

# Asheville Area Paralegal Association 2007 Salary Survey

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Total Responses: 68  
Run Date: 3/26/2008 12:44:27 PM

What is your title?

Answer	Quantity	% of Total	% of Answered
Paralegal	25	36.76%	36.76%
Legal Assistant	15	22.06%	22.06%
North Carolina Certified Paralegal	7	10.29%	10.29%
Litigation Paralegal	2	2.94%	2.94%
Office Manager	2	2.94%	2.94%
Legal Assistant/Paralegal	1	1.47%	1.47%
Legal Assistant (but I am NCPA certified)	1	1.47%	1.47%
Family Court Case Manager	1	1.47%	1.47%
Estate Legal Assistant	1	1.47%	1.47%
<b>All Other</b>	<b>13</b>	<b>19.12%</b>	<b>19.12%</b>
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

What is your age?

Answer	Quantity	% of Total	% of Answered
19 – 29	8	11.76%	11.76%
30 – 39	14	20.59%	20.59%
40 – 49	19	27.94%	27.94%
50 – 59	24	35.29%	35.29%
60+	3	4.41%	4.41%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

How many total years experience do you have in the legal field?

Answer	Quantity	% of Total	% of Answered
0 to 5 years	11	16.18%	16.18%
5 to 10 years	13	19.12%	19.12%
10 to 15 years	7	10.29%	10.29%
15 to 20 years	20	29.41%	29.41%
20 to 25 years	6	8.82%	8.82%
More than 25 years	11	16.18%	16.18%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

How many years have you been in your present position?

Answer	Quantity	% of Total	% of Answered
0 to 5 years	36	52.94%	52.94%
5 to 10 years	15	22.06%	22.06%
10 to 15 years	9	13.24%	13.24%
15 to 20 years	4	5.88%	5.88%
20 to 25 years	1	1.47%	1.47%
More than 25 years	3	4.41%	4.41%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

How many attorneys at the firm you work for?

Answer	Quantity	% of Total	% of Answered
5 or less	44	64.71%	64.71%
6 to 10	6	8.82%	8.82%
11 to 20	6	8.82%	8.82%
21 or more	12	17.65%	17.65%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

How many other staff are at the firm you work for?

Answer	Quantity	% of Total	% of Answered
5 or less	32	47.06%	47.06%
6 to 10	5	7.35%	7.35%
11 to 20	13	19.12%	19.12%
21 or more	18	26.47%	26.47%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

How many attorneys do you work for?

Answer	Quantity	% of Total	% of Answered
5 or less	65	95.59%	95.59%
6 to 10	3	4.41%	4.41%
11 to 20	0	0.00%	0.00%
21 or more	0	0.00%	0.00%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

What is your present yearly salary, not counting bonuses or other benefits?

Answer	Quantity	% of Total	% of Answered
Less than \$20,000	2	2.94%	2.94%
\$20,000 to \$25,000	4	5.88%	5.88%
\$25,000 to \$30,000	13	19.12%	19.12%
\$30,000 to \$35,000	21	30.88%	30.88%
\$35,000 to \$40,000	15	22.06%	22.06%
\$40,000 to \$45,000	8	11.76%	11.76%
More than \$45,000	5	7.35%	7.35%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

Do you receive an annual bonus?

Answer	Quantity	% of Total	% of Answered
Yes	59	86.76%	86.76%
No	9	13.24%	13.24%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

If Yes, what was the amount of your most recent bonus?

Answer	Quantity	% of Total	% of Answered
\$0 - \$500	22	32.35%	36.67%
\$501 - \$1,000	17	25.00%	28.33%
\$1,001 - \$1,500	9	13.24%	15.00%
\$1,500 +	12	17.65%	20.00%
<b>Answered</b>	<b>60</b>	<b>88.24%</b>	
Unanswered	8	11.76%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

On what basis are bonuses determined?

Answer	Quantity	% of Total	% of Answered
Merit	8	11.76%	13.56%
Percentage of Salary	7	10.29%	11.86%
Weekly Pay	10	14.71%	16.95%
Holiday	20	29.41%	33.90%
Firm / Company Success	22	32.35%	37.29%
Years of Service	6	8.82%	10.17%
Other	4	5.88%	6.78%
<b>Answered</b>	<b>59</b>	<b>86.76%</b>	
Unanswered	9	13.24%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

If Other, please specify (Top Ten Answers):

Answer	Quantity	% of Total	% of Answered
What the Attorney wants to give.	1	1.47%	20.00%
unknown	1	1.47%	20.00%
No bonuses given here	1	1.47%	20.00%
no bonuses	1	1.47%	20.00%
Attorneys decide..it is believed on how well firm does yearly	1	1.47%	20.00%
<b>All Other</b>	<b>0</b>	<b>0.00%</b>	<b>0.00%</b>
<b>Answered</b>	<b>5</b>	<b>7.35%</b>	
Unanswered	63	92.65%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

## What benefits are offered by your firm?

Answer	Quantity	% of Total	% of Answered
Health Insurance	61	89.71%	89.71%
Dental Insurance	25	36.76%	36.76%
Life Insurance	41	60.29%	60.29%
Disability Insurance	28	41.18%	41.18%
Free Legal Representation	31	45.59%	45.59%
Maternity Benefits	15	22.06%	22.06%
Parking	46	67.65%	67.65%
Retirement or 401K	48	70.59%	70.59%
Profit Sharing	22	32.35%	32.35%
Annual Leave	41	60.29%	60.29%
Sick/Personal Leave	57	83.82%	83.82%
Medical Reimbursement	18	26.47%	26.47%
Professional Association Dues	40	58.82%	58.82%
Other Benefits	13	19.12%	19.12%
None of the Above	1	1.47%	1.47%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

## If Other, please specify (Top Ten Answers):

Answer	Quantity	% of Total	% of Answered
Health Savings Account donation paid yearly; attendance at one CLE yearly	1	1.47%	7.69%
Flexibility with schedule	1	1.47%	7.69%
Flex time	1	1.47%	7.69%
CPE	1	1.47%	7.69%
Continuing Education financial assistance	1	1.47%	7.69%
continuing education	1	1.47%	7.69%
comp time, 1 month vacation	1	1.47%	7.69%
CLE/CPE seminar fees; travel reimbursement; staff lunches; certification fee; NP fee;	1	1.47%	7.69%
CLE Costs	1	1.47%	7.69%
CLE	1	1.47%	7.69%
<b>All Other</b>	<b>3</b>	<b>4.41%</b>	<b>23.08%</b>
<b>Answered</b>	<b>13</b>	<b>19.12%</b>	
Unanswered	55	80.88%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

How many hours a week do you typically work?

Answer	Quantity	% of Total	% of Answered
Less than 25	2	2.94%	2.94%
26 to 30	2	2.94%	2.94%
31 to 35	8	11.76%	11.76%
36 to 40	43	63.24%	63.24%
More than 40	13	19.12%	19.12%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

If you work overtime, what type of compensation do you receive?

Answer	Quantity	% of Total	% of Answered
I don't work overtime	15	22.06%	22.06%
Compensatory time off	19	27.94%	27.94%
Overtime pay	20	29.41%	29.41%
None	11	16.18%	16.18%
Other	3	4.41%	4.41%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

If Other, please specify (Top Ten Answers):

Answer	Quantity	% of Total	% of Answered
time off or overtime pay or I just eat it	1	1.47%	25.00%
paid by the hourly rate	1	1.47%	25.00%
If I did work overtime, I would receive overtime pay.	1	1.47%	25.00%
Bonuses	1	1.47%	25.00%
<b>All Other</b>	<b>0</b>	<b>0.00%</b>	<b>0.00%</b>
<b>Answered</b>	<b>4</b>	<b>5.88%</b>	
Unanswered	64	94.12%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

How often do you receive a salary increase?

Answer	Quantity	% of Total	% of Answered
Once a year	51	75.00%	75.00%
Every six months	0	0.00%	0.00%
Other	17	25.00%	25.00%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

If Other, please specify (Top Ten Answers):

Answer	Quantity	% of Total	% of Answered
Salary increase is determined by bonuses	1	1.47%	5.88%
Only when I approach the boss and he approves it, (not more than annually)	1	1.47%	5.88%
Once in three years	1	1.47%	5.88%
Once a year as long as you can explain why you should get a raise.	1	1.47%	5.88%
no set schedule	1	1.47%	5.88%
Last raise was 4 years ago	1	1.47%	5.88%
If I'm lucky when I ask for it!	1	1.47%	5.88%
Get one bonus a year, no salary increase	1	1.47%	5.88%
every 3 or so years	1	1.47%	5.88%
24 Months	1	1.47%	5.88%
<b>All Other</b>	<b>7</b>	<b>10.29%</b>	<b>41.18%</b>
<b>Answered</b>	<b>17</b>	<b>25.00%</b>	
Unanswered	51	75.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

What was the amount (dollar or percentage) of your last salary increase? (Top Ten Answers)

Answer	Quantity	% of Total	% of Answered
5%	7	10.29%	10.29%
4%	5	7.35%	7.35%
3%	3	4.41%	4.41%
10%	2	2.94%	2.94%
2%	2	2.94%	2.94%
6%	2	2.94%	2.94%
\$1,500	1	1.47%	1.47%
\$1,300.00 per year	1	1.47%	1.47%
\$1,000.00 per year	1	1.47%	1.47%
\$1,000 annually	1	1.47%	1.47%
<b>All Other</b>	<b>43</b>	<b>63.24%</b>	<b>63.24%</b>
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

Do you receive a performance evaluation?

Answer	Quantity	% of Total	% of Answered
Yes	45	66.18%	66.18%
No	23	33.82%	33.82%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

If yes, how frequently?

Answer	Quantity	% of Total	% of Answered
6 months	0	0.00%	0.00%
1 year	43	63.24%	86.00%
Other	7	10.29%	14.00%
<b>Answered</b>	<b>50</b>	<b>73.53%</b>	
Unanswered	18	26.47%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

If Other, please specify (Top Ten Answers):

Answer	Quantity	% of Total	% of Answered
when I approach the boss about a raise	1	1.47%	14.29%
The Performance evaluation is me telling him what I have done for the firm over the past year and what I plan on doing for the next year. Something to keep me busy and delay the raise.	1	1.47%	14.29%
possibly daily	1	1.47%	14.29%
none	1	1.47%	14.29%
N/A	1	1.47%	14.29%
I had one after 6 months, but unknown for future	1	1.47%	14.29%
are not evaluated	1	1.47%	14.29%
<b>All Other</b>	<b>0</b>	<b>0.00%</b>	<b>0.00%</b>
<b>Answered</b>	<b>7</b>	<b>10.29%</b>	
Unanswered	61	89.71%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

How is performance rated?

Answer	Quantity	% of Total	% of Answered
Productivity	41	60.29%	75.93%
Billable Hours	12	17.65%	22.22%
Knowledge / Competence	48	70.59%	88.89%
Communication Skills	41	60.29%	75.93%
Attitude	44	64.71%	81.48%
Other	7	10.29%	12.96%
<b>Answered</b>	<b>54</b>	<b>79.41%</b>	
Unanswered	14	20.59%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

If Other, please specify (Top Ten Answers):

Answer	Quantity	% of Total	% of Answered
We also receive monthly productivity reports which reflect whether or not we are meeting our target hours	1	1.47%	12.50%
Rated by self and attorney on all the above except billable hours	1	1.47%	12.50%
none	1	1.47%	12.50%
If done, has not been discussed with me	1	1.47%	12.50%
Flexibility; adaptability	1	1.47%	12.50%
everyone gets same	1	1.47%	12.50%
Client relations	1	1.47%	12.50%
all of the above	1	1.47%	12.50%
<b>All Other</b>	<b>0</b>	<b>0.00%</b>	<b>0.00%</b>
<b>Answered</b>	<b>8</b>	<b>11.76%</b>	
Unanswered	60	88.24%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

Do you receive any continuing education or training?

Answer	Quantity	% of Total	% of Answered
Yes	63	92.65%	92.65%
No	5	7.35%	7.35%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

If yes, who pays for it?

Answer	Quantity	% of Total	% of Answered
Employer	56	82.35%	88.89%
Me	5	7.35%	7.94%
Other	2	2.94%	3.17%
<b>Answered</b>	<b>63</b>	<b>92.65%</b>	
Unanswered	5	7.35%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

If Other, please specify (Top Ten Answers):

Answer	Quantity	% of Total	% of Answered
Employer and I split the costs.	1	1.47%	50.00%
both	1	1.47%	50.00%
<b>All Other</b>	<b>0</b>	<b>0.00%</b>	<b>0.00%</b>
<b>Answered</b>	<b>2</b>	<b>2.94%</b>	
Unanswered	66	97.06%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

Does your employer provide in-house training?

Answer	Quantity	% of Total	% of Answered
Yes	32	47.06%	47.06%
No	36	52.94%	52.94%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

If yes, what type of training is provided ... software / computer, legal specific, etc.?  
(Top Ten Answers)

Answer	Quantity	% of Total	% of Answered
software	5	7.35%	17.24%
software/computer	4	5.88%	13.79%
computer	3	4.41%	10.34%
legal specific	2	2.94%	6.90%
online NCBA seminars as specific to estates	1	1.47%	3.45%
not for the support staff	1	1.47%	3.45%
Neeles	1	1.47%	3.45%
Lexis software	1	1.47%	3.45%
Lexis	1	1.47%	3.45%
computer/software	1	1.47%	3.45%
<b>All Other</b>	<b>9</b>	<b>13.24%</b>	<b>31.03%</b>
<b>Answered</b>	<b>29</b>	<b>42.65%</b>	
Unanswered	39	57.35%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

How many paid legal holidays does your employer provide?

Answer	Quantity	% of Total	% of Answered
None	0	0.00%	0.00%
1 to 5	10	14.71%	14.71%
6 to 10	43	63.24%	63.24%
11 or more	15	22.06%	22.06%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

In what area(s) of law do you work?

Answer	Quantity	% of Total	% of Answered
Corporate	16	23.53%	23.53%
Estate Planning / Administration	20	29.41%	29.41%
Social Security Disability	6	8.82%	8.82%
Domestic / Family	14	20.59%	20.59%
Criminal	5	7.35%	7.35%
Bankruptcy	5	7.35%	7.35%
Civil Litigation	32	47.06%	47.06%
Real Estate	24	35.29%	35.29%
Government	5	7.35%	7.35%
Other	15	22.06%	22.06%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

If Other, please specify (Top Ten Answers):

Answer	Quantity	% of Total	% of Answered
Worker's Compensation	1	1.47%	7.14%
Timeshare Resort & Hotel Developer	1	1.47%	7.14%
Tax	1	1.47%	7.14%
PI	1	1.47%	7.14%
personal injury, workers compensation	1	1.47%	7.14%
Immigration	1	1.47%	7.14%
Housing	1	1.47%	7.14%
Guardianship	1	1.47%	7.14%
Education law - includes all the above	1	1.47%	7.14%
Dispute Resolution	1	1.47%	7.14%
<b>All Other</b>	<b>4</b>	<b>5.88%</b>	<b>28.57%</b>
<b>Answered</b>	<b>14</b>	<b>20.59%</b>	
Unanswered	54	79.41%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

Do you perform any non-legal tasks for your office?

Answer	Quantity	% of Total	% of Answered
Yes	41	60.29%	60.29%
No	27	39.71%	39.71%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

Explain (Top Ten Answers):

Answer	Quantity	% of Total	% of Answered
Office Administration	2	2.94%	5.71%
clerical, etc. - is that what you mean?	1	1.47%	2.86%
Cleaning, Supplies, etc.	1	1.47%	2.86%
bookkeeping/payroll	1	1.47%	2.86%
Bookkeeping, reception, courier, supply ordering	1	1.47%	2.86%
book keeping	1	1.47%	2.86%
Blue Cross Administrator	1	1.47%	2.86%
Banking, ordering supplies, mail, supervision	1	1.47%	2.86%
aswering phones, basic secretarial tasks	1	1.47%	2.86%
All other support staff duties	1	1.47%	2.86%
<b>All Other</b>	<b>24</b>	<b>35.29%</b>	<b>68.57%</b>
<b>Answered</b>	<b>35</b>	<b>51.47%</b>	
Unanswered	33	48.53%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

What is your highest level of education?

Answer	Quantity	% of Total	% of Answered
High School	7	10.29%	10.29%
Some College	23	33.82%	33.82%
Associate Degree	22	32.35%	32.35%
Bachelors Degree	13	19.12%	19.12%
Masters Degree	3	4.41%	4.41%
Doctorate	0	0.00%	0.00%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

Do you have a paralegal certificate or degree?

Answer	Quantity	% of Total	% of Answered
Yes	42	61.76%	61.76%
No	26	38.24%	38.24%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

If so, was the program ABA approved?

Answer	Quantity	% of Total	% of Answered
Yes	28	41.18%	60.87%
No	18	26.47%	39.13%
<b>Answered</b>	<b>46</b>	<b>67.65%</b>	
Unanswered	22	32.35%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

Are you a CLA/CLAS?

Answer	Quantity	% of Total	% of Answered
Yes	15	22.06%	22.06%
No	53	77.94%	77.94%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

If not, would you be interested in taking the exam?

Answer	Quantity	% of Total	% of Answered
Yes	29	42.65%	54.72%
No	24	35.29%	45.28%
<b>Answered</b>	<b>53</b>	<b>77.94%</b>	
Unanswered	15	22.06%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

If you are a CLA/CLAS, do you find an advantage in being certified?

Answer	Quantity	% of Total	% of Answered
Yes	12	17.65%	50.00%
No	12	17.65%	50.00%
<b>Answered</b>	<b>24</b>	<b>35.29%</b>	
Unanswered	44	64.71%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

If yes, explain (Top Ten Answers):

Answer	Quantity	% of Total	% of Answered
personal advantage	1	1.47%	11.11%
No, I did not receive any additional benefits from receiving my BA or when I became certified.	1	1.47%	11.11%
More responsibility	1	1.47%	11.11%
More respect	1	1.47%	11.11%
more credibility, respect, and believe firm is willing to spend more \$\$ for required CLE	1	1.47%	11.11%
I have been a N.C. State Bar Certified Paralegal since September of 2005	1	1.47%	11.11%
I am able to expand my knowledge through continuing legal education by attending seminars as required to keep certification	1	1.47%	11.11%
have not taken test, in reference to next question, I am a NCCP	1	1.47%	11.11%
firm requirement	1	1.47%	11.11%
<b>All Other</b>	<b>0</b>	<b>0.00%</b>	<b>0.00%</b>
<b>Answered</b>	<b>9</b>	<b>13.24%</b>	
Unanswered	59	86.76%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	

Do you plan to become a North Carolina Certified Paralegal?

Answer	Quantity	% of Total	% of Answered
Yes	58	85.29%	85.29%
No	10	14.71%	14.71%
<b>Answered</b>	<b>68</b>	<b>100.00%</b>	
Unanswered	0	0.00%	
<b>Total</b>	<b>68</b>	<b>100.00%</b>	