



Economic Survey

OREGON STATE BAR
2002 ECONOMIC SURVEY

September 2002

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Survey prepared by
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INTRODUCTION

In early 2002, the Oregon State Bar commissioned an economic survey to be conducted of the membership of the Oregon State Bar. This survey was administered by Flikirs Professional Services, Inc., an independent survey firm. The survey was very similar to surveys conducted previously in 1994 and 1998. The following report details the survey process and the findings obtained from an analysis of the data contained in the survey questionnaires that were completed and returned.

Purpose

The purpose of this project was to gather demographic and economic information regarding Oregon attorneys. Data was gathered in five major areas.

- Attorney Profile and Characteristics – information regarding 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.
- Compensation – information regarding annual compensation for 2001 received from legal practice.
- Billing Practices for Attorneys in Private Practice – information regarding hours billed per month, hourly billing rate, and billing methods utilized.
- Practice Profile and Characteristics – information regarding total hours worked per month and hours spent in pro-bono and community service activities.
- Career Satisfaction – an overall rating of the attorney's satisfaction with his/her legal career.

Survey Design/Process

The project involved a mail survey of a sample of attorneys selected from the list of Oregon Active, Active Emeritus, and Active Pro Bono Members of the Oregon State Bar. For purposes of this project, the Bar membership was divided into seven geographic regions. From each region, a proportional random sample was selected comprised of one-third of the attorneys. The use of a random sample afforded every member within each region an equal chance of receiving a questionnaire. Proportional sampling assured that data from

attorneys in regions of the state with fewer attorneys (i.e., Southern Oregon, Eastern Oregon, and Oregon Coast) did not distort the overall data.

The questionnaire was developed by the Economic Survey Committee of the Oregon State Bar, consisting of Steve Hutchinson, John Tyner, Bette Worcester, and Rod Wegener. The questionnaire design was limited to one page to increase the rate of participation. Whenever possible, questions were designed to correspond to the data that was collected in the economic surveys that were conducted in 1994 and 1998 in order to facilitate comparison.

Attorneys sampled received a cover letter from the President of the Oregon State Bar, the questionnaire with an identification code number, and a postage-paid return envelope in May, 2002. After approximately two weeks, a reminder postcard was sent to those attorneys who had not responded. A replacement questionnaire, with a cover letter from Flikirs Professional Services, Inc., was sent to those attorneys who had not responded by the initial deadline.

Data from completed surveys was entered into a statistical computer program. Four surveys were returned with the identification code number removed and, thus, could not be used in the analysis.

Explanation of Data Analysis

The data analysis relies on descriptive statistics, including averages, medians, and percentiles.

- The **average**, also known as the mean, is calculated by adding all the respondents' scores for a particular item and dividing by the total number of respondents.
- The **median**, also known as the midpoint, is the point at which 50% of the responses are above and 50% are below that number.
- The **percentiles**, e.g., 25th, 75th, and 95th, represent the point in the range of responses at which 25%, 75%, and 95% of the responses occur for a specific question. For example, the 95th percentile compensation amount is the compensation amount (may not be an actual reported compensation amount) at which 95% of the reported amounts were below and 5% of the compensation amounts were above. Statistical interpolation was used to compute the specific percentile points.

Items may not sum to 100% due to rounding. Data was indicated as “n/a” if no data was reported or if data from less than three individuals was reported for average and median data, or if data from less than five individuals was reported for percentile data.

Validity of Sample

The respondents were compared overall with the total sample (including non-respondents) with regard to data available from the Oregon State Bar membership records, including region, gender, age, and years admitted to practice in Oregon. The regional comparison indicated that each region had less than a 1% difference between the respondent percentage and the total sample for that region.

When compared with the total sample, the percentage of women responding was only slightly higher than the percentage of men responding. Women represented 28% of the sample and 30% of the respondents. The respondents were compared to the total sample by the age categories used in the analysis. Of the five age categories, three categories had identical percentages for respondents and the total sample. The other two categories each had a 1% difference between the respondent percentage and the total sample.

The respondents were also compared to the total sample by the categories used in the analysis of years admitted to practice in Oregon. Six of the eight categories of years admitted to practice had identical percentages for respondents and the total sample. Of the other two categories, one had a 1% difference and one had a 2% difference between the respondents and the total sample.

Given the proportional sampling method by region, the large number of respondents, and the similarity of respondents and non-respondents regarding gender, age, and years admitted to practice in Oregon, the data in this report can be viewed as representative of attorneys in Oregon.

Comparison to Previous Surveys

Throughout this report, comparative data is presented comparing current data to data collected in the 1998 survey. Many of the averages for specific data are very similar to the 1998 data. The median age increased by two years from 45 to 47 years of age. The percentage of female respondents increased by one percentage point from 29% in the 1998 survey to 30% in 2002.

The average compensation reported in 2002 (\$102,643) was approximately 22% higher than reported in 1998 while the median compensation (\$78,000) increased by approximately 24%. The average hourly billing rate also increased by 26% from \$138 per hour in 1998 to \$174 per hour in 2002.

Average hours worked per month and pro bono hours declined slightly between 1998 and 2002. Average community service hours increased from 11.1 hours per month in 1998 to 11.4 hours in 2002. The Oregon rating for career satisfaction (based on a 5-point scale) raised slightly from 3.6 in 1998 to 3.7 in 2002.

The following table contains some highlights of the overall data collected in the three surveys.

Item	1994 Survey	1998 Survey	2002 Survey
Median Age	44	45	47
Gender - Females	25%	29%	30%
Average Number of Years in Practice	15	16	18
Lawyers in Private Practice *	76%	71%	71%
Full-Time Lawyers	81%	81%	78%
Average Compensation	\$73,630	\$83,805	\$102,643
Median Compensation	\$58,000	\$63,090	\$78,000
Median Hours Billed per Month - Private Practice	120	120	120
Average Hourly Billing Rate - Private Practice	\$123	\$138	\$174
Median Hourly Billing Rate - Private Practice	\$120	\$130	\$165
Average Hours Worked per Month - Full-Time	189	189	186
Average Pro-Bono Hours per Month	9.3	9.2	9.1
Average Community Service Hours per Month	10.8	11.1	11.4
Career Satisfaction - 5-point scale	3.5	3.6	3.7

* An additional 5% were in Private Non-Profit organizations in 1998 and 2002. In 1994, no distinction was made between Private Practice and Private Non-Profit organizations in the collection of data.

Survey Table and Map

The sample was selected from the list of Oregon Active, Active Emeritus, and Active Pro Bono Members prepared by the Oregon State Bar as of May 2002. The survey sample comprised of one-third of the attorneys was selected on a regional basis using the seven geographic regions defined by the Bar in the previous surveys conducted in 1994 and 1998. The following table lists the seven regions; the number of individuals on the total Oregon Active, Active Emeritus, and Active Pro Bono Membership list; the percentage that each region represents of the total; the number of individuals in the sample selected; the number of completed questionnaires returned; and the percentage rate of return.

The overall return rate was 66%, represented by 2,215 completed questionnaires. This rate of return is considered to be good for a survey of this type. The percentage rate of return for completed questionnaires by region closely parallels the percentage each region represents of the total bar membership as shown in the table below.

The map on the following page graphically displays the seven regions of Oregon utilized for this survey.

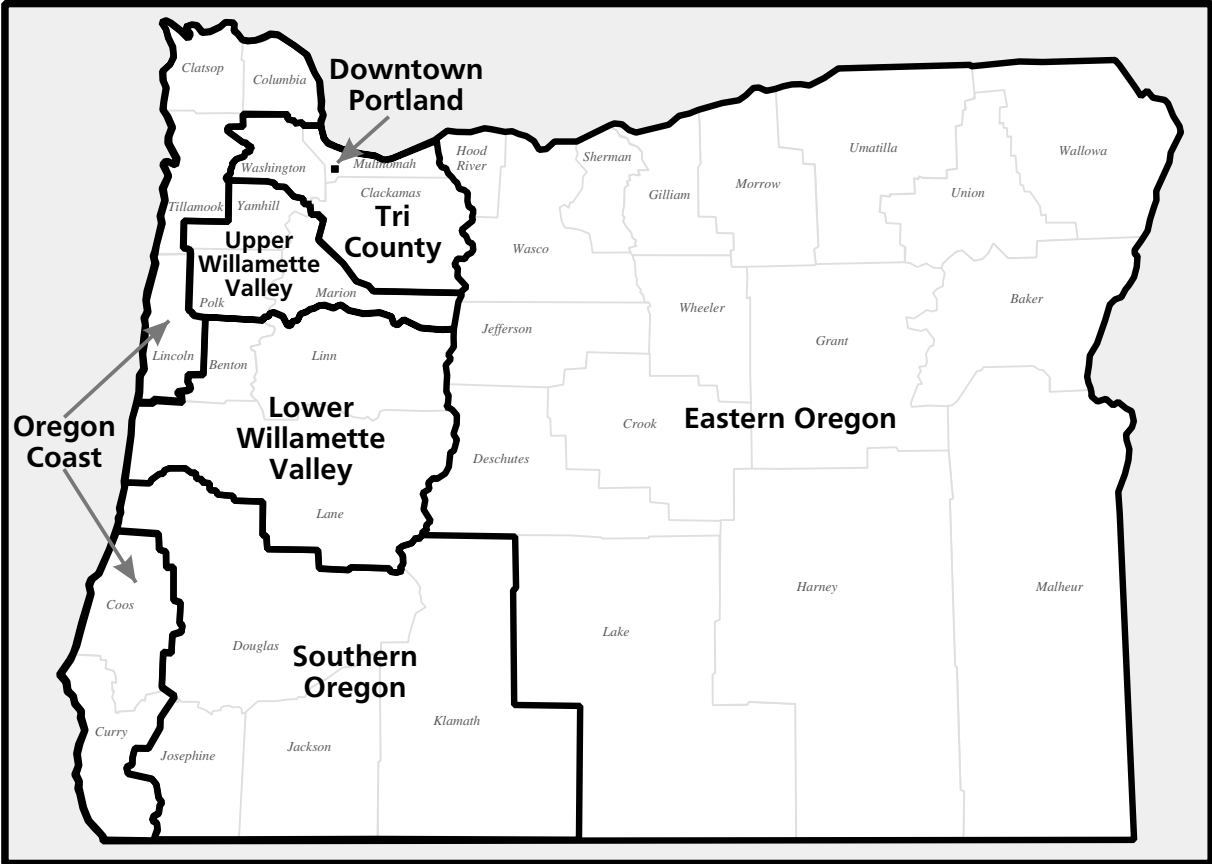
Survey Table

Region	Total Membership	%	Sample Size	Returned Number	%
Downtown Portland (Zip Codes 97201, 97204, 97205, 97207, 97208, 97228, 97258)	3,629	35.8%	1,209	812	36.7%
Tri-County (Remainder of Portland, Multnomah, Clackamas, and Washington Counties)	2,675	26.4%	890	571	25.8%
Upper Willamette Valley (Marion, Polk, and Yamhill Counties)	1,309	12.9%	436	283	12.8%
Lower Willamette Valley (Benton, Lane, and Linn Counties)	1,042	10.3%	347	227	10.3%
Southern Oregon (Douglas, Jackson, Josephine, and Klamath Counties)	545	5.4%	182	130	5.9%
Eastern Oregon (Baker, Crook, Deschutes, Gilliam, Grant, Harney, Hood River, Jefferson, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wasco, and Wheeler Counties)	602	5.9%	200	121	5.5%
Oregon Coast (Clatsop, Columbia, Coos, Curry, Lincoln, and Tillamook Counties)	339	3.3%	113	71	3.2%
Totals	10,141	100%	3,377	2,215	100%

Survey Map

Seven regions of Oregon utilized for this survey:

Sampling Regions



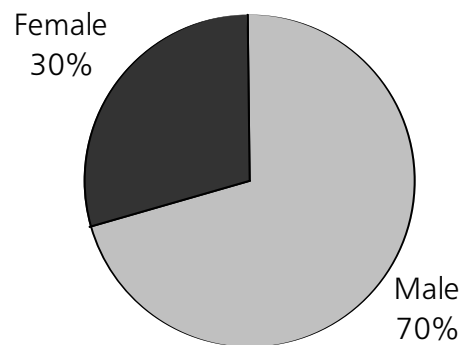
Throughout this report, data is presented in various categories. The categories used for age and years admitted to practice were the same as the 1998 survey for comparative purposes. Data was indicated as "n/a" if no data was reported or if data from less than three individuals (five individuals for percentile data) was reported in order to protect confidentiality.

ATTORNEY PROFILE/CHARACTERISTICS

The following tables present the characteristics and profile of Oregon attorneys. Descriptive data is presented for 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.

Gender: For Oregon, the percentage of females was 30% and the percentage of males was 70% compared to the 1998 survey of 29% females and 71% males. Regional data varies somewhat with the Tri-County and Upper Valley regions having the highest percentage of females and the Eastern Oregon and Oregon Coast regions having the highest percentage of males.

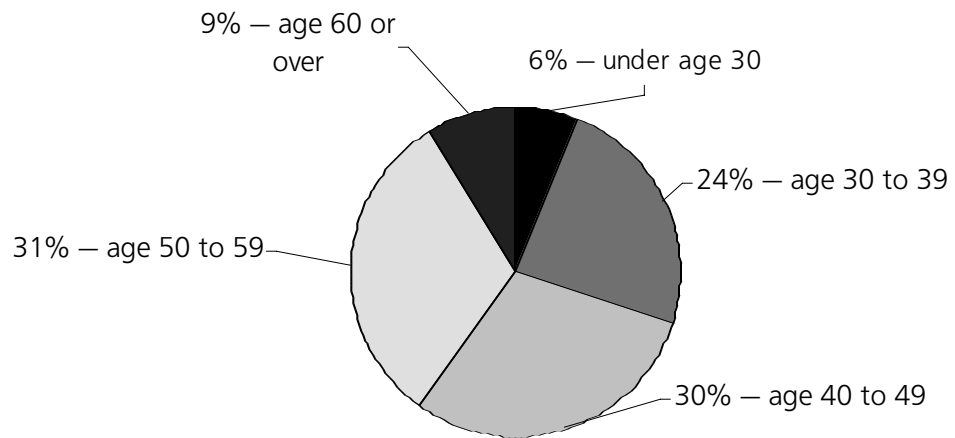
Gender of Respondents



Gender	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Male	70%	71%	66%	67%	73%	77%	79%	79%
Female	30%	29%	34%	33%	27%	23%	21%	21%

Age: The age of respondents, which was collected as the respondent's actual age, was broken down into five categories. The highest concentration of attorneys (31%) was in the 50 to 59 age category with the median age being 47 years. In 1998, the highest concentration of attorneys was in the 40 to 49 age category with 38% and the median age was 45 years. Regional data differs somewhat from the Oregon data.

Age of Respondents



Age Category	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Under 30	6%	8%	7%	8%	4%	4%	4%	1%
30-39	24%	28%	23%	23%	19%	21%	21%	23%
40-49	30%	30%	32%	32%	26%	24%	26%	27%
50-59	31%	27%	30%	33%	38%	36%	37%	37%
60 or Over	9%	7%	8%	4%	13%	15%	12%	13%
Median Age	47	45	46	46	50	50	49	49

Years Admitted to Practice in Oregon: Data was collected on the number of years admitted to practice in the state of Oregon and the total number of years admitted to practice in any state. The data is presented in the following two tables. Approximately 16% of respondents were admitted to practice in another state prior to being admitted in Oregon, compared to 17% in the 1998 survey. This data does not identify the number of Oregon attorneys who have been admitted to practice in another state subsequent to being admitted in Oregon.

Twenty-six percent of attorneys were admitted to practice in Oregon in the category from 21 to 30 years. The smallest

group, with 8%, was the category 13 to 15 years. In 1998, the largest category of attorneys was the 21 to 30 years with 21%. The average number of years in practice in Oregon was 17 years and the median number was 15 years. A comparison to the 1998 survey indicates that the average number of years was 15 and the median was 14 years.

Years Admitted to Practice in Oregon

Years Admitted	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
0-3 Years	14%	17%	14%	12%	11%	7%	7%	10%
4-6 Years	10%	10%	10%	9%	9%	12%	8%	7%
7-9 Years	9%	9%	10%	10%	7%	12%	14%	7%
10-12 Years	10%	8%	11%	14%	10%	12%	8%	17%
13-15 Years	8%	7%	7%	10%	7%	5%	10%	6%
16-20 Years	13%	14%	14%	12%	9%	7%	7%	17%
21-30 Years	26%	25%	24%	25%	28%	28%	33%	27%
Over 30 Years	11%	11%	10%	7%	19%	17%	12%	10%
Average Number of Years	17	16	16	16	19	19	19	18
Median Number of Years	15	15	15	14	19	17	18	17

Total Years Admitted to Practice: The average number (18) and the median number (17) of total years admitted to practice were each greater than the average and median years admitted to practice in Oregon. Attorneys with over 15 years since being admitted to practice represent 54% of the respondents for total years admitted to practice compared with 50% for the same group in Oregon. In 1998, these numbers were 51% and 46% respectively.

Years Admitted	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
0-3 Years	11%	13%	11%	12%	9%	7%	6%	7%
4-6 Years	9%	9%	10%	8%	7%	8%	8%	6%
7-9 Years	9%	9%	9%	10%	7%	11%	12%	4%
10-12 Years	9%	8%	9%	11%	8%	8%	8%	17%
13-15 Years	8%	8%	8%	10%	11%	5%	9%	4%
16-20 Years	14%	15%	16%	14%	8%	9%	8%	20%
21-30 Years	28%	28%	26%	28%	29%	32%	32%	31%
Over 30 Years	12%	11%	11%	8%	20%	20%	16%	11%
Average Number of Years	18	17	17	16	20	21	20	19
Median Number of Years	17	17	17	15	20	21	20	18

Type of Employment: For Oregon, 71% of attorneys were in private practice with an additional 5% in private non-profit settings. For Oregon, government lawyers represent 14%, ranging from a low of 9% in Portland to a high of 36% in the Upper Valley region, which includes the Salem area. The largest concentration of corporate in-house counsel attorneys was in the Tri-County region with 14%. These numbers are similar to the 1998 survey data.

Years Admitted	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Private Practice	71%	80%	65%	50%	74%	70%	67%	76%
Private Non-Profit	5%	4%	6%	4%	5%	8%	6%	5%
Government Lawyer	14%	9%	12%	36%	11%	15%	21%	16%
Corporate In-House Counsel	6%	5%	14%	4%	5%	2%	0%	0%
Judge/Hearings Officer	4%	2%	3%	7%	4%	5%	6%	3%

Area of Practice: 1,383 attorneys in private practice reported an area of practice. The largest percentage for an area of practice was general private practice with 15% followed by business/corporate-transactional with 11% and family law with 10%. The attorneys included in the general category did not identify an area that represented over 50% of their practice. In 1998, the general category also represented 15%. The regional data indicates some differences in area of practice throughout the state.

Area of Practice	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Type of Employment – Private								
Bankruptcy	3%	2%	5%	1%	5%	5%	4%	4%
Business/Corporate – Litigation	7%	12%	2%	6%	5%	2%	3%	0%
Business/Corporate – Transactional	11%	13%	10%	7%	11%	7%	4%	4%
Civil Litigation, Defendant (excludes Insurance Defense)	4%	8%	1%	0%	3%	0%	4%	0%
Civil Litigation, Insurance Defense	6%	10%	2%	2%	3%	6%	3%	0%
Civil Litigation, Plaintiff – (excludes Personal Injury)	4%	4%	5%	2%	3%	7%	3%	0%
Civil Litigation, Plaintiff – Personal Injury	6%	5%	8%	7%	4%	5%	7%	6%
Criminal – Private Bar	7%	3%	7%	10%	10%	7%	13%	13%
Family Law	10%	6%	10%	19%	16%	19%	7%	19%
Real Estate/Land Use/Environmental Law	6%	8%	6%	6%	3%	7%	3%	4%
Tax/Estate Planning	9%	9%	10%	6%	10%	10%	4%	4%
Workers’ Compensation	3%	3%	6%	4%	1%	2%	0%	2%
General (no area over 50%)	15%	8%	17%	24%	14%	22%	39%	40%
Other	9%	9%	13%	7%	9%	1%	8%	4%

In the 2002 survey, two additional categories of area of practice were included in the questionnaire. The practice area of criminal-public defender received 52 responses and the practice area criminal-public prosecutor received 94 responses.

Size of Practice: Over half (54%) of attorneys work in offices with 1 to 6 lawyers. The totals of these first three categories ranged from a low of 32% in Portland to substantially higher percentages in many of the other regions. The highest concentration of 1 lawyer offices was in the Oregon Coast with 46%.

Size of Practice	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
1 Lawyer Office	26%	14%	38%	24%	31%	39%	30%	46%
2 Lawyer Office	10%	6%	14%	6%	15%	13%	16%	23%
3-6 Lawyer Office	18%	12%	23%	27%	17%	18%	28%	15%
7-20 Lawyer Office	22%	24%	20%	15%	20%	28%	25%	16%
21-60 Lawyer Office	13%	20%	5%	13%	18%	2%	2%	0%
Over 60 Lawyer Office	12%	24%	1%	15%	0%	0%	0%	0%

Level of Employment: In Oregon, 78% of lawyers were working full-time and 10% were working part-time by choice, totaling 88%. In the 1998 survey, these numbers were 81% and 9%, respectively. Part-time lawyers by choice ranged from a low of 6% in the Eastern Oregon region to a high of 14% in the Oregon Coast region.

For Oregon, 3% of respondents were not working as lawyers, or only working part-time, due to a lack of legal work. This compares to 2% in 1998. The region with the highest percentage in this category was the Tri-County region with 6%. Of these Oregon attorneys 49% were admitted in 1999 or after (0 to 3 years category). In 1998, 42% of these attorneys were in the 0 to 3 years category of years admitted to practice in Oregon.

Level of Employment	Oregon No.	Oregon %	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Full-Time Lawyer	1,725	78%	86%	65%	77%	79%	83%	88%	70%
Part-Time Lawyer by Choice	213	10%	8%	12%	10%	10%	11%	6%	14%
Part-Time Lawyer due to Lack of Legal Work	27	1%	1%	2%	1%	2%	0%	0%	4%
Not Working as a Lawyer by Choice	165	7%	4%	14%	11%	5%	3%	3%	7%
Not Working as a Lawyer due to Lack of Legal Work	34	2%	1%	4%	0%	1%	0%	0%	1%
Retired	46	2%	1%	3%	1%	3%	3%	3%	3%

Method of Pay: The following table includes only those individuals working full-time or part-time as lawyers in all types of employment. Over one-half (51%) were reported as being an owner as compared to 53% in 1998. This varied by region from a low of 41% in the Upper Valley to a high of 65% in the Oregon Coast region. Individuals paid by contract represented 3%.

Method of Pay	Oregon No.	%	Portland	Tri- County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Owner (e.g., Partner, Shareholder, Sole Practitioner)	983	51%	50%	49%	41%	58%	64%	59%	65%
Employee (e.g., salaried or hourly paid)	867	45%	48%	46%	55%	36%	33%	39%	32%
Contract (e.g., paid by hour or assignment)	64	3%	2%	5%	4%	5%	3%	3%	3%

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
Gender				
Male	\$119,924	\$90,000	\$58,263	\$41,550
Female	\$77,917	\$64,000	\$45,913	\$40,000
Age				
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
Total Years Admitted to Practice				
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
Type of Employment				
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
Area of Practice:				
Type of Employment – Private				
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
Type of Employment – Private Non-Profit or Government				
Criminal – Public Defender	\$53,162	\$45,500	\$30,400	\$28,000
Criminal – Public Prosecutor	\$66,894	\$63,504	n/a	n/a
Size of Practice				
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

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
Male								
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
Female								
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
Male								
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
Female								
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
Under 30								
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
30-39								
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
40-49								
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
50-59								
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
60 or over								
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
0–3 Years								
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
4–6 Years								
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
7–9 Years								
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
10–12 Years								
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
13–15 Years								
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
16–20 Years								
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
21–30 Years								
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
Over 30 Years								
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
0-3 Years								
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
4-6 Years								
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
7-9 Years								
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
10-12 Years								
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
13-15 Years								
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
16-20 Years								
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
21-30 Years								
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
Over 30 Years								
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
Private Practice								
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
Private Non-Profit								
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
Government Lawyer								
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
Corporate In-House Counsel								
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
Judge/Hearings Officer								
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
Type of Employment—Private								
Bankruptcy								
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
Business/Corporate—Litigation								
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
Business/Corporate—Transactional								
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
Type of Employment—Private <i>(continued)</i>								
Civil Litigation—Defendant (excludes Insurance Defense)								
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
Civil Litigation—Insurance Defense								
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
Civil Litigation—Plaintiff (excludes Personal Injury)								
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
Civil Litigation—Plaintiff-Personal Injury								
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
Criminal—Private Bar								
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
Family Law								
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
Real Estate/Land Use/Environmental Law								
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
Type of Employment—Private <i>(continued)</i>								
Tax/Estate Planning								
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
Workers' Compensation								
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
General (no area over 50%)								
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
Other								
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
Type of Employment—Private Non-Profit or Government								
Criminal-Public Defender								
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
Criminal-Public Prosecutor								
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
1 Lawyer Office								
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
2 Lawyer Office								
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
3-6 Lawyer Office								
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
7-20 Lawyer Office								
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
21-60 Lawyer Office								
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
Over 60 Lawyer Office								
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
Full-Time Lawyer								
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
Part-Time Lawyer by Choice								
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
Owner (e.g., Partner, Shareholder, Sole Practitioner)								
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
Employee (e.g., salaried or hourly paid)								
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
Contract (e.g., paid by hour or assignment)								
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
Area of Practice:				
Type of Employment – Private				
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
Total Years Admitted to Practice				
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

BILLING PRACTICES

Data regarding billing practices of Oregon attorneys in private practice was obtained in the survey. Data regarding hours billed per month, hours billed per month by method of pay, and hourly billing rate (analyzed by total years admitted to practice and by area of practice), is presented in the following tables.

Hours Billed: The average and median hours billed per month table includes attorneys in private practice working full-time or part-time by choice. Hours billed range from a high of 127 average hours and 140 median hours in Portland to a low of 69 average and 80 median hours in the Oregon Coast region. The Oregon average hours billed of 111 per month was slightly greater than the average of 108 in the 1998 survey. Similar comparisons with 1998 data exist for most of the regional data.

Hours Billed Per Month – *Private Practice*

Hours Billed	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Average	111	127	90	120	98	92	101	69
Median	120	140	100	120	107	100	100	80
25th Percentile	80	109	50	100	60	71	78	27
75th Percentile	150	155	125	150	130	113	138	100
95th Percentile	180	182	161	200	165	170	167	143

Hours Billed by Method of Pay: Hours billed per month are presented in the following table by method of pay for attorneys in private practice working full-time or part-time by choice. For Oregon, the median number of hours for employees was 145 and the Portland region was highest with 145 hours per month. For Oregon, owner median number of hours was 110 and the Portland region was 135. This data compares to the 1998 survey, which reported for Oregon the employee median of 139 hours and the owner median of 110 hours.

Hours Billed Per Month by Method of Pay – Private Practice

Method of Pay	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Owner (e.g., Partner, Shareholder, Sole Practitioner)								
Average	106	123	85	119	95	85	101	66
Median	110	135	92	120	100	100	100	80
Employee (e.g., salaried or hourly paid)								
Average	135	135	113	126	120	141	113	72
Median	145	145	123	133	125	142	115	80
Contract (e.g., paid by hour or assignment)								
Average	76	102	58	n/a	49	n/a	n/a	n/a
Median	72	120	35	n/a	38	n/a	n/a	n/a

Billing Rate: The average, median, low, 25th, 75th, and 95th percentiles, and high hourly billing rates table includes attorneys in private practice working full-time, part-time by choice, or part-time due to lack of legal work. For Oregon, the average and median billing rates of \$174 and \$165 per hour compare to \$138 and \$130 in the 1998 survey.

Hourly Billing Rate All Respondents – Private Practice

Hourly Billing Rate	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Average	\$174	\$197	\$161	\$150	\$157	\$155	\$149	\$139
Median	\$165	\$190	\$150	\$150	\$150	\$150	\$150	\$130
Low	\$25	\$40	\$40	\$40	\$25	\$100	\$100	\$75
25th Percentile	\$140	\$150	\$129	\$130	\$129	\$137	\$130	\$125
75th Percentile	\$200	\$230	\$180	\$175	\$180	\$175	\$168	\$160
95th Percentile	\$275	\$300	\$242	\$200	\$240	\$209	\$189	\$180
High	\$500	\$500	\$350	\$250	\$375	\$310	\$210	\$200

Total Years Admitted to Practice: The average and median hourly billing rates by total years admitted to practice table includes attorneys in private practice working full-time, part-time by choice, or part-time due to lack of legal work. For Oregon, the average and median billing rates were generally higher with more years admitted to practice. Regional data exhibits some variations, but generally follows the trend of higher rates as years of experience increase.

Hourly Billing Rate by Total Years Admitted to Practice – *Private Practice*

Years Admitted	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
0–3 Years								
Average	\$137	\$144	\$142	\$119	\$104	n/a	n/a	\$137
Median	\$135	\$145	\$145	\$125	\$108	n/a	n/a	\$125
25th Percentile	\$125	\$129	\$125	\$110	\$91	n/a	n/a	n/a
75th Percentile	\$150	\$155	\$150	\$125	\$124	n/a	n/a	n/a
95th Percentile	\$175	\$181	\$175	\$147	\$137	n/a	n/a	n/a
4–6 Years								
Average	\$152	\$165	\$156	\$129	\$121	\$121	\$136	n/a
Median	\$150	\$158	\$150	\$140	\$125	\$123	\$135	n/a
25th Percentile	\$125	\$145	\$125	\$125	\$115	n/a	\$128	n/a
75th Percentile	\$175	\$185	\$175	\$150	\$135	n/a	\$145	n/a
95th Percentile	\$219	\$221	\$238	\$171	\$143	n/a	\$168	n/a
7–9 Years								
Average	\$160	\$176	\$143	\$157	\$160	\$159	\$146	\$120
Median	\$150	\$183	\$150	\$150	\$163	\$150	\$150	\$125
25th Percentile	\$140	\$150	\$125	\$145	n/a	\$129	\$125	n/a
75th Percentile	\$185	\$200	\$175	\$180	n/a	\$159	\$160	n/a
95th Percentile	\$217	\$225	\$200	\$197	n/a	\$249	\$178	n/a
10–12 Years								
Average	\$162	\$187	\$148	\$152	\$146	\$148	\$134	\$145
Median	\$150	\$180	\$150	\$150	\$150	\$150	\$140	\$145
25th Percentile	\$140	\$150	\$135	\$140	\$135	n/a	\$120	\$125
75th Percentile	\$180	\$225	\$169	\$163	\$155	n/a	\$140	\$166
95th Percentile	\$235	\$275	\$175	\$183	\$190	n/a	\$156	\$180
13–15 Years								
Average	\$161	\$189	\$145	\$141	\$130	\$136	\$139	n/a
Median	\$155	\$180	\$135	\$138	\$150	\$148	\$150	n/a
25th Percentile	\$126	\$161	\$125	\$133	\$100	\$126	\$119	n/a
75th Percentile	\$175	\$219	\$175	\$155	\$165	\$150	\$154	n/a
95th Percentile	\$250	\$293	\$184	\$173	\$184	\$150	\$168	n/a
16–20 Years								
Average	\$185	\$213	\$166	\$151	\$177	\$156	\$148	\$126
Median	\$175	\$218	\$155	\$150	\$175	\$155	\$143	\$125
25th Percentile	\$150	\$175	\$125	\$135	\$151	\$140	\$128	\$108
75th Percentile	\$225	\$253	\$188	\$153	\$188	\$175	\$158	\$150
95th Percentile	\$275	\$298	\$263	\$200	\$228	\$178	\$198	\$166

Hourly Billing Rate by Total Years Admitted to Practice – Private Practice (continued)

Years Admitted	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
21–30 Years								
Average	\$193	\$227	\$173	\$165	\$176	\$161	\$158	\$143
Median	\$180	\$225	\$165	\$168	\$170	\$150	\$150	\$138
25th Percentile	\$150	\$180	\$150	\$149	\$150	\$148	\$140	\$125
75th Percentile	\$225	\$275	\$200	\$181	\$199	\$180	\$175	\$158
95th Percentile	\$300	\$320	\$253	\$225	\$258	\$217	\$199	\$187
Over 30 Years								
Average	\$189	\$223	\$169	\$155	\$181	\$166	\$156	\$160
Median	\$175	\$200	\$175	\$163	\$180	\$164	\$150	\$163
25th Percentile	\$150	\$183	\$150	\$143	\$150	\$150	\$147	\$153
75th Percentile	\$204	\$257	\$188	\$175	\$205	\$175	\$175	\$165
95th Percentile	\$283	\$337	\$213	\$219	\$240	\$199	\$180	\$176

Area of Private Practice:

For attorneys in private practice, the average and median hourly billing rate by area of private practice is presented in the following table on the next two pages. This data includes attorneys in private practice working full-time, part-time by choice, or part-time due to lack of legal work. For Oregon, the average hourly billing rates range from a low of \$141 per hour for civil litigation–insurance defense to a high of \$210 for business/corporate–litigation. The highest median billing rate was \$200 for business/corporate–litigation. In general, the highest hourly billing rates were in Portland.

Hourly Billing Rate by Area of Practice – Type of Employment – *Private*

Type of Employment	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Bankruptcy								
Average	\$184	\$233	\$169	n/a	\$177	\$128	\$158	n/a
Median	\$175	\$235	\$175	n/a	\$180	\$130	\$175	n/a
25th Percentile	\$150	\$194	\$150	n/a	\$163	n/a	n/a	n/a
75th Percentile	\$210	\$264	\$190	n/a	\$198	n/a	n/a	n/a
95th Percentile	\$275	\$325	\$224	n/a	\$228	n/a	n/a	n/a
Business/Corporate–Litigation								
Average	\$210	\$222	\$195	\$159	\$149	n/a	n/a	n/a
Median	\$200	\$220	\$175	\$165	\$150	n/a	n/a	n/a
25th Percentile	\$160	\$185	\$175	\$145	\$133	n/a	n/a	n/a
75th Percentile	\$250	\$265	\$210	\$173	\$170	n/a	n/a	n/a
95th Percentile	\$315	\$333	\$242	\$193	\$194	n/a	n/a	n/a
Business/Corporate–Transactional								
Average	\$197	\$217	\$170	\$171	\$174	\$160	\$187	n/a
Median	\$190	\$205	\$150	\$173	\$190	\$153	\$185	n/a
25th Percentile	\$150	\$170	\$135	\$149	\$150	\$150	n/a	n/a
75th Percentile	\$225	\$250	\$200	\$188	\$205	\$174	n/a	n/a
95th Percentile	\$299	\$325	\$266	\$215	\$251	\$188	n/a	n/a
Civil Litigation–Defendant (excludes Insurance Defense)								
Average	\$202	\$205	n/a	n/a	\$193	n/a	\$170	n/a
Median	\$190	\$195	n/a	n/a	\$140	n/a	\$165	n/a
25th Percentile	\$150	\$160	n/a	n/a	\$135	n/a	n/a	n/a
75th Percentile	\$250	\$250	n/a	n/a	\$190	n/a	n/a	n/a
95th Percentile	\$307	\$300	n/a	n/a	\$338	n/a	n/a	n/a
Civil Litigation–Insurance Defense								
Average	\$141	\$146	\$131	\$135	\$129	\$128	n/a	n/a
Median	\$138	\$140	\$125	\$130	\$130	\$120	n/a	n/a
25th Percentile	\$120	\$130	\$120	n/a	\$110	\$110	n/a	n/a
75th Percentile	\$150	\$160	\$140	n/a	\$135	\$145	n/a	n/a
95th Percentile	\$195	\$195	\$148	n/a	\$155	\$153	n/a	n/a
Civil Litigation–Plaintiff (excludes Personal Injury)								
Average	\$167	\$186	\$154	n/a	\$151	\$154	n/a	n/a
Median	\$168	\$200	\$155	n/a	\$150	\$158	n/a	n/a
25th Percentile	\$130	\$160	\$130	n/a	n/a	\$135	n/a	n/a
75th Percentile	\$200	\$215	\$185	n/a	n/a	\$173	n/a	n/a
95th Percentile	\$238	\$263	\$204	n/a	n/a	\$179	n/a	n/a
Civil Litigation–Plaintiff-Personal Injury								
Average	\$165	\$183	\$168	\$143	\$130	\$152	\$140	n/a
Median	\$153	\$175	\$156	\$150	\$150	\$135	\$138	n/a
25th Percentile	\$150	\$150	\$150	\$150	\$100	n/a	n/a	n/a
75th Percentile	\$178	\$200	\$175	\$150	\$150	n/a	n/a	n/a
95th Percentile	\$239	\$250	\$225	\$171	\$150	n/a	n/a	n/a

Hourly Billing Rate by Area of Practice – Type of Employment – Private *(continued)*

Type of Employment	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Criminal–Private Bar								
Average	\$144	\$179	\$146	\$118	\$128	\$172	\$123	\$128
Median	\$150	\$163	\$150	\$125	\$135	\$150	\$125	\$125
25th Percentile	\$120	\$150	\$130	\$100	\$105	\$150	\$113	\$121
75th Percentile	\$150	\$200	\$175	\$150	\$150	\$150	\$134	\$144
95th Percentile	\$223	\$288	\$197	\$160	\$198	\$278	\$140	\$150
Family Law								
Average	\$163	\$190	\$168	\$159	\$143	\$151	\$140	\$137
Median	\$155	\$180	\$165	\$150	\$150	\$150	\$150	\$150
25th Percentile	\$140	\$165	\$150	\$135	\$123	\$148	n/a	\$120
75th Percentile	\$180	\$200	\$185	\$178	\$175	\$150	n/a	\$150
95th Percentile	\$225	\$287	\$219	\$224	\$200	\$191	n/a	\$165
Real Estate/Land Use/Environmental Law								
Average	\$196	\$222	\$173	\$149	\$185	\$166	n/a	n/a
Median	\$180	\$225	\$175	\$150	\$175	\$168	n/a	n/a
25th Percentile	\$153	\$180	\$128	\$138	\$155	\$144	n/a	n/a
75th Percentile	\$233	\$263	\$200	\$173	\$205	\$188	n/a	n/a
95th Percentile	\$304	\$309	\$271	\$175	\$241	\$194	n/a	n/a
Tax/Estate Planning								
Average	\$181	\$199	\$164	\$149	\$175	\$176	\$158	n/a
Median	\$175	\$185	\$165	\$150	\$165	\$175	\$145	n/a
25th Percentile	\$150	\$150	\$150	\$140	\$140	\$150	n/a	n/a
75th Percentile	\$204	\$233	\$193	\$150	\$205	\$180	n/a	n/a
95th Percentile	\$275	\$297	\$209	\$175	\$239	\$219	n/a	n/a
Workers' Compensation								
Average	\$147	\$153	\$138	\$149	n/a	n/a	n/a	n/a
Median	\$128	\$130	\$128	\$135	n/a	n/a	n/a	n/a
25th Percentile	\$125	\$120	\$125	n/a	n/a	n/a	n/a	n/a
75th Percentile	\$170	\$175	\$143	n/a	n/a	n/a	n/a	n/a
95th Percentile	\$208	\$235	\$183	n/a	n/a	n/a	n/a	n/a
General (no area over 50%)								
Average	\$158	\$176	\$155	\$154	\$156	\$151	\$154	\$142
Median	\$150	\$175	\$150	\$150	\$155	\$150	\$150	\$125
25th Percentile	\$140	\$145	\$140	\$140	\$150	\$145	\$143	\$125
75th Percentile	\$175	\$200	\$175	\$170	\$174	\$170	\$171	\$165
95th Percentile	\$220	\$250	\$200	\$196	\$207	\$175	\$185	\$187
Other								
Average	\$179	\$206	\$155	\$146	\$165	n/a	\$155	n/a
Median	\$170	\$198	\$150	\$140	\$158	n/a	\$150	n/a
25th Percentile	\$144	\$165	\$125	\$129	\$131	n/a	\$150	n/a
75th Percentile	\$204	\$246	\$175	\$160	\$181	n/a	\$163	n/a
95th Percentile	\$295	\$300	\$271	\$191	\$250	n/a	\$181	n/a

Billing Methods: For attorneys in private practice, data was reported for the change in billing methods for time billed on an hourly rate basis. The following table presents the percentage of responses by each of the four options regarding the change in the portion of hourly billing. Eighty-four percent of the responses were either not applicable (because they billed less than 1/3 on an hourly basis) or reported no change in the portion of hourly rate billing. This question was not included on the 1998 survey. For Oregon, over twice as many respondents (11%) had a decrease in the portion of hourly billing than those respondents who reported an increase (5%).

Change in Billing Methods – Private Practice

Change in Portion of Hourly Billing	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Not Applicable – Bill Less than 1/3 on Hourly Rate Basis	17%	11%	26%	19%	19%	13%	15%	32%
Decrease in Portion of Hourly Billing	11%	9%	12%	12%	13%	9%	20%	16%
Increase in Portion of Hourly Billing	5%	3%	6%	9%	7%	8%	3%	7%
No Change in Portion of Hourly Billing	67%	77%	56%	60%	61%	70%	62%	45%

PRACTICE PROFILE/CHARACTERISTICS

The following tables present data regarding the characteristics and profile of legal practice in Oregon. Data is provided for total hours worked per month, hours worked per month by type of employment, and hours spent in pro-bono and community service activities.

Hours Worked: Monthly hours worked for full-time and part-time lawyers by choice are presented in the following table. Average and median hours worked by full-time lawyers were fairly consistent throughout the seven regions. Average and median hours worked by part-time lawyers were less consistent among the regions. For Oregon, the average (186) and median (180) hours worked per month for full-time lawyers were lower than those in the 1998 survey, which were an average of 189 hours and median of 190 hours.

Hours Worked Per Month

Hours Worked	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Full-Time Lawyer								
Average	186	187	184	190	186	178	189	184
Median	180	185	180	190	180	175	185	180
Part-Time Lawyer by Choice								
Average	100	97	106	104	106	96	77	93
Medium	100	100	100	104	113	93	75	90

Type of Employment: Data regarding average and median hours worked per month by type of employment for full-time lawyers is presented below. Most types of employment reported similar number of hours worked. For most categories, the data reflects slightly less hours worked per month than the 1998 data.

Hours Worked Per Month by Type of Employment

Type of Employment	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Private								
Average	186	187	184	191	185	176	189	178
Median	180	185	180	190	180	172	190	172
Private Non-Profit								
Average	190	196	186	189	182	188	193	204
Median	182	185	188	175	180	183	180	192
Government								
Average	189	186	190	189	190	187	192	196
Median	180	180	180	180	180	190	200	200
Corporate In-House Counsel								
Average	185	181	182	197	209	n/a	n/a	n/a
Median	183	185	178	198	200	n/a	n/a	n/a
Judge/Hearings Officer								
Average	175	169	174	185	153	156	180	n/a
Median	175	168	177	185	180	180	175	n/a

Pro-Bono/Community Service Hours: Pro-bono legal services was defined as legal services provided to individuals whom the attorney did not bill. This category does not include attorneys working for legal aid organizations or non-profit groups which provide legal services on a free or reduced fee basis. Fifty-two percent of attorneys reported spending an average of 9.1 hours per month providing pro-bono legal services compared to 55% spending 9.2 hours in 1998. Community service was defined as volunteer service to charitable organizations, churches, or other community services. Sixty-four percent reported spending an average of 11.4 hours per month providing volunteer community services compared to 69% spending 11.1 hours in 1998.

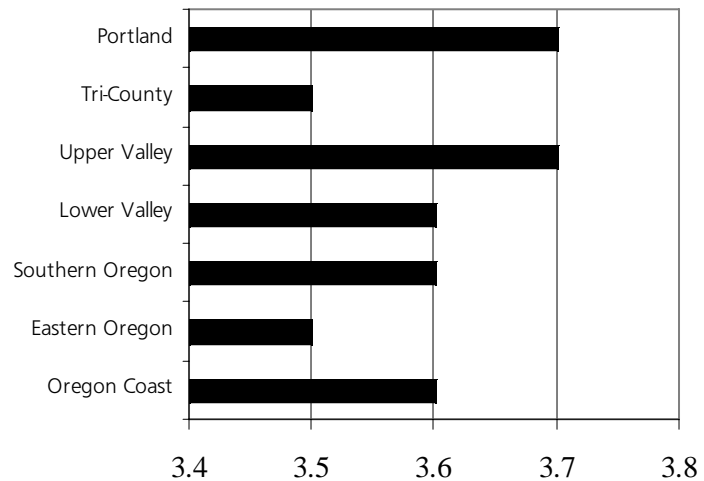
Average Pro-Bono/Community Service Hours Per Month by Type of Employment

Type of Employment	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Private								
Pro-Bono	9.2	8.2	10.2	9.8	8.8	8.8	10.9	11.8
Community	11.8	11.4	11.0	11.8	11.6	12.4	16.3	11.4
Private Non-Profit								
Pro-Bono	9.2	8.6	9.5	n/a	9.0	n/a	3.8	n/a
Community	11.9	9.7	15.9	14.5	7.8	12.1	8.3	10.7
Government								
Pro-Bono	11.1	5.4	4.0	23.0	14.3	n/a	11.7	n/a
Community	9.6	7.3	10.9	8.6	15.0	13.6	7.6	15.3
Corporate In-House Counsel								
Pro-Bono	5.1	4.2	4.6	n/a	n/a	n/a	n/a	n/a
Community	9.2	8.9	8.3	7.6	16.9	n/a	n/a	n/a
Judge/Hearings Officer								
Pro-Bono	7.1	8.8	n/a	n/a	n/a	n/a	n/a	n/a
Community	11.2	14.9	10.7	7.7	9.4	n/a	13.7	n/a

CAREER SATISFACTION

Career satisfaction was measured on a five-point scale with 1 = very dissatisfied and 5 = very satisfied. Satisfaction data is presented by gender, total years admitted to practice, type of employment, area of practice, and level of employment.

Career Satisfaction by Region – 1 to 5 Scale



Gender: Oregon attorneys rated their legal career satisfaction at 3.7 with males at 3.6 and females at 3.7. These ratings compare to 3.6 for all respondents, males, and females in 1998. The regional data indicates higher satisfaction ratings among females than males.

Career Satisfaction by Gender
(1=Very Dissatisfied, 5=Very Satisfied)

Career Satisfaction	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
All Respondents	3.7	3.7	3.5	3.7	3.6	3.6	3.5	3.6
Male	3.6	3.7	3.5	3.6	3.6	3.5	3.4	3.5
Female	3.7	3.8	3.5	3.8	3.7	3.9	3.9	3.9

Total Years Admitted to Practice: For Oregon, the career satisfaction ratings by total years admitted to practice range from 3.5 to 3.7. In 1998, the ratings ranged from 3.4 to 3.8. Regional data exhibits greater variability.

Career Satisfaction by Total Years Admitted to Practice

(1=Very Dissatisfied, 5=Very Satisfied)

Years Admitted	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
0-3 Years	3.6	3.8	3.7	3.6	3.2	3.7	3.6	2.8
4-6 Years	3.6	3.7	3.6	3.6	3.6	3.7	3.7	3.7
7-9 Years	3.6	3.8	3.3	3.4	4.0	3.5	3.4	4.3
10-12 Years	3.7	3.6	3.6	4.0	3.7	4.0	2.9	3.6
13-15 Years	3.5	3.8	3.5	3.6	3.3	3.3	3.0	3.7
16-20 Years	3.6	3.7	3.3	3.7	3.8	3.6	3.9	3.5
21-30 Years	3.7	3.8	3.6	3.7	3.7	3.8	3.5	3.6
Over 30 Years	3.7	3.7	3.8	3.8	3.8	3.2	3.9	4.0

Type of Employment: For career satisfaction by type of employment, judges/hearings officers reported the highest ratings for Oregon (4.1) and in most of the regions. Private practice reported the lowest satisfaction ratings for Oregon and in most regions.

Career Satisfaction by Type of Employment

(1=Very Dissatisfied, 5=Very Satisfied)

Type of Employment	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Private	3.6	3.7	3.4	3.5	3.5	3.5	3.4	3.5
Private Non-Profit	3.9	4.1	3.6	4.0	3.9	3.8	3.6	4.0
Government	3.8	3.8	3.6	3.8	3.9	3.9	3.7	3.7
Corporate In-House Counsel	3.7	3.9	3.7	3.4	3.5	n/a	n/a	n/a
Judge/Hearings Officer	4.1	4.1	4.3	3.6	4.4	4.2	4.7	n/a

Area of Practice: For Oregon, career satisfaction ratings by area of practice ratings range from 3.3 to 3.8. Regional variations exist.

Career Satisfaction by Area of Practice

(1=Very Dissatisfied, 5=Very Satisfied)

Area of Practice	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Type of Employment – Private								
Bankruptcy	3.3	3.5	3.3	n/a	3.6	3.0	3.3	n/a
Business/Corporate – Litigation	3.6	3.7	2.0	3.7	3.9	n/a	n/a	n/a
Business/Corporate – Transactional	3.6	3.8	3.4	3.3	3.2	3.0	4.0	n/a
Civil Litigation – Defendant (excludes Insurance Defense)	3.5	3.6	n/a	n/a	3.2	n/a	3.3	n/a
Civil Litigation – Insurance Defense	3.6	3.6	2.7	3.3	4.6	4.0	n/a	n/a
Civil Litigation – Plaintiff (excludes Personal Injury)	3.6	3.9	3.5	n/a	3.4	2.8	n/a	n/a
Civil Litigation – Plaintiff – Personal Injury	3.6	3.8	3.6	3.4	3.4	3.3	3.4	3.3
Criminal – Private Bar	3.4	3.9	3.0	4.1	3.3	3.3	2.9	3.2
Family Law	3.5	3.9	3.1	3.3	3.6	3.4	3.4	3.2
Real Estate/Land Use/ Environmental Law	3.6	3.7	3.3	3.1	3.8	4.3	n/a	n/a
Tax/Estate Planning	3.7	3.7	3.6	3.7	3.8	3.1	3.7	n/a
Workers' Compensation	3.6	3.4	3.5	3.8	n/a	n/a	n/a	n/a
General (no area over 50%)	3.6	3.4	3.7	3.5	3.5	4.0	3.4	3.8
Other	3.7	3.8	3.7	4.0	3.6	n/a	3.2	n/a
Type of Employment – Private Non-Profit or Government								
Criminal – Public Defender	3.7	3.9	3.6	3.2	4.1	3.6	3.2	n/a
Criminal – Public Prosecutor	3.8	3.9	3.8	3.8	4.0	3.9	3.9	3.5

Level of Employment: Career satisfaction ratings by level of employment has a much greater range of ratings than any of the other analyses of satisfaction. For Oregon, part-time lawyers due to lack of legal work have the lowest satisfaction rating at 2.6. This was also true for most of the regions where data was available. Retired lawyers reported the highest satisfaction ratings for Oregon at 3.9.

Career Satisfaction by Level of Employment

(1=Very Dissatisfied, 5=Very Satisfied)

Level of Employment	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Full-Time Lawyer	3.7	3.8	3.5	3.7	3.6	3.7	3.5	3.6
Part-Time Lawyer by Choice	3.6	3.7	3.6	3.9	3.6	3.4	3.6	3.3
Part-Time Lawyer due to Lack of Legal Work	2.6	2.0	2.3	2.0	3.0	n/a	n/a	4.7
Retired	3.9	5.0	4.0	n/a	4.3	1.7	3.0	n/a

2002 OREGON STATE BAR ECONOMIC SURVEY

The information you provide will remain **strictly confidential** and will not be identified with any individual. Completed questionnaires will be seen only by personnel of FLIKIRS PROFESSIONAL SERVICES, INC. Select only **ONE** response to each question by circling the number to the left of your response or by filling in the blank. Thank you for participating!

Questions should be answered using data for 2001 unless otherwise indicated.

- A. **Gender** 1 Male 2 Female
- B. **Age** as of 12/31/2001 _____
- C. **Year admitted to Oregon State Bar** _____
- D. **Year first admitted to any state bar** _____
- E. **Level of Employment** *Select only one*
- 1 Full-Time Lawyer
 - 2 Part-Time Lawyer by Choice
 - 3 Part-Time Lawyer Due to Lack of Legal Work
 - 4 Not Working as Lawyer by Choice
 - 5 Not Working as Lawyer Due to Lack of Legal Work
 - 6 Retired
- F. **Type of employment** Indicate the type that represented 50% or more of your practice. *Select only one*
- 1 Private
 - 2 Private Non-Profit
 - 3 Government
 - 4 Corporate In-House Counsel
 - 5 Judge/Hearings Officer
- G. **Area of practice** Indicate the area that represented 50% or more of your practice. *Select only one*
- 1 Bankruptcy
 - 2 Business/Corporate - Litigation
 - 3 Business/Corporate - Transactional
 - 4 Civil Litigation - Defendant (excludes Insurance Defense)
 - 5 Civil Litigation - Insurance Defense
 - 6 Civil Litigation - Plaintiff (excludes Personal Injury)
 - 7 Civil Litigation - Plaintiff - Personal Injury
 - 8 Criminal - Private Bar
 - 9 Criminal - Public Defender
 - 10 Criminal - Public Prosecutor
 - 11 Family Law
 - 12 Real Estate/Land Use/Environmental Law
 - 13 Tax/Estate Planning
 - 14 Workers' Compensation
 - 15 General (no area over 50%)
 - 16 Other
- H. **Size of Practice** Indicate the number of lawyers in your office. *Select only one*
- 1 1 Lawyer Office
 - 2 2 Lawyer Office
 - 3 3 - 6 Lawyer Office
 - 4 7 - 20 Lawyer Office
 - 5 21 - 60 Lawyer Office
 - 6 Over 60 Lawyer Office
- I. **Hours Worked** What was the average number of hours per month that you worked in 2001? Include all hours in the office or on the job, whether billed or not. _____ hours per month
- J. **Pro-Bono** What was the average number of hours per month in 2001 you provided pro-bono legal services to individuals **whom you did not bill**? If none, enter 0. _____ hours per month
- K. **Community Service** What was the average number of hours per month in 2001 you volunteered for charitable organizations, churches, or other community services? If none, enter 0. _____ hours per month
- L. **Net Personal Income** What was your annual net personal income before taxes from your legal practice for the year ended **12/31/2001**? You may obtain the amount from your W-2, K-1, or Schedule C. If you practiced for less than one year, annualize your response, e.g., multiply six months income times two. \$ _____ for the year ended **12/31/2001**
- M. **Method of Pay** *Select only one*
- 1 Owner (e.g., Partner, Shareholder, Sole Practitioner)
 - 2 Employee (e.g., salaried or hourly paid)
 - 3 Contract (e.g., paid by hour or assignment)
- N. **Hourly Billing Rate** When you charged on an hourly basis, what was your usual billing rate per hour in 2001? \$ _____ per hour
- O. **Hours Billed** What was the average number of hours that you billed per month in 2001? _____ hours per month
- P. **Billing Methods** If you bill over one-third of your time on an hourly billing rate basis, which of the following represents any change in your billing methods over the last few years? *Select only one*
- 1 Not applicable, bill less than one-third on an hourly rate basis
 - 2 Decrease in portion of hourly billing method and increase in other billing methods, e.g., flat rate, value billing, etc.
 - 3 Increase in portion of hourly billing method and decrease in other billing methods, e.g., flat rate, value billing, etc.
 - 4 No change in portion of hourly billing method
- Q. **Career Satisfaction** How satisfied are you with your legal employment? (1=Very Dissatisfied-5=Very Satisfied)
- 1 2 3 4 5