



# 2021 CALPA Industry Survey



**Wisnik Career Enterprises, Inc.**  
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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 2021 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 2021. The results that follow were generated from 61 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 25 years, she has worked with over 120 law firms, including 86 of the AmLaw 100. Eva has placed over 1000 Marketing and BD professionals into law firms nationwide, and has conducted over 700 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 61 Recruiting and PD professionals' salary and industry information by:



## Position

- Director: 7
- Sr. Manager: 6
- Manager: 17
- Specialist/Sr. Coordinator: 10
- Coordinator: 16
- Assistant: 5



## Firm Size

- 1-250: 9
- 251-500: 10
- 501-750: 3
- 751-1000: 10
- 1001-1300: 8
- 1301+: 21



## Office Size

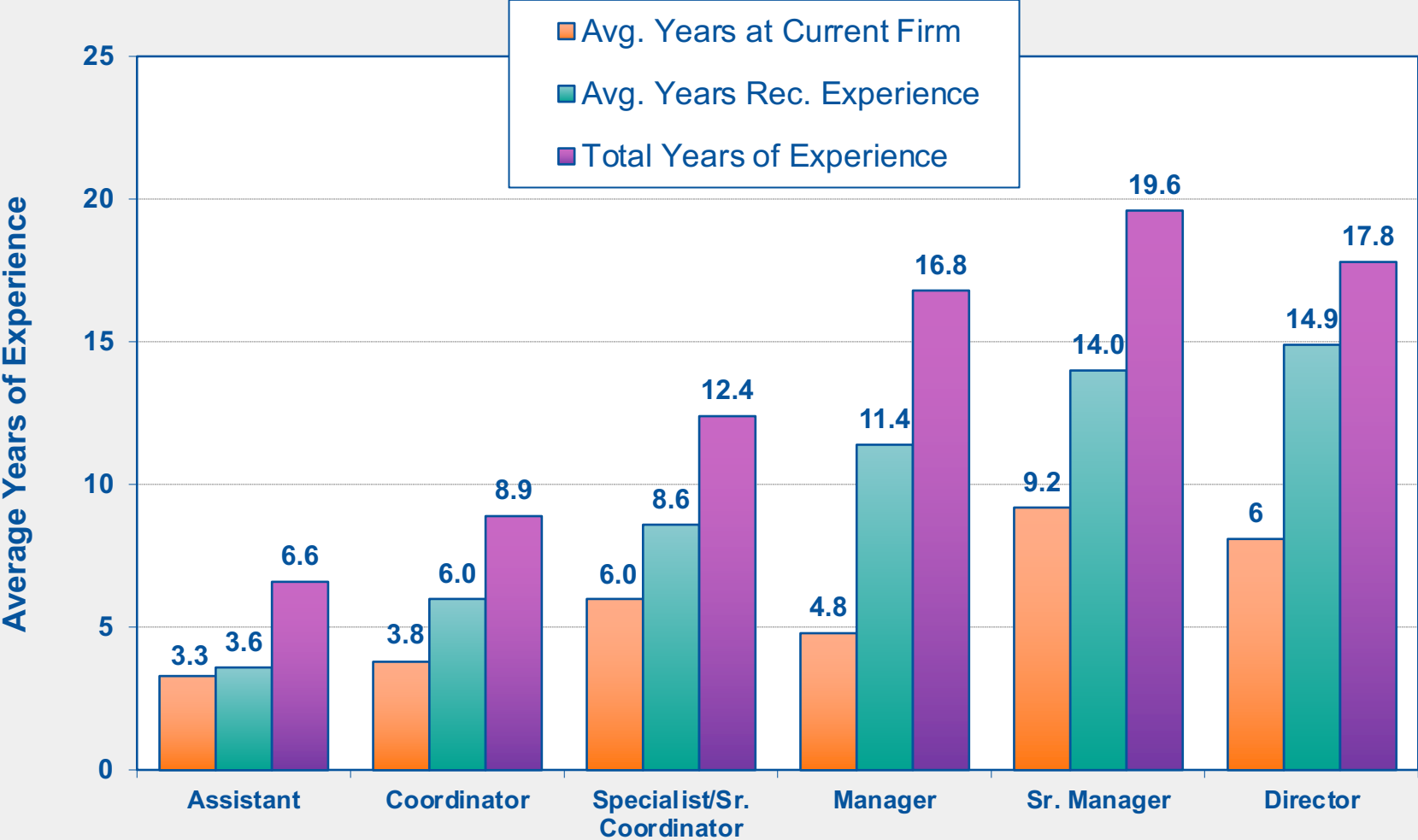
- 1-75: 9
- 76-125: 13
- 126-175: 11
- 176-225: 9
- 226-300: 9
- 301-350: 2
- 351-400: 2
- 401-500: 3
- 501-700: 1
- 701-1000: 2



# Profile of CALPA Professionals



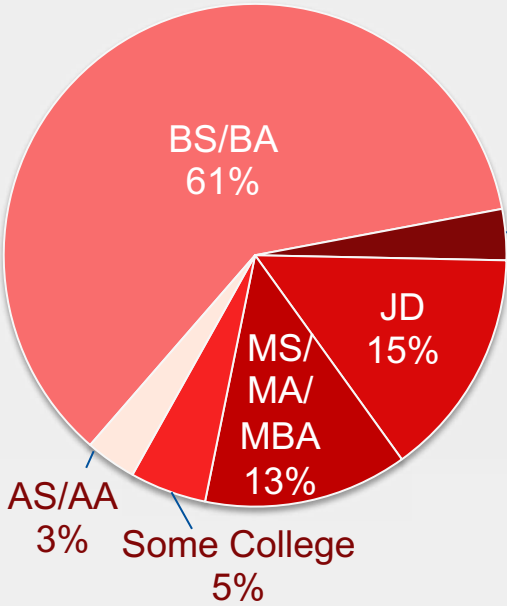
# Average Years of Experience



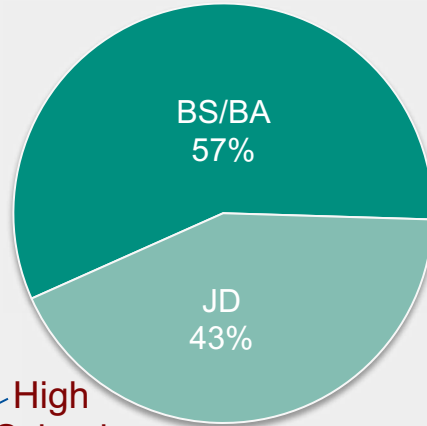
# Highest Degree of Education by Job Title

For those with a JD,  
the average time  
spent in practice was  
5.2 years.

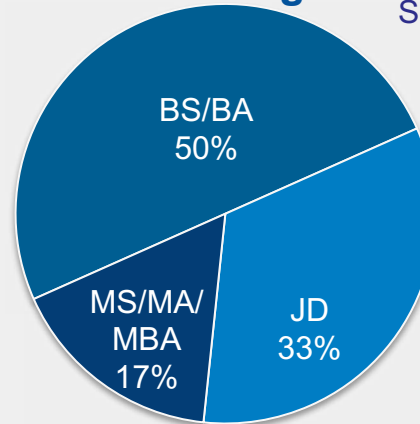
## Overall



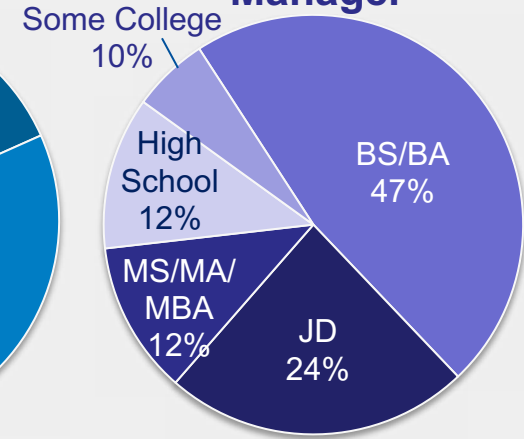
## Director



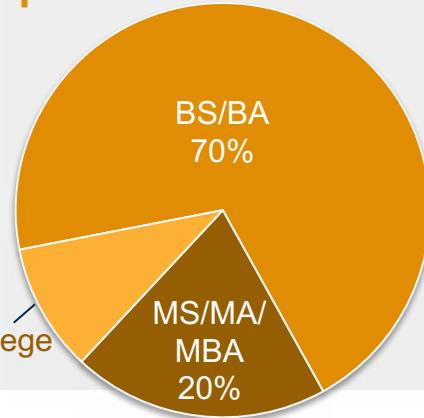
## Sr. Manager



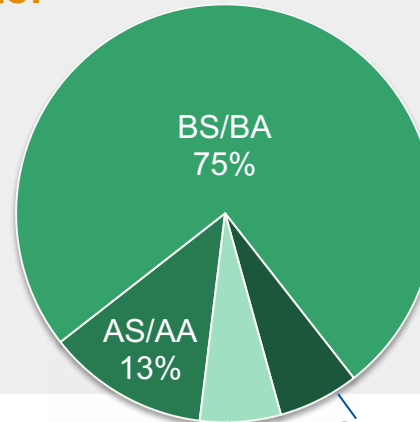
## Manager



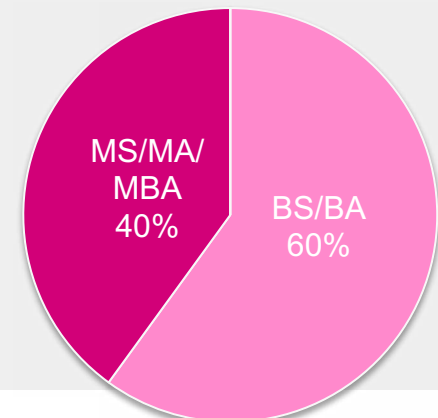
## Specialist/Sr. Coordinator



## Coordinator



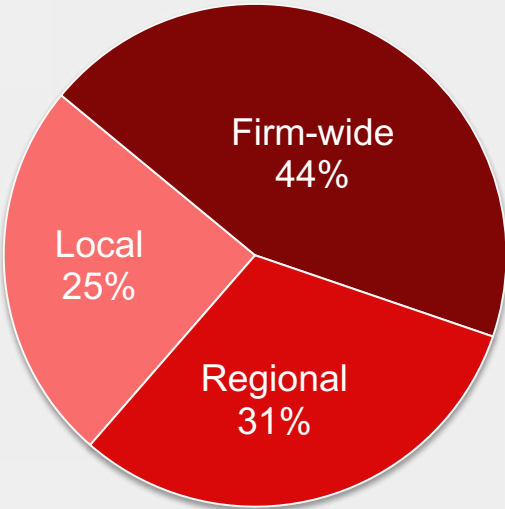
## Assistant



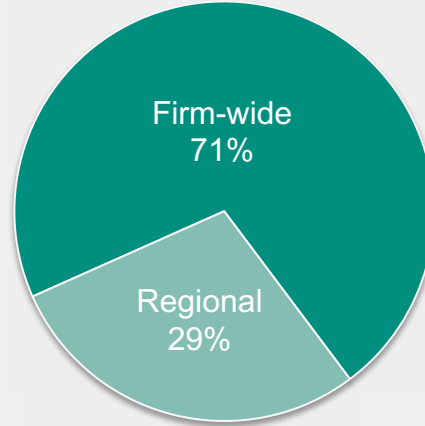
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# Is Your Position Firm-Wide, Regional or Local?

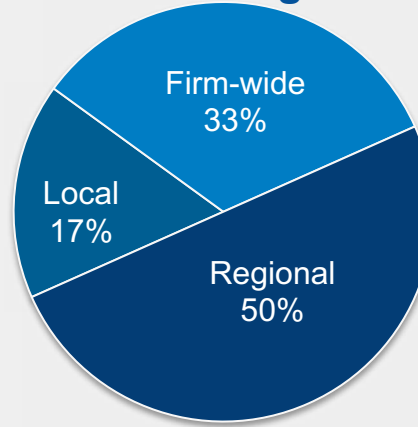
## Overall



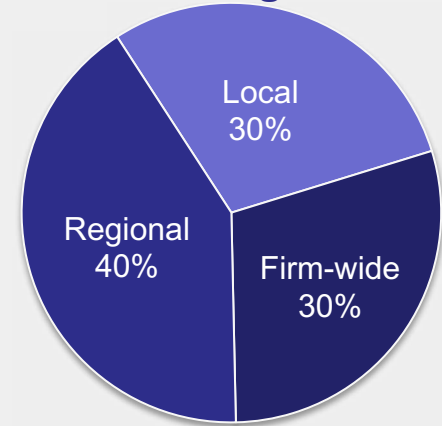
## Director



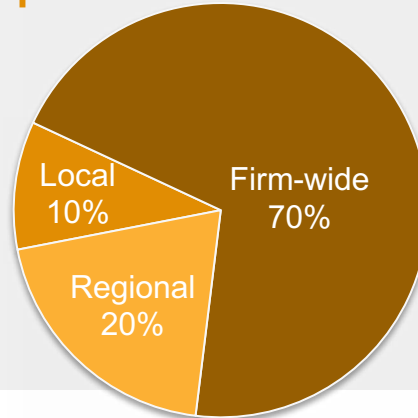
## Sr. Manager



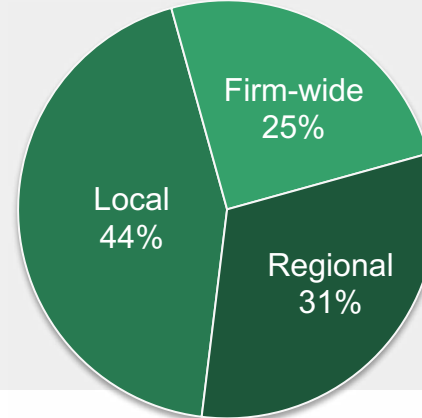
## Manager



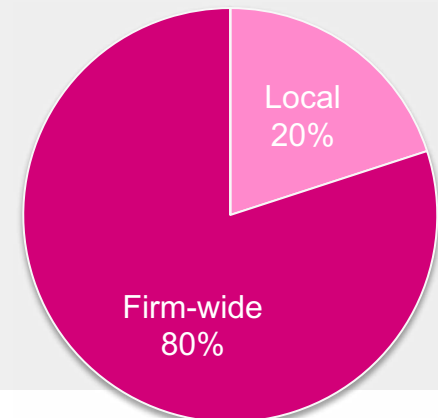
## Specialist/Sr. Coordinator



## Coordinator



## Assistant

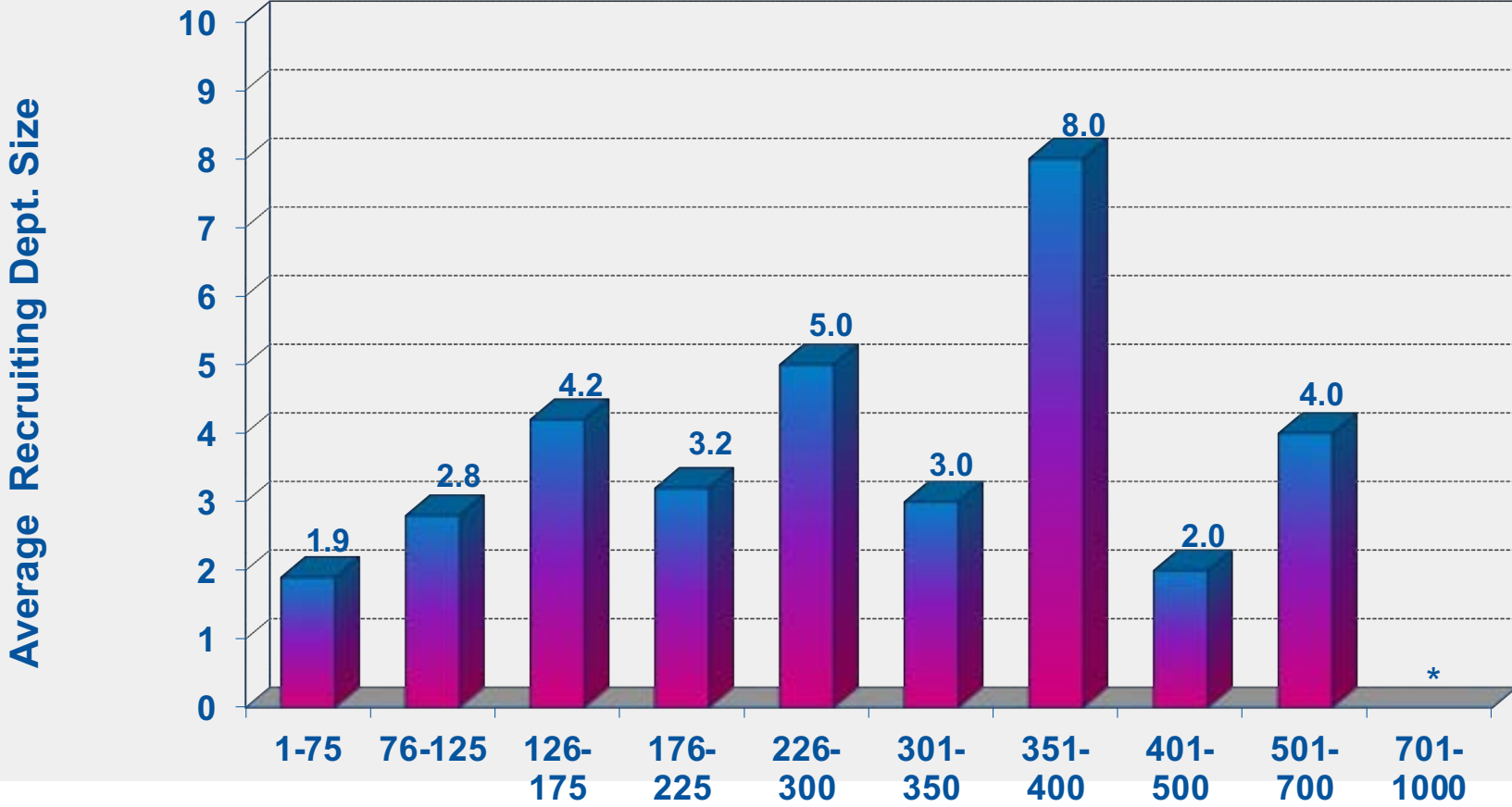




# Salary Trends



# Chicago Office Size vs. Average Size of Chicago Recruiting Department



Chicago Office Size

\*insufficient data for 701-1000

# All Respondents: Average Salaries, By Title

Title (# responses with salary data)	Average Salary	Median	25 - 75% Range
Director (7):	\$198,571	\$185,000	\$172.5k - \$205.0k
Sr. Manager (6):	\$137,917	\$141,750	\$125.8k - \$152.9k
Manager (17):	\$123,089	\$126,000	\$109.4k - \$136.4k
Specialist/ Sr. Coordinator (10):	\$82,481	\$82,800	\$69.7k - \$88.5k
Coordinator (16):	\$63,413	\$66,750	\$61.2k - \$68.0k
Assistant (5):	\$51,000	\$52,000	\$48.0k - \$57.0k

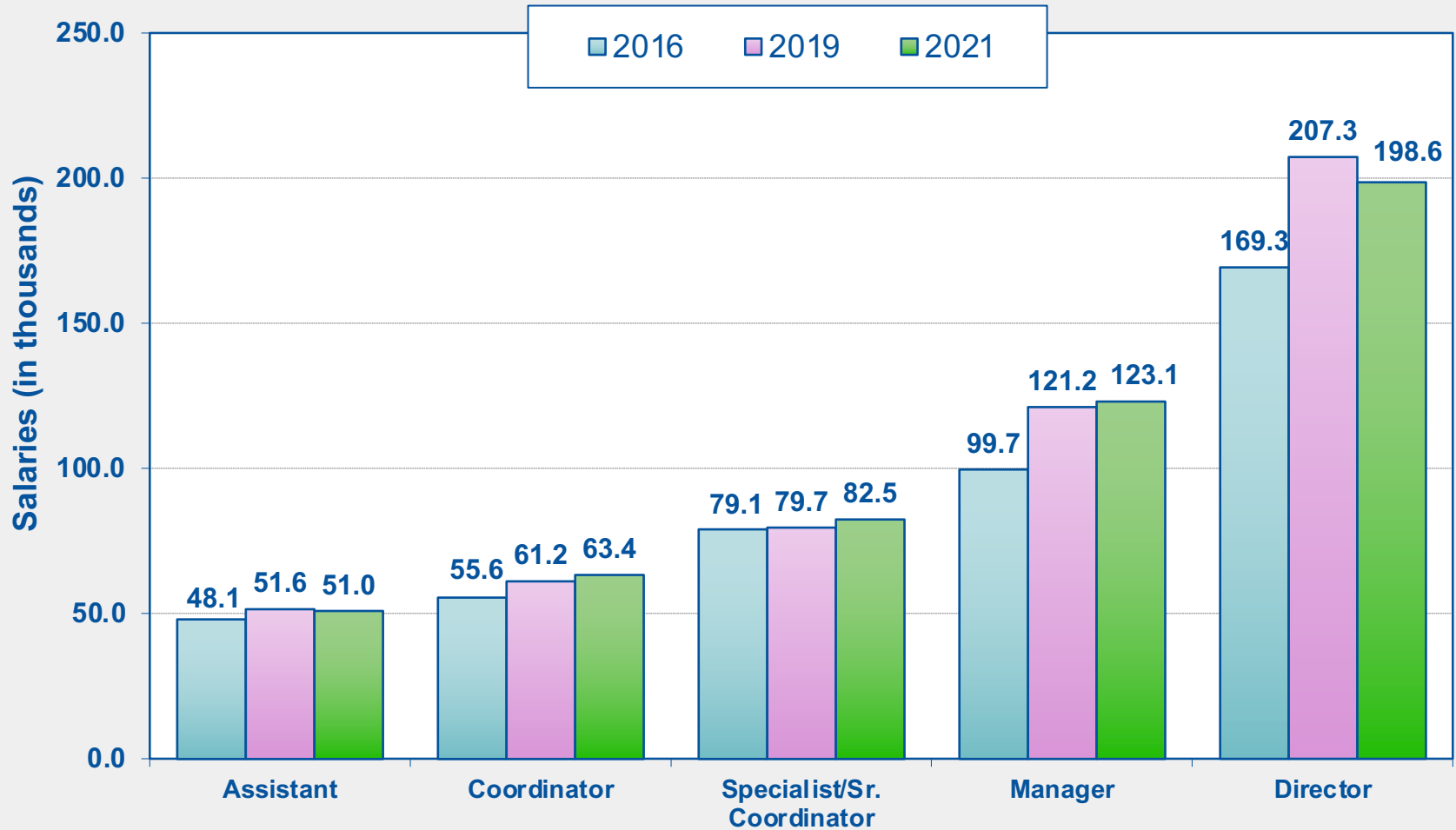
**Changes in average salaries since 2019 survey:**  
 Director: **4.2% decrease**  
 Sr. Manager: *\*insufficient data*  
 Manager: **1.6% increase**  
 Specialist/Sr. Coordinator: **3.5% increase**  
 Coordinator: **3.6% increase**  
 Assistant: **1.2% decrease**



# All Respondents: Average Bonus & Raise (2020 vs. 2019), By Title

Title (# responses with salary data)	Average Bonus ('20)	Average Bonus ('19)	Average Raise ('20)	Average Raise ('19)
Director (7):	\$35,917	\$27,650	11.3%	4.6%
Sr. Manager (20):	\$9,400	\$8,667	9.1%	5.4%
Manager (20):	\$11,229	\$8,700	4.3%	8.6%
Specialist/ Sr. Coordinator (5):	\$3,693	\$3,075	4.6%	5.7%
Coordinator (18):	\$2,839	\$2,356	9.0%	7.7%
Assistant (5):	\$2,533	\$2,350	3.0%	3.5%

# Salary Trends: 2016-2021



\*insufficient data for Sr. Managers

# Average Salary vs. Average Years of Experience



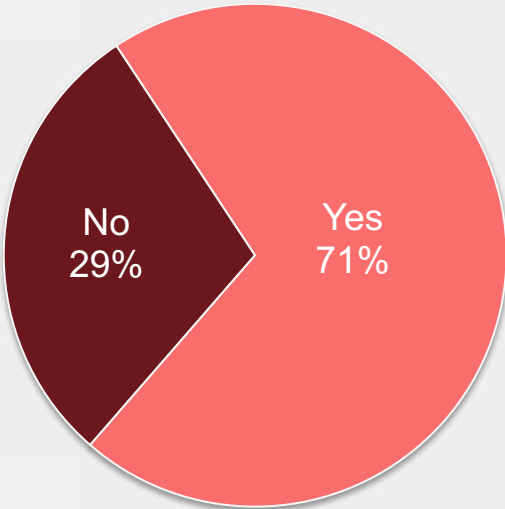


# Industry Findings



# Do You Believe You Are Fairly Compensated?

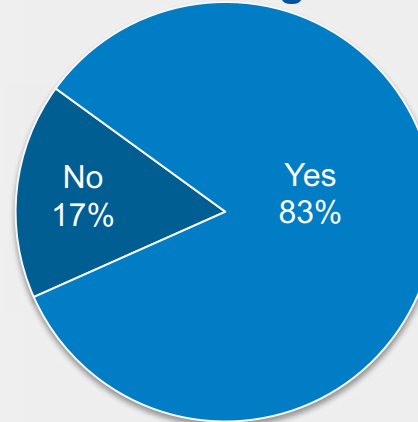
## Overall



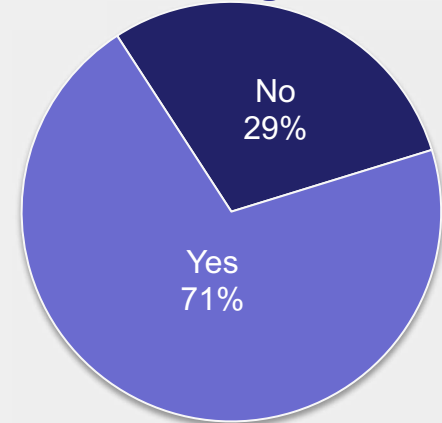
## Director



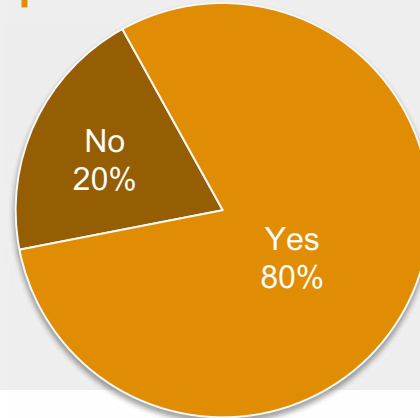
## Sr. Manager



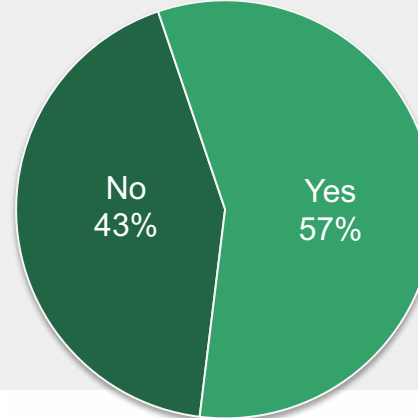
## Manager



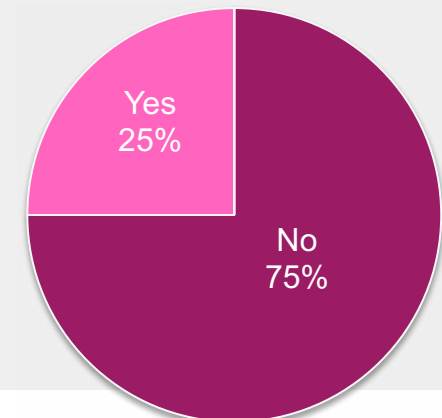
## Specialist/Sr. Coordinator



## Coordinator



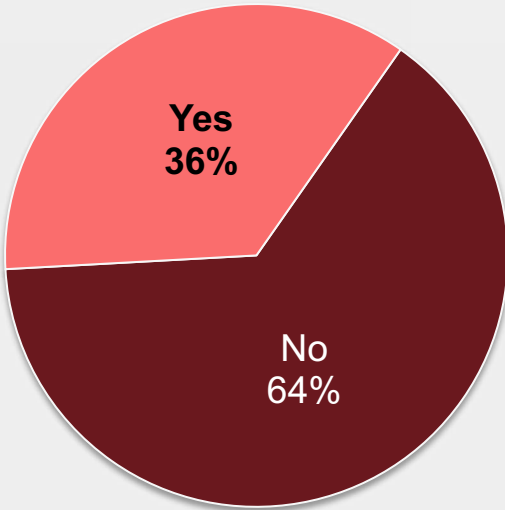
## Assistant



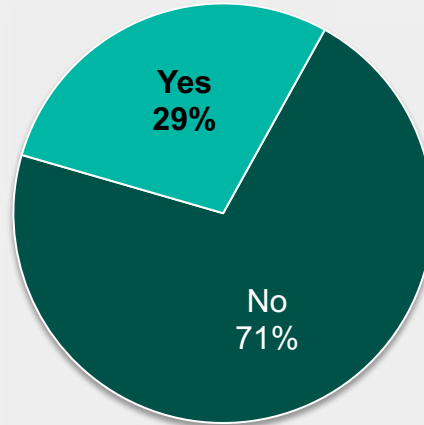
In 2019, 61% were satisfied with their salaries.

# Did You Experience a Salary Cut in 2020?

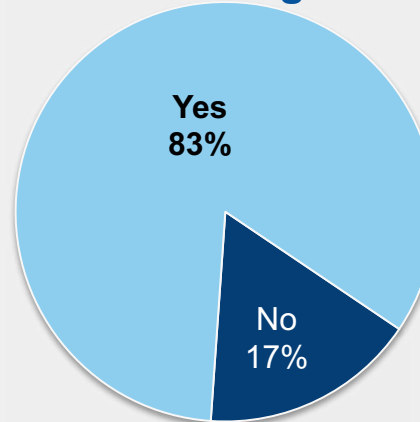
## Overall



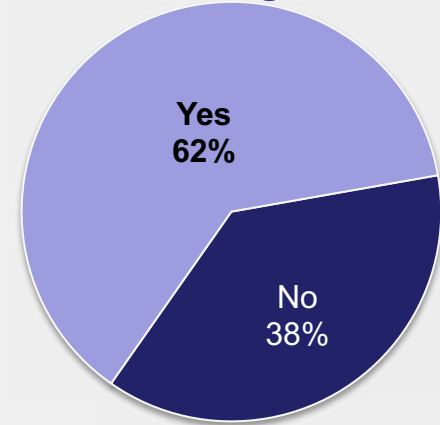
## Director



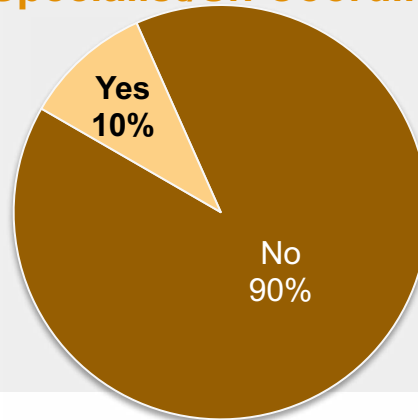
## Sr. Manager



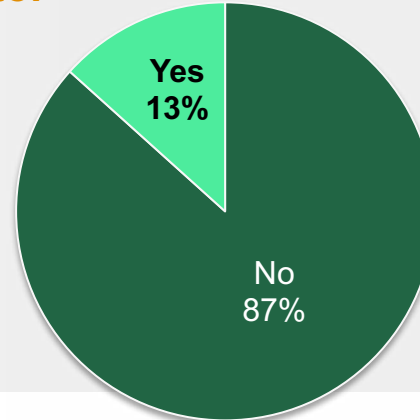
## Manager



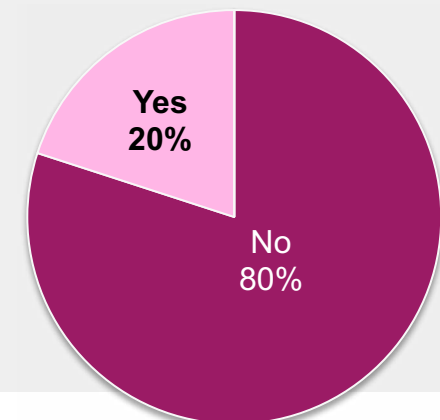
## Specialist/Sr. Coordinator



## Coordinator



## Assistant



### Salary Cuts, Breakdown by Firm Size:

1-250: 22.2%  
251-500: 50%  
501-750: 33.3%  
751-1000: 33.3%  
1001-1300: 25%  
1301+: 40%



Our goal is to help you achieve your goals

# Additional Information Regarding Salary Cuts

**100%** of cut salaries were fully reinstated in 2021

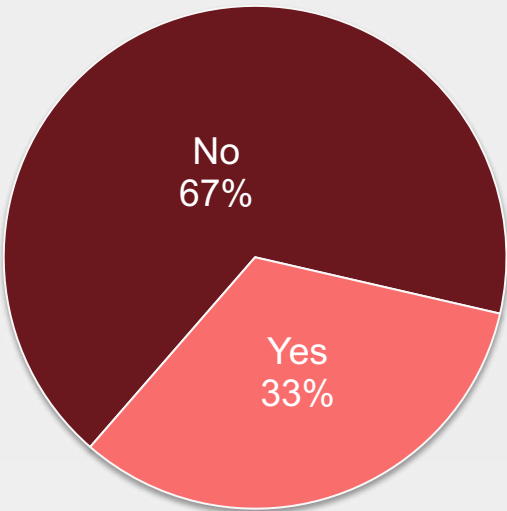
**77%** of respondents received back pay to compensate them for the cut

On average, salaries were cut by

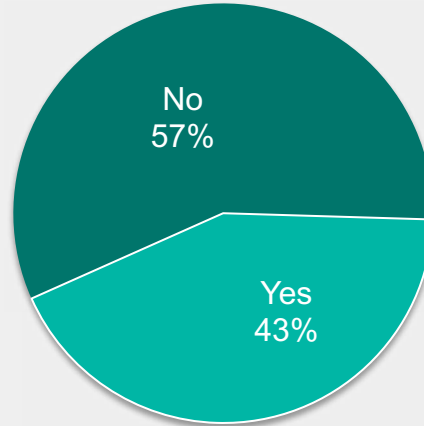
**9%**

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

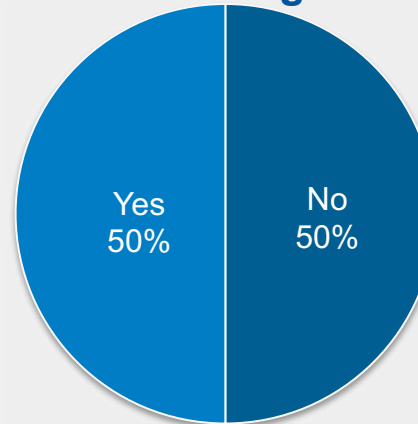
## Overall



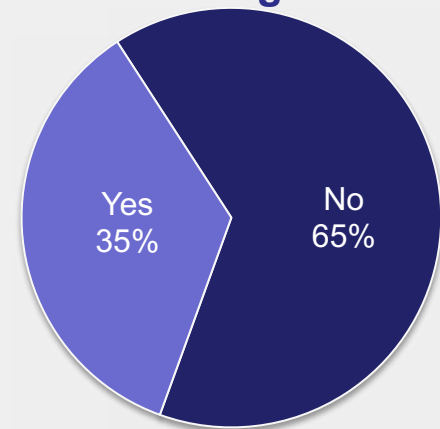
## Director



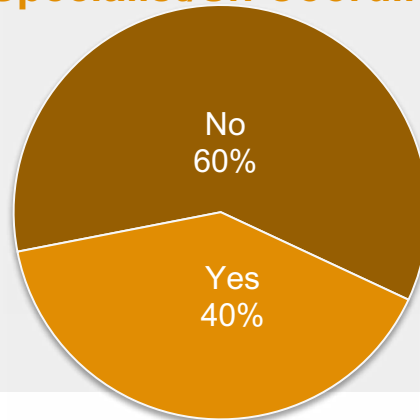
## Sr. Manager



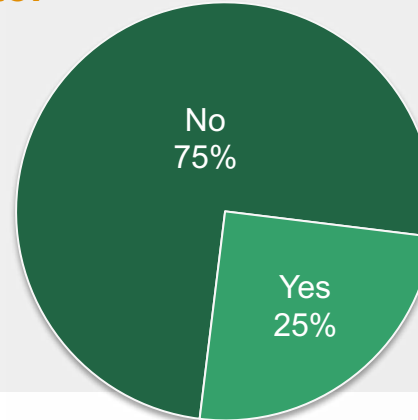
## Manager



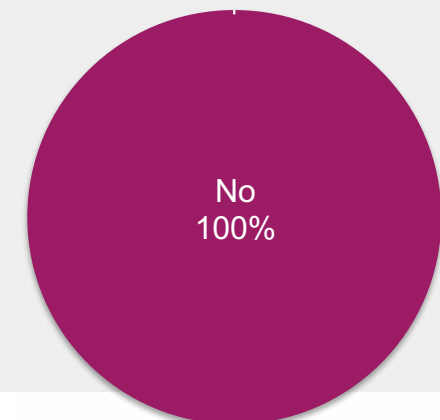
## Specialist/Sr. Coordinator



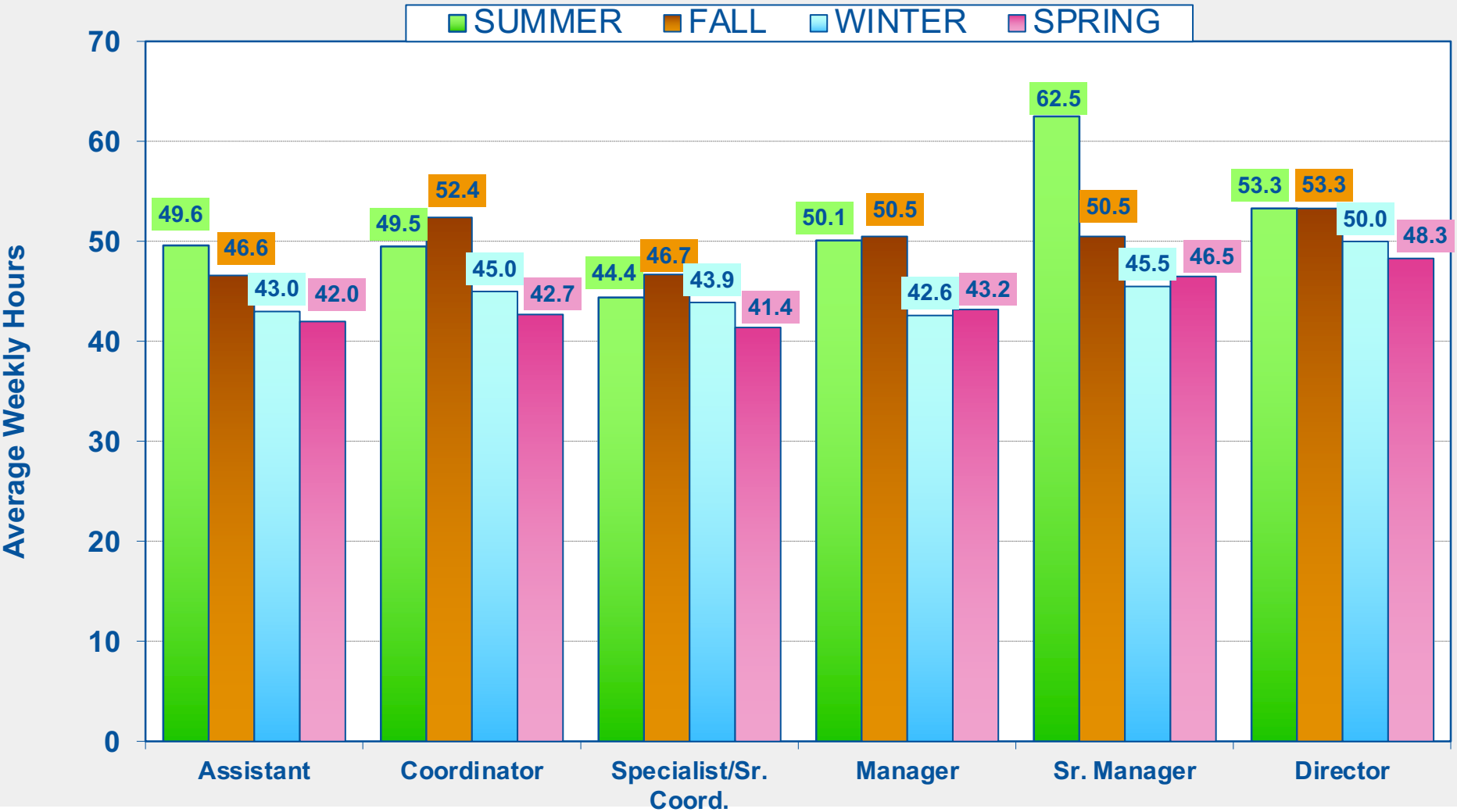
## Coordinator



## Assistant

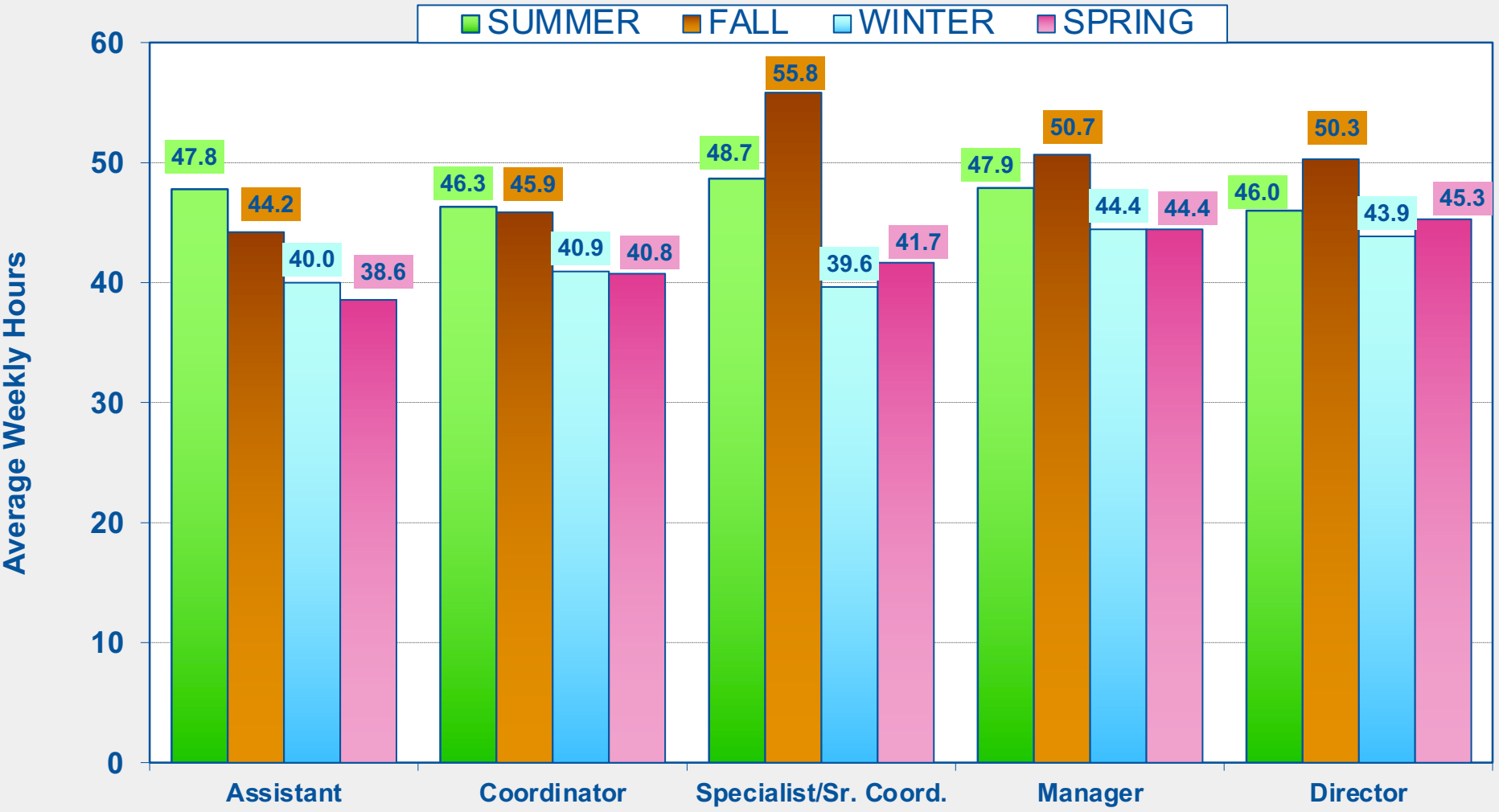


# Average Hours Worked Per Week in 2020, Breakdown by Season

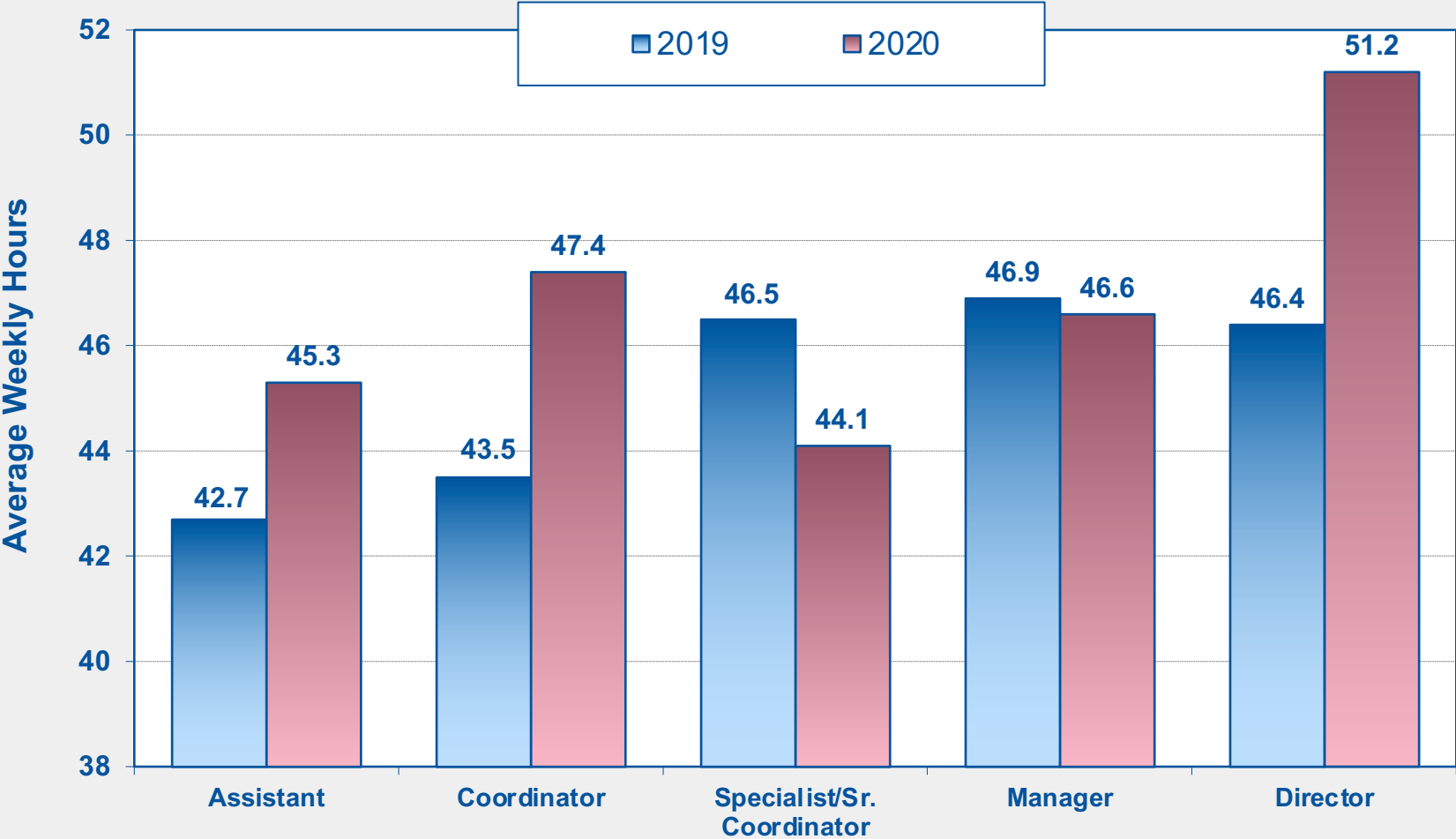




# Average Hours Worked Per Week in 2019, Breakdown by Season



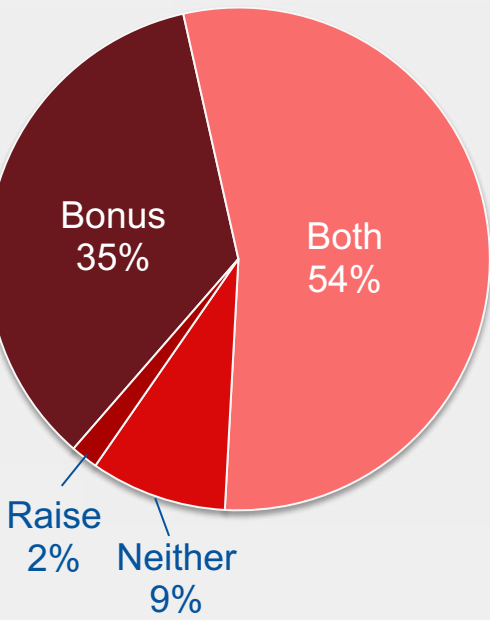
# Comparison of Average Hours Worked Per Week, 2019 vs. 2020



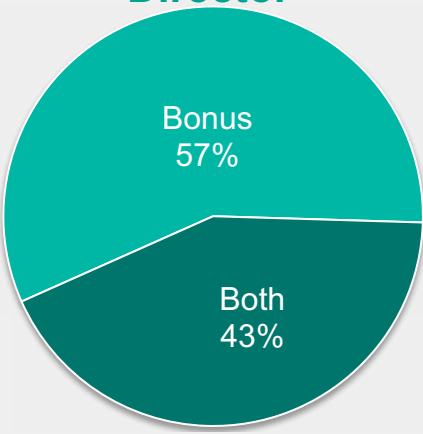
\*insufficient data for Sr. Managers

# Did You Receive a Bonus/Raise in 2020?

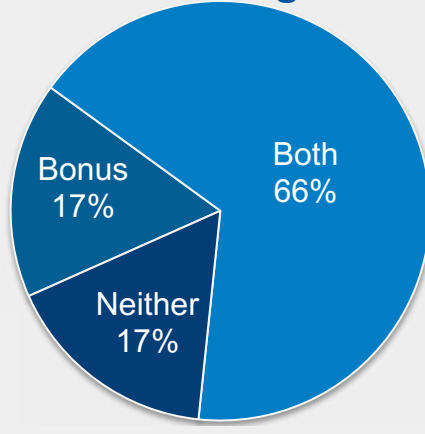
**Overall**



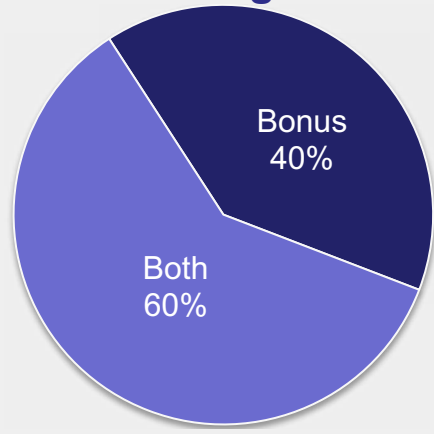
**Director**



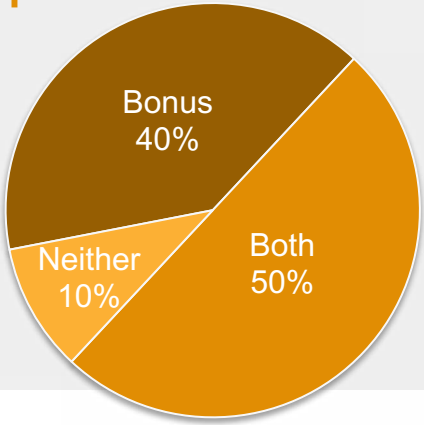
**Sr. Manager**



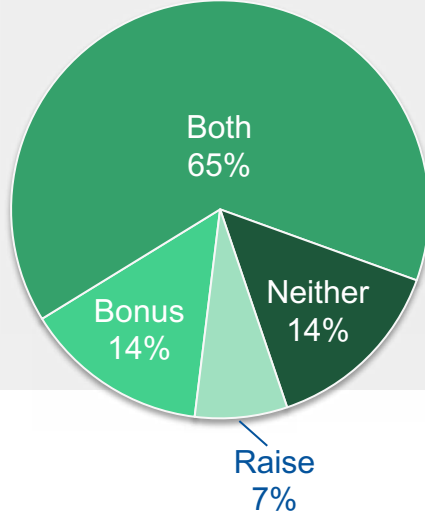
**Manager**



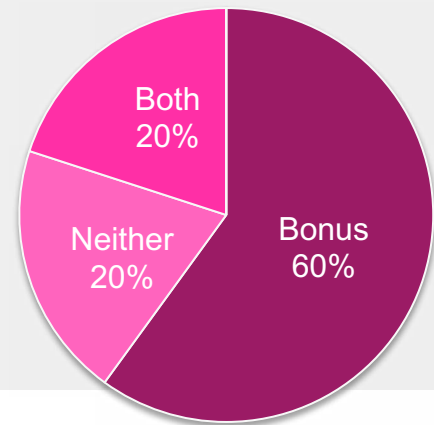
**Specialist/Sr. Coordinator**



**Coordinator**



**Assistant**

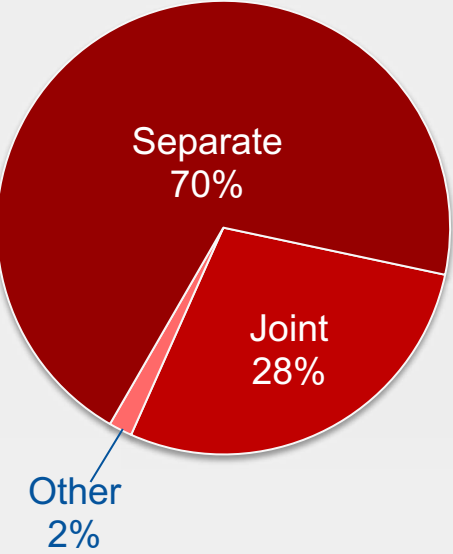


**In 2019, 87% of people got raises. In 2020, this decreased to 56%. In 2019, 89% of people got bonuses. In 2020, this stayed the same at 89%.**

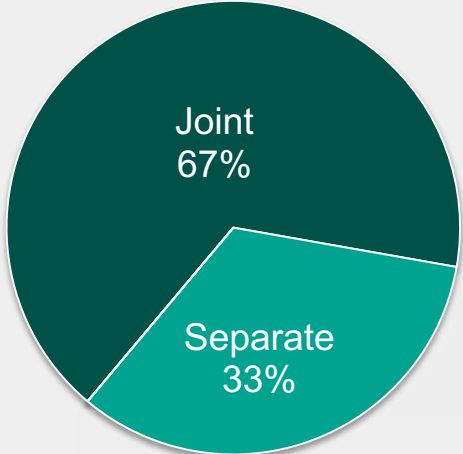


# Are Your Recruiting and PD Departments Separate or Joint? – By Firm Size

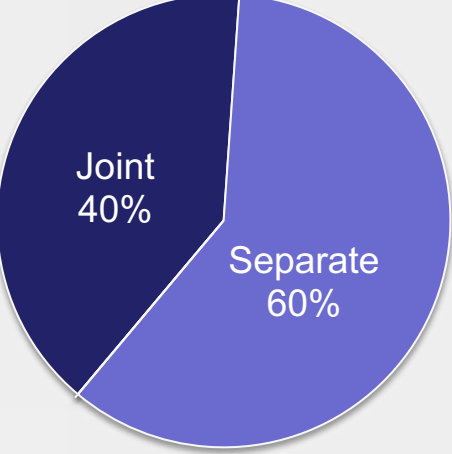
All Respondents



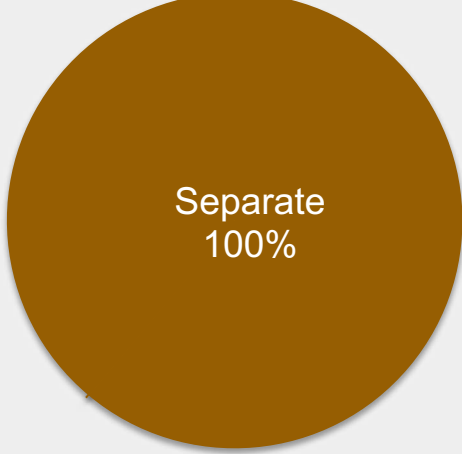
1-250



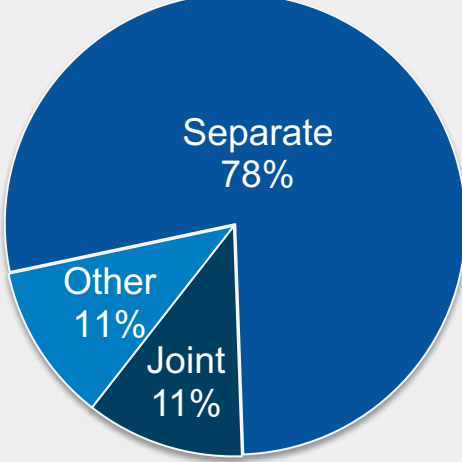
251-500



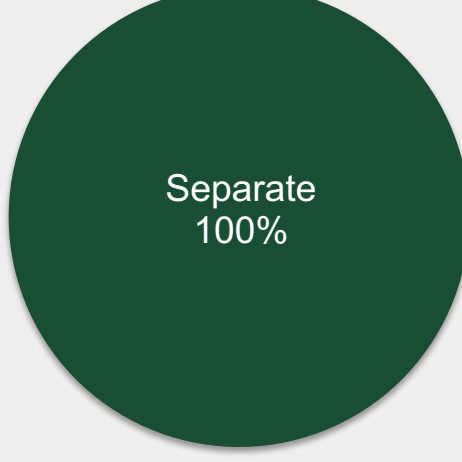
501-750



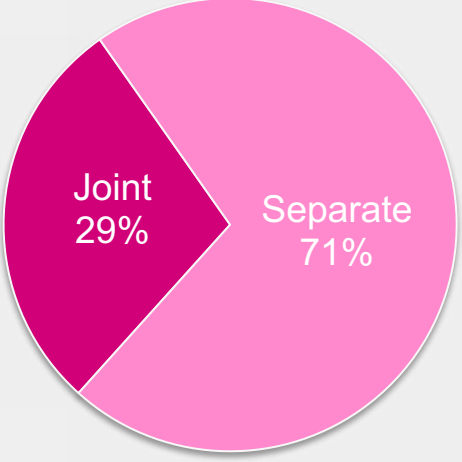
751-1000



1001-1300

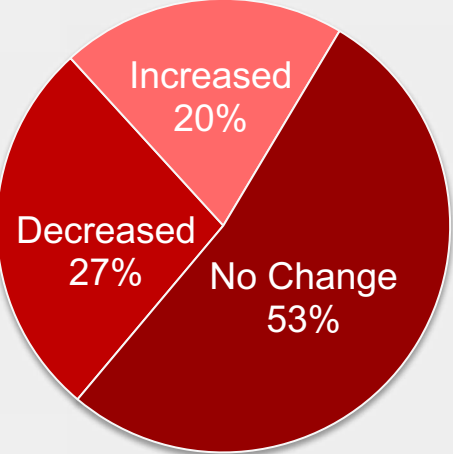


1301+

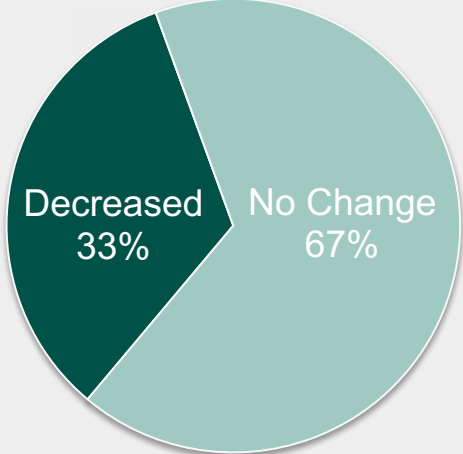


# In the Past 2 Years, Has Your Dept. Size Changed?

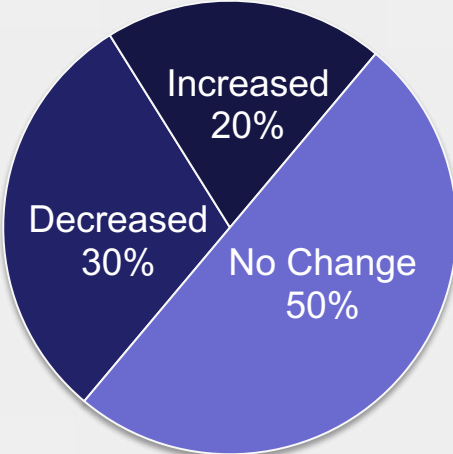
**All Respondents**



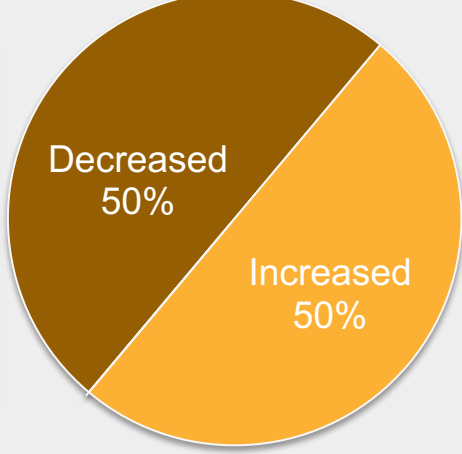
**1-250**



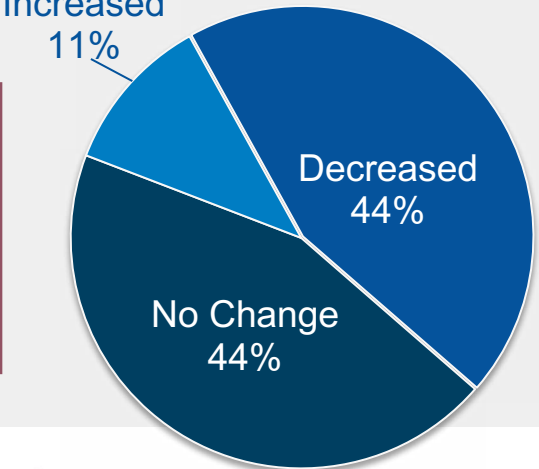
**251-500**



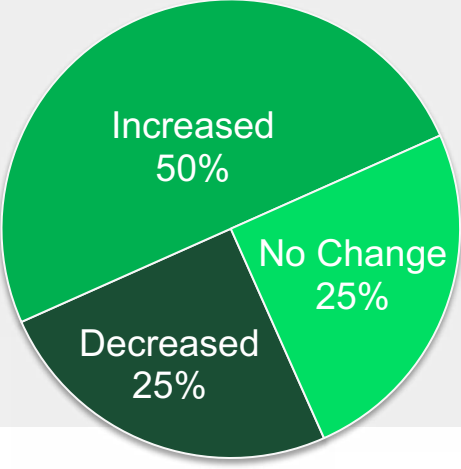
**501-750**



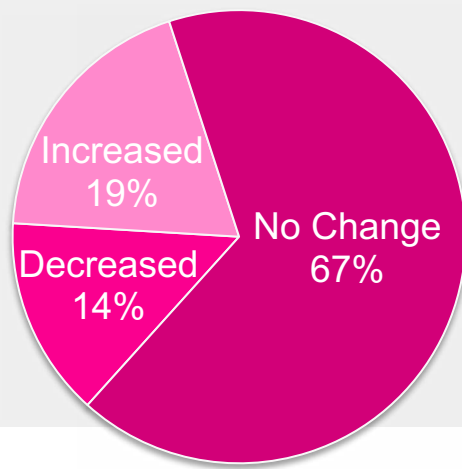
**751-1000**



**1001-1300**



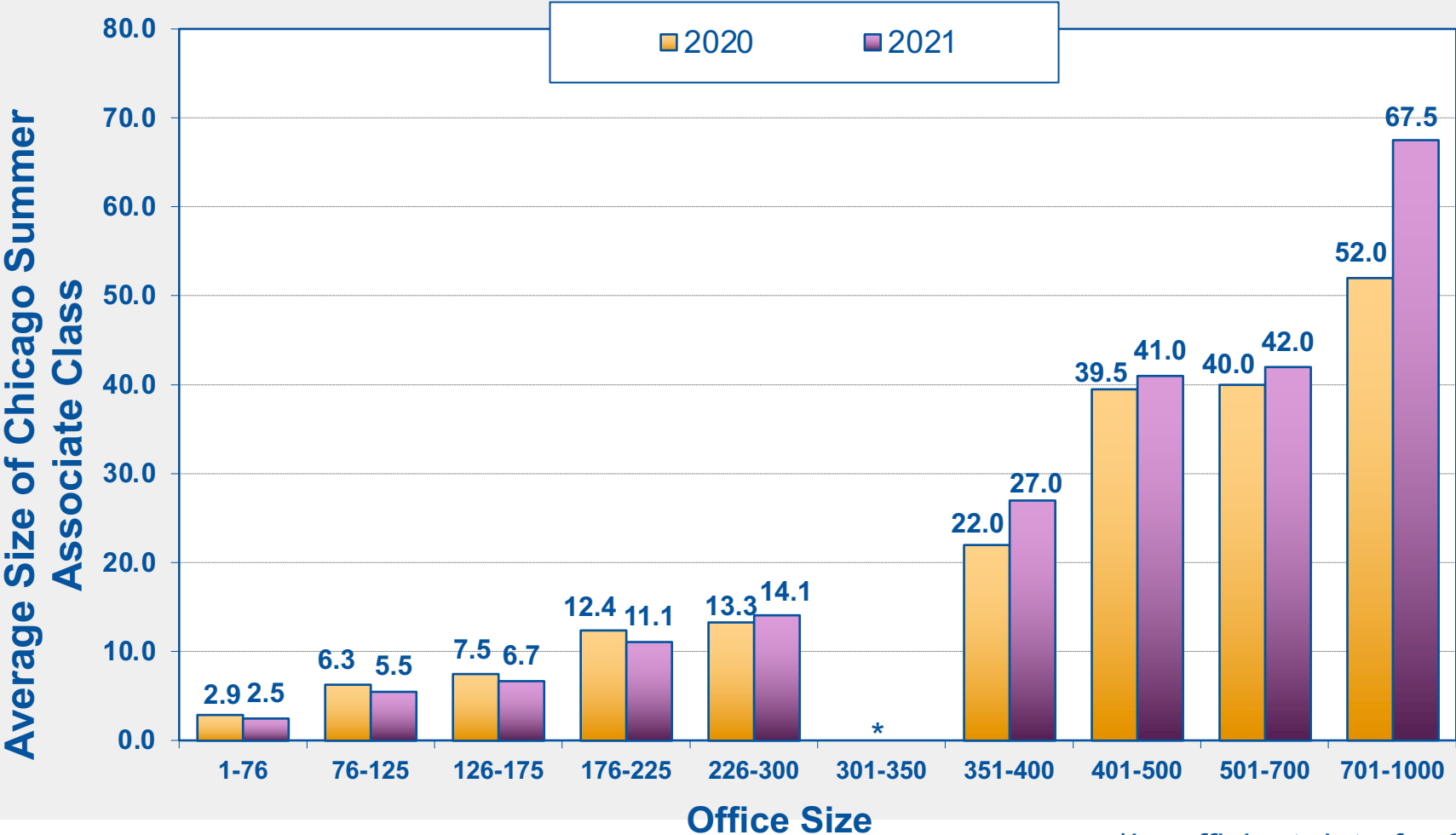
**1301+**



Small Firms (1-500) were 31.6% likely to decrease.  
 Large Firms (501+) were 25.0% likely to decrease.



# Chicago Office Size vs. Size of Chicago 2L Summer Associate Class: 2020 to 2021 Comparison

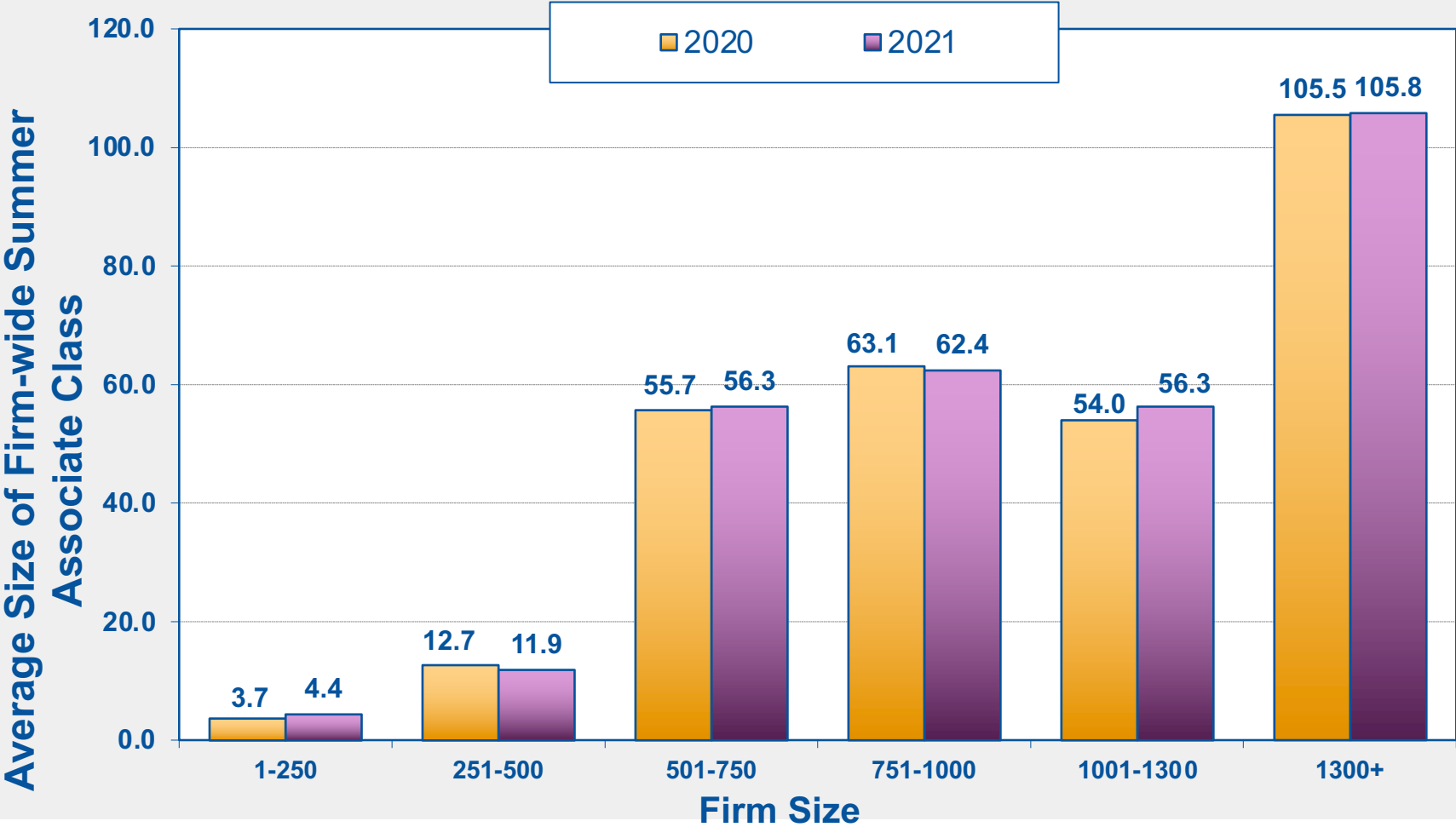


\*insufficient data for 301-350

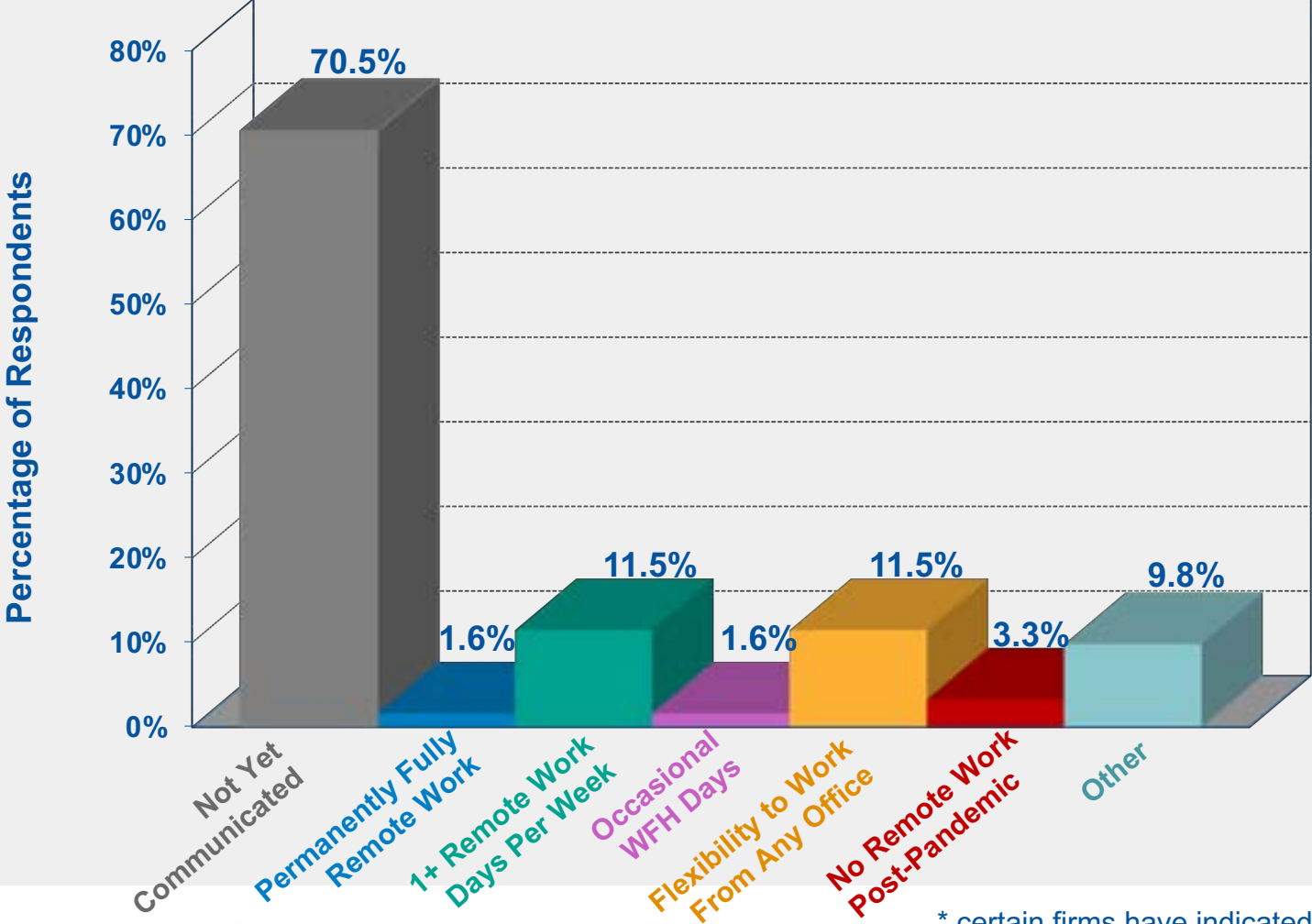




# Firm Size vs. Size of Firm-wide 2021 2L Summer Associate Class: 2020 to 2021 Comparison



# Will Firms Have Post-Pandemic Flexible Work Arrangements?



\* certain firms have indicated more than one option

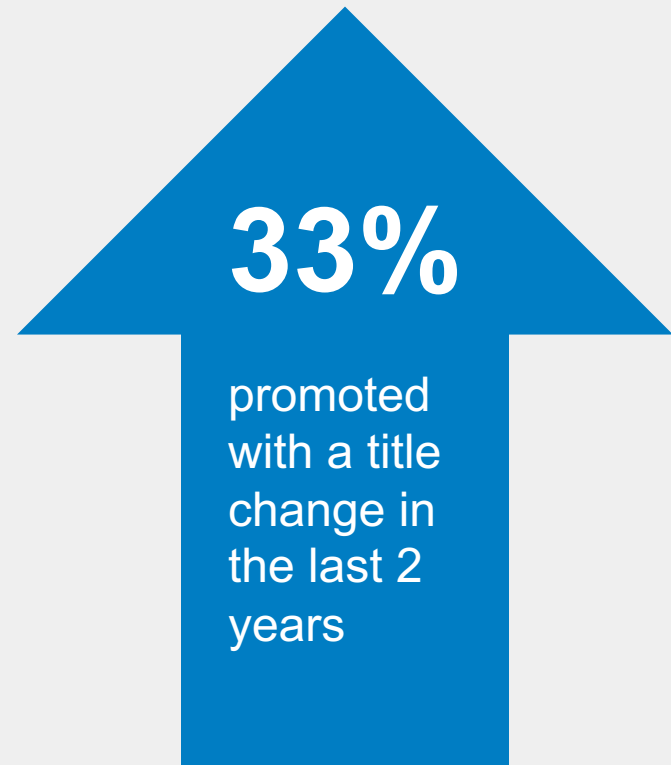
# Summary of Interesting Survey Results

**36%** of respondents took a salary cut in 2020 – 100% were fully reinstated in 2021

**71%** of respondents believe they are fairly compensated

**70%** of Recruiting and PD departments are separate

**40%** have been in Recruiting/PD for 8 or more years



# Addendum



# Average Salary, Bonus & Raise by Firm Size

## All Directors: 7

**Avg. Salary:** \$198,571

**Median Salary:** \$185,000

**Avg. Bonus:** \$35,917

**Avg. Raise:** 11.3%

\*insufficient data for firm size breakdown (all sizes)

# Average Salary, Bonus & Raise by Firm Size

## All Sr. Managers: 6

**Avg. Salary:** \$137,917

**Median Salary:** \$141,750

**Avg. Bonus:** \$9,400

**Avg. Raise:** 9.1%

<b><u>Firm Size:</u></b>	<b><u>1301+</u></b>
<b>Average Salary:</b>	\$153,167
<b>Median:</b>	\$156,000
<b>Average Bonus:</b>	\$11,333
<b>Average Raise:</b>	13.0%

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

# Average Salary, Bonus & Raise by Firm Size

<b>All Managers: 17</b>	
<b><i>Avg. Salary:</i></b> \$123,089	<b><i>Median Salary:</i></b> \$126,000
<b><i>Avg. Bonus:</i></b> \$11,229	<b><i>Avg. Raise:</i></b> 4.3%

<b><u>Firm Size:</u></b>	<b><u>251-500</u></b>	<b><u>1301+</u></b>
<b>Average Salary:</b>	\$123,800	\$130,521
<b>Median:</b>	\$129,000	\$130,000
<b>Average Bonus:</b>	\$14,625	\$9,500
<b>Average Raise:</b>	6.5%	4.0%

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

# Average Salary, Bonus, Raise & OT by Firm Size

## All Specialists/Sr. Coordinators: 10

*Avg. Salary: \$82,481      Median Salary: \$82,800*

*Avg. Bonus: \$3,693      Avg. Raise: 4.6%*

*Avg. OT (2020): \$7,067.80*

<b><u>Firm Size:</u></b>	<b><u>1-250</u></b>
<b>Average Salary:</b>	\$82,767
<b>Median:</b>	\$66,300
<b>Average Bonus:</b>	\$4,200
<b>Average Raise:</b>	4.3%

\*insufficient data for 251-500; 501-750; 751-1000; 1001-1300; 1301+



# Average Salary, Bonus, Raise & OT by Firm Size

## All Coordinators: 16

**Avg. Salary:** \$63,413      **Median Salary:** \$66,750

**Avg. Bonus:** \$2,839      **Avg. Raise:** 9.0%

**Avg. OT (2020):** \$9,881.11

<b>Firm Size:</b>	<b><u>751-1000</u></b>	<b><u>1301+</u></b>
<b>Average Salary:</b>	\$67,000	\$64,269
<b>Median:</b>	\$67,250	\$67,250
<b>Average Bonus:</b>	\$1,733	\$2,220
<b>Average Raise:</b>	4.0%	9.3%

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

# Average Salary, Bonus, Raise & OT by Firm Size

## All Assistants: 5

*Avg. Salary: \$51,000*

*Median Salary: \$52,000*

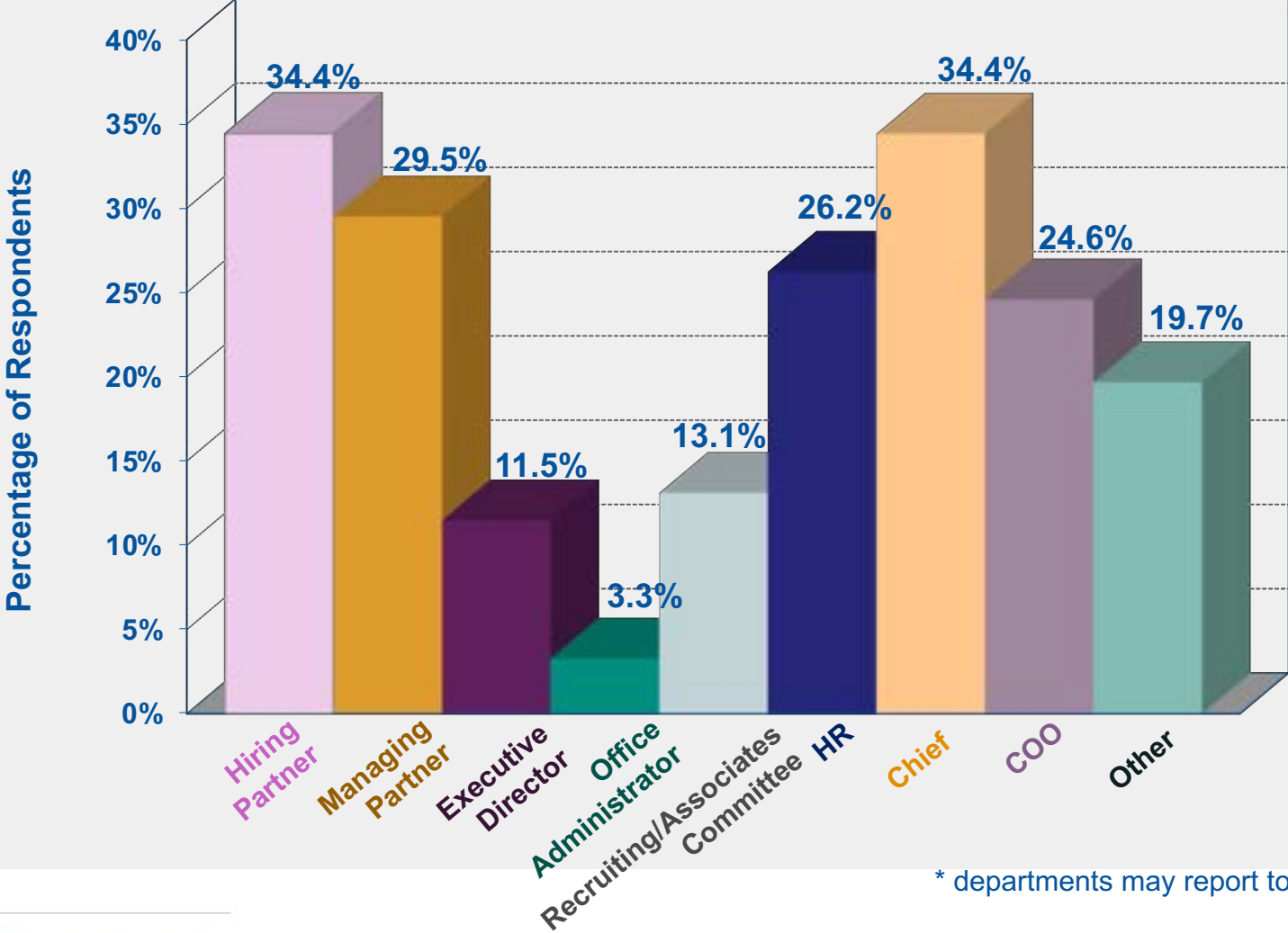
*Avg. Bonus: \$2,533*

*Avg. Raise: 3.0%*

*Avg. OT (2020): \$7,100*

\*insufficient data for firm size breakdown (all sizes)

# Who Does the Recruiting/PD Dept. Report To?



\* departments may report to more than one entity



# Benefits Received

- 46.2% of Firms allow employees to work part-time.
- 32.7% of Firms provide Flex Days.
- 75.0% of Firms provide backup daycare, but 0% of Firms have onsite daycare.
- 37.3% of Firms provide a mobile device to employees, while 64.0% offer mobile service.
- 98.1% of Firms provide employees with computers/laptops.
- 59.6% of Firms offer transportation discounts, mileage reimbursement, or transportation stipends.
- 64.7% of Firms offer a Health Club membership or discount.
- 96.2% of Firms provide a flexible spending account.
- 94.0% of Firms provide a health savings account.
- 87.5% of employees contribute to the cost of their medical care plans.
- 98.2% of Firms have a 401k program, and 54.4% of Firms offer 401k matching.
- 20.4% of Firms have a pension plan.
- Only 4.0% of Firms offer free parking.
- Of the 'Other' answers we received, 50% had to do with Employee Assistance, Wellness Apps, or Emergency Time Off.

# Benefits Received: Average Days Paid Time Off (PTO)

**PTO includes Vacation, Sick and Personal Days**

<u>Title (# responses)</u>	<u>Average (days)</u>	<u>Median (days)</u>	<u>Range (days)</u>
<b>Director (7):</b>	24.5	25.0	18-30
<b>Sr. Manager (6):</b>	26.4	30.0	20-32
<b>Manager (17):</b>	22.5	20.0	8-38
<b>Specialist/Sr. Coordinator (10):</b>	21.3	20.0	10-32
<b>Coordinator (16):</b>	24.1	25.0	14-32
<b>Assistant (5):</b>	19.0	19.5	8.5-28.5

**4.9% of respondents receive unlimited PTO.**



# Benefits Received: Average Days Maternity and Paternity Leave

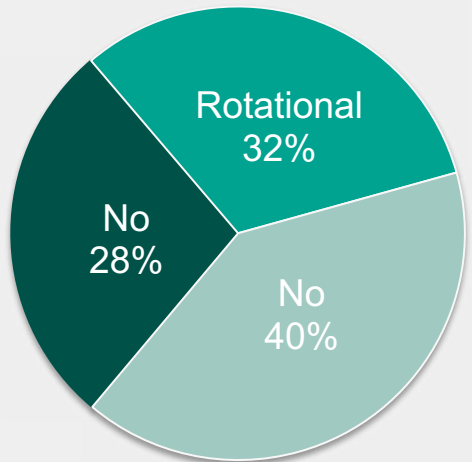
<u>Title</u> (# responses)	<u>Average Maternity</u> (days)	<u>Average Paternity</u> (days)	<u>Median Maternity</u> (days)	<u>Median Paternity</u> (days)
Director (7):	*	*	*	*
Sr. Manager (6):	*	*	*	*
Manager (17):	77.8	66.0	84.0	60.0
Specialist/Sr. Coordinator (10):	92.6	29.5	90.0	24.0
Coordinator (16):	72.7	*	57.0	*
Assistant (5)	*	*	*	*

\* = insufficient data

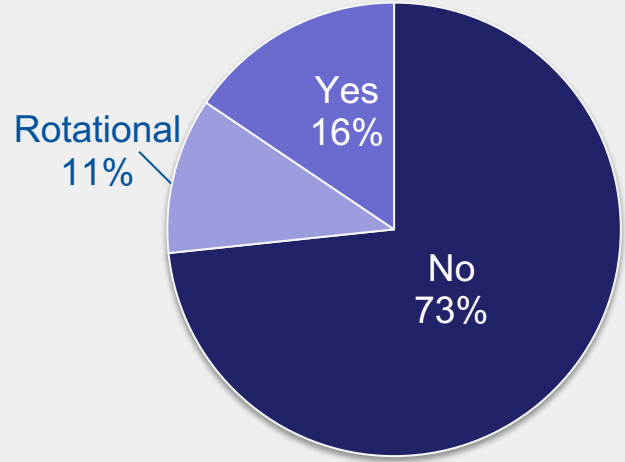


# Did Your Firm Sponsor Your Attendance at Any of the Following Conferences Last Year?

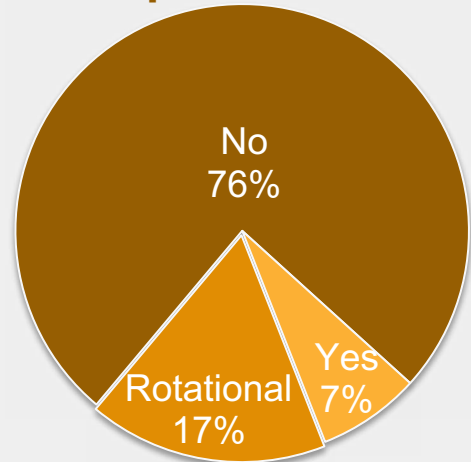
**NALP Annual Education Conference**



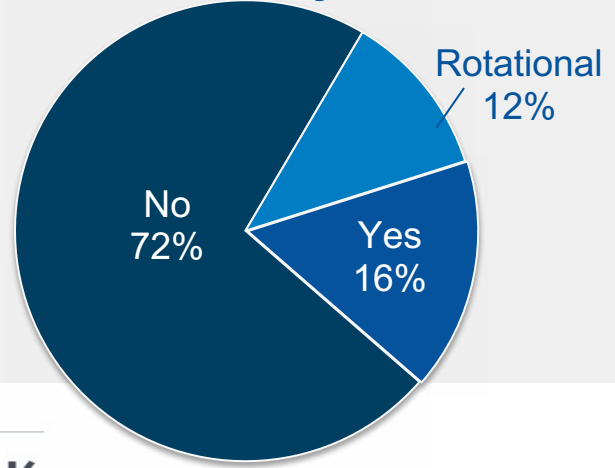
**NALP Newer Professionals Forum**



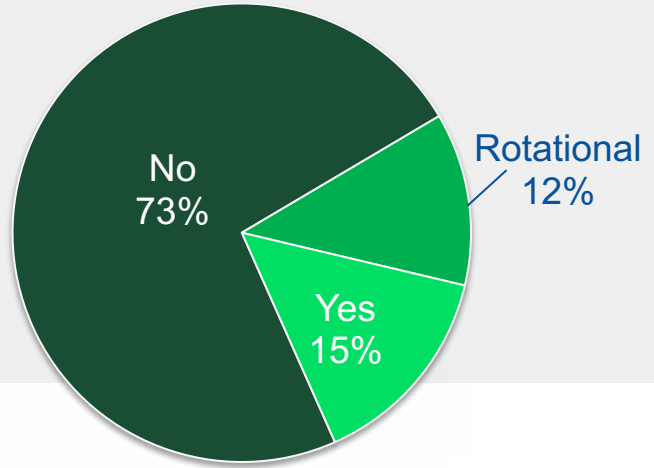
**NALP/ALI-ABA Professional Development Institute**



**NALP Diversity Summit**



**PDC Conference**



# Importance of Post-Pandemic Flexible Work Arrangements: Average Ranking (1 Not Important – 5 Very Important)

<u>Title</u> (# responses)	<u>Fully Remote Position</u>	<u>Hybrid Workweek</u>	<u>Flexible Hours</u>	<u>Ability to Work in an Office Location</u>	<u>Option to Occasionally Work Remotely</u>
Director (7):	2.5	4.9	4.9	3.7	3.9
Sr. Manager (6):	2.7	4.7	4.8	2.2	4.8
Manager (17):	2.4	4.3	3.9	2.9	4.5
Specialist/Sr. Coordinator (10):	2.8	4.6	4.1	2.5	4.7
Coordinator (16):	2.2	3.9	3.7	3.3	4.6
Assistant (5):	2.4	3.8	4.0	2.8	4.6







# 2021 CALPA Industry Survey



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