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THE MISSISSIPPI BAR

**2020 ECONOMIC SURVEY**

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## INTRODUCTION

The 2020 Mississippi Bar Economic Survey was administered electronically in June 2021. The survey was made available to all Bar attorneys through a link emailed to them.

The questions for the survey were suggested by The Mississippi Bar. The accounting firm of Grantham Poole was responsible for the administration and tabulation of the survey and its results. The last survey was conducted in 2019 using 2018 financial data. Where appropriate, comparative data is shown.

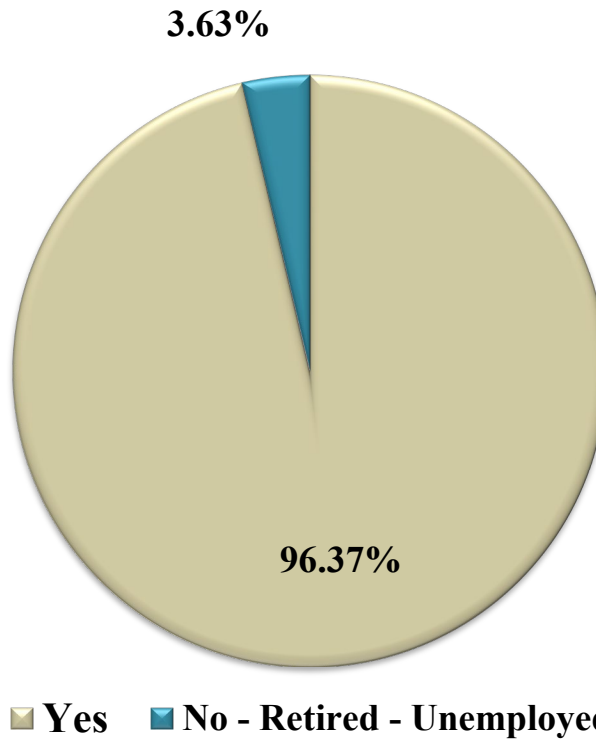
A total of 441 Mississippi licensed attorneys responded and completed the survey. Of the responses received, the largest percentages were from Hinds county (27.92%), Madison county (11.66%) and Harrison county (9.54%). Over 12.37% of the respondents were out-of-state. General characteristics noted in the results included the following:

- 59.72% of the respondents were male; 40.28% were female
- 87.28% of the respondents were Caucasian, 9.89% of respondents were African American
- 93.99% of the respondents work full-time in the practice of law
- 53.00% graduated from the University of Mississippi School of Law; 27.92% graduated from the Mississippi College School of Law; 19.08% received their law degrees from other institutions
- Most participants were employees and almost half were under the age of 44.

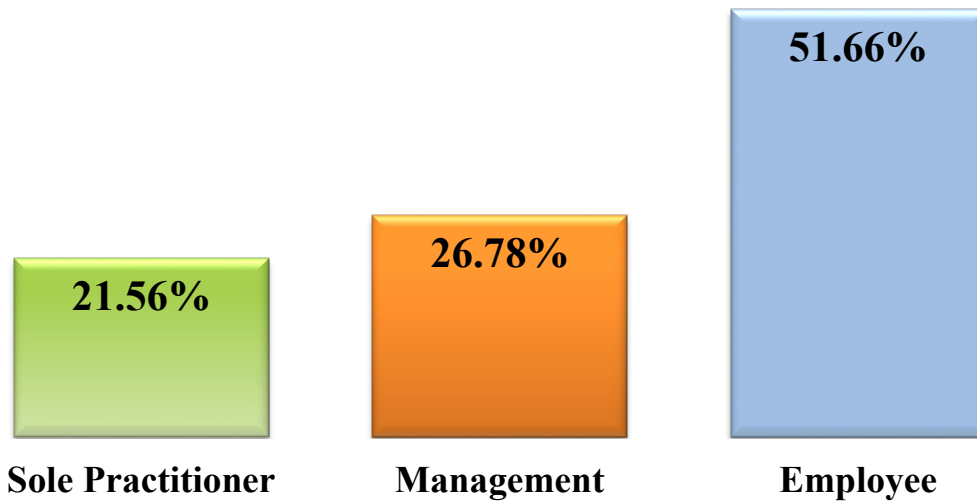
The charts that follow illustrate the answers to questions relating to firm structure and size, income and salaries, hourly rates and billable hours, marketing and personal satisfaction with the profession.

Thank you for your participation.

**Are you an active practicing member of the Bar?**

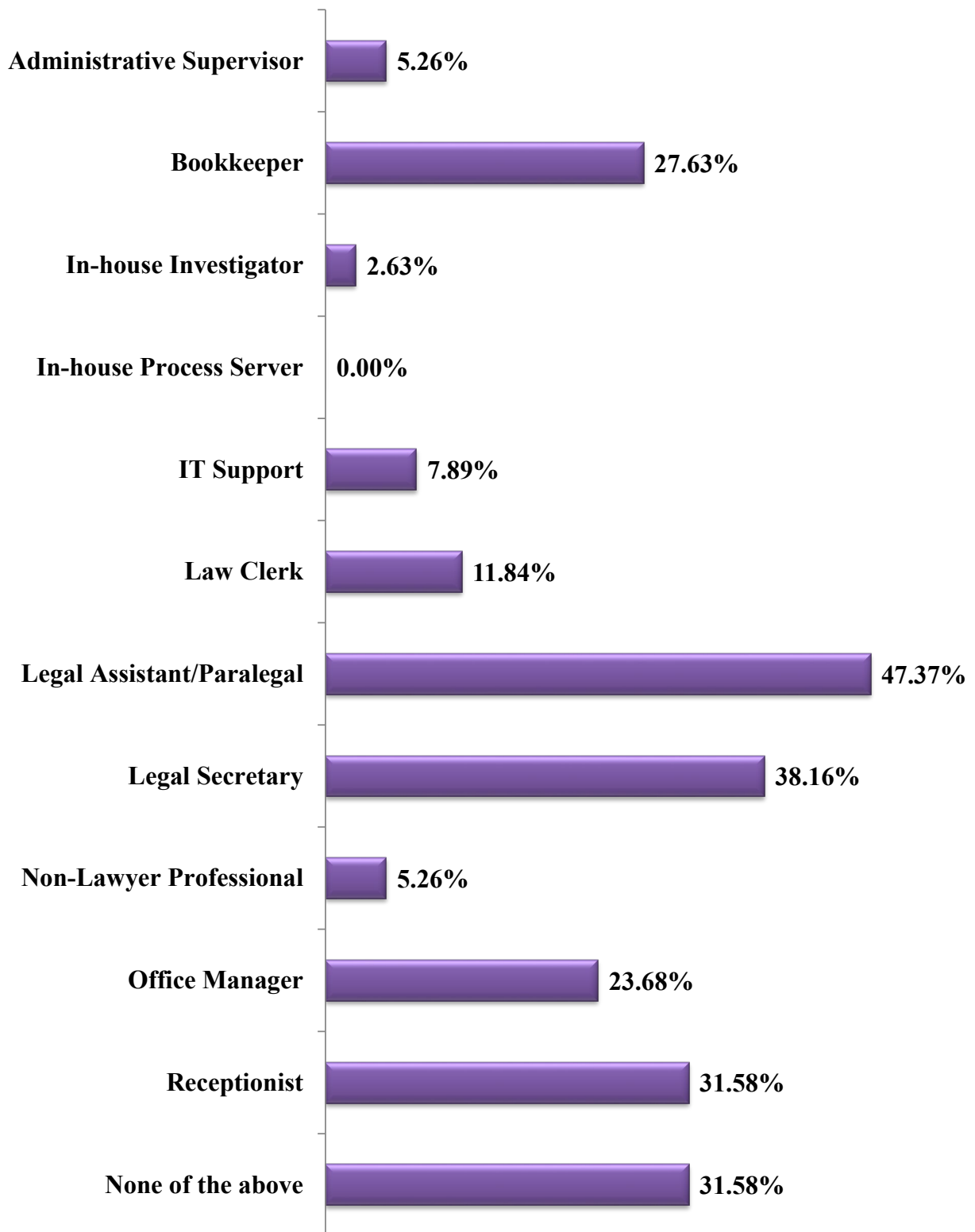


**Position and knowledge of practice operations**

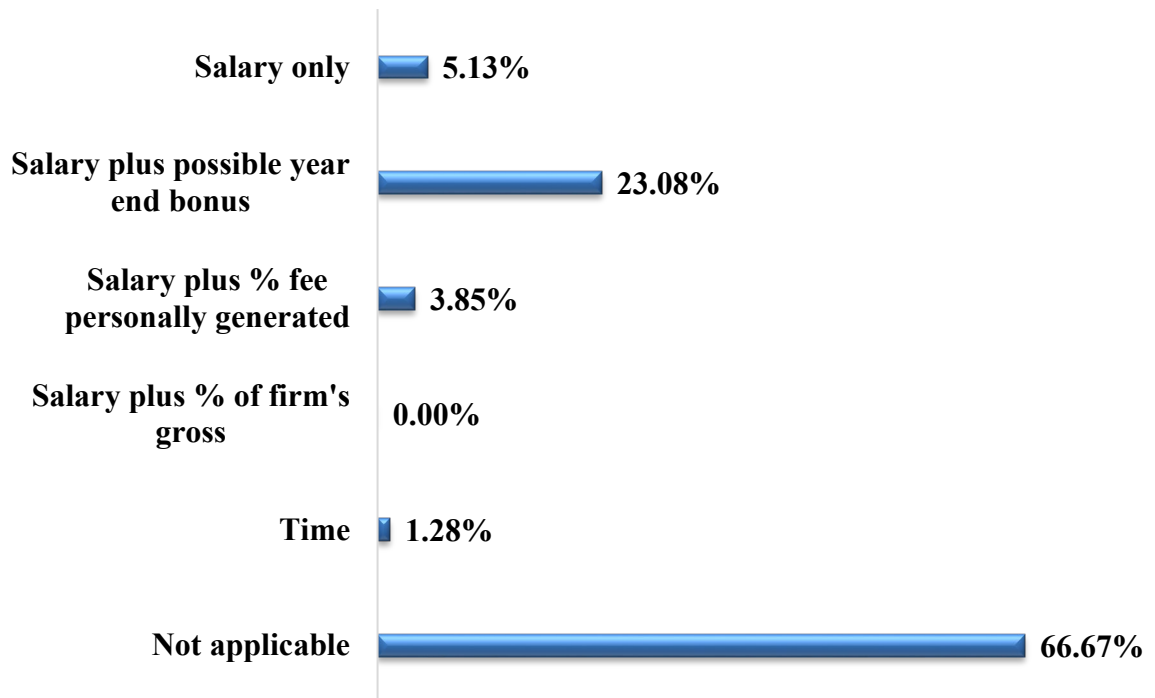


## FIRM /EMPLOYER / EMPLOYEE DATA

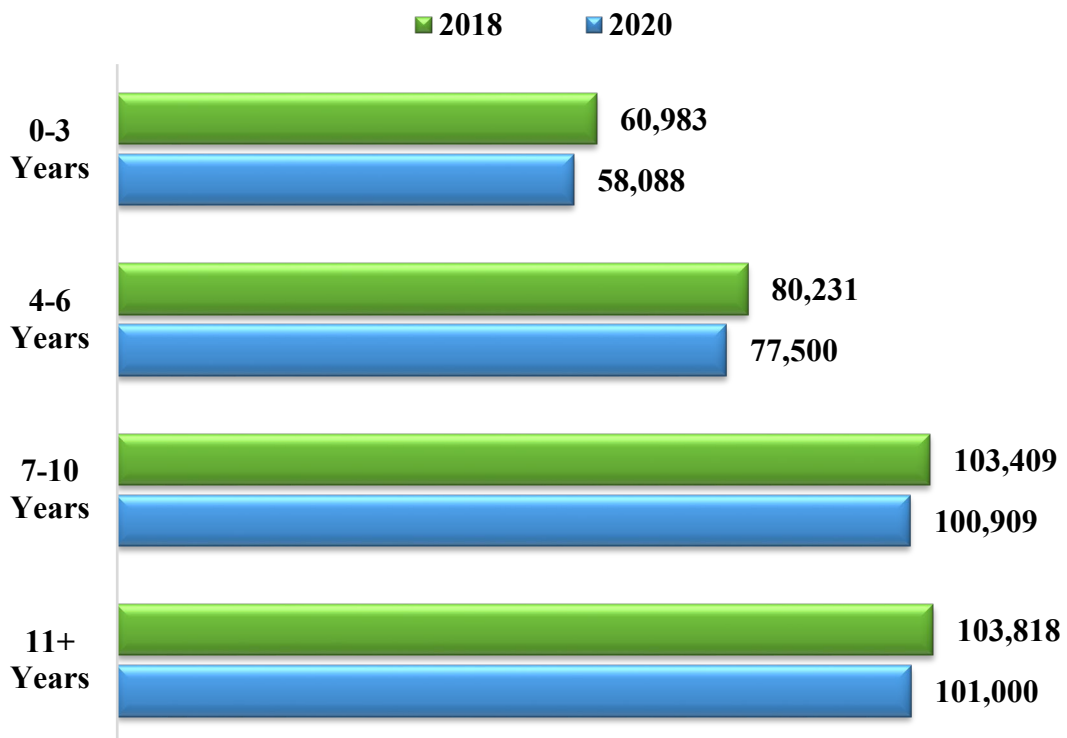
### Personnel you or your office employs



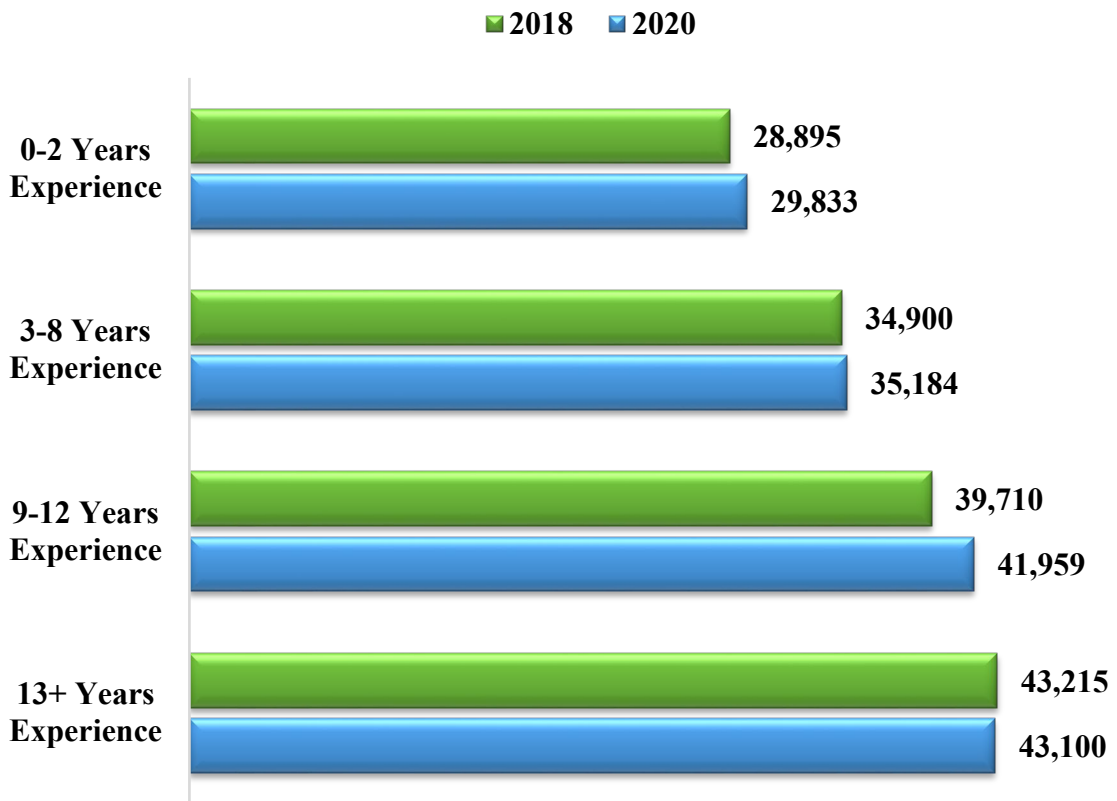
**If you have associates, what is the usual method of compensation?**



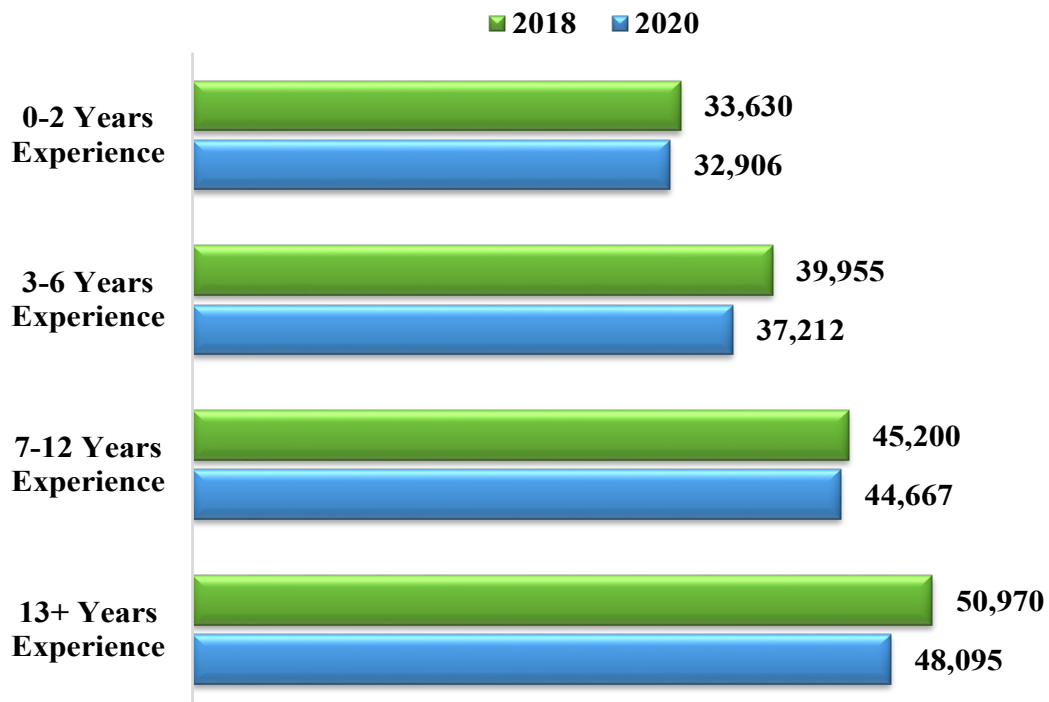
**What is the annual salary of an associate in your firm by experience?  
(2020 / 2018 Comparative)**



### What is the annual salary of a secretary in your firm? (2020 / 2018 Comparative)



### What is the annual salary of a legal assistant/paralegal in your firm? (2020 / 2018 Comparative)





**Annual Salary Metro / Non-Metro Comparative**  
*(Metro area is defined as Hinds, Madison and Rankin Counties)*

**What is the annual salary of an Associate in your firm by experience?**

	<b>Metro</b>	<b>Non-Metro</b>
0-3 Years	70,000	54,423
4-6 Years	68,333	81,429
7-10 Years	84,000	115,000
11+ Years	94,000	105,000

**What is the annual salary of a Secretary in your firm?**

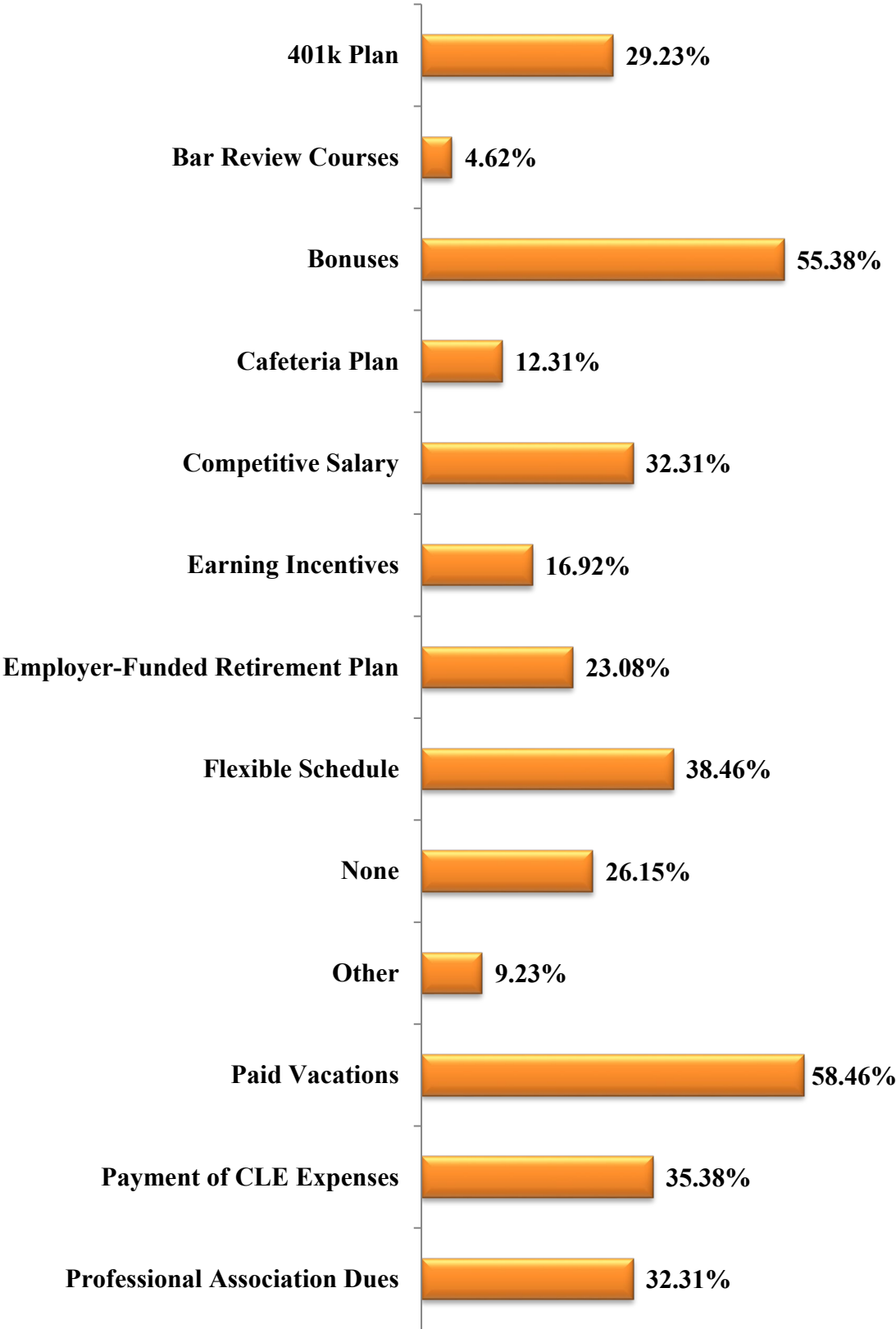
	<b>Metro</b>	<b>Non-Metro</b>
0-2 Years	25,000	30,686
3-8 Years	30,250	36,500
9-12 Years	35,400	44,692
13+ Years *	32,750	46,864

**What is the annual salary of a Legal Assistant/Paralegal in your firm?**

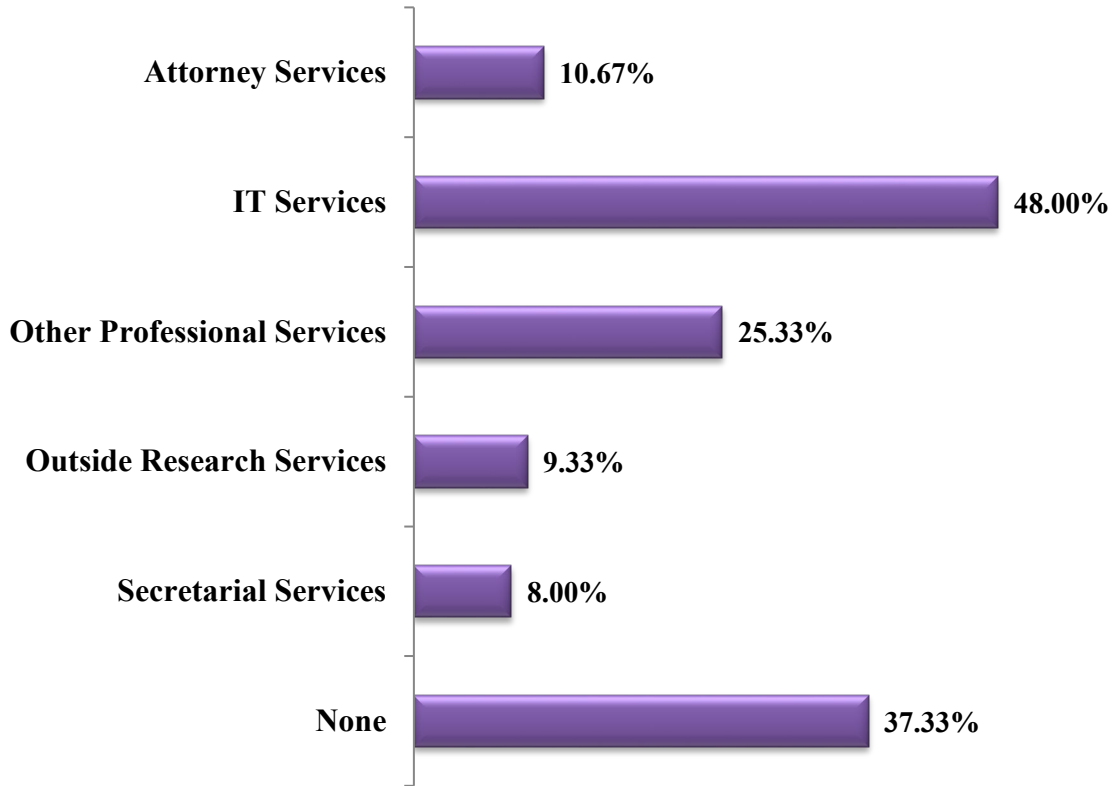
	<b>Metro</b>	<b>Non-Metro</b>
0-2 Years	32,833	32,950
3-6 Years	36,167	37,782
7-12 Years	45,000	44,538
13+ Years *	43,833	49,800

*\* Metro salaries calculated lower due to lack of responses to each question. The Non-Metro firms provided much more detailed information. Not all large firm survey participants had access to salary information.*

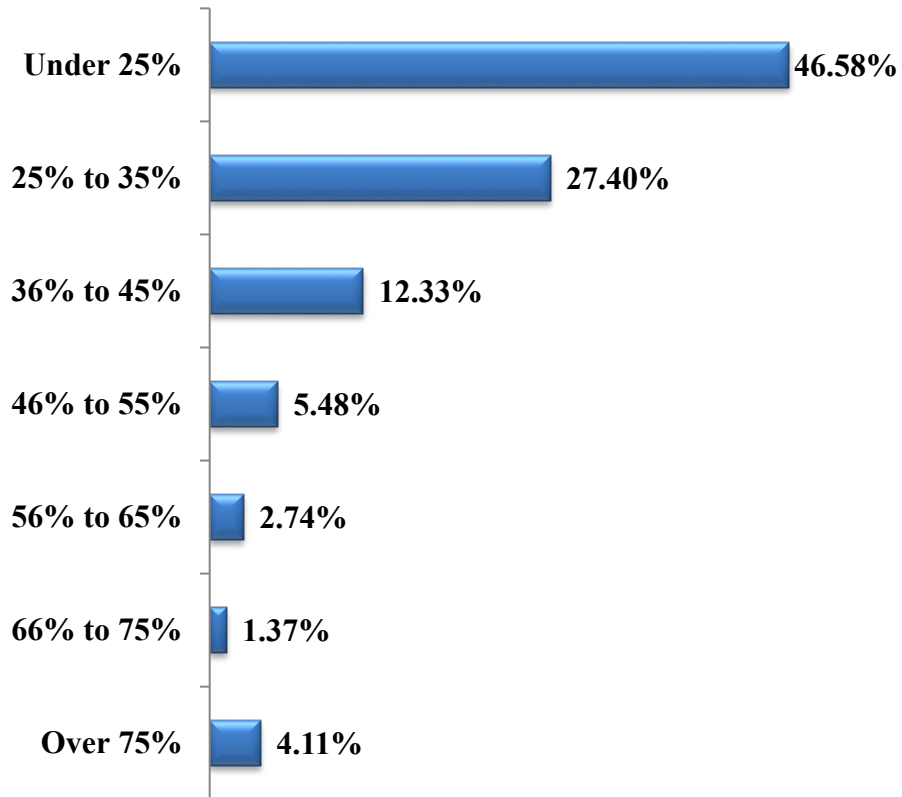
**Benefits offered to attract and retain personnel**



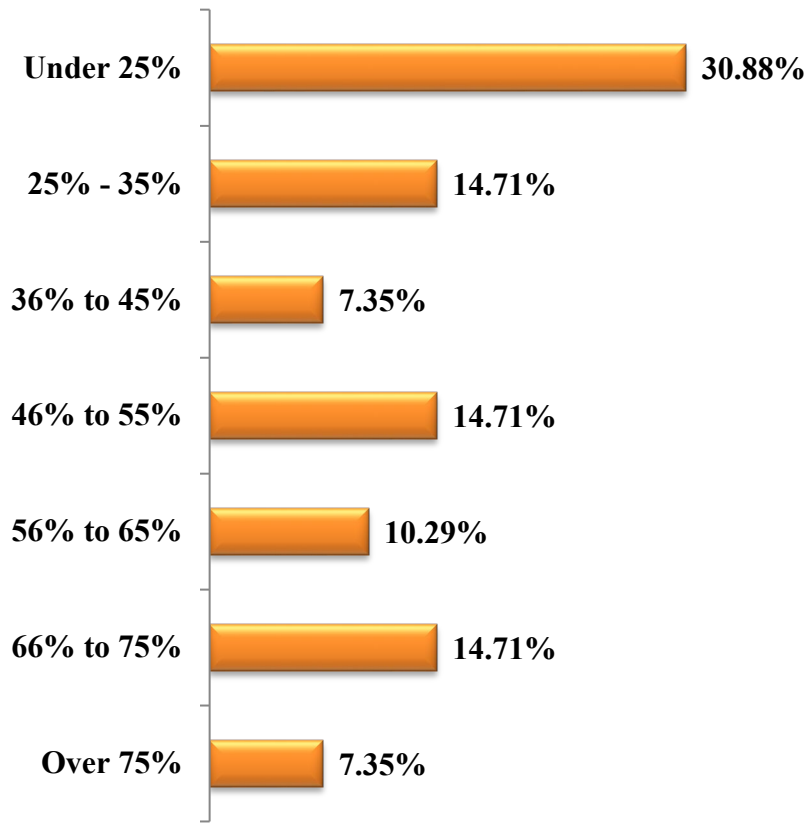
**Do you contract for the following services?**



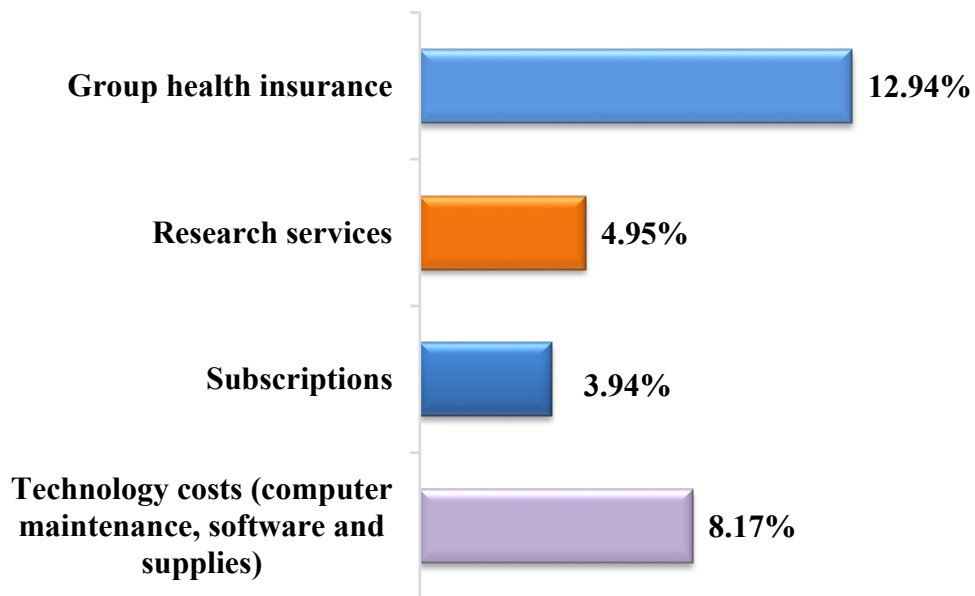
**What percentage of your gross income is spent on non-salaried overhead?**



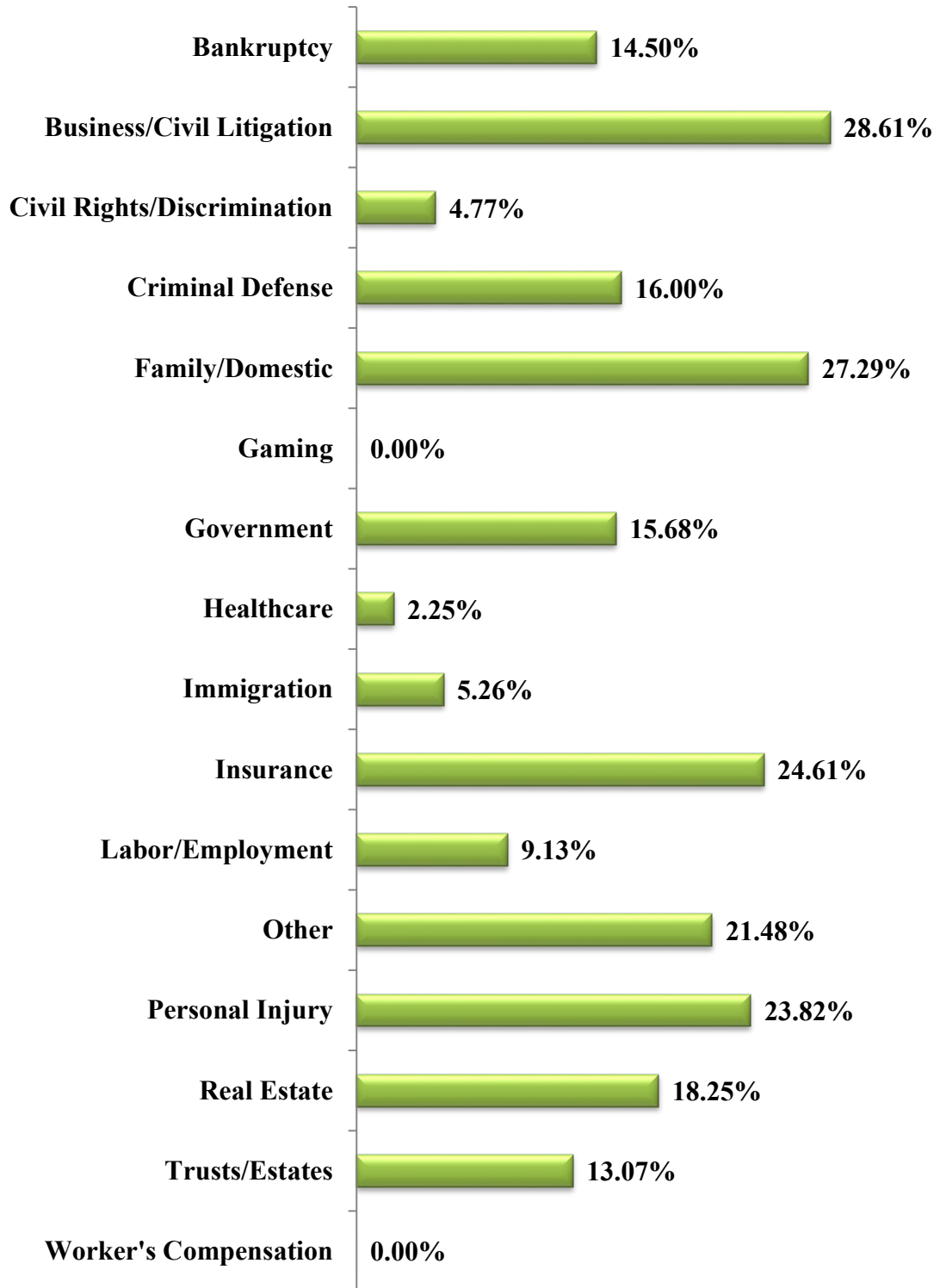
### What percentage of your gross income is spent on professional salaries?



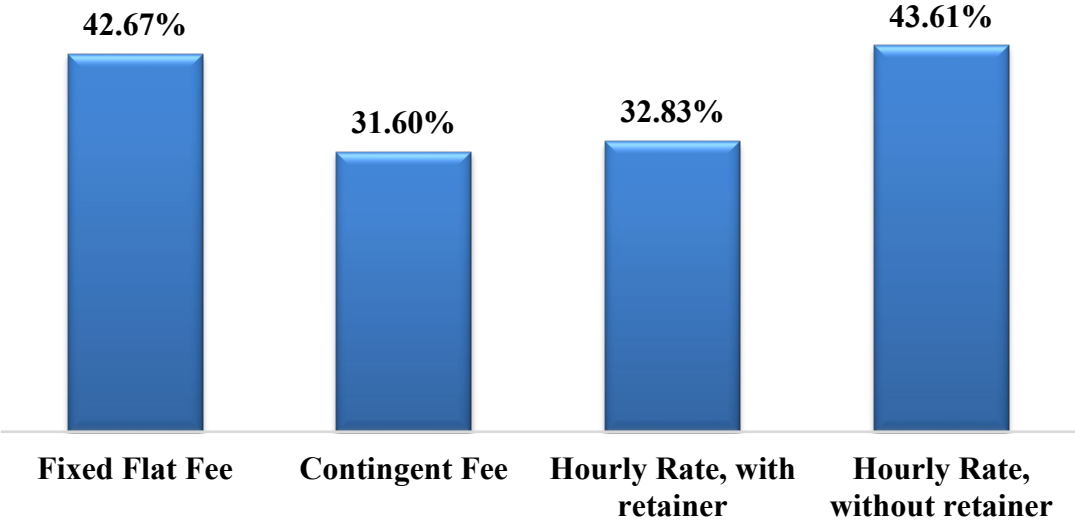
### What percentage of gross income is spent on the following: (expense ÷ gross fees)?



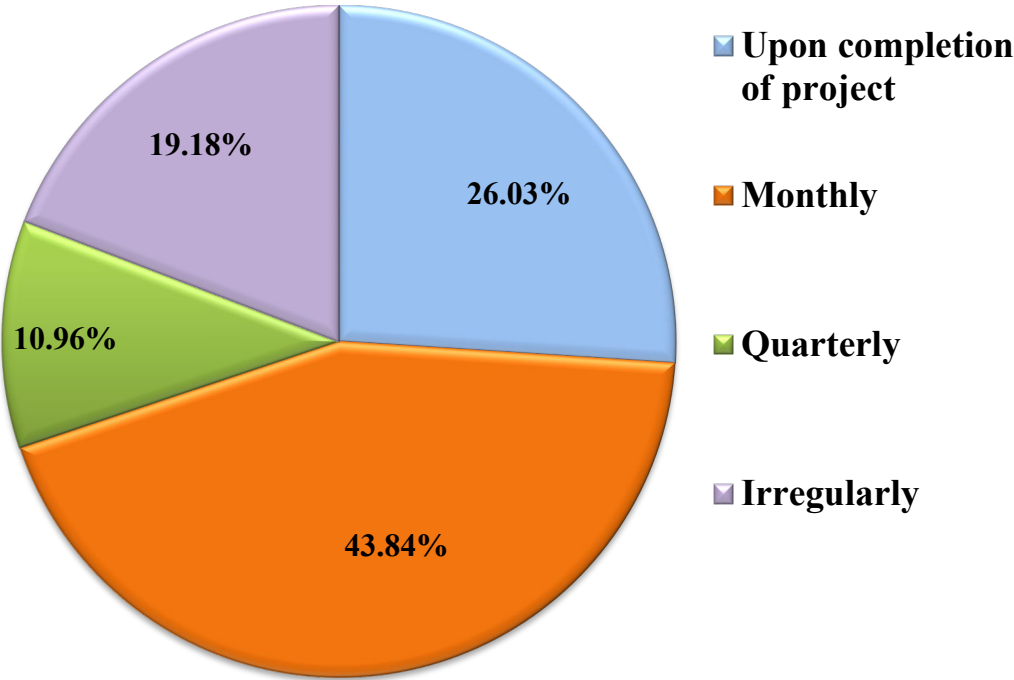
### Percentage of your 2020 gross fees by area of practice



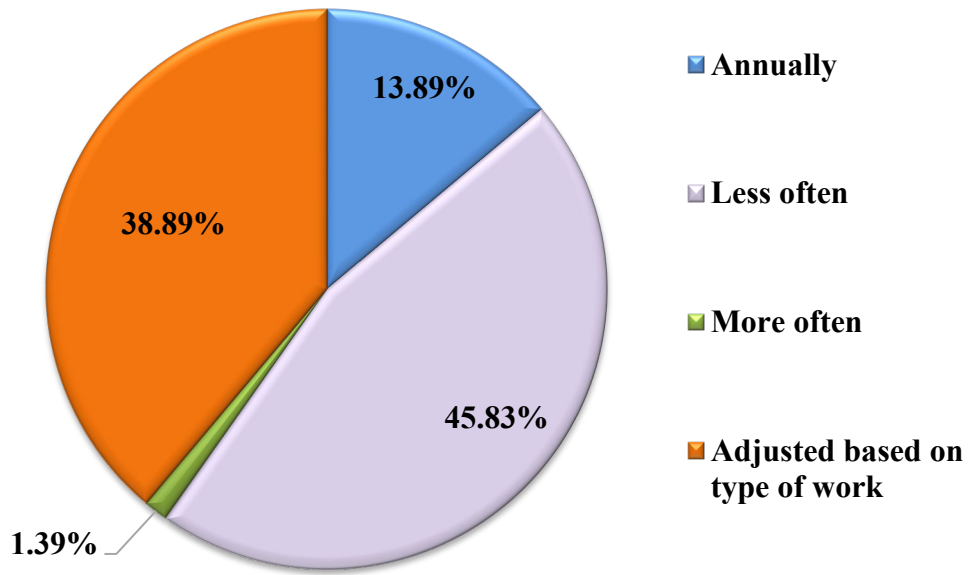
**During 2020, what percentage of fees was billed using the following billing methods?**



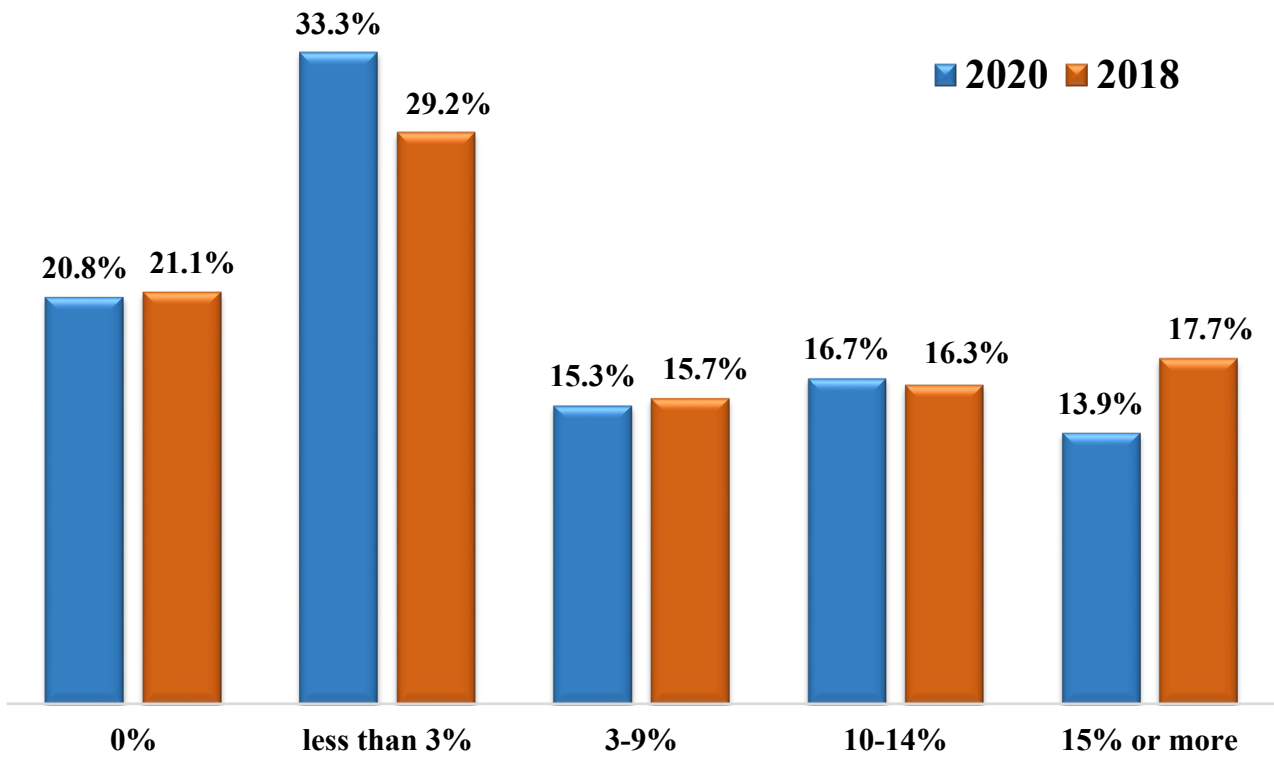
**How often do you usually bill clients?**



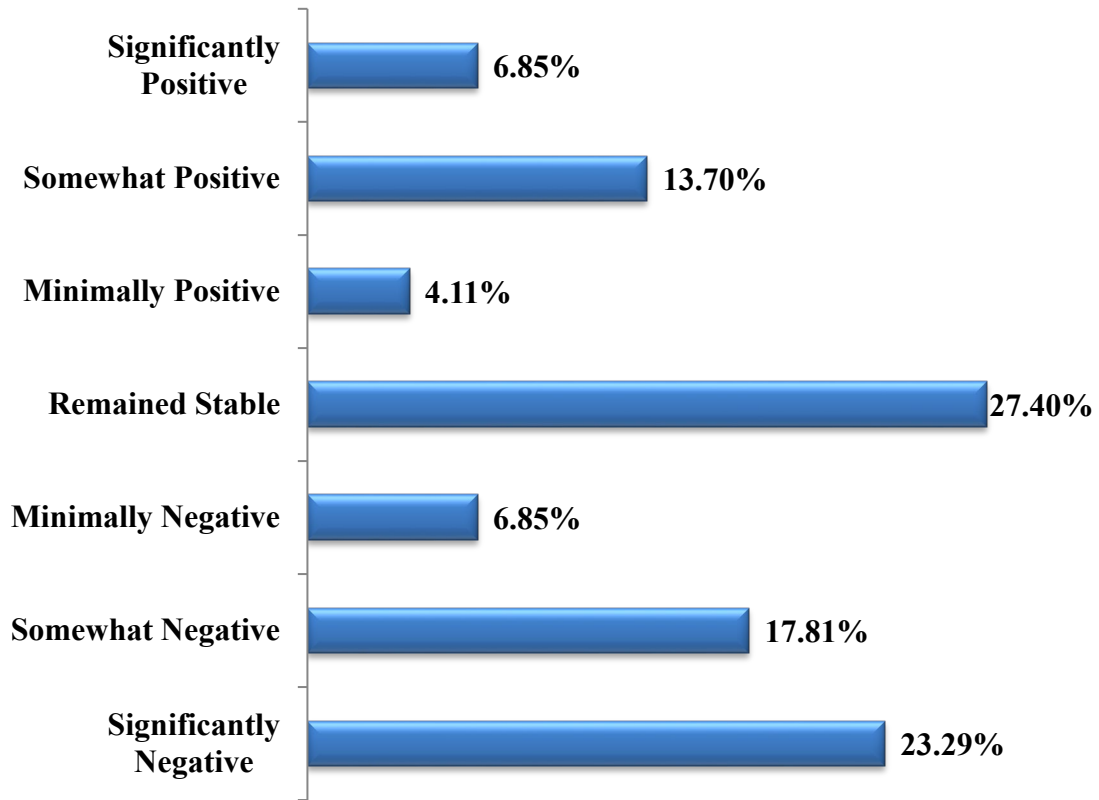
### How often do you adjust hourly rates?



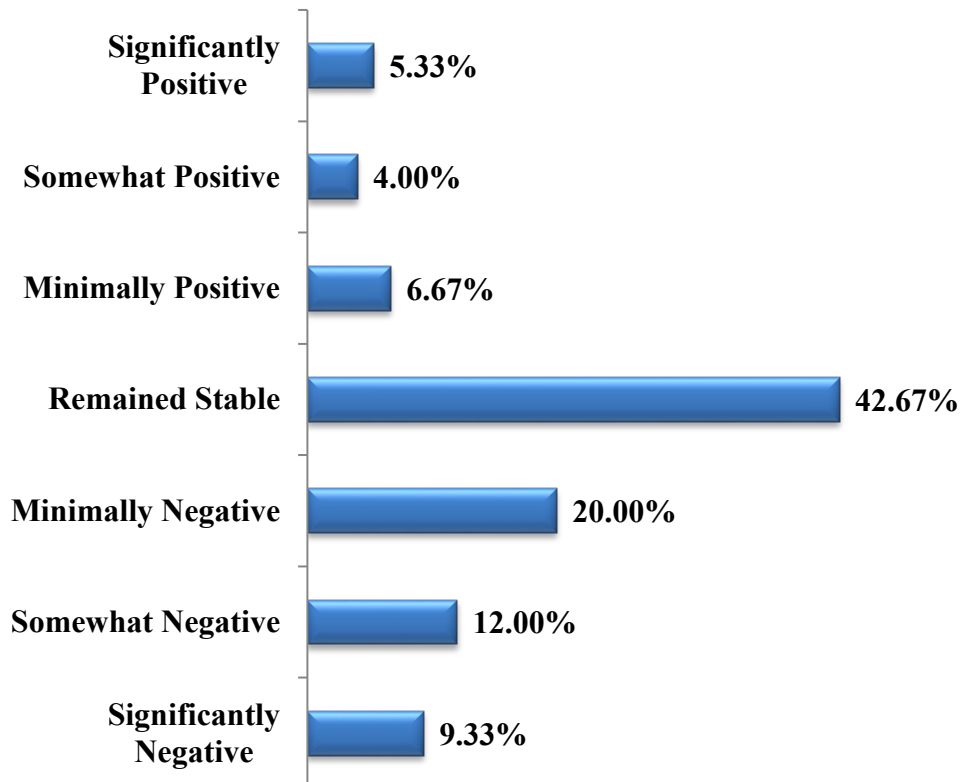
### The percentage of fees that were uncollectable in 2020 was –



**How was your firm's revenue impacted by the pandemic?**

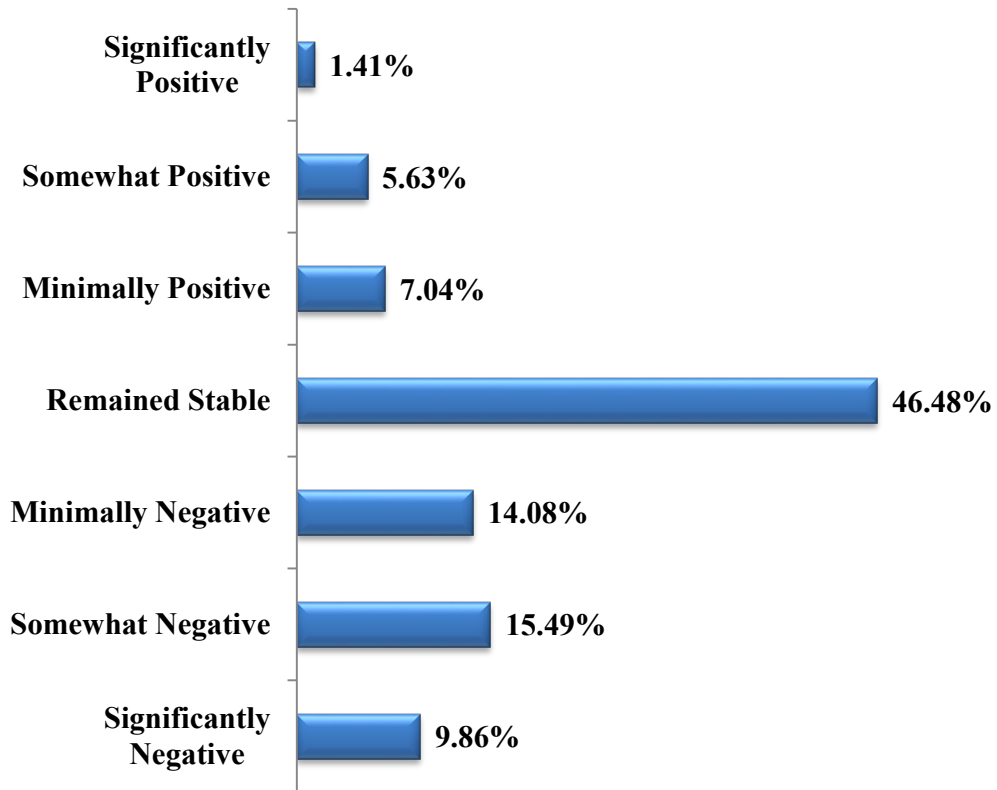


**To what degree were client services that your firm provides impacted by the pandemic:**

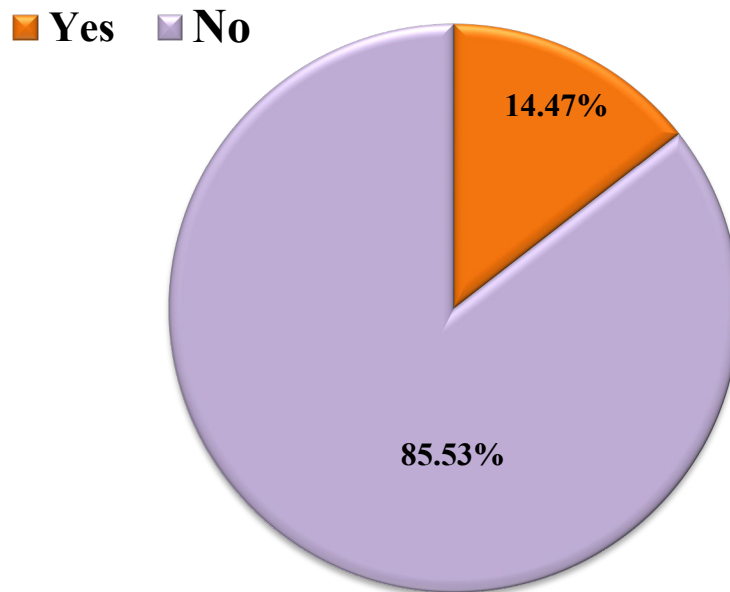




**To what degree was the well-being of your firm's employees impacted by the pandemic:**

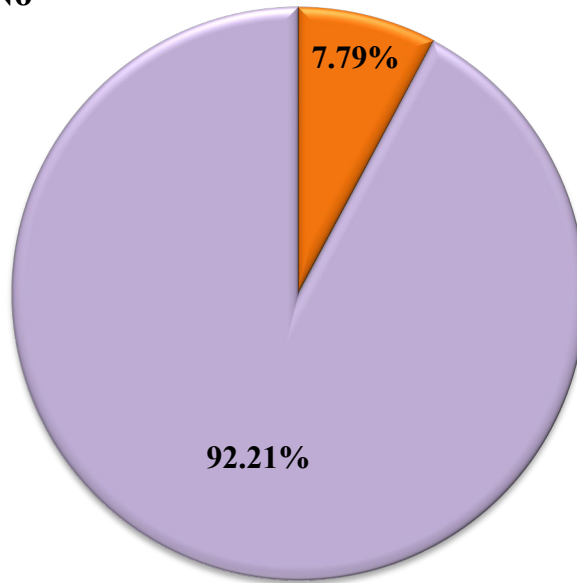


**Does your firm provide well-being resources or programs (e.g. related to physical, emotional, and mental wellness) to its employees?**



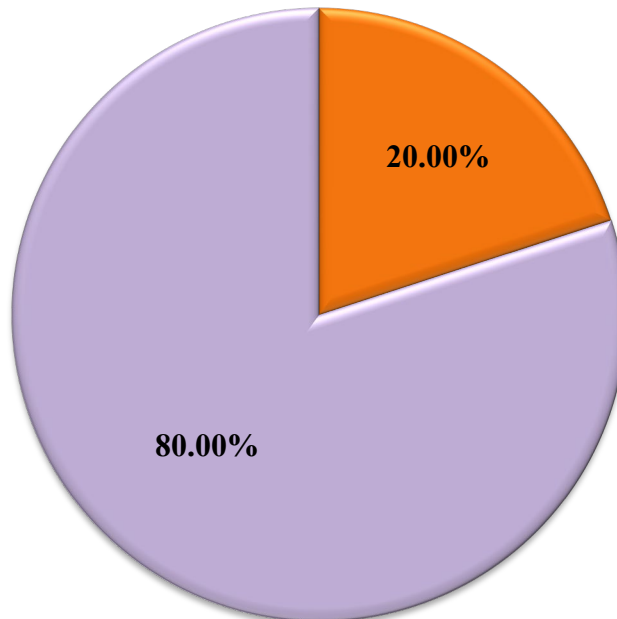
**Does your firm have a formal well-being initiative?**

■ Yes ■ No

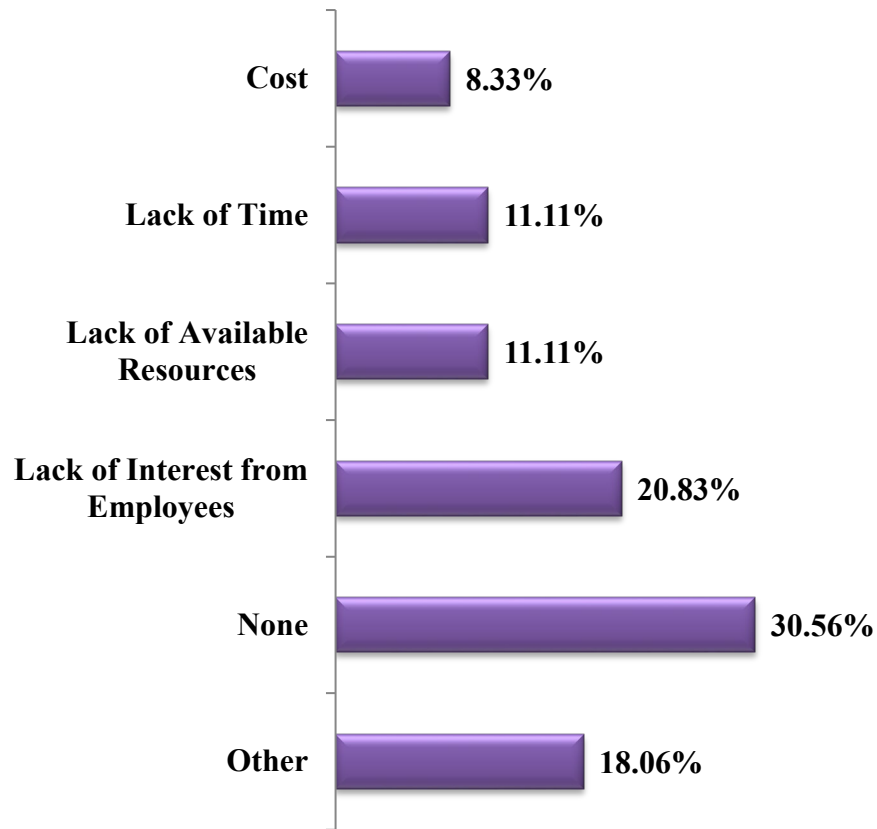


**If so, is your firm a signatory to the National Well-Being Pledge for Legal Employers?**

■ Yes ■ No



**If not, which of the following is the most significant barrier that prevents your firm from having a formal well-being initiative?**



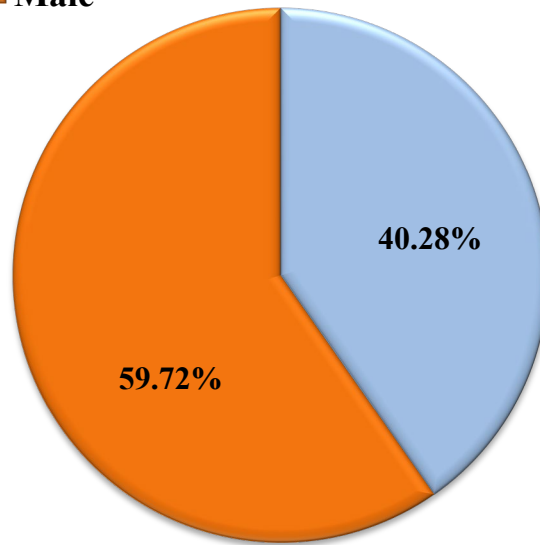
**In what Mississippi County is your office located?**

Adams	1.06%	Lauderdale	0.35%
Bolivar	1.06%	Lee	2.83%
Coahoma	0.71%	Leflore	0.71%
Copiah	0.35%	Lincoln	0.71%
Covington	0.35%	Lowndes	0.71%
DeSoto	2.12%	Madison	11.66%
Forrest	2.47%	Monroe	0.35%
Franklin	0.35%	Neshoba	0.71%
Greene	0.35%	Oktibbeha	1.06%
Grenada	0.71%	Panola	0.35%
Hancock	1.06%	Pike	0.71%
Harrison	9.54%	Rankin	4.24%
Hinds	27.92%	Sunflower	0.35%
Jackson	3.53%	Warren	1.06%
Jones	0.35%	Washington	1.06%
Lafayette	7.07%	Yazoo	0.35%
Lamar	1.41%	N/A - Out of State	12.37%

Counties not shown did not participate in survey.

### Respondents Gender

Female Male



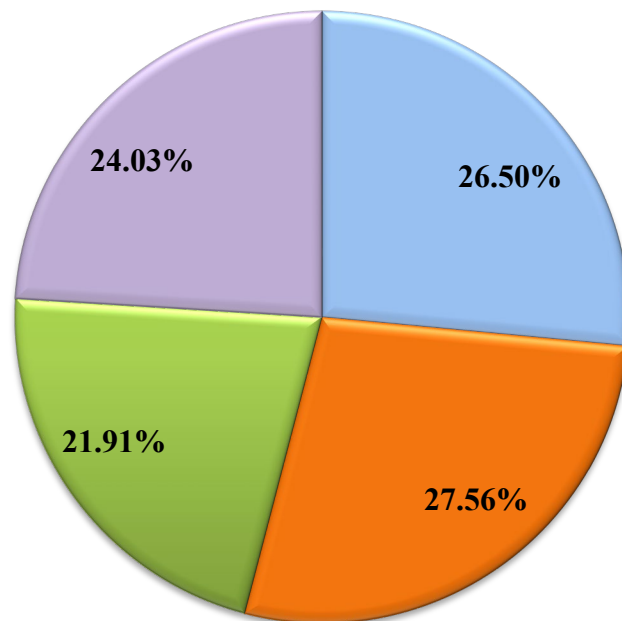
### Respondents Age Group

35 and Under

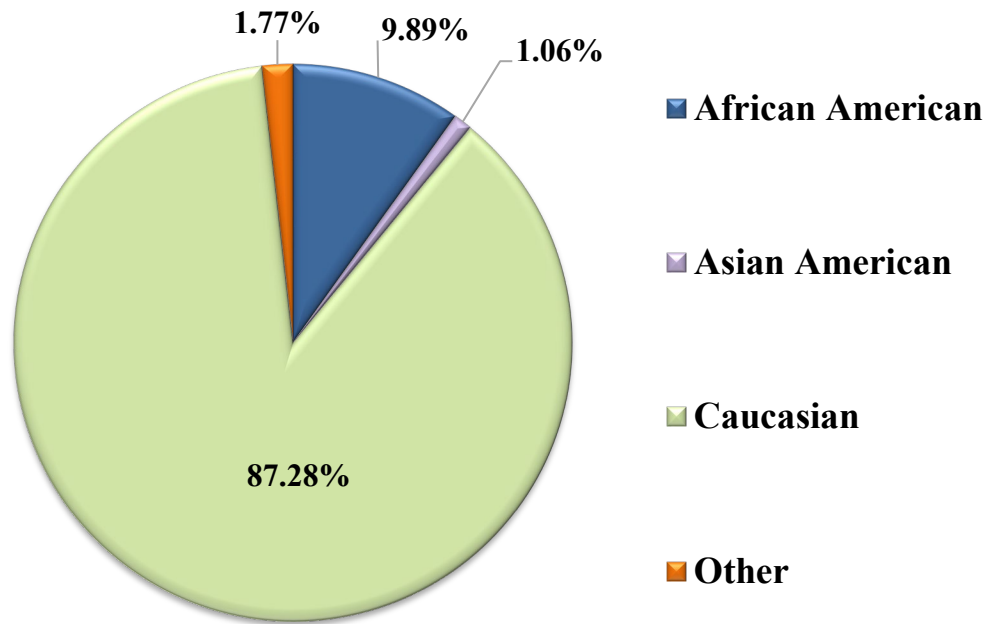
36 to 44

45 to 55

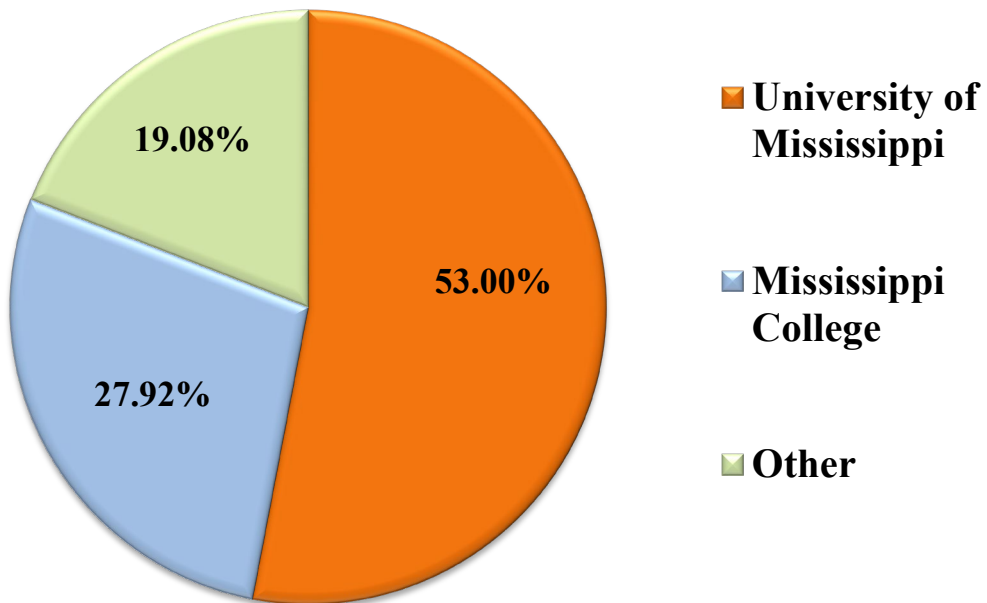
Over 56



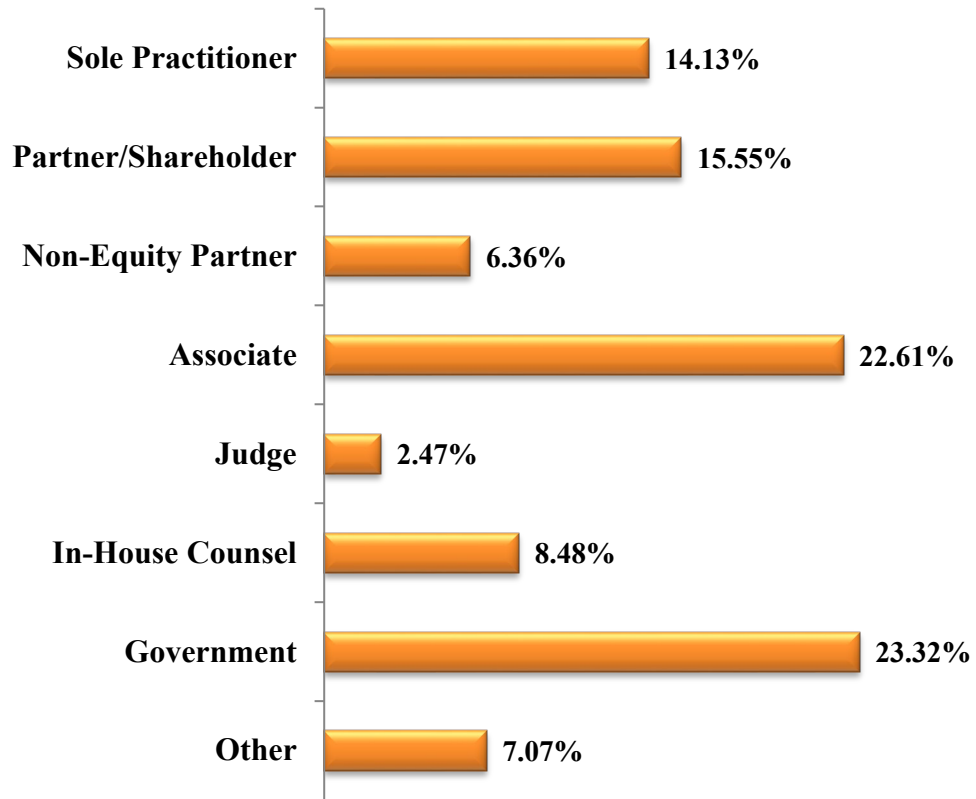
### Racial / Ethnic Background of Respondents



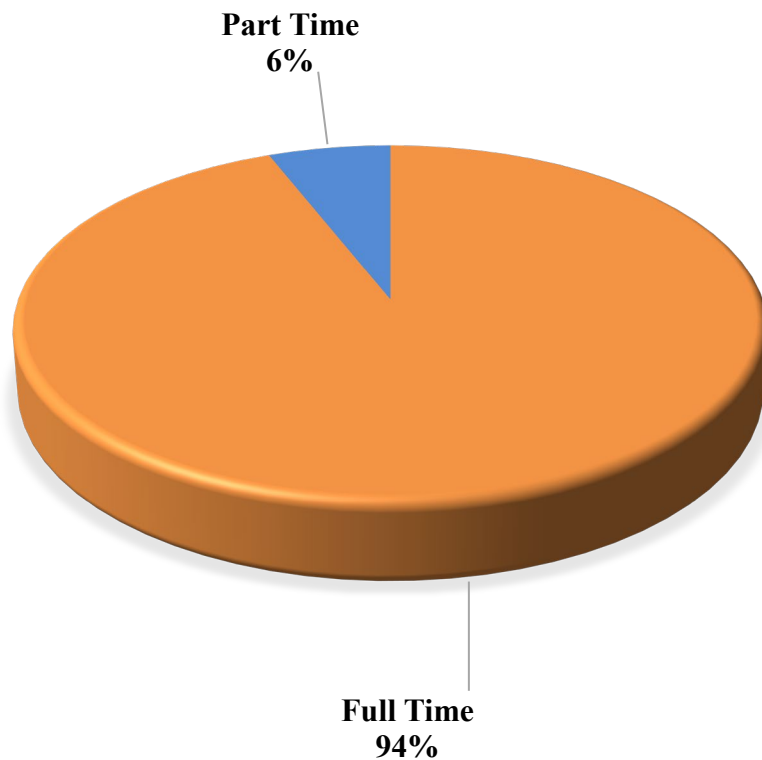
### Where did you receive your legal education / training?



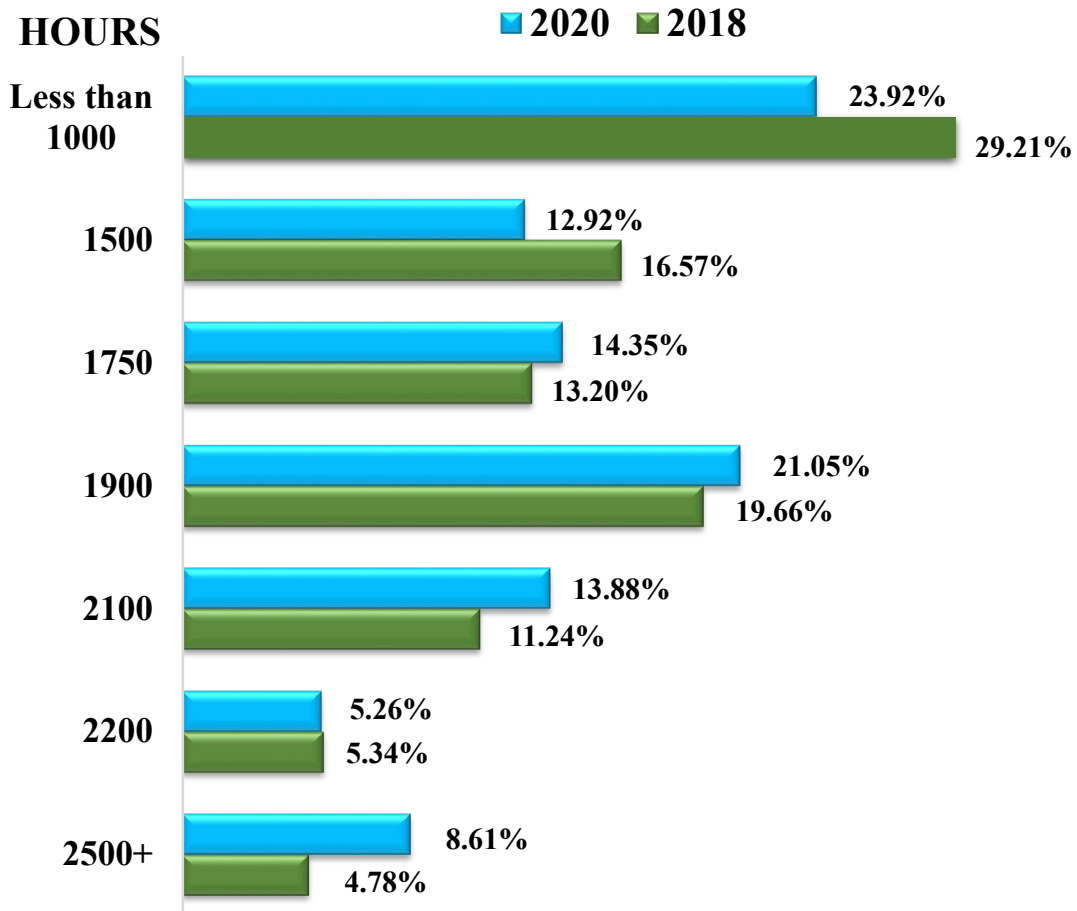
### What is your type of employment?



### What is the status of your practice /employment?



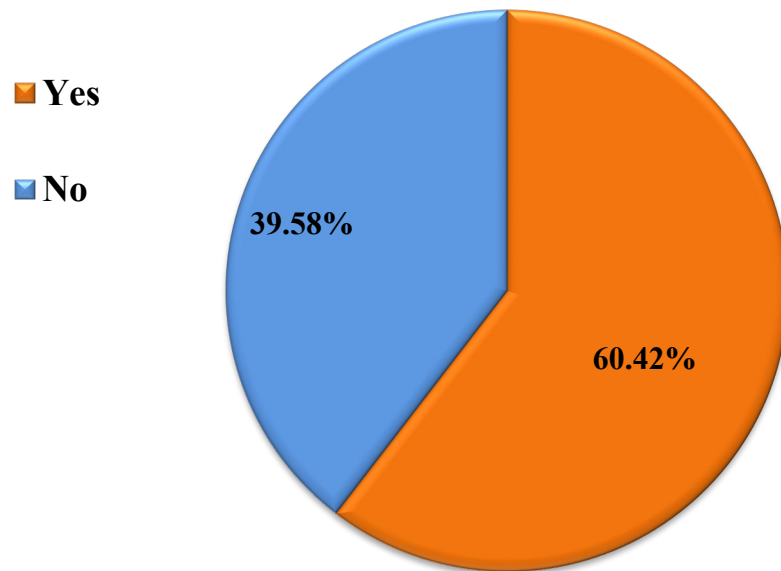
**On average, how many billable hours do you have per year?  
(2020 / 2018 Comparative)**



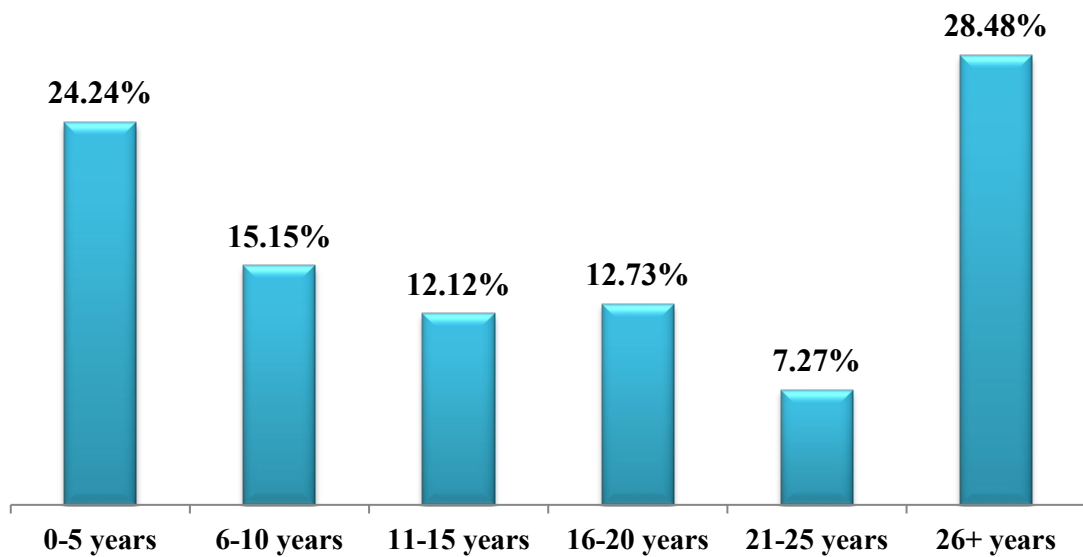
**When you charge on an hourly basis, what is your standard hourly rate?**



### Are you in private practice?

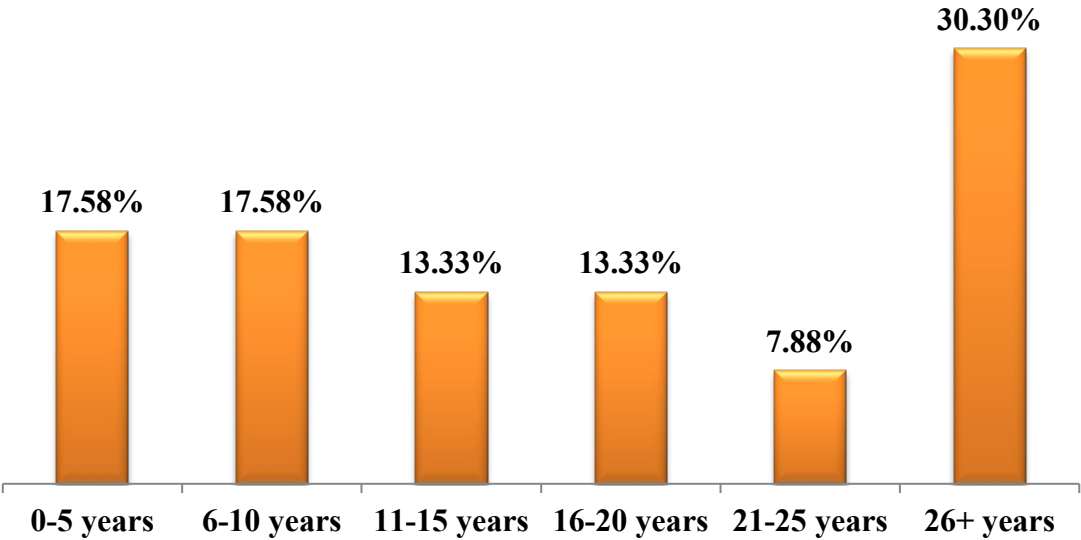


### How many years have you been in private practice?

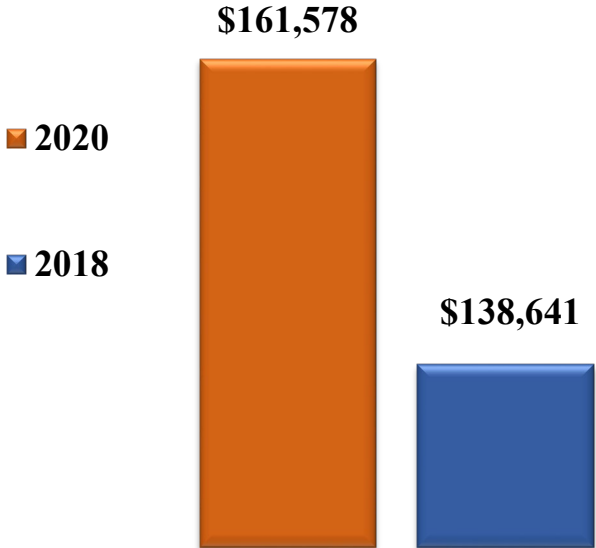




**How long have you been a licensed attorney?**

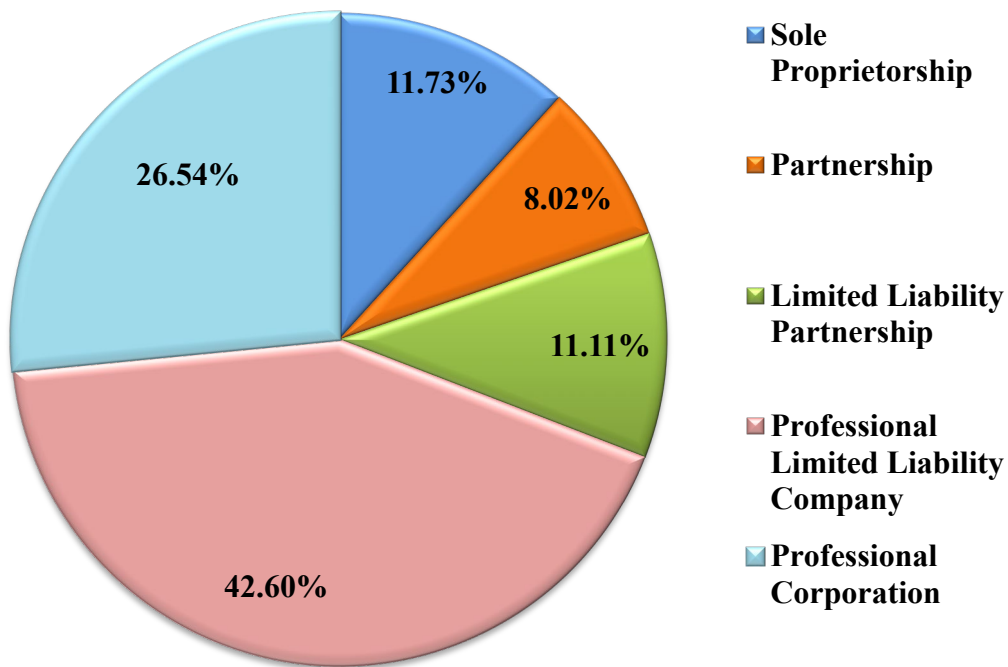


**On average, what was your personal annual income from practicing law in 2020?  
(2020 / 2018 Comparative of all responses)**

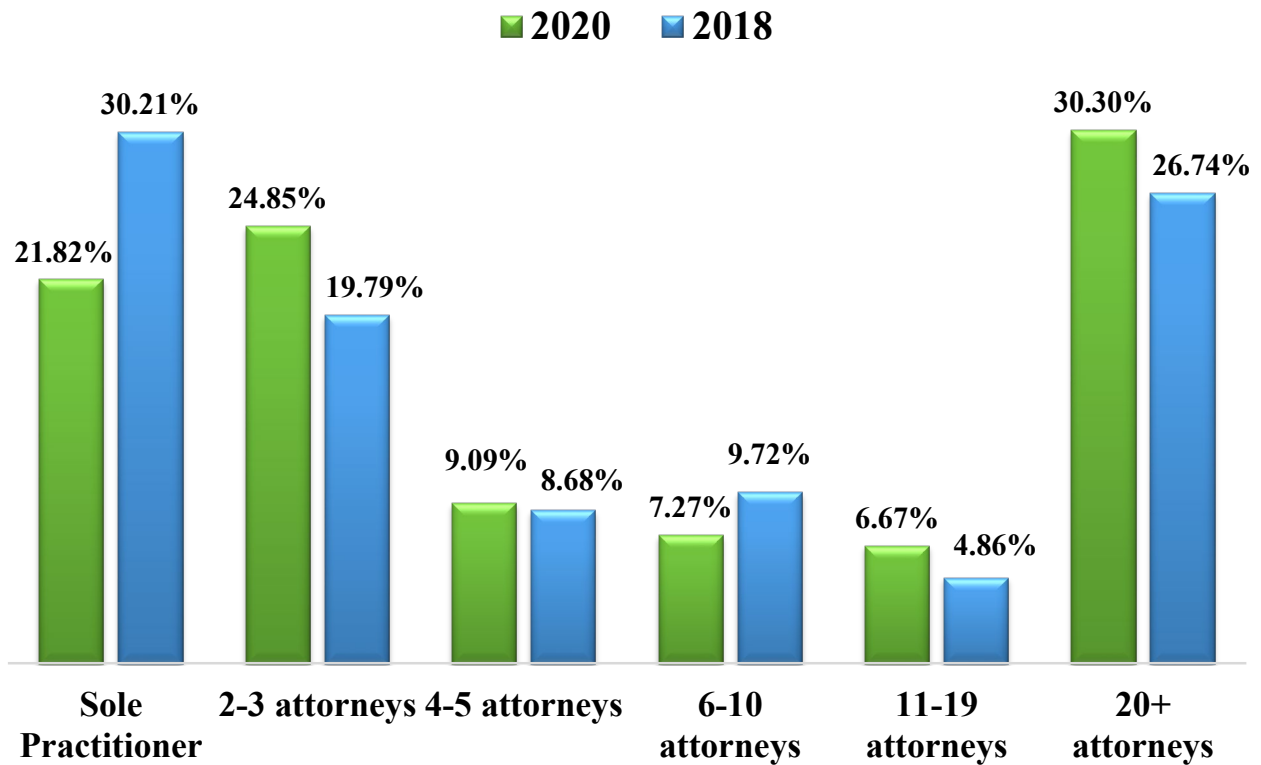


**What is the size of your firm?  
(2020 / 2018 Comparative)**

**2020**

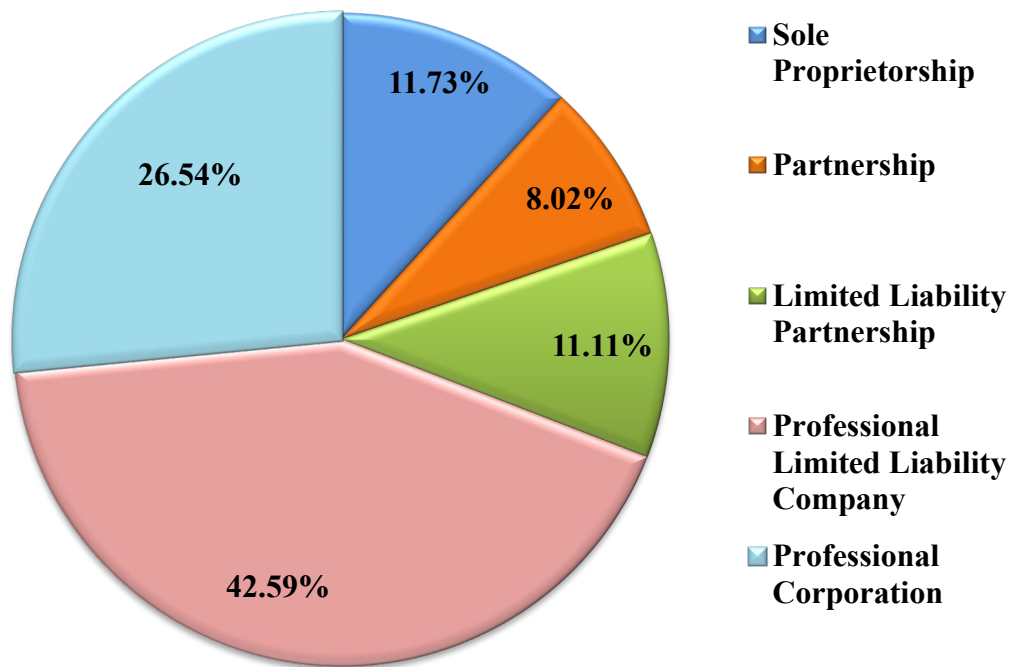


**2020 / 2018**

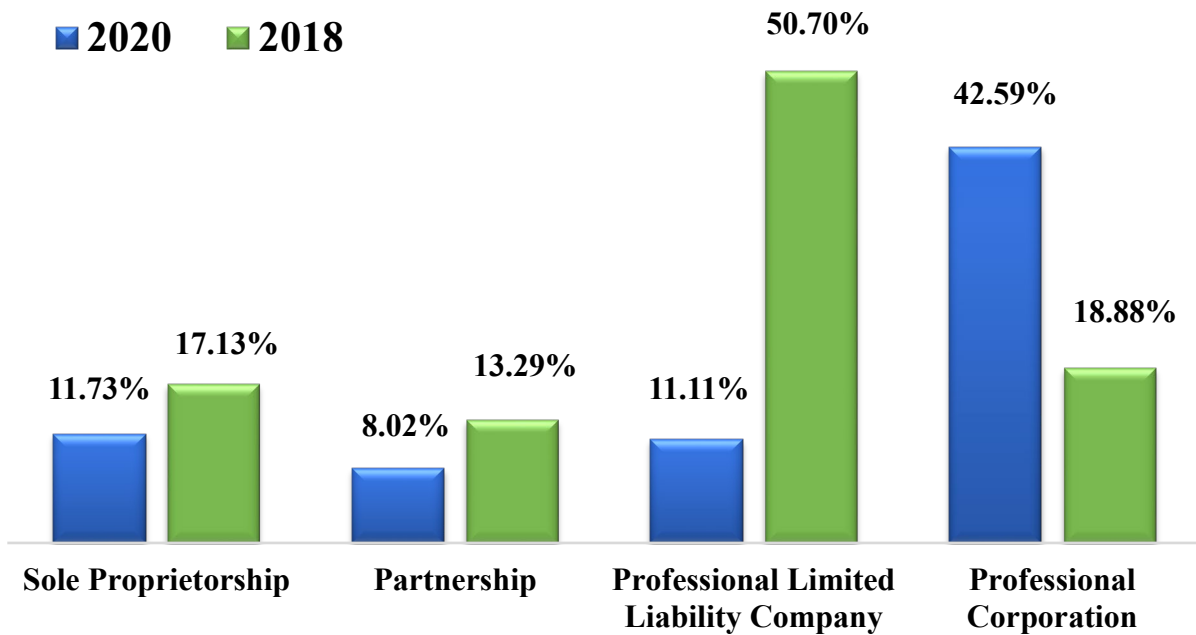


## What is the structure of your firm? (2020 / 2018 Comparative)

2020

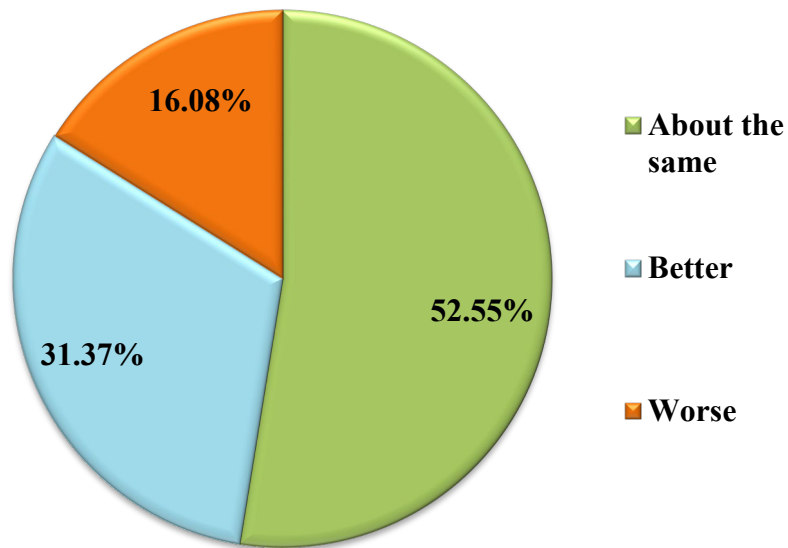


2020 / 2018

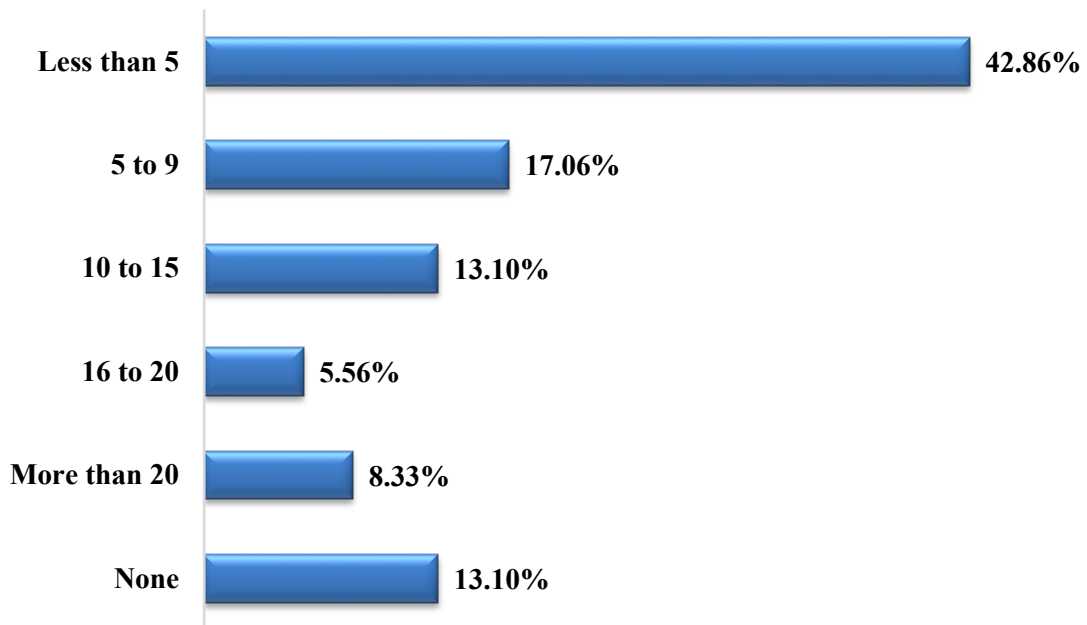


*\*Limited Liability Partnership was not included in the 2018 Survey.*

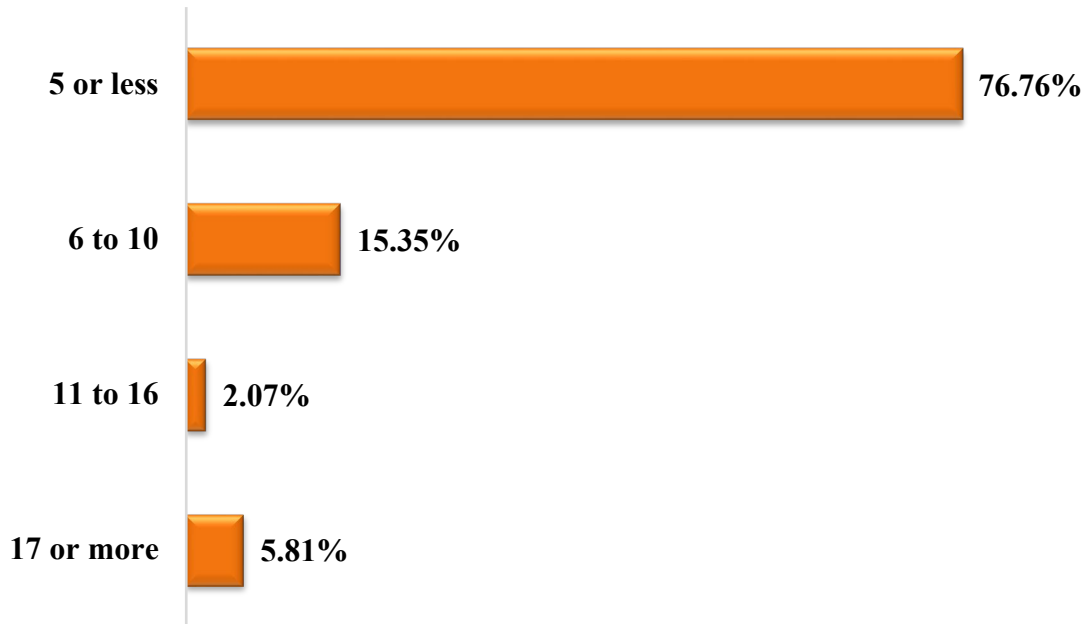
**Compared to last year, on the whole, are the economic circumstances of practicing law:**



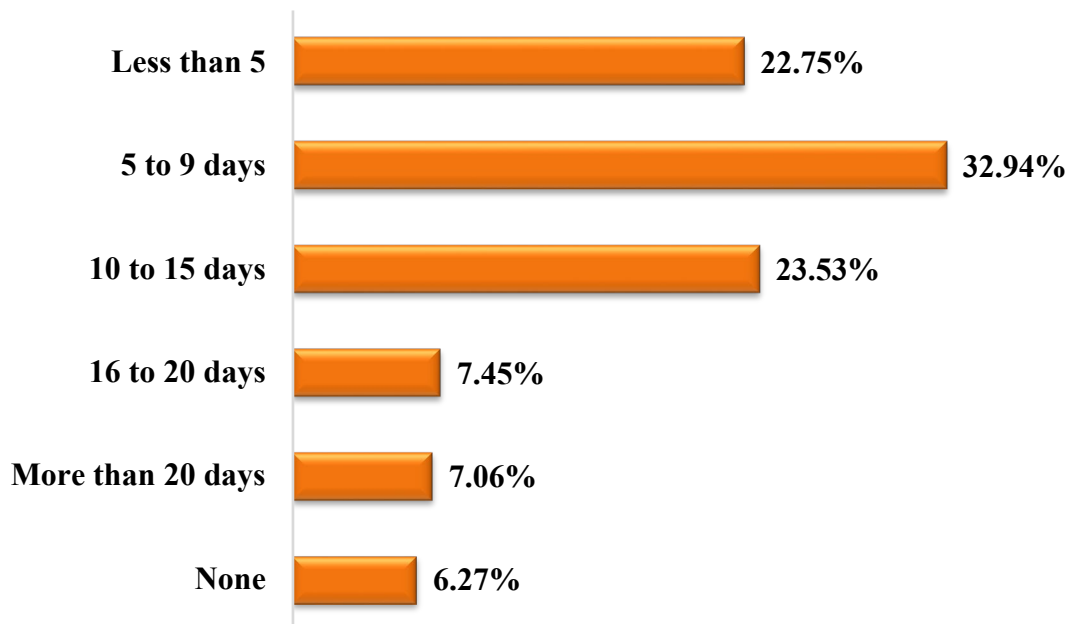
**In an average month, how many hours do you spend on civic and community work?**



**In an average month, how many hours do you spend on pro bono legal work?**

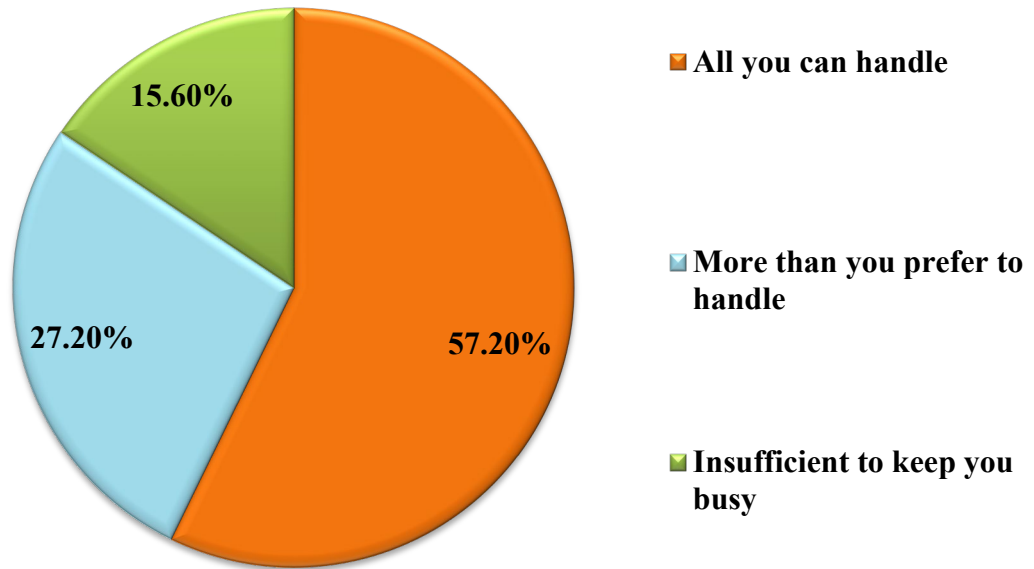


**How many work days in 2020 did you take for vacation time?**

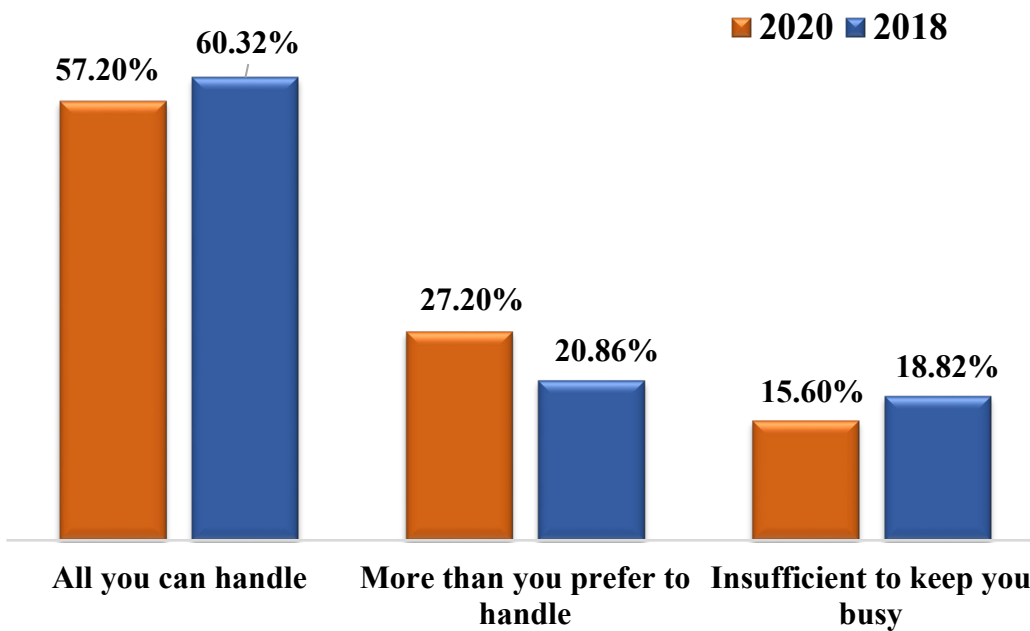


**With regards to your own activities, the quantity of your work is:  
(2020 / 2018 Comparative)**

**2020**

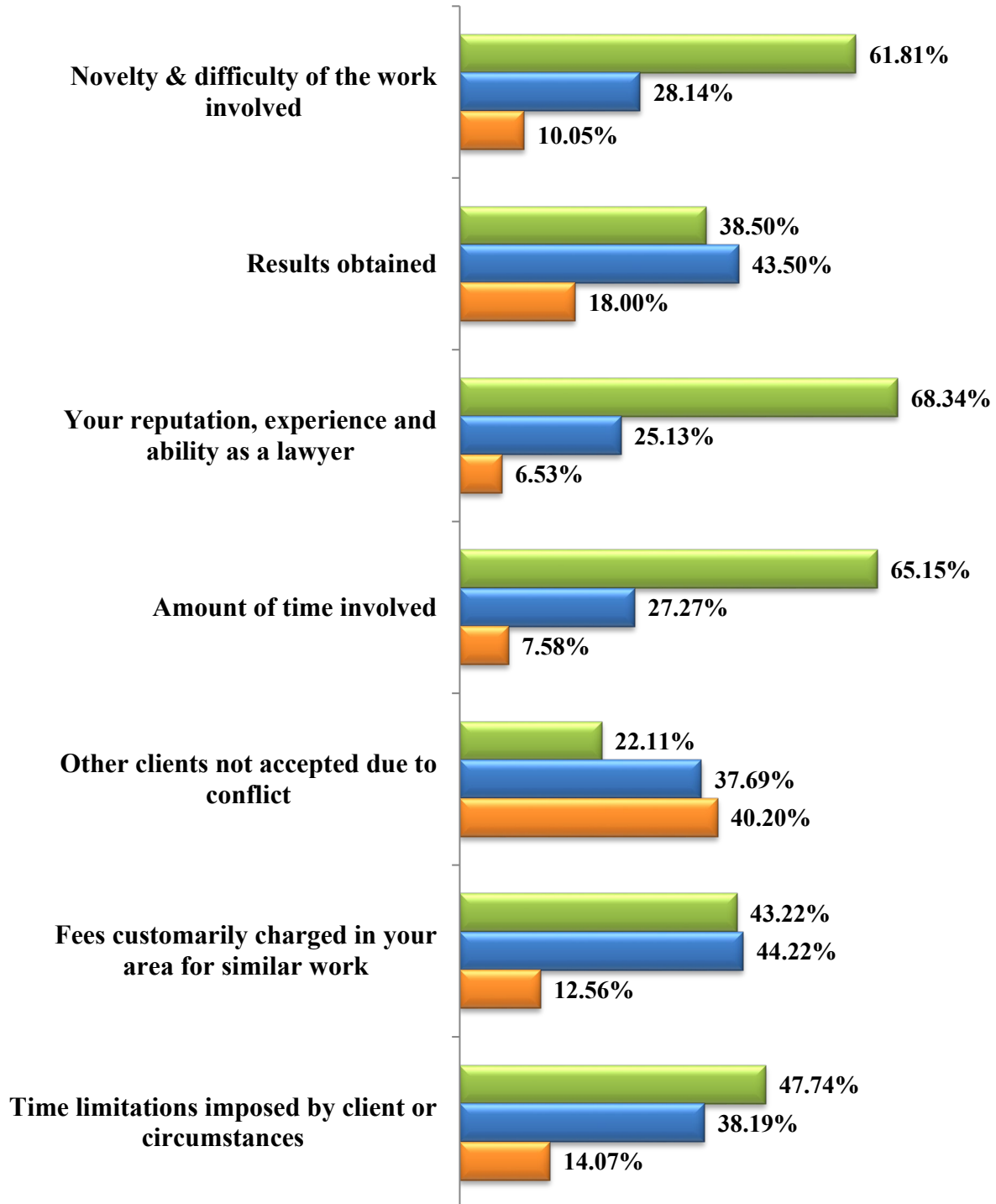


**2020 / 2018**

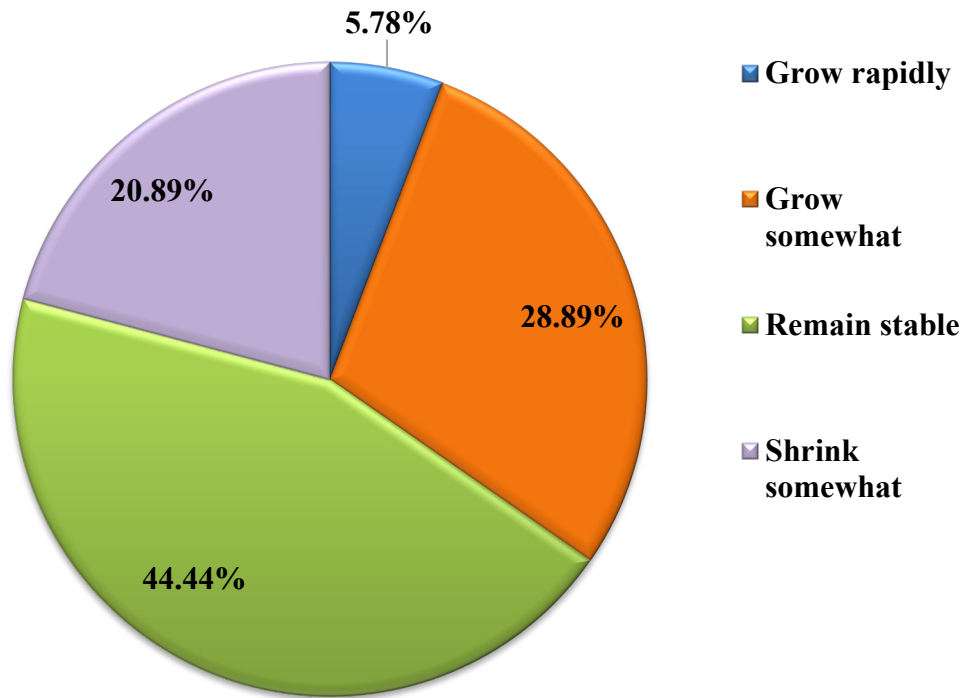


**In determining fees, rate the following factors:**

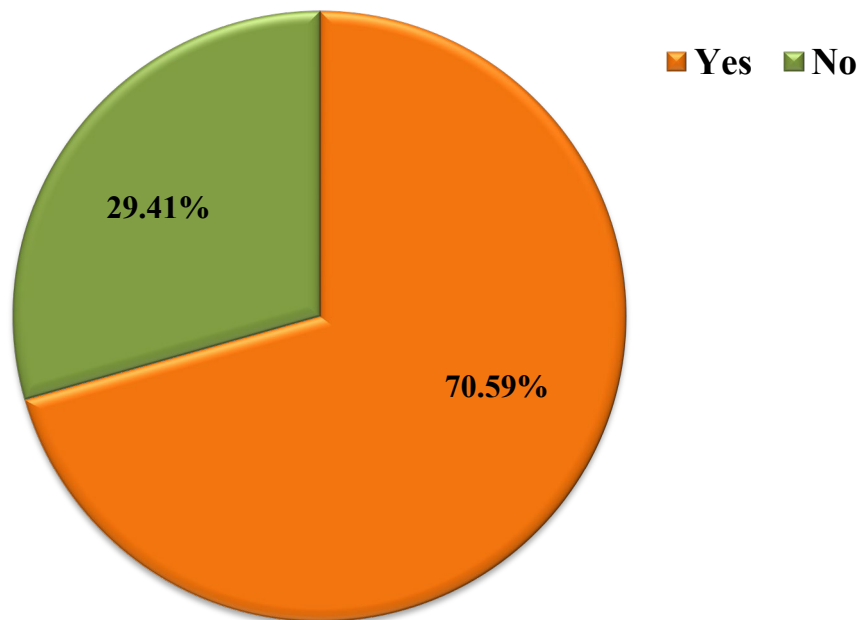
- **Very Important**
- **Moderately Important**
- **Not at all Important**



**During the next 5 years do you expect the demand for paid billable lawyer services in your area to:**

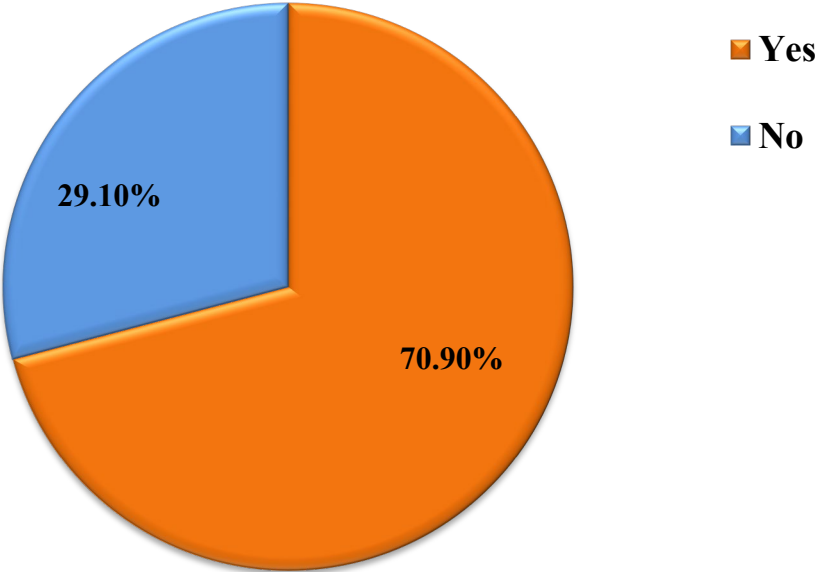


**Do you have professional liability insurance?**

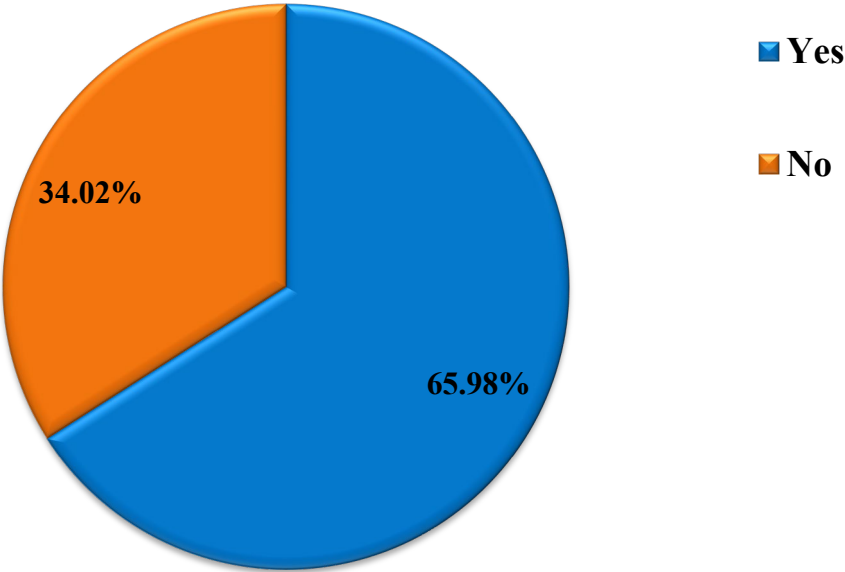




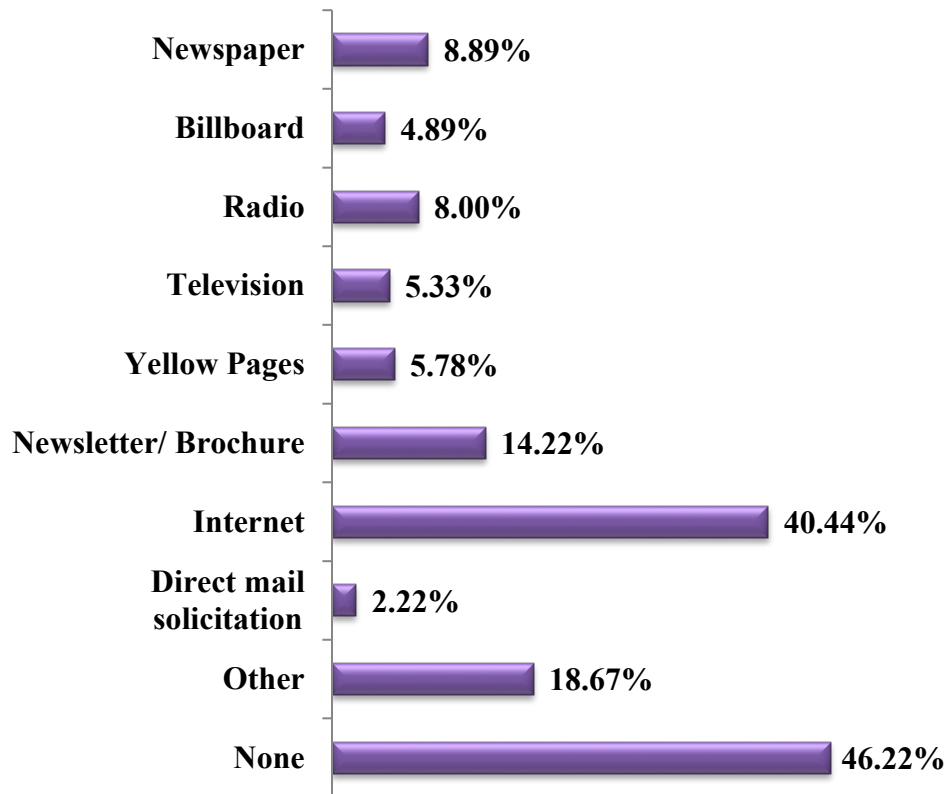
**Should attorneys be required to maintain professional liability insurance?**



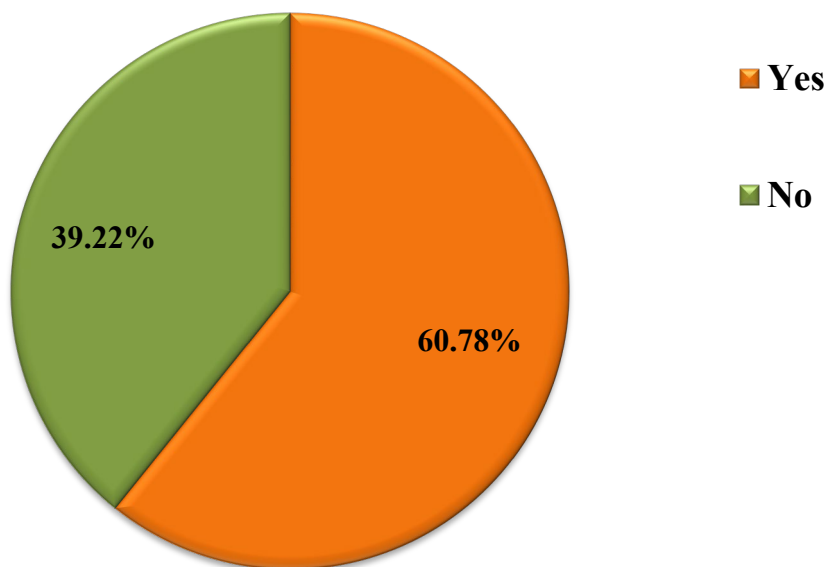
**Should attorneys be required to disclose to their clients when the attorney does not maintain professional liability insurance coverage?**



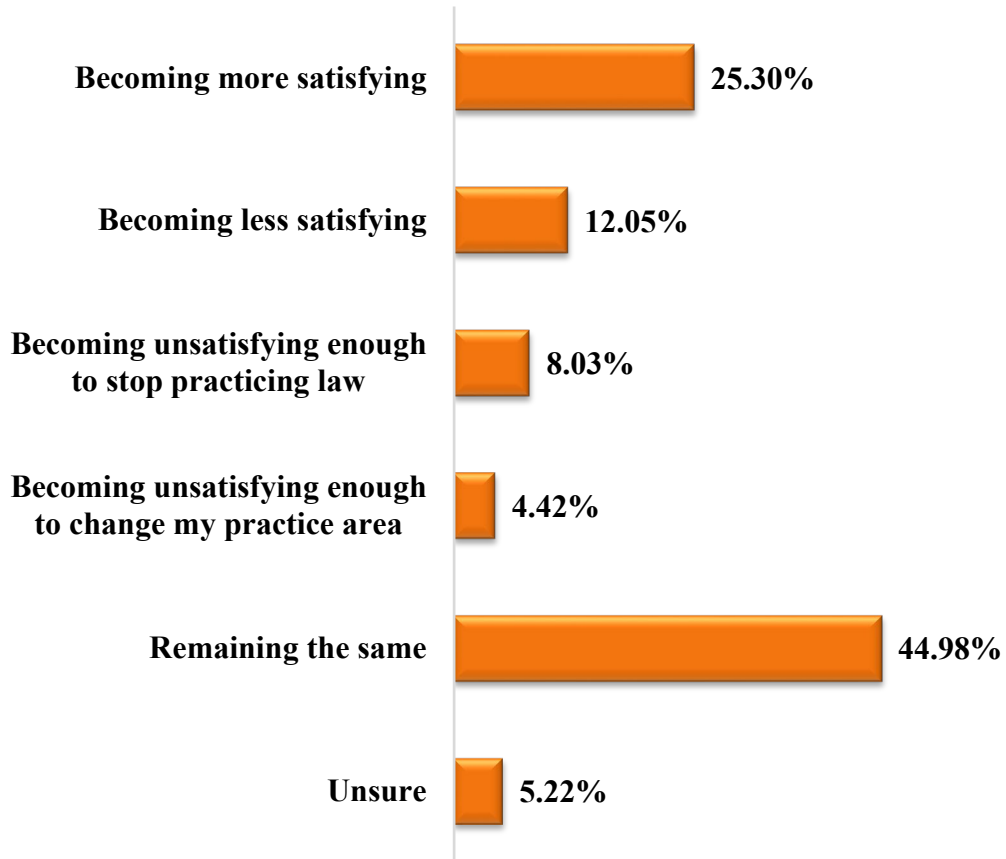
**What types of advertising/marketing do you or your firm use?**



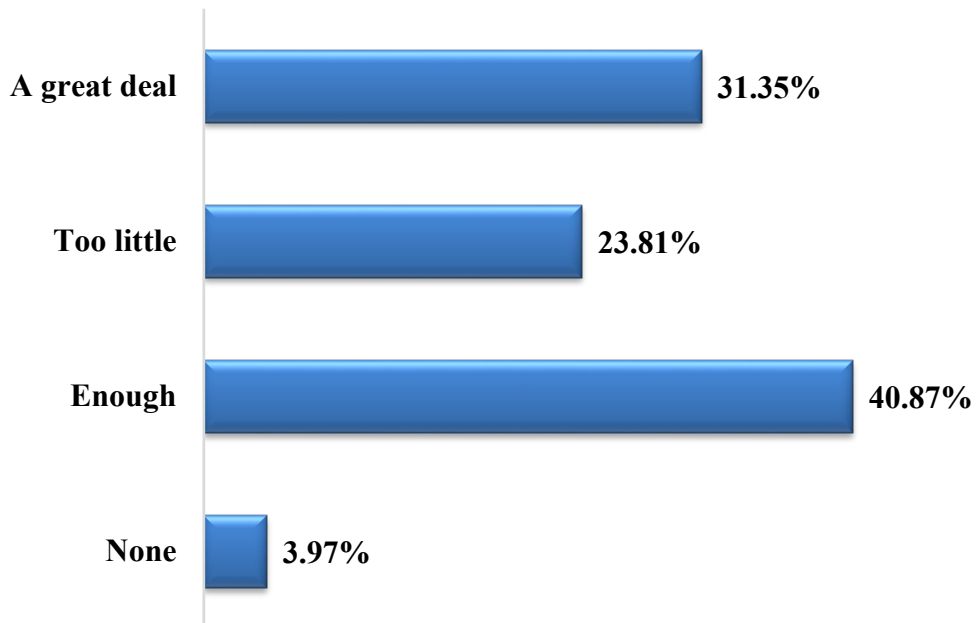
**Would you pursue the legal profession as a career if you were making the decision again?**



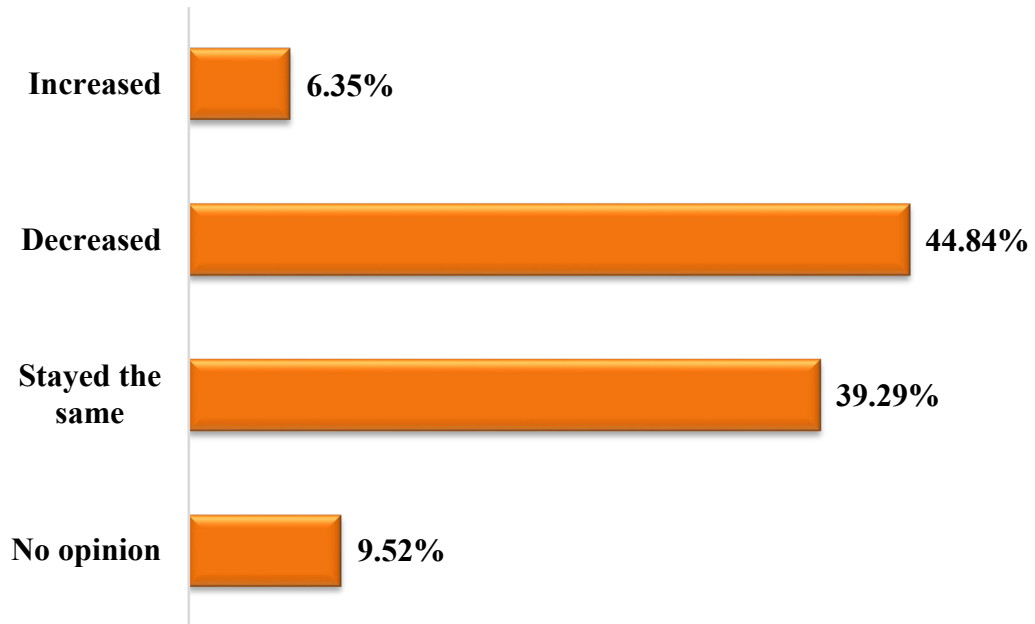
### What are your expectations with the practice of law?



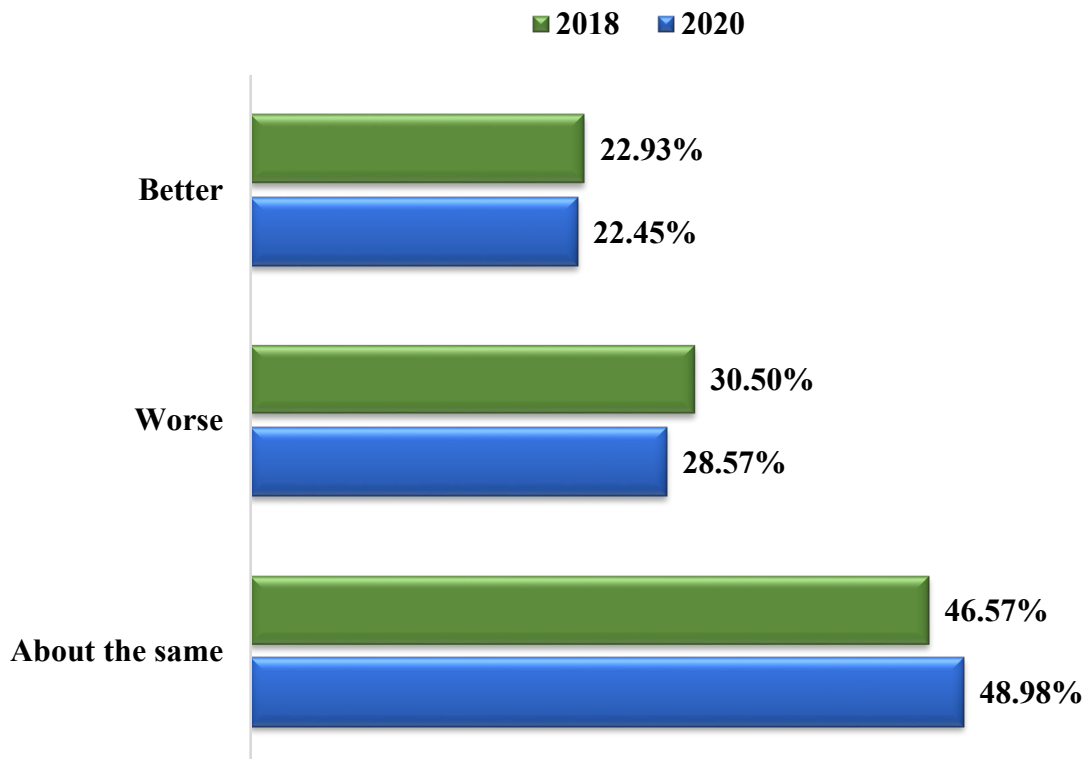
### Do you get personal satisfaction from the practice of law?



**In the past five years, do you think that the professionalism among lawyers has...**



**What are your perceptions of the current economic conditions for your law practice compared to prior years?  
(2020 / 2018 Comparative)**



**What is your perception of the future economic outlook  
for your law practice?**

