



2019 CALPA Industry Survey



Wisnik Career Enterprises, Inc.
wisnik.com | 212.370.1010 | ewisnik@wisnik.com

Our goal in sharing this information with you is to offer benchmarks for where you, your staff, and your department fall as compared to your peers.

Dear Friends of Wisnik,

We wanted to share the current findings from the 2019 Wisnik CALPA Industry Survey with you. The following information is based on a survey sent to all levels of legal Recruiting and PD professionals at top law firms in Chicago in February 2019. The results that follow were generated from 63 responses. Thank you to all of those who participated!

Our goal in sharing this information with you is to offer benchmarks for where you, your staff, and your department fall as compared to your peers. We believe that these salary and bonus numbers reflect the current market accurately. By this, I mean that if a firm were to call tomorrow and ask us what they needed to pay a Recruiting manager, we would confidently quote them the numbers in this report. We have found that the new jobs we have received in the past year fall into these ranges.

We hope that you find the enclosed information valuable. Your responses to this Wisnik CALPA Industry Survey help us to capture and confirm market trends. As for the market, we have definitely seen a continued increase in new law firm Recruiting and PD positions since January and are hopeful that new opportunities will continue to grow. Please let us know if there is any way we can help you achieve your goals!

All the best,
Eva Wisnik

Biography



Eva Wisnik

President
Wisnik Career Enterprises, Inc.

Eva Wisnik founded **Wisnik Career Enterprises, Inc.** in 1996 after serving as Director of Recruitment and Training for Schulte Roth & Zabel and Cadwalader, Wickersham & Taft. Over the past 23 years, she has worked with over 100 law firms, including 86 of the AmLaw 100. Eva has placed over 800 Marketing and BD professionals into law firms nationwide, and has conducted over 625 training programs for attorneys and law firm professionals on topics that include Business Development Skills, Time Management and Myers Briggs. In addition, **Wisnik Career Enterprises, Inc.** has conducted over 50 salary surveys for law firm professionals since 1998.

Eva holds an MBA in Marketing from Fordham University and a BA in Psychology from Barnard College

Participant Response Breakdown

Total of 63 Recruiting and PD professionals' salary and industry information by:



Position

- Director: 10
- Manager: 19
- Specialist/Sr. Coordinator: 8
- Coordinator: 19
- Assistant: 7



Firm Size

- 1-250: 6
- 251-500: 14
- 501-750: 5
- 751-1000: 9
- 1001-1300: 12
- 1301+: 17



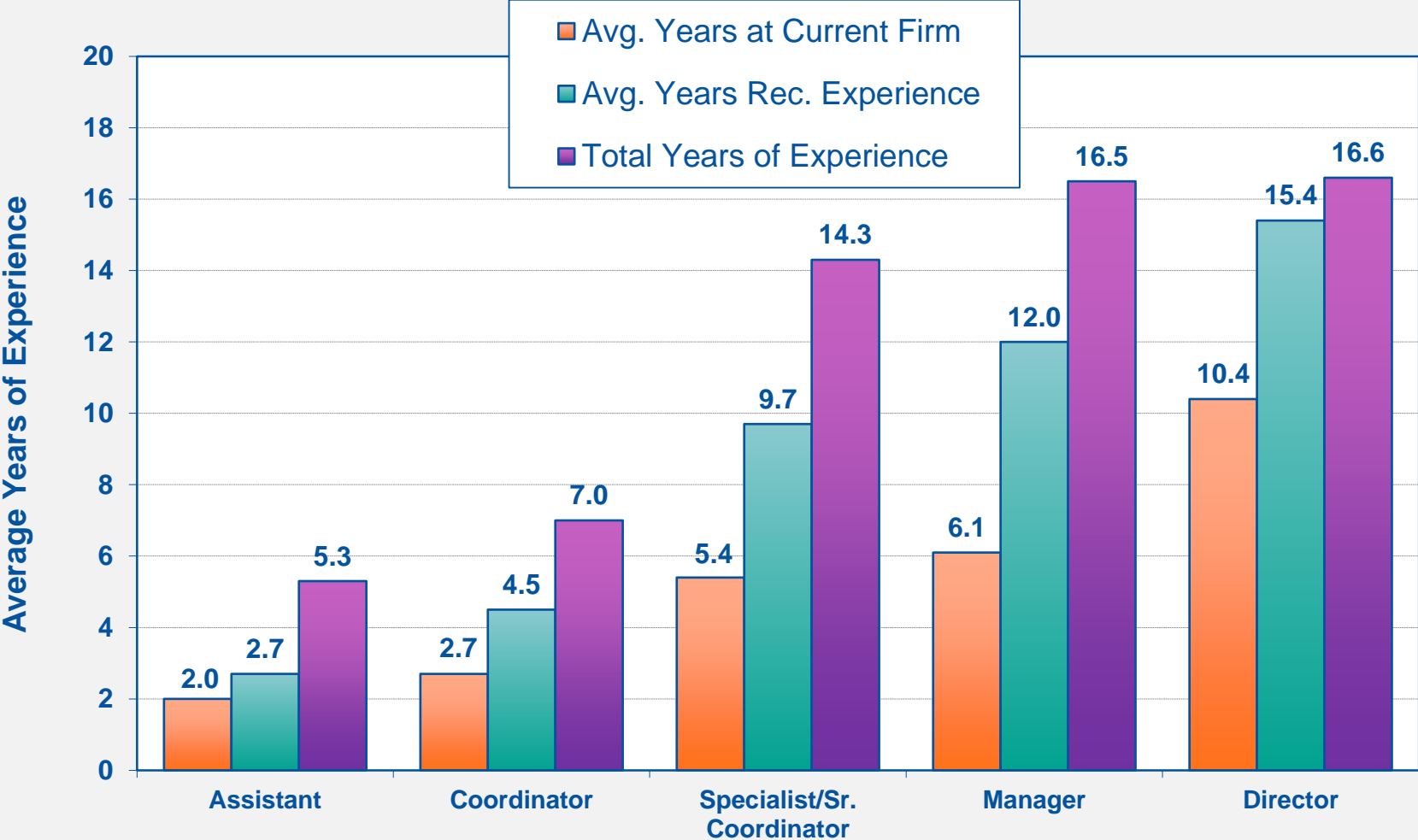
Office Size

- 1-75: 6
- 76-125: 16
- 126-175: 9
- 176-225: 8
- 226-300: 11
- 301-350: 2
- 351-400: 3
- 401-500: 5
- 501-700: 3

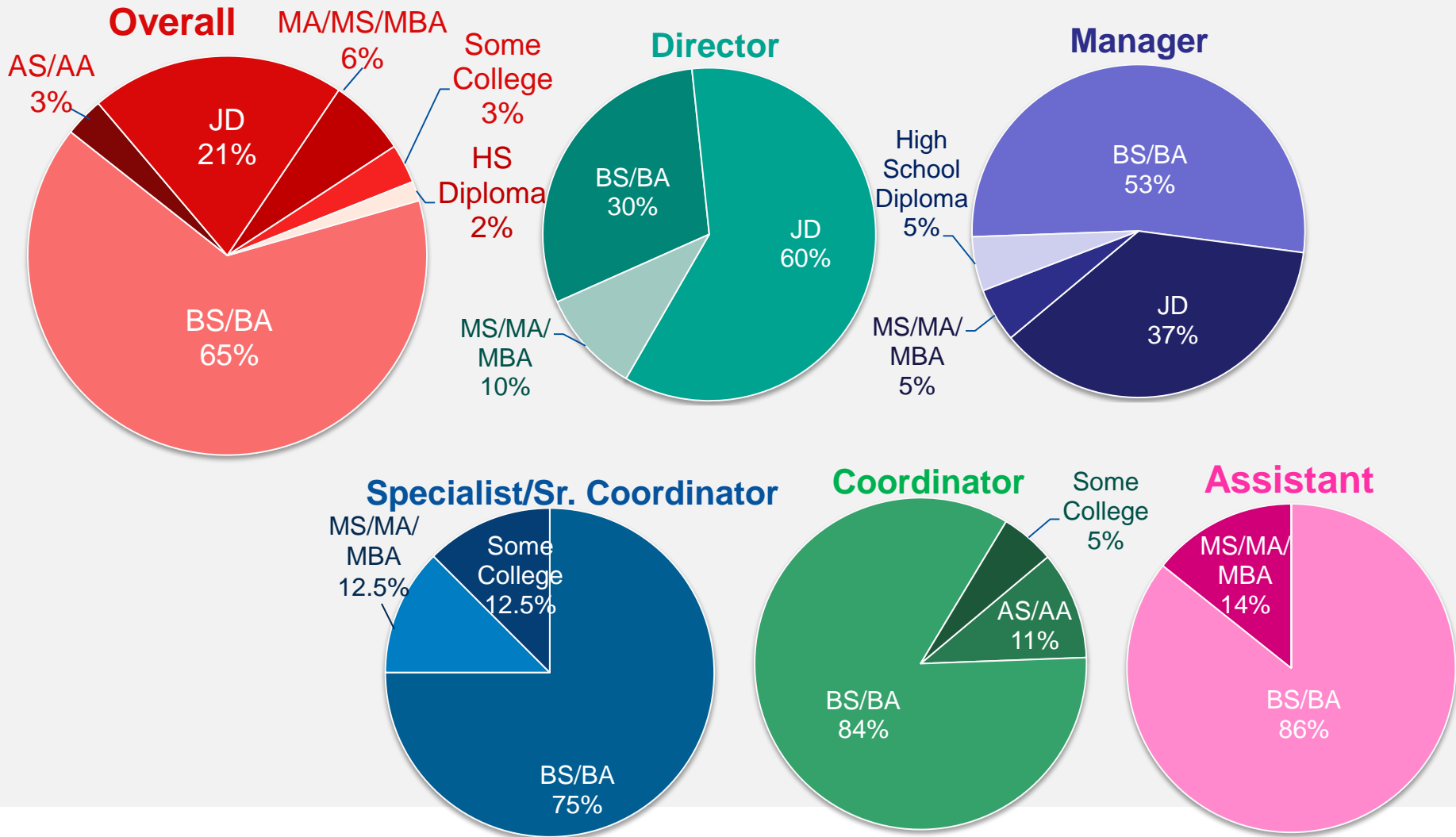
Profile of CALPA Professionals



Average Years of Experience

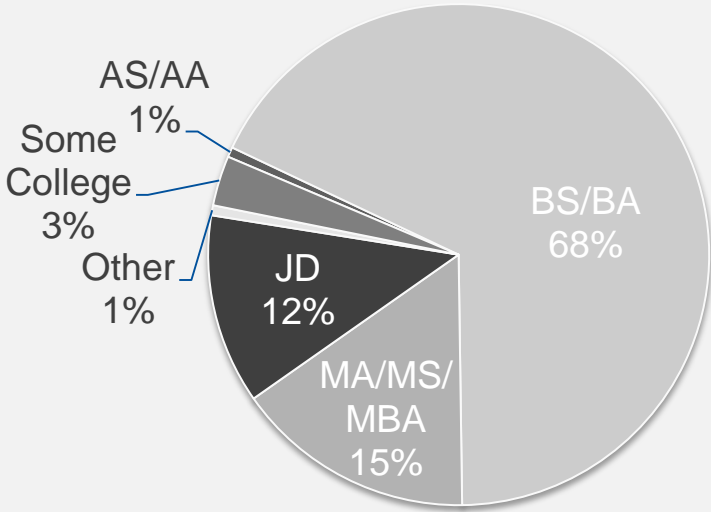


Highest Degree of Education by Job Title

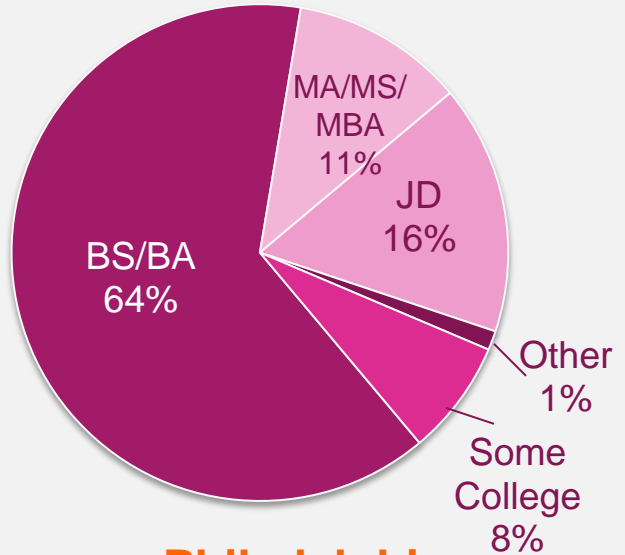


Highest Degree of Education, City Comparison

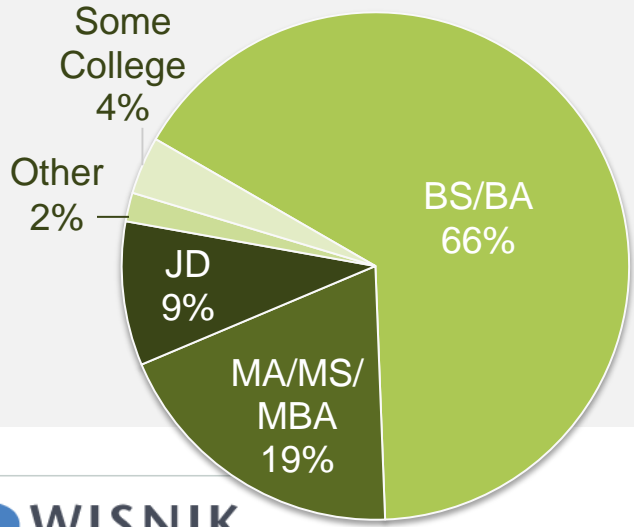
New York



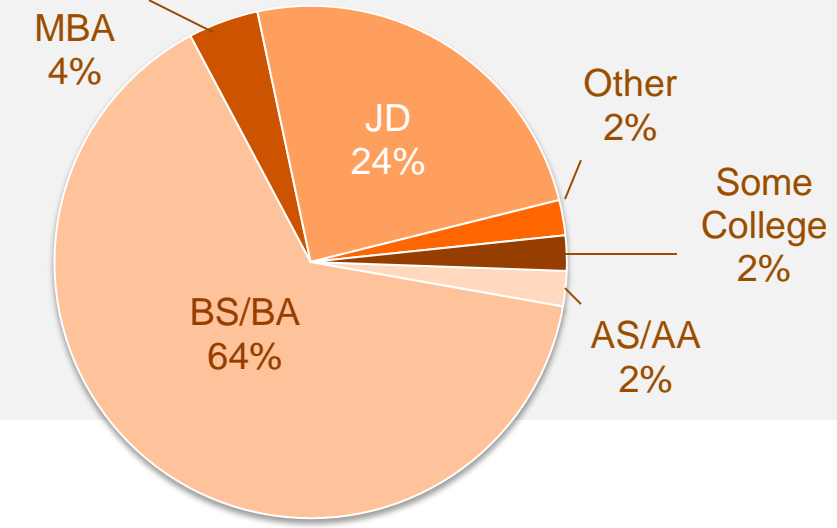
Bay Area



DC

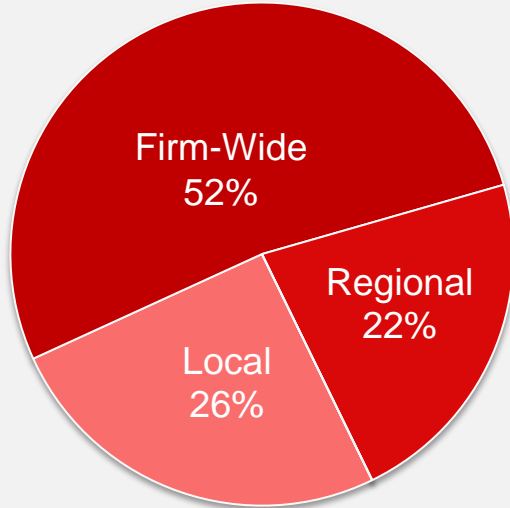


Philadelphia

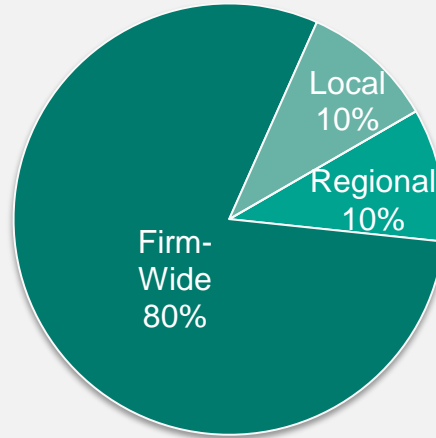


Is Your Position Firm-Wide, Regional or Local?

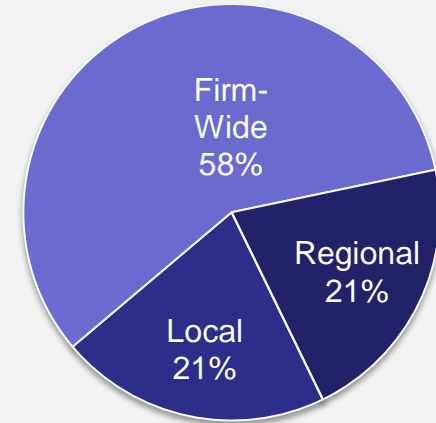
Overall



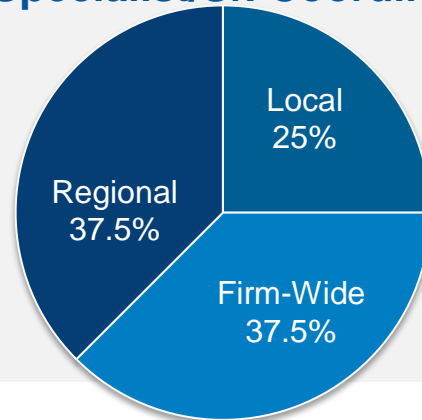
Chief/Director



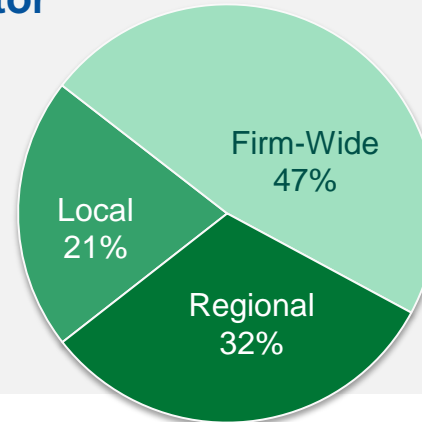
Manager



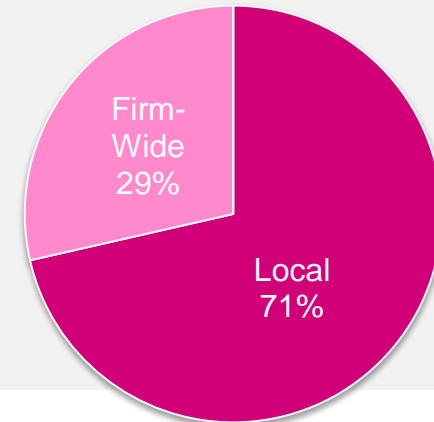
Specialist/Sr. Coordinator



Coordinator



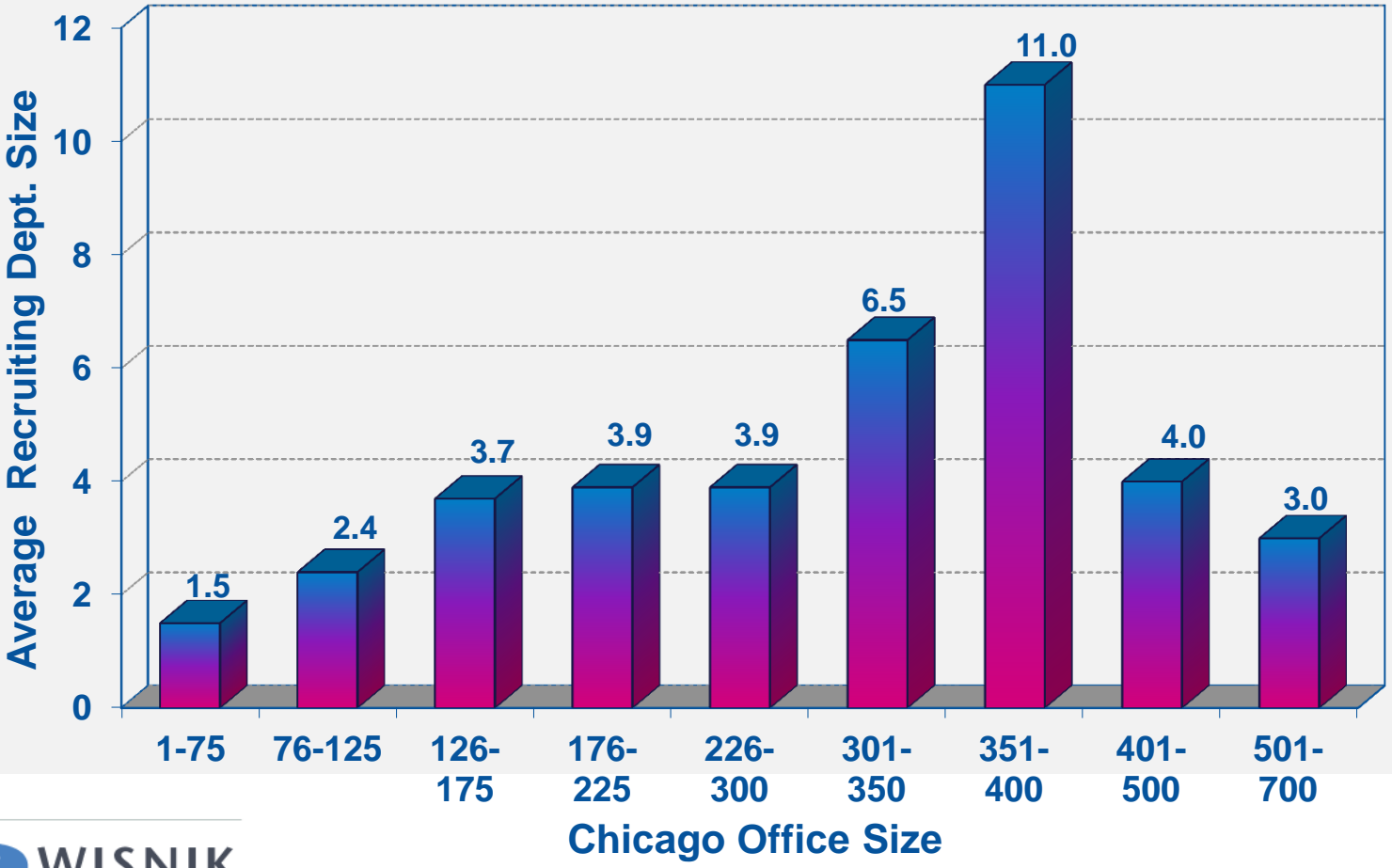
Assistant



Salary Trends



Chicago Office Size vs. Average Size of Chicago Recruiting Department



All Respondents: Average Salaries, By Title

Title (# responses with salary data)	Average Salary	Median	25 - 75% Range	Average Bonus	Average Raise
Director (7):	\$207,250	\$187,500	\$157.8k - \$239.5k	\$16,588	4.5%
Manager (20):	\$121,158	\$117,000	\$110.5k - \$134.5k	\$10,686	5.7%
Specialist/ Sr. Coordinator (5):	\$79,675	\$76,000	\$70.3k - \$90.0k	\$4,250	4.1%
Coordinator (18):	\$61,222	\$60,000	\$55.0k - \$63.9k	\$1,912	6.4%
Assistant (5):	\$51,607	\$53,000	\$49.1k - \$54.5k	\$1,417	2.3%

Changes in average salaries since 2016 survey:

Director: **22.4% increase**

Manager: **21.5% increase**

Specialist/Sr. Coordinator: **0.66% increase**

Coordinator: **10.2% increase**

Assistant: **7.3% increase**



Our goal is to help you achieve your goals

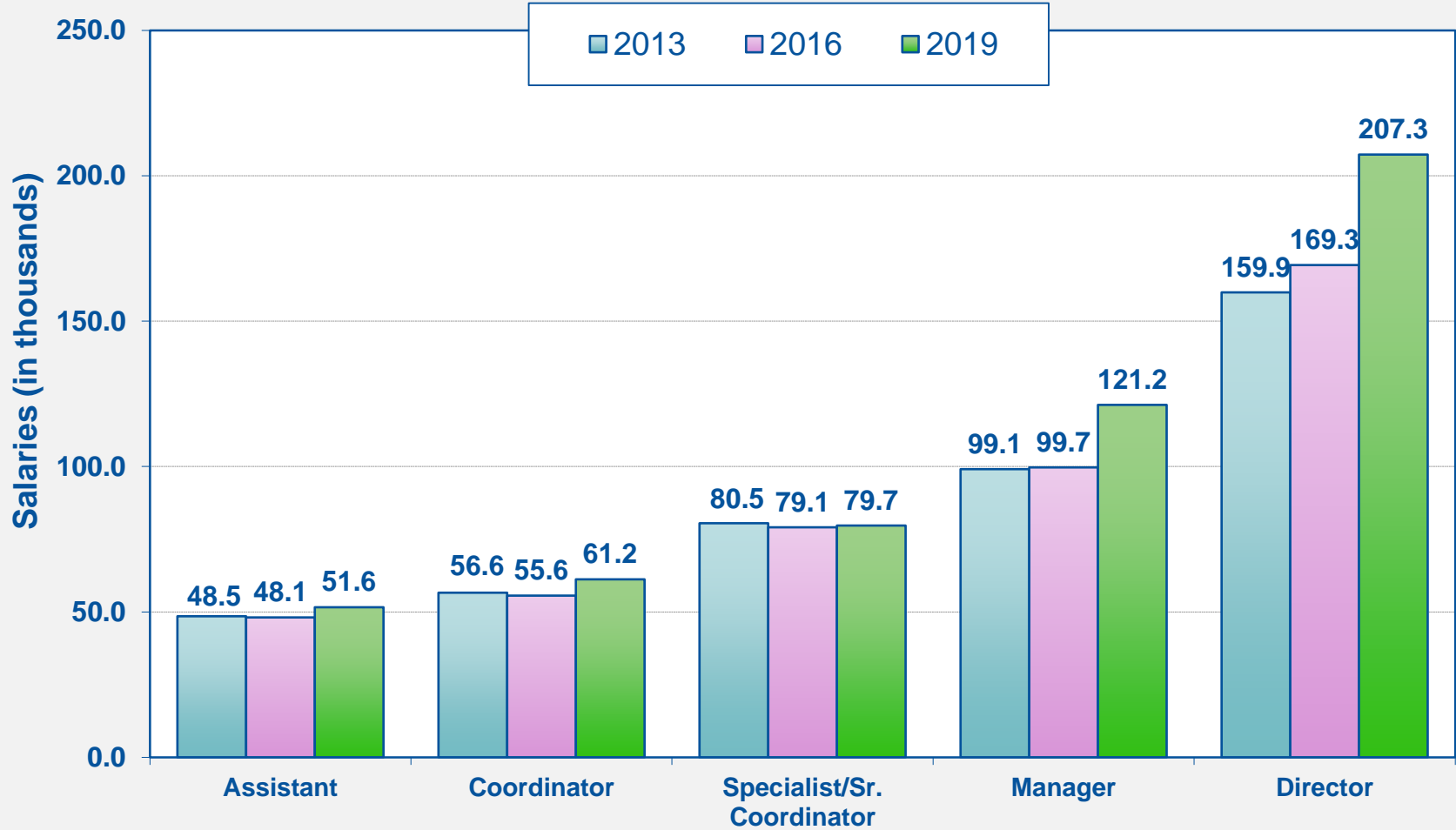
Average Salaries by City – New York, DC, Bay Area, Philadelphia

Title (# responses with salary data)	New York	DC	Bay Area	Philadelphia
Director (43):	\$234,009	\$167,610	\$185,000	\$144,222
Sr. Manager (14):	*	\$154,000	\$147,250	\$125,000
Manager (138):	\$136,130	\$118,589	\$127,946	\$109,044
Specialist/Analyst Sr. Coord. (51):	\$88,237	\$81,300	\$96,609	\$78,850
Coordinator (88):	\$70,999	\$66,764	\$78,316	\$57,426
Assistant (50):	\$52,420	\$50,298	\$57,300	\$46,333

* - insufficient data

Salary Trends: 2013-2019

Manager: 21.5% increase
Director: 22.4% increase



Average Salary vs. Average Years of Experience



Average Salary, Bonus & Raise by Firm Size

All Chiefs/Directors = 10

Avg. Salary = \$207,250

Median Salary = \$187,500

Avg. Bonus: \$16,588

Avg. Raise: 4.5%

*insufficient data for firm size breakdown (all sizes)

Average Salary, Bonus & Raise by Firm Size

All Managers = 19

Avg. Salary = \$121,158 Median Salary = \$117,000
Avg. Bonus: \$10,686 Avg. Raise: 5.7%

<u>Firm Size:</u>	<u>251-500</u>	<u>1001-1300</u>	<u>1301+</u>
Average Salary:	\$103,600	\$117,600	\$134,143
Median:	\$103,000	\$117,000	\$135,000
Average Bonus:	\$8,000	\$6,367	\$11,917
Average Raise:	3.8%	4.5%	5.5%

*insufficient data for 1-250; 501-750; 751-1000

Average Salary, Bonus & Raise by Firm Size

All Specialists/Sr. Coord. = 8

Avg. Salary = \$79,675

Median Salary = \$76,000

Avg. Bonus: \$4,250

Avg. Raise: 4.1%

*insufficient data for firm size breakdown (all sizes)

Average Salary, Bonus, Raise & OT by Firm Size

All Coordinators= 19
Avg. Salary = \$61,222 Median Salary = \$60,000
Avg. OT (2018) = \$8,235
Avg. Bonus: \$1,912 Avg. Raise: 6.4%

Firm Size:	<u>751-1000</u>	<u>1301+</u>
Average Salary:	\$63,200	\$63,125
Median:	\$60,000	\$62,000
Average Bonus:	\$1,233	\$2,833
Average Raise:	4.7%	8.9%

*insufficient data for 1-250; 251-500; 501-750; 1001-1300

Average Salary, Bonus, Raise & OT by Firm Size

All Assistants= 7

Avg. Salary = \$51,607 Median Salary = \$53,000

Avg. OT (2018) = \$6,708

Avg. Bonus: \$1,417 Avg. Raise: 2.3%

<u>Firm Size:</u>	<u>751-1000</u>
Average Salary:	\$63,200
Median:	\$60,000
Average Bonus:	\$1,233
Average Raise:	4.7%

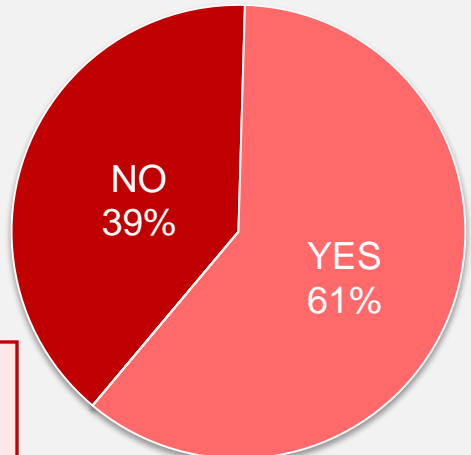
*insufficient data for 1-250; 251-500; 501-750; 751-1000; 1001-1300

Industry Findings

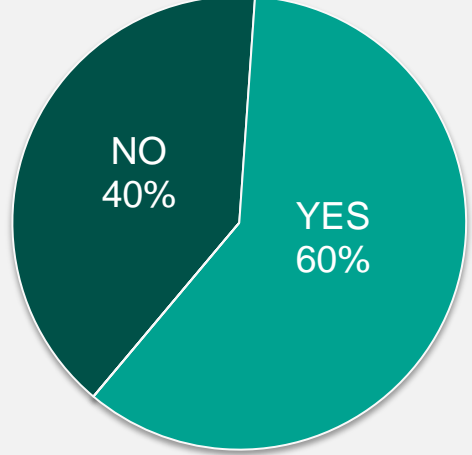


Do You Believe You Are Fairly Compensated?

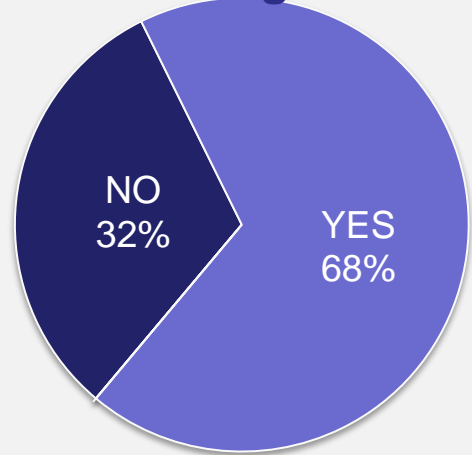
Overall



Director

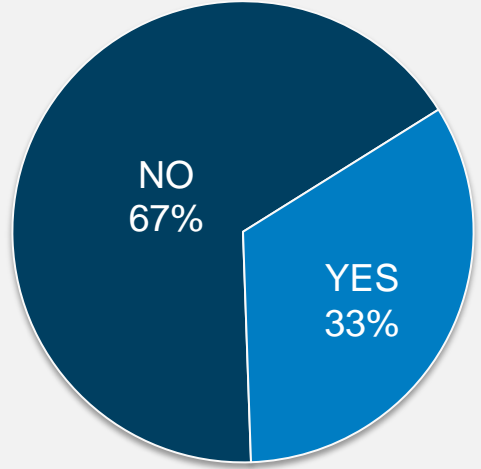


Manager

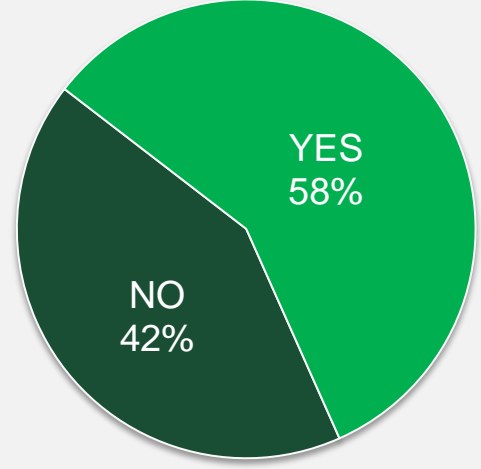


In 2016, 60% were satisfied with their salaries.

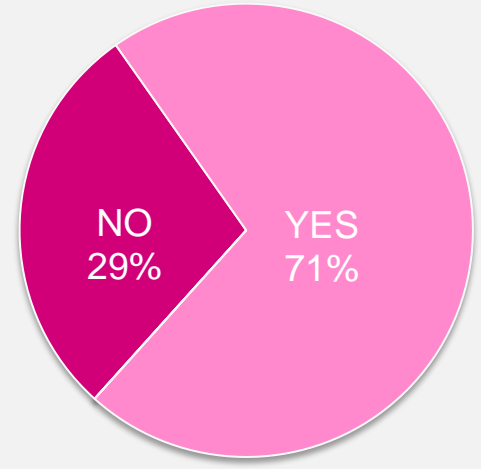
Specialist/
Sr. Coordinator



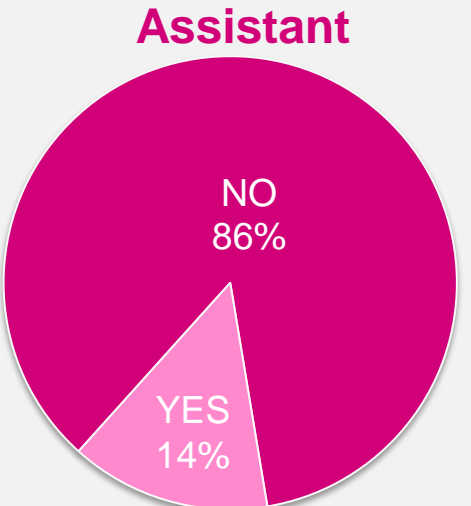
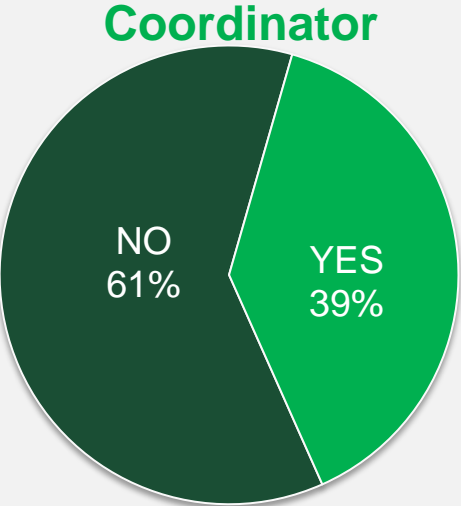
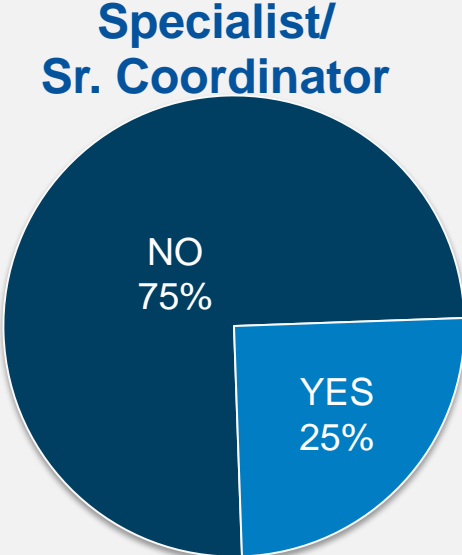
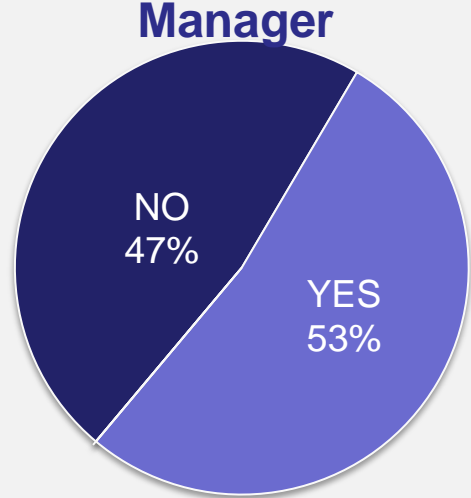
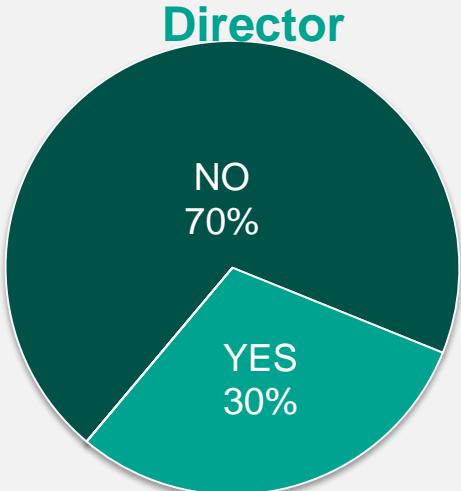
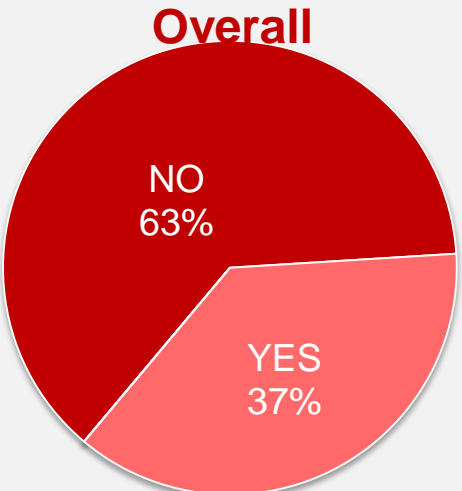
Coordinator



Assistant

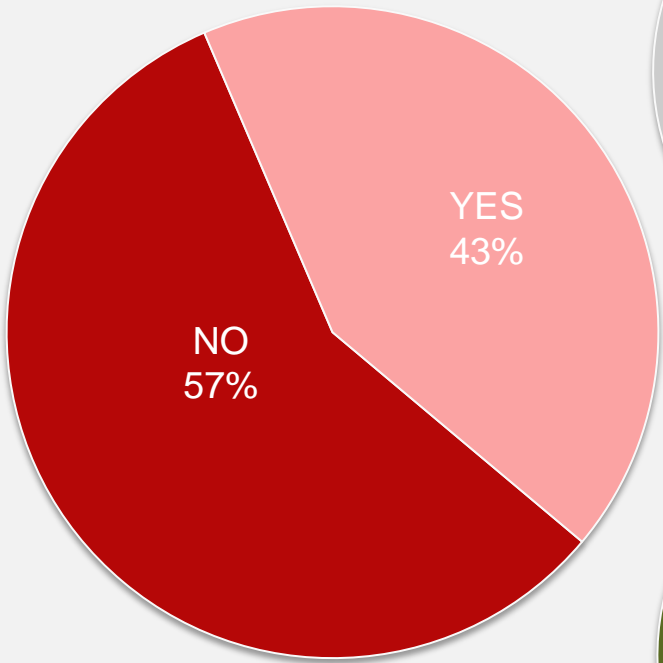


In the Past 2 Years, Have You Had a Promotion with a Title Change?

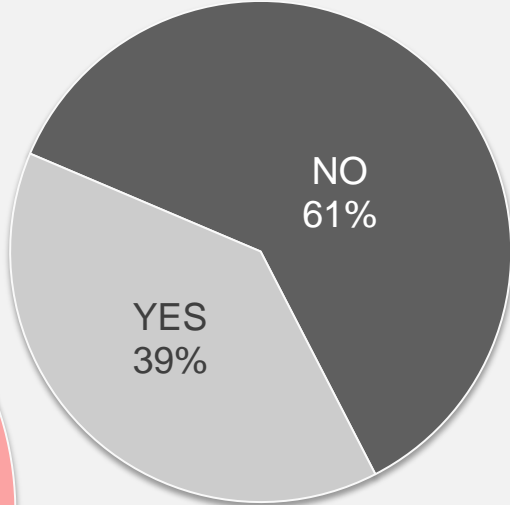


City Comparison: In the Past 2 Years, Have You Had a Promotion with a Title Change?

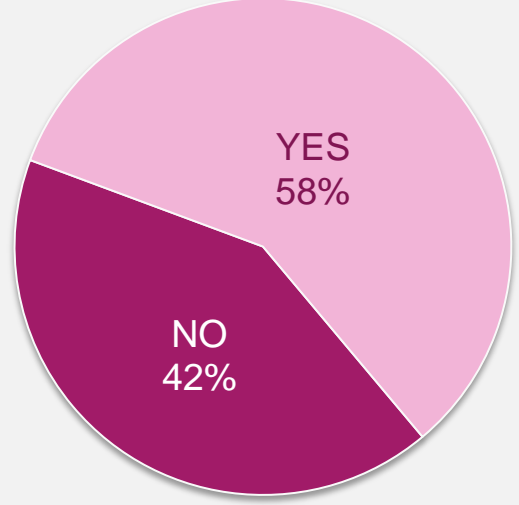
Overall



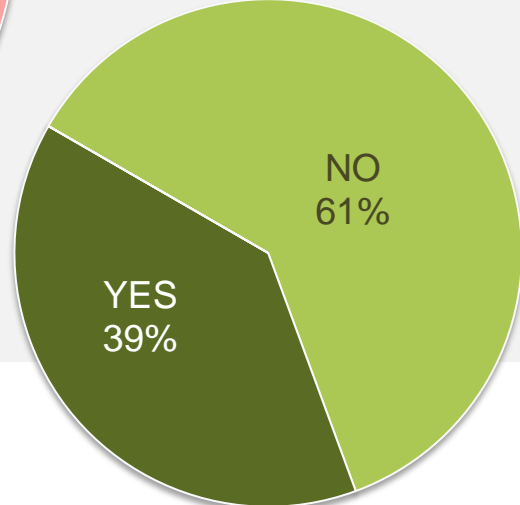
New York



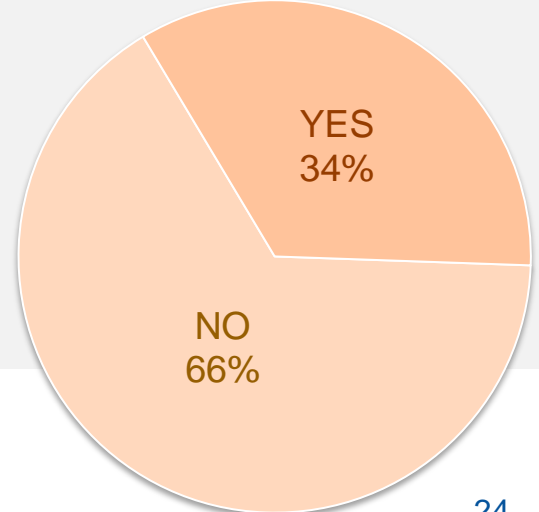
Bay Area



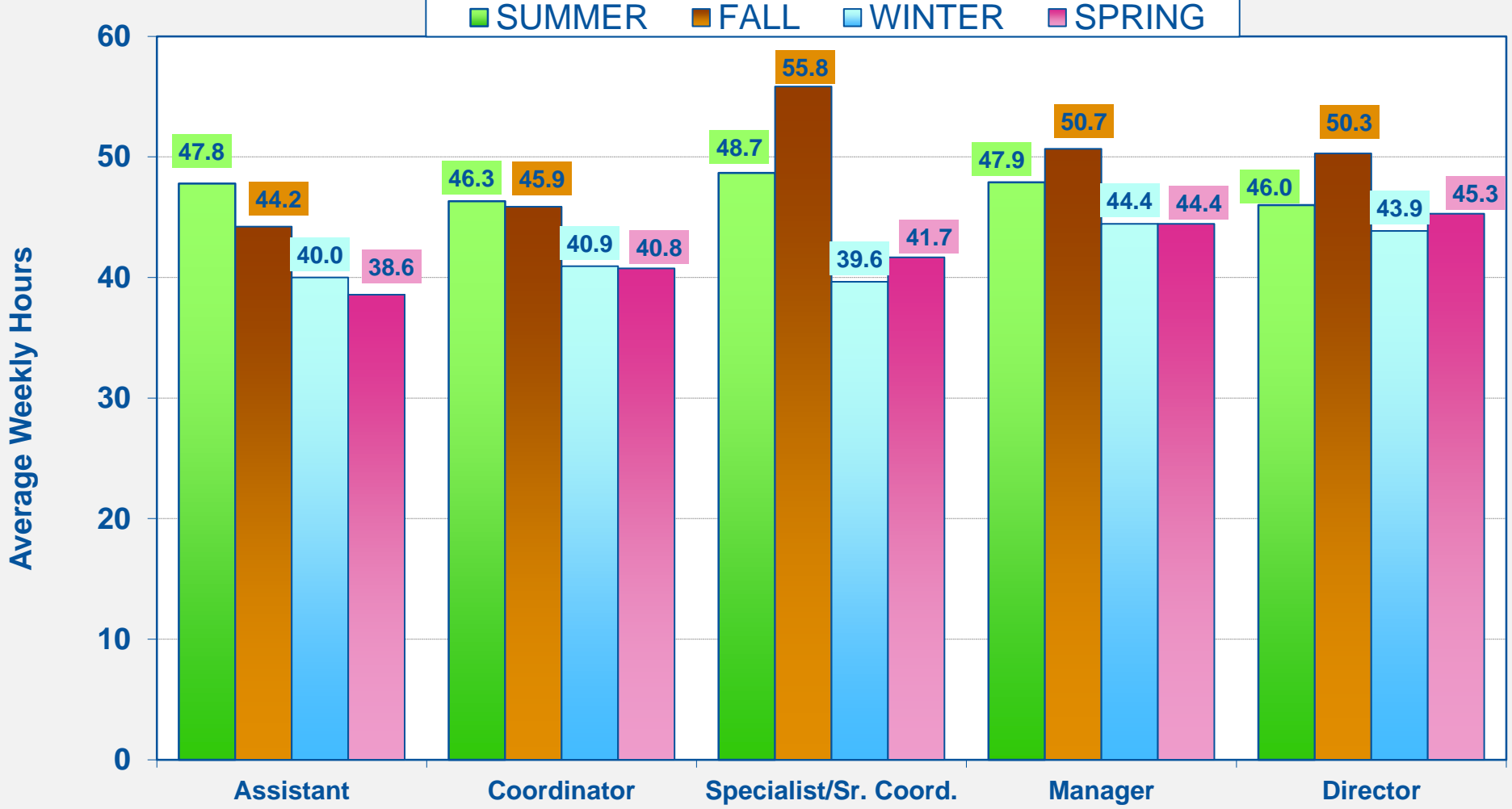
DC



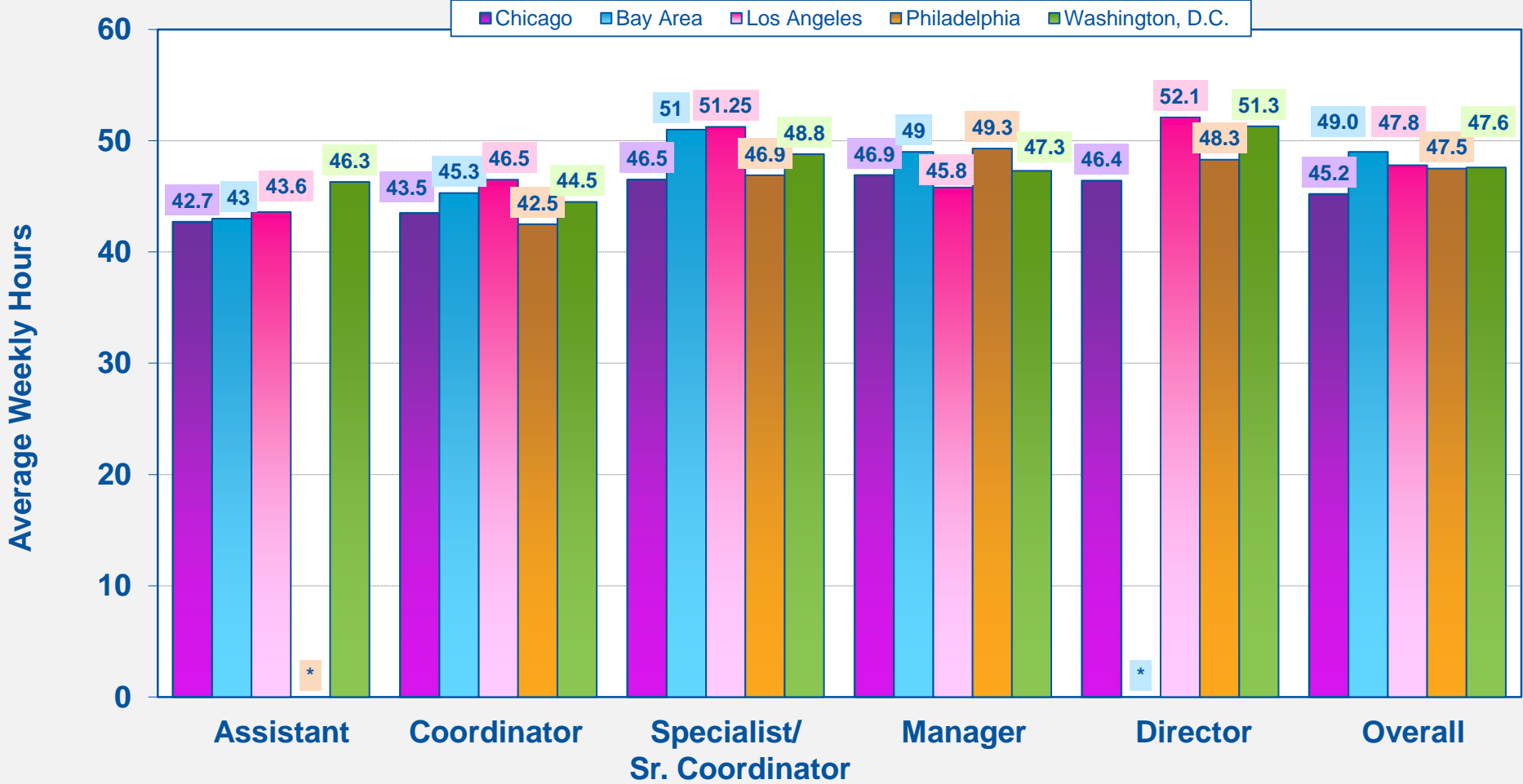
Philadelphia



Average Hours Worked Per Week, Breakdown by Season



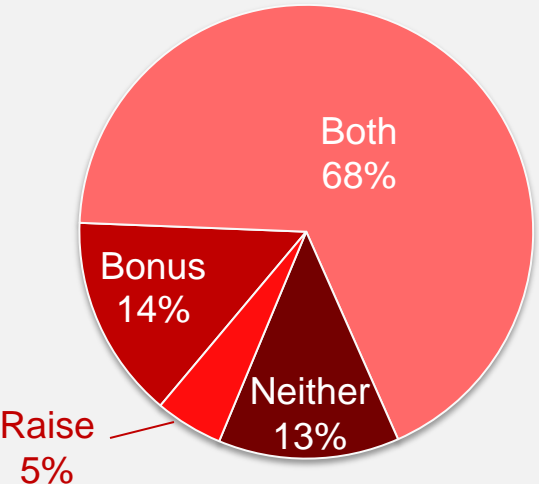
Average Hours Worked Per Week, by City



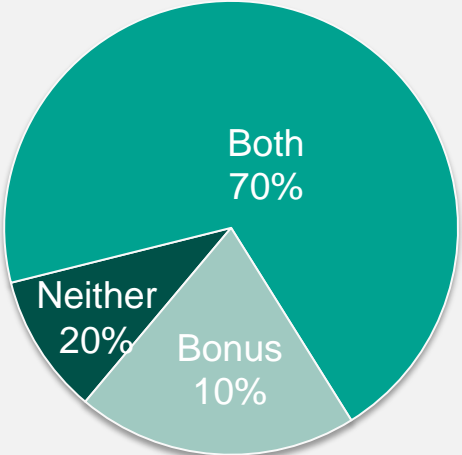
* - insufficient data

Did You Receive a Bonus/Raise Last Year?

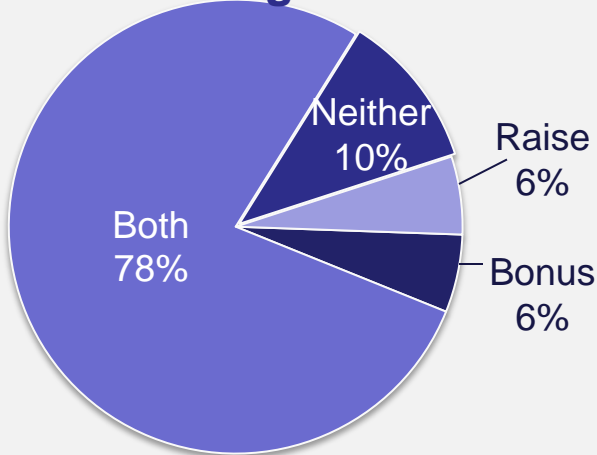
Overall



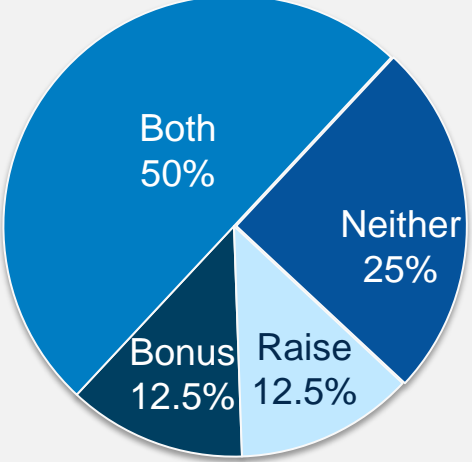
Director



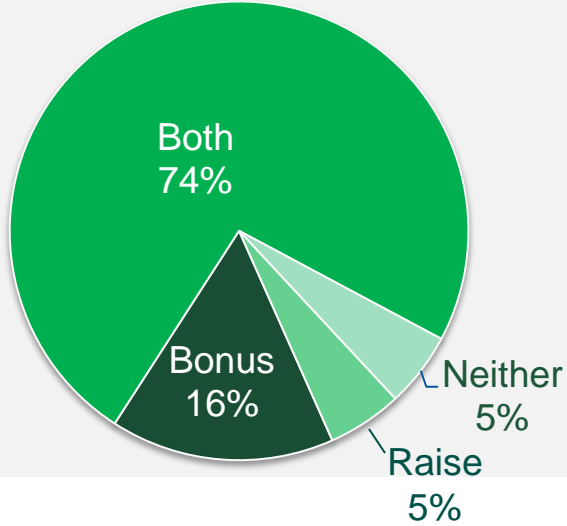
Manager



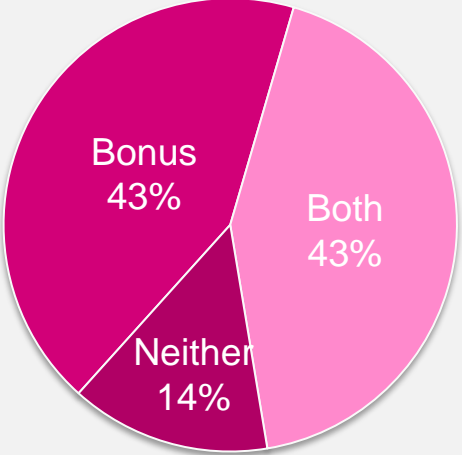
**Specialist/
Sr. Coordinator**



Coordinator

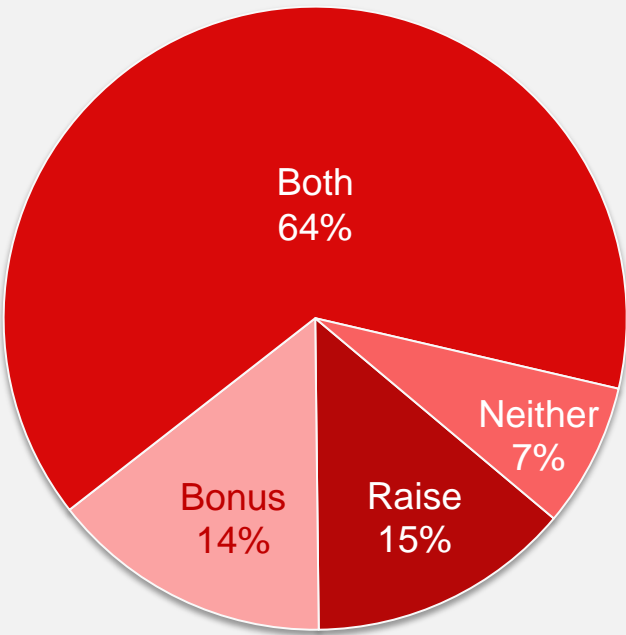


Assistant

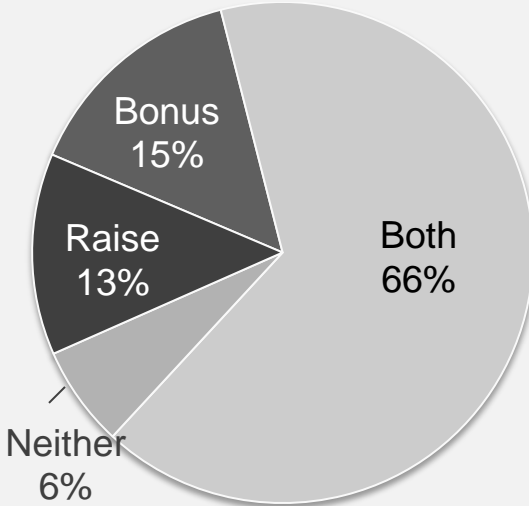


City Comparison: Did You Receive a Bonus/Raise Last Year?

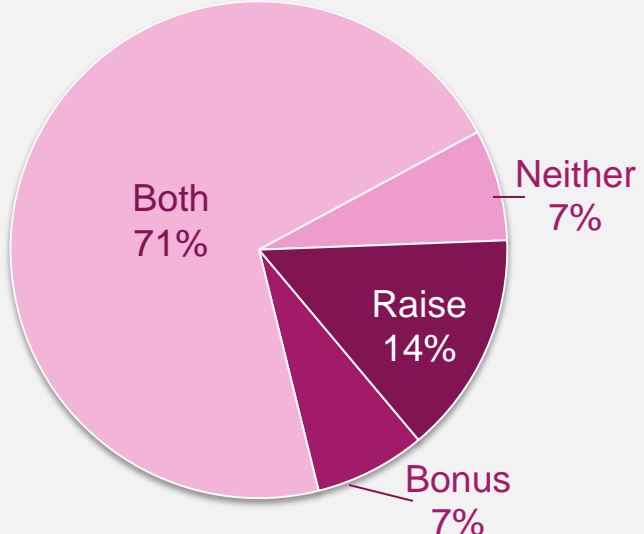
Overall



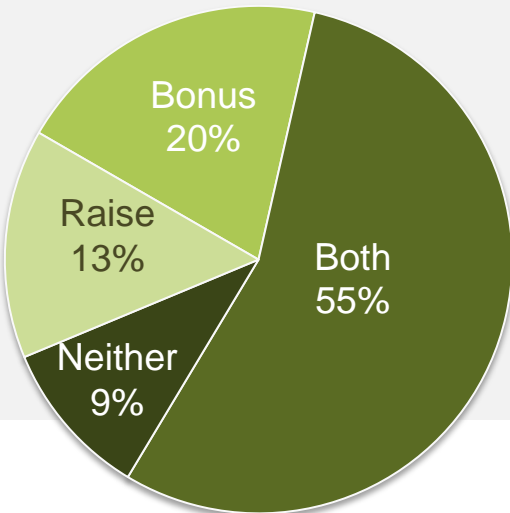
New York



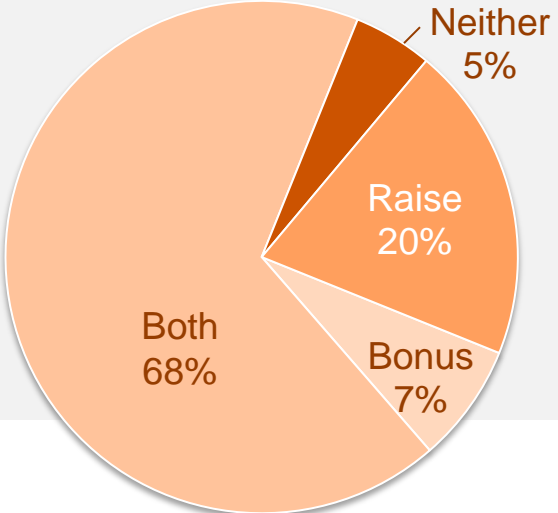
Bay Area



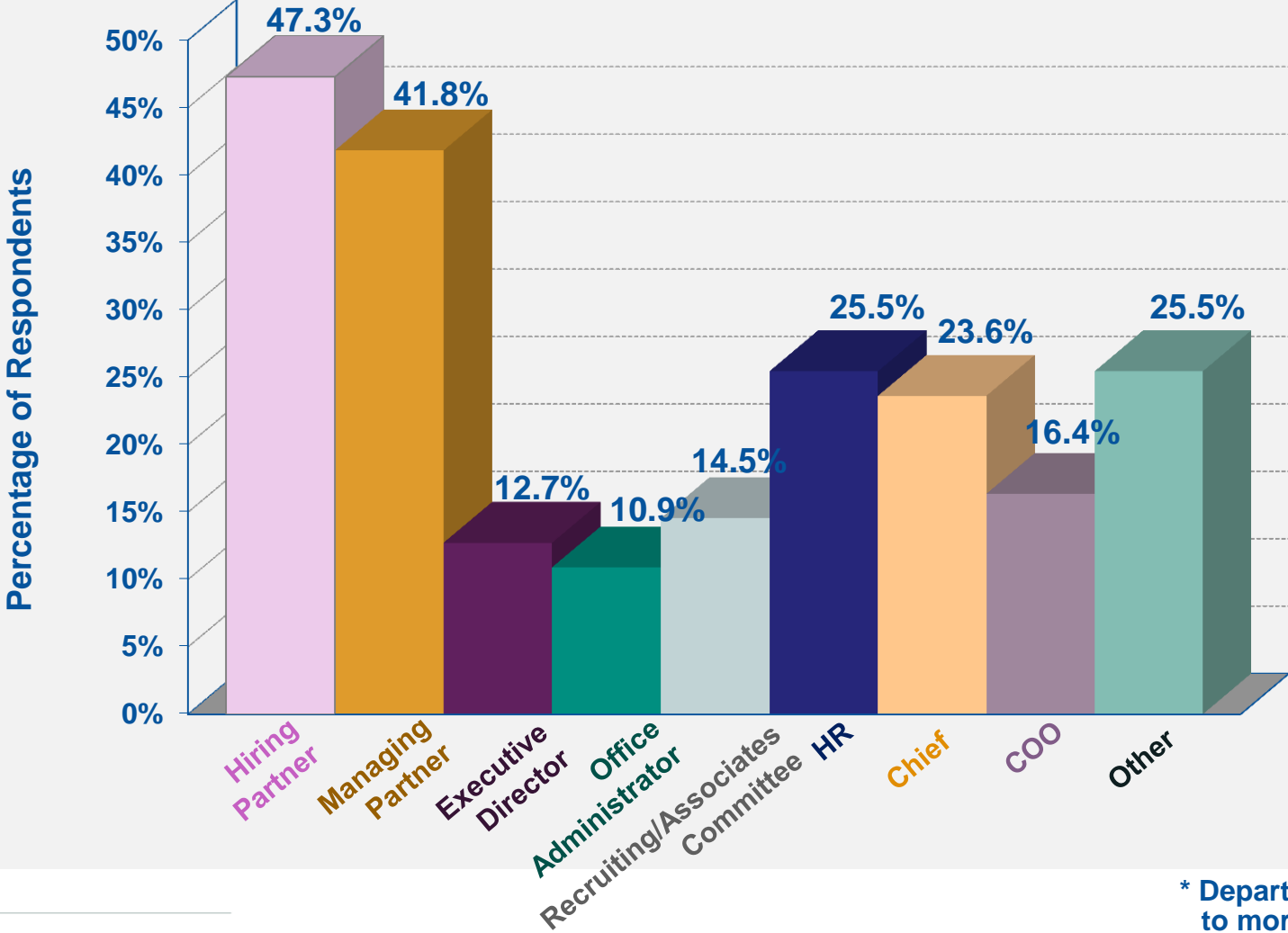
DC



Philadelphia



Who Does Recruiting/PD Department Report To?

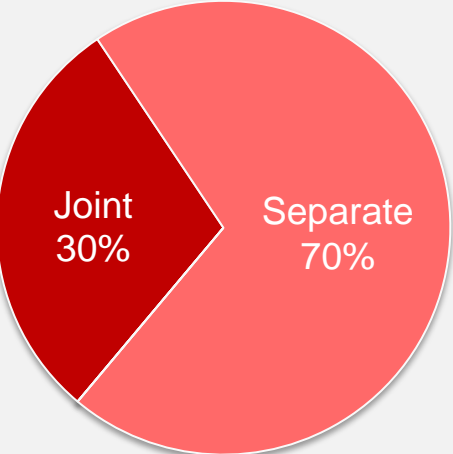


* Departments may report to more than one entity

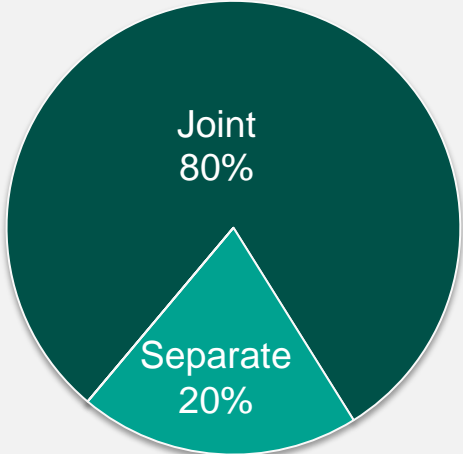


Are Your Recruiting and PD Departments Separate or Joint? – By Firm Size

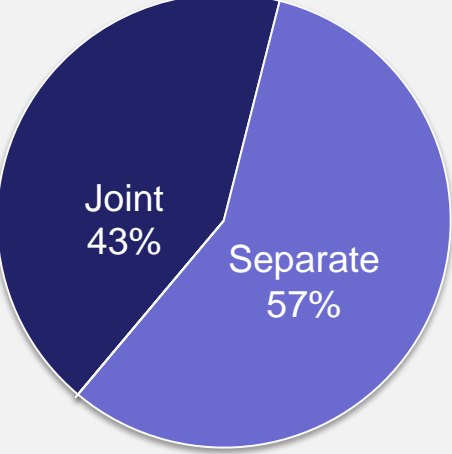
All Respondents



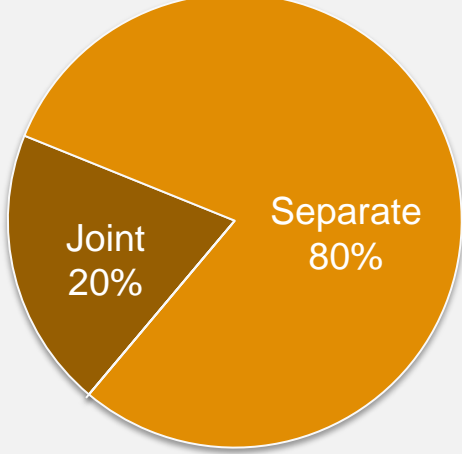
1-250



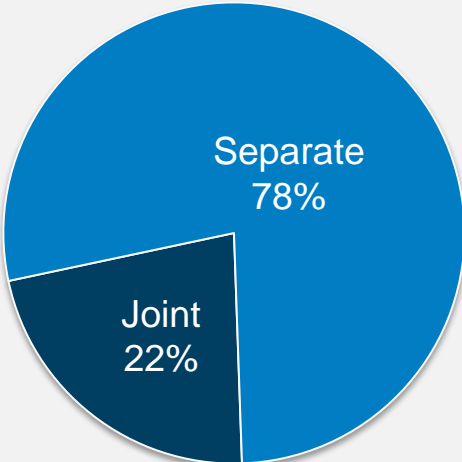
251-500



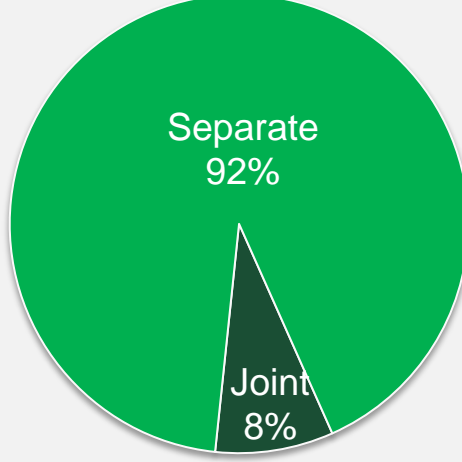
501-750



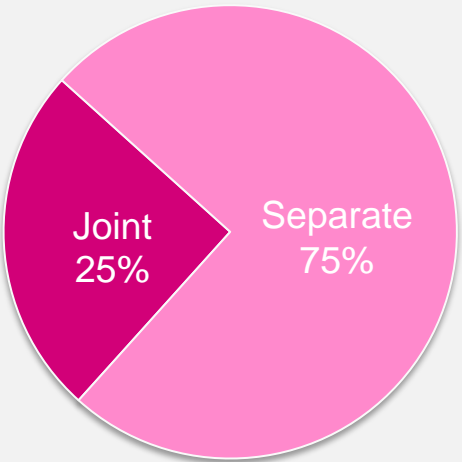
751-1000



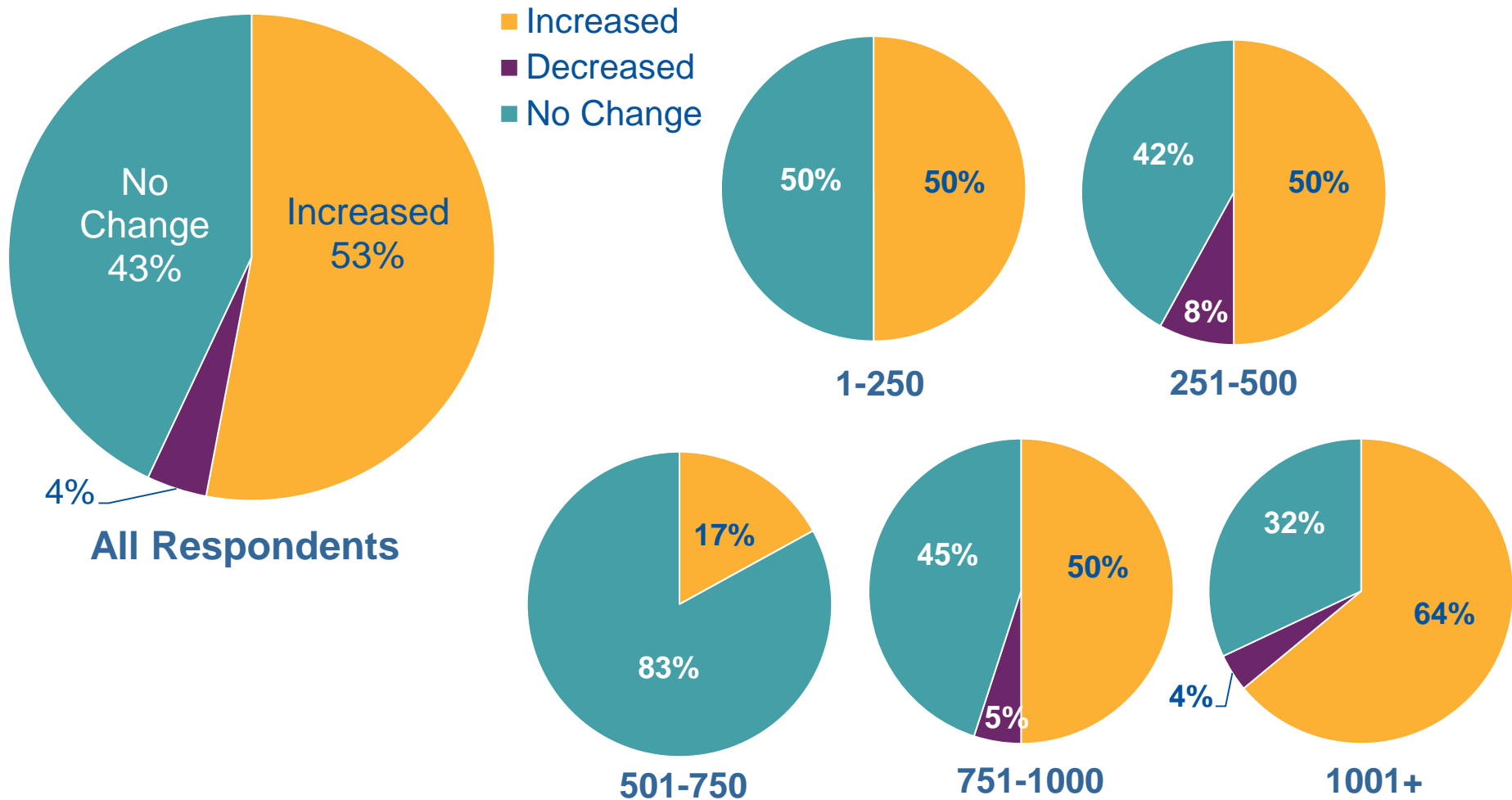
1001-1300



1301+



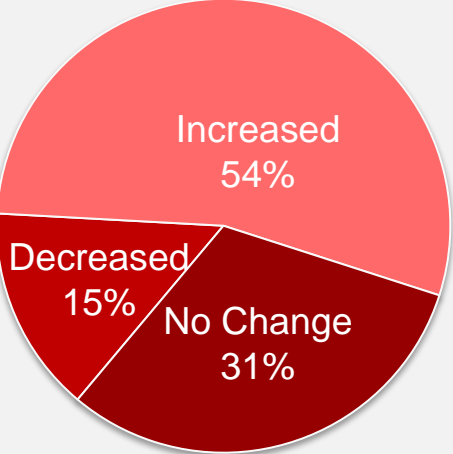
From the 2016 Survey: In the Past 2 Years, Has Your Department Size Changed?



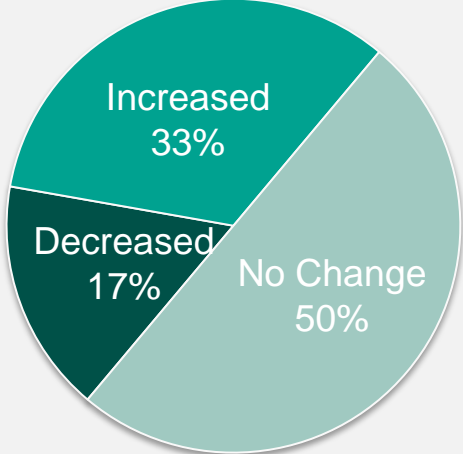
From the 2019 Survey: In the Past 2 Years, Has Your Department Size

Changed?

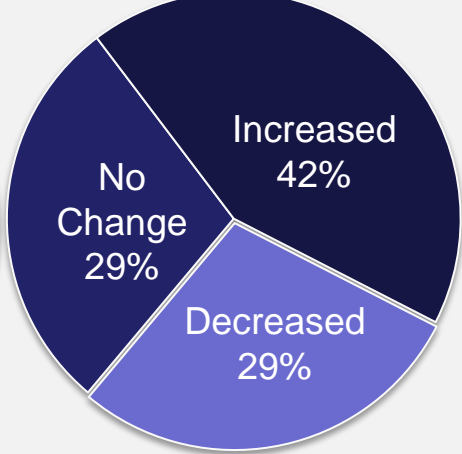
All Respondents



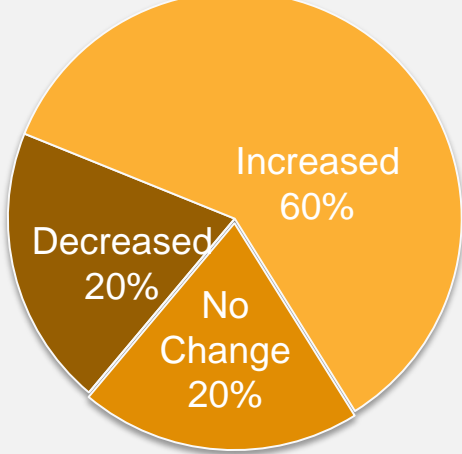
1-250



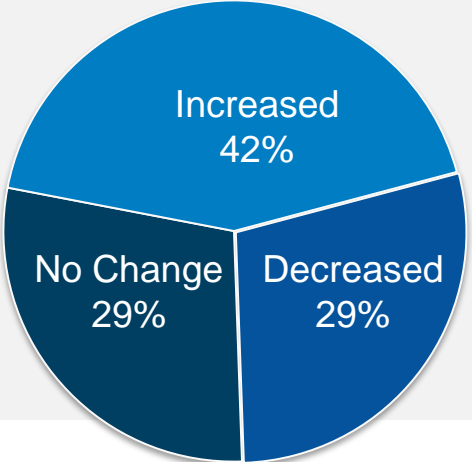
251-500



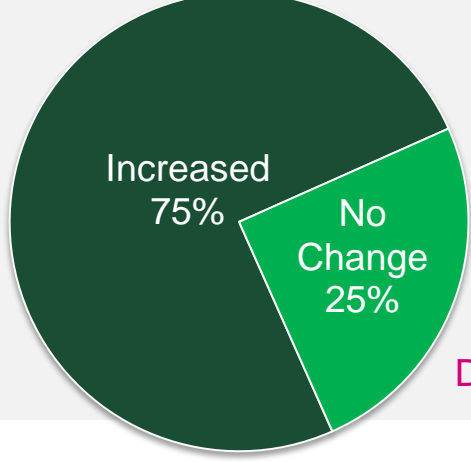
501-750



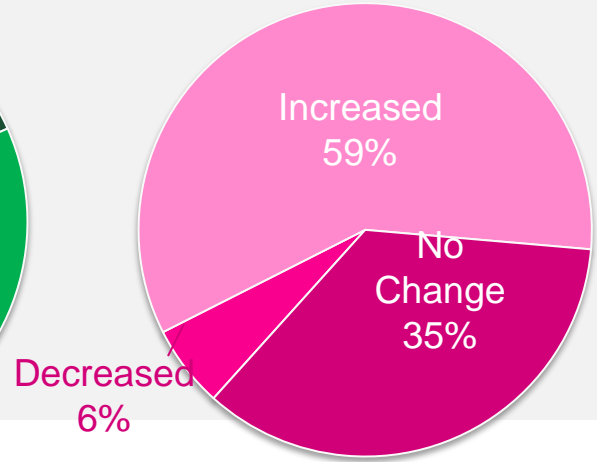
751-1000



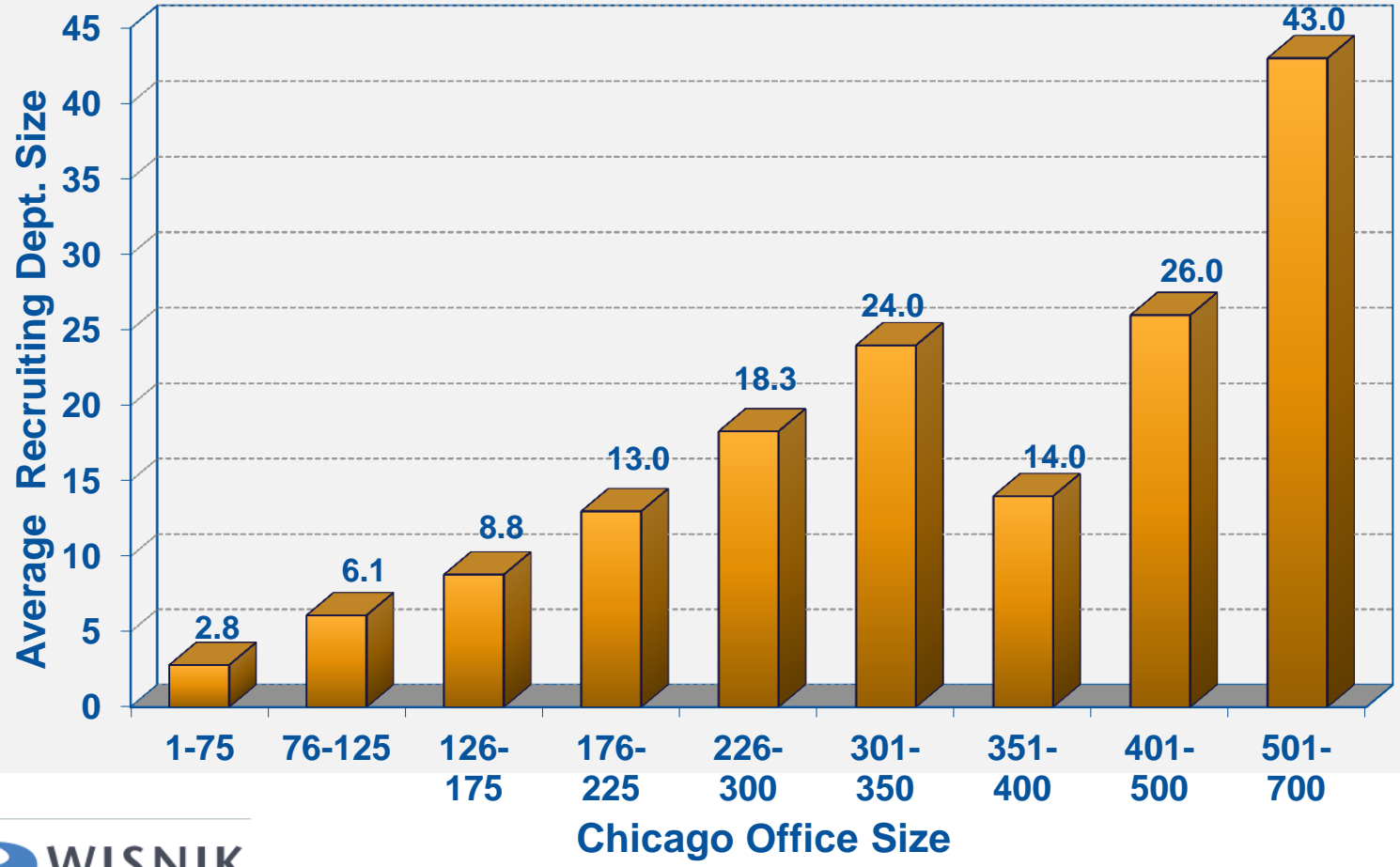
1001-1300



1301+



Chicago Office Size vs. Size of Chicago 2019 2L Summer Associate Class



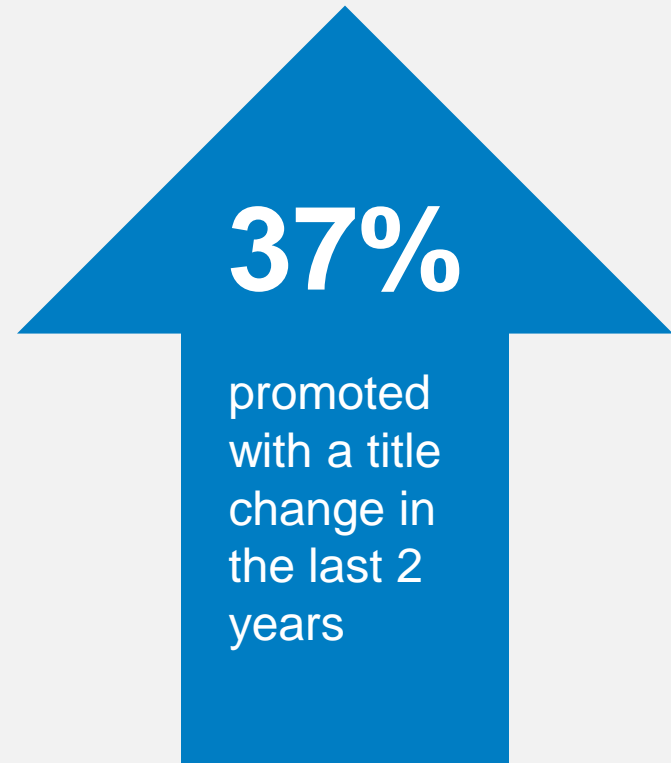
Summary of Interesting Survey Results

68% received a bonus
AND a raise last year

61% of respondents believe they
are fairly compensated

12% joined Recruiting/PD in the
last 2 years

47% Have been in Recruiting/PD
for 8 or more years



Addendum: Benefits



- 17.7% of Firms allow employees to work from home regularly, while 73.3% allow them to work from home periodically.
- 30.4% of Firms allow you to work part-time.
- 34.0% of Firms provide Flex Days.
- 60.3% of Firms provide backup daycare, but 0% of Firms have onsite daycare.
- 38.6% of Firms provide a cellular device to employees, while 63.2% offer cellular service.
- 86.9% of Firms provide employees with laptops.
- 64.4% of Firms offer transportation discounts, while 44.1% offer mileage reimbursement, and 20.0% provide a transportation stipend.
- 61.7% of Firms offer a Health Club membership or discount.
- 90.2% of Firms provide a flexible spending account.
- 91.8% of Firms provide a health savings account.
- 98.4% of Firms have a 401k program, and 57.4% of Firms offer 401k matching.
- 94.8% of employees contribute to the cost of their medical care plans.
- Only 3.3% of Firms offer free parking.

Benefits Received: Average Days Paid Time Off (PTO)

**Paid Time Off:
Includes Vacation, Sick and Personal Days**

<u>Title (# responses)</u>	<u>Average (days)</u>	<u>Median (days)</u>	<u>Range (days)</u>
Director (10):	27.0	28.0	5-42
Manager (19):	25.4	25.0	10-42
Specialist/Sr. Coordinator (8):	25.0	25.0	18-32
Coordinator (19):	21.4	20.5	10-30
Assistant (7)	20.7	23.5	10-30

**9.1% of respondents
receive unlimited PTO.**



Benefits Received: Average Days Maternity and Paternity Leave

<u>Title</u> (# responses)	<u>Average Maternity</u> (days)	<u>Average Paternity</u> (days)	<u>Median Maternity</u> (days)	<u>Median Paternity</u> (days)
Director (10):	49.0	*	51.0	*
Manager (19):	68.0	*	72.0	*
Specialist/Sr. Coordinator (8):	95.3	60.0	72.0	40.0
Coordinator (19):	56.0	42.0	84.0	42.0
Assistant (7)	23.3	17.5	28	17.5

* - insufficient data





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Wisnik Career Enterprises, Inc.
wisnik.com | 212.370.1010 | ewisnik@wisnik.com