



2020 PARALEGAL COMPENSATION SURVEY

STATE BAR OF TEXAS:
DEPARTMENT OF RESEARCH AND ANALYSIS



OVERVIEW

The 2020 Paralegal Compensation Survey was conducted for the State Bar of Texas Paralegal Division by the State Bars Department of Research and Analysis. The 2020 survey collected information for calendar year 2019.

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

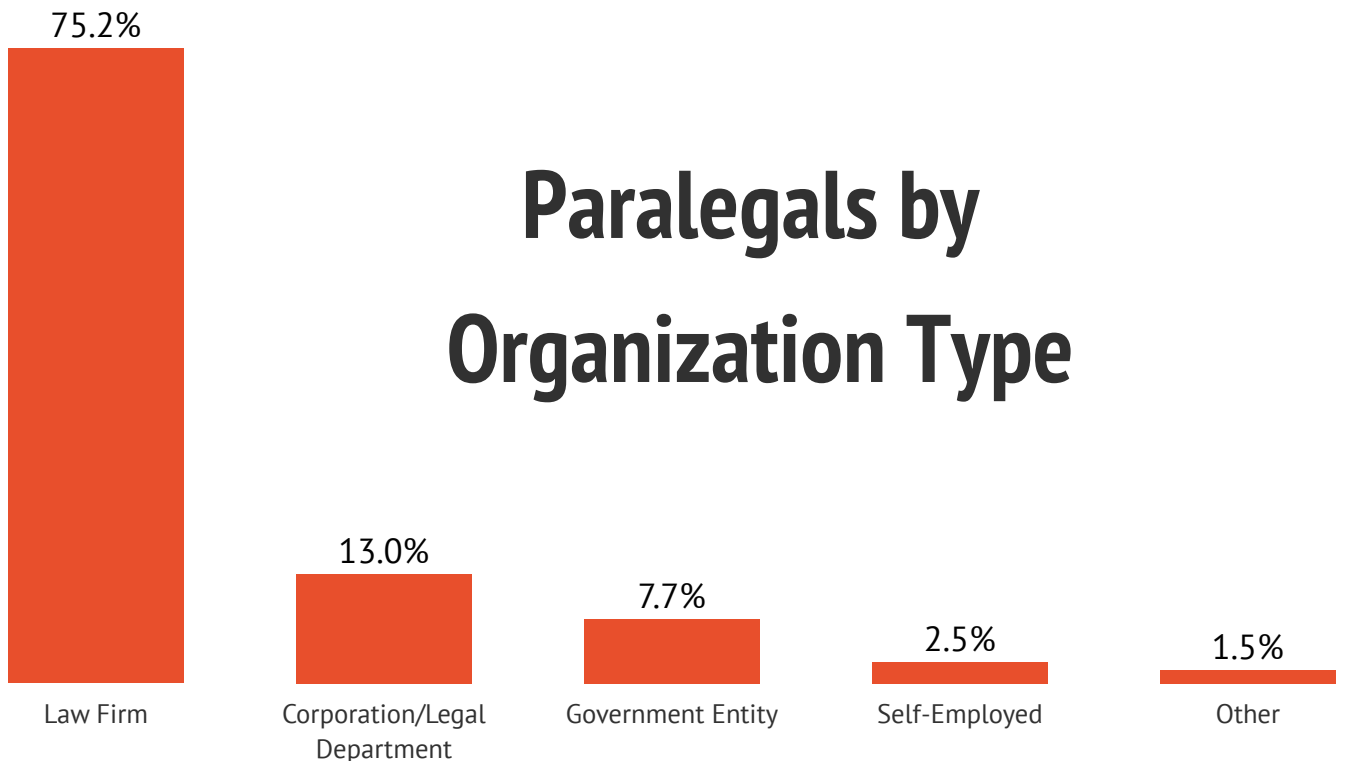
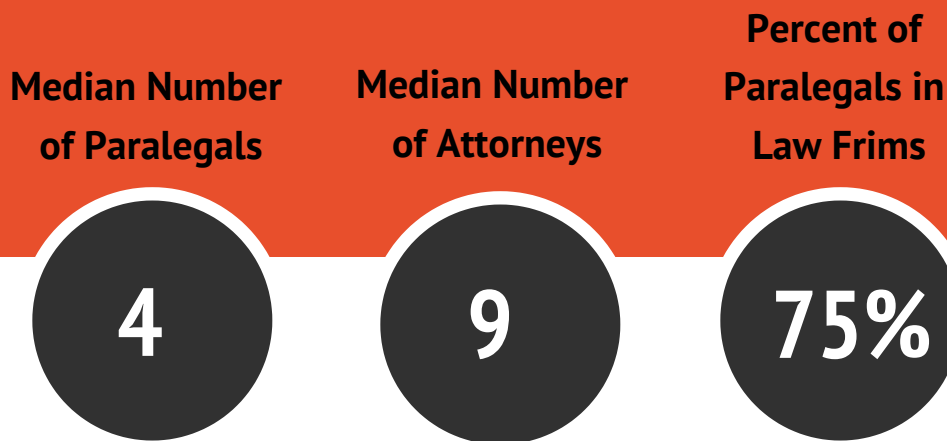
The mission of the department is to provide comprehensive and highly detailed research information about the legal profession in Texas.



The information in this report was gathered electronically in the 2020 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 April 1, 2020, through October 30, 2020. The survey was administered by the Paralegal Division. There were 852 survey responses that were used for this report.

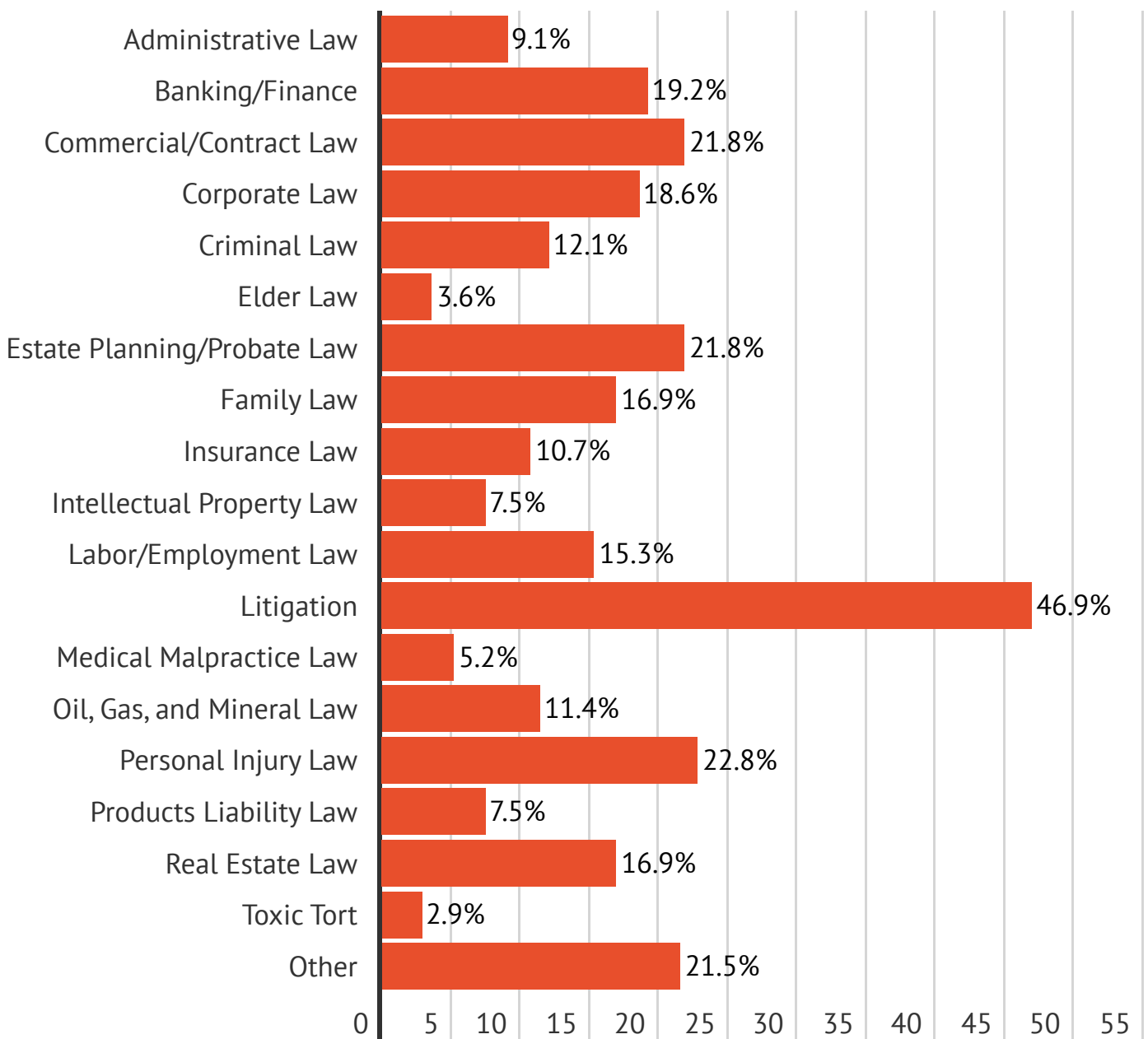
ORGANIZATION

Paralegals work in a variety of organization types, but the most common is a law firm (75%). The median number of paralegals in any organization is 4, while the median number of attorneys is 9.



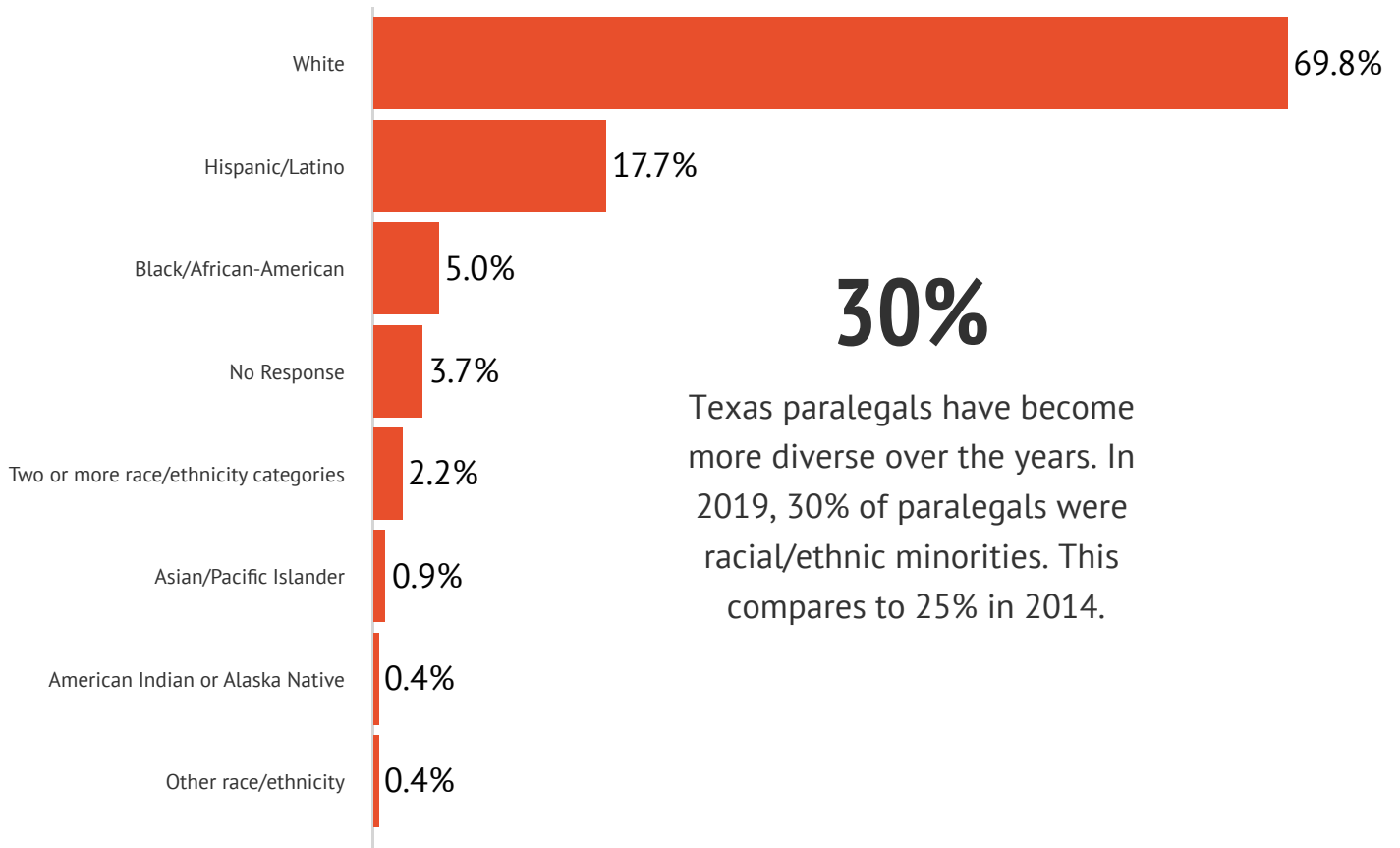
PRACTICE AREA

The most common practice areas reported by paralegals in 2019 were Litigation (47%), Personal Injury Law (23%), Commercial/Contract Law (22%), and Estate Planning/Probate (22%).



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

DEMOGRAPHICS



93%

Percent of paralegals that are women.

53

Median age of paralegals.

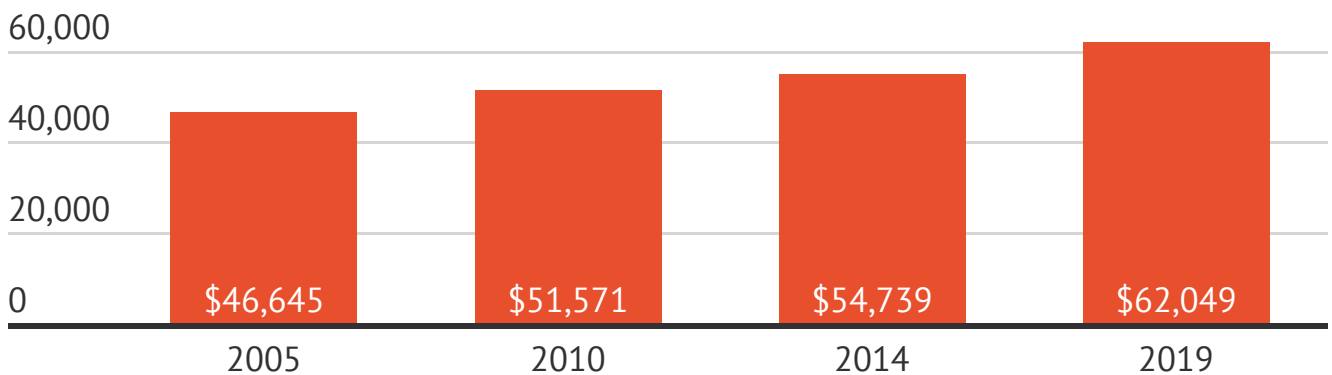
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Median years of experience.

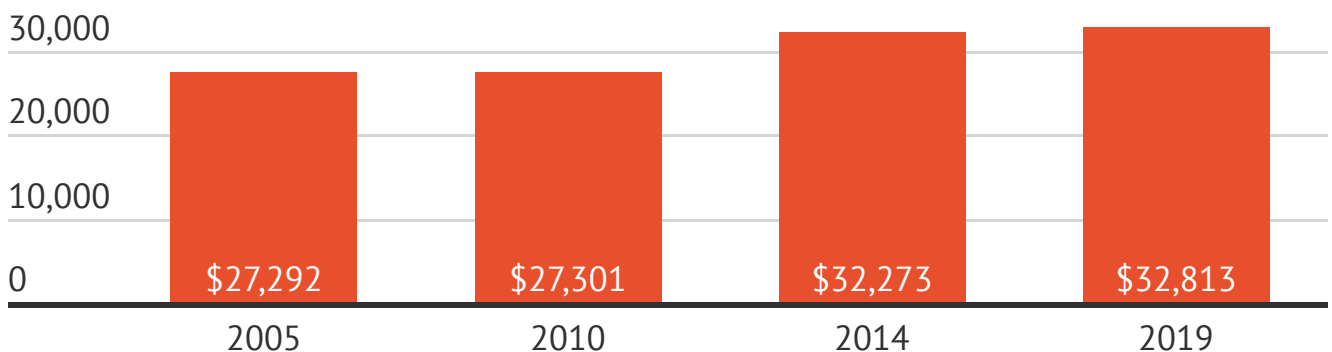
ANNUAL SALARY

Every four to six years the median salary of full-time paralegals has increased an average of 10%, or roughly \$5,135. In 2019 the median salary was \$62,049, a 13% increase since 2014. In 2019, 77% of paralegals reported receiving a bonus. The median bonus reported was \$3,286.

Median Gross Annual Salary

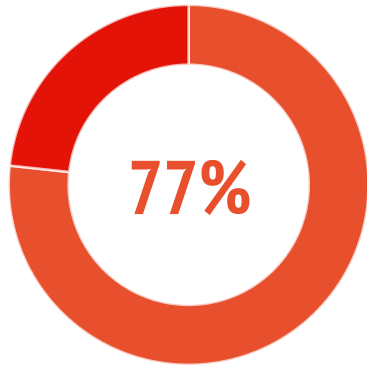


Median Starting Annual Salary



BONUS

In 2019, 77% of paralegals reported receiving a bonus. The 2019 median bonus of \$3,286 is 25% greater than the \$2,682 reported in 2014.



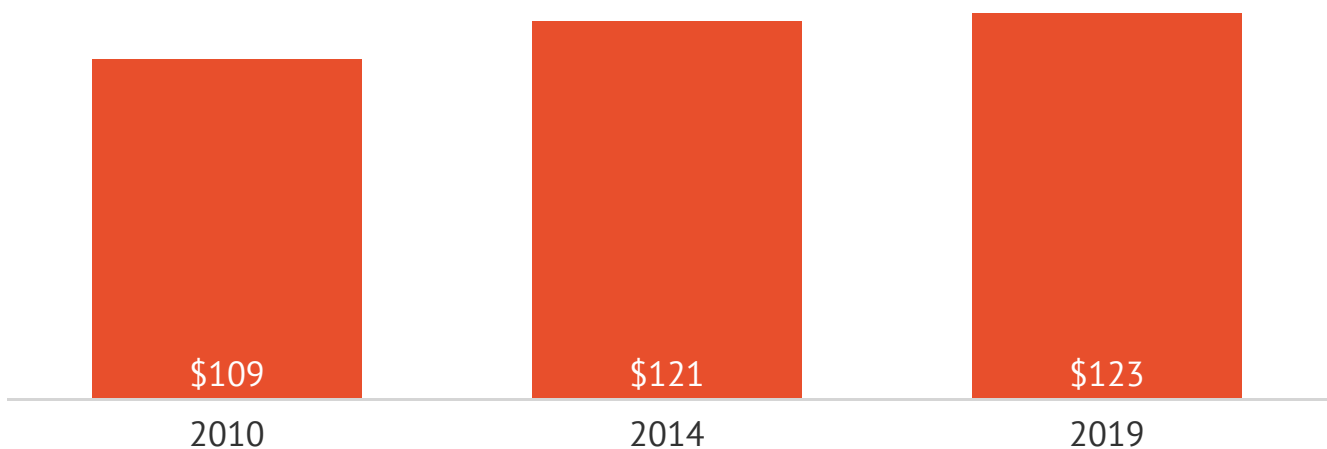
MEDIAN 2019 BONUS

\$3,286

HOURLY RATE

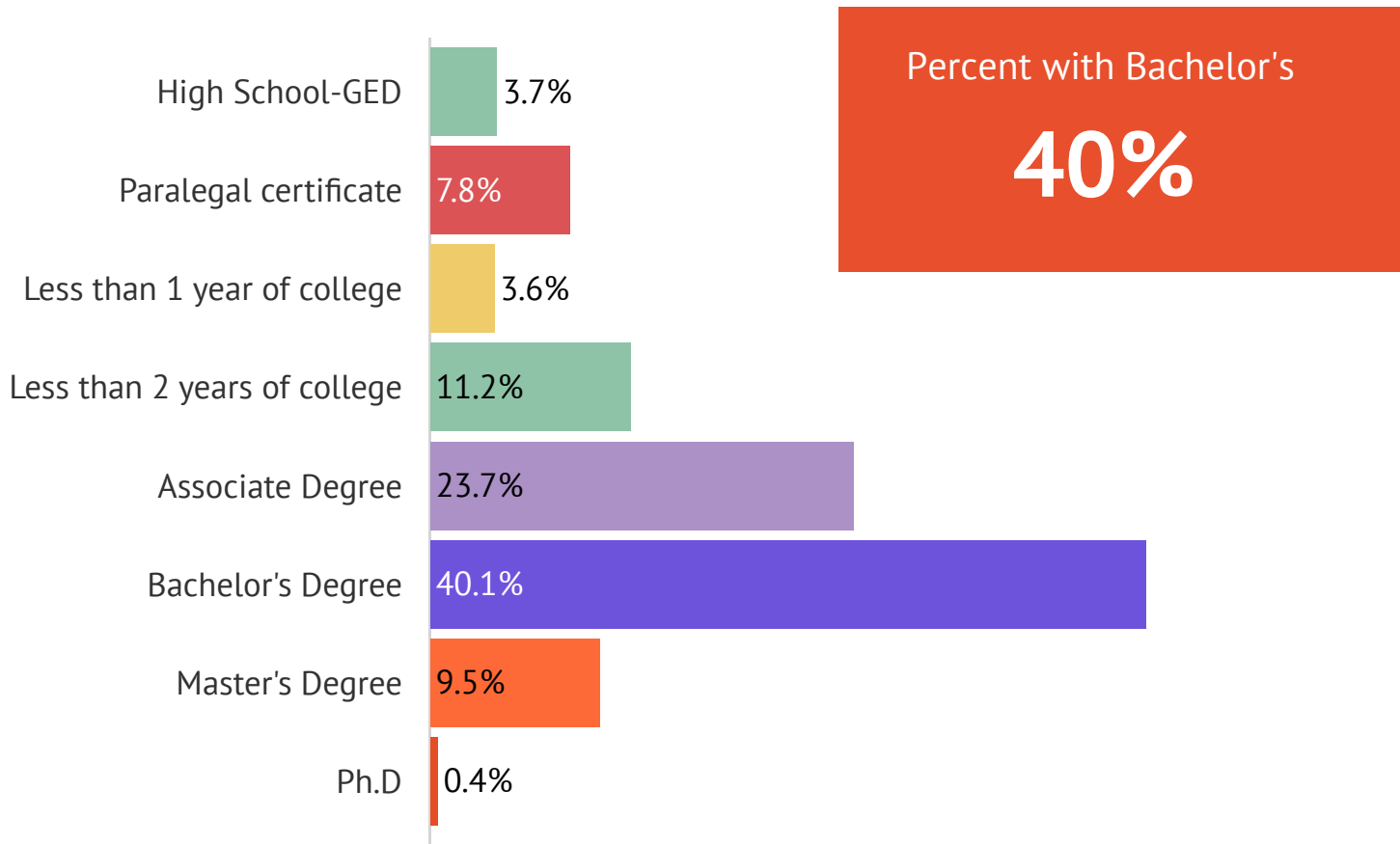
Hourly rates have increased over the years. In 2019, the median hourly rate reported was \$123.

2019 MEDIAN HOURLY RATE **\$123**



EDUCATION

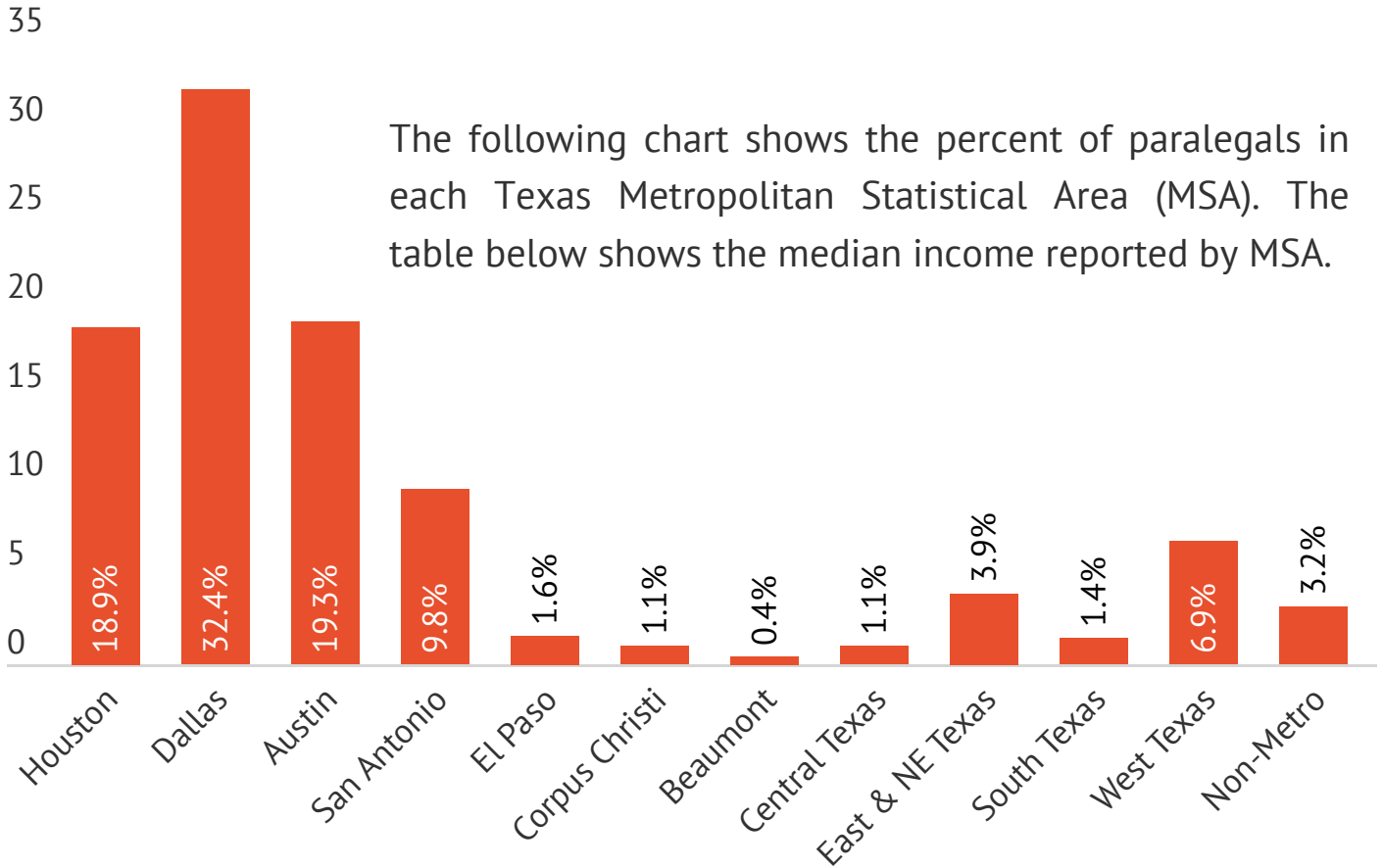
A majority (75%) of paralegals have an associate degree or higher.



EXPERIENCE

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

GEOGRAPHY



2014 to 2019 Change

Metropolitan Statistical Area (MSA)	2010	2014	2019	Difference	Percent Change
Houston-The Woodlands-Sugarland MSA	\$59,583	\$64,524	\$62,857	-\$1,667	-2.6%
Dallas-Fort Worth-Arlington MSA	\$56,714	\$58,750	\$67,212	\$8,462	14.4%
Austin-Round Rock MSA	\$59,750	\$59,355	\$70,735	\$11,380	19.2%
San Antonio-New Braunfels MSA	\$45,000	\$52,188	\$59,107	\$6,919	13.3%
El Paso MSA	\$41,876	\$47,251	\$57,500	\$10,249	21.7%
Corpus Christi MSA	\$38,750	\$46,251	\$47,500	\$1,249	2.7%
Beaumont-Port Arthur MSA	\$42,292	\$44,643	--	--	--
Central Texas MSAs	\$33,334	\$42,501	\$48,750	\$6,249	14.7%
East & NE Texas MSAs	\$41,251	\$39,615	\$39,375	-\$240	-0.6%
South Texas MSAs	\$41,251	\$48,500	\$44,167	-\$4,333	-8.9%
West Texas MSAs	\$44,039	\$43,215	\$52,750	\$9,535	22.1%
Non-Metro Areas	\$34,063	\$43,500	\$43,929	\$429	1.0%
All Full-Time Paralegals	\$51,571	\$54,739	\$62,049	\$7,310	13.4%