

**Asheville Area Paralegal Association  
Salary Survey – 2004**

**Number of Responses Used in Salary Survey**  
**34**

**Job Title of Respondents**  
**Paralegal – 50%**  
**Legal Assistant – 50%**

**Salary Range**  
(Based on 40 Hour Work Week)  
**22,000 – 48,000**

***Average Annual Salary Based on # of Years  
At Current Employment***  
(Based on 40 Hour Work Week)

Years at Current Employment	Average Annual Salary
1 – 5 Years	\$29,945
6-10 Years	\$31,080
11-15 Years	\$38,837
16 Years +	\$34,750

***Average Annual Salary Based on # of Years  
Of Legal Experience***  
(Based on 40 Hour Work Week)

Years of Legal Experience	Average Annual Salary
1-5 Years	28,661
6-10 Years	29,837
11-15 Years	33,456
16 + Years	32,242

***Average Bonus Based on Years  
At Current Employment***

Years At Current Employment	Average Bonus
1-5 Years	983
6-10 Years	2,760
11-15 Years	795
16+ Years	4,000

***Average Bonus Based on Years  
Of Legal Experience***

Years At Current Employment	Average Bonus
1-5 Years	880
6-10 Years	922
11-15 Years	1,880
16+ Years	1,420

***Salary Increase Schedule***

Schedule	% of Responses
Yearly	85%
No Set Schedule	12%
Unknown	3%

***Compensation for Overtime***

Compensatory Time Off	32%
Overtime Pay	29%
Choice of Comp. Time or OT	6%
Not Required to Work Overtime	15%
No Compensation Given	18%

***Paid Vacation Days***

# of Paid Vacation Days	% of Responses
5	1%
10	70%
12	3%
15	9%
17	6%
Other Responses for Paid Time Off include 12 –26 Days of General Leave in addition to Paid Holidays	Notations made regarding increased Vacation Days with Years of Service

***Sick/Personal Days***

# of Sick/Personal Days	% of Responses
3	3%
4	6%
5	11%
5½	6%
6	9%
8	3%
8½	23%
10	9%
14	3%
17	3%
20	3%
“Unknown” or no answer	6%
As Needed	9%
Included in General Leave	6%

***Paid Holidays***

# of Paid Holidays	% of Responses
6	3%
7	9%
8	5%
8½	9%
9	20%
10	27%
11	9%
12	14%
13½	3%

***Carry Over of Vacation, Personal or Sick Days***

Responses	% of Responses
Comp. Time only	6%
Vacation Time only	3%
Personal & Vacation Days only	3%
None	55%
Yes (with no specifics)	15%
Reimbursed for Sick Days	6%
105 Hours (any)	3%
16 Hours (any)	3%
Time used as needed/no stated time	6%

### ***Benefits***

Health Insurance	88%
Dental Ins. or Dental Reim.	56%
Life Insurance	62%
Disability Insurance	53%
Free Legal Representation	44%
Reduced Fee Legal Representation	3%
Maternity Benefits	21%
Parking	91%
*Retirement or 401K	76%
*Profit Sharing	30%
**Medical Reimbursement	54%

\*Some Employers offered both Retirement or 401K and Profit Sharing

### ***\*\*Medical Reimbursement Amounts***

Amount of Medical Reimbursement	% of Responses (see above)
Amount not given	9%
\$750.00 Per Year	3%
\$750.00 Per Year (6 Months – 3 Years of Employment)	6%
\$800.00 Per Year	3%
\$1,500.00 Per Year	9%
\$1,600.00 Per Year	15%
\$2,400.00 Per Year	6%

### ***Employer Paid Expenses***

Mileage Reimbursement for Travel	94%
Tuition Reimbursement	35%
CLE Reimbursement	68%
Professional Organization Dues	47%
Professional Organization Dues (½ of cost)	3%