

# COMPENSATION

Annual compensation data was collected for the year ended December 31, 2001. In addition to overall data, tables are presented for compensation by full-time and part-time, gender, age, years admitted to practice in Oregon, total years admitted to practice, type of employment, area of practice, size of practice, level of employment, and method of pay. The tables include average and median data. Some tables also include the 25th percentile (25% of the respondents had compensation below this point and 75% above), 75th percentile (75% below and 25% above), and 95th percentile (95% below and 5% above) data.

Caution should be exercised in reviewing the compensation tables. Unless otherwise indicated, compensation data is for all respondents including both full-time and part-time lawyers. Many factors may influence a specific compensation number such as, level of employment, years admitted to practice, size of practice, type of employment, and gender. Of these factors, the one that most influenced salary, for full-time attorneys, was total years admitted to practice. The next two factors that were most influential were size of practice and whether the attorney was in private practice. These were the same three factors identified in the 1998 survey.

Also, the particular mix of respondents may impact the average, median, and percentile computations. This is most pronounced when the number of respondents is small. In order to provide more detail, data was broken down among the seven regions of the state. Additionally, categories were created for items such as years admitted to practice, type of employment, area of practice, and size of practice. These tables contain up to 14 separate categories. In the regions with fewer attorneys and thus fewer respondents, the number of respondents in a particular category for a specific region may necessarily be small.

An additional consideration that can substantially affect the average and percentile computations is a large contingent fee award. This will have minimal effect on the median and 25th percentile data. When there is a large difference between the average and median compensation figures for a specific category, this may be because of a large contingent fee award.

**All Respondents:** Compensation data for Portland was consistently higher than the other regions. Overall, the median compensation for Oregon attorneys in 2001 was \$78,000 compared to the 1997 median income of \$63,090 in the 1998 survey. The average compensation in 2001 was \$102,643 compared to the 1997 figure of \$83,805. The average was higher than the median due to the wide range of reported compensation data (32% of the respondents reported compensation greater than the average of \$102,643) and the contingent fee award issue noted above.

### 2001 Compensation All Respondents

All Respondents	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Average	\$102,643	\$134,104	\$81,699	\$81,461	\$87,415	\$76,979	\$85,167	\$73,348
Median	\$78,000	\$92,230	\$71,000	\$68,500	\$65,324	\$71,500	\$66,100	\$57,000
25th Percentile	\$50,000	\$65,000	\$45,000	\$48,000	\$47,125	\$48,000	\$44,500	\$39,250
75th Percentile	\$120,000	\$160,000	\$100,000	\$95,000	\$110,500	\$102,300	\$100,625	\$93,884
95th Percentile	\$250,000	\$321,750	\$175,500	\$191,650	\$209,604	\$150,000	\$174,000	\$148,300

**Full-Time and Part-Time:** Because the various compensation tables presented in this report may be influenced by the mix of full-time versus part-time respondents, additional analyses were performed and are presented in the following table. The data includes average and median compensation for 2001 for full-time and part-time attorneys broken down by gender, age, total years admitted to practice, type of employment, area of practice, and size of practice. This table should be reviewed in conjunction with the various other compensation tables.

## 2001 Compensation by Full-Time and Part-Time

Selected Variables:	Full-Time		Part-Time	
	Average	Median	Average	Median
<b>Gender</b>				
Male	\$119,924	\$90,000	\$58,263	\$41,550
Female	\$77,917	\$64,000	\$45,913	\$40,000
<b>Age</b>				
Under 30	\$56,457	\$50,000	\$44,500	\$49,000
30-39	\$79,025	\$66,000	\$42,220	\$34,000
40-49	\$112,616	\$85,000	\$53,888	\$40,000
50-59	\$137,886	\$100,000	\$67,675	\$49,000
60 or Over	\$112,920	\$92,500	\$47,744	\$40,000
<b>Total Years Admitted to Practice</b>				
0-3 Years	\$55,514	\$48,500	\$39,852	\$32,600
4-6 Years	\$66,327	\$60,000	\$26,580	\$25,000
7-9 Years	\$75,892	\$65,000	\$41,252	\$36,000
10-12 Years	\$86,199	\$75,000	\$47,723	\$41,000
13-15 Years	\$97,722	\$78,000	\$40,518	\$44,000
16-20 Years	\$123,150	\$97,000	\$57,246	\$54,000
21-30 Years	\$145,102	\$100,600	\$59,405	\$39,000
Over 30 Years	\$137,703	\$120,000	\$63,244	\$50,000
<b>Type of Employment</b>				
Private	\$122,470	\$92,000	\$53,578	\$40,550
Private Non-Profit	\$52,685	\$45,000	\$26,632	\$23,500
Government	\$71,416	\$69,500	\$42,576	\$39,500
Corporate In-House Counsel	\$108,943	\$85,000	\$80,868	\$60,000
Judge/Hearings Officer	\$80,777	\$86,000	\$37,340	\$34,000
<b>Area of Practice:</b>				
<b>Type of Employment – Private</b>				
Bankruptcy	\$100,721	\$72,000	\$56,250	\$55,000
Business/Corporate – Litigation	\$145,498	\$125,000	\$166,357	\$110,000
Business/Corporate – Transactional	\$149,881	\$110,000	\$62,141	\$60,000
Civil Litigation – Defendant (excludes Insurance Defense)	\$145,362	\$122,000	\$80,000	\$90,000
Civil Litigation – Insurance Defense	\$122,975	\$100,000	\$76,250	\$80,000
Civil Litigation – Plaintiff (excludes Personal Injury)	\$109,553	\$80,000	\$19,140	\$25,000
Civil Litigation-Plaintiff – Personal Injury	\$239,085	\$131,000	\$58,625	\$33,500
Criminal – Private Bar	\$72,178	\$70,000	\$36,460	\$38,500
Family Law	\$92,998	\$74,000	\$43,157	\$25,000
Real Estate/Land Use/ Environmental Law	\$147,361	\$117,500	\$46,000	\$44,000
Tax/Estate Planning	\$108,341	\$85,000	\$34,744	\$34,914
Workers' Compensation	\$104,940	\$95,000	n/a	n/a
General (no area over 50%)	\$94,987	\$75,000	\$42,153	\$31,450
Other	\$114,540	\$100,000	\$46,200	\$48,000

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**2001 Compensation by Full-Time and Part-Time** *(continued)*

Selected Variables:	Full-Time		Part-Time	
	Average	Median	Average	Median
<b>Type of Employment – Private Non-Profit or Government</b>				
Criminal – Public Defender	\$53,162	\$45,500	\$30,400	\$28,000
Criminal – Public Prosecutor	\$66,894	\$63,504	n/a	n/a
<b>Size of Practice</b>				
1 Lawyer Office	\$89,735	\$75,000	\$42,810	\$34,914
2 Lawyer Office	\$98,653	\$80,000	\$52,967	\$45,000
3-6 Lawyer Office	\$96,876	\$78,250	\$55,440	\$44,000
7-20 Lawyer Office	\$115,523	\$78,000	\$69,457	\$46,848
21-60 Lawyer Office	\$121,936	\$90,000	\$56,598	\$44,500
Over 60 Lawyer Office	\$149,410	\$100,000	\$67,041	\$58,000

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**Gender:** For Oregon, the average compensation for males was \$114,554 and \$72,065 for females compared to 1997 average compensation of \$94,311 for males and \$57,192 for females. The median compensation was \$86,000 for males and \$59,589 for females compared to 1997 median compensation of \$72,000 for males and \$48,000 for females. Differences exist between male and female compensation throughout all regions of the state. Factors influencing this include percentage of part-time attorneys and the number of years admitted to practice. Sixteen percent of females reported working part-time while only 9% of males reported working part-time.

Another difference by gender is the number of years admitted to practice. Males reported an average number of years admitted to practice of 20.3 years (median 21.0) and females reported an average of 12.0 years (median 11.0). Females reported 18% in the 0 to 3 years admitted to practice category, while males reported only 8%. Forty-three percent of females have been admitted to practice less than 10 years, while this number for males was only 23%. By contrast, 50% of males have been admitted for over 20 years, while only 18% of females have been admitted for over 20 years.

## 2001 Compensation by Gender

Gender	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
<b>Male</b>								
Average	\$114,554	\$151,228	\$91,404	\$91,065	\$97,271	\$80,497	\$93,754	\$79,621
Median	\$86,000	\$111,000	\$80,000	\$79,000	\$80,000	\$74,000	\$74,000	\$60,000
25th Percentile	\$56,000	\$72,654	\$50,000	\$50,000	\$50,500	\$51,100	\$50,000	\$40,000
75th Percentile	\$135,000	\$180,000	\$110,000	\$110,000	\$120,000	\$104,800	\$110,000	\$100,000
95th Percentile	\$280,000	\$349,500	\$209,000	\$200,000	\$229,422	\$150,000	\$196,500	\$149,200
<b>Female</b>								
Average	\$72,065	\$90,799	\$59,635	\$60,807	\$61,568	\$66,046	\$50,000	\$39,200
Median	\$59,589	\$73,000	\$52,000	\$54,000	\$50,000	\$59,000	\$44,000	\$45,000
25th Percentile	\$42,000	\$52,438	\$38,000	\$42,000	\$40,000	\$36,000	\$36,000	\$36,000
75th Percentile	\$85,000	\$101,125	\$75,000	\$65,000	\$70,000	\$81,250	\$50,000	\$50,000
95th Percentile	\$162,998	\$211,600	\$141,250	\$130,000	\$127,000	\$140,200	\$100,000	\$59,080

The factor that most influenced compensation for full-time attorneys was total years admitted to practice. Additional analyses were performed regarding full-time attorneys by gender for the categories of total years admitted to practice. The following table presents this data.

## 2001 Compensation by Gender – Full-Time Attorneys

Gender	Total Years Admitted to Practice							
	0-3	4-6	7-9	10-12	13-15	16-20	21-30	Over 30
<b>Male</b>								
Average	\$54,901	\$73,207	\$77,696	\$93,652	\$105,977	\$131,327	\$151,138	\$138,684
Median	\$50,000	\$67,500	\$70,000	\$80,000	\$88,000	\$110,000	\$108,000	\$120,000
<b>Female</b>								
Average	\$56,243	\$56,589	\$72,248	\$74,621	\$78,528	\$100,862	\$108,024	\$87,333
Median	\$48,000	\$51,481	\$58,000	\$65,000	\$68,500	\$80,000	\$86,800	\$87,000

**Age:** Compensation data by five age categories is presented in the following table. For Oregon, both the average and median compensation figures increase from the under 30 years category until the 50 to 59 years category and then decline in the 60 or over years category. This was consistent with the data reported in the 1998 survey.

### 2001 Compensation by Age

Age Category	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
<b>Under 30</b>								
Average	\$56,001	\$64,524	\$50,235	\$45,694	\$40,216	\$50,750	\$35,333	n/a
Median	\$50,000	\$61,500	\$45,000	\$42,000	\$41,750	\$43,500	\$36,000	n/a
<b>30-39</b>								
Average	\$74,862	\$86,863	\$65,780	\$67,754	\$64,122	\$63,950	\$56,341	\$68,817
Median	\$63,000	\$75,000	\$55,000	\$56,500	\$58,000	\$55,000	\$48,000	\$56,900
<b>40-49</b>								
Average	\$105,978	\$143,405	\$85,874	\$85,378	\$84,164	\$66,024	\$68,131	\$74,734
Median	\$80,100	\$118,000	\$75,000	\$76,000	\$60,000	\$52,000	\$58,500	\$46,500
<b>50-59</b>								
Average	\$132,222	\$196,199	\$98,239	\$95,895	\$103,366	\$94,098	\$118,732	\$81,986
Median	\$96,000	\$145,000	\$85,150	\$81,500	\$90,000	\$90,000	\$92,000	\$67,500
<b>60 or over</b>								
Average	\$91,526	\$121,074	\$60,150	\$82,750	\$89,445	\$83,240	\$85,582	\$47,900
Median	\$75,000	\$110,000	\$52,000	\$82,000	\$60,000	\$82,000	\$75,000	\$30,000

**Years Admitted to Practice in Oregon:** Compensation data by eight categories of years admitted to practice in Oregon and total years admitted to practice is presented in the following two tables. For Oregon, both the average and median compensation figures increased from the first category of 0 to 3 years through 21 to 30 years and then the average declined in the final category of over 30 years. In 1998, the Oregon average and median compensation increased by category from the first category to the final category of over 30 years. Average amounts in some categories were influenced by individuals having been admitted in another state prior to being admitted in Oregon. See also the 2001 Compensation by Total Years Admitted to Practice table.

### 2001 Compensation by Years Admitted to Practice in Oregon

Years Admitted	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
<b>0–3 Years</b>								
Average	\$59,614	\$69,733	\$53,802	\$45,664	\$45,378	\$37,875	\$38,600	\$41,800
Median	\$50,000	\$65,000	\$44,000	\$42,000	\$39,000	\$37,000	\$37,000	\$39,000
<b>4–6 Years</b>								
Average	\$70,052	\$81,846	\$67,725	\$55,245	\$64,246	\$70,327	\$41,360	\$53,950
Median	\$61,400	\$76,000	\$57,500	\$48,500	\$54,000	\$61,939	\$40,000	\$54,500
<b>7–9 Years</b>								
Average	\$80,743	\$104,280	\$61,648	\$67,169	\$80,075	\$75,190	\$65,902	\$57,500
Median	\$65,000	\$75,000	\$52,620	\$55,000	\$57,500	\$52,000	\$60,000	\$55,000
<b>10–12 Years</b>								
Average	\$82,288	\$108,554	\$75,087	\$73,565	\$57,620	\$65,331	\$60,433	\$85,050
Median	\$70,000	\$91,500	\$65,000	\$62,000	\$50,000	\$67,500	\$52,400	\$73,000
<b>13–15 Years</b>								
Average	\$91,609	\$112,420	\$86,561	\$83,630	\$73,385	\$64,167	\$72,667	\$36,333
Median	\$74,000	\$99,000	\$72,000	\$68,000	\$72,000	\$70,500	\$50,000	\$36,000
<b>16–20 Years</b>								
Average	\$118,871	\$155,572	\$89,549	\$93,739	\$92,514	\$123,714	\$74,239	\$100,371
Median	\$92,000	\$130,000	\$80,000	\$79,000	\$67,324	\$120,000	\$72,000	\$56,000
<b>21–30 Years</b>								
Average	\$139,532	\$204,117	\$100,345	\$100,218	\$113,758	\$84,034	\$118,620	\$68,536
Median	\$98,000	\$150,000	\$85,299	\$88,000	\$95,000	\$82,550	\$90,000	\$61,752
<b>Over 30 Years</b>								
Average	\$118,155	\$150,769	\$88,621	\$118,125	\$102,116	\$79,711	\$104,473	\$100,641
Median	\$100,000	\$130,000	\$75,650	\$100,000	\$95,000	\$87,000	\$84,000	\$122,500

**Total Years Admitted to Practice:** For Oregon, the average and median compensation figures generally follow the same pattern as the data in the previous table, 2001 Compensation by Years Admitted to Practice in Oregon.

### 2001 Compensation by Total Years Admitted to Practice

Years Admitted	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
<b>0-3 Years</b>								
Average	\$54,668	\$64,007	\$47,839	\$45,331	\$40,862	\$37,875	\$38,600	\$43,250
Median	\$48,000	\$58,000	\$43,500	\$41,500	\$37,000	\$37,000	\$37,000	\$39,500
<b>4-6 Years</b>								
Average	\$63,822	\$77,033	\$61,116	\$52,994	\$49,792	\$55,670	\$41,360	\$52,933
Median	\$55,500	\$75,000	\$54,000	\$48,000	\$49,000	\$53,100	\$40,000	\$52,000
<b>7-9 Years</b>								
Average	\$71,951	\$87,059	\$57,080	\$62,796	\$72,408	\$77,132	\$65,538	\$53,333
Median	\$60,000	\$75,000	\$49,300	\$55,000	\$57,500	\$53,500	\$58,500	\$40,000
<b>10-12 Years</b>								
Average	\$79,931	\$96,725	\$73,795	\$72,947	\$60,211	\$68,330	\$62,767	\$81,500
Median	\$70,000	\$85,000	\$65,000	\$61,000	\$50,000	\$67,500	\$70,000	\$70,000
<b>13-15 Years</b>								
Average	\$91,239	\$113,289	\$86,152	\$83,295	\$79,169	\$62,857	\$63,700	\$37,333
Median	\$73,200	\$98,000	\$71,000	\$68,500	\$72,000	\$67,000	\$50,000	\$39,000
<b>16-20 Years</b>								
Average	\$114,265	\$150,955	\$86,367	\$92,464	\$85,897	\$81,493	\$90,573	\$94,519
Median	\$86,328	\$130,000	\$80,000	\$76,000	\$65,648	\$75,000	\$80,000	\$55,000
<b>21-30 Years</b>								
Average	\$138,026	\$199,450	\$102,713	\$99,005	\$116,969	\$87,557	\$97,215	\$70,221
Median	\$100,000	\$150,000	\$87,250	\$88,000	\$97,000	\$82,550	\$88,000	\$60,000
<b>Over 30 Years</b>								
Average	\$121,116	\$152,186	\$87,300	\$114,492	\$100,887	\$92,125	\$151,902	\$100,641
Median	\$100,000	\$135,000	\$75,650	\$91,000	\$95,000	\$90,000	\$90,000	\$122,500



**Type of Employment:** For Oregon, the highest average compensation by type of employment was reported by private practice with \$115,019 and the lowest by private non-profit at \$50,000. Regional data indicates some variations from the Oregon data. The regional data was influenced by the small number of attorneys reporting in a particular type of employment in a specific region.

## 2001 Compensation by Type of Employment

Type of Employment	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
<b>Private Practice</b>								
Average	\$115,019	\$147,537	\$81,638	\$100,485	\$92,628	\$84,452	\$96,417	\$78,583
Median	\$85,000	\$110,000	\$70,000	\$80,000	\$63,868	\$80,000	\$71,000	\$60,000
25th Percentile	\$52,000	\$70,000	\$44,119	\$50,000	\$45,960	\$52,000	\$41,000	\$36,000
75th Percentile	\$144,000	\$180,000	\$100,750	\$131,250	\$120,500	\$110,000	\$126,500	\$105,000
95th Percentile	\$283,750	\$346,800	\$180,000	\$204,890	\$229,422	\$150,000	\$213,500	\$149,700
<b>Private Non-Profit</b>								
Average	\$50,000	\$53,422	\$44,673	\$52,778	\$53,131	\$44,167	\$51,000	\$55,000
Median	\$45,000	\$44,000	\$41,500	\$48,000	\$45,000	\$45,000	\$50,000	\$50,000
25th Percentile	\$36,000	\$35,525	\$36,000	\$38,000	\$43,000	\$36,000	\$39,000	n/a
75th Percentile	\$56,000	\$60,334	\$47,950	\$55,000	\$60,397	\$51,000	\$62,500	n/a
95th Percentile	\$88,400	\$89,000	\$79,000	\$93,000	\$82,824	\$64,000	\$82,600	n/a
<b>Government Lawyer</b>								
Average	\$68,512	\$79,673	\$71,741	\$63,003	\$74,727	\$56,247	\$59,081	\$54,400
Median	\$65,000	\$80,000	\$71,000	\$60,000	\$72,000	\$53,100	\$57,000	\$53,500
25th Percentile	\$49,925	\$62,456	\$51,000	\$44,875	\$54,000	\$41,213	\$48,000	\$48,500
75th Percentile	\$85,000	\$92,730	\$87,750	\$81,289	\$95,500	\$71,500	\$71,015	\$59,250
95th Percentile	\$118,000	\$120,700	\$113,600	\$98,500	\$117,600	\$77,465	\$84,500	\$70,377
<b>Corporate In-House Counsel</b>								
Average	\$104,304	\$103,985	\$111,617	\$70,333	\$92,101	n/a	n/a	n/a
Median	\$84,053	\$81,500	\$86,040	\$74,000	\$80,000	n/a	n/a	n/a
25th Percentile	\$69,800	\$70,500	\$73,000	\$60,000	\$65,108	n/a	n/a	n/a
75th Percentile	\$125,500	\$135,000	\$135,000	\$88,000	\$126,500	n/a	n/a	n/a
95th Percentile	\$209,500	\$207,000	\$246,000	\$94,000	\$157,500	n/a	n/a	n/a
<b>Judge/Hearings Officer</b>								
Average	\$71,928	\$79,150	\$58,539	\$68,250	\$68,661	\$74,800	\$92,280	n/a
Median	\$73,000	\$81,000	\$64,000	\$69,563	\$72,500	\$85,000	\$90,000	n/a
25th Percentile	\$55,250	\$52,500	\$47,000	\$55,500	\$56,772	\$72,000	\$87,500	n/a
75th Percentile	\$89,500	\$97,825	\$71,555	\$89,000	\$84,319	\$90,000	\$94,000	n/a
95th Percentile	\$109,405	\$128,625	\$86,750	\$97,700	\$87,856	\$90,000	\$101,200	n/a

**Area of Practice:** The area reporting the highest average compensation was civil litigation-plaintiff-personal injury with \$220,576 (median \$120,000). This practice area is affected by the large contingent fee award issue discussed earlier. The next highest areas for average compensation were business/corporate-litigation with \$146,188 (median \$125,000) and civil litigation-defendant (excluding insurance defense) with \$141,797 (median \$120,000). The areas reporting the lowest average compensation in the type of employment-private were criminal-private bar with \$70,105 and family law with \$87,829. Regional data differs in certain categories, influenced by both the number of part-time lawyers and by the smaller number of individuals reporting data in some categories/regions. In the type of employment-private non-profit or government, both areas for which data was collected (criminal-public defender and criminal-public prosecutor) were lower at \$50,930 and \$66,499 than any of the areas of private practice.

## 2001 Compensation by Area of Practice

Area of Practice	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
<b>Type of Employment—Private</b>								
<b>Bankruptcy</b>								
Average	\$96,382	\$172,500	\$59,293	n/a	\$95,257	\$48,000	\$54,601	n/a
Median	\$72,000	\$130,000	\$52,000	n/a	\$67,500	\$51,000	\$42,000	n/a
25th Percentile	\$40,000	\$93,750	\$25,000	n/a	\$45,500	n/a	n/a	n/a
75th Percentile	\$120,433	\$208,750	\$71,000	n/a	\$123,514	n/a	n/a	n/a
95th Percentile	\$225,000	\$387,250	\$122,260	n/a	\$211,519	n/a	n/a	n/a
<b>Business/Corporate—Litigation</b>								
Average	\$146,188	\$163,002	\$84,279	\$104,000	\$82,293	n/a	n/a	n/a
Median	\$125,000	\$135,000	\$71,500	\$120,000	\$60,000	n/a	n/a	n/a
25th Percentile	\$75,000	\$84,000	\$46,250	\$70,000	\$55,000	n/a	n/a	n/a
75th Percentile	\$180,000	\$199,500	\$111,000	\$136,500	\$82,500	n/a	n/a	n/a
95th Percentile	\$308,700	\$337,000	\$165,500	\$152,000	\$173,537	n/a	n/a	n/a
<b>Business/Corporate—Transactional</b>								
Average	\$138,058	\$180,937	\$67,390	\$78,150	\$117,343	\$65,480	\$121,333	n/a
Median	\$98,000	\$130,000	\$53,000	\$69,100	\$95,000	\$60,000	\$125,000	n/a
25th Percentile	\$63,868	\$90,000	\$39,000	\$52,250	\$58,449	\$52,750	n/a	n/a
75th Percentile	\$185,000	\$252,500	\$91,500	\$92,750	\$181,250	\$67,159	n/a	n/a
95th Percentile	\$350,000	\$382,312	\$153,300	\$131,500	\$212,500	\$112,970	n/a	n/a

**2001 Compensation by Area of Practice** *(continued)*

Area of Practice	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
<b>Type of Employment—Private</b> <i>(continued)</i>								
<b>Civil Litigation—Defendant (excludes Insurance Defense)</b>								
Average	\$141,797	\$144,082	n/a	n/a	\$134,600	n/a	\$147,385	n/a
Median	\$120,000	\$120,000	n/a	n/a	\$109,000	n/a	\$138,154	n/a
25th Percentile	\$90,000	\$90,000	n/a	n/a	\$66,000	n/a	n/a	n/a
75th Percentile	\$181,407	\$190,000	n/a	n/a	\$120,000	n/a	n/a	n/a
95th Percentile	\$287,500	\$275,600	n/a	n/a	\$308,800	n/a	n/a	n/a
<b>Civil Litigation—Insurance Defense</b>								
Average	\$120,696	\$124,761	\$112,400	\$151,000	\$105,384	\$102,000	n/a	n/a
Median	\$92,500	\$103,000	\$80,000	\$180,000	\$48,000	\$107,000	n/a	n/a
25th Percentile	\$60,250	\$65,000	\$75,000	n/a	\$45,920	\$56,000	n/a	n/a
75th Percentile	\$175,000	\$175,000	\$110,000	n/a	\$100,000	\$110,000	n/a	n/a
95th Percentile	\$257,800	\$257,800	\$202,000	n/a	\$256,000	\$174,000	n/a	n/a
<b>Civil Litigation—Plaintiff (excludes Personal Injury)</b>								
Average	\$100,327	\$135,337	\$78,067	n/a	\$52,760	\$79,083	n/a	n/a
Median	\$75,000	\$105,000	\$73,500	n/a	\$57,500	\$75,750	n/a	n/a
25th Percentile	\$49,810	\$53,108	\$53,500	n/a	\$28,000	\$61,375	n/a	n/a
75th Percentile	\$120,000	\$150,000	\$85,500	n/a	\$66,300	\$95,000	n/a	n/a
95th Percentile	\$185,000	\$205,150	\$175,750	n/a	\$101,260	\$115,000	n/a	n/a
<b>Civil Litigation—Plaintiff-Personal Injury</b>								
Average	\$220,576	\$347,571	\$131,212	\$118,375	\$69,500	\$95,794	\$271,750	\$224,667
Median	\$120,000	\$160,000	\$81,000	\$80,000	\$46,000	\$110,000	\$138,500	\$180,000
25th Percentile	\$55,000	\$54,949	\$55,000	\$71,250	\$29,250	n/a	n/a	n/a
75th Percentile	\$198,750	\$240,000	\$156,441	\$185,000	\$80,000	n/a	n/a	n/a
95th Percentile	\$434,150	\$400,000	\$419,500	\$220,150	\$172,500	n/a	n/a	n/a
<b>Criminal—Private Bar</b>								
Average	\$70,105	\$73,475	\$74,239	\$72,300	\$58,667	\$97,833	\$57,410	\$61,501
Median	\$67,000	\$59,000	\$77,030	\$74,500	\$59,500	\$97,500	\$58,050	\$61,800
25th Percentile	\$45,000	\$42,375	\$55,500	\$62,500	\$47,250	\$69,000	\$46,250	\$36,000
75th Percentile	\$86,000	\$118,500	\$93,500	\$82,750	\$73,375	\$131,250	\$70,750	\$86,000
95th Percentile	\$133,900	\$135,750	\$108,100	\$110,450	\$88,300	\$138,750	\$93,350	\$97,200
<b>Family Law</b>								
Average	\$87,829	\$110,608	\$73,528	\$98,432	\$80,215	\$69,469	\$71,250	\$76,333
Median	\$72,000	\$80,000	\$73,000	\$76,000	\$60,000	\$62,000	\$42,500	\$60,000
25th Percentile	\$47,500	\$50,000	\$50,000	\$50,000	\$38,232	\$35,750	n/a	\$45,000
75th Percentile	\$117,500	\$137,500	\$95,000	\$142,500	\$117,500	\$92,375	n/a	\$100,000
95th Percentile	\$200,000	\$310,000	\$155,000	\$200,000	\$181,758	\$150,000	n/a	\$138,000
<b>Real Estate/Land Use/Environmental Law</b>								
Average	\$136,099	\$175,699	\$88,325	\$71,102	\$82,000	\$99,812	n/a	n/a
Median	\$101,000	\$155,000	\$65,000	\$54,000	\$100,000	\$95,000	n/a	n/a
25th Percentile	\$58,000	\$90,250	\$38,000	\$44,000	\$39,000	\$90,000	n/a	n/a
75th Percentile	\$170,000	\$275,000	\$108,250	\$85,750	\$120,000	\$110,000	n/a	n/a
95th Percentile	\$300,000	\$373,750	\$202,500	\$128,458	\$120,800	\$125,247	n/a	n/a

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**2001 Compensation by Area of Practice** *(continued)*

Area of Practice	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
<b>Type of Employment—Private</b> <i>(continued)</i>								
<b>Tax/Estate Planning</b>								
Average	\$97,069	\$107,508	\$74,481	\$56,833	\$119,025	\$102,939	\$107,967	n/a
Median	\$80,000	\$82,500	\$65,000	\$49,000	\$97,000	\$93,300	\$130,000	n/a
25th Percentile	\$51,250	\$61,250	\$46,000	\$42,000	\$54,074	\$70,000	n/a	n/a
75th Percentile	\$139,500	\$150,000	\$97,000	\$53,750	\$174,250	\$120,000	n/a	n/a
95th Percentile	\$220,500	\$226,750	\$149,180	\$96,250	\$260,500	\$183,800	n/a	n/a
<b>Workers' Compensation</b>								
Average	\$99,945	\$82,344	\$117,819	\$93,600	n/a	n/a	n/a	n/a
Median	\$93,500	\$74,000	\$95,000	\$66,000	n/a	n/a	n/a	n/a
25th Percentile	\$59,250	\$54,750	\$67,500	\$50,000	n/a	n/a	n/a	n/a
75th Percentile	\$130,000	\$109,500	\$162,500	\$130,000	n/a	n/a	n/a	n/a
95th Percentile	\$202,000	\$142,500	\$243,000	\$186,000	n/a	n/a	n/a	n/a
<b>General (no area over 50%)</b>								
Average	\$89,057	\$97,692	\$69,997	\$118,235	\$98,733	\$79,710	\$89,362	\$72,833
Median	\$71,000	\$60,500	\$60,000	\$96,000	\$72,000	\$85,000	\$73,500	\$60,000
25th Percentile	\$40,000	\$43,750	\$36,000	\$44,000	\$42,896	\$55,250	\$40,000	\$39,000
75th Percentile	\$111,250	\$111,250	\$100,000	\$157,000	\$116,500	\$106,070	\$112,500	\$120,000
95th Percentile	\$211,900	\$355,250	\$132,000	\$352,573	\$242,022	\$132,903	\$218,500	\$132,450
<b>Other</b>								
Average	\$103,150	\$121,038	\$75,606	\$118,126	\$96,583	n/a	\$116,600	n/a
Median	\$90,000	\$100,000	\$53,000	\$128,000	\$90,000	n/a	\$150,000	n/a
25th Percentile	\$52,250	\$77,250	\$45,000	\$73,130	\$53,000	n/a	\$40,000	n/a
75th Percentile	\$130,000	\$134,250	\$102,500	\$130,000	\$151,250	n/a	\$150,000	n/a
95th Percentile	\$227,625	\$311,700	\$198,000	\$225,200	\$169,000	n/a	\$210,000	n/a
<b>Type of Employment—Private Non-Profit or Government</b>								
<b>Criminal-Public Defender</b>								
Average	\$50,930	\$55,000	\$39,938	\$44,600	\$51,492	\$51,438	\$57,167	n/a
Median	\$45,000	\$41,000	\$41,500	\$43,000	\$50,000	\$49,000	\$53,500	n/a
25th Percentile	\$38,000	\$36,500	\$37,875	\$38,000	\$44,000	\$42,375	\$44,000	n/a
75th Percentile	\$57,500	\$53,500	\$45,250	\$58,000	\$60,397	\$58,750	\$66,750	n/a
95th Percentile	\$79,000	\$117,800	\$48,600	\$59,600	\$64,792	\$71,300	\$83,500	n/a
<b>Criminal-Public Prosecutor</b>								
Average	\$66,499	\$79,424	\$75,868	\$64,073	\$72,636	\$51,277	\$57,087	\$53,376
Median	\$63,504	\$77,990	\$75,000	\$66,500	\$72,000	\$50,000	\$50,000	\$51,000
25th Percentile	\$50,000	\$54,250	\$59,058	\$51,250	\$55,500	\$42,425	\$44,000	\$46,875
75th Percentile	\$84,000	\$103,500	\$87,750	\$82,000	\$85,000	\$59,000	\$67,030	\$57,126
95th Percentile	\$118,800	\$121,200	\$104,800	\$88,478	\$103,000	\$67,500	\$82,000	\$71,626

**Size of Practice:** For Oregon, both the average and the median generally increase as the size of practice category increases. For many of the size of practice categories, the Portland region has higher average and median compensation than the other regions. These trends are comparable to the data reported in the 1998 survey.

## 2001 Compensation by Size of Practice

Size of Practice	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
<b>1 Lawyer Office</b>								
Average	\$80,245	\$98,853	\$74,720	\$74,096	\$71,029	\$78,041	\$89,941	\$64,760
Median	\$65,185	\$79,000	\$60,000	\$63,500	\$60,000	\$74,000	\$58,329	\$60,000
25th Percentile	\$39,250	\$48,590	\$36,000	\$38,500	\$33,000	\$35,000	\$41,000	\$36,000
75th Percentile	\$100,000	\$136,000	\$96,000	\$95,000	\$100,000	\$105,000	\$88,750	\$86,000
95th Percentile	\$182,750	\$233,600	\$168,000	\$175,500	\$166,000	\$154,000	\$176,000	\$143,400
<b>2 Lawyer Office</b>								
Average	\$93,869	\$107,098	\$87,078	\$87,055	\$83,675	\$85,019	\$94,394	\$115,205
Median	\$75,000	\$80,000	\$77,150	\$50,000	\$61,921	\$75,000	\$73,500	\$96,000
25th Percentile	\$50,000	\$50,000	\$60,000	\$48,250	\$50,750	\$60,691	\$53,600	\$50,000
75th Percentile	\$118,000	\$137,500	\$100,750	\$121,500	\$110,500	\$113,500	\$121,250	\$129,062
95th Percentile	\$226,068	\$272,200	\$208,000	\$203,803	\$203,284	\$126,000	\$188,750	\$281,600
<b>3-6 Lawyer Office</b>								
Average	\$92,984	\$107,211	\$89,884	\$107,710	\$78,679	\$80,388	\$61,432	\$64,612
Median	\$75,000	\$82,500	\$79,250	\$80,000	\$60,000	\$77,500	\$52,500	\$55,000
25th Percentile	\$49,239	\$51,000	\$48,000	\$55,750	\$49,500	\$61,250	\$40,000	\$39,000
75th Percentile	\$119,500	\$145,000	\$110,000	\$138,458	\$101,250	\$96,500	\$75,000	\$63,504
95th Percentile	\$225,000	\$250,000	\$196,750	\$249,050	\$170,050	\$128,106	\$142,300	\$120,000
<b>7-20 Lawyer Office</b>								
Average	\$111,798	\$149,686	\$81,259	\$77,346	\$95,522	\$69,230	\$99,830	\$46,850
Median	\$75,000	\$85,000	\$69,555	\$65,000	\$75,000	\$53,100	\$101,250	\$44,250
25th Percentile	\$50,000	\$58,000	\$48,450	\$49,674	\$50,000	\$45,388	\$48,000	\$39,250
75th Percentile	\$123,250	\$140,000	\$101,500	\$96,750	\$116,250	\$85,000	\$132,500	\$49,500
95th Percentile	\$220,000	\$330,800	\$174,250	\$151,250	\$216,908	\$139,744	\$211,500	\$73,300
<b>21-60 Lawyer Office</b>								
Average	\$118,557	\$135,981	\$90,100	\$64,144	\$116,106	n/a	n/a	n/a
Median	\$88,000	\$107,500	\$77,500	\$60,000	\$73,500	n/a	n/a	n/a
25th Percentile	\$60,000	\$70,000	\$57,750	\$43,999	\$53,250	n/a	n/a	n/a
75th Percentile	\$151,875	\$181,250	\$95,500	\$82,250	\$135,964	n/a	n/a	n/a
95th Percentile	\$300,000	\$308,500	\$157,500	\$96,650	\$306,600	n/a	n/a	n/a
<b>Over 60 Lawyer Office</b>								
Average	\$141,439	\$158,992	\$89,333	\$63,277	n/a	n/a	n/a	n/a
Median	\$97,333	\$115,000	\$63,000	\$62,500	n/a	n/a	n/a	n/a
25th Percentile	\$76,000	\$85,000	\$46,500	\$49,500	n/a	n/a	n/a	n/a
75th Percentile	\$181,000	\$208,500	\$143,250	\$81,859	n/a	n/a	n/a	n/a
95th Percentile	\$348,400	\$371,500	\$172,500	\$97,600	n/a	n/a	n/a	n/a

**Level of Employment:** Compensation data by levels of employment, including the number of respondents, is presented for full-time lawyers and lawyers who were working part-time by choice. This data may be helpful in considering the impact that part-time lawyer compensation has on the regional data presented in other tables.

### 2001 Compensation by Level of Employment

Level of Employment	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
<b>Full-Time Lawyer</b>								
Average	\$109,064	\$141,034	\$88,446	\$85,711	\$92,052	\$81,132	\$87,824	\$80,912
Median	\$82,000	\$100,000	\$76,000	\$73,000	\$70,000	\$73,000	\$68,515	\$60,000
Number	1,644	666	349	207	171	102	100	49
<b>Part-Time Lawyer by Choice</b>								
Average	\$54,060	\$69,907	\$49,159	\$43,424	\$48,784	\$44,392	\$47,214	\$34,929
Median	\$42,500	\$50,000	\$43,000	\$36,000	\$44,900	\$35,000	\$18,000	\$28,500
Number	188	59	62	21	19	13	7	7

**Method of Pay:** The 2001 compensation data by method of pay includes only individuals working full-time or part-time as lawyers in all types of employment. Owners reported the highest average compensation in all regions of the state.

### 2001 Compensation by Method of Pay

Method of Pay	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
<b>Owner (e.g., Partner, Shareholder, Sole Practitioner)</b>								
Average	\$133,184	\$190,751	\$88,845	\$113,245	\$103,771	\$84,904	\$104,118	\$89,388
Median	\$105,000	\$158,750	\$75,000	\$100,000	\$85,000	\$80,000	\$75,000	\$67,500
<b>Employee (e.g., salaried or hourly paid)</b>								
Average	\$72,527	\$78,715	\$77,578	\$61,788	\$65,224	\$64,420	\$60,720	\$49,477
Median	\$67,500	\$75,000	\$69,055	\$60,000	\$58,000	\$55,500	\$55,000	\$49,000
<b>Contract (e.g., paid by hour or assignment)</b>								
Average	\$57,323	\$77,298	\$52,307	\$45,631	\$65,705	\$72,809	\$21,299	n/a
Median	\$45,000	\$45,000	\$49,000	\$38,000	\$55,000	\$75,000	\$16,000	n/a

The table below presents additional information regarding two categories of method of pay – owner and employee. Data is provided for full-time lawyers by area of practice (includes only lawyers in private practice) and by total years admitted to practice. Compensation reported is consistently higher for owners than employees except for the first three categories (from 0 years to 9 years) of total years admitted to practice where employee compensation exceeds owner compensation.

### 2001 Compensation Method of Pay – Full-Time Lawyers

Selected Variables	Owner		Employee	
	Average	Median	Average	Median
<b>Area of Practice:</b>				
<b>Type of Employment – Private</b>				
Bankruptcy	\$114,048	\$90,000	\$71,671	\$66,685
Business/Corporate - Litigation	\$165,187	\$150,000	\$101,745	\$78,000
Business/Corporate - Transactional	\$185,484	\$170,000	\$79,317	\$80,000
Civil Litigation - Defendant (excludes Insurance Defense)	\$179,350	\$176,768	\$99,587	\$92,000
Civil Litigation - Insurance Defense	\$177,126	\$180,000	\$62,971	\$61,000
Civil Litigation - Plaintiff (excludes Personal Injury)	\$126,855	\$100,000	\$68,293	\$60,000
Civil Litigation - Plaintiff - Personal Injury	\$278,917	\$160,000	\$64,790	\$53,898
Criminal - Private Bar	\$78,146	\$75,000	\$53,662	\$50,000
Family Law	\$102,826	\$86,000	\$52,126	\$48,667
Real Estate/Land Use/Environmental Law	\$187,702	\$162,500	\$75,839	\$82,500
Tax/Estate Planning	\$122,887	\$110,000	\$72,244	\$70,000
Workers' Compensation	\$118,939	\$118,500	\$61,389	\$57,000
General (no area over 50%)	\$103,921	\$87,743	\$52,052	\$45,000
Other	\$134,207	\$120,000	\$86,841	\$85,000
<b>Total Years Admitted to Practice</b>				
0–3 Years	\$50,333	\$45,000	\$61,510	\$52,680
4–6 Years	\$66,735	\$64,400	\$73,985	\$65,500
7–9 Years	\$80,567	\$61,250	\$81,381	\$75,000
10–12 Years	\$100,891	\$90,000	\$74,841	\$66,500
13–15 Years	\$113,800	\$103,500	\$76,650	\$74,000
16–20 Years	\$151,578	\$130,000	\$75,905	\$68,000
21–30 Years	\$170,474	\$128,000	\$117,073	\$80,000
Over 30 Years	\$150,189	\$132,500	\$87,344	\$84,000