$99,999	0%	9%	3%	6%	0%	0%
\$100,000 to \$124,999	18%	0%	0%	0%	3%	8%
\$125,000 to \$149,999	9%	0%	0%	0%	0%	0%
\$150,000 to \$174,999	0%	0%	0%	0%	0%	0%
\$175,000 to \$199,999	0%	0%	0%	0%	0%	0%
\$200,000 or More	0%	0%	0%	0%	0%	0%
Median Income	\$75,000	\$66,250	\$61,818	\$56,667	\$58,889	\$49,167
Median Years Licensed	6	11	9	6	11	7

¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

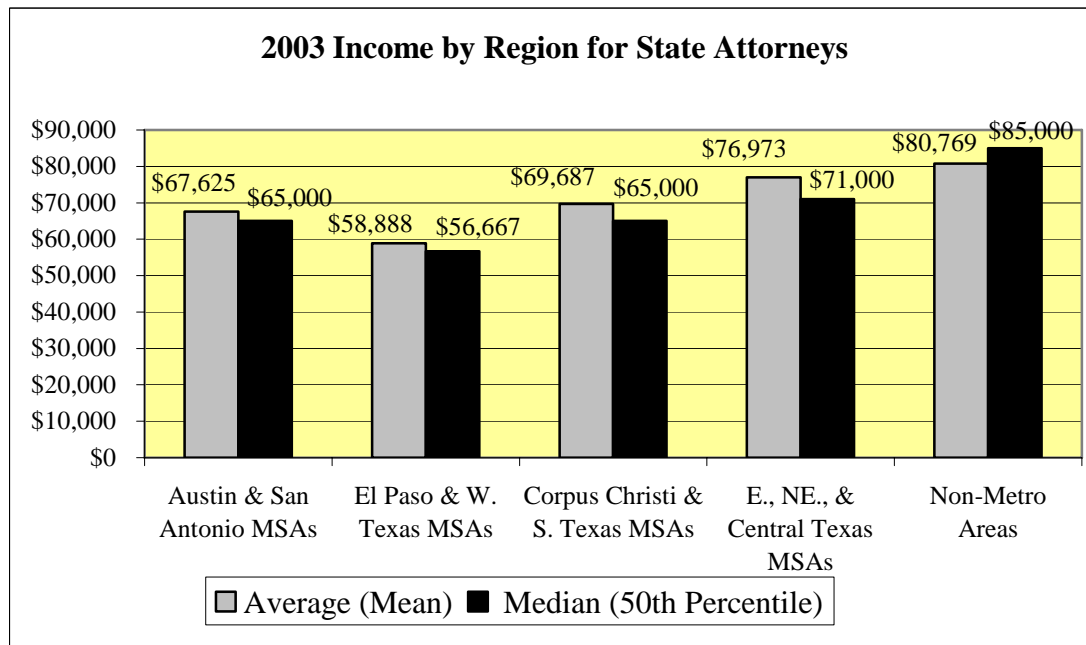
² Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

**2003 Government Attorney Income¹ Distribution Statistics
By Region²
State Attorneys**

2003 Income	Region					
	Houston & Dallas MSAs **	Austin & San Antonio MSAs (n=40)	El Paso & W. Texas MSAs (n=18)	Corpus Christi & S. Texas MSAs (n=8)	E., NE., & Central Texas MSAs (n=19)	Non-Metro Areas (n=13)
Average (Mean)	**	\$67,625	\$58,888	\$69,687	\$76,973	\$80,769
75th Percentile	**	\$76,250	\$65,000	\$80,000	\$101,250	\$111,458
Median (50th Percentile)	**	\$65,000	\$56,667	\$65,000	\$71,000	\$85,000
25th Percentile	**	\$51,667	\$49,000	\$55,000	\$59,375	\$51,250

2000 Income						
Median	\$43,749	\$57,738	\$58,333	\$49,999	\$60,714	\$57,500
Increase or Decrease in Medians (2003-2000)	N/A ³	\$7,262	(\$1,666)	\$15,001	\$10,286	\$27,500
Percent Change in Medians (2003-2000)/2000	N/A ³	13%	-3%	30%	17%	48%

** Insufficient Cases



¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

² Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

³ 2003 Median and/or 2000 Median unavailable due to insufficient cases.

**2003 Government Attorney Income¹ Ranges
By Region²
For State Attorneys**

2003 Income	Region					
	Houston & Dallas MSAs ** (n=40)	Austin & San Antonio MSAs (n=18)	El Paso & W. Texas MSAs (n=18)	Corpus Christi & S. Texas MSAs (n=8)	E., NE., & Central Texas MSAs (n=19)	Non-Metro Areas (n=13)
Less than \$10,000	**	0%	0%	0%	0%	0%
\$10,000 to \$19,999	**	0%	0%	0%	0%	0%
\$20,000 to \$29,999	**	0%	0%	0%	0%	0%
\$30,000 to \$39,999	**	5%	0%	13%	0%	15%
\$40,000 to \$49,999	**	18%	28%	0%	5%	8%
\$50,000 to \$59,999	**	15%	33%	25%	21%	15%
\$60,000 to \$69,999	**	25%	28%	25%	21%	8%
\$70,000 to \$79,999	**	20%	0%	13%	26%	0%
\$80,000 to \$89,999	**	5%	6%	0%	0%	8%
\$90,000 to \$99,999	**	3%	6%	13%	0%	0%
\$100,000 to \$124,999	**	8%	0%	13%	26%	46%
\$125,000 to \$149,999	**	3%	0%	0%	0%	0%
\$150,000 to \$174,999	**	0%	0%	0%	0%	0%
\$175,000 to \$199,999	**	0%	0%	0%	0%	0%
\$200,000 or More	**	0%	0%	0%	0%	0%
Median Income	**	\$65,000	\$56,667	\$65,000	\$71,000	\$85,000
Median Years Licensed	**	14	11	10	14	17

** Insufficient Cases

¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

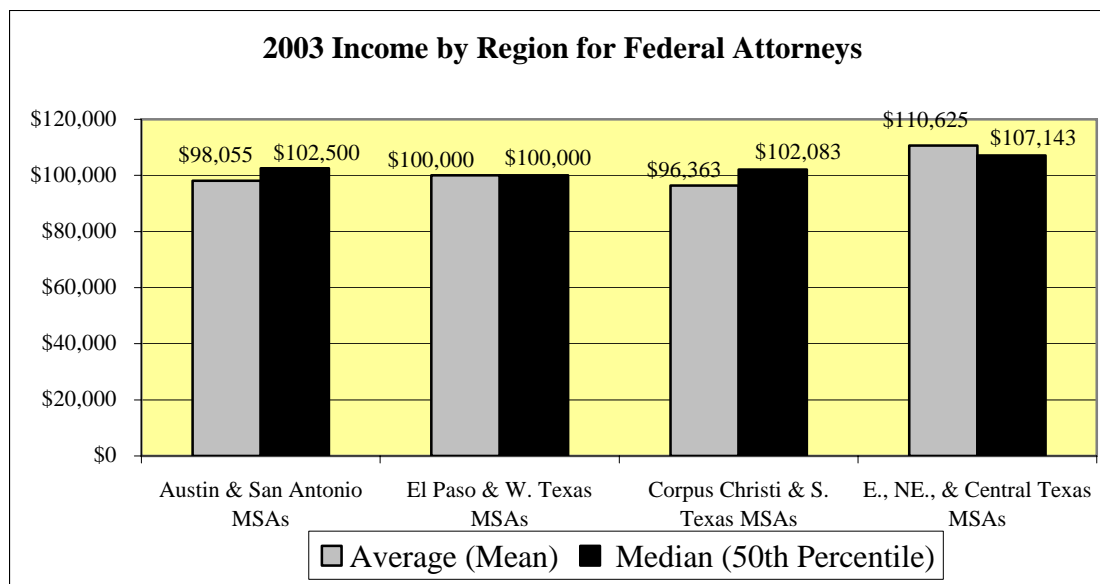
² Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

**2003 Government Attorney Income¹ Distribution Statistics
By Region²
For Federal Attorneys**

2003 Income	Region					
	Houston & Dallas MSAs **	Austin & San Antonio MSAs (n=9)	El Paso & W. Texas MSAs (n=8)	Corpus Christi & S. Texas MSAs (n=11)	E., NE., & Central Texas MSAs (n=16)	Non-Metro Areas **
Average (Mean)	**	\$98,055	\$100,000	\$96,363	\$110,625	**
75th Percentile	**	\$113,750	\$112,500	\$113,542	\$121,429	**
Median (50th Percentile)	**	\$102,500	\$100,000	\$102,083	\$107,143	**
25th Percentile	**	\$86,250	\$93,333	\$77,500	\$96,667	**

2000 Income						
Median	\$87,500	N/A³	\$84,375	\$102,083	\$97,916	N/A³
Increase or Decrease in Medians (2003-2000)	N/A ³	N/A ³	\$15,625	\$0	\$9,227	N/A ³
Percent Change in Medians (2003-2000)/2000	N/A ³	N/A ³	19%	0%	9%	N/A ³

** Insufficient Cases



¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

² Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

³ 2003 Median and/or 2000 Median unavailable due to insufficient cases.

**2003 Government Attorney Income¹ Ranges
By Region²
For Federal Attorneys**

2003 Income	Region					
	Houston & Dallas MSAs **	Austin & San Antonio MSAs (n=9)	El Paso & W. Texas MSAs (n=8)	Corpus Christi & S. Texas MSAs (n=11)	E., NE., & Central Texas MSAs (n=16)	Non-Metro Areas **
Less than \$10,000	**	0%	0%	0%	0%	**
\$10,000 to \$19,999	**	0%	0%	0%	0%	**
\$20,000 to \$29,999	**	0%	0%	0%	0%	**
\$30,000 to \$39,999	**	0%	0%	0%	0%	**
\$40,000 to \$49,999	**	0%	0%	0%	0%	**
\$50,000 to \$59,999	**	11%	0%	9%	0%	**
\$60,000 to \$69,999	**	0%	13%	9%	0%	**
\$70,000 to \$79,999	**	0%	0%	9%	0%	**
\$80,000 to \$89,999	**	22%	0%	0%	0%	**
\$90,000 to \$99,999	**	11%	38%	18%	38%	**
\$100,000 to \$124,999	**	56%	50%	55%	44%	**
\$125,000 to \$149,999	**	0%	0%	0%	19%	**
\$150,000 to \$174,999	**	0%	0%	0%	0%	**
\$175,000 to \$199,999	**	0%	0%	0%	0%	**
\$200,000 or More	**	0%	0%	0%	0%	**
Median Income	**	\$102,500	\$100,000	\$102,083	\$107,143	**
Median Years Licensed	**	11	19	12	19	**

** Insufficient Cases

¹ Government attorneys working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

² Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

Survey Sampling Regions and Counties in Each Region¹

1 Houston-Baytown-Sugarland MSA	Austin Brazoria Chambers Fort Bend Galveston Harris Liberty Montgomery San Jacinto Waller	8 Central Texas MSAs Waco MSA McLennan Killeen-Temple-Fort Hood MSA Bell Coryell Lampasas	Jefferson Orange Potter Randall <i>Lubbock MSA</i> Crosby Lubbock <i>Midland MSA</i> Midland <i>Odessa MSA</i> Ector <i>San Angelo MSA</i> Irion Tom Green
2 Dallas-Fort Worth-Arlington MSA	Collin Dallas Delta Denton Ellis Hunt Johnson Kaufman Parker Rockwall Tarrant Wise	9 East & NE Texas MSAs <i>College Station-Bryan MSA</i> Brazos Burleson Robertson <i>Longview MSA</i> Gregg Rusk Upshur <i>Sherman-Denison MSA</i> Grayson <i>Texarkana MSA</i> Bowie <i>Tyler MSA</i> Smith <i>Victoria MSA</i> Calhoun Goliad Victoria <i>Wichita Falls MSA</i> Archer Clay Wichita	12 Non-Metropolitan Counties Anderson Andrews Angelina Bailey Baylor Bee Blanco Borden Bosque Brewster Briscoe Brooks Brown Burnet Camp Cass Castro Cherokee Childress Cochran Coke Coleman Collingsworth Colorado Comanche Concho Cooke Cottle Crane Crockett Culberson Dallam Dawson Deaf Smith De Witt Dickens Dimmit Donley Duval Eastland Edwards Erath
3 Austin-Round Rock MSA	Bastrop Caldwell Hays Travis Williamson		
4 San Antonio MSA	Atascosa Bandera Bexar Comal Guadalupe Kendall Medina Wilson	10 South Texas MSAs <i>Brownsville-Harlingen MSA</i> Cameron <i>Laredo MSA</i> Webb <i>McAllen-Edinburg-Pharr MSA</i> Hidalgo	
5 El Paso MSA	El Paso	11 West Texas MSAs <i>Abilene MSA</i> Callahan Jones Taylor <i>Amarillo MSA</i> Armstrong Carson	
6 Corpus Christi MSA	Aransas Nueces San Patricio		
7 Beaumont-Port Arthur MSA	Hardin		

¹Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

Survey Sampling Regions and Counties in Each Region¹

**12 Non-Metropolitan Counties
(Continued)**

Falls	Lee	Sterling
Fannin	Leon	Stonewall
Fayette	Limestone	Sutton
Fisher	Lipscomb	Swisher
Floyd	Live Oak	Terrell
Foard	Llano	Terry
Franklin	Loving	Throckmorton
Freestone	Lynn	Titus
Frio	Madison	Trinity
Gaines	Marion	Tyler
Garza	Martin	Upton
Gillespie	Mason	Uvalde
Glasscock	Matagorda	Val Verde
Gonzales	Maverick	Van Zandt
Gray	McCulloch	Walker
Grimes	McMullen	Ward
Hale	Menard	Washington
Hall	Milam	Wharton
Hamilton	Mills	Wheeler
Hansford	Mitchell	Wilbarger
Hardeman	Montague	Willacy
Harrison	Moore	Winkler
Hartley	Morris	Wood
Haskell	Motley	Yoakum
Hemphill	Nacogdoches	Young
Henderson	Navarro	Zapata
Hill	Newton	Zavala
Hockley	Nolan	
Hood	Ochiltree	
Hopkins	Oldham	
Houston	Palo Pinto	
Howard	Panola	
Hudspeth	Parmer	
Hutchinson	Pecos	
Jack	Polk	
Jackson	Presidio	
Jasper	Rains	
Jeff Davis	Reagan	
Jim Hogg	Real	
Jim Wells	Red River	
Karnes	Reeves	
Kenedy	Refugio	
Kent	Roberts	
Kerr	Runnels	
Kimble	Sabine	
King	San Augustine	
Kinney	San Saba	
Kleberg	Schleicher	
Knox	Scurry	
Lamar	Shackelford	
Lamb	Shelby	
La Salle	Sherman	
Lavaca	Somervell	
	Starr	
	Stephens	

¹Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

Method

Data Collection and Sampling Procedures

Government Attorney income information was collected in the Texas Attorney Survey – Status 2003. The written questionnaire (Appendix A) was mailed on October 15, 2004 to a sample of attorneys licensed by the State Bar of Texas who were residing in-state, maintaining active membership in the State Bar of Texas, and who were not exempt from MCLE requirements. Two reminder postcards were sent, on October 29, and on November 12, 2004, to the attorneys who had not responded by those dates.

Because the survey's results were to be presented in part by geographic region, the sample was stratified, or sub-grouped, into 12 economic areas that were based on metropolitan and non-metropolitan areas. The metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. The definitions were retrieved October 8th, 2004, from their web page¹. A sample size of 6,000—500 attorneys from each region—was set based on budget constraints, the need to have adequate samples from the less populous regions of the state, an aspirational response rate of 50 percent, and the knowledge that some attorneys would have to be dropped from the sample due to bad addresses, refusals to participate, and related factors. Results reported for all respondents and results broken out by any factor other than region were weighted so that the regional breakdown of respondents matched the regional distribution of Texas attorneys who met the sampling criteria. Weighting procedures are described in more detail below.

Response Rate

Four attorneys were dropped from the sample due to bad addresses that could not be resolved, and fourteen refused to participate. The cutoff date of November 30th was extended for three weeks to allow all surveys that were returned to be received. As of December 21, 2004 there were 2,705 completed questionnaires returned to the State Bar of Texas, for an overall response rate of 45 percent. Response rates for each sampling region are shown in the table below.

¹ Texas State Data Center and Office of the State Demographer. *Texas County Cross-Reference* (Online), http://www.txsdcenter.utsa.edu/reference/georef/county_master.php, San Antonio, TX: Texas State Data Center and Office of the State Demographer, Institute for Demographic and Socioeconomic Research, University of Texas at San Antonio, October 8, 2004.

Method (continued)

Response Rates by Sampling Region					
Sampling Region	Original Sample	Dropped Due to Bad Addresses	Refusals/ Deceased	Number of Responses	Response Rate
Houston-Baytown-Sugarland	500	1	1	172	34.4%
Dallas-Fort Worth-Arlington MSA	500	0	1	188	37.6%
Austin-Round Rock MSA	500	0	2	220	44.0%
San Antonio MSA	500	1	2	210	42.0%
El Paso MSA	500	0	2	229	45.8%
Corpus Christi MSA	500	0	1	204	40.8%
Beaumont-Port Arthur MSA	500	0	0	195	39.0%
Central Texas MSAs	500	1	1	227	45.4%
East & Northeast Texas MSAs	500	0	1	211	42.2%
South Texas MSAs	500	1	0	195	39.0%
West Texas MSAs	500	0	3	258	51.6%
Non-Metro Counties	500	0	0	226	45.2%
Region Unknown	0	0	0	170	N/A
Total	6,000	4	14	2,705	45.1%

Method (continued)

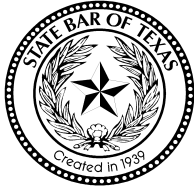
Weighting Procedures

All results presented for the state as a whole or broken down by any factor other than region were weighted to reflect the known geographic distribution of attorneys who met the sampling criteria. The coding of a respondent's sampling region was based on their response to the question, "In which Texas county is your office located?" The weighting factors are shown in the table below.

Weighting Factors					
Sampling Region	Number of Attorneys in Region and as a Percent of In-State Total (n=63,231)		Number and Percent of Total Attorneys Responding Where Region Known (n=2,535)		Weighting Factor (% In-State / % Total Responses)
Houston-Baytown-Sugarland MSA	19,885	31.4%	172	6.8%	4.6350
Dallas-Fort Worth-Arlington MSA	18,960	30.0%	188	7.4%	4.0432
Austin-Round Rock MSA	7,695	12.2%	220	8.7%	1.4023
San Antonio MSA	4,832	7.6%	210	8.3%	0.9225
El Paso MSA	1,025	1.6%	229	9.0%	0.1794
Corpus Christi MSA	989	1.6%	204	8.0%	0.1944
Beaumont-Port Arthur MSA	809	1.3%	195	7.7%	0.1663
Central Texas MSAs	796	1.3%	227	9.0%	0.1406
East and Northeast Texas MSAs	1,875	3.0%	211	8.3%	0.3563
South Texas MSAs	1,455	2.3%	195	7.7%	0.2991
West Texas MSAs	2,022	3.2%	258	10.2%	0.3142
Non-Metropolitan Counties	2,888	4.6%	226	8.9%	0.5123
Unknown/Missing	N/A	N/A	170	N/A	N/A

Appendices

Appendix A: The Texas Attorney Survey – Status 2003



State Bar of Texas Attorney Survey - Status 2003

Instructions: Please return this questionnaire by November 30, 2004. These questions are for information related to *calendar year 2003*. Each question can be answered by simply checking a response or filling in a blank. If a question is unclear or incompletely stated for your situation, please feel free to write a comment on the questionnaire. Your responses will be kept anonymous. In addition, all responses will be summarized so that no report can be used to identify any individual attorney.

Thank you for your participation. This information will provide summary demographic information about law practice in Texas. Your participation will also give the State Bar useful feedback about how the State Bar of Texas can better serve Texas lawyers.

Demographic Information

- For 2003, what was your primary occupation?

a. <input type="checkbox"/> Private law practice	k. <input type="checkbox"/> Law faculty
b. <input type="checkbox"/> For-profit Corporate/In-House Counsel	l. <input type="checkbox"/> Other law related (<i>Please specify:</i>) _____
c. <input type="checkbox"/> Nonprofit Corporate/In-House Counsel	m. <input type="checkbox"/> Non-law related (<i>Please specify:</i>) _____
d. <input type="checkbox"/> Full-Time Judge	n. <input type="checkbox"/> Unemployed/Looking for work
e. <input type="checkbox"/> Other judicial branch (<i>Please specify:</i>) _____	o. <input type="checkbox"/> Unemployed/Not looking for work
f. <input type="checkbox"/> Government attorney (<i>Please indicate what kind:</i>) _____	p. <input type="checkbox"/> Retired/Not working
g. <input type="checkbox"/> City	h. <input type="checkbox"/> County
i. <input type="checkbox"/> State	j. <input type="checkbox"/> Federal
- For 2003, if you were in private law practice, how many attorneys, including yourself, worked in your firm? (*Please include attorneys at all locations of your firm in the total.*)
Number of attorneys (*can be approximate*): _____
- For 2003, if you worked as a private law practitioner, please list the areas of practice that account for 25 percent or more of the time you spent practicing law and the typical hourly rate (*if applicable*) you charged in each area.

Area	Hourly Rate	Check here if no hourly billing
a. _____	_____	_____
b. _____	_____	_____
c. _____	_____	_____
d. _____	_____	_____
- Do you carry legal malpractice insurance? Yes No Not applicable
- In which Texas county is your office located? _____
- In which year were you first licensed to practice law in any jurisdiction? _____
- Are you: Male Female
- What is your race/ethnicity?

a. <input type="checkbox"/> Caucasian/Anglo	d. <input type="checkbox"/> Asian/Pacific Islander
b. <input type="checkbox"/> African-American/Black	e. <input type="checkbox"/> Native American Indian
c. <input type="checkbox"/> Hispanic/Latino	f. <input type="checkbox"/> Other Race/Ethnicity (<i>Please specify:</i>) _____
- If you belonged to one or more State Bar Sections in 2003, how many did you belong to? _____



State Bar of Texas Attorney Survey - Status 2003

10. What was your approximate net income (including any bonus) before taxes derived from your primary occupation *as an attorney* during calendar year 2003?

- | | | |
|-------------------------|---------------------------|-------------------------------|
| a. None | i. \$70,000 to \$79,999 | q. \$300,000 to \$399,999 |
| b. \$1 to \$9,999 | j. \$80,000 to \$89,999 | r. \$400,000 to \$499,999 |
| c. \$10,000 to \$19,999 | k. \$90,000 to \$99,999 | s. \$500,000 to \$749,999 |
| d. \$20,000 to \$29,999 | l. \$100,000 to \$124,999 | t. \$750,000 to \$999,999 |
| e. \$30,000 to \$39,999 | m. \$125,000 to \$149,999 | u. \$1,000,000 to \$1,499,999 |
| f. \$40,000 to \$49,999 | n. \$150,000 to \$174,999 | v. \$1,500,000 to \$1,999,999 |
| g. \$50,000 to \$59,999 | o. \$175,000 to \$199,999 | w. \$2,000,000 to \$2,999,999 |
| h. \$60,000 to \$69,999 | p. \$200,000 to \$299,999 | x. \$3,000,000 or more |

11. If you received a bonus for 2003, what was it? _____

12. In calendar year 2003, did you work:
 ___ Full-time (*entire year*) ___ Part-time (*entire year*) ___ Other (*Please specify:*) _____

13. Position in calendar year 2003 (*if private practice*):

a. First-Year Associate	e. Fifth-Year Associate	i. Of Counsel
b. Second-Year Associate	f. Sixth-Year Associate	j. Non-Equity Partner
c. Third-Year Associate	g. Seventh-Year Associate	k. Equity Partner
d. Fourth-Year Associate	h. Eighth-Year Associate	l. Other : _____

14. Years of experience as an attorney, up to and including calendar year 2003: _____

15. Average number of hours per week in 2003 in primary occupation as an attorney: _____

16. *If applicable*, average number of *billable* hours per week in 2003, as an attorney: _____

17. Number of areas in which you were board certified as of 2003: _____

Present-day (not just for 2003) opinion about the services and activities of the State Bar of Texas:

18. For each of the State Bar's services or activities, please indicate if you are familiar with it, by checking the box in the "Familiar With?" column, and then indicating how valuable you think it is, by checking the box in the column with the appropriate value rating.

Service/Activity	Familiar With?	Value Rating – how valuable is each to you? (if no opinion, just leave blank)				
		Very High	High	Average	Low	Very Low
Professionalism, Discipline/Grievance, Compliance						
a) Texas Lawyer's Assistance Program	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
b) Client-Attorney Assistance Program	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
c) Grievance/Discipline System	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
d) Ethics Hotline	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
e) Professionalism Enhancement Program	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
f) Minimum Continuing Legal Education	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
g) Advertising Review Program	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL



State Bar of Texas Attorney Survey - Status 2003

Service/Activity	Familiar With?	Value Rating – How valuable is each to you? (if no opinion, just leave blank)				
		Very High	High	Average	Low	Very Low
Information/Communication to Members						
h) Texas Bar Journal	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
i) State Bar Online, texasbar.com	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
Professional Education/Development						
j) Texas Bar CLE	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
k) Law books published by the State Bar's Department of Books and Systems	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
l) Law Practice Management Program	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
m) State Bar College	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
Participation and Networking						
n) State Bar Annual Meeting	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
o) Minority Affairs Program	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
p) State Bar Committees	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
q) State Bar Sections	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
Public Service						
r) Client Security Fund	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
s) Texas Lawyers Care	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
t) Government Relations/State Bar Legislative Program	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
u) Lawyer Referral and Information Service	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
v) Pro Bono College	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
w) Annual Voluntary Reporting of Pro Bono Activities	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL

19. Do you have any additional comments about the State Bar, what it does well, or where it could improve?

Thank you. Please return this questionnaire by November 30 in the postage-paid return envelope, or mail to:
 State Bar of Texas,
 Department of Research and Analysis,
 P.O. Box 12487, Austin, TX 78711.