2025 PARALEGAL COMPENSATION SURVEY

STATE BAR OF TEXAS:
DEPARTMENT OF RESEARCH AND ANALYSIS

OVERVIEW

The 2025 Paralegal Compensation Survey was conducted for the State Bar of Texas Paralegal Division by the State Bars Department of Research and Analysis. The survey collected information pertaining to calendar year 2024.

STATE BAR OF TEXAS PARALEGAL DIVISION

The purpose of the division is to enhance legal assistants' participation in the administration of justice, professional responsibility, and public service in cooperation with the State Bar.

STATE BAR OF TEXAS DEPARTMENT OF RESEARCH AND ANALYSIS

The mission of the department is to provide comprehensive and highly detailed research information about the legal profession in Texas.

The information in this report was gathered electronically in the 2025 State Bar of Texas Paralegal Division Compensation Survey, which was available to the members of the State Bar of Texas Paralegal Division and other invited groups from September 17, 2025, through July 31, 2025. The survey was administered by the Paralegal Division. There were 982 survey responses that were used for this report.

EXECUTIVE SUMMARY

Presented here are notable findings from the 2025 Paralegal Compensation and Benefits Survey.

COMPENSATION

In 2024 the median salary was $77,739, a 25% increase since 2019.

ORGRANIZATION

A majority of paralegals work in law firms (60%). However, this is a 20% decline from 2019, when 75% of paralegals worked in law firms.

EMPLOYMENT STATUS

Paralegals working full-time is down 16% since 2019. Meanwhile paralegals doing contract/freelance work is more than 5 times greater than in 2019.

DEMOGRAPHICS

Racial/ethnic minority paralegals make up 45% of paralegals. This compares to 30% in 2019. In 2024, 69% of paralegals were women, compared to 93% in 2019.

ORGANIZATION

Paralegals work in a variety or organization types, but the most common is a law firm (60%). This is a 20% decline from 2019, when 75% of paralegals worked in law firms. Meanwhile the percent working for a government entity has more than doubled since 2019 (8% to 17%). The median number of paralegals in any organization is 4, while the median number of attorneys is 9.

Median Number of Paralegals

4

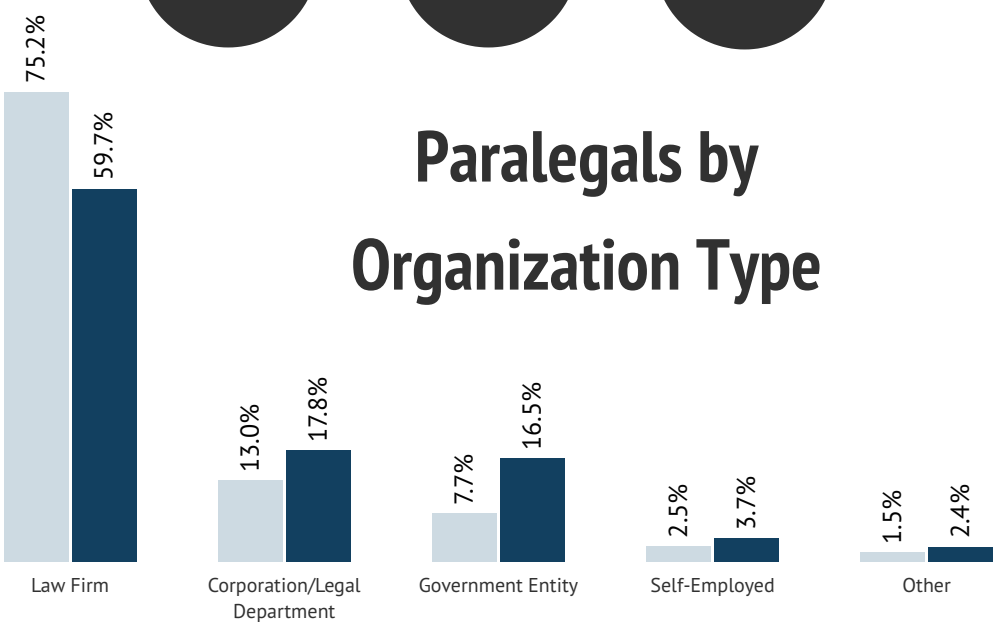
Median Number of Attorneys

9

Percent of Paralegals in Law Frims

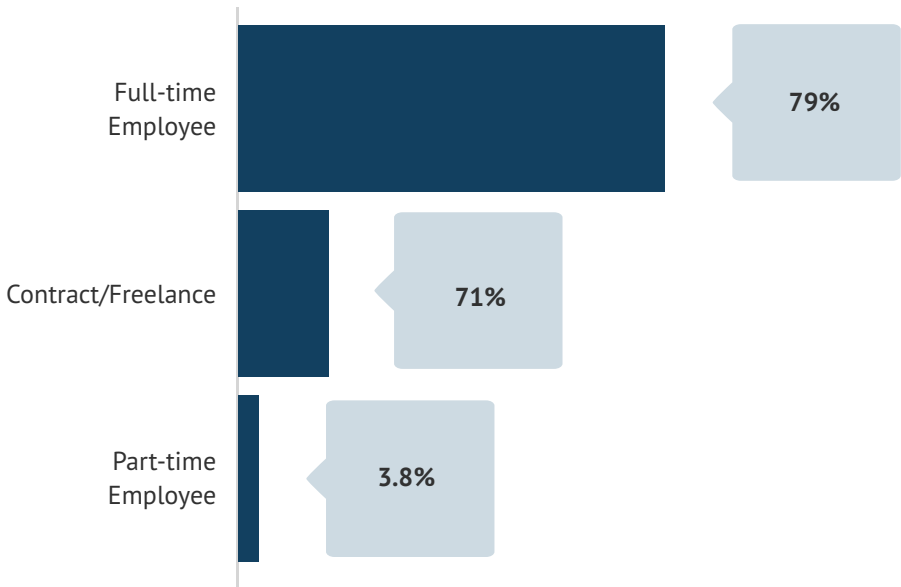
60%

Paralegals by Organization Type



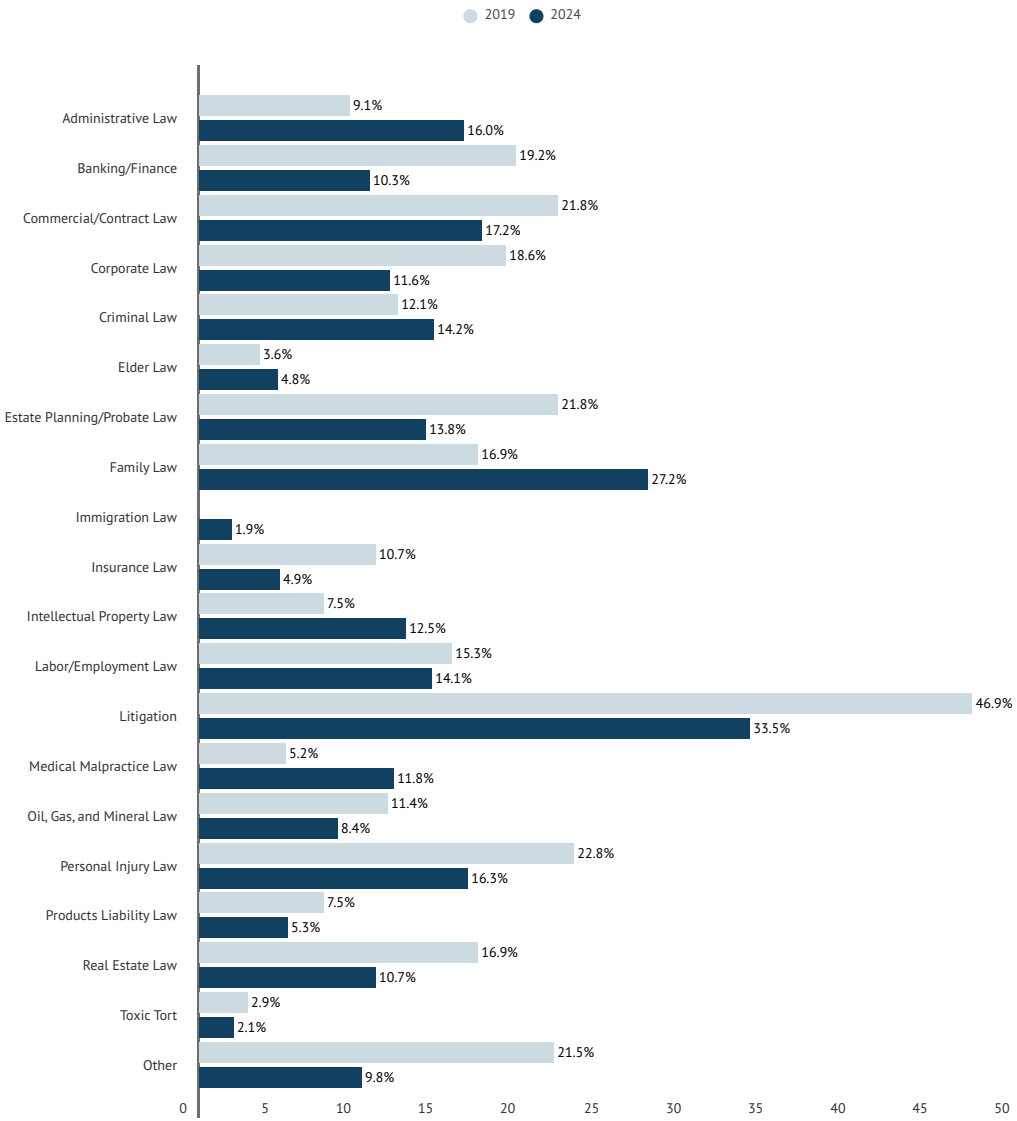
EMPLOYMENT STATUS

A majority of Paralegals perform full-time work (79%). However, this is down 16% from the 94% reported in 2019. Meanwhile the percent reporting doing contract/freelance work is more than 5 times greater than in 2019 (4% to 17%).



PRACTICE AREA

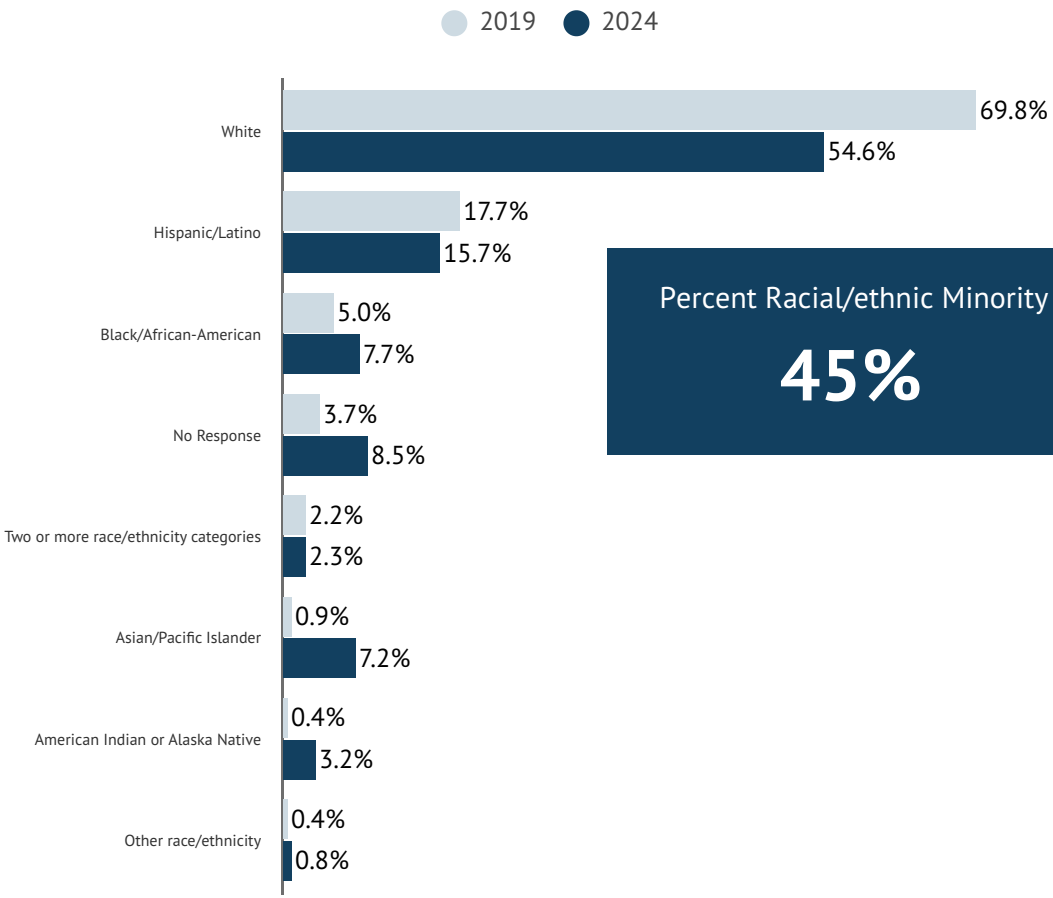
The most common practice area reported by paralegals in 2024 was Litigation (34%). Between 2019 and 2024 Medical Malpractice saw the largest growth (5% to 12%), while Insurance Law saw the biggest decline (11% to 5%)



Note: Respondents could report multiple practice areas. Therefore, percents will not sum to 100%.

DEMOGRAPHICS

Texas paralegals have become more diverse over the years. In 2024, 45% of paralegals were racial/ethnic minorities. This compares to 30% in 2019.



Percent Racial/ethnic Minority

45%

DEMOGRAPHICS CONTINUED

Historically more than 90% of the Texas paralegal population were women. In 2019 93% were women. In 2024 that percent decreased to 69%. The median age of paralegals declined by 17% (53 to 44). Similarly, the median years of experience declined by 29% (17 to 12).

69% Percent of paralegals that are women. Compared to 93% in 2019.

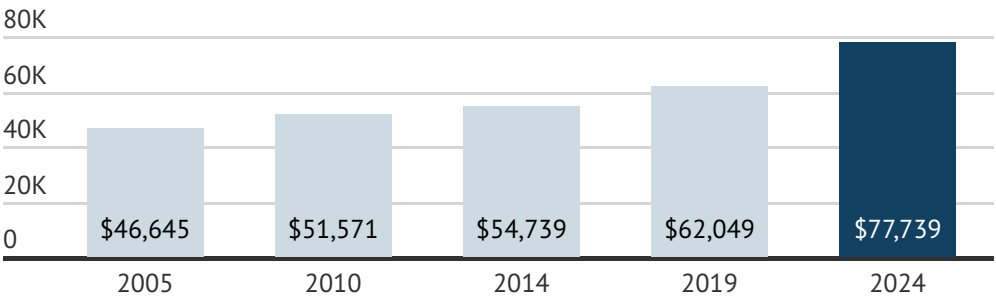
44 Median age of paralegals. Compared to 53 in 2019.

12 Median years of experience. Compared to 17 years in 2019.

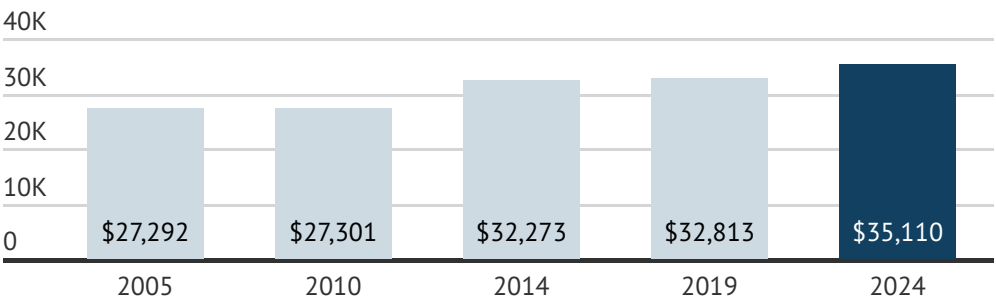
ANNUAL SALARY

Over the last five years the median salary of full-time paralegals has increased an average of 13%, or roughly $7,736. In 2024 the median salary was $77,739, a 25% increase since 2019. During the same time period, the median starting salary for paralegals increased by 9% ($32,813 to $35,110).

Median Gross Annual Salary

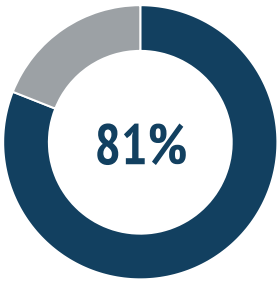


Median Starting Annual Salary



BONUS

In 2024, 81% of paralegals reported receiving a bonus (compared to 77% in 2019). The 2024 median bonus of $3,383 is 18% greater than the $3,286 reported in 2019.



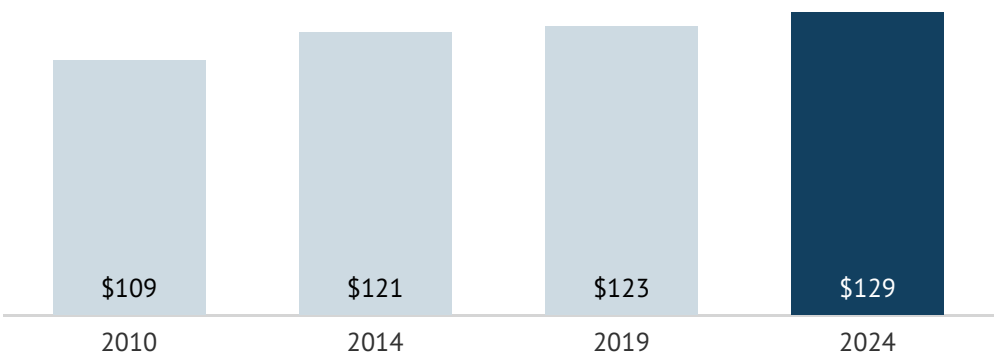
MEDIAN 2024 BONUS

$3,883

HOURLY RATE

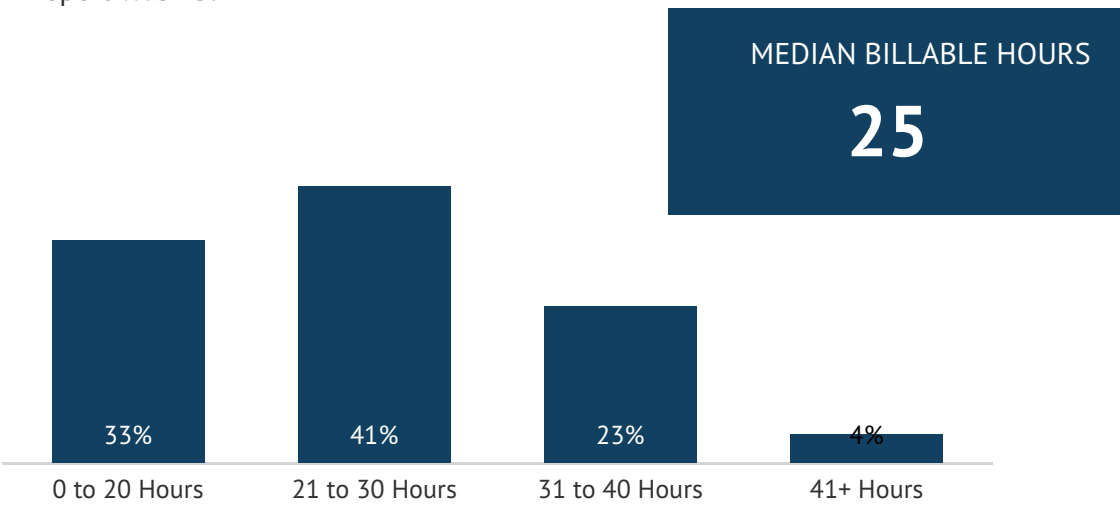
Hourly rates have increased over the years. In 2024, the median hourly rate reported was $129, a 5% increase from the hourly rate of $123 reported in 2019.

2024 MEDIAN HOURLY RATE **$129**



BILLABLE HOURS

In 2024, 58% of paralegals reported they are required to bill a minimal number of hours. The median number of weekly billable hours required to report was 25.



BENEFITS

Carreer satisication among paralegals, in 2024, was 89% (those stating they were "extremely satisfied" or "somewhat satisfied". In terms of work schedules, 56% of paralegals reported they work fully remote or a hybrid schedule.

Paralegals Working Fully Remote or a Hybrid Work Schedule **56%**

89% Paralegal Career Satisfaction

INSURANCE AND RETIREMENT

A majority of paralegals receive insurance and retirement benefits. The most common insurance provided was medical insurance (71%). The most common retirement offer was a 401k Plan (58%).

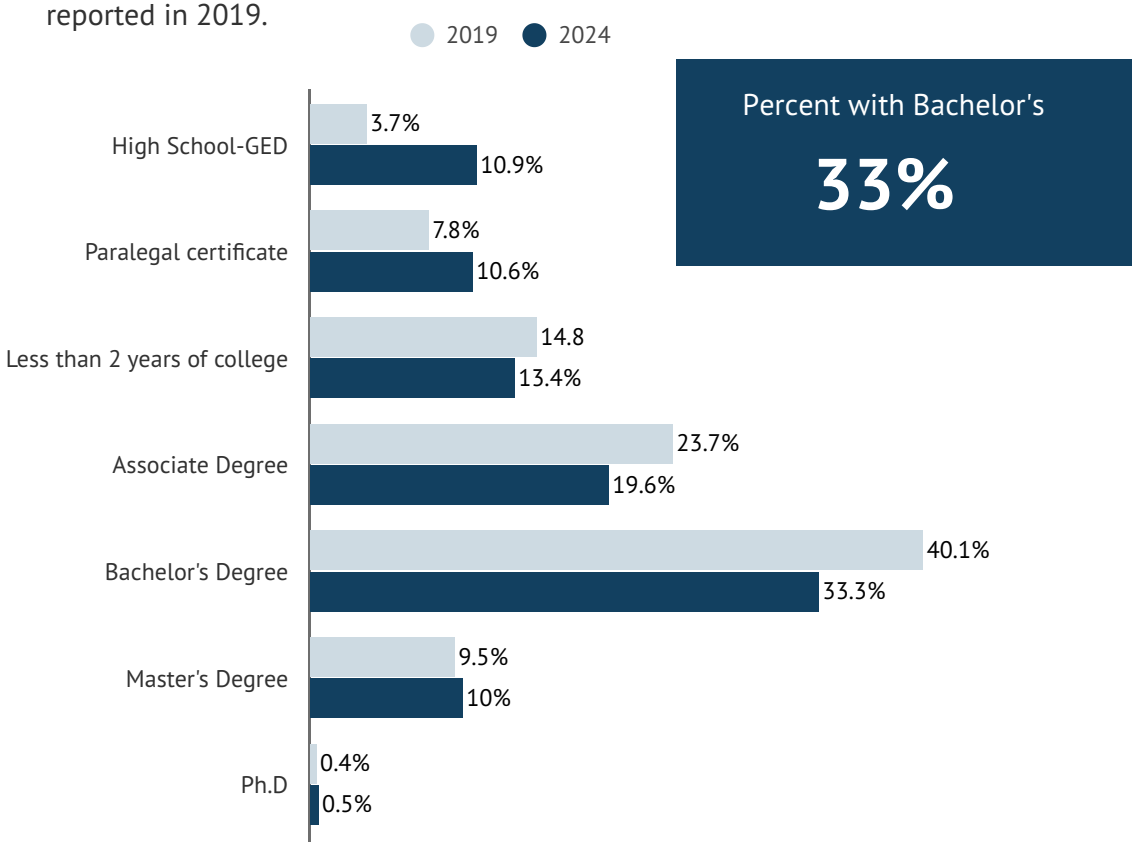
	2024
Medical insurance - Self	71.1%
Dental insurance - Self	47.4%
Life insurance - Self	45.9%
Medical insurance - Dependents	31.0%
Long Term Disability	28.7%
Short Term Disability	26.9%
Dental insurance - Dependents	21.5%
Life insurance - Dependents	16.1%
None	15.0%
Other	7.7%

	2024
401(k) Plan	57.8%
Plan allows employee contribution	26.4%
Plan allows employer contribution	25.6%
Profit Sharing/Stock Ownership Plan	19.2%
Savings Bond Plan	15.9%
None	15.4%
Money Market Plan	13.1%
Mutual Fund Plan	9.7%
Other	8.1%

Note: Respondents could report multiple types of insurance and retirement benefits. Therefore, percents will not sum to 100%.

EDUCATION

When asked their highest level of education, a majority (63%) of paralegals stated they had an associate degree or higher, this is down from the 77% reported in 2019.



TRAINING

In 2024, most paralegals reported receiving on-the-job training (52%). A growing number of paralegals state they obtained a bachelors degrees or higher.

On-the-Job Training

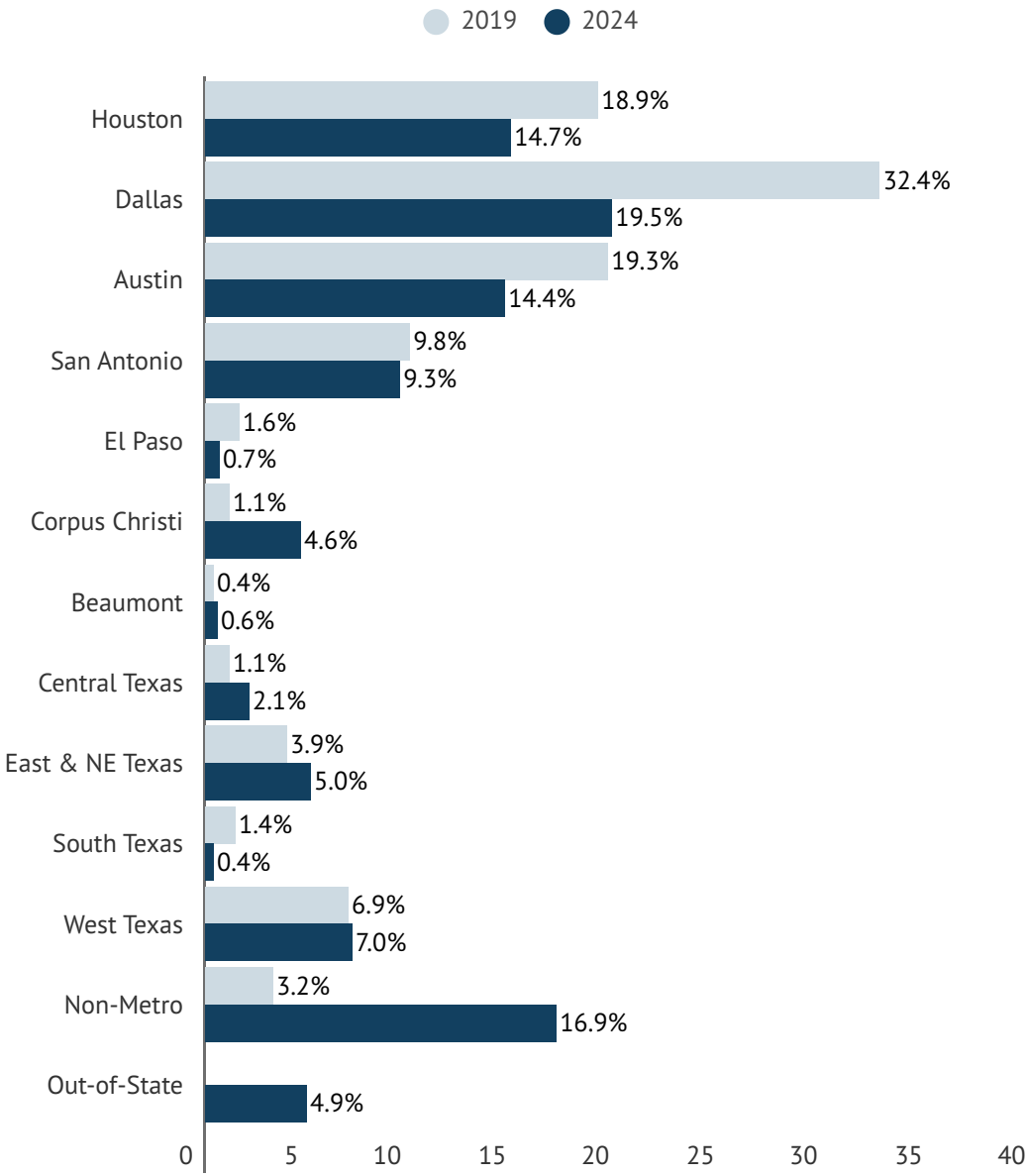
52%

	2010	2014	2019	2024
Associate Degree in Paralegal Studies	25.1%	26.0%	24.2%	33.6%
Bachelor's Degree in Paralegal Studies	5.6%	6.8%	14.9%	24.7%
Master's degree in Paralegal Studies	1.2%	1.8%	8.8%	15.9%
On-the-job training	54.9%	55.6%	60.3%	51.7%
Courses in a paralegal program	22.3%	22.7%	25.8%	23.1%
Completed paralegal certificate program	44.4%	43.1%	38.7%	35%
Legal courses at college while obtaining a degree	12.6%	12.5%	22.7%	14.4%
Other	13.8%	12.5%	45.4%	12.9%
None	1.1%	1.1%	1.5%	3.2%

Note: Respondents could report multiple types of traning. Therefore, percents will not sum to 100%.

GEOGRAPHY

The following chart shows the percent of paralegals in each Texas Metropolitan Statistical Area (MSA).



GEOGRAPHY CONTINUED

The following chart shows the percent of paralegals in each Texas Metropolitan Statistical Area (MSA). The table below shows the median income reported by MSA.

					2019 to 2024 Change	
Metropolitan Statistical Area (MSA)	2010	2014	2019	2024	Difference	Percent Change
Houston-The Woodlands-Sugarland MSA	$59,583	$64,524	$62,857	$83,036	$20,179	32.1%
Dallas-Fort Worth-Arlington MSA	$56,714	$58,750	$67,212	$80,882	$13,670	20.3%
Austin-Round Rock MSA	$59,750	$59,355	$70,735	$87,500	$16,765	23.7%
San Antonio-New Braunfels MSA	$45,000	$52,188	$59,107	$70,417	$11,310	19.1%
El Paso MSA	$41,876	$47,251	$57,500	$80,000	$22,500	39.1%
Corpus Christi MSA	$38,750	$46,251	$47,500	$53,333	$5,833	12.3%
Beaumont-Port Arthur MSA	$42,292	$44,643	--	$73,750	--	--
Central Texas MSAs	$33,334	$42,501	$48,750	$75,000	$26,250	53.8%
East & NE Texas MSAs	$41,251	$39,615	$39,375	$57,501	$18,126	46.0%
South Texas MSAs	$41,251	$48,500	$44,167	$55,001	$10,834	24.5%
West Texas MSAs	$44,039	$43,215	$52,750	$64,167	$11,417	21.6%
Non-Metro Areas	$34,063	$43,500	$43,929	$48,500	$4,571	10.4%
Out-of-State				$40,001	--	--
All Full-Time Paralegals	$51,571	$54,739	$62,049	$77,739	$15,690	25.3%