



2023 CALPA Industry Survey



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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 2023 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 2023. The results that follow were generated from 66 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 fall into these ranges.

We hope that you find the enclosed information valuable. 2022 was a very good year for the law firm Recruiting/PD profession. New roles were created, almost half of survey respondents reported getting promoted, and we saw significant increases in compensation. As for 2023, it is difficult to predict if these positive market trends will continue throughout the year, and I am concerned we will see a leveling off of new roles. However, having experienced eight recessions since the beginning of my career in 1989, I firmly believe that law firms will continue to need Recruiting/PD professionals to help hire, develop and retain legal talent.

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 27 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 800 training programs for attorneys and law firm professionals on topics that include Interviewer Training, Time Management and Myers Briggs. In addition, **Wisnik Career Enterprises, Inc.** has conducted over 60 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. She is the author of *Your Fairy Job Mother's Secrets for Success* and is a certified Health Coach.

Participant Response Breakdown

Total of 66 Recruiting and PD professionals' salary and industry information by:



Position

- Director: 12
- Sr. Manager: 3
- Manager: 20
- Specialist/Sr. Coordinator: 11
- Coordinator: 12
- Assistant: 8



Firm Size

- 1-250: 8
- 251-500: 12
- 501-750: 7
- 751-1000: 7
- 1001-1300: 13
- 1301+: 18



Office Size

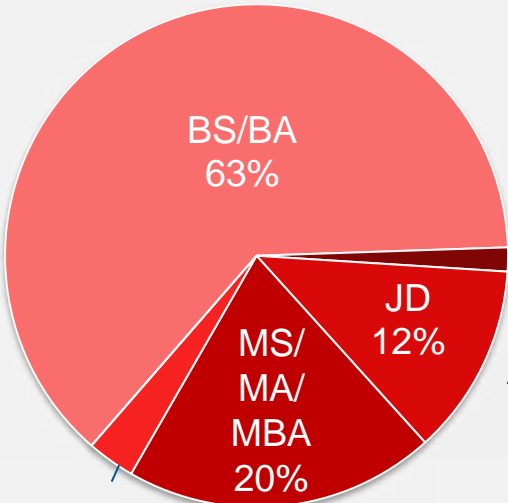
- 1-75: 8
- 76-125: 16
- 126-175: 15
- 176-225: 10
- 226-300: 12
- 301-400: 0
- 401-500: 4
- 501-700: 1

Profile of CALPA Professionals

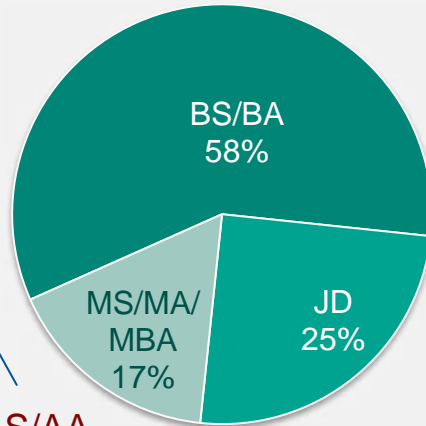


Highest Degree of Education by Job Title

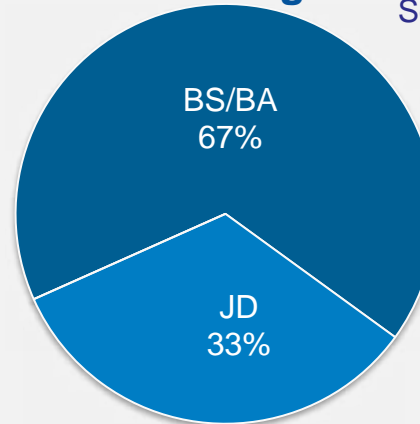
Overall



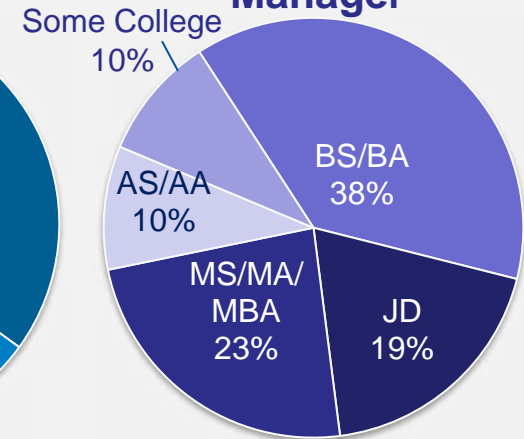
Director



Sr. Manager

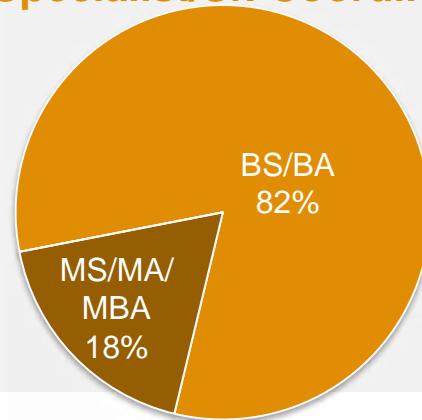


Manager

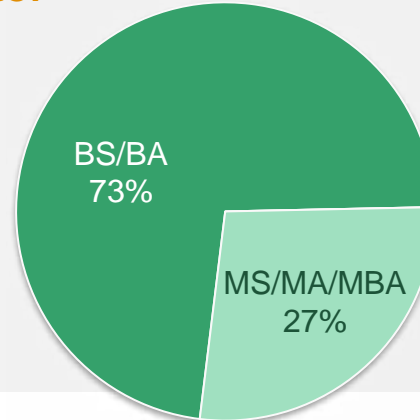


AS/AA
2%

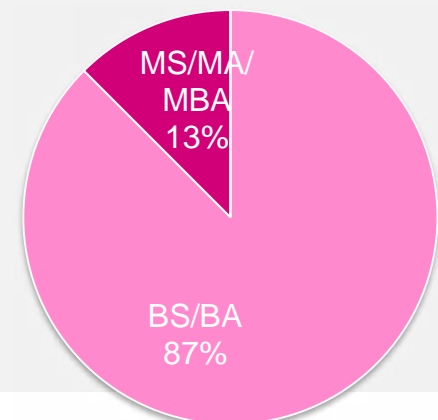
Specialist/Sr. Coordinator



Coordinator



Assistant



Some College
3%

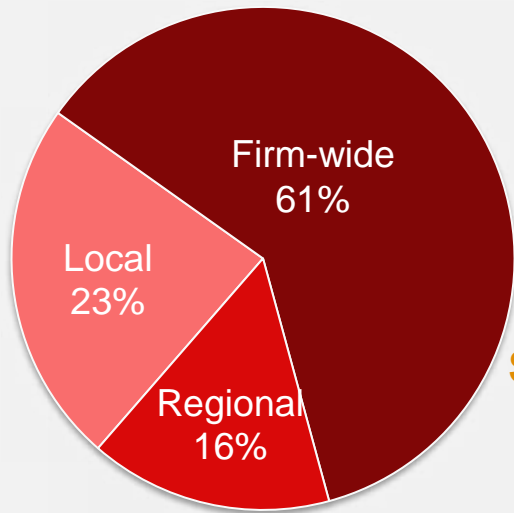
Those with JDs practiced an average of 7.7 years.



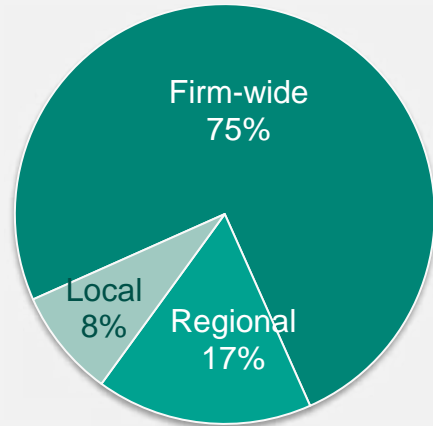
Our goal is to help you achieve your goals

Is Your Position Firm-Wide, Regional or Local?

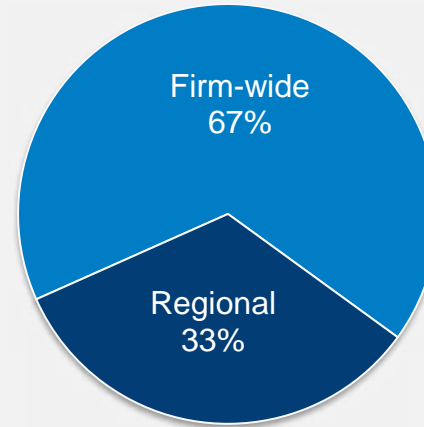
Overall



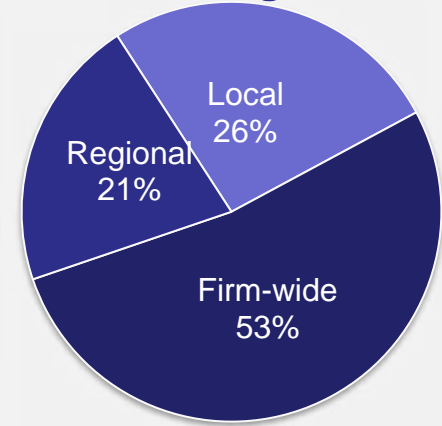
Director



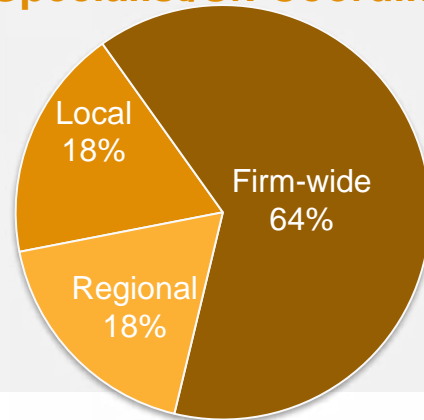
Sr. Manager



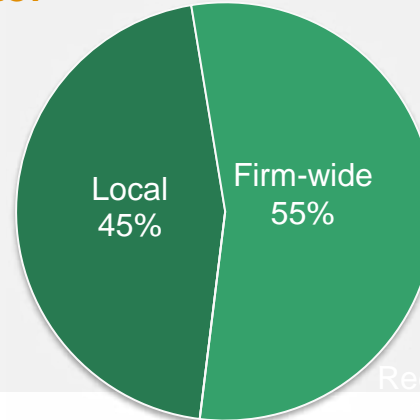
Manager



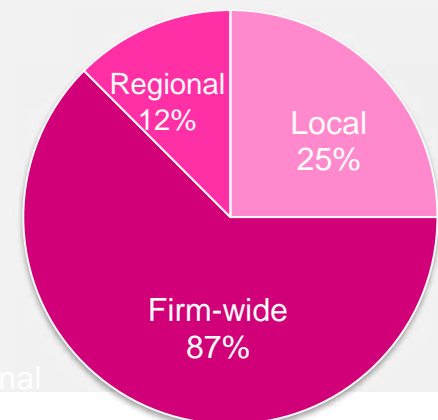
Specialist/Sr. Coordinator



Coordinator



Assistant



Our goal is to help you achieve your goals

Salary Trends



All Respondents: Average Salaries, By Title

| Title (# responses with salary data) | Average Salary | Median | 25 - 75% Range |
|--------------------------------------|----------------|-----------|----------------|
| Director (12): | \$232,182 | \$225,000 | \$200K-\$240K |
| Sr. Manager (3): | \$183,667 | \$185,000 | * |
| Manager (20): | \$131,640 | \$132,500 | \$125K-\$140K |
| Specialist/ Sr. Coordinator (11): | \$88,623 | \$90,000 | \$84K-\$95K |
| Coordinator (12): | \$74,617 | \$74,000 | \$70K-\$82K |
| Assistant (6): | \$56,659 | \$56,126 | \$51.7K-\$58K |

Changes in average salaries since 2021 survey:
 Director: **16.9% increase**
 Sr. Manager: **33% increase**
 Manager: **6.9% increase**
 Specialist/Sr. Coordinator: **7.4% increase**
 Coordinator: **17.7% increase**
 Assistant: **11.1% increase**



Law Firm Recruiters' Average Salaries by City

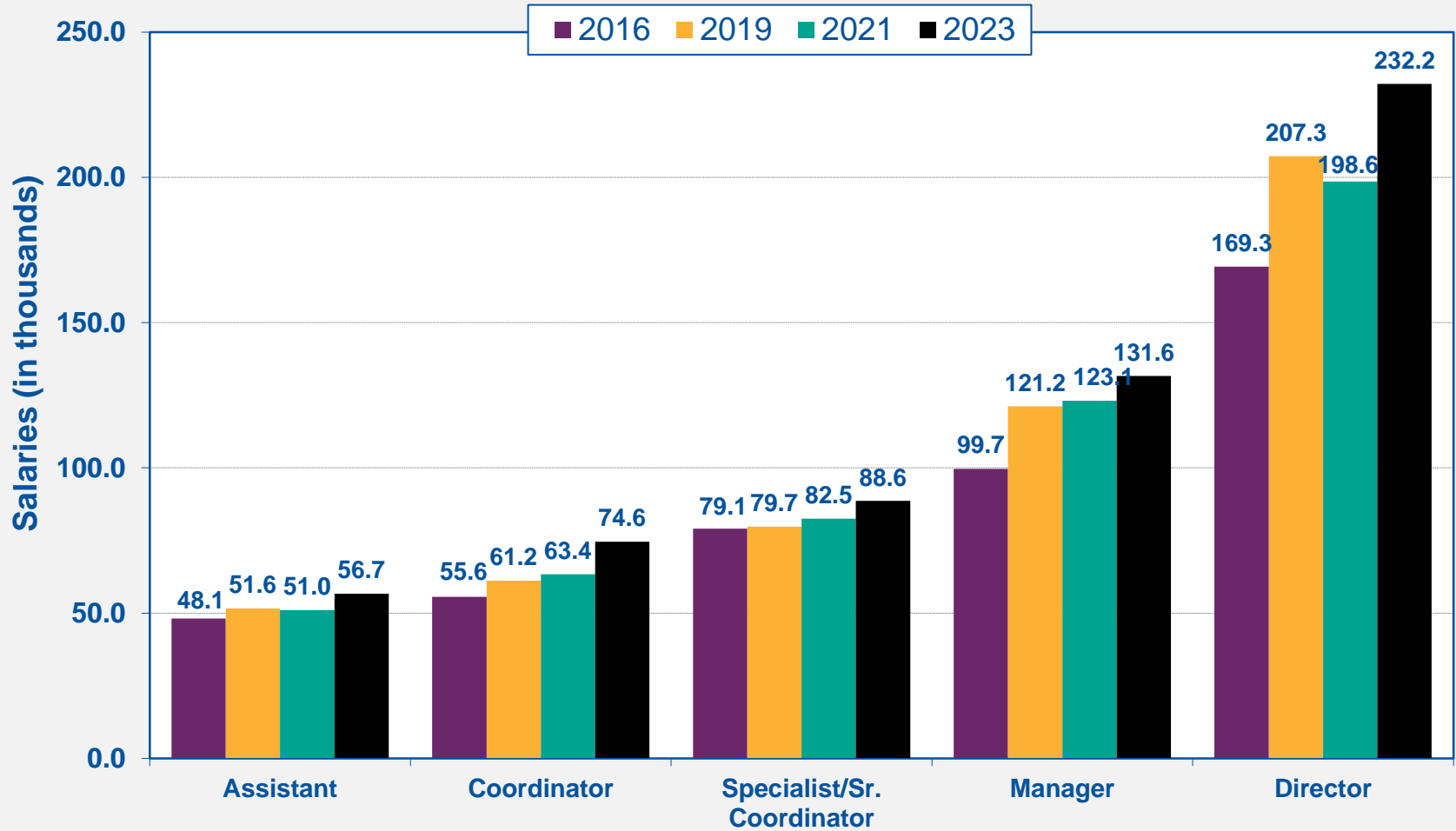
| Title (# responses with salary data) | Chicago 2023 | New York 2022 | Houston/Dallas 2022 | Bay Area 2021 | DC 2021 | Philly 2021 |
|--------------------------------------|--------------|---------------|---------------------|--------------------------|-----------|--------------------------|
| Director (76) | \$232,182 | \$274,151 | \$199,458 | <i>insufficient data</i> | \$195,250 | \$160,200 |
| Sr. Manager (47): | \$183,667 | \$198,705 | \$154,650 | \$166,286 | \$150,956 | <i>insufficient data</i> |
| Manager (155): | \$131,640 | \$145,279 | \$118,670 | \$143,336 | \$125,218 | \$115,884 |
| Specialist/Sr Coord. (72): | \$88,623 | \$101,574 | \$89,286 | \$99,869 | \$79,200 | \$76,825 |
| Coordinator (102): | \$74,617 | \$78,000 | \$71,600 | \$75,794 | \$67,617 | \$61,650 |
| Assistant (38): | \$56,659 | \$56,465 | \$54,455 | \$57,250 | \$61,981 | \$52,000 |



All Respondents: Average Bonus & Raise (2022 vs. 2021), By Title

| Title (# responses with salary data) | Average Bonus ('22) | Average Bonus ('21) | Average Raise ('22) | Average Raise ('21) |
|--------------------------------------|---------------------|---------------------|---------------------|---------------------|
| Director (11): | \$44,090 | \$31,900 | 8.5% | 5.4% |
| Sr. Manager: | * | * | * | * |
| Manager (16): | \$9,514 | \$10,433 | 6.2% | 5.4% |
| Specialist/ Sr. Coordinator (7): | \$5,071 | \$5,625 | 8.5% | 9.3% |
| Coordinator (7): | \$7,957 | \$3,583 | 6.6% | 3.9% |
| Assistant (3): | \$1,090 | * | 4.0% | * |

Salary Trends: 2016-2023



*insufficient data for Sr. Managers

Average Salary vs. Average Years of Experience

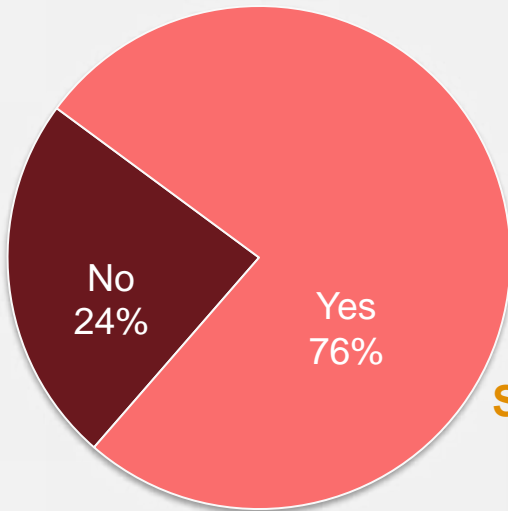


Industry Findings

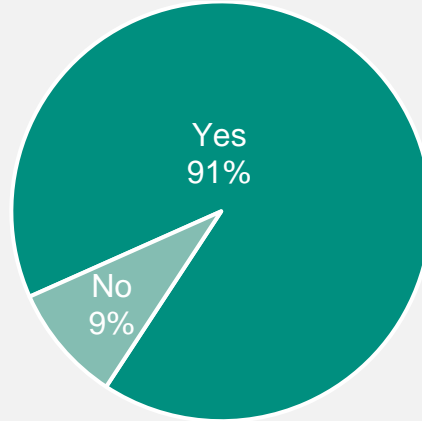


Do You Believe You Are Fairly Compensated?

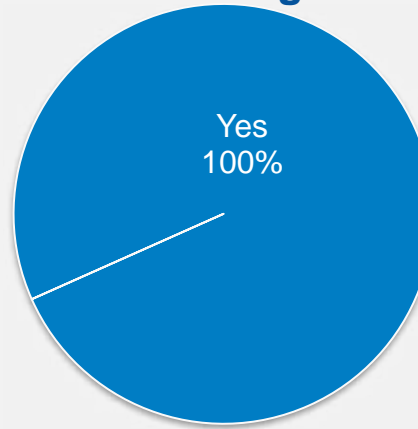
Overall



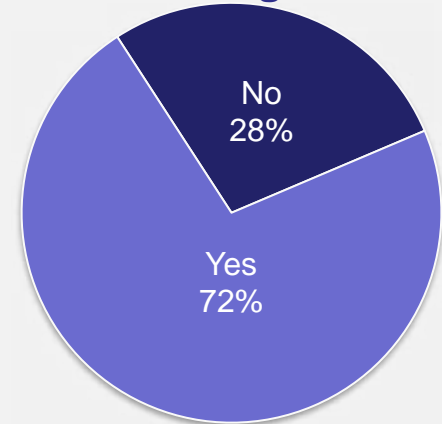
Director



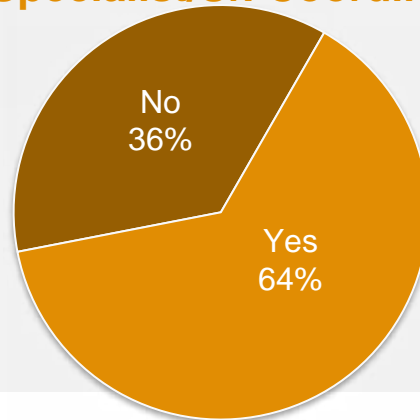
Sr. Manager



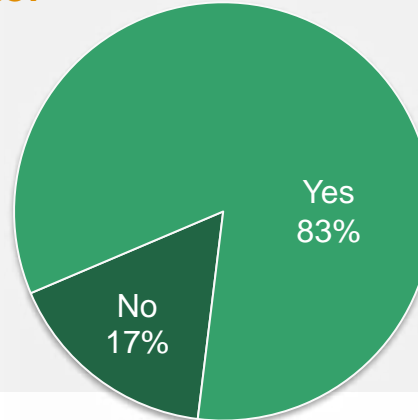
Manager



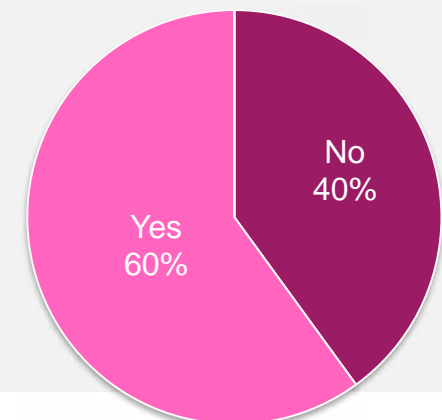
Specialist/Sr. Coordinator



Coordinator



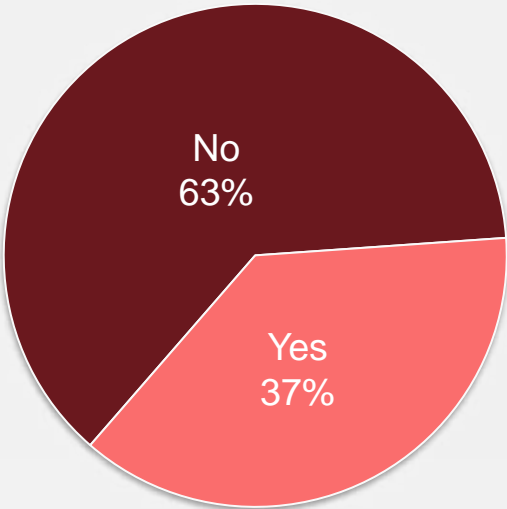
Assistant



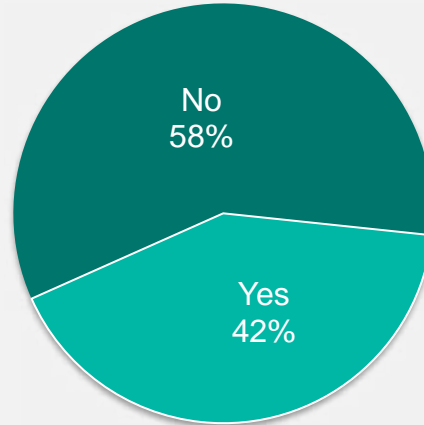
In 2021, 71% were satisfied with their salaries.

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

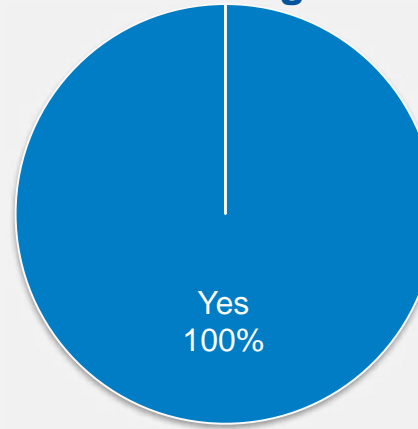
Overall



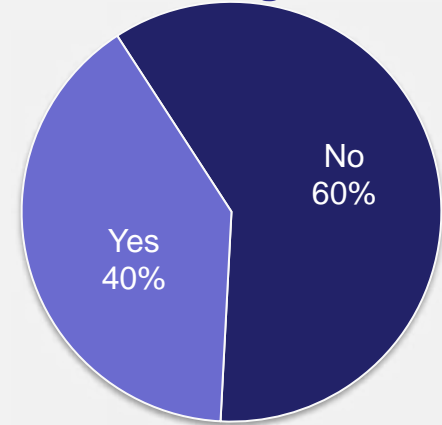
Director



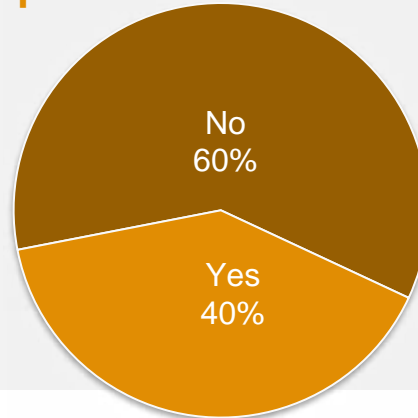
Sr. Manager



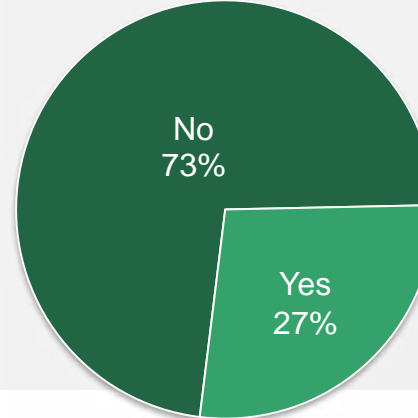
Manager



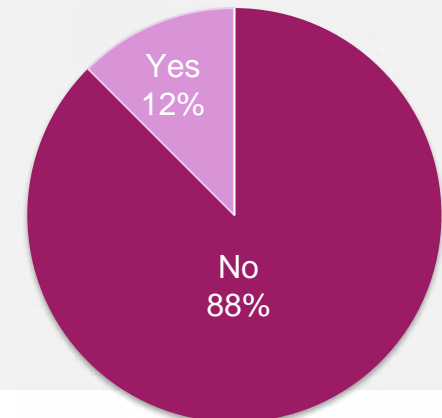
Specialist/Sr. Coordinator



Coordinator



Assistant



Did You Change Firms*?

47% of respondents changed firms either once or twice in the past 2 years

Of those:

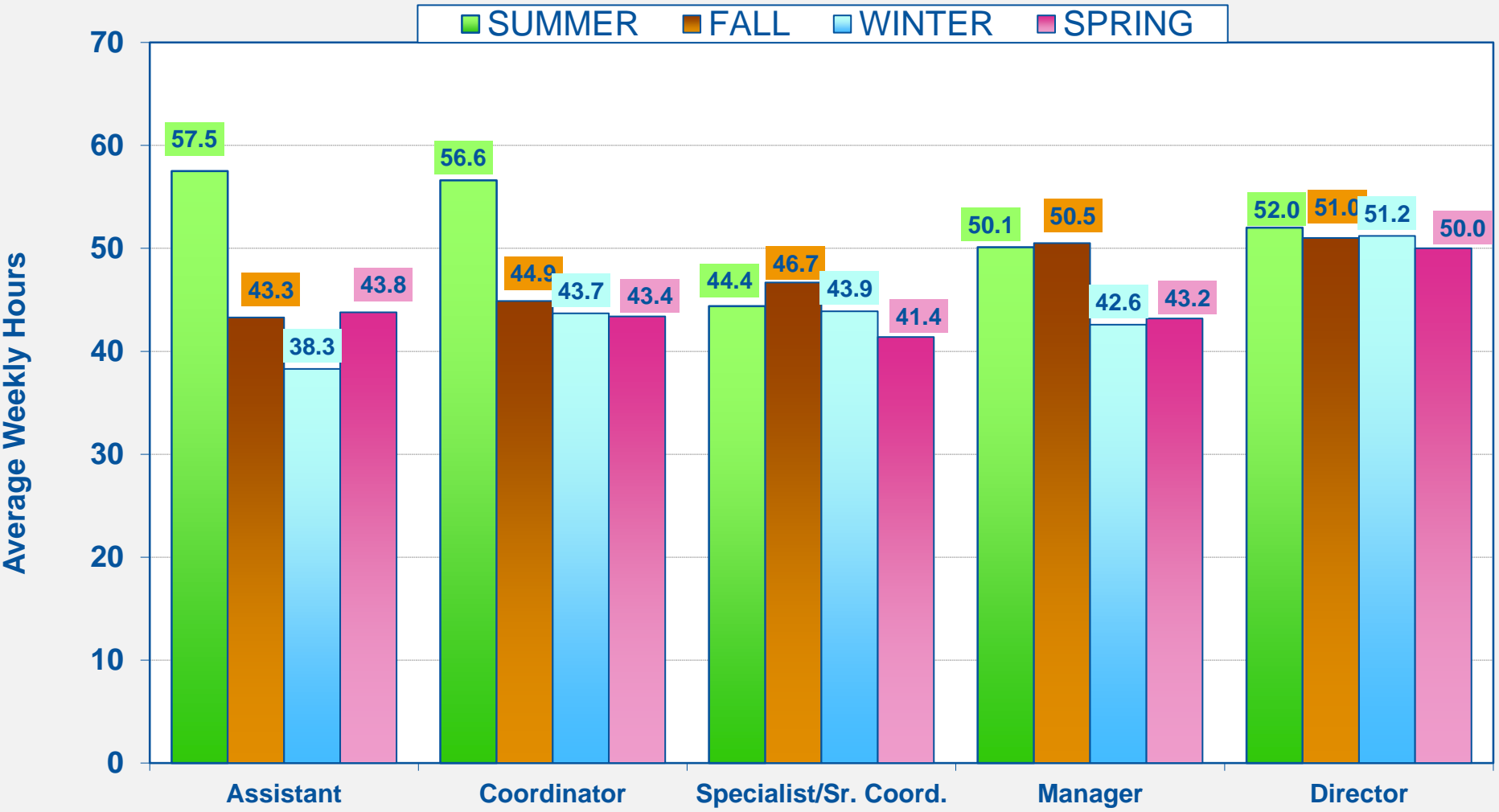
50% of respondents moved for increased salary

43% of respondents moved for a title change

18% of respondents moved for a more flexible work arrangement. Managers were the most common respondent in this category.

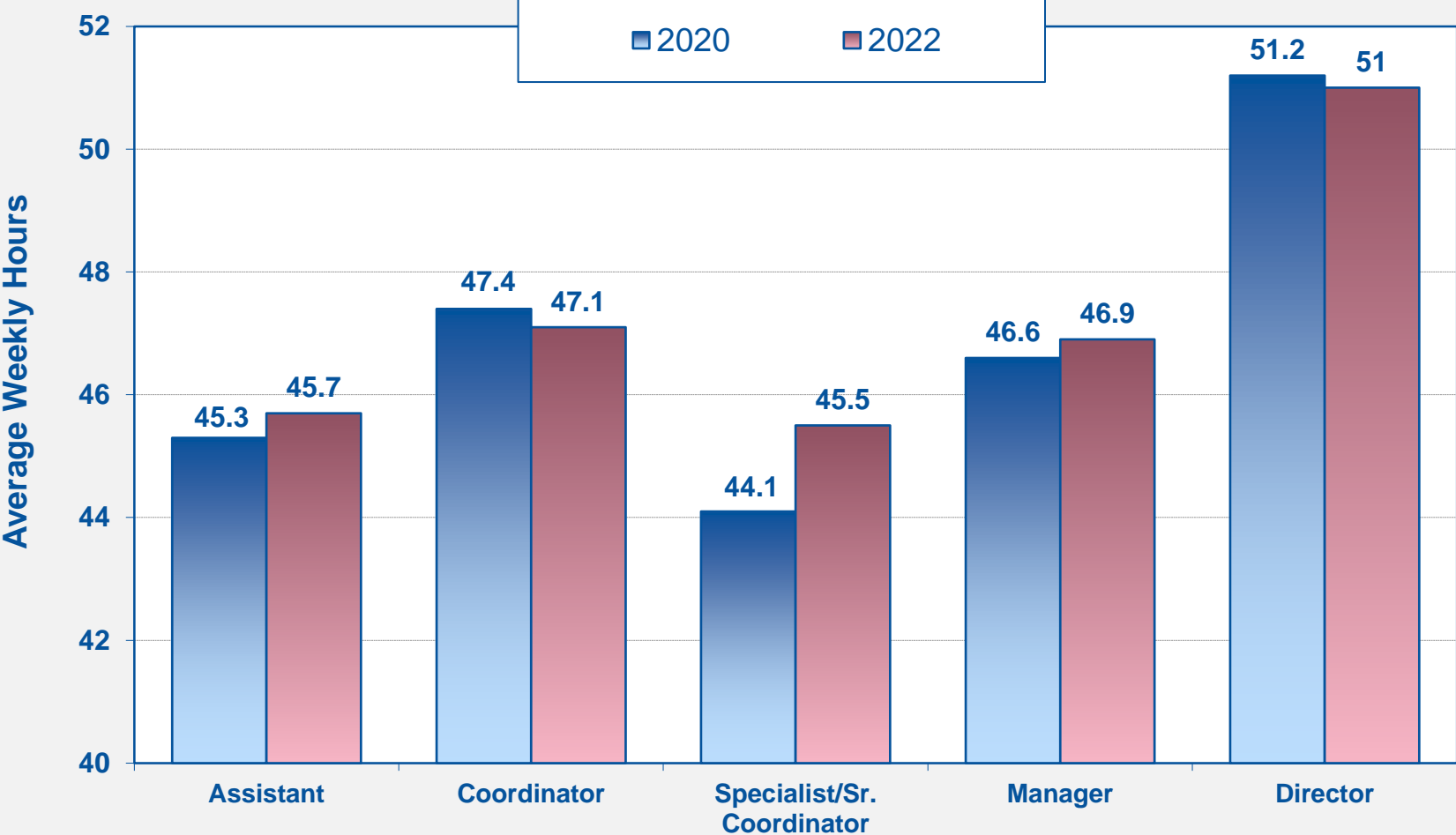
** Respondents could list more than one reason*

Average Hours Worked Per Week in 2022, Breakdown by Season



*insufficient data for Sr. Managers

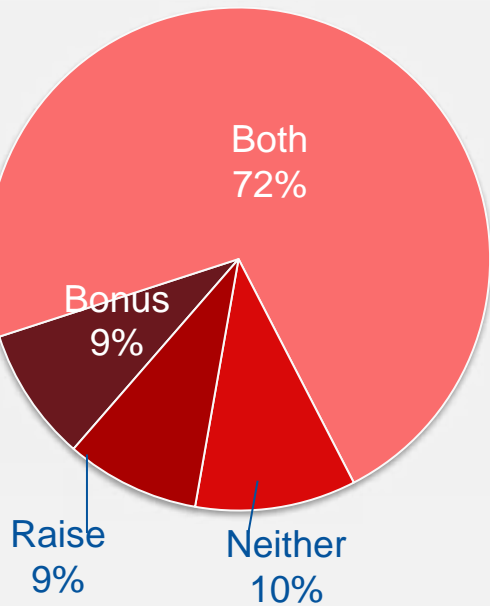
Comparison of Average Hours Worked Per Week, 2020 vs. 2022



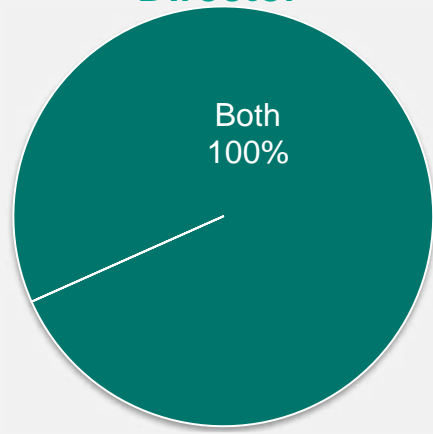
*insufficient data for Sr. Managers

Did You Receive a Bonus/Raise in 2022?

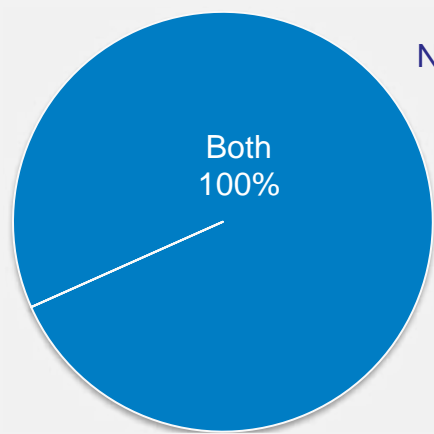
Overall



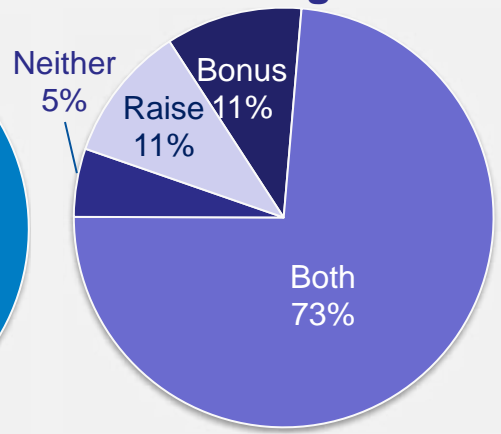
Director



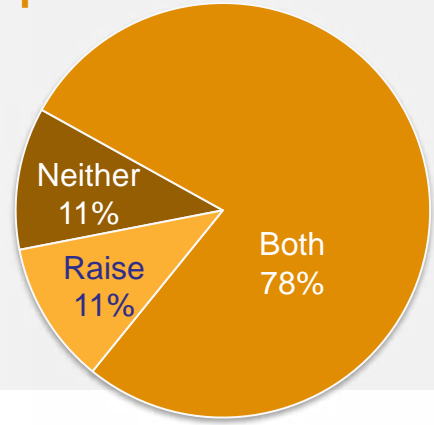
Sr. Manager



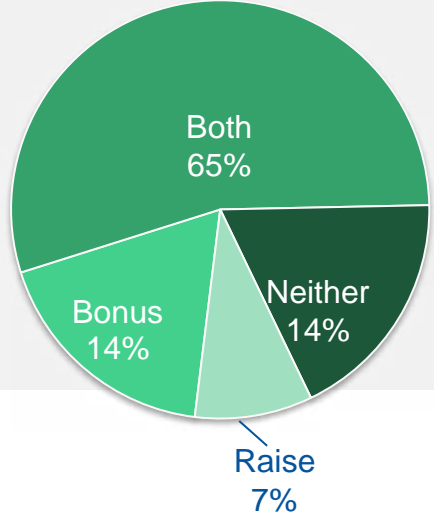
Manager



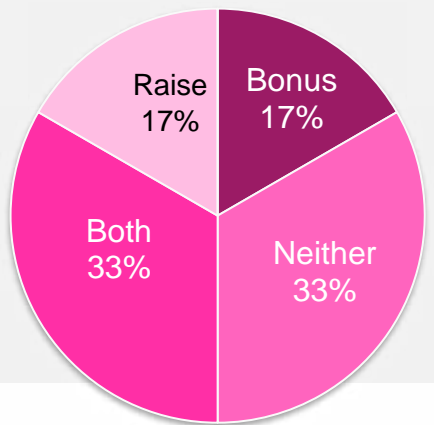
Specialist/Sr. Coordinator



Coordinator

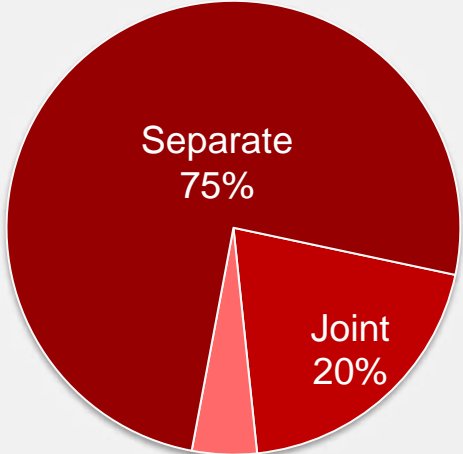


Assistant

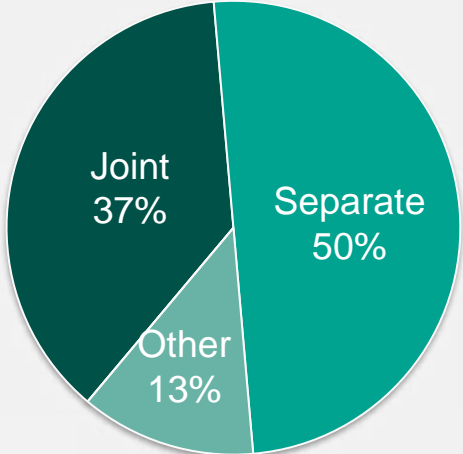


Are Your Recruiting and PD Departments Separate or Joint? – By Firm Size

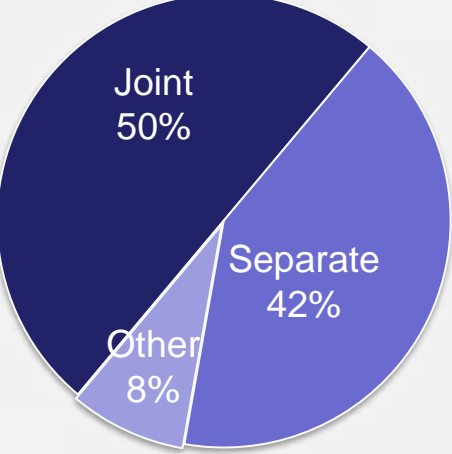
All Respondents



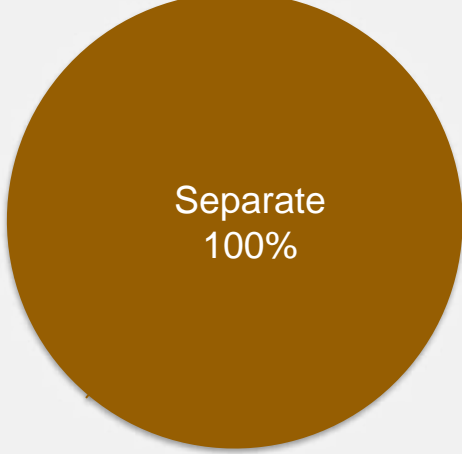
1-250



251-500

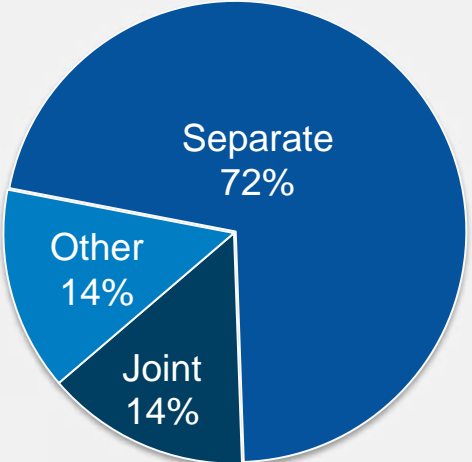


501-750

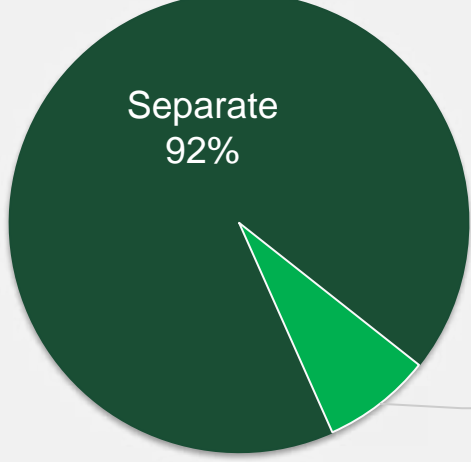


Other
5%

751-1000

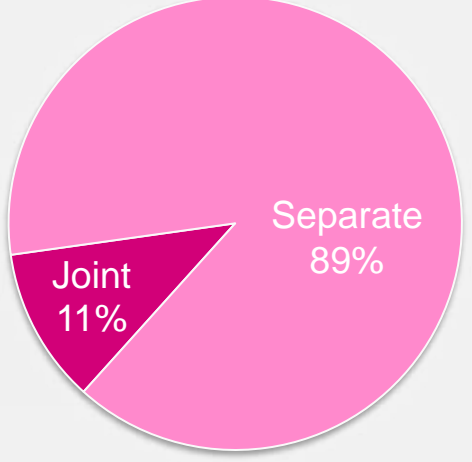


1001-1300

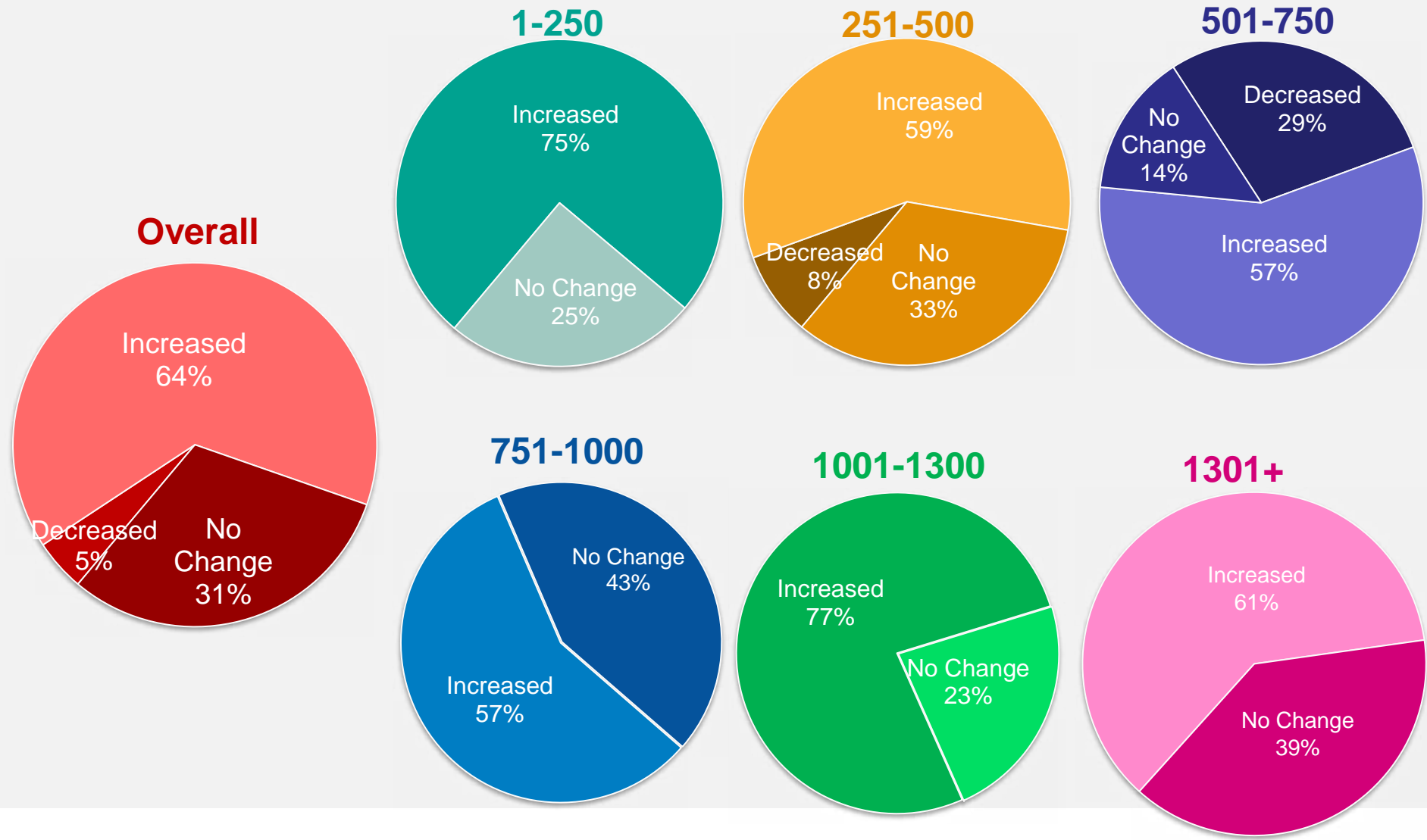


Joint
8%

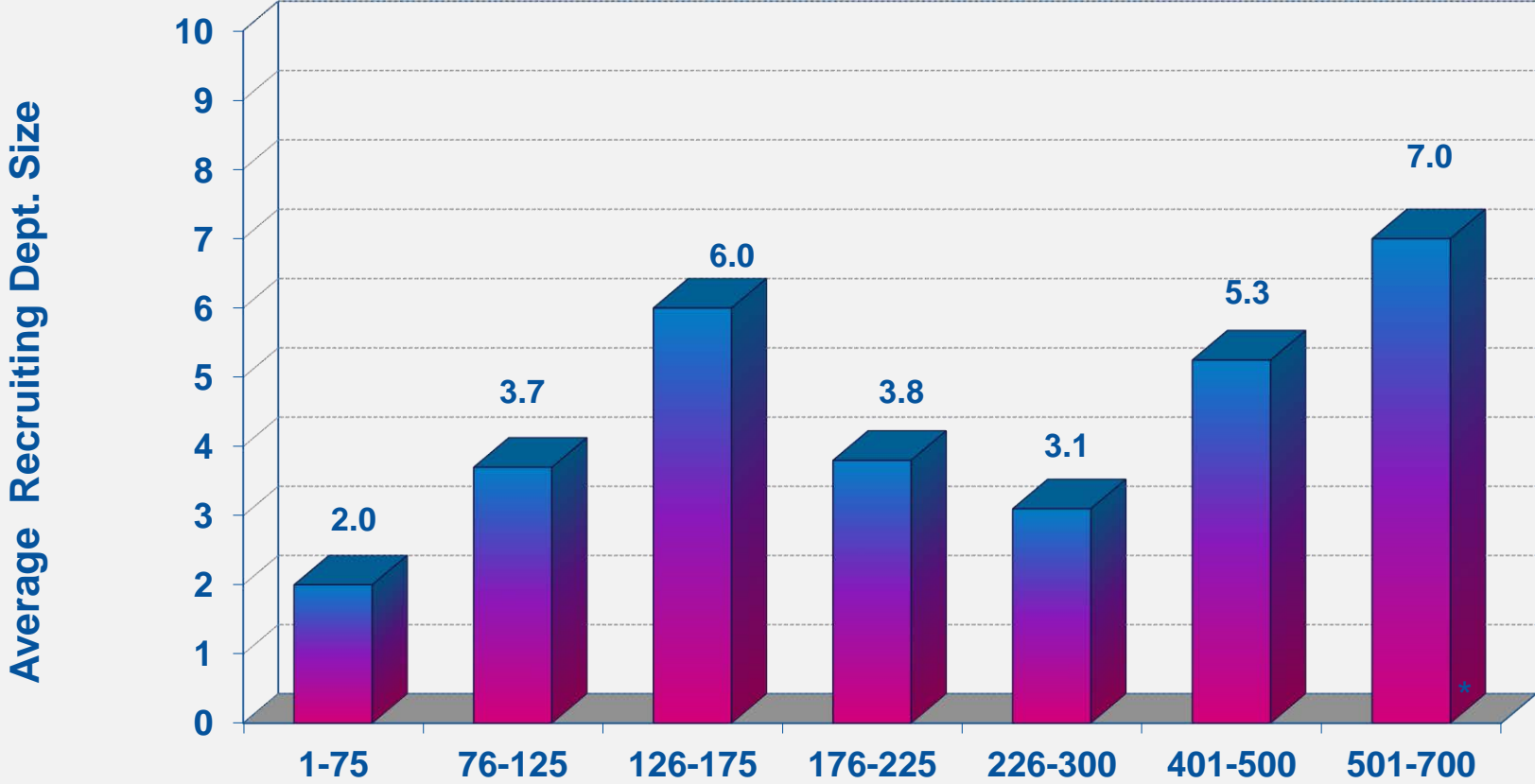
1301+



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

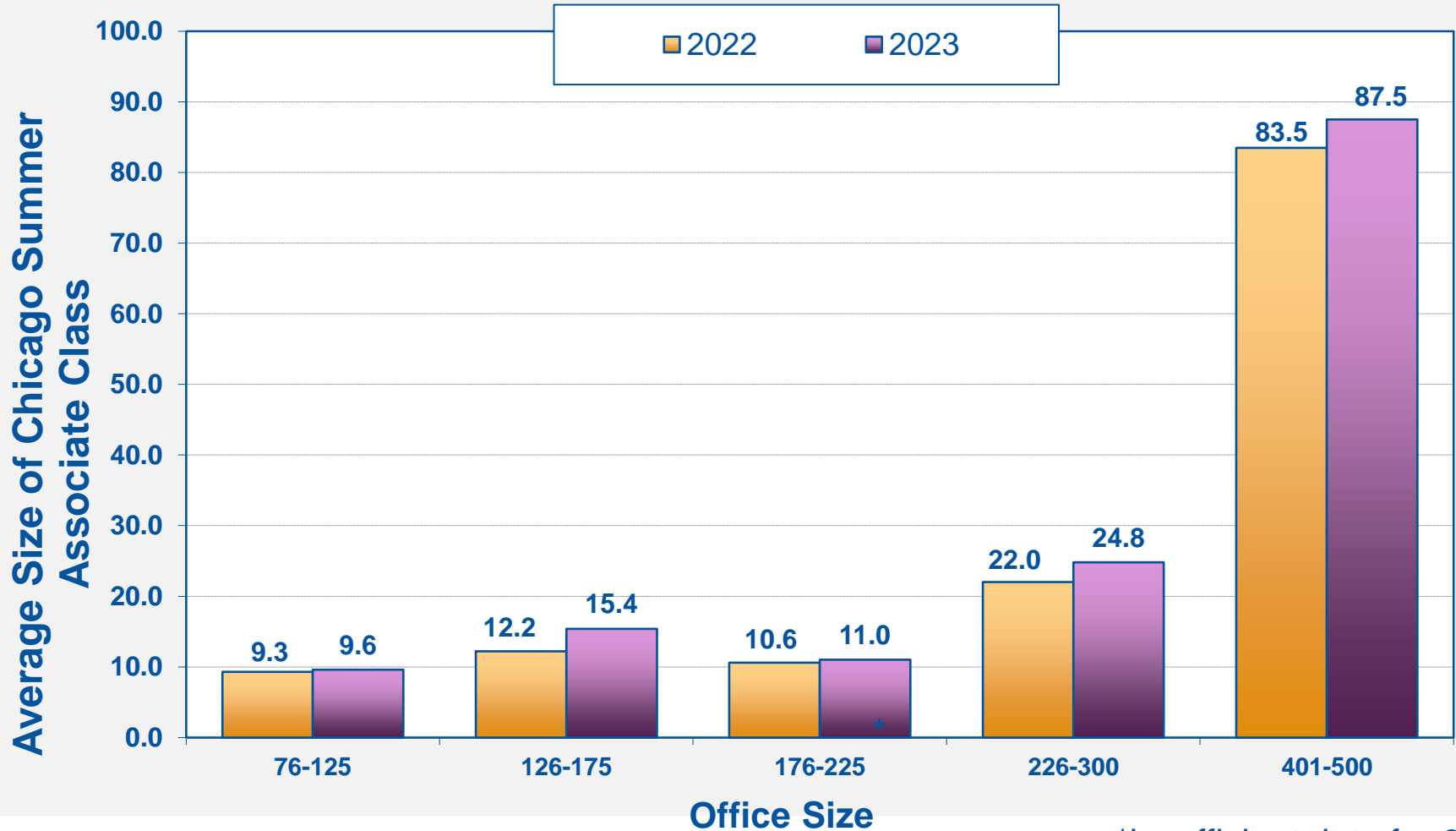


Chicago Office Size vs. Average Size of Chicago Recruiting Department



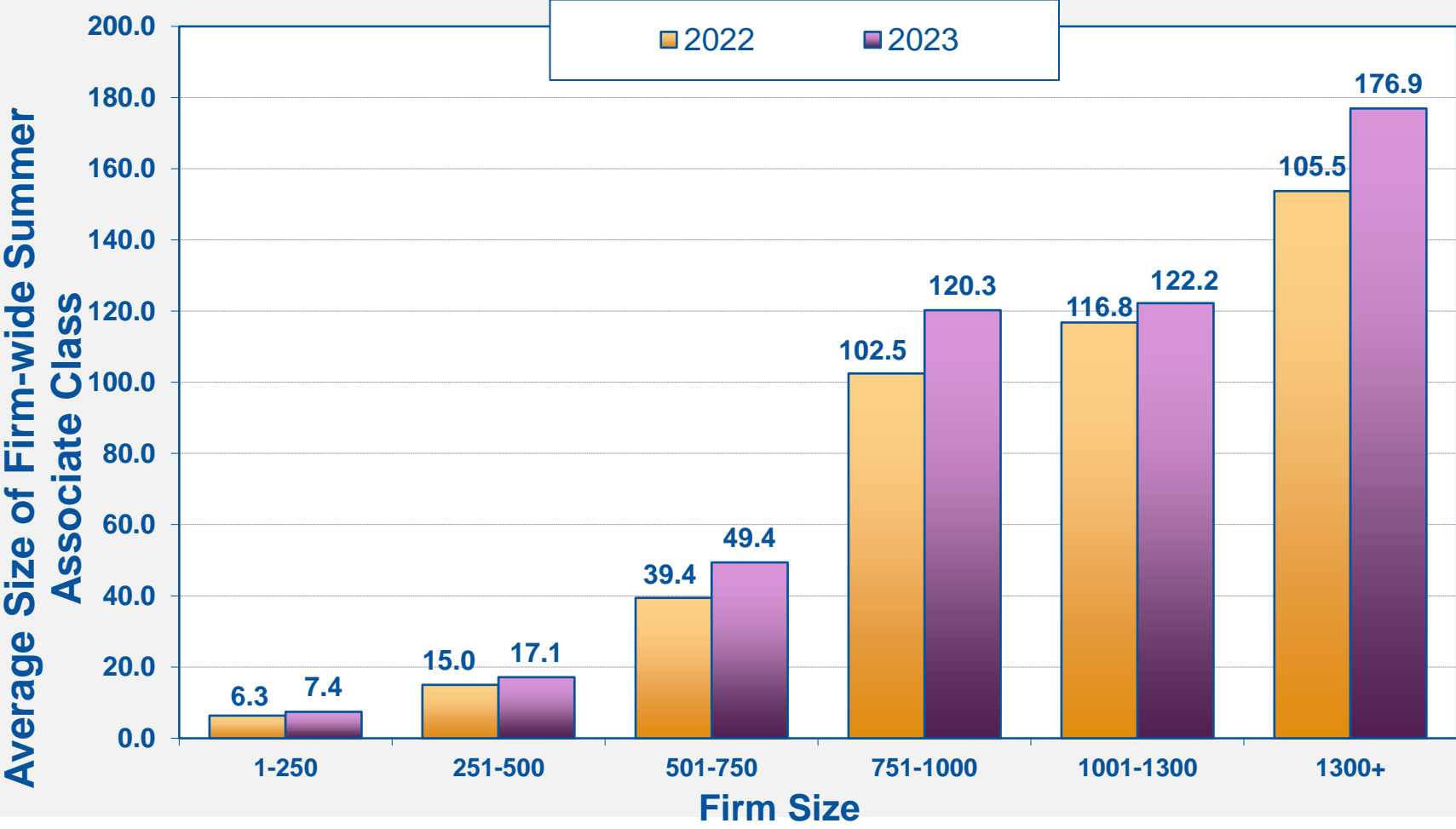
Chicago Office Size

Chicago Office Size vs. Size of Chicago 2L Summer Associate Class: 2022 to 2023 Comparison

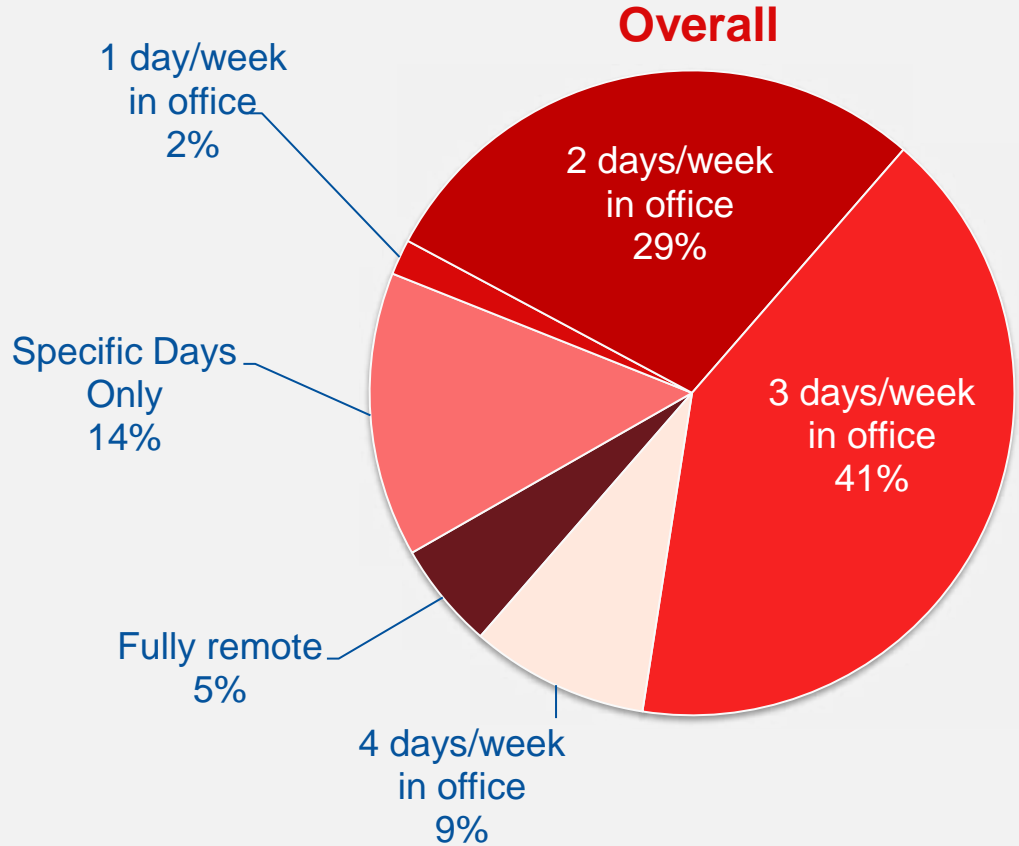


*insufficient data for 301-400

Firm Size vs. Size of Firm-wide 2023 2L Summer Associate Class: 2022 to 2023 Comparison



What is Your Firm's Remote Work Policy?



0% of respondents work 5 days a week in the office.

50% of CALPA members work at least 3 days a week in the office, as opposed to 74% of NYCRA members

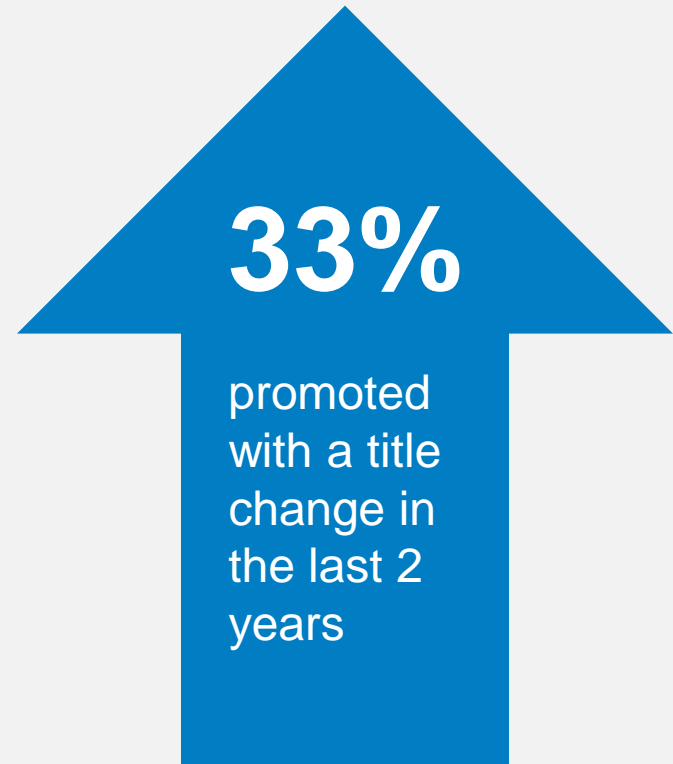
Summary of Interesting Survey Results

47% changed firms at least once in the past two years

76% of respondents believe they are fairly compensated

75% of Recruiting and PD departments are separate

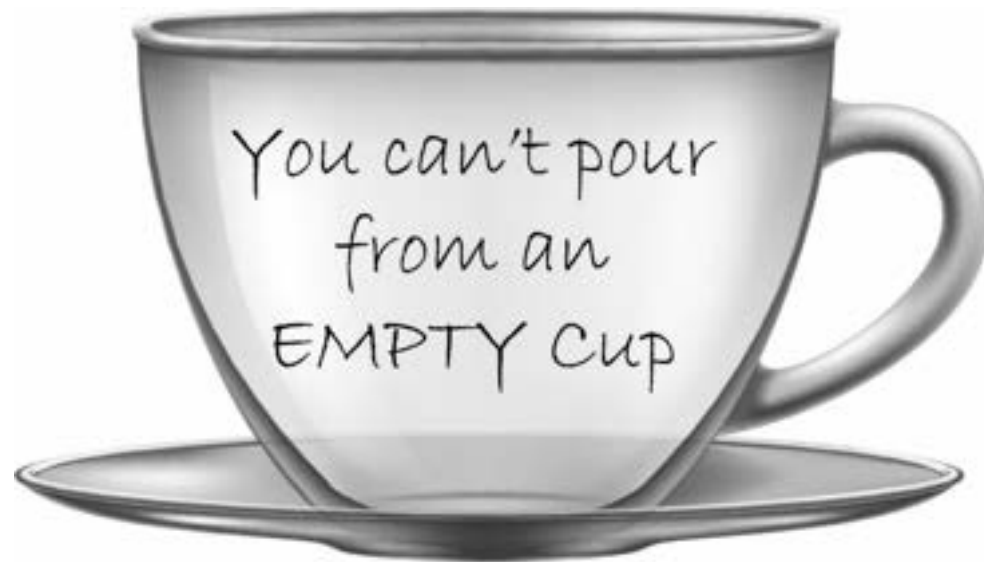
95% of respondents work a hybrid schedule. The remaining 5% were fully remote



Well-being Practices



Before You Help Others, Help Yourself First



Morning Routine

- Write Your Intentions/Goals
 - What work do you want to focus on completing today?
 - What will you do to fill your tank and show care for yourself today?
- Exercise/Movement/Time in Nature
- Make Your Bed

Set yourself up for a proactive & positive day!



3 O'clock Recharge

- Take time out at 3:00 PM each day to evaluate key tasks/projects that still need to be accomplished today
- Do something that will refuel you: midday movement, fun break, connection



Evening Rituals

- Recall 3 things that went well today
- Read something enjoyable
- Have a cup of tea



Addendum



Average Salary, Bonus & Raise by Firm Size

All Directors: 11

Avg. Salary: \$232,182

Median Salary: \$185,000

Avg. Bonus: \$44,091

Avg. Raise: 8.5%

| <u>Firm Size:</u> | <u>1-500</u> |
|-------------------|--------------|
| Average Salary: | \$180,000 |
| Median: | \$175,000 |
| Average Bonus: | \$30,000 |
| Average Raise: | 13.6% |

*insufficient data for firm size breakdowns for 501+

Average Salary, Bonus & Raise by Firm Size

All Sr. Managers: 3

Avg. Salary: \$183,667

Median Salary: \$185,000

Avg. Bonus: *

Avg. Raise: *

*insufficient data for firm size breakdowns

Average Salary, Bonus & Raise by Firm Size

All Managers: 20

Avg. Salary: \$131,640

Median Salary: \$132,500

Avg. Bonus: \$9,514

Avg. Raise: 5.7%

| <u>Firm Size:</u> | <u>251-500</u> | <u>1301+</u> |
|------------------------|----------------|--------------|
| Average Salary: | \$131,938 | \$131,000 |
| Median: | \$140,000 | \$129,500 |
| Average Bonus: | * | \$8,333 |
| Average Raise: | * | 8.6% |

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

Average Salary, Bonus, Raise & OT by Firm Size

All Specialists/Sr. Coordinators: 11

Avg. Salary: \$88,623 Median Salary: \$90,000

Avg. Bonus: \$5,071 Avg. Raise: 8.6%

Avg. OT (2022): \$12,202

*insufficient data for firm size breakdowns

Average Salary, Bonus, Raise & OT by Firm Size

All Coordinators: 12

Avg. Salary: \$74,617 **Median Salary:** \$74,000

Avg. Bonus: \$4,100 **Avg. Raise:** 6.6%

Avg. OT (2022): \$8,351

Firm Size: **1301+**

Average Salary: \$74,400

Median: \$67,250

Average Bonus: *

Average Raise: *

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

Average Salary, Bonus, Raise & OT by Firm Size

All Assistants: 6

Avg. Salary: \$56,659 Median Salary: \$56,126

Avg. Bonus: \$1,090 Avg. Raise: 4.0%

Avg. OT (2020): \$4,110

*insufficient data for firm size breakdowns

Benefits Received

- 54% of Firms allow employees to work part-time.
- 65.0% of Firms provide backup daycare, but 0% of Firms have onsite daycare.
- 43% of Firms provide a mobile device to employees, while 63% offer mobile service.
- 100% of Firms provide employees with computers/laptops.
- 70% of Firms offer transportation discounts, mileage reimbursement, or transportation stipends.
- 56% of Firms offer a Health Club membership or discount.
- 98% of Firms provide a flexible spending account.
- 98% of Firms provide a health savings account.
- 83% of employees contribute to the cost of their medical care plans.
- 100% of Firms have a 401k program, and 63% of Firms offer 401k matching.
- 27% of Firms have a pension plan.
- Only 8% of Firms offer free parking.

Benefits Received: Average Days Paid Time Off (PTO)

PTO includes Vacation, Sick, Personal Days, and Floating Holidays

| <u>Title (# responses)</u> | <u>Average (days)</u> | <u>Median (days)</u> | <u>Range (days)</u> |
|--|-----------------------|----------------------|---------------------|
| Director (9): | 29.25 | 30 | 22-33 |
| Sr. Manager: | * | * | * |
| Manager (14): | 23.3 | 22.5 | 10-40 |
| Specialist/Sr. Coordinator (8): | 23.3 | 23.5 | 15-30 |
| Coordinator (9): | 23.4 | 25.0 | 18-30 |
| Assistant (5): | 17.7 | 18.0 | 12-25 |

8.9% of respondents receive unlimited PTO, all of whom are at the Sr. Manager or Director level.



Benefits Received: Average Days Parental Leave

| <u>Title</u> (# responses) | <u>Average</u> <u>(days)</u> | <u>Median</u> <u>(days)</u> |
|-------------------------------------|---------------------------------|--------------------------------|
| Director (7): | 85.0 | 85.0 |
| Sr. Manager (6): | * | * |
| Manager (17): | 74.5 | 65 |
| Specialist/Sr. Coordinator (10): | * | * |
| Coordinator (16): | 56.5 | 61 |
| Assistant (5) | * | * |

* = insufficient data



2023 CALPA Industry Survey



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