STATE BAR OF TEXAS DEPARTMENT OF RESEARCH & ANALYSIS



GOVERNMENT ATTORNEY 2005 INCOME REPORT

PUBLISHED SEPTEMBER 21, 2006

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INTRODUCTION

This report 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 the wide variety of 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 2005 in February of 2006. A goal of the survey was to obtain information on income earned in 2005 by Texas attorneys. Four reports on compensation were to be prepared: Private Practitioner 2005 Income Report, Hourly Rates in 2005 Report, Corporate/In-House Counsel 2005 Income Report, and Government Attorney 2005 Income Report. This document is the Government Attorney 2005 Income Report.

This report presents the data collected on the 2005 net 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 2005.

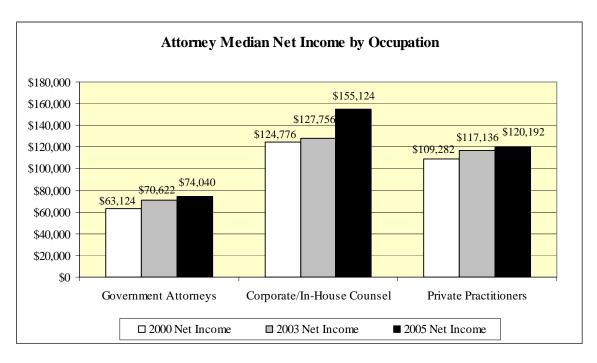
A written questionnaire was mailed on February 22, 2006 to a random sample of 7,000 Texas attorneys stratified into 12 geographical and economic regions¹ of the state. The survey's response rate was 34.5 percent, with a total of 2,414 attorneys responding. A more detailed description of the survey's 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).

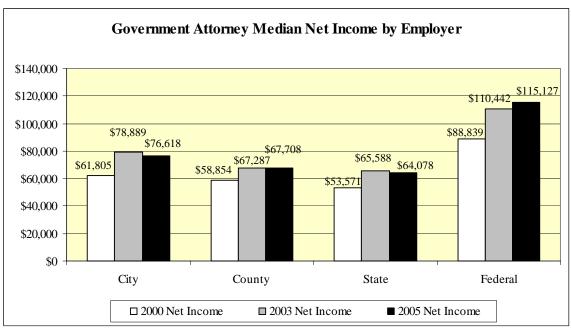
This report on income includes both medians (50th percentile values) and averages (means). The median is the midpoint of a distribution of values. The average (mean) can differ from the median if the values below the median are not symmetrically matched by values above the median. Salaries are typically 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 \$74,040, and the average (mean) is \$80,277. 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.

2000 to **2005** Income¹ of Government Attorneys Compared to Other Attorney Occupations





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

2005 Government Attorney Income¹ Distribution Statistics By Level of Government

2005 Income					
		Lev	el of Governm	ent	
	All Government Attorneys	City	County	State	Federal
	(n= 256)	(n=37)	(n= 71)	(n=87)	(n= 51)
Average (Mean)	\$80,277	\$75,846	\$73,025	\$67,168	\$111,722
75th Percentile	\$102,237	\$88,651	\$79,816	\$78,261	\$133,546
Median (50th Percentile)	\$74,040	\$76,618	\$67,708	\$64,078	\$115,127
25th Percentile	\$56,781	\$54,942	\$55,536	\$51,102	\$88,100

2003 Income					
Median	\$70,622	\$78,889	\$67,287	\$65,588	\$110,442
Increase or decrease in medians (2005 - 2003)	\$3,418	(\$2,271)	\$421	(\$1,510)	\$4,685
Increase or decrease in medians (2005 - 2003) Percent change in medians (2005 - 2003) / 2003	5%	-3%	1%	-2%	4%

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

- 1. The primary focus is on the income for the calendar year 2005. The part of the table that has the 2005 statistics is labeled "2005 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 2005 income:
 - i. The average (mean).
 - ii. The **75**th **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 **25**th **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 2003 annual income medians are shown following a gray heading labeled "2003 Income".
- 3. Following the 2003 income medians will be a comparison with 2005 median incomes, showing first, the dollar difference in annual incomes, and second, the percent change from 2003 to 2005. 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. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

² This report will adopt the definition that a percentile value is the level that "P% of values are below", because it provides point estimates of percentile values. See Paul Barret (2002). Percentiles and Percentile Ranks - Confused or What? Retrieved August 1, 2006, from http://www.pbmetrix.com/techpapers/percentile.pdf

2005 Government Attorney Income¹ Ranges By Level of Government

2005 Income					
	Percentag	ge in Income	Range by Le	evel of Gover	rnment
	All Government Attorneys	City	County	State	Federal
	(n= 256)	(n= 37)	(n=71)	(n= 87)	(n= 51)
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	4	1	2	10	1
\$40,000 to \$49,999	10	10	12	13	<1
\$50,000 to \$59,999	16	28	20	18	1
\$60,000 to \$69,999	14	3	21	22	2
\$70,000 to \$79,999	14	12	21	14	7
\$80,000 to \$89,999	10	24	3	6	17
\$90,000 to \$99,999	5	9	3	7	3
\$100,000 to \$124,999	17	10	15	8	30
\$125,000 to \$149,999	9	1	3	0	38
\$150,000 to \$174,999	<1	1	0	0	0
\$175,000 to \$199,999	0	0	0	0	0
\$200,000 or More	<1	0	0	<1	0
Median Net Income	\$74,040	\$76,618	\$67,708	\$64,078	\$115,127
Median Years of Experience ²	15	12	12	15	18

Gender	Per	Percentage in Gender by Level of Government					
Men	48	41	51	40	64		
Women	52	59	49	60	36		

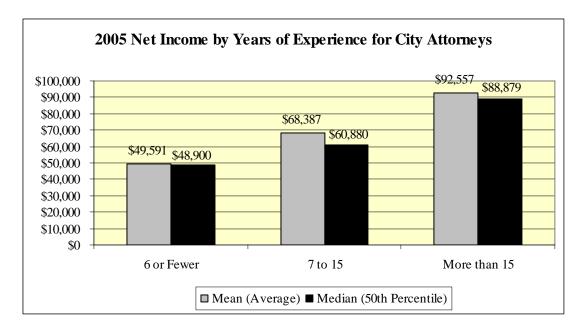
Race/Ethnicity	Percentage in Race/Ethnicity by Level of Government				
Caucasian/Anglo	82	71	89	80	82
African American/Black	6	17	6	4	3
Hispanic/Latino	11	12	4	13	15
Asian/Pacific Islander	0	0	0	0	0
Native American Indian	<1	0	1	<1	0
Other Race/Ethnicity	1	0	0	2	0

 $^{^1}$ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income. 2 Based on year first licensed in any jurisdiction.

2005 Government Attorney Income¹ Distribution Statistics By Years of Experience² **For City Attorneys**

2005 Income						
	Yes	Years of Experience				
	6 or Fewer ³	7 to 15 ³	More than 15 ³			
	(n= 7)	(n= 13)	(n= 17)			
Average (Mean)	\$49,591	\$68,387	\$92,557			
75th Percentile	\$54,511	\$80,083	\$103,196			
Median (50th Percentile)	\$48,900	\$60,880	\$88,879			
25th Percentile	\$44,450	\$55,034	\$81,804			

2003 Income			
Median	\$73,071	\$69,910	\$87,617
Increase or decrease in medians (2005 - 2003)	(\$24,171)	(\$9,030)	\$1,262
Percent change in medians (2005-2003) / 2003	-33%	-13%	1%



¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

² Based on year first licensed in any jurisdiction.

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

2005 Government Attorney Income¹ Ranges By Years of Experience² **For City Attorneys**

2005 Income						
		Percentage in Income Range by Years of Experience				
	6 or Fewer ³	6 or Fewer ³ 7 to 15 ³				
	(n= 7)	(n= 13)	(n= 17)			
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	0	0	2			
\$40,000 to \$49,999	56	0	0			
\$50,000 to \$59,999	42	50	4			
\$60,000 to \$69,999	2	4	3			
\$70,000 to \$79,999	0	21	9			
\$80,000 to \$89,999	0	23	35			
\$90,000 to \$99,999	0	1	18			
\$100,000 to \$124,999	0	0	22			
\$125,000 to \$149,999	0	0	3			
\$150,000 to \$174,999	0	1	2			
\$175,000 to \$199,999	0	0	0			
\$200,000 or More	0	0	0			
Median Net Income	\$48,900	\$60,880	\$88,879			

Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

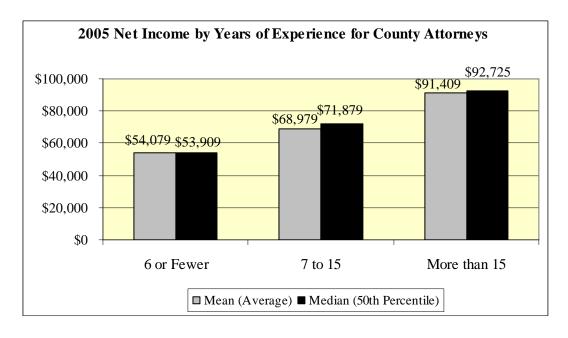
Based on year first licensed in any jurisdiction.

Some Years of Experience categories combined to produce sufficient cases.

2005 Government Attorney Income¹ Distribution Statistics By Years of Experience² **For County Attorneys**

2005 Income						
	Ye	Years of Experience				
	6 or Fewer ³	7 to 15 ³	More than 15 ³			
	(n= 23)	(n= 22)	(n= 23)			
Average (Mean)	\$54,079	\$68,979	\$91,409			
75th Percentile	\$61,620	\$76,685	\$113,061			
Median (50th Percentile)	\$53,909	\$71,879	\$92,725			
25th Percentile	\$46,275	\$60,193	\$67,789			

2003 Income			
Median	\$57,228	\$74,742	\$108,317
Increase or decrease in medians (2005 - 2003)	(\$3,319)	(\$2,863)	(\$15,592)
Percent change in medians (2005-2003) / 2003	-6%	-4%	-14%



¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

² Based on year first licensed in any jurisdiction.

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

2005 Government Attorney Income¹ Ranges By Years of Experience² **For County Attorneys**

2005 Income						
		Percentage in Income Range by Years of Experience				
	6 or Fewer ³	6 or Fewer ³ 7 to 15 ³				
	(n= 23)	(n= 22)	(n= 23)			
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	0	0			
\$40,000 to \$49,999	32	3	2			
\$50,000 to \$59,999	33	22	8			
\$60,000 to \$69,999	29	16	20			
\$70,000 to \$79,999	0	52	15			
\$80,000 to \$89,999	0	8	3			
\$90,000 to \$99,999	0	0	10			
\$100,000 to \$124,999	1	0	34			
\$125,000 to \$149,999	0	0	9			
\$150,000 to \$174,999	0	0	0			
\$175,000 to \$199,999	0	0	0			
\$200,000 or More	0	0	0			
Median Net Income	\$53,909	\$71,879	\$92,725			

Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

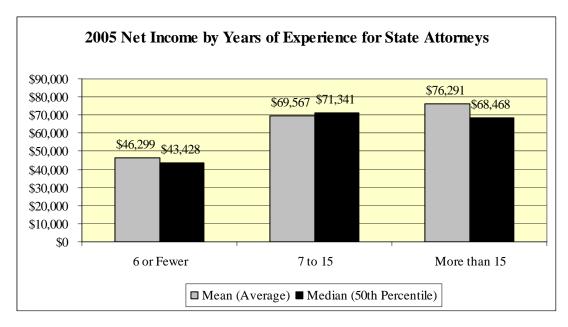
Based on year first licensed in any jurisdiction.

Some Years of Experience categories combined to produce sufficient cases.

2005 Government Attorney Income¹ Distribution Statistics By Years of Experience² For State Attorneys

2005 Income			
	Years of Experience		ence
	6 or Fewer ³	7 to 15 ³	More than 15 ³
	(n= 21)	(n= 23)	(n= 42)
Average (Mean)	\$46,299	\$69,567	\$76,291
75th Percentile	\$55,338	\$81,755	\$89,338
Median (50th Percentile)	\$43,428	\$71,341	\$68,468
25th Percentile	\$36,365	\$53,971	\$59,914

2003 Income			
Median	\$49,660	\$65,106	\$69,681
Increase or decrease in medians (2005 - 2003)	(\$6,232)	\$6,235	(\$1,213)
Percent change in medians (2005 - 2003) / 2003	-13%	10%	-2%



¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

² Based on year first licensed in any jurisdiction.

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

2005 Government Attorney Income¹ Ranges By Years of Experience² For State Attorneys

2005 Income				
		Percentage in Income Range by Years of Experience		
	6 or Fewer ³	7 to 15 ³	More than 15 ³	
	(n= 21)	(n= 23)	(n= 42)	
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	39	0	0	
\$40,000 to \$49,999	31	18	2	
\$50,000 to \$59,999	8	17	23	
\$60,000 to \$69,999	19	11	29	
\$70,000 to \$79,999	2	26	14	
\$80,000 to \$89,999	0	12	7	
\$90,000 to \$99,999	0	13	8	
\$100,000 to \$124,999	0	2	16	
\$125,000 to \$149,999	0	0	0	
\$150,000 to \$174,999	0	0	0	
\$175,000 to \$199,999	0	0	0	
\$200,000 or More	0	0	1	
Median Net Income	\$43,428	\$71,341	\$68,468	

¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

² Based on year first licensed in any jurisdiction.

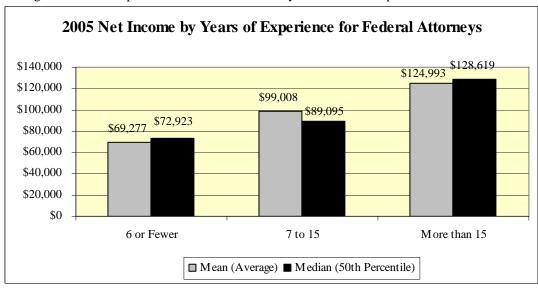
³ Some Years of Experience categories combined to produce sufficient cases.

2005 Government Attorney Income¹ Distribution Statistics By Years of Experience² For Federal Attorneys

2005 Income			
	Years of Experience		
	6 or Fewer ³	7 to 15 ³	More than 15 ³
	(n= 6)	(n= 13)	(n= 32)
Average (Mean)	\$69,277	\$99,008	\$124,993
75th Percentile	\$77,243	\$113,097	\$139,310
Median (50th Percentile)	\$72,923	\$89,095	\$128,619
25th Percentile	\$64,300	\$84,400	\$112,097

	2003 Income			
	Median	***	\$100,681 ⁴	\$119,178
	Increase or decrease in medians (2005 - 2003)	N/A	(\$11,586)	\$9,441
	Percent change in medians (2005 - 2003) / 2003	N/A	-12%	8%

^{***} Figures were not reported in Government Attorney 2003 Income Report due to insufficient cases.



¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

² Based on year first licensed in any jurisdiction.

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

⁴ Calculated from Texas Attorney Survey – Status 2003 data. This figure was not given in the Government Attorney 2003 Income Report. Instead, a combined category of 15 or fewer years of experience was provided to produce sufficient cases for reporting.

2005 Government Attorney Income¹ Ranges By Years of Experience² For Federal Attorneys

2005 Income				
		Percentage in Income Range by Years of Experience		
	6 or Fewer ³	7 to 15 ³	More than 15 ³	
	(n= 6)	(n= 13)	(n= 32)	
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	6	0	0	
\$40,000 to \$49,999	2	0	0	
\$50,000 to \$59,999	11	0	0	
\$60,000 to \$69,999	14	0	0	
\$70,000 to \$79,999	58	2	0	
\$80,000 to \$89,999	9	53	5	
\$90,000 to \$99,999	0	1	5	
\$100,000 to \$124,999	0	36	32	
\$125,000 to \$149,999	0	8	58	
\$150,000 to \$174,999	0	0	0	
\$175,000 to \$199,999	0	0	0	
\$200,000 or More	0	0	0	
Median Net Income	\$72,923	\$89,095	\$128,619	

Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

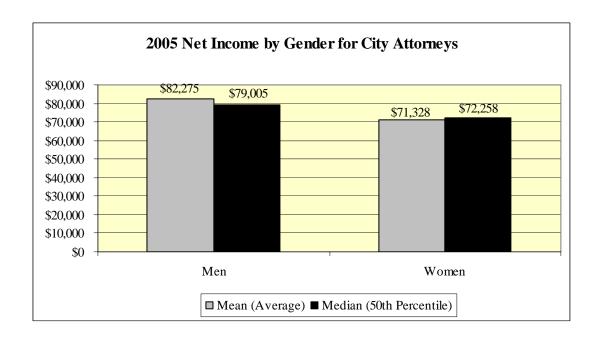
Based on year first licensed in any jurisdiction.

Some Years of Experience categories combined to produce sufficient cases.

2005 Government Attorney Income¹ Distribution Statistics By Gender For City Attorneys

2005 Income		
	Ger	nder
	Men	Women
	(n= 15)	(n= 21)
Average (Mean)	\$82,275	\$71,328
75th Percentile	\$102,145	\$87,147
Median (50th Percentile)	\$79,005	\$72,258
25th Percentile	\$57,986	\$52,698

2003 Income		
Median	\$86,720	\$71,802
	(\$7,715)	\$456
Percent change in medians (2005 - 2003) / 2003	-9%	1%



¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

2005 Government Attorney Income¹ Ranges By Gender For City Attorneys

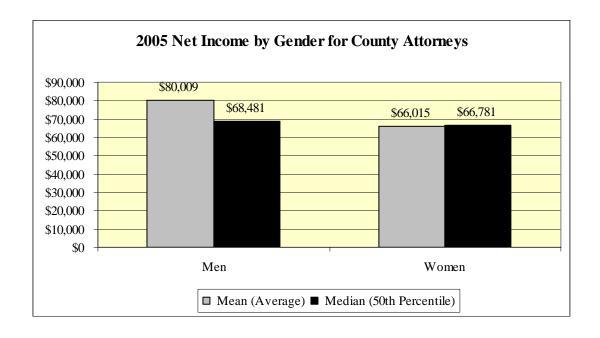
2005 Income		
		Income Range ender
	Men	Women
	(n= 15)	(n= 21)
Less than \$10,000	0	0
\$10,000 to \$19,999	0	0
\$20,000 to \$29,999	0	0
\$30,000 to \$39,999	2	0
\$40,000 to \$49,999	0	18
\$50,000 to \$59,999	28	27
\$60,000 to \$69,999	2	4
\$70,000 to \$79,999	19	7
\$80,000 to \$89,999	20	27
\$90,000 to \$99,999	1	14
\$100,000 to \$124,999	22	2
\$125,000 to \$149,999	2	1
\$150,000 to \$174,999	2	1
\$175,000 to \$199,999	0	0
\$200,000 or More	0	0
Median Net Income	\$79,005	\$72,258
Median Years Licensed ²	19	10

 $^{^1}$ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income. 2 Based on year first licensed in any jurisdiction.

2005 Government Attorney Income¹ Distribution Statistics By Gender For County Attorneys

2005 Income		
	Gender	
	Men	Women
	(n= 36)	(n= 35)
Average (Mean)	\$80,009	\$66,015
75th Percentile	\$108,503	\$75,651
Median (50th Percentile)	\$68,481	\$66,781
25th Percentile	\$57,456	\$54,650

2003 Income			
Median	\$64,820	\$70,245	
Increase or decrease in medians (2005 - 2003)	\$3,661	(\$3,464)	
Percent change in medians (2005 -	6%	-5%	



¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

2005 Government Attorney Income¹ Ranges By Gender For County Attorneys

2005 Income			
		Income Range ender	
	Men	Women	
	(n= 36)	(n= 35)	
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	2	1	
\$40,000 to \$49,999	13	11	
\$50,000 to \$59,999	13	26	
\$60,000 to \$69,999	25	16	
\$70,000 to \$79,999	7	35	
\$80,000 to \$89,999	4	3	
\$90,000 to \$99,999	<1	6	
\$100,000 to \$124,999	30	0	
\$125,000 to \$149,999	5	1	
\$150,000 to \$174,999	0	0	
\$175,000 to \$199,999	0	0	
\$200,000 or More	0	0	
Median Net Income	\$68,481	\$66,781	
Median Years Licensed ²	15	12	

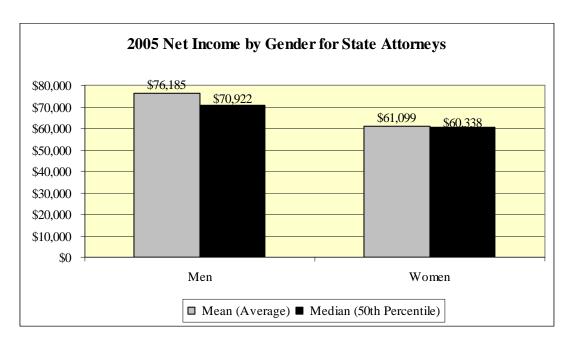
 $^{^{1}}$ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

² Based on year first licensed in any jurisdiction.

2005 Government Attorney Income¹ Distribution Statistics By Gender For State Attorneys

2005 Income		
	Gender	
	Men	Women
	(n= 35)	(n= 52)
Average (Mean)	\$76,185	\$61,099
75th Percentile	\$87,147	\$71,701
Median (50th Percentile)	\$70,922	\$60,338
25th Percentile	\$58,199	\$45,313

2003 Income		
Median	\$65,474	\$65,680
Increase or decrease in medians (2005 - 2003)	\$5,448	(\$5,342)
Percent change in medians (2005 - 2003) / 2003	8%	-8%



¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

2005 Government Attorney Income¹ Ranges By Gender For State Attorneys

2005 Income		
	Percentage in by Go	Income Range ender
	Men	Women
	(n= 35)	(n= 52)
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	1	15
\$40,000 to \$49,999	6	18
\$50,000 to \$59,999	21	16
\$60,000 to \$69,999	19	24
\$70,000 to \$79,999	18	12
\$80,000 to \$89,999	12	3
\$90,000 to \$99,999	4	10
\$100,000 to \$124,999	16	3
\$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	1	0
Median Net Income	\$70,922	\$60,338
Median Years Licensed ²	18	13

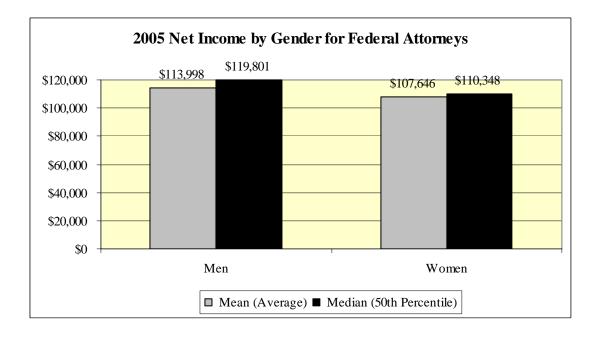
 $^{^{1}}$ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

² Based on year first licensed in any jurisdiction.

2005 Government Attorney Income¹ Distribution Statistics By Gender For Federal Attorneys

2005 Income		
	Ge	nder
	Men	Women
	(n= 33)	(n= 18)
Average (Mean)	\$113,998	\$107,646
75th Percentile	\$136,116	\$125,381
Median (50th Percentile)	\$119,801	\$110,348
25th Percentile	\$87,683	\$90,955

2003 Income				
Median	\$110,195	\$110,678		
Increase or decrease in medians (2005 - 2003)	\$9,606	(\$330)		
Percent change in medians (2005 - 2003) / 2003	9%	-<1%		



¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

2005 Government Attorney Income¹ Ranges By Gender For Federal Attorneys

2005 Income		
		Income Range ender
	Men	Women
	(n= 33)	(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	2
\$40,000 to \$49,999	<1	0
\$50,000 to \$59,999	1	2
\$60,000 to \$69,999	3	0
\$70,000 to \$79,999	3	15
\$80,000 to \$89,999	24	5
\$90,000 to \$99,999	1	8
\$100,000 to \$124,999	24	42
\$125,000 to \$149,999	45	25
\$150,000 to \$174,999	0	0
\$175,000 to \$199,999	0	0
\$200,000 or More	0	0
Median Net Income	\$119,801	\$110,348
Median Years Licensed ²	19	15

 $^{^{1}}$ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

² Based on year first licensed in any jurisdiction.

2005 Government Attorney Income¹ Distribution Statistics By Race/Ethnicity² For City Attorneys

2005 Income			
		Race/Ethnicity	
	Caucasian/Anglo	African American/Black	Hispanic/Latino
	(n=26)	(n= 6)	(n= 4)
Average (Mean)	\$78,763	\$55,587	**
75th Percentile	\$92,316	\$57,968	**
Median (50th Percentile)	\$80,014	\$55,312	**
25th Percentile	\$56,835	\$52,656	**

2003 Income			
Median	\$84,393	***	***
Increase or decrease in medians (2005 - 2003) Percent change in medians (2005 - 2003) / 2003	(\$4,379)	N/A	N/A
Percent change in medians (2005 - 2003) / 2003	-5%	N/A	N/A

2005 Income Ranges	Percentage i	in Income Range by R	ace/Ethnicity
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	14	0	**
\$50,000 to \$59,999	16	94	**
\$60,000 to \$69,999	3	6	**
\$70,000 to \$79,999	17	0	**
\$80,000 to \$89,999	22	0	**
\$90,000 to \$99,999	11	0	**
\$100,000 to \$124,999	14	0	**
\$125,000 to \$149,999	1	0	**
\$150,000 to \$174,999	1	0	**
\$175,000 to \$199,999	0	0	**
\$200,000 or More	0	0	**
Median Years Licensed ³	18	7	**

^{**} Insufficient Cases (n<6)

^{***} Figures were not reported in Government Attorney 2003 Income Report due to insufficient cases.

¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

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

³ Based on year first licensed in any jurisdiction.

2005 Government Attorney Income¹ Distribution Statistics By Race/Ethnicity² **For County Attorneys**

2005 Income			
		Race/Ethnicity	
	Caucasian/Anglo	African American/Black	Hispanic/Latino
	(n=63)	(n= 5)	(n= 3)
Average (Mean)	\$74,069	**	**
75th Percentile	\$84,469	**	**
Median (50th Percentile)	\$69,132	**	**
25th Percentile	\$55,531	**	**

2003 Income			
Median	\$68,578	\$67,016	\$61,313
Increase or decrease in medians (2005 - 2003) Percent change in medians (2005 - 2003) / 2003	\$554	N/A	N/A
Percent change in medians (2005 - 2003) / 2003	1%	N/A	N/A

2005 Income	Percentage in	n Income Range by Rac	e/Ethnicity
Less than \$10,000	0	**	**
\$10,000 to \$19,999	0	**	**
\$20,000 to \$29,999	0	**	**
\$30,000 to \$39,999	2	**	**
\$40,000 to \$49,999	13	**	**
\$50,000 to \$59,999	19	**	**
\$60,000 to \$69,999	18	**	**
\$70,000 to \$79,999	22	**	**
\$80,000 to \$89,999	3	**	**
\$90,000 to \$99,999	3	**	**
\$100,000 to \$124,999	17	**	**
\$125,000 to \$149,999	3	**	**
\$150,000 to \$174,999	0	**	**
\$175,000 to \$199,999	0	**	**
\$200,000 or More	0	**	**
Median Years Licensed ³	12	**	**

^{**} Insufficient Cases (n<6)

¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

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

³ Based on year first licensed in any jurisdiction.

2005 Government Attorney Income¹ Distribution Statistics By Race/Ethnicity² **For State Attorneys**

2005 Income								
		Race/Ethnicity						
	Caucasian/Anglo	Hispanic/Latino						
	(n=69)	(n=4)	(n= 12)					
Average (Mean)	\$69,023	**	\$60,295					
75th Percentile	\$82,682	**	\$66,871					
Median (50th Percentile)	\$66,055	**	\$60,759					
25th Percentile	\$51,800	**	\$49,083					

2003 Income			
Median	\$67,570	\$63,629	\$61,946
Increase or decrease in medians (2005 - 2003)	(\$1,515)	N/A	(\$1,187)
Increase or decrease in medians (2005 - 2003) Percent change in medians (2005 - 2003) / 2003	-2%	N/A	-2%

2005 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	12	**	0
\$40,000 to \$49,999	10	**	28
\$50,000 to \$59,999	19	**	19
\$60,000 to \$69,999	16	**	41
\$70,000 to \$79,999	17	**	8
\$80,000 to \$89,999	8	**	0
\$90,000 to \$99,999	9	**	0
\$100,000 to \$124,999	10	**	4
\$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	1	**	0
Median Years Licensed ³	15	**	17

^{**} Insufficient Cases (n<6)

¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

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

³ Based on year first licensed in any jurisdiction.

2005 Government Attorney Income¹ Distribution Statistics By Race/Ethnicity² For Federal Attorneys

2005 Income								
		Race/Ethnicity						
	Caucasian/Anglo	Hispanic/Latino						
	(n=42)	(n=1)	(n= 8)					
Average (Mean)	\$113,647	**	\$96,842					
75th Percentile	\$135,175	**	\$112,062					
Median (50th Percentile)	\$118,413	**	\$88,710					
25th Percentile	\$92,532	**	\$83,339					

2003 Income			
Median	\$107,833	***	\$94,643
Increase or decrease in medians (2005 - 2003)	\$10,580	N/A	(\$5,933)
Increase or decrease in medians (2005 - 2003) Percent change in medians (2005 - 2003) / 2003	10%	N/A	-6%

2005 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	1	**	0
\$40,000 to \$49,999	<1	**	0
\$50,000 to \$59,999	1	**	2
\$60,000 to \$69,999	2	**	0
\$70,000 to \$79,999	8	**	7
\$80,000 to \$89,999	12	**	47
\$90,000 to \$99,999	4	**	0
\$100,000 to \$124,999	30	**	39
\$125,000 to \$149,999	42	**	5
\$150,000 to \$174,999	0	**	0
\$175,000 to \$199,999	0	**	0
\$200,000 or More	0	**	0
Median Years Licensed ³	18	**	7

^{**} Insufficient Cases (n<6)

^{***} Figures were not reported in Government Attorney 2003 Income Report due to insufficient cases.

¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

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

³ Based on year first licensed in any jurisdiction.

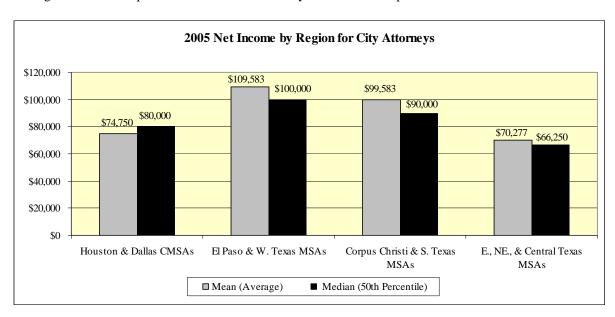
2005 Government Attorney Income¹ Distribution Statistics By Region² For City Attorneys

2005 Income	Region						
	Houston & San El Paso & Corpus E., NE., & Central Nor					Non-Metro Areas	
	(n= 10)	(n=1)	(n= 6)	(n=6)	(n=9)	(n= 1)	
Average (Mean)	\$74,750	**	\$109,583	\$99,583	\$70,277	**	
75th Percentile	\$88,333	**	\$137,500	\$137,500	\$77,500	**	
Median (50th Percentile)	\$80,000	**	\$100,000	\$90,000	\$66,250	**	
25th Percentile	\$55,000	**	\$85,000	\$55,000	\$60,625	**	

2003 Income							
Median	***	***	\$80,000	***	\$71,667	***	
Increase or decrease in medians (2005 - 2003) Percent change in medians (2005 - 2003) / 2003	N/A	N/A	\$20,000	N/A	(\$5,417)	N/A	
Percent change in medians (2005 - 2003) / 2003	N/A	N/A	25%	N/A	-8%	N/A	

^{**} Insufficient Cases

^{***} Figures were not reported in Government Attorney 2003 Income Report due to insufficient cases.



¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 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

2005 Government Attorney Income¹ Ranges By Region² For City Attorneys

2005 Income						
		Percent	age in Inco	ne Range by	Region	
	Houston & Dallas MSAs	Austin & San Antonio MSAs		Corpus Christi & S. Texas MSAs	E., NE., & Central Texas MSAs	Non-Metro Areas
	(n= 10)	(n= 1)	(n= 6)	(n= 6)	(n= 9)	(n= 1)
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	11	**
\$40,000 to \$49,999	10	**	0	17	0	**
\$50,000 to \$59,999	30	**	0	17	11	**
\$60,000 to \$69,999	0	**	17	0	44	**
\$70,000 to \$79,999	10	**	0	0	11	**
\$80,000 to \$89,999	30	**	17	17	0	**
\$90,000 to \$99,999	10	**	17	0	11	**
\$100,000 to \$124,999	10	**	17	17	11	**
\$125,000 to \$149,999	0	**	17	17	0	**
\$150,000 to \$174,999	0	**	17	17	0	**
\$175,000 to \$199,999	0	**	0	0	0	**
\$200,000 or More	0	**	0	0	0	**
Median Net Income	\$80,000	**	\$100,000	\$90,000	\$66,250	**
Median Years Licensed ³	11	**	17	23	11	**

^{**} Insufficient Cases

¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

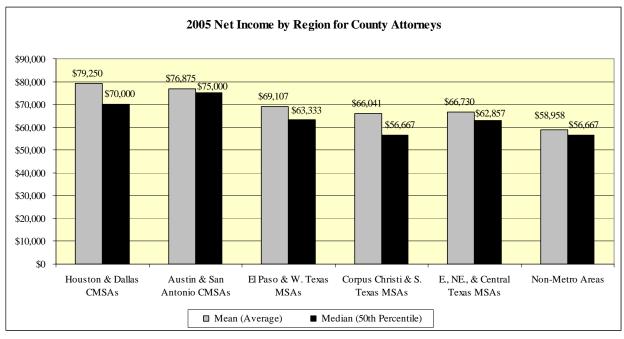
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³ Based on year first licensed in any jurisdiction.

2005 Government Attorney Income¹ Distribution Statistics By Region² For County Attorneys

2005 Income						
			Reg	ion		
	Houston &	Austin &	El Paso &	Corpus	E., NE., &	
	Dallas	San Antonio	W. Texas	Christi & S. Texas	Central Texas	Non-Metro
	MSAs	MSAs	MSAs	MSAs	MSAs	Areas
	(n= 10)	(n=12)	(n=28)	(n= 12)	(n= 26)	(n= 12)
Average (Mean)	\$79,250	\$76,875	\$69,107	\$66,041	\$66,730	\$58,958
75th Percentile	\$104,167	\$90,000	\$77,500	\$76,667	\$75,000	\$66,667
Median (50th Percentile)	\$70,000	\$75,000	\$63,333	\$56,667	\$62,857	\$56,667
25th Percentile	\$61,667	\$60,000	\$54,444	\$46,667	\$53,571	\$45,000

2003 Income							
	Median	\$75,000	\$66,250	\$61,818	\$56,667	\$58,889	\$49,167
	Increase or decrease in medians (2005 - 2003)	(\$5,000)	\$8,750	\$1,515	\$0	\$3,968	\$7,500
	Percent change in medians (2005 - 2003) / 2003	-7%	13%	2%	0%	7%	15%



¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 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

2005 Government Attorney Income¹ Ranges By Region² For County Attorneys

2005 Income						
		Percenta	ge in Incon	ne Range b	y Region	
	Houston & Dallas MSAs	Austin & San Antonio MSAs	El Paso & W. Texas MSAs	Corpus Christi & S. Texas MSAs	E., NE., & Central Texas MSAs	Non-Metro Areas
	(n= 10)	(n= 12)	(n= 28)	(n= 12)	(n= 26)	(n= 12)
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	0
\$30,000 to \$39,999	0	0	0	8	0	17
\$40,000 to \$49,999	0	17	11	25	15	17
\$50,000 to \$59,999	20	8	32	25	27	25
\$60,000 to \$69,999	30	8	21	0	27	25
\$70,000 to \$79,999	20	33	14	25	12	8
\$80,000 to \$89,999	0	8	14	0	8	0
\$90,000 to \$99,999	0	17	0	8	4	0
\$100,000 to \$124,999	30	0	0	0	8	8
\$125,000 to \$149,999	0	8	7	8	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 Net Income	\$70,000	\$75,000	\$63,333	\$56,667	\$62,857	\$56,667
Median Years Licensed ³	12	13	9	17	14	8

¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 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

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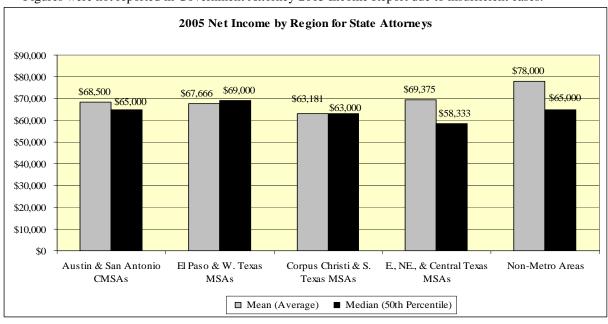
2005 Government Attorney Income¹ Distribution Statistics By Region² State Attorneys

2005 Income								
		Region						
	Houston & Dallas MSAs	Austin & San Antonio MSAs	El Paso & W. Texas MSAs	Corpus Christi & S. Texas MSAs	E., NE., & Central Texas MSAs	Non-Metro Areas		
	(n= 5)	(n=40)	(n= 15)	(n= 11)	(n= 20)	(n= 10)		
Average (Mean)	**	\$68,500	\$67,666	\$63,181	\$69,375	\$78,000		
75th Percentile	**	\$85,000	\$75,417	\$68,500	\$73,333	\$109,375		
Median (50th Percentile)	**	\$65,000	\$69,000	\$63,000	\$58,333	\$65,000		
25th Percentile	**	\$50,000	\$61,500	\$53,750	\$50,000	\$52,500		

2003 Income						
Median	***	\$65,000	\$56,667	\$65,000	\$71,000	\$85,000
Increase or decrease in medians (2005 - 2003)	N/A	\$0	\$12,333	(\$2,000)	(\$12,667)	(\$20,000)
Increase or decrease in medians (2005 - 2003) Percent change in medians (2005 - 2003) / 2003	N/A	0%	22%	-3%	-18%	-24%

^{**} Insufficient Cases

^{***} Figures were not reported in Government Attorney 2003 Income Report due to insufficient cases.



¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 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

2005 Government Attorney Income¹ Ranges By Region² For State Attorneys

2005 Income								
	Percentage in Income Range by Region							
	Houston & Dallas MSAs	Austin & San Antonio MSAs	El Paso & W. Texas MSAs	Corpus Christi & S. Texas MSAs	E., NE., & Central Texas MSAs	Non-Metro Areas		
	(n= 5)	(n= 40)	(n= 15)	(n=11)	(n= 20)	(n= 10)		
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	**	8	0	0	10	0		
\$40,000 to \$49,999	**	18	13	18	15	20		
\$50,000 to \$59,999	**	18	7	18	30	20		
\$60,000 to \$69,999	**	15	33	45	15	20		
\$70,000 to \$79,999	**	13	40	9	15	0		
\$80,000 to \$89,999	**	10	0	0	0	0		
\$90,000 to \$99,999	**	10	7	9	5	0		
\$100,000 to \$124,999	**	10	0	0	5	40		
\$125,000 to \$149,999	**	0	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	5	0		
Median Net Income	**	\$65,000	\$69,000	\$63,000	\$58,333	\$65,000		
Median Years Licensed ³	**	15	18	8	13	25		

^{**} Insufficient Cases

¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 income.

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2005 Government Attorney Income¹ Distribution Statistics By Region²

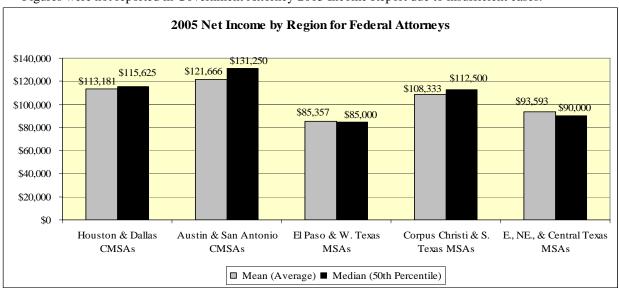
For Federal Attorneys

2005 Income						
			Reg	gion		
	Dallas Antonio San Antonio San Antonio San Antonio MSAs Christi & S. Texas		E., NE., & Central Texas MSAs	Non- Metro Areas		
	(n= 11)	(n= 6)	(n= 14)	(n= 6)	(n= 16)	(n= 1)
Average (Mean)	\$113,181	\$121,666	\$85,357	\$108,333	\$93,593	**
75th Percentile	\$132,813	\$140,625	\$104,167	\$131,250	\$118,750	**
Median (50th Percentile)	\$115,625	\$131,250	\$85,000	\$112,500	\$90,000	**
25th Percentile	\$88,750	\$95,000	\$65,000	\$77,500	\$65,000	**

2003 Income						
Median	***	\$102,500	\$100,000	\$102,083	\$107,143	***
Increase or decrease in medians (2005 - 2003)	N/A	\$28,750	(\$15,000)	\$10,417	(\$17,143)	N/A
Percent change in medians (2005 - 2003) / 2003	N/A	28%	-15%	10%	-16%	N/A

^{**} Insufficient Cases

^{***} Figures were not reported in Government Attorney 2003 Income Report due to insufficient cases.



¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 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

2005 Government Attorney Income¹ Ranges By Region² For Federal Attorneys

2005 Income									
		Percentage in Income Range by Region							
	Houston & Dallas MSAs	Austin & San Antonio MSAs	El Paso & W. Texas MSAs	Corpus Christi & S. Texas MSAs	E., NE., & Central Texas MSAs	Non- Metro Areas			
	(n= 11)	(n= 6)	(n= 14)	(n= 6)	(n= 16)	(n= 1)			
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	0	0	7	0	0	**			
\$40,000 to \$49,999	0	0	0	0	6	**			
\$50,000 to \$59,999	0	0	14	0	13	**			
\$60,000 to \$69,999	0	0	7	0	13	**			
\$70,000 to \$79,999	9	0	7	33	0	**			
\$80,000 to \$89,999	18	17	29	0	19	**			
\$90,000 to \$99,999	0	17	7	0	6	**			
\$100,000 to \$124,999	36	0	21	33	25	**			
\$125,000 to \$149,999	36	67	7	33	19	**			
\$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 Net Income	\$115,625	\$131,250	\$85,000	\$112,500	\$90,000	**			
Median Years Licensed ³	16	23	10	17	16	**			

^{**} Insufficient Cases

¹ Government attorneys working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 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 Based on year first licensed in any jurisdiction.

Survey Sampling Regions and Counties in Each Region¹
Jefferson

Sui vey Sa	mpmg Kegi	nis and Counties in Each Re	_
		Jefferson	Potter
1 Houston-Suga	ar Land–	Orange	Randall
Baytown MSA			Lubbock MSA
Day to wil 1/15/1	Austin	8 Central Texas MSAs	Crosby
	Brazoria	Waco MSA	Lubbock
	Chambers	McLennan	
	Fort Bend	Killeen-Temple-Fort	Midland MSA
		Hood MSA	Midland
	Galveston	Bell	Odessa MSA
	Harris	Coryell	Ector
	Liberty	Lampasas	San Angelo MSA
	Montgomery	Lampasas	Irion
	San Jacinto	9 East & NE Texas MSAs	Tom Green
	Waller		
		College Station-Bryan	12 Non-Metropolitan Counties
2 Dallas-Fort V	Vorth-Arlington	MSA	Anderson
MSA		Brazos	Andrews
	Collin	Burleson	Angelina
	Dallas	Robertson	Bailey
	Delta	Longview MSA	Baylor
	Denton	Gregg	Bee
	Ellis	Rusk	Blanco
	Hunt	Upshur	Borden
	Johnson	Sherman-Denison	Bosque
	Kaufman	MSA	Brewster
	Parker	Grayson	Briscoe
		Texarkana MSA	Brooks
	Rockwall	Bowie	Brown
	Tarrant	Tyler MSA	Burnet
	Wise	Smith	Camp
		Victoria MSA	Cass
3 Austin-Round		Calhoun	Castro
	Bastrop	Goliad	Cherokee
	Caldwell	Victoria	Childress
	Hays	Wichita Falls MSA	Cochran
	Travis		
	Williamson	Archer	Coke
		Clay	Coleman
4 San Antonio I	MSA	Wichita	Collingsworth
	Atascosa	10.0	Colorado
	Bandera	10 South Texas MSAs	Comanche
	Bexar	Brownsville-Harlingen	Concho
	Comal	MSA	Cooke
	Guadalupe	Cameron	Cottle
	Kendall	Laredo MSA	Crane
	Medina	Webb	Crockett
	Wilson	McAllen- $Edinburg$ -	Culberson
		Pharr MSA	Dallam
5 El Paso MSA		Hidalgo	Dawson
	El Paso		Deaf Smith
		11 West Texas MSAs	De Witt
6 Corpus Chris	sti MSA	Abilene MSA	Dickens
<u>.</u>	Aransas	Callahan	Dimmit
	Nueces	Jones	Donley
	San Patricio	Taylor	Duval
		Amarillo MSA	Eastland
7 Beaumont-Po	ort Arthur MSA	Armstrong	Edwards
	Hardin	Carson	Erath

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 Fannin Favette Fisher Floyd Foard Franklin Freestone Frio Gaines Garza Gillespie Glasscock Gonzales Gray Grimes Hale Hall Hamilton Hansford Hardeman Harrison Hartley Haskell Hemphill

Henderson

Hill

Lee Leon Limestone Lipscomb Live Oak Llano Loving Lynn Madison Marion Martin Mason Matagorda Maverick McCulloch McMullen Menard Milam Mills Mitchell Montague Moore Morris Motley Nacogdoches

Navarro

Newton

Ochiltree

Nolan

Swisher Terrell Terry Throckmorton Titus Trinity Tyler Upton Uvalde Val Verde Van Zandt Walker Ward Washington Wharton Wheeler Wilbarger Willacy Winkler Wood Yoakum Young Zapata Zavala

Sterling

Sutton

Stonewall

Hockley Oldham Hood Palo Pinto Hopkins Panola Houston Parmer Howard Pecos Hudspeth Polk Hutchinson Presidio Jack Rains Jackson Reagan Jasper Real Jeff Davis Red River Jim Hogg Reeves Jim Wells Refugio Karnes Roberts Kenedy Runnels Kent Sabine Kerr San Augustine Kimble San Saba Schleicher King Scurry Kinney Shackelford Kleberg Shelby Knox Lamar Sherman Lamb Somervell La Salle Starr Lavaca 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 2005. The written questionnaire (Appendix A) was mailed on February 22, 2006 to a sample of 7,000 attorneys licensed by the State Bar of Texas who were residing instate, maintaining active membership in the State Bar of Texas, and who were not exempt from MCLE requirements. Two reminder postcards were sent, on March 1, and on March 15, 2006 to the attorneys who had not responded by those dates. Finally, email reminders were sent between April 3 and April 5, 2006 and again between May 8 and May 10, 2006 to the remaining 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 7,000—850 attorneys from the Houston-Sugar Land-Baytown and Dallas-Fort Worth-Arlington MSAs, 700 attorneys from the Austin-Round Rock MSA, 600 attorneys from the San Antonio MSA, and 500 attorneys from each remaining 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

Twenty six attorneys were dropped from the sample due to bad addresses that could not be resolved, and eight were deceased or infirm and unable to participate. The cutoff date of April 3, 2006 was extended to June 1st to allow all surveys that were returned to be received. As of June 1, 2006 there were 2,414 completed questionnaires returned to the State Bar of Texas, for an overall response rate of 34.5 percent. Response rates for each sampling region are shown in the following table.

¹ Texas State Data Center and Office of the State Demographer. *Texas County Cross-Reference* (Online), http://www.txsdc.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)

Sampling Region	Original Sample	Dropped Due to Bad Addresses	Refusals/ Deceased	Number of Responses	Response Rate		
Houston-Sugar Land-Baytown MSA	850	4	2	201	23.6%		
Dallas-Fort Worth-Arlington MSA	850	1	1	244	28.7%		
Austin-Round Rock MSA	700	2	0	202	28.9%		
San Antonio MSA	600	2	0	186	31.0%		
El Paso MSA	500	2	0	197	39.4%		
Corpus Christi MSA	500	4	0	174	34.8%		
Beaumont-Port Arthur MSA	500	2	0	149	29.8%		
Central Texas MSAs	500	2	1	197	39.4%		
East & Northeast Texas MSAs	500	0	1	186	37.2%		
South Texas MSAs	500	3	1	144	28.8%		
West Texas MSAs	500	3	0	195	39.0%		
Non-Metro Counties	500	1	2	212	42.4%		
Region Unknown	0	0	0	127	N/A		
Total	7,000	26	8	2,414	34.5%		

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.

	Weightin	g Factors			
Sampling Region	Number of Attorneys in Region and as a Percent of In-State Total (n= 69,672) Number and Percent of Total Attorneys Responding Where Region Known (n= 2,287)			Weighting Factor (% In-State / % Total Responses)	
Houston-Sugar Land-Baytown MSA	22,057	31.7%	201	8.8%	3.6037
Dallas-Fort Worth-Arlington MSA	20,970	30.1%	244	10.7%	2.8223
Austin-Round Rock MSA	8,631	12.4%	202	8.8%	1.4032
San Antonio MSA	5,323	7.6%	186	8.1%	0.9398
El Paso MSA	1,100	1.6%	197	8.6%	0.1834
Corpus Christi MSA	1,042	1.5%	174	7.6%	0.1967
Beaumont-Port Arthur MSA	852	1.2%	149	6.5%	0.1878
Central Texas MSAs	852	1.2%	197	8.6%	0.1420
East and Northeast Texas MSAs	2,046	2.9%	186	8.1%	0.3612
South Texas MSAs	1,604	2.3%	144	6.3%	0.3633
West Texas MSAs	2,184	3.1%	195	8.5%	0.3678
Non-Metropolitan Counties	3,011	4.3%	212	9.3%	0.4664
Unknown/Missing	N/A	N/A	127	N/A	N/A

Appendix A: The Texas Attorney Survey – Status 2005



Instructions: Please return this questionnaire by April 3, 2006. These questions are for information related to *calendar year* 2005. 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.

De	emographic Information
1.	For 2005, what was your primary occupation?
a	Private law practice Law faculty
b	For-profit Corporate/In-House Counsel Other law related (<i>Please specify:</i>)
	Non-profit Corporate/In-House CounselNon-law related (Please specify:)
	Full-Time Judge Unemployed/Looking for work
e	Other judicial branch (<i>Please specify:</i>) Unemployed/Not looking for work
	Retired/Not working
f	_ Government attorney (Please indicate what kind:)
	gCity hCounty iState jFederal
2.	For 2005, if you were in private law practice, how many attorneys, including yourself, worked in your firm? (<i>Please include attorneys at all locations of your firm in the total.</i>) Number of attorneys (<i>can be approximate</i>): For 2005, if you worked as a private law practitioner, please list the areas of practice that account for 25
٥.	percent or more of the time you spent practicing law and the typical hourly rate (if applicable) you charged in each area.
	Practice Area Hourly Rate or <i>Check here if</i>
	no hourly billing
	b
	c
	d
 4. 5. 	Do you carry legal malpractice insurance? aYes bNo cNot applicable In which Texas county is your office located (in 2005)?
٥.	m when results to your office focused (in 2000).
6.	In which year were you first licensed to practice law in any jurisdiction?
7.	In which year were you born?
8.	Are you: aMale bFemale
9.	What is your race/ethnicity? aWhite (not Hispanic) bAfrican-American/Black (not Hispanic) cHispanic White (not Hispanic) dAsian/Pacific Islander American Indian or Alaskan Native



10.	If you belonged to one or mor	e State Bar Sections in 2005, how	w many did you belong to?
11.	What was your approximate roccupation as an attorney dur		before taxes derived from your primary
	a None	i\$80,000 to \$89,999	s\$400,000 to \$499,999
	b\$1 to \$9,999	k\$90,000 to \$99,999	t\$500,000 to \$749,999
		1\$100,000 to \$124,999	u\$750,000 to \$749,999
	d\$20,000 to \$29,999		v\$1,000,000 to \$1,499,999
	e\$30,000 to \$39,999		w\$1,500,000 to \$1,999,999
	f\$40,000 to \$49,999	o\$175,000 to \$174,999	x \$2,000,000 to \$2,999,999
	g\$50,000 to \$59,999	p\$200,000 to \$249,999	y\$3,000,000 to \$3,999,9999
	h \$60,000 to \$69,999	q\$250,000 to \$219,999	z\$4,000,000 or more
	i\$70,000 to \$79,999	r\$300,000 to \$399,999	2 <u> </u>
12.	If you received a bonus for 20	05, what was it?	_
13.	In calendar year 2005, did yo	u work:	
	_a Full-time (entire year)	bPart-time (entire year)	cOther (Please specify:)
14.	Position in calendar year 2005 aFirst-Year Associate bSecond-Year Associate cThird-Year Associate dFourth-Year Associa	eFifth-Year Associate fSixth-Year Associate gSeventh-Year Associate	iate _{jNon-Equity Partner} sociate _{kEquity Partner}
	-	rney, up to and including calenda	•
10.	Average number of nours per	week in 2005 in primary occupat	ion as an attorney:
17.	If applicable, average number	of billable hours per week in 200	05, as an attorney:
		05 with working in the legal profery HighA	
19.	What factors increased your s	atisfaction?	
			(Please use additional paper if needed,
20.	What factors decreased your s	satisfaction?	
			(Please use additional paper if needed



Present-day (not just for 2005) opinion about the services and activities of the State Bar of Texas:

21. 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? no opinion, just leave blank)				
		Very High	High	Aver- age	Low	Very Low
Professionalism, Discipline/Grievance, Complia	ance					
a) Texas Lawyers' Assistance Program		□vH	Пн	\square_{A}	\Box_{L}	$\square_{ m VL}$
b) Client-Attorney Assistance Program		□vH	Пн	\square_{A}	\Box_{L}	$\square_{ m VL}$
c) Grievance/Discipline System		□vH	Пн	\square_{A}	\Box_{L}	$\square_{ ext{VL}}$
d) Ethics Helpline		□vH	Пн	\square_{A}	\Box_{L}	\square_{VL}
e) Professionalism Enhancement Program		□vH	Пн	\square_{A}	\Box_{L}	$\square_{ m VL}$
f) Minimum Continuing Legal Education		$\square_{ m VH}$	Пн	\square_{A}	\Box_{L}	$\square_{ m VL}$
g) Advertising Review Program		□vH	Пн	\square_{A}	\Box_{L}	$\square_{ m VL}$
Information/Communication to Members						
h) Texas Bar Journal		□vH	Пн	\square_{A}	$\Box_{ m L}$	$\square_{ ext{VL}}$
i) State Bar website (TexasBar.com, MyBarPage)		□∨н	Пн	ПА		□vL
Professional Education/Development						
j) TexasBarCLE		□vH	Пн	\square_{A}	$\Box_{ m L}$	$\square_{ ext{VL}}$
k) Civil practice manuals, pattern jury charges, and treatises by TexasBarBooks (formerly Books and Systems)		□∨н	Пн	Па		□vL
1) Law Practice Management Program		□vH	Пн	\square_{A}		$\square_{ m VL}$
m) State Bar College		□vH	Пн	\square_{A}		UVL
Participation and Networking						
n) State Bar Annual Meeting		□vH	Пн	\square_{A}	\Box_{L}	$\square_{ m VL}$
o) Minority Affairs Program		□vH	Пн	\square_{A}	\Box_{L}	\square_{VL}
p) State Bar Committees		□vH	Пн	\square_{A}	\Box_{L}	\square_{VL}
q) State Bar Sections		□vH	Пн	\square_{A}	$\Box_{ t L}$	$\square_{ m VL}$
Public Service						
r) Client Security Fund		□vH	Пн	\square_{A}	\Box_{L}	□vL
s) Texas Lawyers Care		□vH	Пн	\square_{A}	\Box_{L}	$\square_{ m VL}$



Service/Activity	Familiar With?	Value Rating – how valuable is each to you? (if no opinion, just leave blank)				
		Very High	High	Aver- age	Low	Very Low
Public Service (continued)						
t) Governmental Relations/State Bar Legislative Program		□vH	Пн	ПА		□vL
u) Lawyer Referral Information Service		□vH	Пн	\square_{A}		UVL
v) Pro Bono College		□vH	Пн	\square_{A}	$\Box_{ m L}$	$\square_{ m VL}$
w) Annual Voluntary Reporting of Pro Bono Activities		□vH	Пн	Па		□vL
22. What can the leadership and staff of the Star	LE Bai do triat i	s not being	done, mat	would be i		
(Please use additional paper if needed)						
23. Do you have any additional comments about	ut the State Bar	, what it do	oes well, o	where it co	ould impro	ove?
			(Please uso	e additiona	l paper if i	needed)

Thank you. Please return this questionnaire by April 3 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.