

# STATE BAR OF TEXAS

## DEPARTMENT OF RESEARCH & ANALYSIS



### *2015 HOURLY FACT SHEET*

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*Please note that the findings presented in this report are based on survey responses from attorneys throughout Texas. The hourly rate information is not designed for nor intended to be used for setting appropriate attorney fees. There are other factors that should be considered in determining attorney hourly rate fees that are outside the scope of this report.*

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## ***Introduction***

This hourly rate report is published periodically about the economics of law practice in Texas. To make such information available to attorneys, the State Bar's Department of Research and Analysis conducted the Texas Attorney Survey – Status 2015 on March 21, 2016. A goal of the survey was to obtain information on hourly rates charged in 2015 by Texas attorneys.

This report presents the data collected on the hourly rates of 4,260 licensed and practicing, full-time private practitioners who provided hourly rate information for the calendar year 2015. The report provides detailed breakdowns of hourly rates by sex, race, ethnicity, age, law firm size, years of experience, area of practice, and region of the state. A comparison to 2013 hourly rates is also provided for select demographics.

The questionnaire was emailed on March 21, 2016, to all active State Bar of Texas attorneys who have not opted out of taking surveys (N = 94,150). The survey's response rate was 12.5 percent, with a total of 11,793 attorneys responding to at least a portion of the survey. A more detailed description of the methodology and a copy of the questionnaire are included at the end of this report (Appendix A).

This report on hourly rates displays the median hourly rates by category. The median hourly rate is the preferred measure of average hourly rates, rather than the mean, because it more accurately represents the typical rates. Rates are only reported on categories with 6 or more responses.

## 2015 and 2013 Overall Hourly Rates<sup>1</sup>: Distribution Statistics

This *distribution statistics* table on the right shows the following statistics of 2015 hourly rates:

- i. The **mean (average)**: of reported hourly rates.
- ii. The **75<sup>th</sup> percentile**<sup>2</sup>: 75 percent of attorneys charge at or less.
- iii. The **median (50<sup>th</sup> percentile)**: the hourly rate charged at the midpoint of a rank ordering of attorneys' rates (50 percent of attorneys charge the median or less).
- iv. The **25<sup>th</sup> percentile**, the rate that 25 percent of attorneys charge at or less than.

When possible, the 2013 hourly rate medians are shown for the comparison.

<sup>1</sup>If an attorney's hourly rate varied by area of practice, a simple average for that attorney was calculated.

2015 Hourly Rate	
	Private Practitioners (n= 4,260)
Average (Mean)	\$288
75th Percentile	\$350
<b>Median (50th Percentile)</b>	<b>\$260</b>
25th Percentile	\$200

2013 Hourly Rate	
	Private Practitioners (n= 4,951)
<b>Median</b>	<b>\$242</b>
Increase or decrease in medians (2015 - 2013)	\$18
Percent change in medians (2015 - 2013) / 2013	7.4%

## ***Hourly Rate Summary Findings***

Below are summary findings from the 2015 survey. Articles will be published in the *Texas Bar Journal* to provide detailed information on notable findings.

All hourly rate information provided in this report is for full-time private practitioners only.

### **Hourly Rates by Demographic Category**

- The median hourly rate reported for all full-time private practitioners increased by 7.4 percent (\$242 to \$260) from 2013 to 2015.
- The median hourly rate reported for women attorneys increased by 9.6 percent (\$228 to \$250) from 2013 to 2015. This compares to a 11.3 percent (\$247 to \$275) increase for male attorneys.
- The median hourly rate reported for racial minority attorneys increased by 14.7 percent (\$218 to \$250) from 2013 to 2015. This compares to a 6.1 percent increase (\$245 to \$260) for white attorneys.
- There is a direct relationship between median hourly rates and years of experience, age, and firm size. Information on median hourly rates reported in 2015 for these categories include:
  - Years of experience: Rates increase as attorneys obtain more experience. In 2015, rates ranged from \$200 for attorneys who had 2 or less years of experience to \$300 for attorneys who had more than 25 years of experience.
  - Age: Rates increase as attorneys age. In 2015, rates ranged from \$180 for attorneys who were 21 to 25 years of age to \$300 for attorneys who were more than 65 years of age.
  - Firm size: Rates increase as firm sizes increase. In 2015, rates ranged from \$250 for attorneys who worked as solo practitioners to \$425 for attorneys who were in firms with more than 400 attorneys.
- Detailed information on hourly rates reported by practice area can be found on pages 6-7, and 9-11.

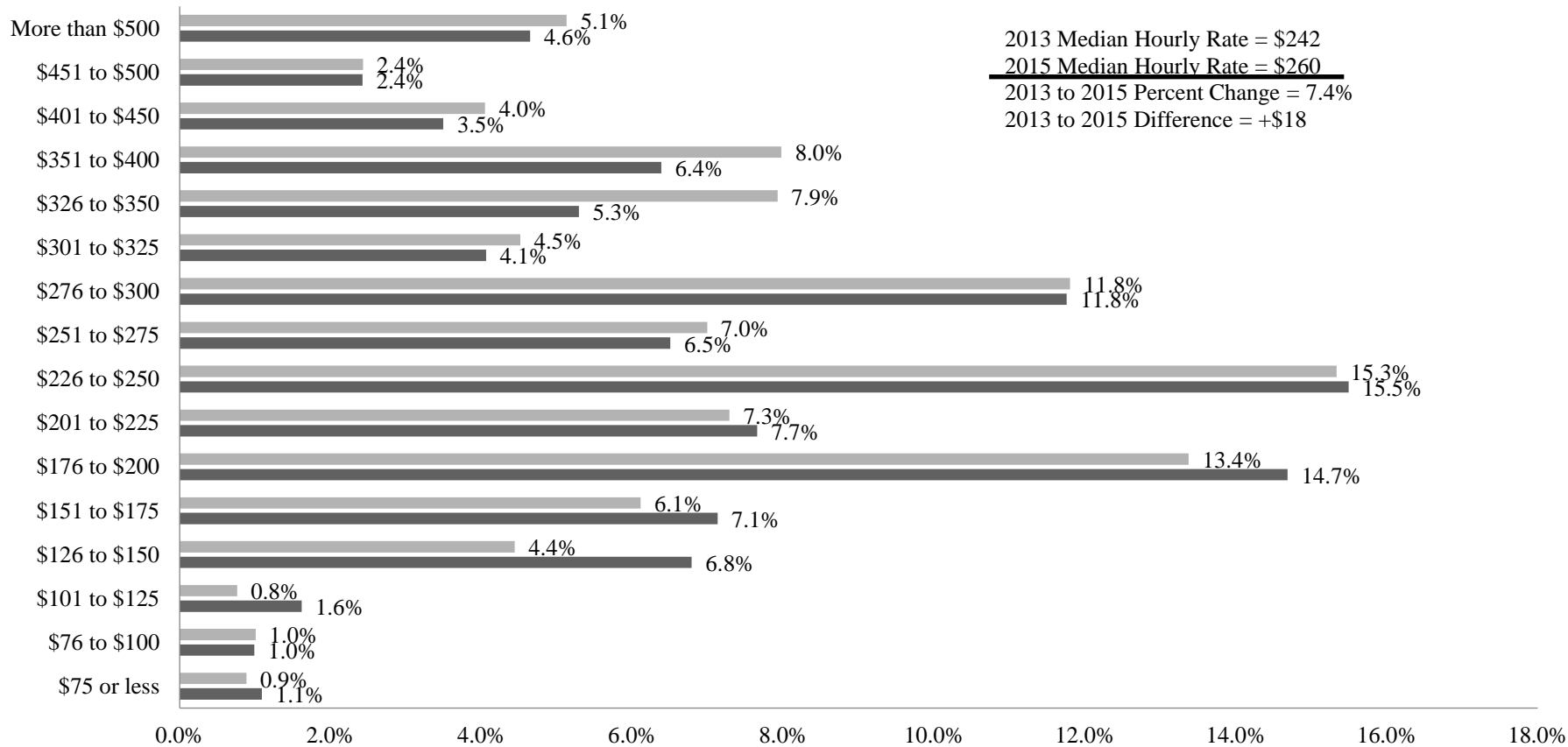
### **Hourly Rates by Geographic Region**

- Overall median hourly rate findings by geographic region include:
  - All metropolitan regions: Rates for attorneys in metropolitan regions increased by 8.2 percent (\$243 to \$263) from 2013 to 2015.
  - Non-metropolitan areas: Rates for attorneys in non-metropolitan areas increased by 20.6 percent (\$199 to \$240) from 2013 to 2015.
  - Out of state/country: Rates for attorneys out of state/country increased by 9.7 percent (\$269 to \$295) from 2013 to 2015.
- Detailed information on hourly rates by geographic region can be found on pages 8-13.

## Table of Contents

<b>Hourly Rates by Demographic Category.....</b>	<b>1-7</b>
Hourly Rate Ranges of Full-Time Private Practitioners .....	1
All Full-Time Private Practitioners.....	2
Sex .....	2
Race and Ethnicity .....	2
Years of Experience.....	3
Age.....	4
Firm Size.....	5
Practice Area.....	6-7
<b>Hourly Rates by Geographic Region.....</b>	<b>8-13</b>
Region.....	8
Practice Area by Region .....	9-11
Region by Years of Experience .....	12
Region by Firm Size .....	13
<b>Appendix.....</b>	<b>14-24</b>
Method.....	14
Geographic Regions.....	15-16
<b>Survey Instrument .....</b>	<b>17-24</b>

**Median Hourly Rates by Demographic Category**  
**Hourly Rate Ranges of 2015 and 2013 – Full-Time Private Practitioners**



	\$75 or less	\$76 to \$100	\$101 to \$125	\$126 to \$150	\$151 to \$175	\$176 to \$200	\$201 to \$225	\$226 to \$250	\$251 to \$275	\$276 to \$300	\$301 to \$325	\$326 to \$350	\$351 to \$400	\$401 to \$450	\$451 to \$500	More than \$500
■ 2015	0.9%	1.0%	0.8%	4.4%	6.1%	13.4%	7.3%	15.3%	7.0%	11.8%	4.5%	7.9%	8.0%	4.0%	2.4%	5.1%
■ 2013	1.1%	1.0%	1.6%	6.8%	7.1%	14.7%	7.7%	15.5%	6.5%	11.8%	4.1%	5.3%	6.4%	3.5%	2.4%	4.6%

\*Note: If an attorney’s hourly rate varied by area of practice, a simple average was calculated.

**Hourly Rates by Demographic Category**  
**2013 and 2015 Median Hourly Rate by Sex, Race, and Ethnicity**

	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
<b>All Full-Time Private Practitioners</b>				
Full-Time attorneys	<b>\$242</b> (N = 4,951)	<b>\$260</b> (N = 4,260)	<b>\$18</b>	<b>7.4%</b>
<b>Sex</b>				
Male	<b>\$247</b> (N = 3,271)	<b>\$275</b> (N = 2,749)	<b>\$28</b>	<b>11.3%</b>
Female	<b>\$228</b> (N = 1,458)	<b>\$250</b> (N = 1,406)	<b>\$22</b>	<b>9.6%</b>
<b>Race</b>				
White	<b>\$245</b> (N = 3,958)	<b>\$260</b> (N = 3,730)	<b>\$15</b>	<b>6.1%</b>
All Racial Minorities (For 2013, this included Hispanic or Latino)	<b>\$218</b> (N = 732)	<b>\$250</b> (N = 371)	<b>\$32</b>	<b>14.7%</b>
Black or African American	<b>\$220</b> (N = 132)	<b>\$250</b> (N = 110)	<b>\$30</b>	<b>13.6%</b>
American Indian or Alaska Native	<b>\$200</b> (N = 14)	<b>\$250</b> (N = 24)	<b>\$50</b>	<b>25.0%</b>
Asian (above was "Asian/Pacific Islander in 2013)	<b>\$230</b> (N = 107)	<b>\$250</b> (N = 89)	<b>\$20</b>	<b>8.7%</b>
Native Hawaiian or Other Pacific Islander	N/A	~	N/A	N/A
Two or More Races	<b>\$233</b> (N = 65)	<b>\$264</b> (N = 74)	<b>\$31</b>	<b>13.2%</b>
Other Race	<b>\$238</b> (N = 53)	<b>\$250</b> (N = 70)	<b>\$12</b>	<b>5.0%</b>
<b>Ethnicity</b>				
Hispanic or Latino	<b>\$203</b> (N = 361)	<b>\$250</b> (N = 376)	<b>\$47</b>	<b>23.2%</b>
Not Hispanic or Latino	N/A	<b>\$265</b> (N = 3,721)	N/A	N/A

If multiple rates provided, by practice area, they were averaged for overall hourly rate. Rates are reported only for groups with six or more observations. Otherwise the tilde is shown (~).

**Hourly Rates by Demographic Category**  
*2013 and 2015 Median Hourly Rate by Years of Experience*

	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
<b>Years of Experience</b>				
2 or less years	<b>\$185</b> (N = 590)	<b>\$200</b> (N = 475)	<b>\$15</b>	<b>8.1%</b>
3 to 6 years	<b>\$218</b> (N = 790)	<b>\$250</b> (N = 759)	<b>\$32</b>	<b>14.7%</b>
7 to 10 years	<b>\$239</b> (N = 533)	<b>\$250</b> (N = 483)	<b>\$11</b>	<b>4.6%</b>
11 to 15 years	<b>\$245</b> (N = 498)	<b>\$258</b> (N = 483)	<b>\$13</b>	<b>5.4%</b>
16 to 20 years	<b>\$261</b> (N = 437)	<b>\$300</b> (N = 382)	<b>\$39</b>	<b>14.9%</b>
21 to 25 years	<b>\$264</b> (N = 504)	<b>\$300</b> (N = 383)	<b>\$36</b>	<b>13.6%</b>
Over 25 years	<b>\$281</b> (N = 1,399)	<b>\$300</b> (N = 1,194)	<b>\$19</b>	<b>6.8%</b>

Note: Years of experience based on year first licensed in any jurisdiction.



**Hourly Rates by Demographic Category**  
*2013 and 2015 Median Hourly Rate by Age*

	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
<b>Age</b>				
21 to 25 years	<b>\$150</b> (N = 26)	<b>\$180</b> (N = 49)	<b>\$30</b>	<b>20.0%</b>
26 to 30 years	<b>\$192</b> (N = 624)	<b>\$200</b> (N = 567)	<b>\$8</b>	<b>4.2%</b>
31 to 35 years	<b>\$227</b> (N = 686)	<b>\$250</b> (N = 672)	<b>\$23</b>	<b>10.1%</b>
36 to 40 years	<b>\$237</b> (N = 512)	<b>\$250</b> (N = 466)	<b>\$13</b>	<b>5.5%</b>
41 to 45 years	<b>\$240</b> (N = 499)	<b>\$254</b> (N = 444)	<b>\$14</b>	<b>5.9%</b>
46 to 50 years	<b>\$262</b> (N = 500)	<b>\$290</b> (N = 398)	<b>\$28</b>	<b>10.7%</b>
51 to 55 years	<b>\$268</b> (N = 530)	<b>\$275</b> (N = 426)	<b>\$7</b>	<b>2.6%</b>
56 to 60 years	<b>\$269</b> (N = 546)	<b>\$300</b> (N = 428)	<b>\$31</b>	<b>11.5%</b>
61 to 65 years	<b>\$270</b> (N = 397)	<b>\$300</b> (N = 367)	<b>\$30</b>	<b>11.1%</b>
More than 65 years	<b>\$279</b> (N = 401)	<b>\$300</b> (N = 325)	<b>\$21</b>	<b>7.5%</b>

**Hourly Rates by Demographic Category**  
*2013 and 2015 Median Hourly Rates by Firm Size*

Firm Size	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
Solo Practitioners	<b>\$230</b> (N = 1,539)	<b>\$250</b> (N = 1,101)	<b>\$20</b>	<b>8.7%</b>
2 to 5 attorneys	<b>\$237</b> (N = 1,336)	<b>\$250</b> (N = 1,101)	<b>\$13</b>	<b>5.5%</b>
6 to 10 attorneys	<b>\$236</b> (N = 488)	<b>\$250</b> (N = 511)	<b>\$14</b>	<b>5.9%</b>
11 to 24 attorneys	<b>\$231</b> (N = 468)	<b>\$250</b> (N = 437)	<b>\$19</b>	<b>8.2%</b>
25 to 40 attorneys	<b>\$236</b> (N = 271)	<b>\$250</b> (N = 264)	<b>\$14</b>	<b>5.9%</b>
41 to 60 attorneys	<b>\$248</b> (N = 114)	<b>\$280</b> (N = 123)	<b>\$32</b>	<b>12.9%</b>
61 to 100 attorneys	<b>\$266</b> (N = 129)	<b>\$257</b> (N = 84)	<b>-\$9</b>	<b>-3.5%</b>
101 to 200 attorneys	<b>\$304</b> (N = 117)	<b>\$333</b> (N = 93)	<b>\$29</b>	<b>9.6%</b>
201 to 400	<b>\$378</b> (N = 117)	<b>\$359</b> (N = 137)	<b>-\$19</b>	<b>-5.1%</b>
More than 400 attorneys	<b>\$452</b> (N = 347)	<b>\$425</b> (N = 318)	<b>-\$27</b>	<b>-6.0%</b>

**Hourly Rates by Demographic Category**  
**2013 and 2015 Median Hourly Rates by Practice Area**

Practice Area	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
Administrative and Public	\$243 (N = 132)	\$271 (N = 88)	\$28	11.6%
ADR	\$278 (N = 65)	\$300 (N = 30)	\$22	7.9%
Antitrust	\$463 (N = 19)	\$485 (N = 13)	\$22	4.8%
Appellate	\$258 (N = 190)	\$295 (N = 162)	\$37	14.3%
Aviation	\$230 (N = 11)	\$310 (N = 11)	\$80	34.8%
Bankruptcy	\$259 (N = 218)	\$300 (N = 106)	\$41	15.8%
Business	\$248 (N = 841)	\$285 (N = 879)	\$37	14.9%
Construction	\$235 (N = 197)	\$250 (N = 215)	\$15	6.4%
Consumer	\$233 (N = 128)	\$243 (N = 88)	\$10	4.1%
Creditor-Debtor	\$211 (N = 200)	\$250 (N = 159)	\$39	18.5%
Criminal	\$190 (N = 519)	\$200 (N = 149)	\$10	5.3%
Elder Law	\$228 (N = 97)	\$250 (N = 58)	\$22	9.6%
Entertainment	\$307 (N = 15)	\$300 (N = 19)	-\$7	-2.3%
Environmental	\$321 (N = 59)	\$308 (N = 54)	-\$14	-4.2%
Ethics-Legal Malpractice	\$279 (N = 29)	\$273 (N = 30)	-\$7	-2.3%
Family	\$227 (N = 1,071)	\$250 (N = 916)	\$23	10.1%
Government/Administrative	\$196 (N = 143)	\$225 (N = 126)	\$29	14.8%
Health Care	\$247 (N = 116)	\$255 (N = 112)	\$8	3.2%
Immigration	\$196 (N = 87)	\$270 (N = 12)	\$74	37.8%

Note: Attorneys could report working in more than one practice area. For example, if an attorney reported working in both family law and criminal law they were counted in both.

**Hourly Rates by Demographic Category**  
**2013 and 2015 Median Hourly Rates by Practice Area (Continued)**

Practice Area	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
Insurance	<b>\$183</b> (N = 269)	<b>\$195</b> (N = 271)	<b>\$12</b>	<b>6.6%</b>
Intellectual Property	<b>\$331</b> (N = 267)	<b>\$365</b> (N = 208)	<b>\$34</b>	<b>10.3%</b>
International	<b>\$350</b> (N = 36)	<b>\$385</b> (N = 31)	<b>\$35</b>	<b>10.0%</b>
Juvenile	<b>\$147</b> (N = 47)	<b>\$100</b> (N = 27)	<b>-\$47</b>	<b>-32.0%</b>
Labor-Employment	<b>\$256</b> (N = 335)	<b>\$278</b> (N = 282)	<b>\$22</b>	<b>8.4%</b>
Law Office Management	<b>\$241</b> (N = 15)	~	N/A	N/A
Litigation: Commercial	<b>\$265</b> (N = 1,299)	<b>\$283</b> (N = 1209)	<b>\$18</b>	<b>6.6%</b>
Litigation: Personal Injury	<b>\$189</b> (N = 599)	<b>\$185</b> (N = 431)	<b>-\$4</b>	<b>-2.1%</b>
Military	~	~	N/A	N/A
Oil & Gas	<b>\$240</b> (N = 350)	<b>\$255</b> (N = 302)	<b>\$15</b>	<b>6.3%</b>
Other	<b>\$237</b> (N = 265)	<b>\$260</b> (N = 183)	<b>\$23</b>	<b>9.7%</b>
Public Utility Law	<b>\$259</b> (N = 44)	<b>\$308</b> (N = 30)	<b>\$49</b>	<b>18.7%</b>
Real Estate	<b>\$237</b> (N = 731)	<b>\$250</b> (N = 612)	<b>\$13</b>	<b>5.5%</b>
School Law	<b>\$208</b> (N = 56)	<b>\$225</b> (N = 48)	<b>\$17</b>	<b>8.2%</b>
Securities Law	<b>\$338</b> (N = 83)	<b>\$385</b> (N = 78)	<b>\$47</b>	<b>13.9%</b>
Social Security Law	<b>\$194</b> (N = 12)	~	N/A	N/A
Taxation	<b>\$292</b> (N = 151)	<b>\$350</b> (N = 172)	<b>\$58</b>	<b>19.9%</b>
Technology	<b>\$290</b> (N = 30)	<b>\$375</b> (N = 25)	<b>\$85</b>	<b>29.3%</b>
Wills-Trusts-Probate	<b>\$232</b> (N = 867)	<b>\$250</b> (N = 602)	<b>\$18</b>	<b>7.8%</b>

Note: Attorneys could report working in more than one practice area. Rates are reported only for groups with six or more observations. Otherwise the tilde is shown (~).

## Hourly Rates by Geographic Region

### 2013 and 2015 Median Hourly Rates by Region

Region	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
All Metropolitan Regions	<b>\$243</b> (N = 4,234)	<b>\$263</b> (N = 3,644)	<b>\$20</b>	<b>8.2%</b>
Houston-The Woodlands-Sugarland MSA	<b>\$249</b> (N = 1,257)	<b>\$275</b> (N = 1,134)	<b>\$26</b>	<b>10.4%</b>
Dallas-Fort Worth-Arlington MSA	<b>\$249</b> (N = 1,368)	<b>\$275</b> (N = 1,144)	<b>\$26</b>	<b>10.4%</b>
Austin-Round Rock MSA	<b>\$259</b> (N = 574)	<b>\$300</b> (N = 449)	<b>\$41</b>	<b>15.8%</b>
San Antonio-New Braunfels MSA	<b>\$225</b> (N = 358)	<b>\$250</b> (N = 341)	<b>\$25</b>	<b>11.1%</b>
El Paso MSA	<b>\$203</b> (N = 61)	<b>\$200</b> (N = 62)	<b>-\$3</b>	<b>-1.5%</b>
Corpus Christi MSA	<b>\$229</b> (N = 59)	<b>\$250</b> (N = 50)	<b>\$21</b>	<b>9.2%</b>
Beaumont-Port Arthur MSA	<b>\$218</b> (N = 46)	<b>\$232</b> (N = 42)	<b>\$14</b>	<b>6.4%</b>
Central Texas MSAs	<b>\$199</b> (N = 55)	<b>\$225</b> (N = 51)	<b>\$26</b>	<b>13.1%</b>
East & NE Texas MSAs	<b>\$225</b> (N = 162)	<b>\$250</b> (N = 139)	<b>\$25</b>	<b>11.1%</b>
South Texas MSAs	<b>\$198</b> (N = 97)	<b>\$225</b> (N = 79)	<b>\$27</b>	<b>13.6%</b>
West Texas MSAs	<b>\$224</b> (N = 197)	<b>\$225</b> (N = 153)	<b>\$1</b>	<b>0.4%</b>
Non-Metro Areas	<b>\$199</b> (N = 191)	<b>\$240</b> (N = 154)	<b>\$41</b>	<b>20.6%</b>
Out of State/Country	<b>\$269</b> (N = 251)	<b>\$295</b> (N = 278)	<b>\$26</b>	<b>9.7%</b>

## Hourly Rates by Practice Area by Geographic Region

### 2015 Median Hourly Rates

Practice Area by	2015 Median Hourly Rates by Practice Area by Region												
	Houston- The Woodlands -Sugarland MSA	Dallas- Fort Worth- Arlington MSA	Austin- Round Rock MSA	San Antonio- New Braunfels MSA	El Paso MSA	Corpus Christi MSA	Beaumont- Port Arthur MSA	Central Texas MSAs	East & NE Texas MSAs	South Texas MSAs	West Texas MSAs	Non- Metro Areas	Out of State/ Country
Administrative and Public	<b>\$300</b> (N = 15)	<b>\$250</b> (N = 13)	<b>\$300</b> (N = 37)	<b>\$200</b>	~	~	~	~	~	~	~	~	<b>\$208</b>
ADR	<b>\$350</b> (N = 8)	<b>\$385</b> (N = 8)	~	~	~	~	~	~	~	~	~	~	~
Antitrust	~	~	~	~	~	~	~	~	~	~	~	~	~
Appellate	<b>\$325</b> (N = 45)	<b>\$275</b> (N = 46)	<b>\$340</b> (N = 19)	<b>\$250</b> (N = 9)	~	~	~	~	~	~	<b>\$195</b> (N = 11)	~	<b>\$198</b> (N = 12)
Aviation	~	~	~	~	~	~	~	~	~	~	~	~	~
Bankruptcy	<b>\$300</b> (N = 31)	<b>\$340</b> (N = 39)	~	~	~	~	~	~	~	~	~	~	<b>\$355</b> (N = 8)
Business	<b>\$300</b> (N = 240)	<b>\$300</b> (N = 282)	<b>\$300</b> (N = 79)	<b>\$278</b> (N = 62)	<b>\$245</b> (N = 8)	<b>\$250</b> (N = 7)	<b>\$275</b> (N = 9)	<b>\$250</b> (N = 10)	<b>\$250</b> (N = 36)	<b>\$250</b> (N = 11)	<b>\$225</b> (N = 34)	<b>\$238</b> (N = 18)	<b>\$305</b> (N = 63)
Construction	<b>\$240</b> (N = 59)	<b>\$250</b> (N = 71)	<b>\$275</b> (N = 21)	<b>\$250</b> (N = 23)	~	~	~	~	~	<b>\$200</b> (N = 8)	~	~	<b>\$280</b> (N = 11)
Consumer	<b>\$200</b> (N = 20)	<b>\$225</b> (N = 25)	<b>\$275</b> (N = 9)	<b>\$250</b> (N = 7)	~	~	~	~	~	~	~	~	<b>\$250</b> (N = 9)
Creditor-Debtor	<b>\$250</b> (N = 45)	<b>\$265</b> (N = 45)	<b>\$250</b> (N = 10)	<b>\$200</b> (N = 11)	~	~	~	~	<b>\$250</b> (N = 6)	~	<b>\$195</b> (N = 9)	~	<b>\$230</b> (N = 13)
Criminal	<b>\$200</b> (N = 27)	<b>\$238</b> (N = 30)	<b>\$190</b> (N = 8)	<b>\$200</b> (N = 14)	~	~	~	~	<b>\$160</b> (N = 7)	~	<b>\$175</b> (N = 6)	<b>\$175</b> (N = 20)	<b>\$238</b> (N = 12)
Elder Law	<b>\$233</b> (N = 8)	<b>\$250</b> (N = 17)	<b>\$263</b>	<b>\$225</b> (N = 7)	~	~	~	~	~	~	~	<b>\$225</b> (N = 6)	~
Entertainment	~	<b>\$300</b> (N = 7)	~	~	~	~	~	~	~	~	~	~	~

Note: Attorneys could report working in more than one practice area. Rates are reported only for groups with six or more observations. Otherwise a tilde is shown (~).

## Hourly Rates by Practice Area by Geographic Region (continued)

### 2015 Median Hourly Rates

Practice Area by Region	2015 Median Hourly Rates by Practice Area by Region (Continued)												
	Houston- The Woodlands -Sugarland MSA	Dallas- Fort Worth- Arlington MSA	Austin- Round Rock MSA	San Antonio- New Braunfels MSA	El Paso MSA	Corpus Christi MSA	Beaumont -Port Arthur MSA	Central Texas MSAs	East & NE Texas MSAs	South Texas MSAs	West Texas MSAs	Non- Metro Areas	Out of State/ Country
Environmental	\$388 (N = 12)	\$418 (N = 6)	\$300 (N = 16)	~	~	~	~	~	~	~	~	~	\$330 (N = 12)
Ethics-Legal Malpractice	\$350 (N = 7)	\$240 (N = 12)	~	~	~	~	~	~	~	~	~	~	~
Family	\$260 (N = 219)	\$250 (N = 242)	\$268 (N = 82)	\$225 (N = 98)	\$213 (N = 10)	\$213 (N = 8)	\$200 (N = 7)	\$219 (N = 26)	\$250 (N = 47)	\$250 (N = 17)	\$250 (N = 38)	\$250 (N = 61)	\$250 (N = 23)
Government/Administrative	\$250 (N = 24)	\$213 (N = 24)	\$263 (N = 24)	\$238 (N = 6)	~	~	~	~	~	\$200 (N = 10)	~	\$225 (N = 7)	\$225 (N = 8)
Health Care	\$200 (N = 17)	\$240 (N = 32)	\$340 (N = 16)	\$180 (N = 15)	~	~	~	~	~	~	~	~	\$300 (N = 10)
Immigration	\$295 (N = 6)	~	~	~	~	~	~	~	~	~	~	~	~
Insurance	\$200 (N = 92)	\$185 (N = 61)	\$213 (N = 24)	\$175 (N = 20)	\$175	~	~	~	~	\$200 (N = 7)	\$190 (N = 7)	~	\$185 (N = 27)
Intellectual Property	\$345 (N = 48)	\$370 (N = 68)	\$400 (N = 39)	~	~	~	~	~	\$350 (N = 9)	~	~	~	\$400 (N = 25)
International	\$435 (N = 13)	\$313 (N = 6)	~	~	~	~	~	~	~	~	~	~	\$525 (N = 7)
Juvenile	~	\$100 (N = 8)	~	~	~	~	~	~	~	~	~	\$100	~
Labor-Employment	\$285 (N = 65)	\$280 (N = 81)	\$300 (N = 33)	\$258 (N = 24)	\$205 (N = 10)	~	~	~	\$240 (N = 9)	\$225 (N = 10)	\$225 (N = 6)	~	\$300 (N = 21)
Law Office Management	~	~	~	~	~	~	~	~	~	~	~	~	~
Litigation: Commercial	\$295 (N = 367)	\$300 (N = 350)	\$300 (N = 101)	\$263 (N = 83)	\$275 (N = 17)	\$250 (N = 13)	\$250 (N = 15)	\$250 (N = 13)	\$250 (N = 38)	\$275 (N = 22)	\$250 (N = 43)	\$250 (N = 31)	\$320 (N = 77)

Note: Attorneys could report working in more than one practice area. Rates are reported only for groups with six or more observations. Otherwise a tilde is shown (~).

## Hourly Rates by Practice Area by Geographic Region (continued)

### 2015 Median Hourly Rates

2015 Median Hourly Rates by Practice Area by Region (Continued)													
Practice Area by Region	Houston- The Woodlands- Sugarland MSA	Dallas- Fort Worth- Arlington MSA	Austin- Round Rock MSA	San Antonio- New Braunfels MSA	El Paso MSA	Corpus Christi MSA	Beaumont- Port Arthur MSA	Central Texas MSAs	East & NE Texas MSAs	South Texas MSAs	West Texas MSAs	Non- Metro Areas	Out of State/ Country
Litigation: Personal	<b>\$200</b> (N = 135)	<b>\$185</b> (N = 104)	<b>\$200</b> (N = 20)	<b>\$175</b> (N = 42)	<b>\$160</b> (N = 13)	<b>\$160</b> (N = 11)	<b>\$200</b> (N = 11)	~	<b>\$160</b> (N = 9)	<b>\$175</b> (N = 15)	<b>\$160</b> (N = 17)	~	<b>\$200</b> (N = 29)
Military	~	~	~	~	~	~	~	~	~	~	~	~	~
Oil & Gas	<b>\$300</b> (N = 100)	<b>\$268</b> (N = 48)	<b>\$300</b> (N = 14)	<b>\$250</b> (N = 17)	~	<b>\$250</b> (N = 7)	~	~	<b>\$250</b> (N = 18)	~	<b>\$245</b> (N = 34)	<b>\$250</b> (N = 25)	<b>\$275</b> (N = 19)
Other	<b>\$250</b> (N = 49)	<b>\$278</b> (N = 36)	<b>\$250</b> (N = 19)	<b>\$300</b> (N = 16)	~	~	~	~	~	<b>\$200</b>	<b>\$225</b> (N = 9)	<b>\$283</b> (N = 12)	<b>\$295</b> (N = 22)
Public Utility Law	~	~	<b>\$320</b> (N = 12)	~	~	~	~	~	~	~	~	~	~
Real Estate	<b>\$275</b> (N = 150)	<b>\$285</b> (N = 162)	<b>\$275</b> (N = 60)	<b>\$250</b> (N = 57)	<b>\$213</b> (N = 10)	<b>\$250</b> (N = 11)	<b>\$250</b> (N = 9)	<b>\$250</b>	<b>\$250</b> (N = 20)	<b>\$250</b> (N = 11)	<b>\$200</b> (N = 18)	<b>\$200</b> (N = 44)	<b>\$275</b> (N = 35)
School Law	<b>\$250</b> (N = 9)	<b>\$205</b> (N = 11)	<b>\$249</b> (N = 6)	~	~	~	~	~	~	~	~	~	~
Securities Law	<b>\$400</b> (N = 26)	<b>\$375</b> (N = 23)	<b>\$375</b> (N = 15)	~	~	~	~	~	~	~	~	~	<b>\$465</b> (N = 7)
Social Security Law	~	~	~	~	~	~	~	~	~	~	~	~	~
Taxation	<b>\$350</b> (N = 62)	<b>\$400</b> (N = 42)	<b>\$325</b> (N = 20)	<b>\$288</b> (N = 12)	~	~	~	~	~	~	~	~	<b>\$325</b> (N = 16)
Technology	~	<b>\$350</b> (N = 9)	<b>\$368</b> (N = 8)	~	~	~	~	~	~	~	~	~	~
Wills-Trusts-Probate	<b>\$275</b> (N = 147)	<b>\$275</b> (N = 134)	<b>\$275</b> (N = 48)	<b>\$250</b> (N = 65)	<b>\$225</b> (N = 7)	<b>\$213</b> (N = 14)	<b>\$250</b> (N = 7)	~	<b>\$250</b> (N = 35)	<b>\$260</b> (N = 9)	<b>\$250</b> (N = 32)	<b>\$250</b> (N = 58)	<b>\$300</b> (N = 15)

Note: Attorneys could report working in more than one practice area. Rates are reported only for groups with six or more observations. Otherwise a tilde is shown (~).



## Hourly Rates by Geographic Region by Years of Experience

### 2015 Median Hourly Rates

2015 Median Hourly Rates by Region by Years of Experience							
	2 or less years	3 to 6 years	7 to 10 years	11 to 15 years	16 to 20 years	21 to 25 years	Over 25 years
<b>Region by Years of Experience</b>							
Houston-The Woodlands-Sugarland MSA	<b>\$213</b> (N = 145)	<b>\$250</b> (N = 211)	<b>\$265</b> (N = 125)	<b>\$257</b> (N = 130)	<b>\$300</b> (N = 92)	<b>\$300</b> (N = 103)	<b>\$300</b> (N = 322)
Dallas-Fort Worth-Arlington MSA	<b>\$217</b> (N = 155)	<b>\$250</b> (N = 210)	<b>\$250</b> (N = 161)	<b>\$300</b> (N = 113)	<b>\$300</b> (N = 99)	<b>\$300</b> (N = 112)	<b>\$350</b> (N = 292)
Austin-Round Rock MSA	<b>\$225</b> (N = 44)	<b>\$250</b> (N = 89)	<b>\$300</b> (N = 52)	<b>\$300</b> (N = 65)	<b>\$308</b> (N = 46)	<b>\$350</b> (N = 41)	<b>\$306</b> (N = 112)
San Antonio-New Braunfels MSA	<b>\$200</b> (N = 52)	<b>\$200</b> (N = 68)	<b>\$250</b> (N = 39)	<b>\$250</b> (N = 40)	<b>\$284</b> (N = 32)	<b>\$288</b> (N = 14)	<b>\$300</b> (N = 96)
El Paso MSA	~	<b>\$175</b> (N = 9)	~	<b>\$233</b> (N = 6)	<b>\$225</b> (N = 12)	~	<b>\$275</b> (N = 21)
Corpus Christi MSA	<b>\$188</b> (N = 6)	~	~	~	~	~	<b>\$269</b> (N = 24)
Beaumont-Port Arthur MSA	~	~	~	~	~	<b>\$250</b> (N = 6)	<b>\$275</b> (N = 19)
Central Texas MSAs	~	<b>\$214</b> (N = 14)	~	<b>\$215</b> (N = 9)	~	~	<b>\$259</b> (N = 14)
East & NE Texas MSAs	<b>\$175</b> (N = 10)	<b>\$200</b> (N = 21)	<b>\$240</b> (N = 12)	<b>\$235</b> (N = 15)	<b>\$263</b> (N = 12)	<b>\$275</b> (N = 19)	<b>\$275</b> (N = 50)
South Texas MSAs	<b>\$160</b> (N = 6)	<b>\$185</b> (N = 7)	<b>\$225</b>	<b>\$200</b> (N = 13)	<b>\$238</b> (N = 6)	<b>\$231</b> (N = 14)	<b>\$250</b> (N = 28)
West Texas MSAs	<b>\$180</b> (N = 20)	<b>\$200</b> (N = 34)	<b>\$200</b> (N = 23)	<b>\$238</b> (N = 16)	<b>\$250</b> (N = 12)	<b>\$273</b> (N = 14)	<b>\$275</b> (N = 34)
Non-Metro Areas	<b>\$175</b> (N = 8)	<b>\$190</b> (N = 16)	<b>\$250</b> (N = 11)	<b>\$225</b> (N = 19)	<b>\$225</b> (N = 15)	<b>\$250</b> (N = 7)	<b>\$250</b> (N = 78)
Out of State/Country	<b>\$191</b> (N = 10)	<b>\$250</b> (N = 56)	<b>\$280</b> (N = 29)	<b>\$295</b> (N = 35)	<b>\$323</b> (N = 36)	<b>\$260</b> (N = 28)	<b>\$307</b> (N = 84)

Note: Attorneys could report working in more than one practice area. Rates are reported only for groups with six or more observations. Otherwise a tilde is shown (~).

## Hourly Rates by Geographic Region by Firm Size

### 2015 Median Hourly Rates

		2015 Hourly Rate Fact Sheet									
		Median Hourly Rates by Firm Size and Region									
Firm Size by Region		Solo Practitioners	2 to 5 attorneys	6 to 10 attorneys	11 to 24 attorneys	25 to 40 attorneys	41 to 60 attorneys	61 to 100 attorneys	101 to 200 attorneys	201 to 400	Over 400
Houston-The Woodlands-Sugarland MSA	<b>\$250</b> (N = 264)	<b>\$250</b> (N = 306)	<b>\$250</b> (N = 133)	<b>\$270</b> (N = 118)	<b>\$250</b> (N = 65)	<b>\$253</b> (N = 20)	<b>\$246</b> (N = 32)	<b>\$350</b> (N = 33)	<b>\$354</b> (N = 42)	<b>\$450</b> (N = 107)	
Dallas-Fort Worth-Arlington MSA	<b>\$275</b> (N = 265)	<b>\$270</b> (N = 301)	<b>\$250</b> (N = 126)	<b>\$228</b> (N = 112)	<b>\$250</b> (N = 86)	<b>\$335</b> (N = 53)	<b>\$295</b> (N = 27)	<b>\$360</b> (N = 25)	<b>\$345</b> (N = 41)	<b>\$392</b> (N = 99)	
Austin-Round Rock MSA	<b>\$268</b> (N = 110)	<b>\$297</b> (N = 122)	<b>\$300</b> (N = 58)	<b>\$295</b> (N = 44)	<b>\$250</b> (N = 23)	<b>\$285</b> (N = 11)	<b>\$250</b> (N = 7)	<b>\$305</b> (N = 8)	<b>\$408</b> (N = 22)	<b>\$459</b> (N = 40)	
San Antonio-New Braunfels MSA	<b>\$250</b> (N = 107)	<b>\$225</b> (N = 93)	<b>\$216</b> (N = 50)	<b>\$215</b> (N = 40)	<b>\$210</b> (N = 8)	<b>\$263</b>	~	~	<b>\$293</b> (N = 7)	<b>\$421</b> (N = 16)	
El Paso MSA	<b>\$250</b> (N = 17)	<b>\$200</b> (N = 27)	~	<b>\$171</b> (N = 8)	~	~	~	~	~	~	
Corpus Christi MSA	<b>\$250</b> (N = 27)	<b>\$225</b>	<b>\$208</b> (N = 10)	~	~	~	~	~	~	~	
Beaumont-Port Arthur MSA	<b>\$230</b> (N = 9)	<b>\$225</b> (N = 14)	<b>\$264</b> (N = 6)	~	~	~	~	~	~	~	
Central Texas MSAs	<b>\$213</b> (N = 15)	<b>\$200</b> (N = 13)	~	<b>\$225</b> (N = 10)	~	~	~	~	~	~	
East & NE Texas MSAs	<b>\$250</b> (N = 48)	<b>\$250</b> (N = 54)	<b>\$250</b> (N = 19)	<b>\$248</b> (N = 14)	~	~	~	~	~	~	
South Texas MSAs	<b>\$225</b> (N = 27)	<b>\$230</b> (N = 21)	<b>\$188</b> (N = 11)	<b>\$200</b> (N = 14)	~	~	~	~	~	~	
West Texas MSAs	<b>\$225</b> (N = 34)	<b>\$200</b> (N = 35)	<b>\$224</b> (N = 22)	<b>\$209</b> (N = 28)	<b>\$241</b> (N = 20)	<b>\$205</b> (N = 10)	~	~	~	~	
Non-Metro Areas	<b>\$200</b> (N = 79)	<b>\$250</b> (N = 59)	<b>\$250</b> (N = 10)	~	~	~	~	~	~	~	
Out of State/Country	<b>\$256</b> (N = 52)	<b>\$275</b> (N = 50)	<b>\$225</b> (N = 33)	<b>\$288</b> (N = 26)	<b>\$250</b> (N = 25)	<b>\$308</b> (N = 9)	<b>\$270</b> (N = 9)	<b>\$308</b> (N = 12)	<b>\$368</b> (N = 19)	<b>\$465</b> (N = 39)	

Rates are reported only for groups with six or more observations. Otherwise a tilde is shown (~).

**APPENDIX**

**Method**

**Data Collection**

Attorney hourly rate information was collected in the Texas Attorney Survey – Status 2015. The questionnaire (Appendix A) was emailed on March 21, 2016, to 94,150 active attorneys licensed by the State Bar of Texas, maintaining active membership in the State Bar of Texas, and who did not opt out of receiving survey mailings.

The survey’s results are presented in part by geographic region, which is broken down into 13 economic areas. The metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget.

**Response Rate**

The cutoff date of the survey was April 18, 2016. As of the deadline there were 11,793 who completed the questionnaire, for an overall response rate of 12.5 percent. Response rates for each region are shown in the table below. Information below is on respondents who provided information on the county they practiced in.

<b>2015 Hourly Rate Fact Sheet - Response Rates</b>					
	Active State Bar of Texas Members	% of State Bar Membership	SBOT Survey Respondents	% of Respondents	Response Rate
Houston-The Woodlands-Sugarland MSA	28,224	28.6%	2,711	29.1%	9.6%
Dallas-Fort Worth-Arlington MSA	26,853	27.2%	2,704	29.0%	10.1%
Austin-Round Rock MSA	11,781	11.9%	1,411	15.1%	12.0%
San Antonio-New Braunfels MSA	6,754	6.8%	799	8.6%	11.8%
El Paso MSA	1,278	1.3%	161	1.7%	12.6%
Corpus Christi MSA	1,088	1.1%	134	1.4%	12.3%
Beaumont-Port Arthur MSA	795	0.8%	84	0.9%	10.6%
Central Texas MSAs	1,034	1.0%	140	1.5%	13.5%
East & NE Texas MSAs	2,270	2.3%	284	3.0%	12.5%
South Texas MSAs	1,923	1.9%	219	2.3%	11.4%
West Texas MSAs	2,540	2.6%	332	3.6%	13.1%
Non-Metro Areas	3,417	3.5%	395	4.2%	11.6%
Out of State/Country	10,714	10.9%	1,069	11.5%	10.0%
<b>Total attorneys identified by work location</b>	<b>98,671</b>	<b>100.0%</b>	<b>10,443</b>	<b>100.0%</b>	<b>10.6%</b>
<b>Response rate including all attorneys who responded, even if not identified by location</b>			<b>11,793</b>		<b>12.5%</b>

\*Numbers are based on attorneys who have reported the county they practiced in.

## Regions and Counties in Each Region

### 1 Houston-The Woodlands-Sugar Land MSA

Austin  
Brazoria  
Chambers  
Fort Bend  
Galveston  
Harris  
Liberty  
Montgomery  
Waller

### 2 Dallas-Fort Worth-Arlington MSA

Collin  
Dallas  
Denton  
Ellis  
Hood  
Hunt  
Johnson  
Kaufman  
Parker  
Rockwall  
Somervell  
Tarrant  
Wise

### 3 Austin-Round Rock MSA

Bastrop  
Caldwell  
Hays  
Travis  
Williamson

### 4 San Antonio-New Braunfels MSA

Atascosa  
Bandera  
Bexar  
Comal  
Guadalupe  
Kendall  
Medina  
Wilson

### 5 El Paso MSA

El Paso  
Hudspeth

### 6 Corpus Christi MSA

Aransas  
Nueces  
San Patricio

### 7 Beaumont-Port Arthur MSA

Hardin  
Jefferson  
Newton  
Orange

### Central Texas MSAs

#### 8 Waco MSA

McLennan  
Falls

#### 9 Killeen-Temple MSA

Bell  
Coryell  
Lampasas

### East & NE Texas MSAs

#### 10 College Station-Bryan MSA

Brazos  
Burleson  
Robertson

#### 11 Longview MSA

Gregg  
Rusk  
Upshur

#### 12 Sherman-Denison MSA

Grayson

#### 13 Texarkana MSA

Bowie

#### 14 Tyler MSA

Smith

#### 15 Victoria MSA

Goliad  
Victoria

### 16 Wichita Falls MSA

Archer  
Clay  
Wichita

### South Texas MSAs

#### 17 Brownsville-Harlingen MSA

Cameron

#### 18 Laredo MSA

Webb

#### 19 McAllen-Edinburg-Mission MSA

Hidalgo

### West Texas MSAs

#### 20 Abilene MSA

Callahan  
Jones  
Taylor

#### 21 Amarillo MSA

Armstrong  
Carson  
Oldham  
Potter  
Randall

#### 22 Lubbock MSA

Crosby  
Lubbock  
Lynn

#### 23 Midland MSA

Martin  
Midland

#### 24 Odessa MSA

Ector

#### 25 San Angelo MSA

Irion  
Tom Green

2015 HOURLY RATE FACT SHEET

**26 Non-Metropolitan Counties**

Anderson	Franklin	Llano	Terrell
Andrews	Freestone	Loving	Terry
Angelina	Frio	Madison	Throckmorton
Bailey	Gaines	Marion	Titus
Baylor	Garza	Mason	Trinity
Bee	Gillespie	Matagorda	Tyler
Blanco	Glasscock	Maverick	Upton
Borden	Gonzales	McCulloch	Uvalde
Bosque	Gray	McMullen	Val Verde
Brewster	Grimes	Menard	Van Zandt
Briscoe	Hale	Milam	Walker
Brooks	Hall	Mills	Ward
Brown	Hamilton	Mitchell	Washington
Burnet	Hansford	Montague	Wharton
Calhoun	Hardeman	Moore	Wheeler
Camp	Harrison	Morris	Wilbarger
Cass	Hartley	Motley	Willacy
Castro	Haskell	Nacogdoches	Winkler
Cherokee	Hemphill	Navarro	Wood
Childress	Henderson	Nolan	Yoakum
Cochran	Hill	Ochiltree	Young
Coke	Hockley	Palo Pinto	Zapata
Coleman	Hopkins	Panola	Zavala
Collingsworth	Houston	Parmer	
Colorado	Howard	Pecos	
Comanche	Hutchinson	Polk	
Concho	Jack	Presidio	
Cooke	Jackson	Rains	
Cottle	Jasper	Reagan	
Crane	Jeff Davis	Real	
Crockett	Jim Hogg	Red River	
Culberson	Jim Wells	Reeves	
Dallam	Karnes	Refugio	
Dawson	Kenedy	Roberts	
Deaf Smith	Kent	Runnels	
Delta	Kerr	Sabine	
De Witt	Kimble	San Augustine	
Dickens	King	San Jacinto	
Dimmit	Kinney	San Saba	
Donley	Kleberg	Schleicher	
Duval	Knox	Scurry	
Eastland	Lamar	Shackelford	
Edwards	Lamb	Shelby	
Erath	La Salle	Sherman	
Fannin	Lavaca	Starr	
Fayette	Lee	Stephens	
Fisher	Leon	Sterling	
Floyd	Limestone	Stonewall	
Foard	Lipscomb	Sutton	
	Live Oak	Swisher	



## State Bar of Texas Attorney Survey -- Status 2015

### MAILING

Dear Attorney,

The State Bar of Texas needs your help! **Complete the 2015 Texas Attorney Survey and you could win one of five prizes.** Two-hundred participants will each win \$10 gift cards, two participants will win an Apple iPad Pro, and two will receive a pair of tickets to one of the following events:

- Dallas Cowboys Regular Season Home Game (game to be determined once schedule is available)
- Houston Texans Regular Season Home Game (game to be determined once schedule is available)
- NASCAR Chase for the Sprint Cup AAA Texas 500 Race
  - Suite tickets including food and beverage
  - VIP credentials into garage/pit area

The Texas Attorney Survey is conducted every other year to provide Texas attorneys with information about the economics of the practice of law. Reports generated from this survey will include detailed breakdowns of income, hourly rates, pro bono services, law school and career satisfaction, and State Bar of Texas Member Services. Results of this survey will be made available at [texasbar.com/research](http://texasbar.com/research).

This year the State Bar of Texas teamed up with Texas A&M University to include questions that touch on the economic and non-economic value of a law degree and career satisfaction. This information should help to provide prospective law students, law schools, and members of the bar with insight on how legal education affects an attorney's career.

This survey is anonymous, and the process is secure. Your email address will be used for the drawings and will then be deleted and not associated with your responses.

Completion of the survey takes about four to eight minutes, depending on your occupation and pro bono experience. **Please complete the survey by 5 p.m. Monday, April 4, 2016.**

Your participation will help ensure you and other Texas attorneys have the most current economic information available.

If you have any questions please feel free to call us at (800) 204-2222, ext. 1724 or email us at [research@texasbar.com](mailto:research@texasbar.com). Thank you for your help.

Sincerely,  
Cory Squires  
State Bar of Texas Department of Research and Analysis

## SURVEY QUESTIONS

### INSTRUCTIONS

Each question can be answered by simply selecting a response or filling in a blank. These questions are for information related to calendar year 2015.

Completion of the survey should take, on average, 5 minutes.

Responses will be saved, you may close the survey and return later to complete if needed.

Please complete this questionnaire by 5 p.m. Monday, April 4, 2016.

Thank you for your participation.

### PRIMARY OCCUPATION

**1. For 2015, what was your primary occupation?**

- |                                                                |                                                               |
|----------------------------------------------------------------|---------------------------------------------------------------|
| <input type="checkbox"/> Private law practice                  | <input type="checkbox"/> Other law related                    |
| <input type="checkbox"/> For-profit corporate/in-house counsel | <input type="checkbox"/> Non-law related                      |
| <input type="checkbox"/> Non-profit corporate/in-house counsel | <input type="checkbox"/> Unemployed/Looking for work          |
| <input type="checkbox"/> Full-time judge                       | <input type="checkbox"/> Unemployed/not looking for work      |
| <input type="checkbox"/> Other judicial branch                 | <input type="checkbox"/> Retired/not working                  |
| <input type="checkbox"/> Government attorney                   | <input type="checkbox"/> Was not licensed to practice in 2015 |
| <input type="checkbox"/> Law faculty                           | <input type="checkbox"/> Other _____                          |
| <input type="checkbox"/> Public interest lawyer                |                                                               |

**2. If applicable, what was your job title in 2015? \_\_\_\_\_**

**3. In calendar year 2015, did you work:**

Full-time  Part-time  By Contract  Not Applicable  Other

**4. What was your approximate gross personal income (including any bonus) during calendar year 2015?**

\_\_\_\_\_

**5. If you received a bonus for 2015, what was it? \_\_\_\_\_**

**6. How has your income changed in the last year?**

Increased significantly  Increased moderately  Remained steady  Decreased moderately  
 Decreased significantly

**7. The State Bar of Texas defines pro bono as the provision of the following without an expectation of payment or at a substantially reduced fee:**

- legal services to the poor or to a charitable organization that addresses the needs of the poor,
- services that improve the legal process or availability of legal services to the poor,
- legislative, administrative or advocacy for the poor,
- unsolicited, involuntary court appointments.

The Bar's pro bono policy does not define poor; however, it encourages attorneys to serve clients that would qualify for legal aid who live at or below 125% of the federal poverty guidelines (\$14,850 for single person, \$30,375 for family of 4).

Did you provide any of the above pro bono services in calendar year 2015?  Yes  No

**PRIVATE PRACTITIONER – PRACTICE AREA INFORMATION**

*If not a private practitioner, please proceed to question 12.*

8. For 2015, 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): \_\_\_\_\_

9. For 2015, 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, how you billed for your services, and the typical rate or fee (if applicable) you charged in each area.

(For billing method please specify whether it was an hourly rate, flat fee, contingency fee, or other)

Practice Area	Billing Method	Rate	Percent of Practice
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

10. Please provide the following information on the average number of actual and billable hours worked per week, as an attorney in 2015:

\_\_\_ Actual hours worked per week

\_\_\_ Billable hours worked per week

11. Please specify your position in calendar year 2015 as a private practitioner:

\_\_\_ Sole Practitioner    \_\_\_ First-Year Associate    \_\_\_ Second-Year Associate    \_\_\_ Third-Year Associate    \_\_\_ Fourth-Year Associate

\_\_\_ Fifth-Year Associate    \_\_\_ Sixth-Year Associate    \_\_\_ Seventh-Year Associate    \_\_\_ Eighth-Year Associate    \_\_\_ Of Counsel

\_\_\_ Non-Equity Partner    \_\_\_ Equity Partner    \_\_\_ Managing Partner    \_\_\_ Other

12. What professional licenses or certificates, if any, do you have other than your law license?
- 

13. Did you provide professional services other than legal services in 2015? \_\_\_ Yes \_\_\_ No

14. If yes, what other types of professional services did you provide?

\_\_\_ Real Estate Sales/Development/Management

\_\_\_ Insurance Sales

\_\_\_ Accounting

\_\_\_ Financial Planning

\_\_\_ Investment Advisor

\_\_\_ Registered Securities Representative

\_\_\_ Other \_\_\_\_\_



**PRO BONO**

If you answered "no" to question 7, please proceed to question 19.

Please take a moment to answer a few questions on the pro bono services you performed in 2015. This data will be used to highlight how Texas attorneys are doing their part to help low-income people in our state. Historically, Texas attorneys perform about 2.4 million hours of pro bono services each year.

15. Did you provide any free legal services to the poor in 2015? (Do not include cases where your clients failed to pay you.)  Yes  No

If so, approximately how many total hours did you provide? \_\_\_\_\_

Approximately how many hours were for:

Please note that these categories do not need to sum to the total hours provided.

- Civil Matters
- Criminal Matters
- Unsolicited Court Appointments
- Legal services to a charitable organization for the poor
- Legislative, administrative, or systems advocacy for the poor
- Legal services to simplify or improve quality of legal services to the poor

16. Did you provide any legal services at a substantially reduced fee that benefited the poor in 2015? (Do not include cases where your clients failed to pay you.)

Yes  No

If so, approximately how many total hours did you provide? \_\_\_\_\_

Approximately how many hours were for:

Please note that these categories do not need to sum to the total hours provided.

- Civil Matters
- Criminal Matters
- Unsolicited Court Appointments

17. Did you pay actual out-of-pocket expenses related to pro bono or legal services to the poor in 2015?

Yes  No

If so, what was the approximate total amount of the out-of-pocket expenses that you paid in 2015?

\_\_\_\_\_

18. Did you make any direct financial contributions related to legal services to the poor in 2015?

Yes  No

If so, what was the approximate total amount of the financial contribution you paid in 2015?

\_\_\_\_\_

18. If you have any comments or suggestions about pro bono services please provide them below:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**VOLUNTARY DEMOGRAPHICS**

The following voluntary demographic information is used to provide detailed economic trends and measure diversity in the practice of law in Texas. The State Bar of Texas follows the U.S. Census Bureau and U.S. Equal Employment Opportunity guidelines for collecting information on sex and race/ethnicity.

**19. In which Texas County was a majority of your work performed (in 2015)?**

*If majority was out-of-state or out-of-country, please note that below.*

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**20. Years of experience as an attorney, up to and including calendar year 2015:**

- |                                             |                                         |
|---------------------------------------------|-----------------------------------------|
| <input type="checkbox"/> 2 or less years    | <input type="checkbox"/> 3 to 6 years   |
| <input type="checkbox"/> 7 to 10 years      | <input type="checkbox"/> 11 to 15 years |
| <input type="checkbox"/> 16 to 20 years     | <input type="checkbox"/> 21 to 25 years |
| <input type="checkbox"/> More than 25 years |                                         |

**21. Age:**

- |                                         |                                             |
|-----------------------------------------|---------------------------------------------|
| <input type="checkbox"/> 21 to 25 years | <input type="checkbox"/> 26 to 30 years     |
| <input type="checkbox"/> 31 to 35 years | <input type="checkbox"/> 36 to 40 years     |
| <input type="checkbox"/> 41 to 45 years | <input type="checkbox"/> 46 to 50 years     |
| <input type="checkbox"/> 51 to 55 years | <input type="checkbox"/> 56 to 60 years     |
| <input type="checkbox"/> 61 to 65 years | <input type="checkbox"/> More than 65 years |

**22. Sex:**

- Male  Female

**23. Ethnicity:**

- Hispanic or Latino  
 Not Hispanic or Latino

**24. Race:**

- White  
 Black or African American  
 American Indian or Alaska Native  
 Asian  
 Native Hawaiian or Other Pacific Islander  
 Two or More Races  
 Other

**LAW SCHOOL/CAREER SATISFACTION**

The purpose of these questions is to study the economic and non-economic value of a law degree and the associated attorney satisfaction with careers and decisions to attend law school. This information will help provide prospective law students and members of the bar with important information about legal careers in Texas.

**25. Which of the following best describes your undergraduate major?**

- Business
- Criminal justice or law enforcement
- Engineering
- Other \_\_\_\_\_
- Humanities
- Physical science or mathematics
- Social sciences

**26. Which of the following best describes your class rank upon graduation from college?**

- Top 10<sup>th</sup> percentile
- Top 25<sup>th</sup> percentile
- Top 50<sup>th</sup> percentile
- Top 75<sup>th</sup> percentile
- Don't know

**27. Which of the following best describes your class rank upon graduation from law school?**

- Top 10<sup>th</sup> percentile
- Top 25<sup>th</sup> percentile
- Top 50<sup>th</sup> percentile
- Top 75<sup>th</sup> percentile
- Don't know

**28. Approximately how much student loan debt did you incur during law school?**

- None
- \$1,000 - \$24,999
- \$25,000 - \$49,999
- \$50,000 - \$74,999
- \$75,000 - \$99,999
- \$100,000 or more

**29. At this point in your career, how much remaining law school debt do you have?**

- None
- \$1,000 - \$24,999
- \$25,000 - \$49,999
- \$50,000 - \$74,999
- \$75,000 - \$99,999
- \$100,000 or more

**30. On a scale of 1 to 5 please provide your level of satisfaction on the following questions?**

*Please rate your level of satisfaction on a scale of 1 to 5 (1 being Very Dissatisfied and 5 being Very Satisfied).*

- How satisfied are you with your decision to have attended law school?
- How satisfied are you with your career?

**STATE BAR OF TEXAS MEMBER SERVICES**

The State Bar of Texas offers many services to help attorneys in both their professional and personal lives. Within these services you can find access to hundreds of useful programs. The following questions will help measure both awareness of and satisfaction with the current services available to you. In addition, your feedback will help the State Bar understand what services you would like to see offered in the future.

**31. Please provide information on your experience using the following State Bar of Texas Member Services**

*Please rate your level of satisfaction on a scale of 1 to 5 (1 being Very Dissatisfied and 5 being Very Satisfied).*

[**Satisfaction** scale: 1-Very Dissatisfied, 2-Somewhat Dissatisfied, 3-Neither Satisfied nor Dissatisfied, 4-Somewhat Satisfied, 5-Very Satisfied.

**Awareness** scale: 1-Aware of service but have no experience, 2-I am not aware of this service]

Service	Are you aware of the service (Y/N)	Satisfaction
Texas Bar CLE	_____	_____
Client Attorney Assistance Program (CAAP)	_____	_____
State Bar of Texas Advertising Review	_____	_____
Texas Lawyers' Assistance Program (TLAP)	_____	_____
State Bar of Texas Member Benefit Program	_____	_____
Texas Bar Journal	_____	_____
Texas Bar Career Center	_____	_____
Texas Bar Private Insurance Exchange	_____	_____
Free Legal Research (Fastcase, Casemaker)	_____	_____
Lawyer Referral and Information Services (LRIS)	_____	_____
Law Practice Management Program	_____	_____
State Bar of Texas Attorney Ethics Hotline	_____	_____

**32. Overall, how would you rate the TexasBarCLE's CLE offerings compared with those of other CLE providers?**

*Please rate the following on a scale of 1 to 5 (1 being Much Worse and 5 being Much Better)*

- \_\_\_ Live courses
- \_\_\_ Live webcasts
- \_\_\_ 24/7 online classes
- \_\_\_ Downloadable audio MP3s of programs
- \_\_\_ Online library of CLE articles
- \_\_\_ Course books

**33. Please rate the level of importance of each consideration when choosing a particular CLE program:**

*Please rate the following on a scale of 1 to 5 (1 being Not at all Important and 5 being Very Important)*

- \_\_\_ Number of MCLE hours
- \_\_\_ Course format
- \_\_\_ Registration Fee
- \_\_\_ Topics relevant to my practice
- \_\_\_ Speakers' reputation or expertise
- \_\_\_ Length of course
- \_\_\_ Location of course
- \_\_\_ Course amenities
- \_\_\_ Networking

**STATE BAR OF TEXAS MEMBER SERVICES CONTINUED**

**34. How do you currently obtain your major medical health insurance?**

- Through the Texas Bar Private Insurance Exchange
- Local Agent/Broker
- Direct through Insurance Carrier
- HealthCare.gov
- Through my Employer
- I do not currently have major medical health insurance
- Other \_\_\_\_\_

**35. Do you carry any of the following types of insurance?**

*Please select all that apply.*

- Professional Liability (“Legal Malpractice”) Insurance
- Other Non-Legal Professional Liability (“E&O”) Insurance
- Cyber Breach Liability Insurance
- Business Owners Insurance
- Employment Practices Liability Insurance
- Other \_\_\_\_\_

**36. Please indicate whether you have reached out to the Texas Lawyers’ Assistance Program (TLAP), on behalf of a lawyer or judge for one of the following mental health or substance use disorders**

*Check all that apply.*

- Depression
- Anxiety
- Alcohol abuse
- Drug abuse
- Suicidal ideation
- Age-related cognitive impairment
- Have not referred anyone
- Other \_\_\_\_\_

**37. Please indicate any benefits and/or vendors you would like to see offered through the State Bar of Texas Member Benefit Program.**

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**38. If you have any additional comments regarding the information collected with this survey, please provide them below:**

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