



STATE BAR OF TEXAS

Department of Research and Analysis

2010 Paralegal Division Compensation Survey

This is the salary survey results report on paralegals in Texas in 2010: their work, compensation, and benefits. Statistics are presented on the organizations or firms paralegals work in, paralegals' salaries, how billing for paralegal work is done, paralegals' education and certification(s), and employee benefits.

This report is of all paralegals across Texas. Geographic areas are presented by Metropolitan Statistical Areas (MSA)¹ for select data. Details on the MSAs can be found at the back of the report.

The information in this report was gathered in the 2010 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 November 15, 2010 through December 15, 2010. The survey was conducted online through the Paralegal Division website. There were 1,425 completed surveys that were used for this report.

¹ Texas State Data Center and Office of the State Demographer. *Texas County Cross-Reference* (Online), http://www.txsdcenter.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, January, 2011.

2010 Paralegal Division Compensation Survey Report

Table of Contents

Section 1: Firm/Organization Structure.....	4
1.1. What type of organization are you employed by?.....	4
1.2. Check up to three major areas of law in which you work.....	4
1.3. How many paralegals are in your organization/firm?.....	5
1.4. How many attorneys are in your organization/firm?.....	5
1.5. Do you have the ability to telecommute at your organization?.....	6
Section 2: Salary Structure.....	7
2.1 What is the gross amount of your annual base salary?.....	7-9
2.2 If you began work during the past year with no prior legal experience, what was your starting base salary?.....	10
2.3 How frequently do you receive a salary review?.....	10
2.4 Does your employer compensate for overtime?.....	10
2.5 If you are compensated for overtime, select the way(s) in which it is disbursed.....	11
2.6 In your position as a paralegal, is there a possibility of a promotion within your firm/organization?.....	11
2.7 Is there a maximum salary for your position?.....	11
2.8 What is the percentage amount of your salary increase in 2010 (over what you earned in 2009)? (Including cost of living increase or merit increase, but not bonuses or overtime)?.....	12
2.9. Did you receive a bonus(es) in 2009?.....	12
2.10. If you received a bonus(es) in 2009, what was the total dollar amount of your bonus(es) in 2009?.....	13
2.11. If you received a bonus(es), how is your bonus(es) determined?.....	13
Section 3: Billing.....	14
3.1. Are you required to bill a minimum number of hours?.....	14
3.2. If you have a billable requirement, how many hours per week are you required to bill?.....	14
3.3. If you have a billable requirement, are you required to account for administrative hours?.....	14
3.4. Are your billable hours charged at an hourly rate?.....	15
3.5. If your time is billed at an hourly rate, what is the dollar amount of your hourly billing rate?.....	15-16
3.6. Does your firm bill for paralegals at different rates?.....	17
3.7. If your firm bills for paralegals at different rates, please state the following:.....	17

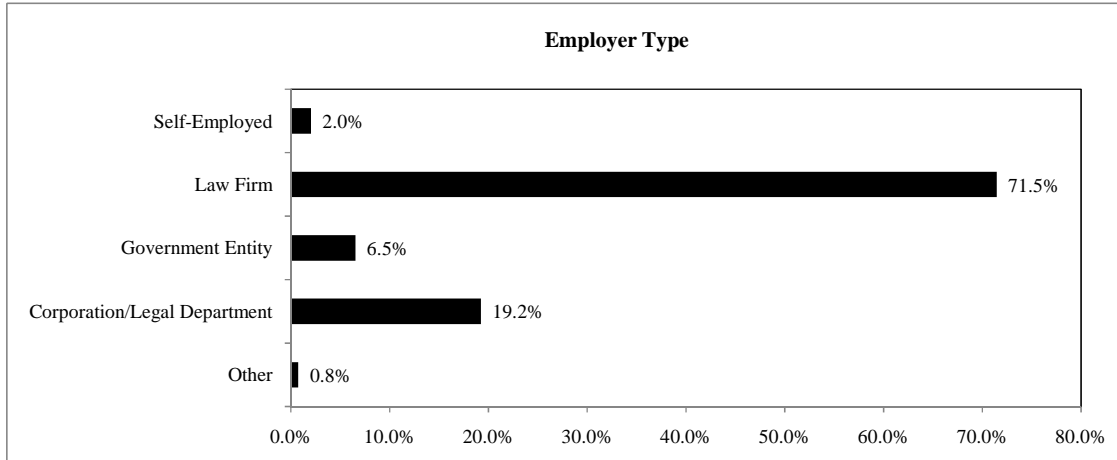
2010 Paralegal Division Compensation Survey Report

Section 4: Education/Experience/Professionalism.....	18
4.1. What is your employment status?.....	18
4.2. Please select any paralegal training you have received.....	19
4.3. What is your highest level of education?.....	19
4.4. How many years of experience do you have as a paralegal?.....	20
4.5. How many years have you worked in the field of law?.....	20
4.6. How many years have you been employed as a paralegal with your present employer?.....	21
4.7. Please select the certification exams you have taken.....	21
Section 5: Benefit Package.....	22
5.1. How many sick/personal days do you receive per year?.....	22
5.2. How many vacation days do you receive per year of service?.....	22
5.3. How many paid holidays does your employer off per year?.....	22
5.4. Select the insurance benefits provided by your employer.....	23
5.5. Select the retirement or pension plan provided by your employer.....	23
5.6. Select the amount of unpaid maternity/paternity leave provided by your employer.....	23
Section 6: Professional Benefits.....	24
6.1. Does your employer provide paid CLE?.....	24
6.2. If your employer provides paid CLE, how many hours per year?.....	24
6.3. If your employer provides paid CLE, does it pay for associated travel expenses?.....	24
6.4. Select the professional dues paid by your employer on your behalf.....	25
6.5. Does your employer support active participation in one or more professional associations?.....	25
6.6. Does your employer provide technology training?.....	25
Section 7: Demographics.....	26
7.1. What is your Race/Ethnicity?.....	26
7.2. What is your gender?.....	26
7.3. What is your age?.....	27
7.4. Please provide the Texas County you work in below.....	27

2010 Paralegal Division Compensation Survey Report

Section 1: Firm/Organization Structure

1.1. What type of organization are you employed by?



1.2. Check up to three major areas of law in which you work

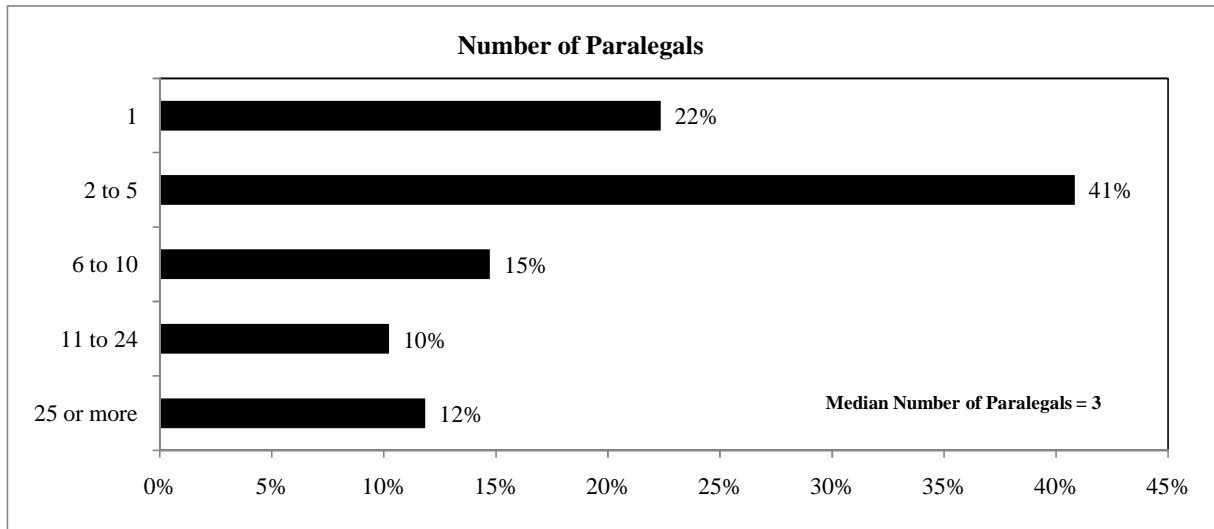
Numbers in the table below are percentages¹ of respondents selecting a particular area of law. Respondents were allowed to up to three selections.

Areas Of Law	Percentage Responding All Districts (N=1,425)
Administrative Law	6.0%
Bankruptcy Law	4.5%
Commercial/Contract Law	16.0%
Corporate Law	17.8%
Criminal Law	8.9%
Estate Planning/Probate Law	11.1%
Family Law	21.3%
Insurance Law	7.9%
Intellectual Property Law	7.2%
Labor/Employment Law	9.5%
Litigation	42.6%
Medical Malpractice Law	5.3%
Personal Injury Law	19.9%
Products Liability Law	6.0%
Real Estate Law	11.1%
Toxic Tort	2.9%
Other	12.6%

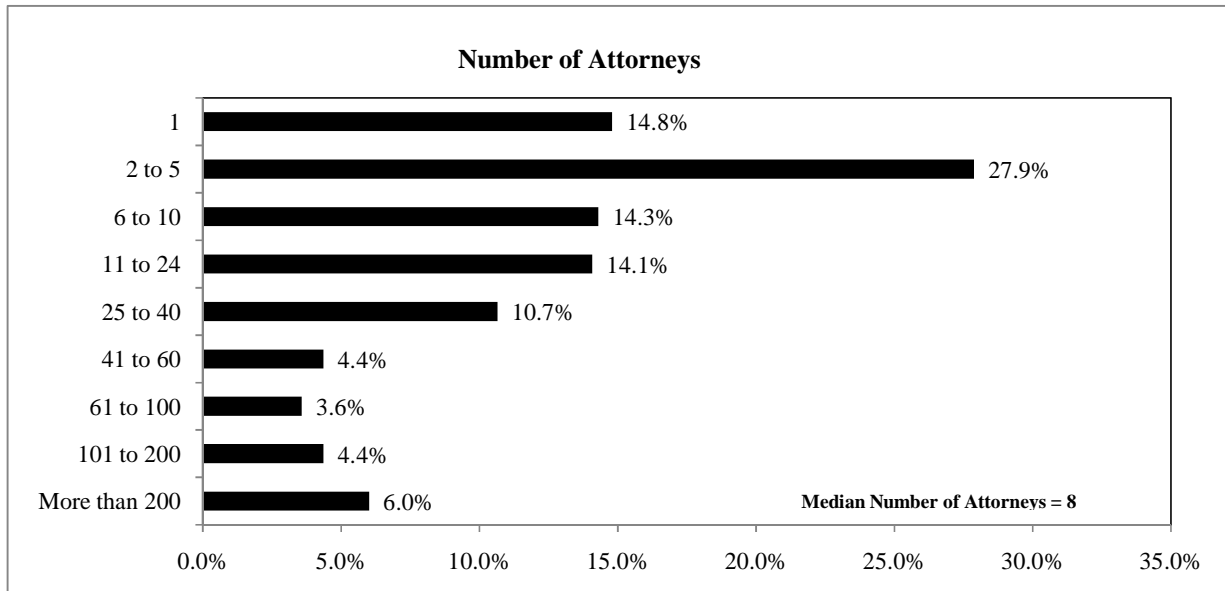
¹Note that percentages will not sum to 100, as respondents were allowed more than one selection

2010 Paralegal Division Compensation Survey Report

1.3. How many paralegals are in your organization/firm?

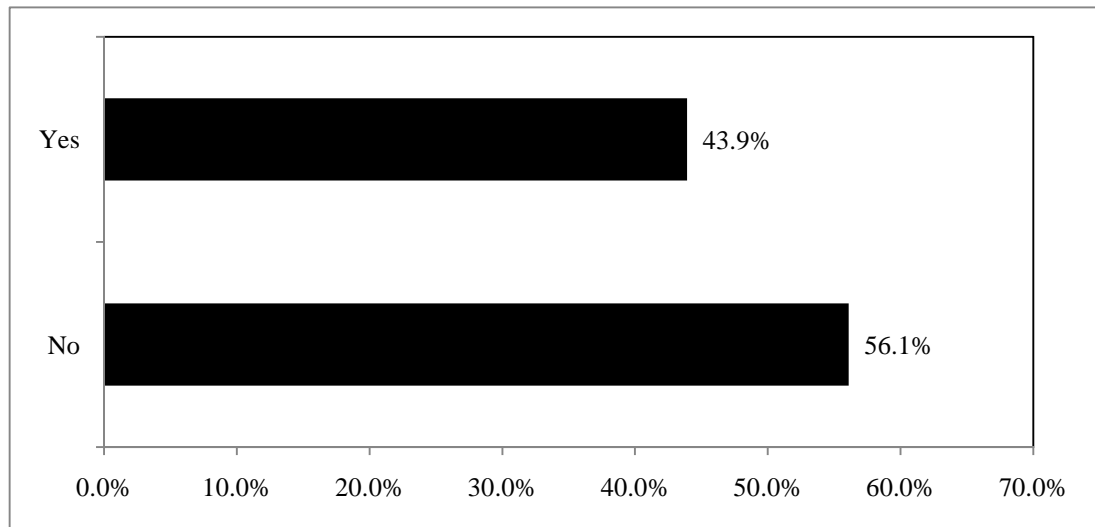


1.4. How many attorneys are in your organization/firm?



2010 Paralegal Division Compensation Survey Report

1.5. Do you have the ability to telecommute at your organization?



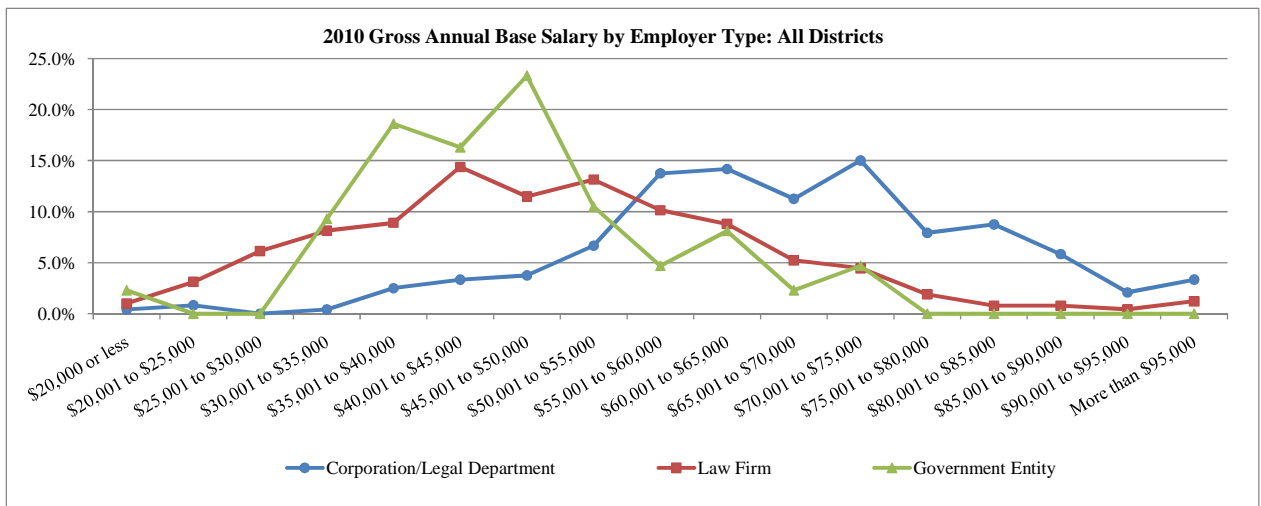
2010 Paralegal Division Compensation Survey Report

Section 2: Salary Structure

2.1. What is the gross amount of your annual base salary?

The following tables or graphs are for full time employees only. These only include respondents who indicated they were “Full time employees” in question 4.1. The following tables and graphs (page 8 and 9) include part time and contract/freelance respondents. The remainder of the Salary section includes only full time employees.

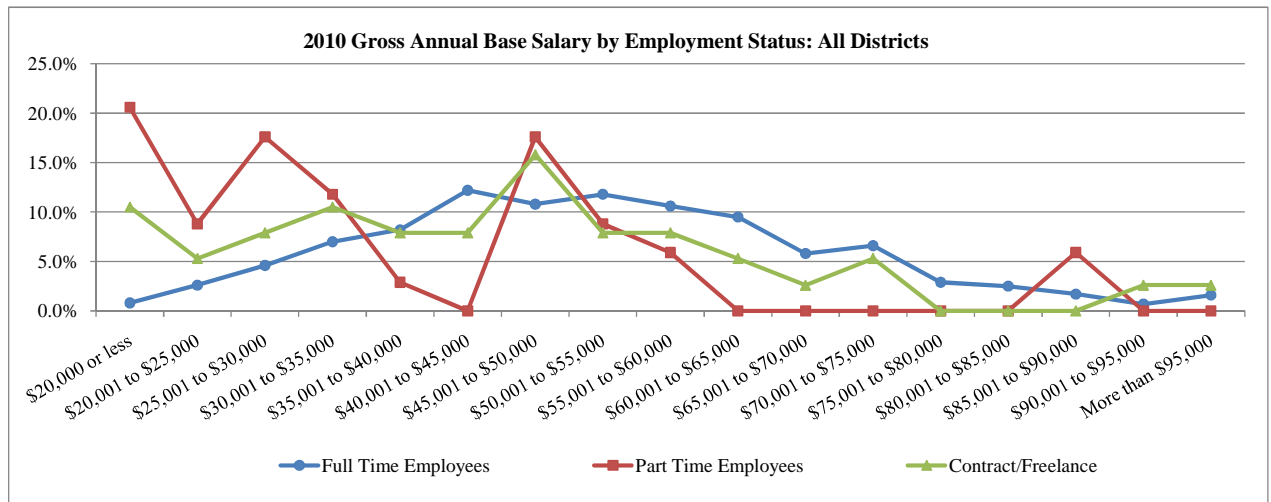
2010 Gross Annual Base Salary by Employer Type: All Districts			
Full Time Employees Only			
	Percentage Responding		
	Corporation/ Legal Department (N = 252)	Law Firm (N = 949)	Government Entity (N = 87)
\$20,000 or less	0.4%	1.0%	2.3%
\$20,001 to \$25,000	0.8%	3.1%	0.0%
\$25,001 to \$30,000	0.0%	6.1%	0.0%
\$30,001 to \$35,000	0.4%	8.1%	9.3%
\$35,001 to \$40,000	2.5%	8.9%	18.6%
\$40,001 to \$45,000	3.3%	14.4%	16.3%
\$45,001 to \$50,000	3.8%	11.5%	23.3%
\$50,001 to \$55,000	6.7%	13.1%	10.5%
\$55,001 to \$60,000	13.8%	10.1%	4.7%
\$60,001 to \$65,000	14.2%	8.8%	8.1%
\$65,001 to \$70,000	11.3%	5.2%	2.3%
\$70,001 to \$75,000	15.0%	4.5%	4.7%
\$75,001 to \$80,000	7.9%	1.9%	0.0%
\$80,001 to \$85,000	8.8%	0.8%	0.0%
\$85,001 to \$90,000	5.8%	0.8%	0.0%
\$90,001 to \$95,000	2.1%	0.4%	0.0%
More than \$95,000	3.3%	1.2%	0.0%
Median Gross Annual Salary	\$66,852	\$48,641	\$45,751



2010 Paralegal Division Compensation Survey Report

2.1. What is the gross amount of your annual base salary? (Continued)

2010 Gross Annual Base Salary by Employment Status: All Districts			
	Percentage Responding		
	Full Time Employees (N = 1,324)	Part Time Employees (N = 34)	Contract/ Freelance (N = 38)
\$20,000 or less	0.8%	20.6%	10.5%
\$20,001 to \$25,000	2.6%	8.8%	5.3%
\$25,001 to \$30,000	4.6%	17.6%	7.9%
\$30,001 to \$35,000	7.0%	11.8%	10.5%
\$35,001 to \$40,000	8.2%	2.9%	7.9%
\$40,001 to \$45,000	12.2%	0.0%	7.9%
\$45,001 to \$50,000	10.8%	17.6%	15.8%
\$50,001 to \$55,000	11.8%	8.8%	7.9%
\$55,001 to \$60,000	10.6%	5.9%	7.9%
\$60,001 to \$65,000	9.5%	0.0%	5.3%
\$65,001 to \$70,000	5.8%	0.0%	2.6%
\$70,001 to \$75,000	6.6%	0.0%	5.3%
\$75,001 to \$80,000	2.9%	0.0%	0.0%
\$80,001 to \$85,000	2.5%	0.0%	0.0%
\$85,001 to \$90,000	1.7%	5.9%	0.0%
\$90,001 to \$95,000	0.7%	0.0%	2.6%
More than \$95,000	1.6%	0.0%	2.6%
Median Gross Annual Salary	51,571	31,251	45,000



2010 Paralegal Division Compensation Survey Report

2.1. What is the gross amount of your annual base salary? (Continued)

2010 Median Salary	
Median Salary by Region	
Full Time Employees	
Region	
Houston-Baytown-Sugarland MSA	\$59,583 (N = 346)
Dallas-Fort Worth-Arlington MSA	\$56,714 (N = 357)
Austin-Round Rock MSA	\$59,750 (N = 179)
San Antonio MSA	\$45,000 (N = 100)
El Paso MSA	\$41,876 (N = 42)
Corpus Christi MSA	\$38,750 (N = 11)
Beaumont-Port Arthur MSA	\$42,292 (N = 43)
Central Texas MSAs	\$33,334 (N = 44)
East & NE Texas MSAs	\$41,251 (N = 82)
South Texas MSAs	\$41,251 (N = 13)
West Texas MSAs	\$44,039 (N = 71)
Non-Metro Areas	\$34,063 (N = 35)

2010 Paralegal Division Compensation Survey Report

2.2. If you began work during the past year with no prior legal experience, what was your starting base salary?

Starting Annual Base Salary	
Full Time Employees Only	
	Percentage Responding All Districts (N = 129)
Less than \$20,000	17.8%
\$20,001 to \$25,000	23.3%
\$25,001 to \$30,000	19.4%
\$30,001 to \$35,000	16.3%
More than \$35,000	23.3%
Median Starting Annual Salary	\$27,301

2.3. How frequently do you receive a salary review?

Frequency of Salary Review	
Full Time Employees Only	
	Percentage Responding All Districts (N = 1,312)
Every six months	2.0%
Once a year	61.3%
No set schedule	23.2%
Unknown	7.8%
Not Applicable	5.7%

2.4. Does your employer compensate for overtime?

Compensation for Overtime	
Full Time Employees Only	
	Percentage Responding All Districts (N = 1,313)
Yes	63.8%
No	31.2%
Unknown	1.2%
Not Applicable	3.8%

2010 Paralegal Division Compensation Survey Report

2.5. If you are compensated for overtime, select the way(s) in which it is disbursed.

Overtime Disbursement	
Full Time Employees Only	
	Percentage Responding All Districts (N = 980)
Paid overtime at a straight salary rate	9.0%
Paid overtime at a higher rate	71.6%
Choice of pay or time off	5.3%
Compensatory time off	12.8%
Not applicable	1.2%

2.6. In your position as a paralegal, is there a possibility of a promotion within your firm/organization?

Possibility of Promotion within Firm	
Full Time Employees Only	
	Percentage Responding All Districts (N = 1,312)
Yes	14.3%
No	75.5%
Unknown	10.2%

2.7. Is there a maximum salary for your position?

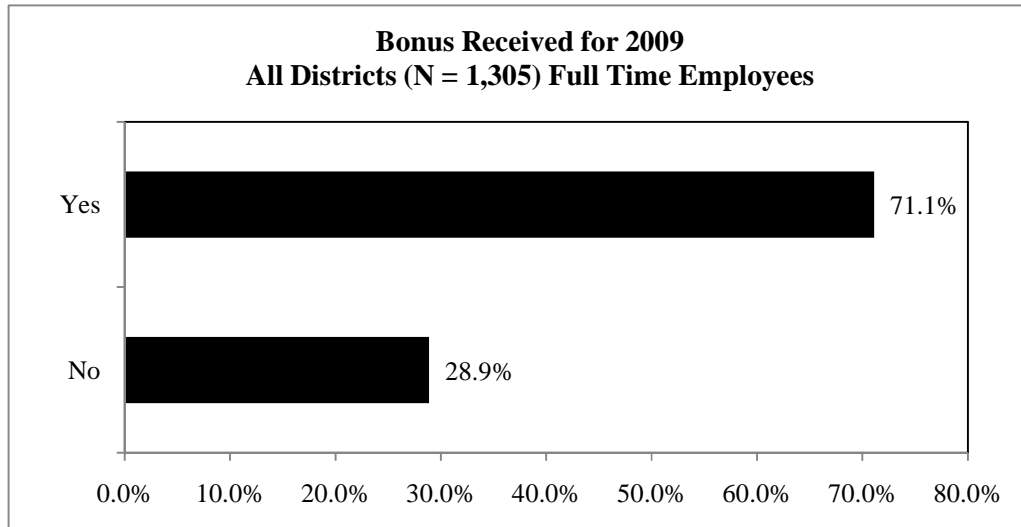
Maximum Salary for Position	
Full Time Employees Only	
	Percentage Responding All Districts (N = 1,315)
Yes	16.7%
No	26.3%
Unknown	56.3%
Not Applicable	0.7%

2010 Paralegal Division Compensation Survey Report

2.8. What is the percentage amount of your salary increase in 2010 (over what you earned in 2009)? (Including cost of living increase or merit increase, but not bonuses or overtime)?

Percentage Salary Increase in 2010 (Over 2009 Salary)	
Full Time Employees Only	
	Percentage Responding All Districts (N = 1,284)
0-1%	35.2%
2-4%	36.4%
5-6%	7.2%
7-8%	1.9%
9-10%	2.3%
More than 10%	2.3%
Not applicable	14.7%
Median Percent Salary Increase	3%

2.9. Did you receive a bonus(es) in 2009?



2010 Paralegal Division Compensation Survey Report

2.10. If you received a bonus(es) in 2009, what was the total dollar amount of your bonus(es) in 2009?

The table below includes only those respondents who indicated they received a bonus in 2009, question 2.9.

Total Dollar Amount of 2009 Bonus	
Full Time Employees Only (Who Received Bonus)	
	Percent Responding All Districts (N = 921)
\$1,000 or less	27.9%
\$1,001 - \$2,500	28.9%
\$2,501 - \$5,000	21.8%
\$5,001 - \$7,500	8.4%
\$7,501 - \$10,000	5.2%
More than \$10,000	7.6%
Not applicable	0.2%
Median 2009 Bonus	\$2,148

2.11. If you received a bonus(es), how is your bonus(es) determined?

Number in the table below are percentages¹ of respondents selecting the listed reasons for receiving a bonus in 2009, and indicated they received a bonus in 2009, question 2.9.

How 2009 Bonus was Determined	
Full Time Employees Only (Who Received a Bonus)	
	Percentage Responding All Districts (N = 928)
Performance/merit	44.1%
Length of time with employer	34.4%
Set dollar amount	14.0%
By percentage or formula	20.7%
Number of hours billed	12.5%
Income earned for your employer	18.2%
Unknown	26.2%
Not Applicable	1.4%

¹ Note that percentages will not sum to 100, as respondents were allowed more than one selection.

Section 3: Billing

3.1. Are you required to bill a minimum number of hours?

Have a Minimum Billing Requirement	
Full Time Employees Only	
	Percentage Responding All Districts (N = 1,317)
Yes	28.3%
No	62.0%
Not Applicable	9.6%

3.2. If you have a billable requirement, how many hours per week are you required to bill?

The table below includes only respondents who indicated they have a minimum billing requirement in question 3.1.

Minimum Billable Hours Requirement	
Full Time Employees Only	
	Percentage Responding All Districts (N = 368)
0-20 hours	9.5%
21-30 hours	24.5%
31-40 hours	59.8%
41+ hours	3.8%
Not applicable	2.4%
Median Billable Hours Requirement	33

3.3. If you have a billable requirement, are you required to account for administrative hours?

The table below includes only respondents who indicated they have a minimum billing requirement in question 3.1.

Required to Account for Administrative Hours	
Full Time Employees Only	
	Percentage Responding All Districts (N = 366)
Yes	66.4%
No	31.4%
Not Applicable	2.2%

2010 Paralegal Division Compensation Survey Report

3.4. Are your billable hours charged at an hourly rate?

Billable Hours Charged at Hourly Rate	
Full Time Employees Only	
	Percentage Responding All Districts (N = 1,093)
Yes	71.4%
No	1.5%
Unknown	0.6%
Not Applicable	26.5%

3.5. If your time is billed at an hourly rate, what is the dollar amount of your hourly billing rate?

The table below includes only respondents who indicated their billable hours are charged at an hourly rate in question 3.4.

Billable Hours Hourly Rate	
Full Time Employees Only	
	Percentage Responding All Districts (N = 779)
\$36 to \$50	3.1%
\$51 to \$65	2.8%
\$66 to \$80	16.4%
\$81 to \$95	15.1%
\$96 to \$110	16.2%
\$111 to \$125	17.1%
More than \$125	27.0%
Unknown	2.1%
Not applicable	0.3%
Median Hourly Rate	\$107

2010 Paralegal Division Compensation Survey Report

3.5. If your time is billed at an hourly rate, what is the dollar amount of your hourly billing rate? Continued

The table below includes only respondents who indicated their billable hours are charged at an hourly rate in question 3.4.

2010 Median Hourly Rates	
Median Hourly Rates by Region	
Full Time Employees	
Region	
Houston-Baytown-Sugarland MSA	\$108 (N = 176)
Dallas-Fort Worth-Arlington MSA	\$118 (N = 222)
Austin-Round Rock MSA	\$120 (N = 113)
San Antonio MSA	\$107 (N = 64)
El Paso MSA	\$89 (N = 25)
Corpus Christi MSA	\$73 (N = 6)
Beaumont-Port Arthur MSA	\$84 (N = 24)
Central Texas MSAs	\$88 (N = 27)
East & NE Texas MSAs	\$80 (N = 47)
South Texas MSAs	\$76 (N = 9)
West Texas MSAs	\$95 (N = 52)
Non-Metro Areas	\$80 (N = 14)

3.6. Does your firm bill for paralegals at different rates?

Firm Bills for Paralegals at Different Rates	
Full Time Employees Only	
	Percentage Responding All Districts (N = 1,147)
Yes	46.5%
No	23.1%
Unknown	6.7%
Not Applicable	23.7%

3.7. If your firm bills for paralegals at different rates, please state the following:

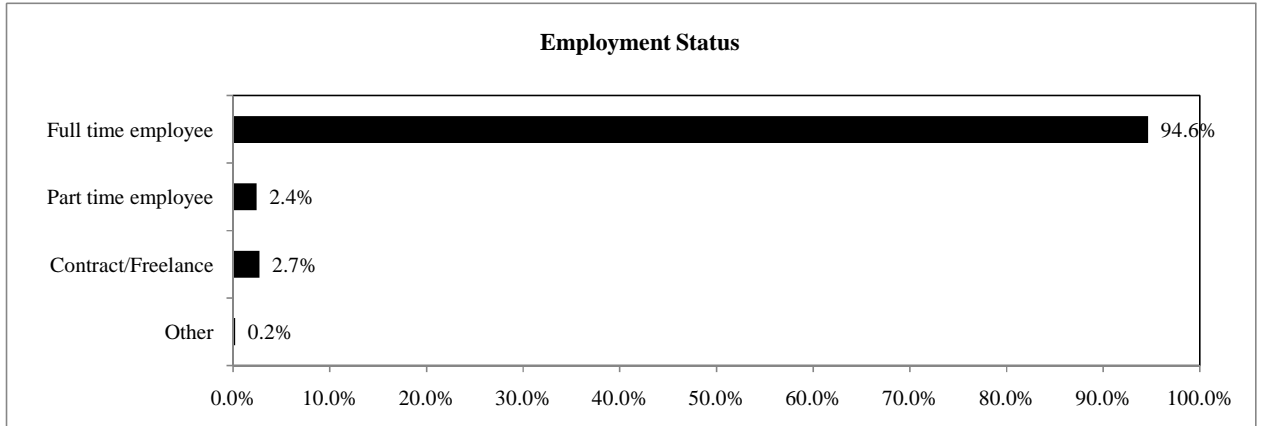
Numbers in the table below are percentages¹ of respondents selecting the listed reasons for billing for paralegals at different rates. Results are limited to those who indicated their firms bill for paralegals at different rates in question. 3.6.

Reasons for Different Rates	
Full Time Employees Only	
	Percentage Responding All Districts (N = 711)
Rates based on the paralegal's experience	48.7%
Rates based on the type of case	32.6%
Other	18.0%
Not applicable	0.7%

¹ Note that percentages will not sum to 100, as respondents were allowed more than one selection.

Section 4: Education/Experience/Professionalism

4.1. What is your employment status?



2010 Paralegal Division Compensation Survey Report

4.2. Please select any paralegal training you have received.

Numbers in the table below are percentages¹ of respondents selecting the listed levels of paralegal training.

Paralegal Training	
	Percentage Responding All Districts (N = 1,425)
Associate's Degree in Paralegal Studies	25.1%
Bachelor's Degree in Paralegal Studies	5.6%
Master's degree in Paralegal Studies	1.2%
On the job training	54.9%
Courses in a paralegal program	22.3%
Completed paralegal certificate program	44.4%
Legal courses at college while obtaining a degree	12.6%
Other	13.8%
None	1.1%

4.3. What is your highest level of education?

Highest Level of Education	
	Percentage Responding All Districts (N = 1,415)
High School-GED	4.1%
Paralegal certificate	7.8%
Less than 1 year of college	4.5%
Less than 2 years of college	14.0%
Associate's Degree	25.2%
Bachelor's Degree	38.3%
Master's Degree	6.0%
PhD	0.2%

¹ Note that percentages will not sum to 100, as respondents were allowed more than one selection.

2010 Paralegal Division Compensation Survey Report

4.4. How many years of experience do you have as a paralegal?

Years of Experience as a Paralegal	
	Percentage Responding All Districts (N = 1,407)
Less than 1 year	2.0%
1 year	1.0%
2-5 years	12.0%
6-10 years	17.0%
11-15 years	17.0%
16-20 years	18.0%
More than 20 years	32.0%
Median Years Paralegal Experience	15

4.5. How many years have you worked in the field of law?

Years of Experience in Law	
	Percentage Responding All Districts (N = 1,394)
Less than 1 year	2.1%
1 year	1.0%
2-5 years	10.0%
6-10 years	15.9%
11-15 years	15.5%
16-20 years	16.4%
More than 20 years	39.0%
Median Years Legal Experience	17

2010 Paralegal Division Compensation Survey Report

4.6. How many years have you been employed as a paralegal with your present employer?

Years as Paralegal With Present Employer	
	Percentage Responding All Districts (N = 1,404)
Less than 1 year	11.7%
1 year	7.0%
2-5 years	36.2%
6-10 years	21.3%
11-15 years	11.8%
16-20 years	5.8%
More than 20 years	6.3%
Median Years With Present Employer	5

4.7. Please select the certification exams you have taken.

Numbers in the table below are percentages¹ of respondents indicating they have taken the various certification exams.

Certification Exams Taken	
	Percentage Responding All Districts (N = 1,425)
TBLS	12.6%
NALA	25.5%
NFPA	1.1%
None of the Above	63.5%

¹ Note that percentages will not sum to 100, as respondents were allowed more than one selection.

Section 5: Benefit Package

5.1. How many sick/personal days do you receive per year?

Number of Sick/Personal Days per Year	
	Percentage Responding All Districts (N = 1,397)
None	12.2%
1-3 days	5.4%
4-6 days	28.7%
7-10 days	30.5%
More than 10 days	23.1%
Median Number of Sick/Personal Days	7

5.2. How many vacation days do you receive per year of service?

Number of Vacation Days per Year	
	Percentage Responding All Districts (N = 1,379)
None	6.2%
1-5 days	11.5%
6-10 days	26.3%
11-15 days	29.9%
16-20 days	14.9%
More than 20 days	11.2%
Median Number of Vacation Days	12

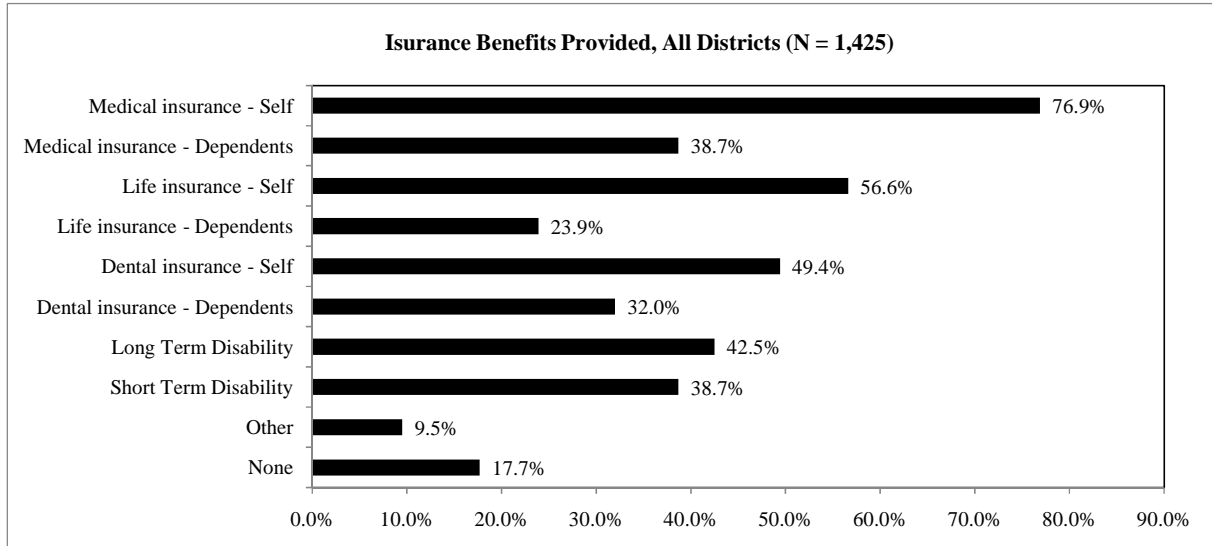
5.3. How many paid holidays does your employer off per year?

Number of Paid Holidays per Year	
	Percentage Responding All Districts (N = 1,402)
None	3.0%
1-5 days	22.2%
6-10 days	63.3%
More than 10 days	11.5%
Median Number of Paid Holidays	8

2010 Paralegal Division Compensation Survey Report

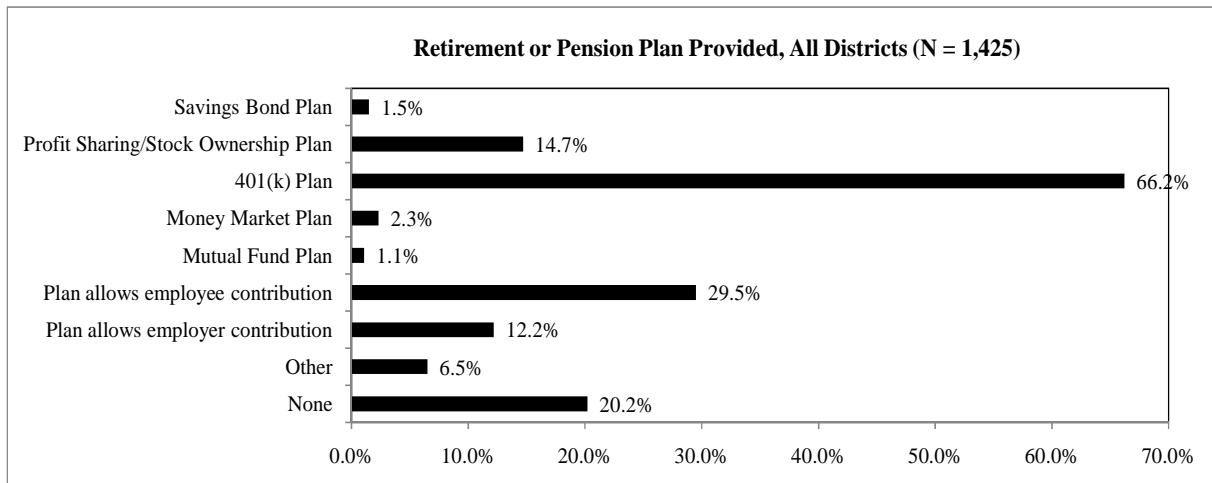
5.4. Select the insurance benefits provided by your employer.

Numbers in the chart below are percentages¹ of respondents selecting the listed insurance benefits.



5.5. Select the retirement or pension plan provided by your employer.

Numbers in the chart below are percentages¹ of respondents selecting the listed insurance benefits.



¹ Note that percentages will not sum to 100, as respondents were allowed more than one selection.

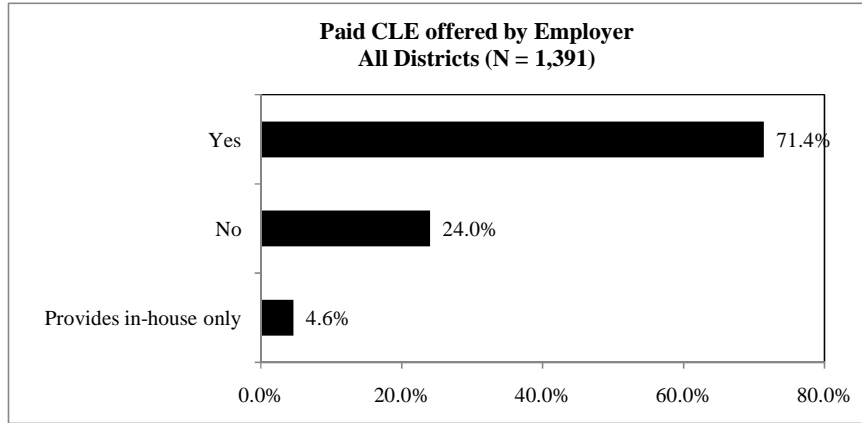
2010 Paralegal Division Compensation Survey Report

5.6. Select the amount of unpaid maternity/paternity leave provided by your employer.

Amount of Unpaid Maternity/Paternity Leave	
	Percentage Responding All Districts (N = 1,351)
0-2 weeks	7.1%
3-6 weeks	14.1%
7-10 weeks	3.6%
11-12 weeks	9.8%
More than 12 weeks	1.4%
Unknown	64.0%
Median Number of weeks	5

Section 6: Professional Benefits

6.1. Does your employer provide paid CLE?



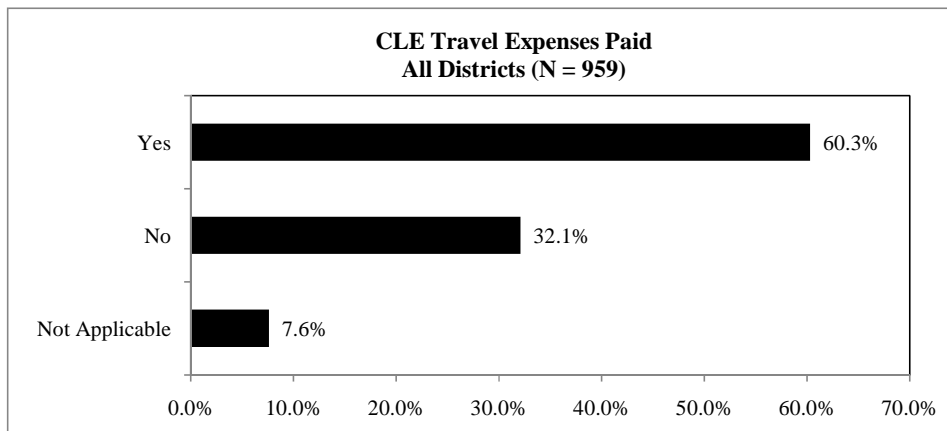
6.2. If your employer provides paid CLE, how many hours per year?

The table below includes only those respondents who answered “Yes” to question 7.1.

Paid CLE Hours per Year	
	Percentage Responding All Districts (N = 953)
1 to 10	43.9%
11 to 20	30.0%
More than 20	14.3%
Not applicable	11.9%
Median CLE Hours Paid	13

6.3. If your employer provides paid CLE, does it pay for associated travel expenses?

The table below includes only those respondents who answered “Yes” to question 7.1.



2010 Paralegal Division Compensation Survey Report

6.4. Select the professional dues paid by your employer on your behalf.

Numbers in the table below are percentages¹ of respondents selecting the listed professional dues paid by their employer.

Professional Dues Paid by Employer	
	Percentage Responding All Districts (N = 1,425)
American Bar Association dues	6.5%
Paralegal Division - State Bar of Texas	46.5%
Local paralegal association dues	48.6%
NALA/NFPA dues	20.7%
Other	7.4%
None	25.7%

6.5. Does your employer support active participation in one or more professional associations?

Employer Supports Active Participation in Professional Associations	
	Percentage Responding All Districts (N = 1,370)
Yes	68.0%
No	13.7%
Yes, but only on my own time	18.3%

6.6. Does your employer provide technology training?

Employer Provides Technology Training	
	Percentage Responding All Districts (N = 1,406)
Yes	60.8%
No	39.2%

¹ Note that percentages will not sum to 100, as respondents were allowed more than one selection.

Section 7: Demographics

7.1. What is your Race/Ethnicity?

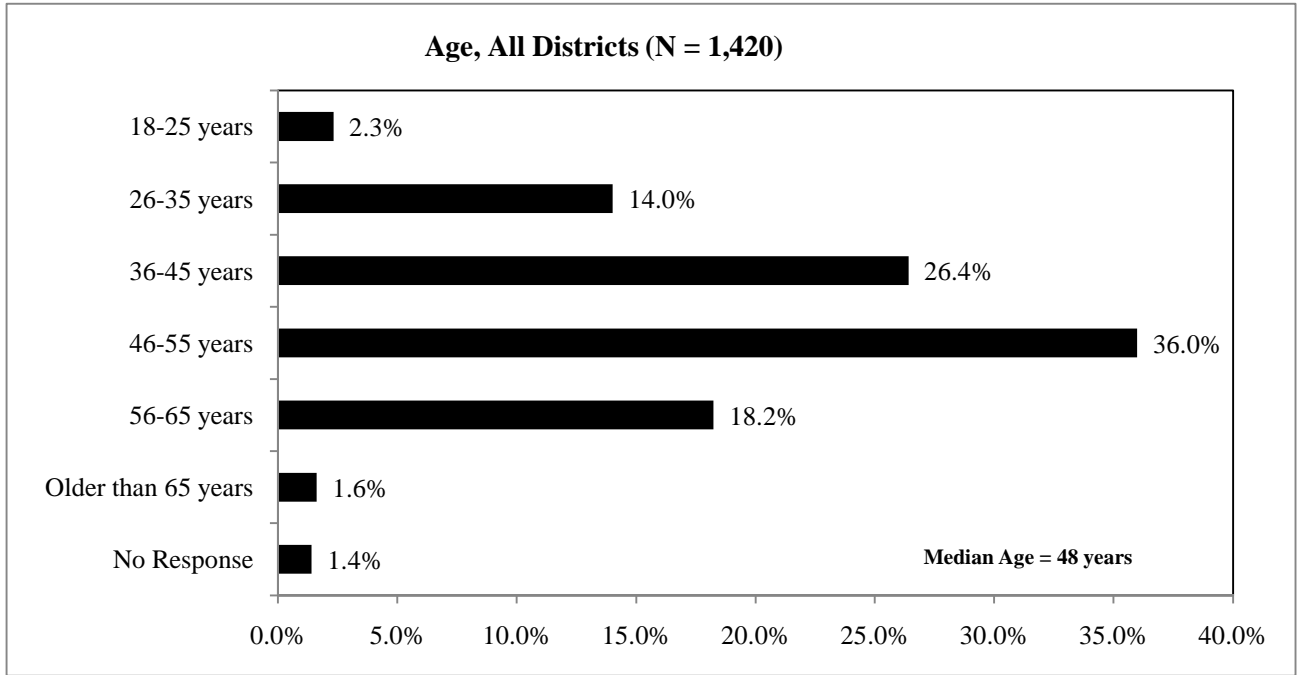
Race/Ethnicity	Percentage Responding All Districts (N = 1,419)
African American-Black	4.2%
American Indian or Alaska Native	0.4%
Asian	1.3%
Hispanic	13.4%
Native Hawaiian or Pacific Islander	0.1%
No Response	2.7%
Two or more race/ethnicity categories	1.5%
White	76.5%

7.2. What is your gender?

Gender	Percentage Responding All Districts (N = 1,417)
Male	6.5%
Female	92.5%
No Response	1.0%

2010 Paralegal Division Compensation Survey Report

7.3. What is your age?



7.4. Please provide the Texas County you work in below.

Metropolitan Statistical Area (MSA)	Percentage Responding All Districts (N = 1,424)
Houston-Baytown-Sugarland MSA	26.4%
Dallas-Fort Worth-Arlington MSA	26.9%
Austin-Round Rock MSA	13.0%
San Antonio MSA	7.7%
El Paso MSA	3.4%
Corpus Christi MSA	0.8%
Beaumont-Port Arthur MSA	3.4%
Central Texas MSAs	3.2%
East & NE Texas MSAs	6.3%
South Texas MSAs	0.9%
West Texas MSAs	5.5%
Non-Metro Areas	2.6%

2010 Paralegal Division Compensation Survey Report

Notes

Some percentages may not sum to 100 due to rounding. For questions in which respondents were allowed more than one answer, percentages may not sum to 100 percent.

Median value estimates in this report are calculated from grouped data. Care should be taken when interpreting results for cases in which the number of people who responded is less than 5.

Prepared by the Department of Research and Analysis, State Bar of Texas.

For more information, contact:

For more information, contact:
State Bar of Texas
Department of Research and Analysis
P.O. Box 12487
Austin, TX 78711-2487
(800) 204-2222 ext. 1724
research@texasbar.com

Regions and Counties in Each Region¹

1 Houston-Sugar Land-Baytown MSA

Austin
Brazoria
Chambers
Fort Bend
Galveston
Harris
Liberty
Montgomery
San Jacinto
Waller

2 Dallas-Fort Worth-Arlington MSA

Collin
Dallas
Delta
Denton
Ellis
Hunt
Johnson
Kaufman
Parker
Rockwall
Tarrant
Wise

3 Austin-Round Rock MSA

Bastrop
Caldwell
Hays
Travis
Williamson

4 San Antonio MSA

Atascosa
Bandera
Bexar
Comal
Guadalupe
Kendall
Medina
Wilson

5 El Paso MSA

El Paso

6 Corpus Christi MSA

Aransas
Nueces
San Patricio

7 Beaumont-Port Arthur MSA

Hardin
Jefferson
Orange

8 Central Texas MSAs

Waco MSA
McLennan
Killeen-Temple-Fort Hood MSA
Bell
Coryell
Lampasas

9 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
Calhoun
Goliad
Victoria
Wichita Falls MSA
Archer
Clay
Wichita

10 South Texas MSAs

Brownsville-Harlingen MSA
Cameron
Laredo MSA

Webb
McAllen-Edinburg-Pharr MSA
Hidalgo

11 West Texas MSAs

Abilene MSA
Callahan
Jones
Taylor
Amarillo MSA
Armstrong
Carson
Potter
Randall
Lubbock MSA
Crosby
Lubbock
Midland MSA
Midland
Odessa MSA
Ector
San Angelo MSA
Irion
Tom Green

12 Non-Metropolitan Counties

Anderson
Andrews
Angelina
Bailey

Regions and Counties in Each Region¹ (continued)

12 Non-Metropolitan Counties (continued)

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