

Poll Summary - Generated by BallotBox (www.ballotboxonline.com)		
Name	First Annual Young Lawyer's Salary Survey	
Description	FORT WORTH-TARRANT COUNTY	
Online Voting	09/15/09 03:00pm CDT to 10/02/09 05:00pm CDT	
Voter Information		
Eligible Voters	790	% of eligible voters
Cast Online Ballots	179	22.66%
Blank Online Ballots	18	2.28%
Report Information		
Report Generated	10/06/09 03:59pm CDT	

1: Gender		What is your gender?	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	Male	96	53.63%	53.63%
No. of Respondents	179	Female	83	46.37%	46.37%
			179	100.00%	100.00%
2: Year born		Please select the appropriate time frame for the ye	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	Before 1955	5	2.79%	2.79%
No. of Respondents	179	1955-1959	6	3.35%	3.35%
		1960-1964	19	10.61%	10.61%
		1965-1969	8	4.47%	4.47%
		1970-1974	31	17.32%	17.32%
		1975-1979	67	37.43%	37.43%
		1980-1985	43	24.02%	24.02%
			179	100.00%	100.00%
3: Race or ethnicity		What is your race/ethnicity?	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	White (not Hispanic)	132	73.74%	84.08%
No. of Respondents	179	African American/Black (not Hispanic)	7	3.91%	4.46%
		Hispanic	12	6.70%	7.64%
		Asian/Pacific Islander	2	1.12%	1.27%
		American Indian or Alaskan Native	2	1.12%	1.27%
		<i>I prefer not to answer this question</i>	22	12.29%	
		<i>Asian American</i>	1	0.56%	0.64%
		<i>Irish</i>	1	0.56%	0.64%
			157	87.71%	100.00%
4: Years in practice		How many years have you been in practice?	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	0 to 2	54	30.17%	30.17%
No. of Respondents	179	3 to 4	55	30.73%	30.73%
		5 to 6	25	13.97%	13.97%
		7 to 8	25	13.97%	13.97%
		9 to 10	20	11.17%	11.17%
			179	100.00%	100.00%
5: Full time part time contract solo		Select the statement that best describes how you p	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	I practice on a full time basis.	150	83.80%	83.80%
No. of Respondents	179	I practice on a part time basis.	4	2.23%	2.23%
		I practice on a contract basis.	5	2.79%	2.79%
		I own my firm, either as a solo practitioner or as a	16	8.94%	8.94%
		I do not actively practice law at this time.	4	2.23%	2.23%
			179	100.00%	100.00%
6: How compensated		Select the statement that best describes how you e	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	I am paid a salary, bonus, or both.	149	83.24%	83.24%
No. of Respondents	179	I am paid based on an hourly or flat-rate (per job)	30	16.76%	16.76%
			179	100.00%	100.00%
7: Type of law you practice		Please indicate the type of law you practice (check	Number of Votes	% of Respondents	% of Answers
Question Type	MULTIPLE	Family Law	36	20.11%	14.75%
No. of Respondents	179	Criminal Defense	13	7.26%	5.33%
		Civil Litigation (Plaintiff and Defendant)	76	42.46%	31.15%
		Civil Litigation (Plaintiff)	12	6.70%	4.92%
		Civil Litigation (Defendant)	13	7.26%	5.33%
		Non-profit	8	4.47%	3.28%
		Public Interest	6	3.35%	2.46%

Government - County	7	3.91%	2.87%
Government - City	5	2.79%	2.05%
Government - State	6	3.35%	2.46%
Government - Federal	0	0.00%	0.00%
Corporate / In-house non-profit	2	1.12%	0.82%
Corporate / In-house private	15	8.38%	6.15%
Unemployed / Looking for work	2	1.12%	0.82%
Unemployed / Not looking for work	0	0.00%	0.00%
Accounting firm - litigation department	1	0.56%	0.41%
Administrative	1	0.56%	0.41%
Bankruptcy	2	1.12%	0.82%
Corporate with private firm	1	0.56%	0.41%
Education setting (Univeristy)	1	0.56%	0.41%
Energy Law	1	0.56%	0.41%
Estate & Probate	1	0.56%	0.41%
Estate Planning, Real Estate, Corporate and Probate	1	0.56%	0.41%
Estate Planning/Probate/Business Law	1	0.56%	0.41%
Estates, Oil & Gas, Probate, Employment	1	0.56%	0.41%
General Business Practice	2	1.12%	0.82%
General Corporate, Mergers and Acquisitions	1	0.56%	0.41%
International Trade	1	0.56%	0.41%
Landman	1	0.56%	0.41%
Oil & Gas Transactional	1	0.56%	0.41%
Probate	2	1.12%	0.82%
Real Estate	3	1.68%	1.23%
Real Estate / Probate	1	0.56%	0.41%
Real Estate Law	1	0.56%	0.41%
Real Estate Transactions	1	0.56%	0.41%
Real Estate, Oil & Gas, Corporate	1	0.56%	0.41%
Real Estate/Corporate Transactional	1	0.56%	0.41%
Real estate	1	0.56%	0.41%
Social Security	1	0.56%	0.41%
Transactional	2	1.12%	0.82%
bankruptcy	2	1.12%	0.82%
business transactions	1	0.56%	0.41%
contract document review	1	0.56%	0.41%
estate planning	1	0.56%	0.41%
estate planning, probate and business law	1	0.56%	0.41%
law firm administration	1	0.56%	0.41%
non-law related	1	0.56%	0.41%
probate	1	0.56%	0.41%
real estate	1	0.56%	0.41%
tax	1	0.56%	0.41%
transactional	1	0.56%	0.41%
	244		100.00%

8: Base salary		Do you receive a base salary?	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	No	7	4.70%	4.70%
No. of Respondents	149	\$10,001 to \$20,000	0	0.00%	0.00%
Condition: Q6 is 'I am paid a salary, bo		\$20,001 to \$30,000	0	0.00%	0.00%
% of Ballots	83.24%	\$30,001 to \$40,000	2	1.34%	1.34%
		\$40,001 to \$50,000	13	8.72%	8.72%
		\$50,001 to \$60,000	14	9.40%	9.40%
		\$60,001 to \$70,000	15	10.07%	10.07%
		\$70,001 to \$80,000	14	9.40%	9.40%
		\$80,001 to \$90,000	24	16.11%	16.11%
		\$90,001 to \$100,000	18	12.08%	12.08%
		\$100,001 to \$110,000	7	4.70%	4.70%
		\$110,001 to \$120,000	9	6.04%	6.04%
		\$120,001 to \$140,000	15	10.07%	10.07%
		\$140,001 to \$160,000	3	2.01%	2.01%
		\$160,001 to \$180,000	5	3.36%	3.36%
		\$180,001 to \$200,000	2	1.34%	1.34%
		\$200,001 and above	1	0.67%	0.67%
			149	100.00%	100.00%

9: Bonuses		Do you receive bonuses?	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	No	38	25.50%	25.50%

No. of Respondents	149	\$1 to \$500 per year	2	1.34%	1.34%
Condition: Q6 is 'I am paid a salary, bo		\$501 to \$1,000 per year	3	2.01%	2.01%
% of Ballots	83.24%	\$1,001 to \$1,500 per year	5	3.36%	3.36%
		\$1,501 to \$2,000 per year	4	2.68%	2.68%
		\$2,001 to \$3,000 per year	6	4.03%	4.03%
		\$3,001 to \$5,000 per year	12	8.05%	8.05%
		\$5,001 to \$7,000 per year	9	6.04%	6.04%
		\$7,001 to \$10,000 per year	5	3.36%	3.36%
		\$10,001 and above per year	33	22.15%	22.15%
		At the discretion of the firm / business	32	21.48%	21.48%
			149	100.00%	100.00%

10: Bonuses, how often		How often is a bonus paid to you?	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	Annually	56	37.58%	37.58%
No. of Respondents	149	Bi-annually	10	6.71%	6.71%
Condition: Q6 is 'I am paid a salary, bo		At the discretion of the firm / business	35	23.49%	23.49%
% of Ballots	83.24%	I do not receive a bonus	36	24.16%	24.16%
		<i>3 times per year, plus additional discretionary bonu</i>	1	0.67%	0.67%
		<i>Annually, at the firm's discretion</i>	1	0.67%	0.67%
		<i>April, August and December</i>	1	0.67%	0.67%
		<i>Got a bonus 1st year, not year 2 or 3</i>	1	0.67%	0.67%
		<i>Monthly per collections %</i>	1	0.67%	0.67%
		<i>Tri-annually</i>	1	0.67%	0.67%
		<i>monthly</i>	3	2.01%	2.01%
		<i>monthly and yearly</i>	1	0.67%	0.67%
		<i>semi-annually</i>	1	0.67%	0.67%
		<i>triannually</i>	1	0.67%	0.67%
			149	100.00%	100.00%

11: Compensation- hourly rate		At what hourly rate are you compensated?	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	\$1 to \$100	9	30.00%	30.00%
No. of Respondents	30	\$101 to \$200	12	40.00%	40.00%
Condition: Q6 is 'I am paid based on ar		\$201 to \$300	9	30.00%	30.00%
% of Ballots	16.76%	\$301 to \$400	0	0.00%	0.00%
		\$401 to \$500	0	0.00%	0.00%
		\$501 and above	0	0.00%	0.00%
		I am not compensated on an hourly basis	0	0.00%	0.00%
			30	100.00%	100.00%

12: Compensation- flat rate		At what flat rate are you compensated per job?	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	\$1 to \$500 per job	2	6.67%	6.67%
No. of Respondents	30	\$501 to \$1,000 per job	2	6.67%	6.67%
Condition: Q6 is 'I am paid based on ar		\$1,001 to \$3,000 per job	6	20.00%	20.00%
% of Ballots	16.76%	\$3,001 to \$5,000 per job	3	10.00%	10.00%
		\$5,001 to \$8,000 per job	0	0.00%	0.00%
		\$8,001 to \$10,000 per job	0	0.00%	0.00%
		\$10,001 to \$12,000 per job	0	0.00%	0.00%
		\$12,001 to \$15,000 per job	0	0.00%	0.00%
		\$15,001 to \$17,000 per job	0	0.00%	0.00%
		\$17,001 to \$20,000 per job	0	0.00%	0.00%
		\$20,001 and above per job	0	0.00%	0.00%
		I am not compensated on a flat-rate, per-job basis	17	56.67%	56.67%
			30	100.00%	100.00%

13: Number of attorneys		Please indicate the size of your employer by the nu	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	Solo	28	15.64%	15.64%
No. of Respondents	179	2 to 5	35	19.55%	19.55%
		6 to 10	24	13.41%	13.41%
		11 to 15	7	3.91%	3.91%
		16 to 25	26	14.53%	14.53%
		More than 25	59	32.96%	32.96%
			179	100.00%	100.00%

14: Years with current employer		How many years have you been employed with you	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	0 to 2	87	48.60%	48.60%
No. of Respondents	179	3 to 5	66	36.87%	36.87%
		6 to 8	16	8.94%	8.94%
		9 or more	10	5.59%	5.59%

			179	100.00%	100.00%
15: Present position obtained					
Question Type	SINGLE	How was your present position obtained?	Number of Votes	% of Respondents	% of Answers
No. of Respondents	179	Law school job bank	13	7.26%	7.26%
		Clerkship	31	17.32%	17.32%
		Self initiated (interviews, resumes)	79	44.13%	44.13%
		Job ads in newspaper or law magazine	4	2.23%	2.23%
		Referral	24	13.41%	13.41%
		<i>Called by employer and asked to interview while ei</i>	1	0.56%	0.56%
		<i>Client hired me</i>	1	0.56%	0.56%
		<i>Contacts</i>	1	0.56%	0.56%
		<i>Employer contacted me</i>	1	0.56%	0.56%
		<i>Government job bank</i>	1	0.56%	0.56%
		<i>Headhunter</i>	1	0.56%	0.56%
		<i>Hung out shingle</i>	1	0.56%	0.56%
		<i>I received a call from a legal recruiter</i>	1	0.56%	0.56%
		<i>I started the office</i>	1	0.56%	0.56%
		<i>Judge called me</i>	1	0.56%	0.56%
		<i>Legal Assistant / Clerk</i>	1	0.56%	0.56%
		<i>Merger</i>	1	0.56%	0.56%
		<i>Opened up Shop</i>	1	0.56%	0.56%
		<i>Passed bar, and opened solo parctice - was parale</i>	1	0.56%	0.56%
		<i>Personal relationship</i>	1	0.56%	0.56%
		<i>Recruiter call</i>	1	0.56%	0.56%
		<i>Self</i>	1	0.56%	0.56%
		<i>Self Employed</i>	1	0.56%	0.56%
		<i>Solo</i>	1	0.56%	0.56%
		<i>Solo Practice</i>	1	0.56%	0.56%
		<i>dumb luck</i>	1	0.56%	0.56%
		<i>on-campus interview</i>	1	0.56%	0.56%
		<i>opened my own firm</i>	1	0.56%	0.56%
		<i>opened own firm</i>	1	0.56%	0.56%
		<i>self employed</i>	1	0.56%	0.56%
		<i>solo practitioner</i>	1	0.56%	0.56%
		<i>started my own firm</i>	1	0.56%	0.56%
		<i>started own firm</i>	1	0.56%	0.56%
			179	100.00%	100.00%
16: Partnership/shareholder track					
Question Type	SINGLE	Do you have an expected partnership/shareholder	Number of Votes	% of Respondents	% of Answers
No. of Respondents	179	Yes	63	35.20%	35.20%
		No	86	48.04%	48.04%
		Already an owner in my firm	30	16.76%	16.76%
			179	100.00%	100.00%
17: Partner track equity or non equity					
Question Type	SINGLE	Is the partner / shareholder track equity (ownershi	Number of Votes	% of Respondents	% of Answers
No. of Respondents	63	Equity (ownership interest) based	55	87.30%	87.30%
Condition: Q16 is 'Yes'		Non-equity (non-ownership interest) based	8	12.70%	12.70%
% of Ballots	35.20%		63	100.00%	100.00%
18: Partnership/shareholder track					
Question Type	TEXT	Approximately how long is the partner / sharehold	Number of Votes	% of Respondents	% of Answers
No. of Respondents	63	..	1	1.59%	1.59%
Condition: Q16 is 'Yes'		10	4	6.35%	6.35%
% of Ballots	35.20%	12	1	1.59%	1.59%
		2	1	1.59%	1.59%
		3	2	3.17%	3.17%
		4	2	3.17%	3.17%
		5	1	1.59%	1.59%
		6	2	3.17%	3.17%
		7	20	31.75%	31.75%
		8	22	34.92%	34.92%
		9	6	9.52%	9.52%
		9?	1	1.59%	1.59%
			63	100.00%	100.00%
19: 2008 Income					
Question Type	SINGLE	What was your approximate annual income (includ	Number of Votes	% of Respondents	% of Answers
No. of Respondents	179	None	3	1.68%	1.68%
		\$1 to \$10,000	6	3.35%	3.35%

\$10,001 to \$20,000	0	0.00%	0.00%
\$20,001 to \$30,000	2	1.12%	1.12%
\$30,001 to \$40,000	6	3.35%	3.35%
\$40,001 to \$50,000	17	9.50%	9.50%
\$50,001 to \$60,000	9	5.03%	5.03%
\$60,001 to \$70,000	22	12.29%	12.29%
\$70,001 to \$80,000	14	7.82%	7.82%
\$80,001 to \$90,000	23	12.85%	12.85%
\$90,001 to \$100,000	15	8.38%	8.38%
\$100,001 to \$110,000	11	6.15%	6.15%
\$110,001 to \$120,000	10	5.59%	5.59%
\$120,001 to \$140,000	16	8.94%	8.94%
\$140,001 to \$160,000	8	4.47%	4.47%
\$160,001 to \$180,000	9	5.03%	5.03%
\$180,001 to \$200,000	3	1.68%	1.68%
\$200,001 and above	5	2.79%	2.79%
	179	100.00%	100.00%

20: Benefits		Please check all the benefits you receive from your	Number of Votes	% of Respondents	% of Answers
Question Type	MULTIPLE	Health insurance	122	68.16%	9.97%
No. of Respondents	179	Dental insurance	72	40.22%	5.88%
		Disability insurance	76	42.46%	6.21%
		Life insurance	86	48.04%	7.03%
		Travel expenses reimbursed	94	52.51%	7.68%
		401K or other retirement plan	112	62.57%	9.15%
		Charity matching	5	2.79%	0.41%
		Paid Bar Association dues - Local	123	68.72%	10.05%
		Paid Bar Association dues - State	123	68.72%	10.05%
		Paid Bar Association dues - Federal	59	32.96%	4.82%
		Paid CLE fees	131	73.18%	10.70%
		Full time/Part time opportunities	17	9.50%	1.39%
		Paid parking	78	43.58%	6.37%
		Stock options	7	3.91%	0.57%
		Fitness center	25	13.97%	2.04%
		Savings plan	20	11.17%	1.63%
		Cafeteria plan	51	28.49%	4.17%
		None of the above	20	11.17%	1.63%
		<i>Reimbursed for health insurance</i>	1	0.56%	0.08%
		<i>parking expenses for court reimbursed</i>	1	0.56%	0.08%
		<i>reimbursement for health insurance</i>	1	0.56%	0.08%
			1224		100.00%

21: Benefits- maternity leave paid		How many PAID weeks of maternity leave are offe	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	1-3	6	3.35%	16.67%
No. of Respondents	179	3-6	10	5.59%	27.78%
		6-9	11	6.15%	30.56%
		9-12	5	2.79%	13.89%
		12 and above	4	2.23%	11.11%
		<i>Not answered</i>	<i>143</i>	<i>79.89%</i>	
			36	20.11%	100.00%

22: Benefits- maternity leave unpa		How many UNPAID weeks of maternity leave are o	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	1-3	3	1.68%	8.33%
No. of Respondents	179	3-6	12	6.70%	33.33%
		6-9	2	1.12%	5.56%
		9-12	9	5.03%	25.00%
		12 and above	10	5.59%	27.78%
		<i>Not answered</i>	<i>143</i>	<i>79.89%</i>	
			36	20.11%	100.00%

23: Benefits- paid vacation		How many paid weeks of vacation are permitted:	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	1-3	74	41.34%	79.57%
No. of Respondents	179	3-6	17	9.50%	18.28%
		6-9	1	0.56%	1.08%
		9-12	0	0.00%	0.00%
		12 and above	1	0.56%	1.08%
		<i>Not answered</i>	<i>86</i>	<i>48.04%</i>	
			93	51.96%	100.00%

24: Benefits- vacation taken		How many weeks of vacation per year are taken:	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	1-3	96	53.63%	88.89%
No. of Respondents	179	3-6	12	6.70%	11.11%
		6-9	0	0.00%	0.00%
		9-12	0	0.00%	0.00%
		12 and above	0	0.00%	0.00%
		<i>Not answered</i>	<i>71</i>	<i>39.66%</i>	
			<hr/>		
			108	60.34%	100.00%

25: Compensation associated with		Is your individual compensation directly associated	Number of Votes	% of Respondents	% of Answers
Question Type	BOOLEAN	Yes	64	35.75%	35.75%
No. of Respondents	179	No	115	64.25%	64.25%
			<hr/>		
			179	100.00%	100.00%

26: Charge by		Do you charge by ... (check all that apply)	Number of Votes	% of Respondents	% of Answers
Question Type	MULTIPLE	Billable hours	135	75.42%	76.27%
No. of Respondents	179	Contingency fee	42	23.46%	23.73%
			<hr/>		
			177		100.00%

27: Frequency of salary increase		What is the average frequency of salary increases i	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	Yearly	103	57.54%	57.54%
No. of Respondents	179	Every 2 - 3 years	13	7.26%	7.26%
		Every 5 years	2	1.12%	1.12%
		No set frequency	54	30.17%	30.17%
		<i>Depends on growth</i>	1	0.56%	0.56%
		<i>NA</i>	1	0.56%	0.56%
		<i>Self-Employed</i>	1	0.56%	0.56%
		<i>as can afford, solo practice</i>	1	0.56%	0.56%
		<i>n/a</i>	1	0.56%	0.56%
		<i>none</i>	1		
		<i>not applicable</i>	1	0.56%	0.56%
			<hr/>		
			179	100.00%	100.00%

28: Authority to hire and/or fire la		Do you have the authority to hire and/or fire law cl	Number of Votes	% of Respondents	% of Answers
Question Type	BOOLEAN	Yes	37	20.67%	20.67%
No. of Respondents	179	No	142	79.33%	79.33%
			<hr/>		
			179	100.00%	100.00%

29: Law clerks salary		How much does your firm / employer pay your law	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	\$1 to \$10,000	14	7.82%	31.82%
No. of Respondents	179	\$10,001 to \$20,000	8	4.47%	18.18%
		\$20,001 to \$30,000	5	2.79%	11.36%
		\$30,001 to \$40,000	3	1.68%	6.82%
		\$40,001 to \$50,000	2	1.12%	4.55%
		\$50,001 and above	12	6.70%	27.27%
		<i>I don't know</i>	<i>135</i>	<i>75.42%</i>	
			<hr/>		
			44	24.58%	100.00%

30: Minimum billable hours expect		What is the minimum amount of hours that you ar	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	100 - 125	9	6.67%	9.57%
No. of Respondents	135	126 - 150	43	31.85%	45.74%
Condition: Q26 has 'Billable hours'		151 - 175	37	27.41%	39.36%
% of Ballots	75.42%	176 and above	5	3.70%	5.32%
		<i>Not answered</i>	<i>41</i>	<i>30.37%</i>	
			<hr/>		
			94	69.63%	100.00%

31: Actual monthly billable hours		What is the average number of hours that you actu	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	100 - 125	28	20.74%	20.74%
No. of Respondents	135	126 - 150	33	24.44%	24.44%
Condition: Q26 has 'Billable hours'		151 - 175	59	43.70%	43.70%
% of Ballots	75.42%	176 - 200	13	9.63%	9.63%
		201 - 225	2	1.48%	1.48%
		226 - 250	0	0.00%	0.00%
		251 and above	0	0.00%	0.00%
			<hr/>		
			135	100.00%	100.00%

32: Hourly billing rate		What is the hourly billing rate charged to your clie	Number of Votes	% of Respondents	% of Answers
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Question Type	SINGLE	\$75 - \$100	2	1.48%	1.57%
No. of Respondents	135	\$101 - \$125	2	1.48%	1.57%
Condition: Q26 has 'Billable hours'		\$126 - \$150	8	5.93%	6.30%
% of Ballots	75.42%	\$151 - \$175	31	22.96%	24.41%
		\$176 - \$200	40	29.63%	31.50%
		\$201 - \$250	32	23.70%	25.20%
		\$251 - \$300	9	6.67%	7.09%
		\$301 - \$350	2	1.48%	1.57%
		\$351 - \$400	1	0.74%	0.79%
		\$401 or more	0	0.00%	0.00%
		<i>Not answered</i>	8	5.93%	
			127	94.07%	100.00%

33: Contingency fee- expected hours		How many hours per week are you expected to work	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	20 - 40	7	16.67%	46.67%
No. of Respondents	42	41 - 50	8	19.05%	53.33%
Condition: Q26 has 'Contingency fee'		51 - 60	0	0.00%	0.00%
% of Ballots	23.46%	61 - 80	0	0.00%	0.00%
		81 and above	0	0.00%	0.00%
		<i>Not answered</i>	27	64.29%	
			15	35.71%	100.00%

34: Contingency fee- actual hours		What is the average number of hours per week that you work	Number of Votes	% of Respondents	% of Answers
Question Type	SINGLE	20 - 40	8	19.05%	47.06%
No. of Respondents	42	41 - 50	7	16.67%	41.18%
Condition: Q26 has 'Contingency fee'		51 - 60	1	2.38%	5.88%
% of Ballots	23.46%	61 - 80	1	2.38%	5.88%
		81 and above	0	0.00%	0.00%
		<i>Not answered</i>	25	59.52%	
			17	40.48%	100.00%

35: Additional comments		Do you have additional comments?	Number of Votes	% of Respondents	% of Answers
Question Type	TEXT	Being a lawyer is not all it is cracked up to be. The money, which in Fort Worth is not that great, does not make up for the quality of life, or lack thereof.	1	0.56%	3.57%
No. of Respondents	179	First Job - small firm (4 lawyers) - started out making \$62,500. Received raise to \$70,000 at start of second year, 100% of insurance paid. <input type="checkbox"/>	1	0.56%	3.57%
		<input type="checkbox"/>			
		Moved firms in spring of 2nd year, and now make \$75,000, with 70% of insurance paid.			
		I am currently making as a lawyer what I made in my previous career in 1990.	1	0.56%	3.57%
		I am glad this survey is being done--there seems to be a lot of non-disclosure amongst Tarrant County firms as to how associates are treated.			
		I am self-employed and work full-time in non-legal related work. This survey does not cater to those specifications; therefore, my answers cannot be construed as pertinent to young lawyers salaries.	1	0.56%	3.57%
		I did not understand the question regarding law clerk pay. We pay somewhere in the neighborhood of 1200-1500/week for 6 week clerkship. Also, the bonus is based on collections but individual salary is not.	1	0.56%	3.57%
		I have filled this survey out as though I was a full-time employee. However, I actually work a reduced schedule and receive only a percentage of my full-time salary.	1	0.56%	3.57%
		I opened my own practice, so my numbers will mess up the average because I only practiced 2 months during 2008.	1	0.56%	3.57%

I thought we were going to ask who you worked for in this survey. Without information about the firms, how can we compare?	1	0.56%	3.57%
I'm the general counsel and sole attorney in a small business group. I do not believe that the questions anticipated this response because they assumed that I worked in a firm.	1	0.56%	3.57%
No	1	0.56%	3.57%
On both the minimum number of hours that I am expected to bill and the average number of hours that I actually bill, you did not offer a choice accurate to my situation. I have no minimum requirement and bill an average of 60 - 80, so far. Same with paid holidays and vacation days. Both are 0. You did not offer either as an option.	1	0.56%	3.57%
Practicing law is a great way to lose money. It costs money to fire clients. I practiced almost 3 years with one firm and he made more money doing other things. I now am a solo and practice what I want. I am also pursuing other business interests. My employer had almost zero benefits, without complaint from me, and I will also run a very lean practice. You eat what you kill.	1	0.56%	3.57%
Solo by default; actively seeking firm or government attorney position; tough market; planning on becoming a teacher in early 2009 if things don't improve	1	0.56%	3.57%
Still a member of Tarrant County Bar, but now practicing in Alpine, Brewster County, Texas.	1	0.56%	3.57%
Thanks for conducting the poll - look forward to the results	1	0.56%	3.57%
The answers are a little misleading. I charge a flat rate on all criminal cases which can vary from \$500 - \$20000. I average \$2000 - \$5000 on each case. I also represent indigent client on a court-appointed basis. I bill the county on an hourly basis on these cases. Most of these cases pay about \$100 - \$1500. My firm is less than 2 years old so I don't have a fixed amount of yearly income. However, I expect a very significant increase in salary in FY 2009 than I did in my first year 2008	1	0.56%	3.57%
The era of big salaries and big legal bills is coming to an end in this economy. In the next 3-5 years, it will be interesting to see how the results of this survey reflect the tough choices that the legal industry will have to face in terms of compensation and billing. I note that the survey does not address alternate billing methods, and suspect that will change in coming years. Much of what I do is now on a flat fee or pre-arranged cost	1	0.56%	3.57%
The firm has an 8 year non-equity partnership track and then equity is considered after approximately 2-3 more years	1	0.56%	3.57%
The previous question about "contingency fee hours per week" . . . was that supposed to be "per month"?	1	0.56%	3.57%
The survey should ask if a prior career enabled the associate to secure their current position or if the associate went straight from law school to work.	1	0.56%	3.57%

There are some issues with some of the answer choices For example: (1) years practicing 1-2, 3-4...there is no option for 2 1/2 years; (2) weeks of vacation permitted 1-3, 3-6...if you receive 3 weeks, which should you select? and (3) billable hour goals/hours billed,there is not an option for under 100 hours...and so can skew results (4) Its interesting that the "area of practice" specifically listed family law, but no other specified transactional areas (ex: probate, tax, business, general transactional).	1	0.56%	3.57%
This survey is a great start but next year you might want to consider more fluid options for how we are paid. As a solo I have both hourly and flat rates both of which depend on what I am doing. As a result I could not accurately answer those questions. This also seems skewed toward those working in established practices. Since 60+% of lawyers in Texas are solos or small firms you might want to tailor questions to that demographic also	1	0.56%	3.57%
We are paid a percentage of bills collected. Any salary "increases" are due to a) hours worked and b) hourly rate charged. Hourly rate per client is set by originator of client.	1	0.56%	3.57%
We don't have Law Clerks; never have. This wasn't an option for your relevant questions.	1	0.56%	3.57%
Why does Texas educate and license lawyers in number far in excess of market demand?	1	0.56%	3.57%
With regards to the previous question about law clerk salaries, governmental offices generally don't pay law clerks. "\$0.00" was not an option to the question. For maternity leave, most governmental jobs do not have a paid maternity leave, but if the employee has accrued leave, then the unpaid maternity leave becomes paid until all the accrued leave has been exhausted. "Zero weeks" was also not an option for the amount of vacation time used per year.	1	0.56%	3.57%
we charge flat fees in criminal.	1	0.56%	3.57%
	28	15.64%	100.00%

Legend	
Question Type	Type of question (BOOLEAN, RANK, SINGLE, MULTIPLE, MEMO or TEXT)
No. of Respondents	Number of voters eligible to answer this question (based on conditional ballot page logic)
Condition: ...	Condition required for question to be included in the poll (only for questions on conditional ballot pages)
% of Ballots	% of voters eligible to answer this question (only for questions on conditional ballot pages)
Number of Votes	Number of ballots that selected a particular answer
Number of Votes - Total	Number of selected answers - excluding 'not answered'
% of Respondents	% of voters who were eligible to answer this question and who selected a particular answer
% of Respondents - Total	% of respondents who selected an answer (excludes 'not answered')
% of Answers	% of votes for a particular answer (always totals to 100%)
Write-in response	A write-in response to a SINGLE or MULTIPLE question
Not Answered	The 'not answered' option for an optional question (actual text specified by the poll designer)