



2018 Public Service Attorney Salary Survey

SURVEY DUE DATE

**February
16
2018**

QUESTIONS/CONCERNS:

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SURVEY BACKGROUND

Salary and related information for attorneys at public interest organizations and government offices is of interest to many, including the organizations themselves as they set salary scales to recruit and retain attorneys; law students and graduates pursuing careers; public interest funders; legislative appropriators; and other stakeholders. NALP (National Association for Law Placement) provides this information by conducting, every four years, a survey of public interest/government employers. NALP is a nonprofit association of over 2,500 legal career professionals who advise law students, lawyers, law offices, and law schools in North America and beyond.

SURVEY DISTRIBUTION - Who Should Respond?

This survey is endorsed and supported by the National Legal Aid & Defender Association, the National District Attorneys' Association, the Legal Services Corporation, Equal Justice Works, and the Partnership for Public Service. **NALP has distributed this survey widely, and you are receiving it because your organization is a member of, or among the contacts of, one of these organizations.** Please note that the survey is intended for the following public interest/government law offices:

- Civil legal services
- Other non-profit law offices/organizations
- District attorney offices/local prosecutors
- Public/indigent defenders

This includes programs staffed by attorneys who may also maintain a private practice. The survey is NOT intended for attorneys who work primarily in private practice and also handle court-appointed matters. If all attorneys in your organization work part-time, it is not necessary to respond to this survey.

NOTE: Anti-trust concerns are not applicable to this survey. This survey and the resulting report meet all requirements specified in a 1993 Federal Trade Commission/Department of Justice joint policy statement on compensation surveys.

HOW TO RESPOND

Please forward the survey to the appropriate person in your organization. Your information will remain confidential. No information that identifies specific organizations will be released to third parties without your permission. We require that you provide your organization's name and location to preserve the survey's integrity and so that NALP may follow up as necessary.

To take the online survey, go to www.psjd.org/salarysurvey.



**Please complete either this survey and return it via mail
or complete the online survey, but not both.**



BEGIN SURVEY ON NEXT PAGE

1. TYPE OF ORGANIZATION

Choose only one. If your organization focuses primarily in one advocacy area as listed in the issue-specific choices below, please select the one choice that best describes the work of your organization.

General Practice

- Civil Legal Services
- Public Defender Office
- District Attorney/Local Prosecutor Office

Are staff attorneys at your organization unionized?

- Yes No

Specialty Practice

- Domestic civil rights/civil liberties
- Environmental
- Health/Disability
- Housing/Homelessness
- Other, e.g., consumer, employment, animal rights. Please describe:
-
- Immigration
- International Human Rights
- Women/Children/Family/Domestic Violence

2. SALARY INFORMATION

Please report all salary levels as of January 1, 2018. If your organization has a set salary scale for attorneys based on experience*, please report it for the yearly experience levels specified (even if you don't currently have attorneys at a given experience level). If salaries vary for attorneys at a given experience level, please report the average** annual salary of attorneys at that experience level. If any attorneys work part-time, please use the full-time equivalent salary for those attorneys when calculating the average. The salary scale at your organization may be based on titles rather than, or in addition to, experience. However, in order to provide analysis categories that best reflect comparable positions, please approximate salaries to reflect experience, if possible.

Years of Experience	Average Annual Salary
1 year or less	
2 years	
3 years	
4 years	
5 years	
6 years	
7 years	
8-10 years	
11-15 years	
More than 15 years	

Please Do Not Report:

- Salaries of attorneys who are elected to their position (e.g. District Attorney);
- Salaries of attorneys in managerial/administrative positions, unless they spend at least 50% of their time directly handling cases;
- Any bonuses that may have been paid.

* Experience is how your organization defines it for purposes of classifying and/or compensating your attorneys. For example, experience may be defined as years at your organization plus any other experience deemed relevant.

** An average is calculated by dividing the total amount of salaries paid to attorneys at that experience level by the total number of attorneys. For example, if the salaries for three attorneys are \$39,000, \$43,000, and \$45,000, then the average is $(\$39,000 + \$43,000 + \$45,000)/3 = \$42,333$.

3. BENEFITS

Please complete the following information about benefits for attorneys who are eligible for benefits at your organization.

Select the most generous option available at your organization for each type of insurance.

	Employer pays full premium	Employer pays part of premium	Employer pays none of premium	Benefit not available
Health Insurance				
Health insurance for employee				
Health insurance for spouse				
Health insurance for domestic partner				
Health insurance for dependents				
Dental Insurance				
Dental insurance for employee				
Dental insurance for spouse				
Dental insurance for domestic partner				
Dental insurance for dependents				

Comments on Insurance:

Does your organization offer a retirement or pension plan with employer contribution?

Yes

No

Comments on Retirement Benefits:

4. CONTACT INFORMATION

Please provide contact information so that NALP can follow up if there are questions on your survey. Unidentified surveys will not be used.

Organization Name: _____

City: _____ State/Postal Code: _____

Person Completing Survey: _____

Email: _____

Thank you for your participation!