

STATE BAR *of* TEXAS

— 2023 —
INCOME REPORT



INTRODUCTION

The Texas Attorney Survey is conducted periodically to provide insight on the economics of law practice in Texas.

The State Bar's Department of Research and Analysis conducted the Texas Attorney Survey on June 6, 2024, and completed data collection on July 11, 2024.

This report presents data collected on licensed and practicing full-time attorneys who provided information for the calendar year 2023.

The report provides detailed breakdowns of incomes by sex, race, ethnicity, age, law firm size, years of experience, area of practice, and region of the state. A comparison to historical data is also provided for select demographics.

The questionnaire was emailed to all active State Bar of Texas attorneys who have not opted out of taking surveys. A total of 83,259 received the survey. A total of 7,178 attorneys responded to the survey. This response gave the survey a margin of error of $\pm 1.1\%$.

A more detailed description of the methodology is included at the end of this report (see appendix).

Responses by Metropolitan Statistical Area (MSA)

Metropolitan Statistical Area	Texas Attorney Population	Percent of Attorney Population	Respondents	Percent of Respondents
Houston-The Woodlands-Sugar Land MSA	31,357	28%	1,241	26%
Dallas-Fort Worth-Arlington MSA	30,707	27%	1,361	29%
Austin-Round Rock MSA	13,832	12%	753	16%
San Antonio-New Braunfels MSA	7,676	7%	454	10%
El Paso MSA	1,289	1%	85	2%
Corpus Christi MSA	1,027	1%	70	1%
Beaumont-Port Arthur MSA	703	1%	44	1%
Central Texas MSAs	1,204	1%	75	2%
East & NE Texas MSAs	2,337	2%	143	3%
South Texas MSAs	2,076	2%	117	2%
West Texas MSAs	2,559	2%	189	4%
Non-Metro	3,578	3%	248	5%
Out-of-State/Country	15,425	14%	876	19%

SUMMARY FINDINGS

2023 Income Summary



\$142,856

Median Income

INCOME

The median income for respondent full-time Texas attorneys was \$142,856.

In 2023, 51% of respondent full-time Texas attorneys saw an increase in their annual income.

Texas attorney income has increased steadily since 2011; this year it exceeded the pre-2008 recession high of \$129,322.

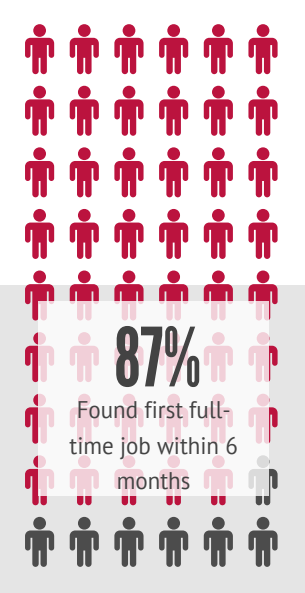
Men and white attorneys reported higher incomes than their counterparts. Men reported a median of \$164,583, and white attorneys reported a median of \$151,993.

Median income increases with more experience across demographic categories. Attorneys licensed 2 or fewer years reported a median income of \$84,155 compared to a median of \$174,404 for those licensed over 25 years.

The two highest incomes were reported by attorneys in the Houston-The Woodlands-Sugar Land MSA, where the median was \$151,689, and in the Dallas-Fort Worth-Arlington MSA, where the median income was \$151,538.

SUMMARY FINDINGS CONTINUED

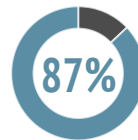
Jobs, Satisfaction, and Law School Debt Summary



Attorneys were asked how long, since they were first admitted to practice law, did it take them to obtain their first full-time job providing legal services.



Career Satisfaction



Law School Satisfaction

The level of career and law school satisfaction was measured on a 5-point scale, from extremely dissatisfied to extremely satisfied.

\$94,778

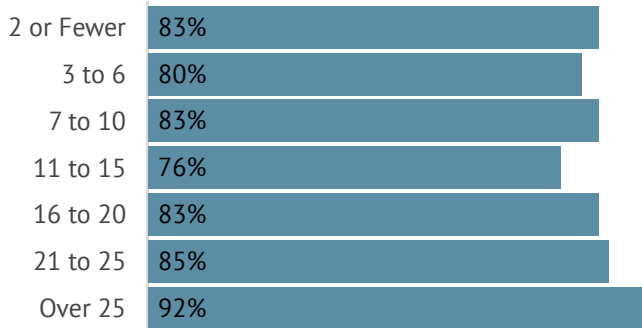
Median Law School Debt for all Full-Time Attorneys

\$104,129

Median Law School Debt for Attorneys Licensed 2 or Fewer Years

Additionally, attorneys were asked how much law school debt they carried at this point in their career as of 2023. The median reported was \$94,778.

Career Satisfaction by Years of Experience



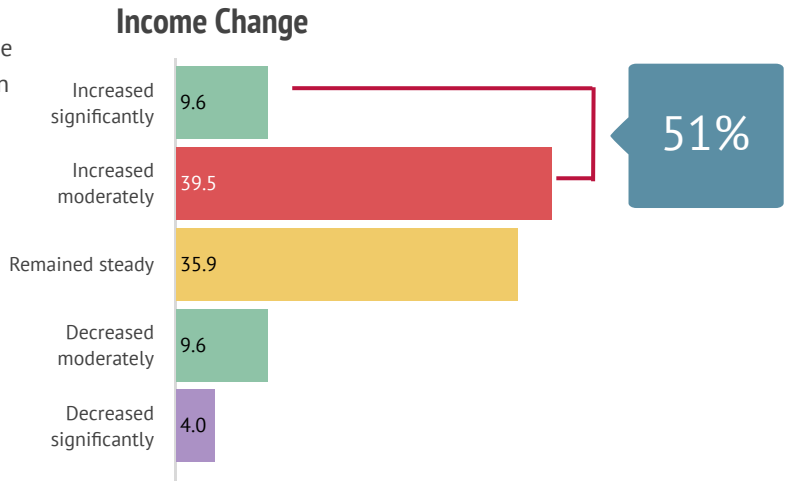
Satisfaction percents are for those who reported they are moderately or extremely satisfied.

INCOME

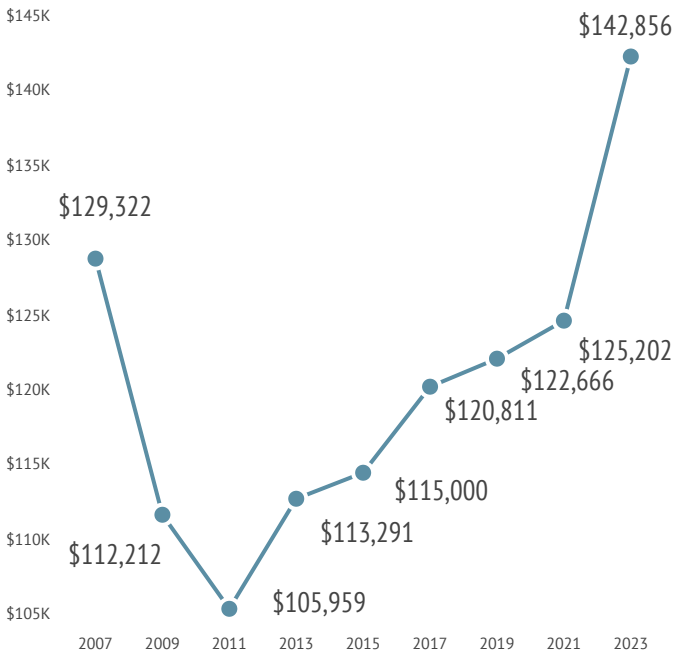
Income Change

Attorneys were asked how their income changed over the past year (2022 to 2023).

51% reported seeing an increase in their annual income in 2023, compared with 44% in 2021.



Median Income by Year



The median income for respondent full-time Texas attorneys increased significantly from 2021 to 2023, exceeding a pre-2008 recession high of \$129,322.

In addition to income, some attorneys received a bonus in 2023. The median reported was \$20,549. In 2021, the median bonus reported was \$17,243.

\$20,549

2023 Median Bonus

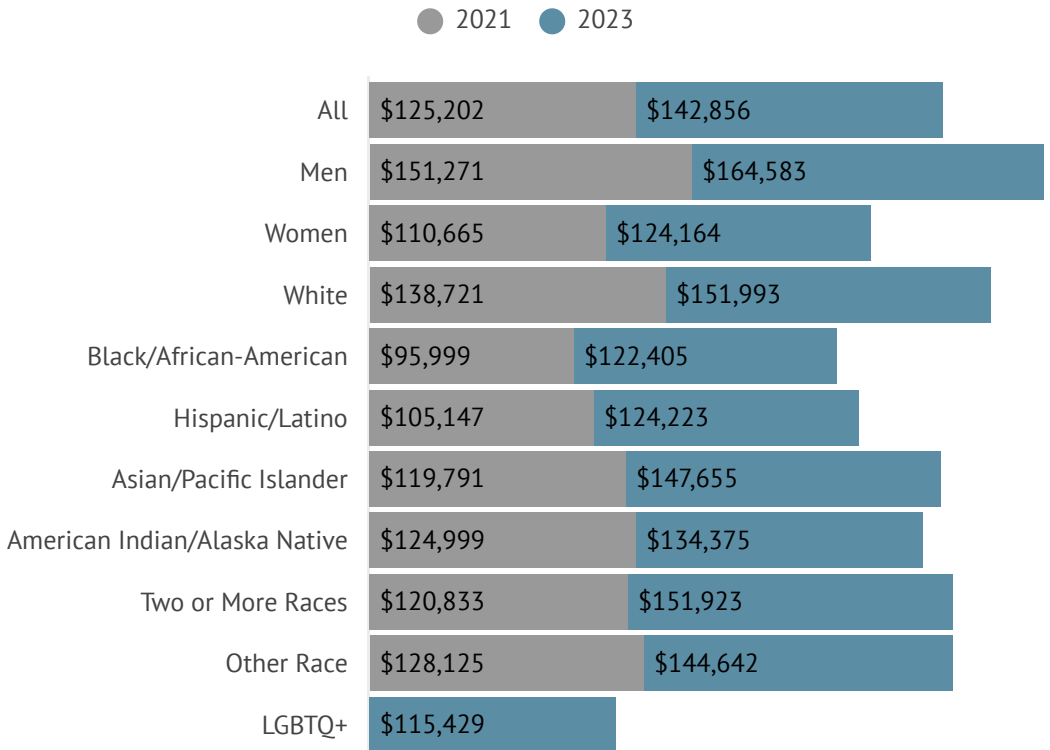
INCOME CONTINUED

Median Income by Demographic

The median income for respondent full-time Texas attorneys was \$142,856 in 2023.

Men and white attorneys reported higher incomes than their counterparts. Men reported a median income of \$164,583 and white attorneys reported a median of \$151,993.

The median for women was \$124,164, and LGBTQ+ attorneys reported a median of \$115,429

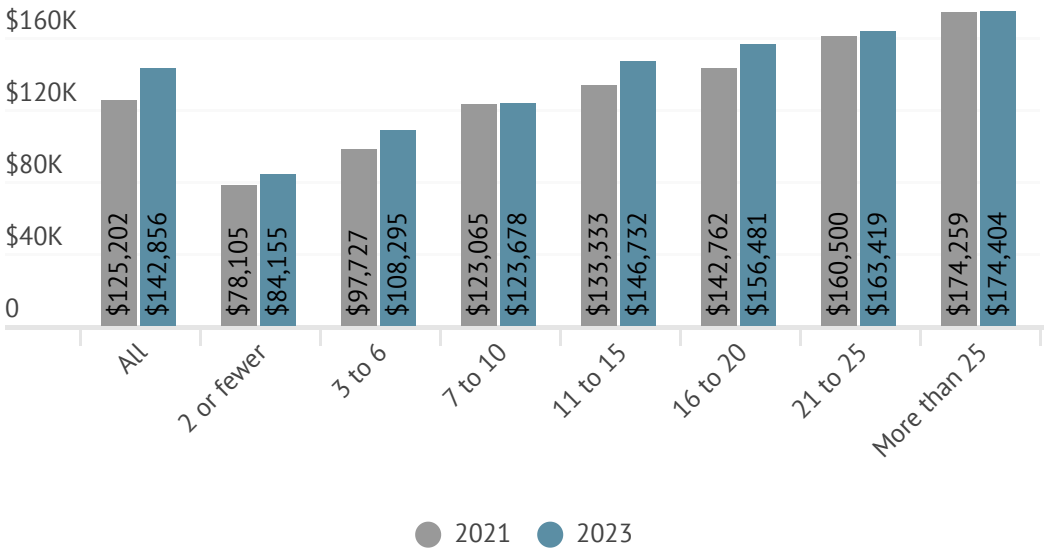


LGBTQ+ data was not collected prior to 2023.

INCOME CONTINUED

Median Income by Demographic Continued

Median income increases by years of experience. Overall, those who have been licensed 2 or fewer years have a median income of \$84,155 compared to \$174,404 for those licensed more than 25 years.



INCOME CONTINUED

Median Income by Demographic Continued

Years of Experience	2 or fewer	3 to 6	7 to 10	11 to 15	16 to 20	21 to 25	Over 25
All Attorneys	\$84,155	\$108,295	\$123,678	\$146,732	\$156,481	\$163,419	\$174,404
Men	\$87,399	\$117,129	\$140,740	\$170,981	\$169,791	\$184,482	\$187,971
Women	\$81,477	\$99,582	\$118,343	\$133,259	\$145,738	\$144,816	\$154,383
White	\$85,731	\$111,507	\$127,564	\$146,626	\$160,817	\$169,642	\$179,457
Black/African-American	\$77,142	\$99,999	\$116,666	\$124,999	\$118,055	\$142,499	\$157,143
Hispanic/Latino	\$81,250	\$97,631	\$114,583	\$152,500	\$141,304	\$151,042	\$167,856
Asian/Pacific Islander	\$89,999	\$108,333	\$131,250	\$158,333	\$200,000	\$174,999	\$174,999
Two or More Races	\$85,000	\$162,500	\$131,250	\$112,500	\$199,999	\$156,250	\$206,250
Other Race	\$59,999	\$112,500	\$212,500	\$149,999	\$162,500	\$137,500	\$149,999
LGBTQ+	\$84,500	\$100,962	\$119,642	\$135,714	\$135,000	\$130,000	\$160,714

Only categories where 6 or more responses were provided are reported. There were too few responses from the American Indian/Alaska Native population on years licensed to report here.

Men report a higher income over the course of their careers in comparison to their counterparts. The median income reported by men is greater than the median income reported by women for each experience band.

Men licensed 2 or fewer years reported a median income that is 7% greater than that reported by women (\$87,399 compared to \$81,477). Men licensed over 25 years reported a median income that is 18% greater than that reported by women (\$187,971 compared to \$154,383). The population of attorneys that are Two or More Races has the second-highest median income among racial/ethnic groups with a median of \$151,923, only slightly less than White attorneys with a median income of \$151,933.

Attorneys who identify as LGBTQ+ generally earn more with years of experience. The median income reported by LGBTQ+ attorneys licensed 2 or fewer years was \$84,500 compared to those licensed over 25 years, who reported a median income of \$160,714

INCOME CONTINUED

Median Income by Metropolitan Statistical Area (MSA)

Metropolitan Statistical Area (MSA)	2021	2023
Houston-The Woodlands-Sugar Land MSA	\$145,114	\$151,689
Dallas-Fort Worth-Arlington MSA	\$141,838	\$151,538
Austin-Round Rock MSA	\$123,341	\$137,500
San Antonio-New Braunfels MSA	\$116,105	\$133,721
El Paso MSA	\$117,105	\$150,962
Corpus Christi MSA	\$118,749	\$145,312
Beaumont-Port Arthur MSA	\$124,999	\$124,999
Central Texas MSAs	\$114,772	\$142,499
East & NE Texas MSAs	\$114,285	\$122,395
South Texas MSAs	\$106,250	\$124,478
West Texas MSAs	\$124,999	\$141,447
Non-Metropolitan Counties	\$131,579	\$121,195

In general, the larger the MSA the larger the median income reported.

For example, the Houston-The Woodlands-Sugar Land MSA had a median income of \$151,689. This compares to the lowest median income of \$121,195 in Non-Metropolitan Counties.

APPENDIX

Methodology



Method

Data Collection

Attorney economic information was collected in the Texas Attorney Survey – Status 2023. The questionnaire was emailed on June 6, 2024, to 83,259 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. There were 1,141 responding attorneys from the Houston-The Woodlands-Sugar Land and 1,361 from the Dallas-Fort Worth-Arlington MSAs, 753 attorneys from the Austin-Round Rock MSA, 454 attorneys from the San Antonio-New Braunfels MSA, and 1,847 attorneys from the remaining regions.

Response Rate

The survey ended July 11, 2024. As of the deadline, there were 7,178 completed responses. This response gave the survey a margin of error of $\pm 1.1\%$.

This means that if 40% of the respondents answered “yes” to a question, we can be 95% confident that the actual proportion of the population who would answer “yes” to the same question is 1.1 percentage points lower or higher than 40% (39 to 41%).

APPENDIX CONTINUED

Metropolitan Statistical Areas

Houston-The Woodlands-Sugar Land MSA

Austin
Brazoria
Chambers
Fort Bend
Galveston
Harris
Liberty
Montgomery
Waller

Dallas-Fort Worth-Arlington MSA

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

Austin-Round Rock MSA

Bastrop
Caldwell
Hays
Travis
Williamson

San Antonio-New Braunfels MSA

Atascosa
Bandera
Bexar
Comal
Guadalupe
Kendall
Medina
Wilson

El Paso MSA

El Paso
Hudspeth

Corpus Christi MSA

Aransas
Nueces
San Patricio

Beaumont-Port Arthur MSA

Hardin
Jefferson
Newton
Orange

Central Texas MSAs

Waco MSA

McLennan
Falls

Killeen-Temple MSA

Bell
Coryell
Lampasas

East & NE Texas MSAs

College Station-Bryan MSA

Brazos
Burleson
Robertson

Longview MSA

Gregg
Rusk
Upshur

Sherman-Denison MSA

Grayson

Texarkana MSA

Bowie

Tyler MSA

Smith

Victoria MSA

Goliad
Victoria

Wichita Falls MSA

Archer
Clay
Wichita

South Texas MSAs

Brownsville-Harlingen MSA

Cameron

Laredo MSA

Webb

McAllen-Edinburg-Mission MSA

Hidalgo

West Texas MSAs

Abilene MSA

Callahan
Jones
Taylor

Amarillo MSA

Armstrong
Carson

Oldham

Potter

Randall

Lubbock MSA

Crosby
Lubbock
Lynn

Midland MSA

Martin
Midland

Odessa MSA

Ector

San Angelo MSA

Irion
Tom Green

APPENDIX CONTINUED

Non-Metropolitan Counties

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