



# April 2024 LAALRA 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 2024 Wisnik LAALRA 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 LA. The results that follow were generated from 87 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 LAALRA Industry Survey help us to capture and confirm market trends. Please let us know if there is any way we can help you achieve your goals

All the best,  
*Eva Wisnik*



Our goal is to help you achieve your goals

# 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 28 years, she has worked with over 120 law firms, including 86 of the AmLaw 100. Eva has placed over 1100 recruiting and marketing professionals into law firms nationwide and has conducted over 800 training programs for attorneys and law firm professionals on topics that include How to Thrive as a New Attorney, Interviewer Training, and Time Management. 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 87 Recruiting and PD professionals' salary and industry information by:



## Position\*

- Chief: 1\*\*
- Director: 13
- Senior Manager: 10
- Manager: 28
- Specialist: 11\*\*\*
- Coordinator: 14
- Senior Assistant: 2\*\*
- Assistant: 8



## Firm Size

- 1-250: 11
- 251-500: 9
- 501-750: 8
- 751-1000: 17
- 1001-1300: 17
- 1301+: 24



## Office Size

- 1-75: 36
- 76-125: 30
- 126-175: 6
- 176-225: 4
- 226-300: 2\*\*
- 301-350: 6
- 351-400: 0\*
- 401-500: 0\*\*
- 501-700: 0\*\*
- 701-1000: 2\*\*

\* Not all respondents provided salary data

\*\* These results will not be included in the breakdowns, due to insufficient data

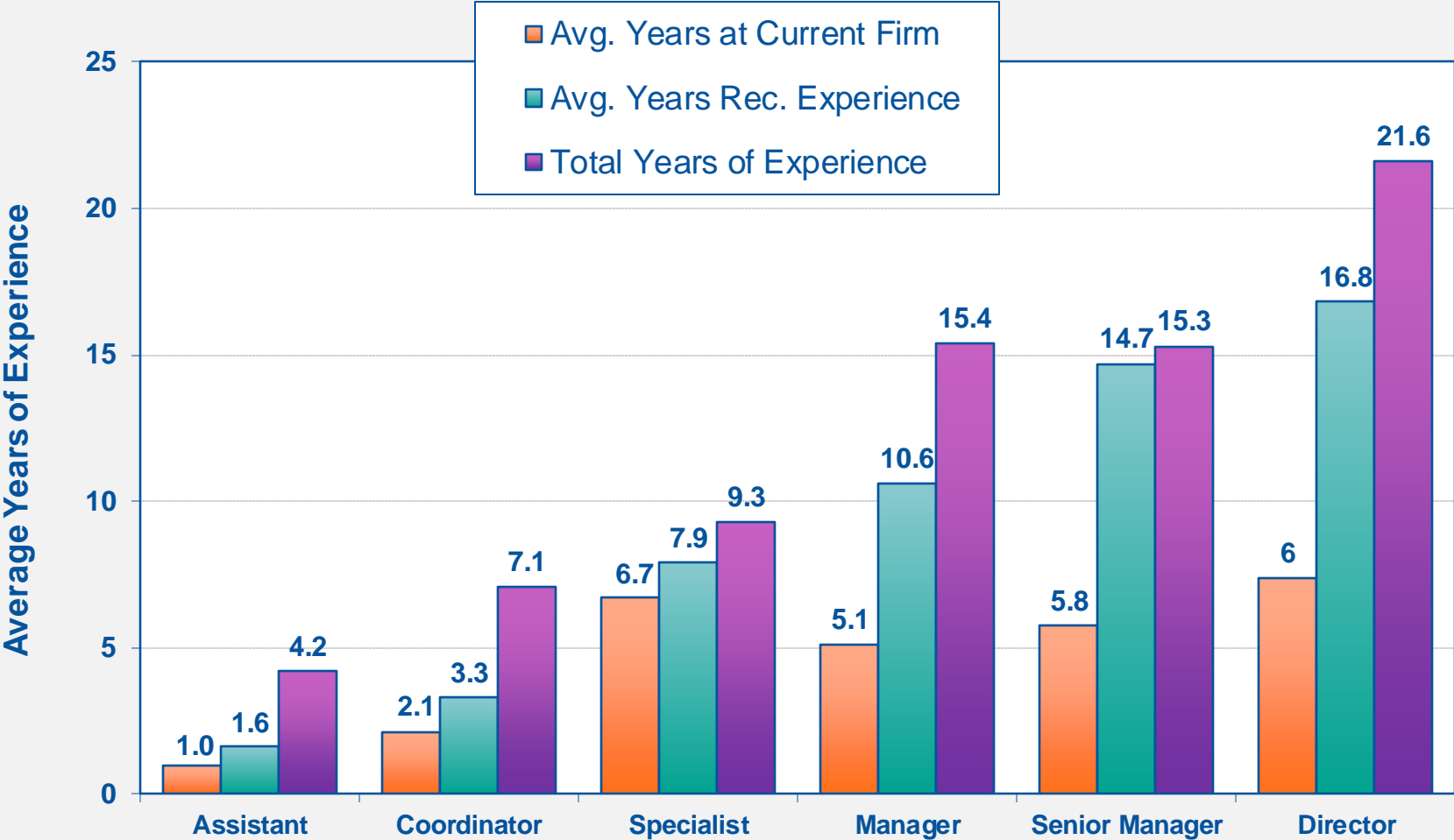
\*\*\* Include Senior Coordinators and Administrators



# Profile of LAALRA Professionals



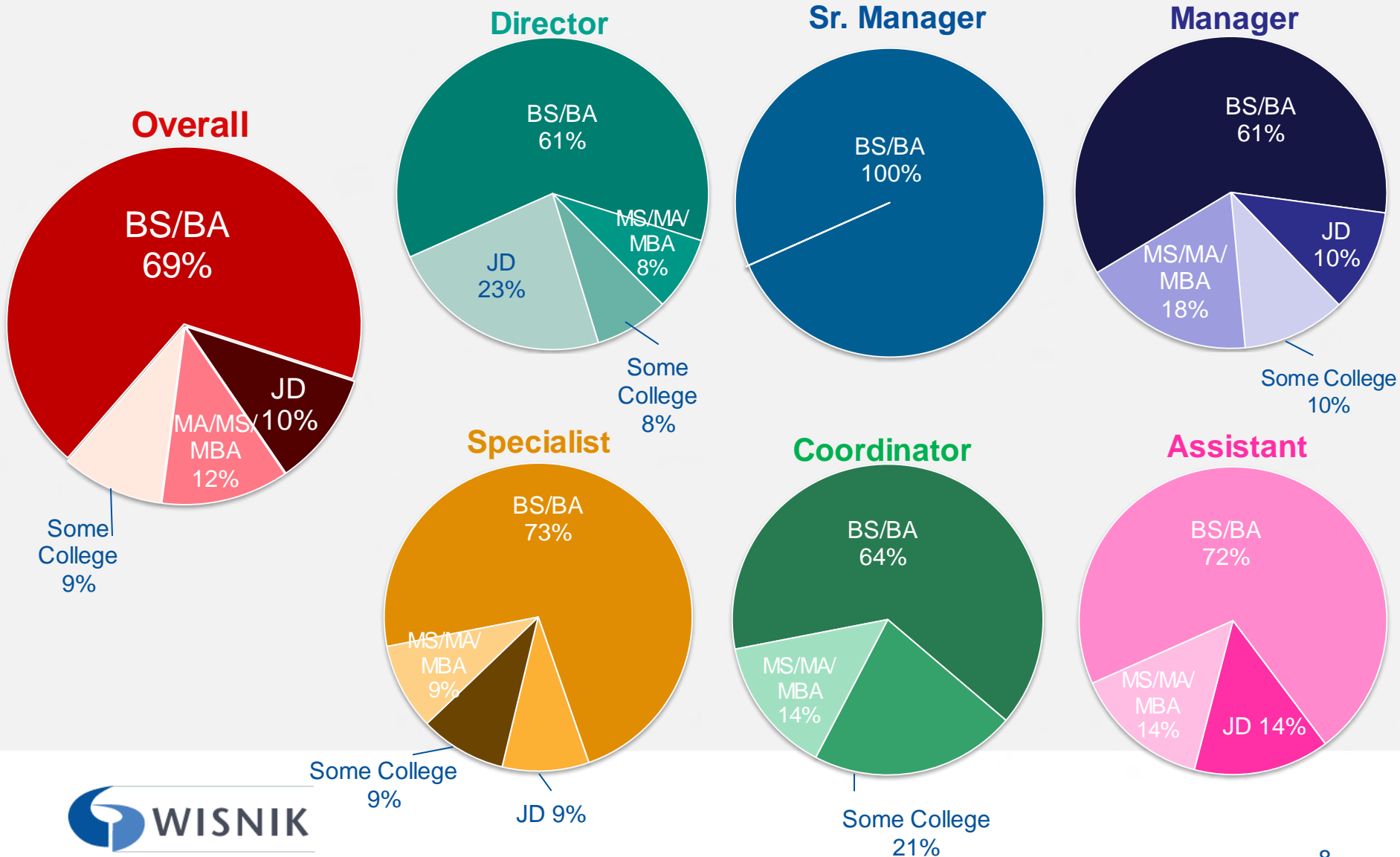
# Average Years of Experience



# Which areas does your role cover?



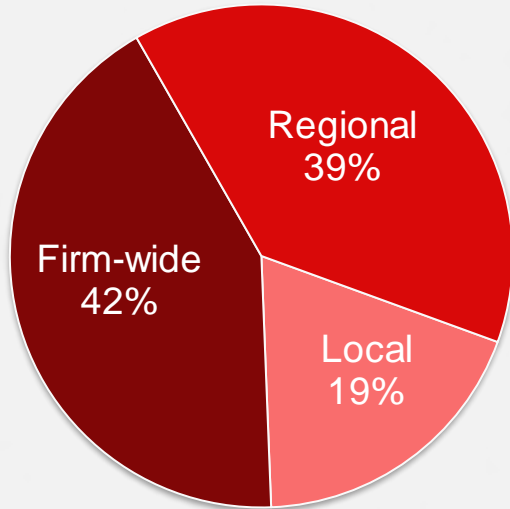
# Highest Degree of Education by Job Title



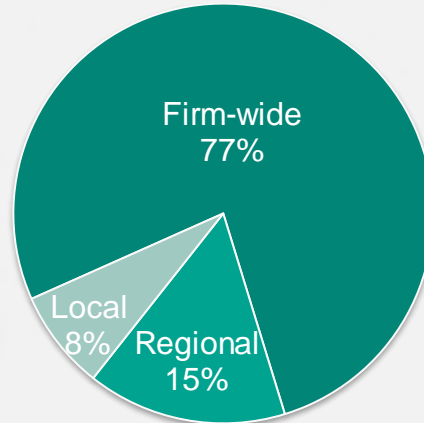


# Is Your Position Firm-Wide, Regional or Local?

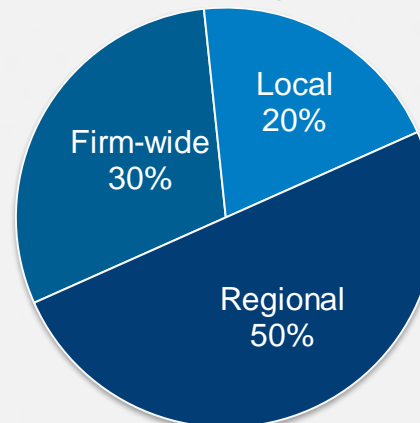
**Overall**



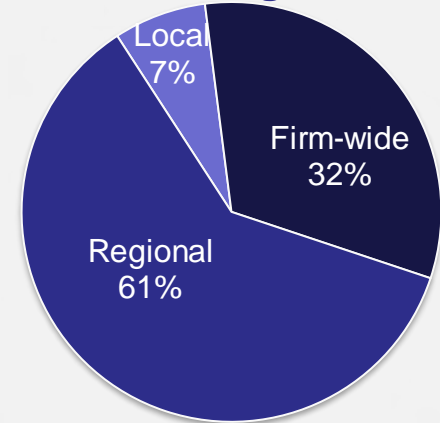
**Director**



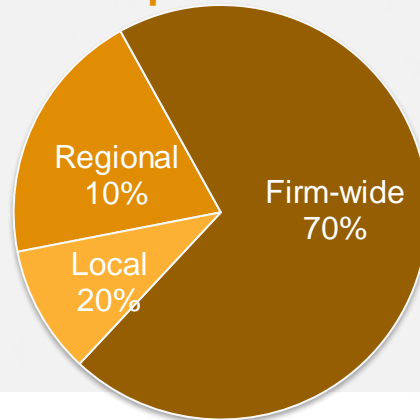
**Sr. Manager**



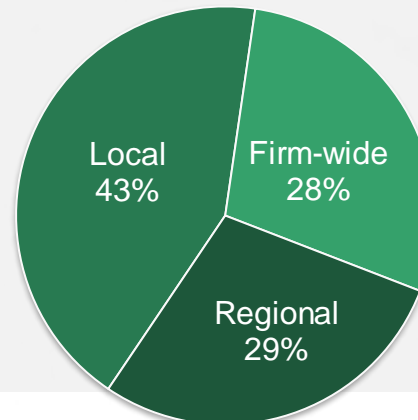
**Manager**



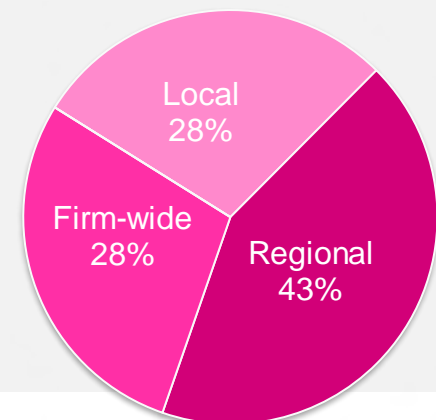
**Specialist**



**Coordinator**



**Assistant**



# Salary Trends



# All Respondents: Average Salaries, By Title

Title (# responses with salary data)	Average Salary	Median	25 - 75% Range	Average Bonus	Average Raise
Director (12):	\$244,750	\$235,000	\$216k-\$275k	\$29,722	7.7%
Senior Manager (10):	\$183,192	\$186,100	\$165k-\$201k	\$17,246	3.5%
Manager (28):	\$147,285	\$150,000	\$135k-\$168k	\$13,181	4.9%
Specialist (11):	\$103,461	\$102,805	\$95k-\$105k	\$8,616	4.5%
Coordinator (14):	\$79,846	\$79,426	\$73k-\$82k	\$2,762	4.8%
Assistant (7):	\$57,955	\$58,000	\$53k-\$59k	\$1,633	5.6%

# Law Firm Recruiters' Average Salaries by City

Title (# responses with salary data)	LA 2024	DC 2023	Bay Area 2023	Chicago 2023	New York 2022	Houston/Dallas 2022
Director	\$244,750	\$238,375	\$223,200	\$232,182	\$274,151	\$199,458
Sr. Manager	\$183,192	\$174,577	\$181,728	\$183,667	\$198,705	\$154,650
Manager	\$147,285	\$145,335	\$157,100	\$131,640	\$145,279	\$118,670
Specialist/Sr Coord.	\$103,461	\$94,737	\$101,944	\$88,623	\$101,574	\$89,286
Coordinator	\$79,846	\$76,579	\$79,900	\$74,617	\$78,000	\$71,600
Assistant	\$57,955	*	*	\$56,659	\$56,465	\$54,455



# Average Salary vs. Average Years of Experience



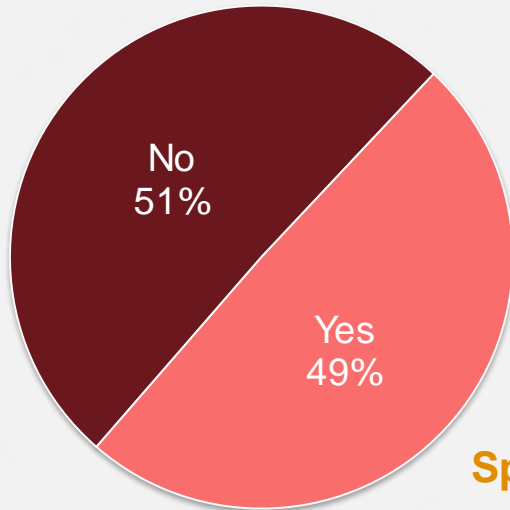


# Industry Findings

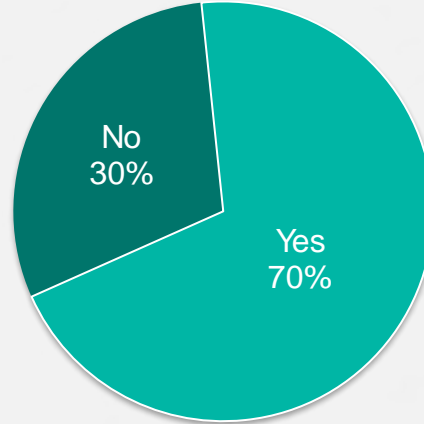


# Do You Believe You Are Fairly Compensated?

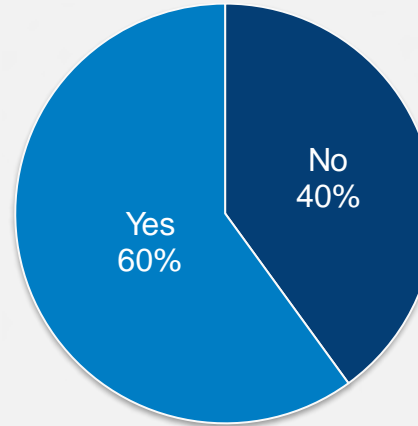
Overall



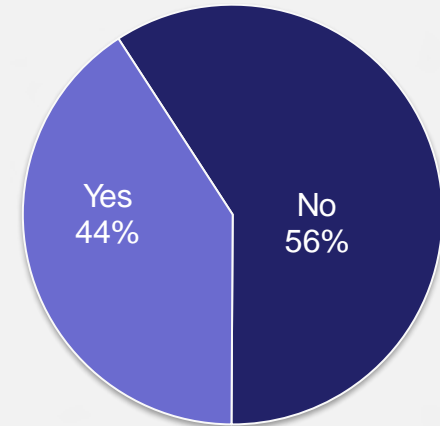
Director



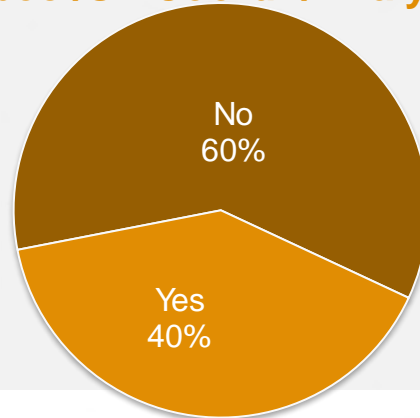
Sr. Manager



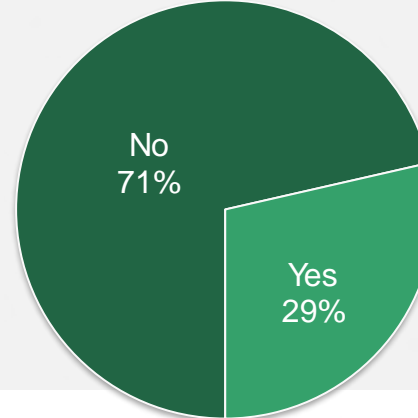
Manager



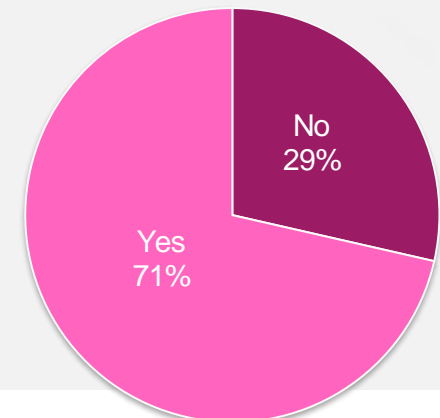
Spec./Sr. Coord. /Analyst



Coordinator

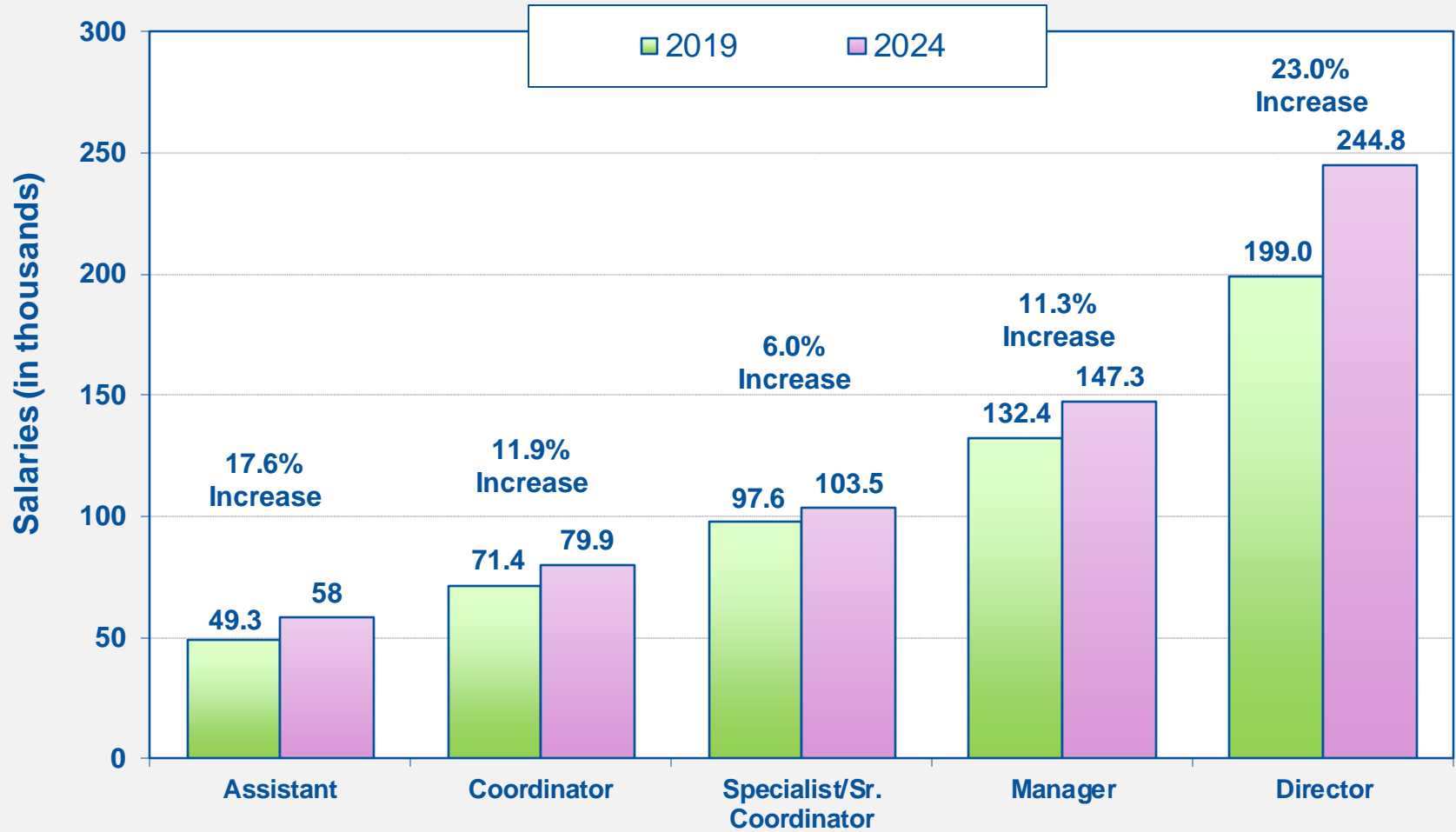


Assistant



In 2019, 58% were satisfied with their salaries

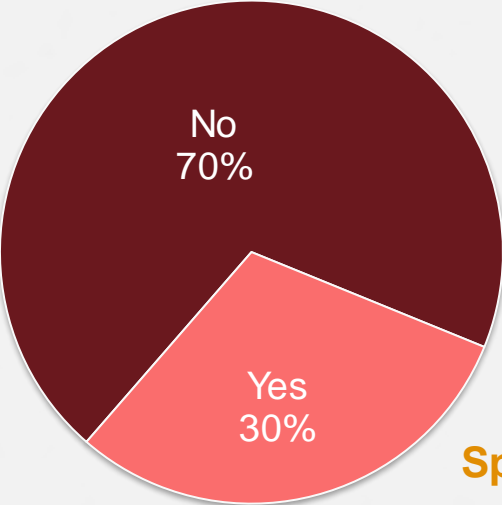
# Salary Trends: 2019-2024



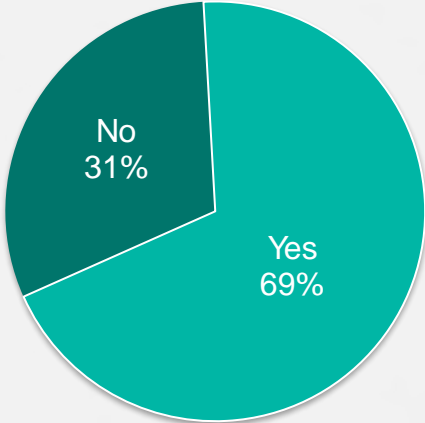
\*insufficient data for Sr Managers

# In the past 2 years, have you had a promotion with a title change?

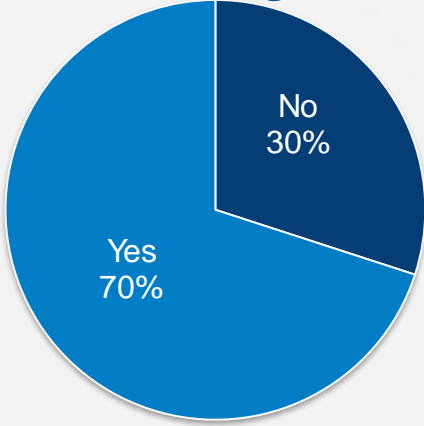
Overall



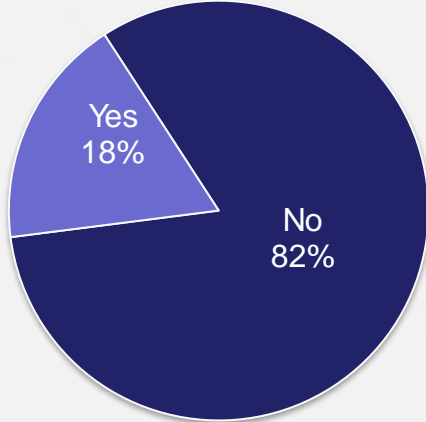
Director



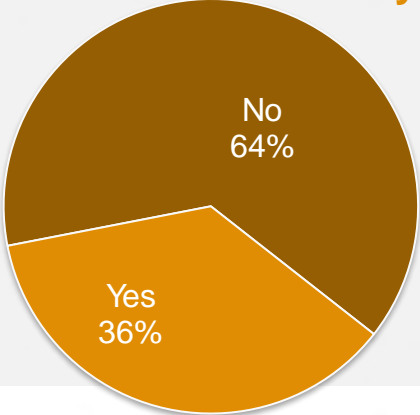
Sr. Manager



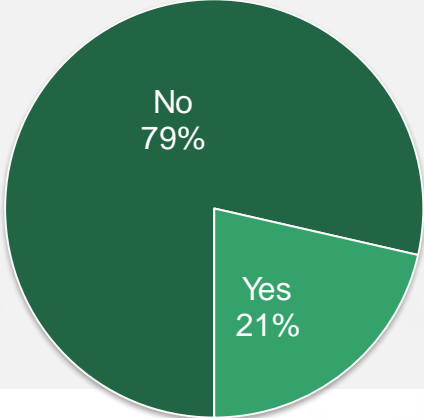
Manager



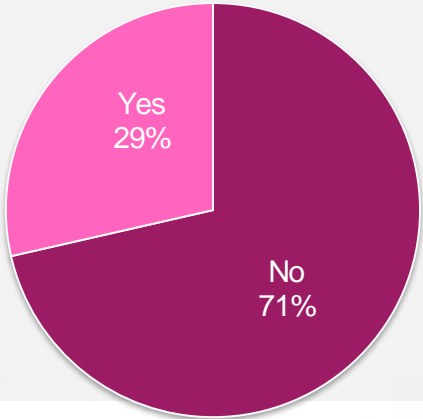
Spec./Sr. Coord. /Analyst



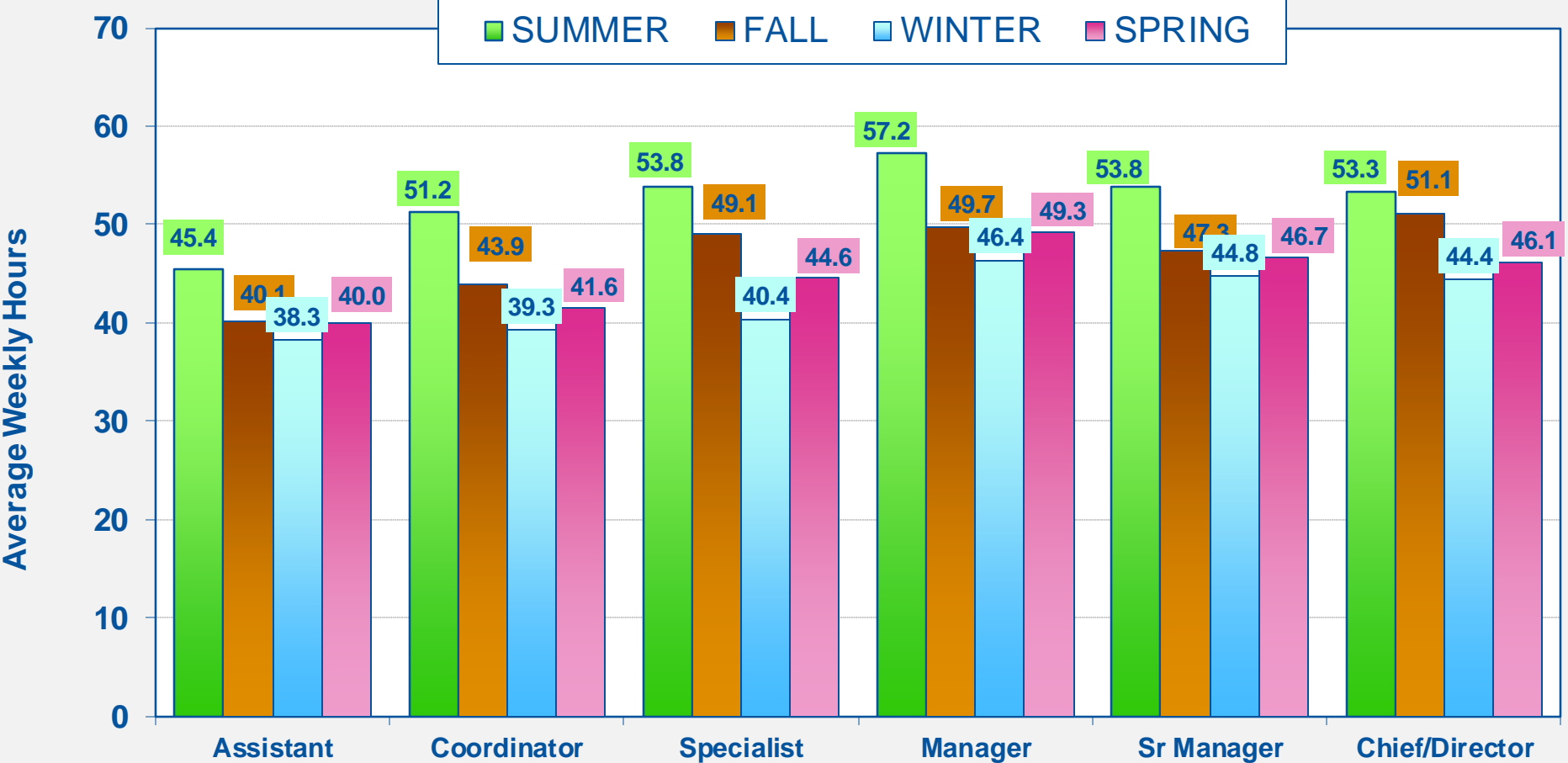
Coordinator



Assistant

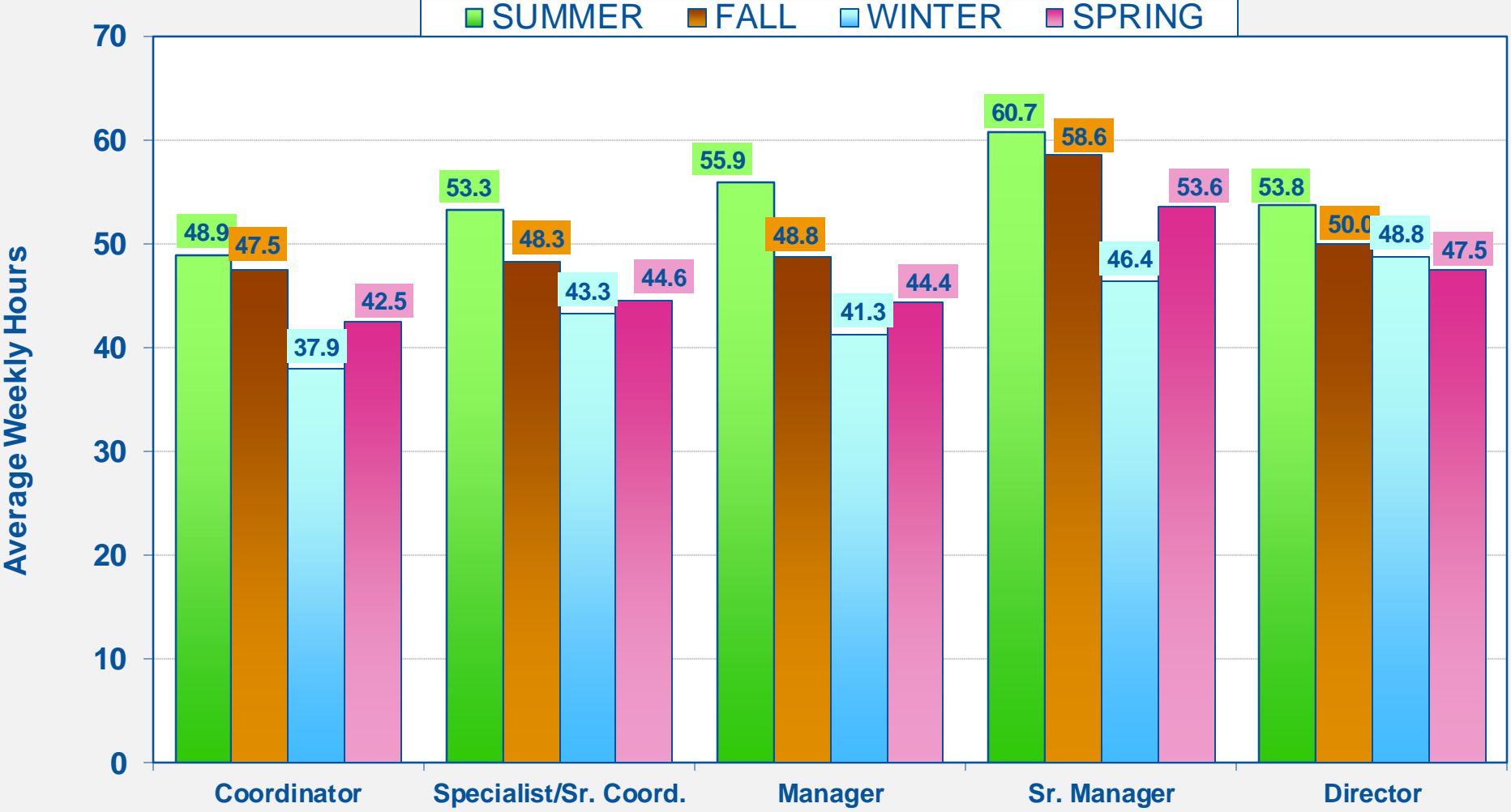


# LAALRA: Average Hours Worked Per Week, Breakdown by Season

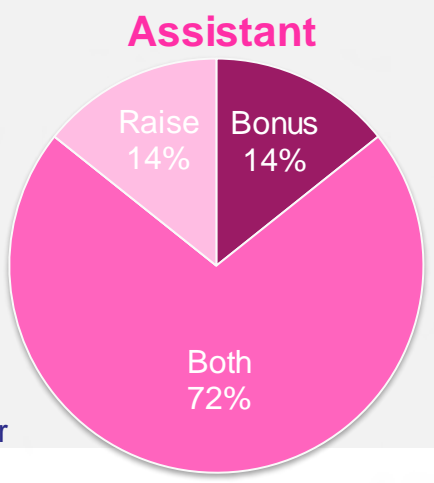
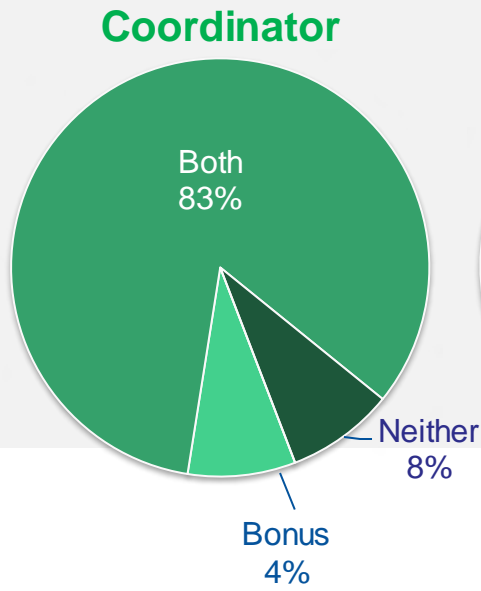
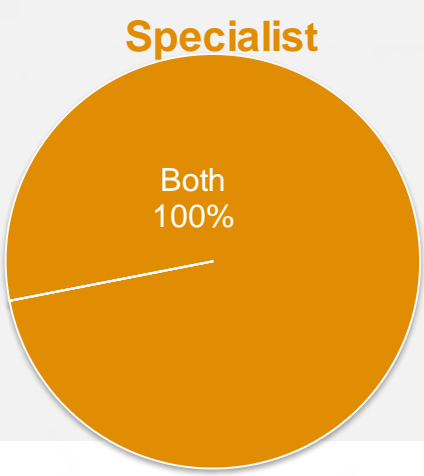
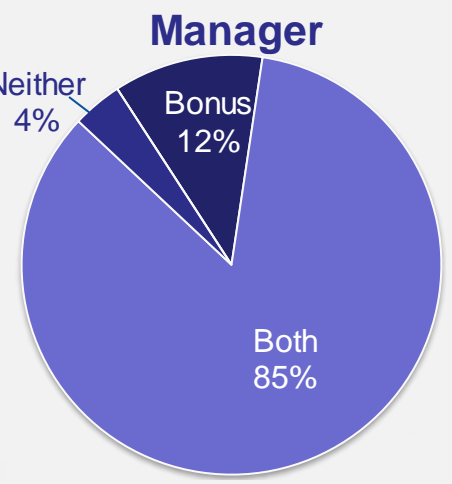
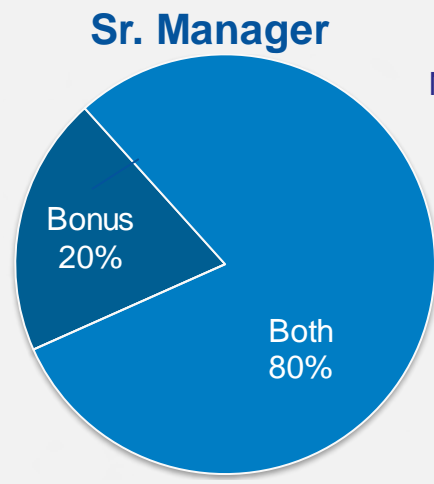
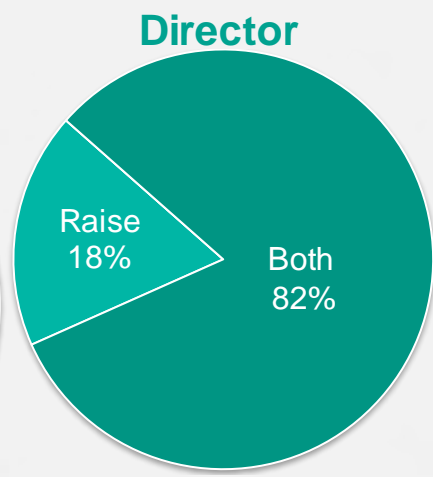
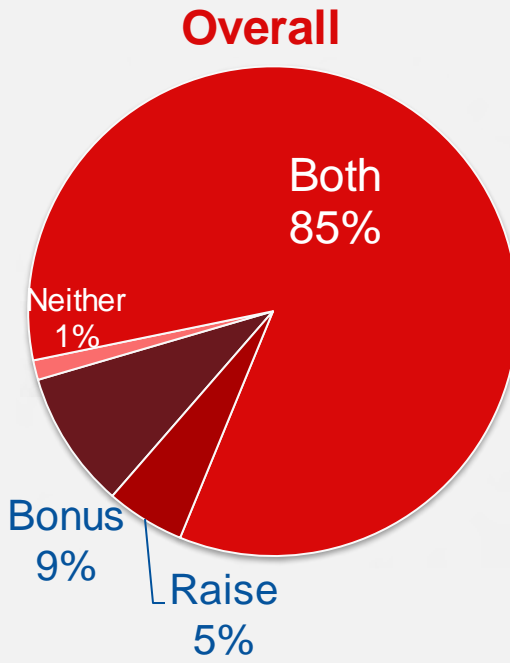




# BALRA: Average Hours Worked Per Week, Breakdown by Season



# Did You Receive a Bonus/Raise in 2023?



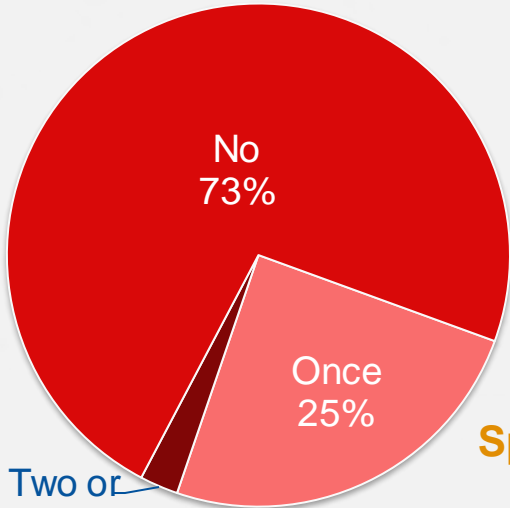
In **2018**, **78%** of people got **raises**. In **2023**, this increased to **90%**

In **2018**, **73%** of people got **bonuses**. In **2023**, this increased to **94%**



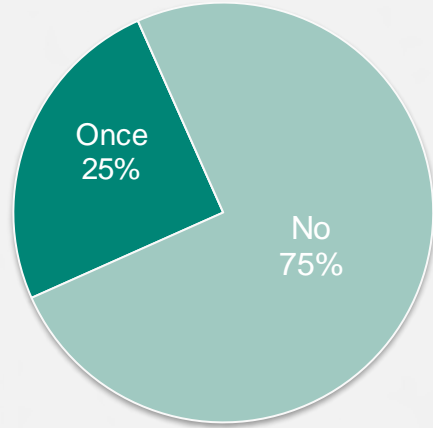
# In the Past 2 Years, Have You Changed Firms?

## Overall

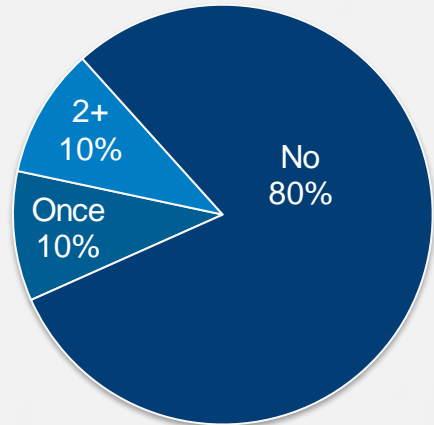


Two or More  
2%

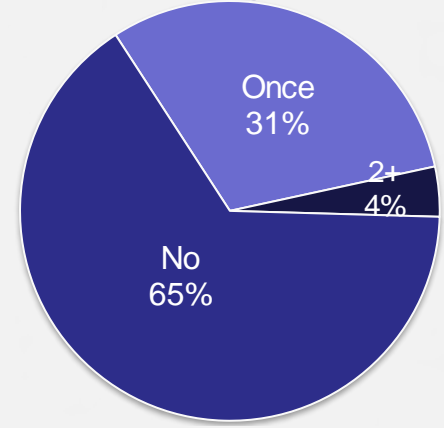
## Director



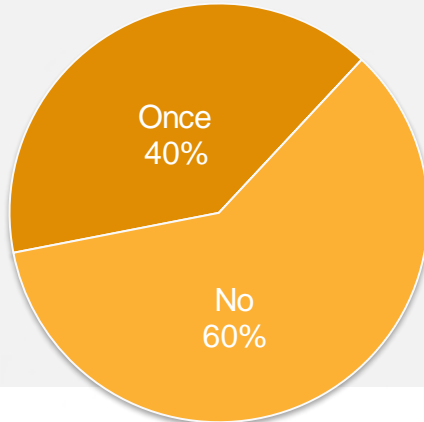
## Sr. Manager



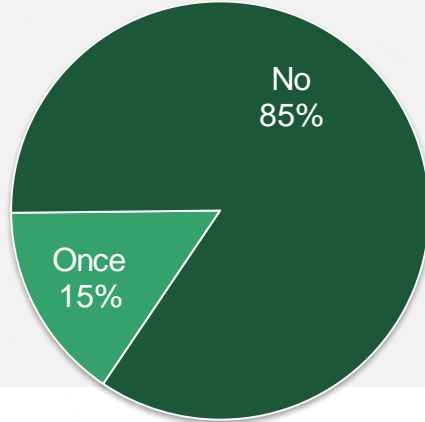
## Manager



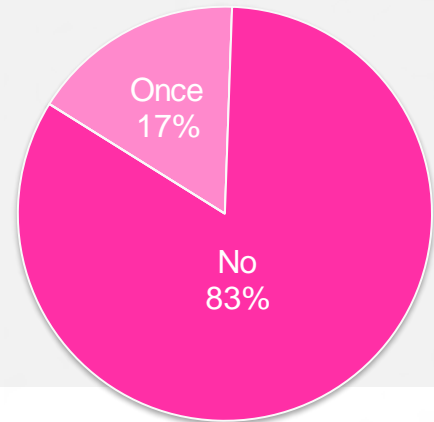
## Spec./Sr. Coord./Analyst



## Coordinator



## Assistant



Our goal is to help you achieve your goals

# Why Did You Change Firms\*?

**27%** of respondents changed firms either one or more times in the past 2 years

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Of those:

**77%** of respondents moved for increased salary

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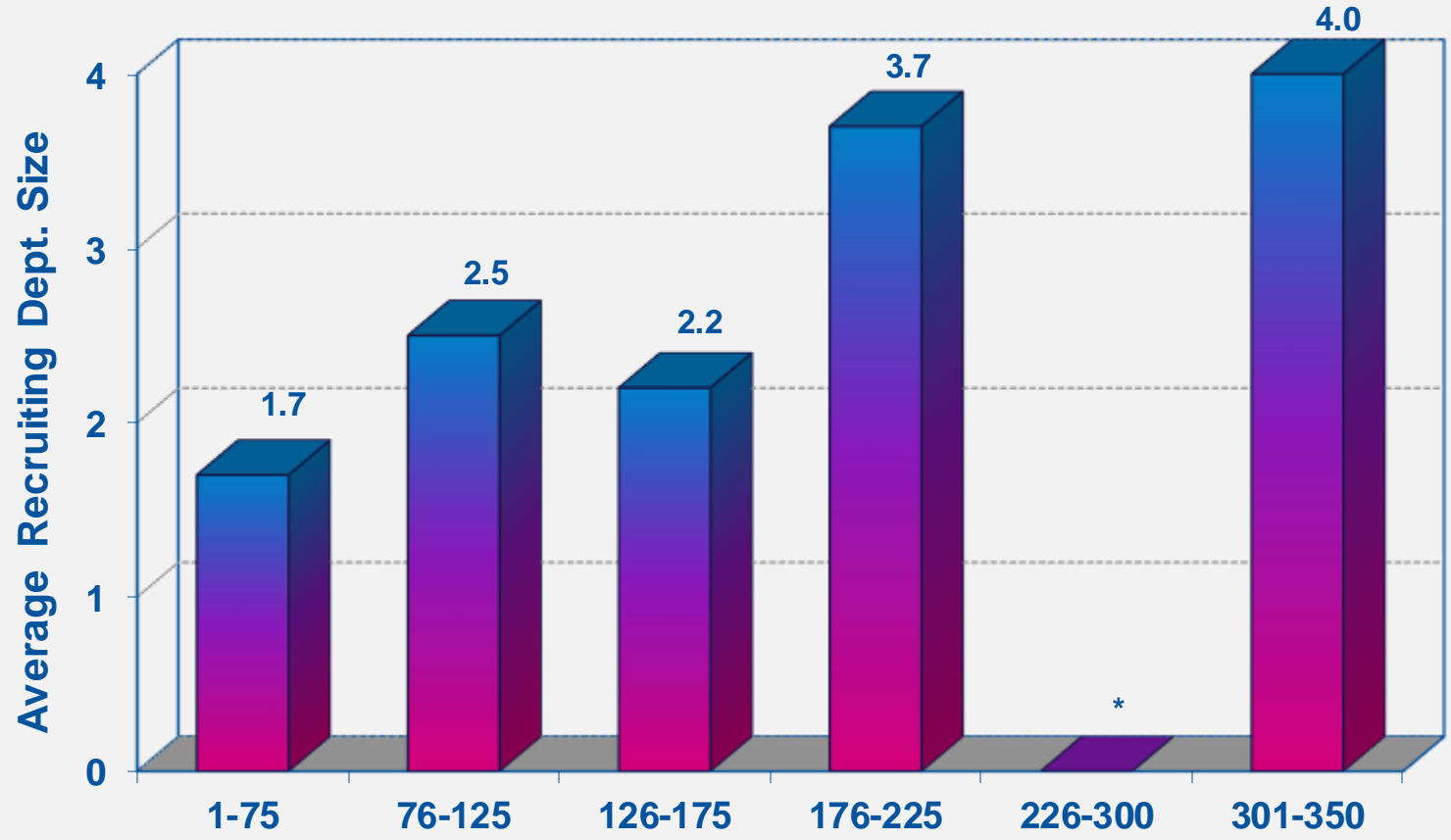
**72%** of respondents moved for a title change

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**36%** 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*

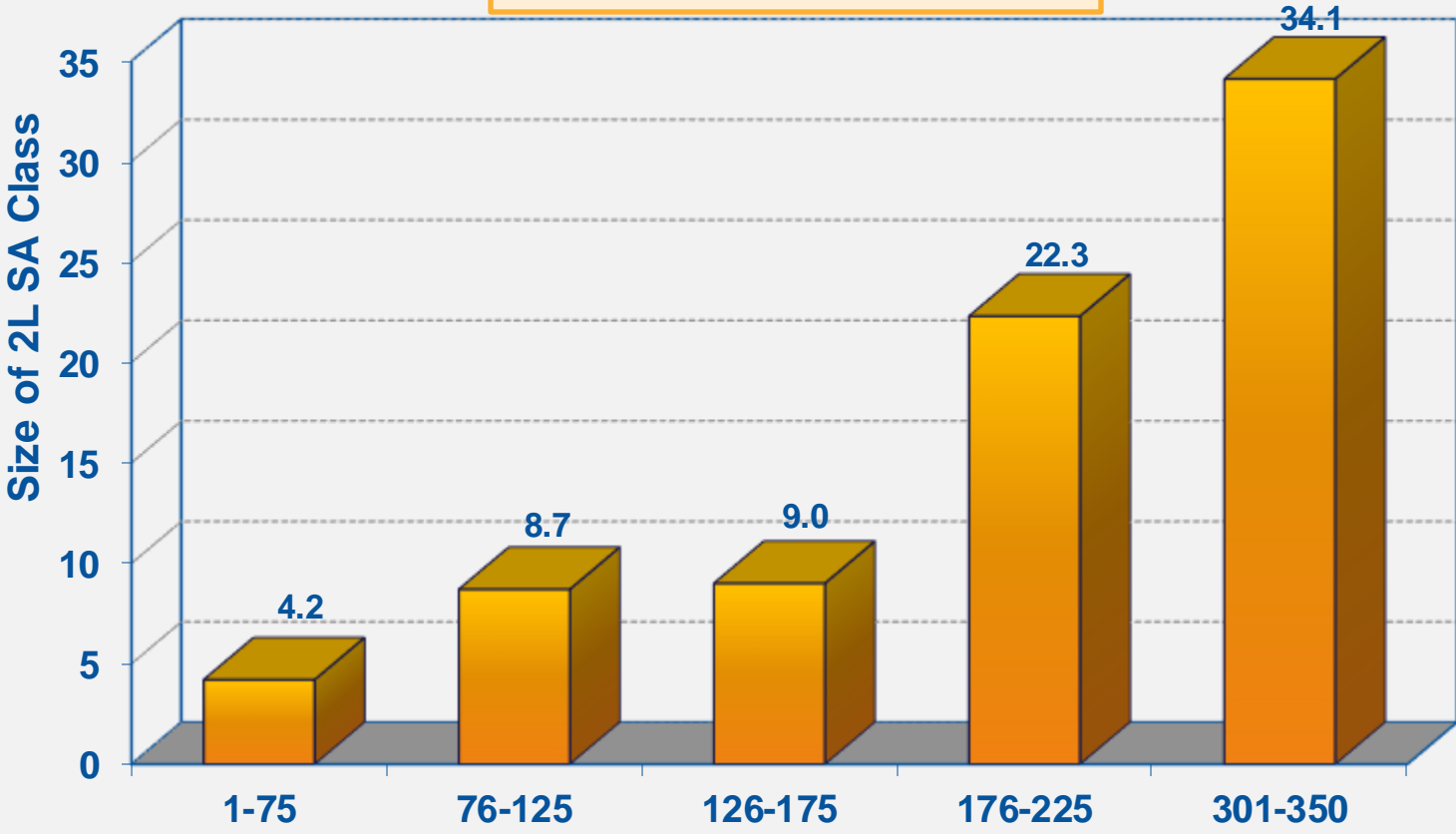
# L.A. Office Size vs. Size of Recruiting Department





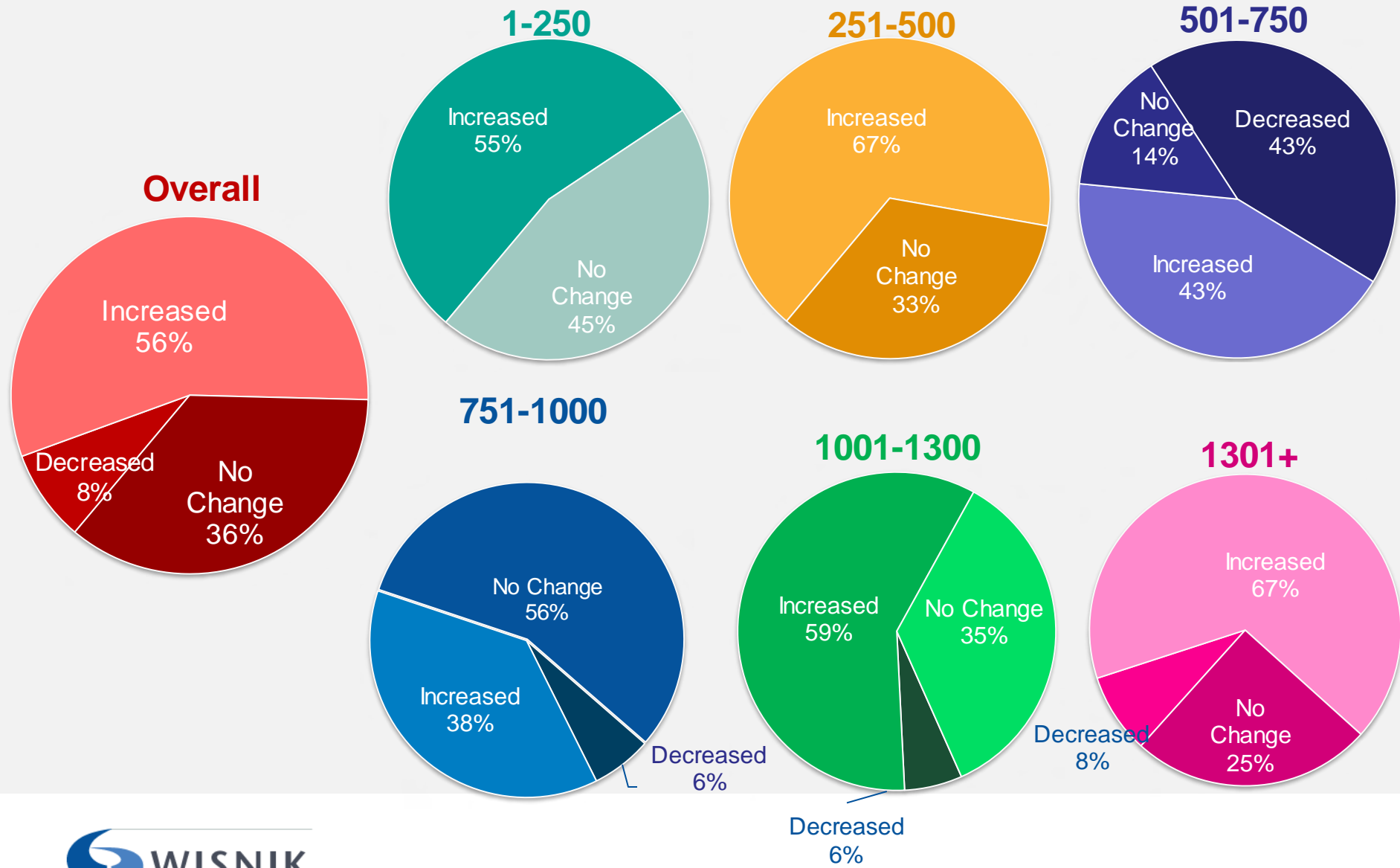
# L.A. Office Size vs. Size of L.A. 2024 2L Summer Associate Class

Overall Average # of SAs:  
2024 — 9.9 Summer Associates  
2023 — 9.9 Summer Associates



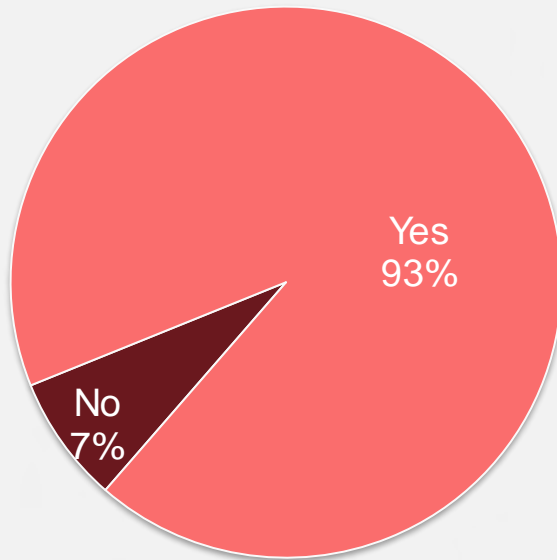
L.A. Office Size

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

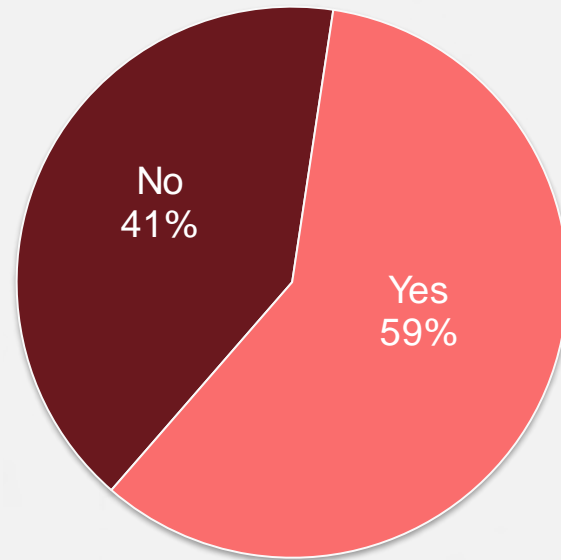


# Does Your Firm Have Affinity Groups?

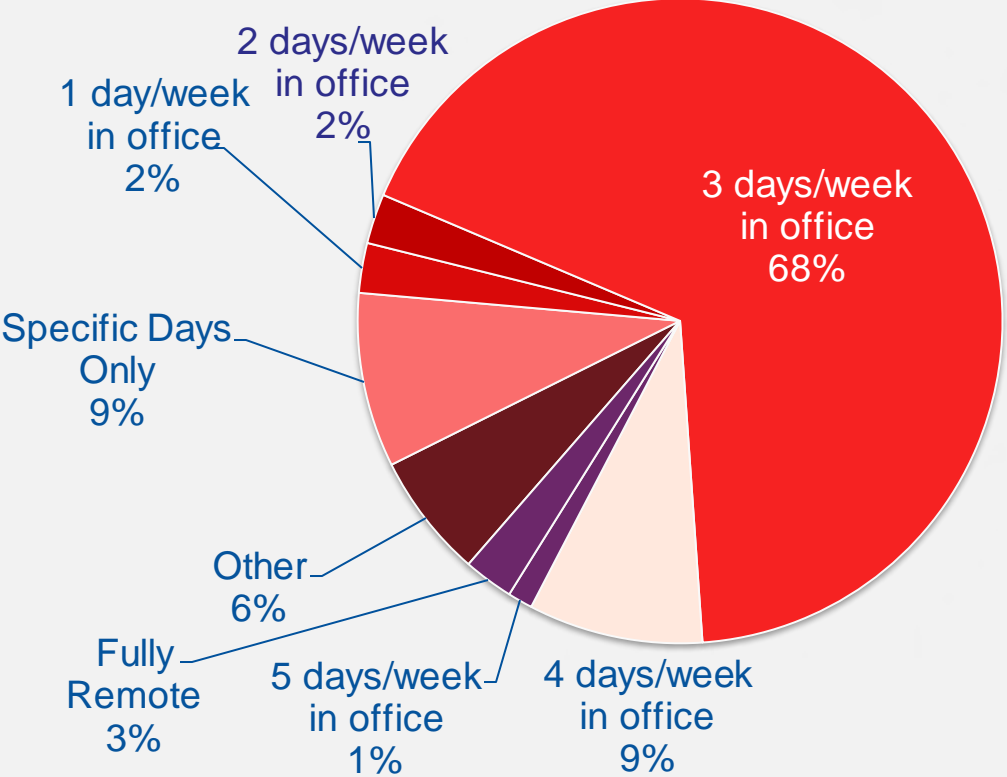
**Does Your Firm Have Affinity Groups?**



**If Yes, Are Staff and Attorney Groups Separate?**



# What is Your Firm's Remote Work Policy?



**1% of respondents work 5 days a week in the office.**

**3% are fully remote.**

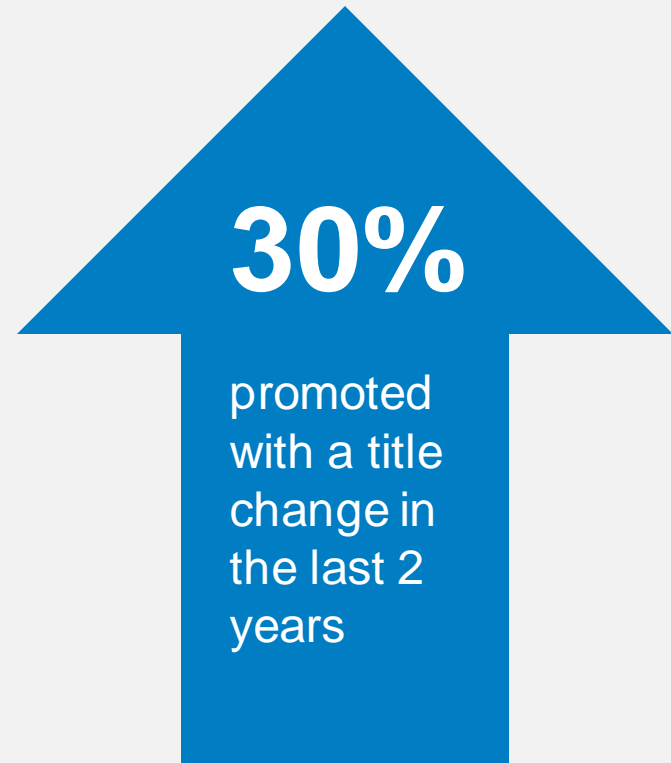
# Summary of Interesting Survey Results

**85%** received a bonus **AND** a raise last year, up from 55% in 2019

**49%** of respondents believe they are fairly compensated, down from 58% in 2019

**68%** of respondents work in the office 3 days a week

**27%** of respondents changed firms in the past 2 years



# Addendum



# Average Salary, Bonus & Raise by Firm Size

**All Directors = 12**  
*Avg. Salary = \$244,750      Median Salary = \$235,000*  
*Avg. Bonus: \$29,722      Avg. Raise: 7.7%*

<b>Firm Size:</b>	<b><u>1-250</u></b>	<b><u>250-1000</u></b>	<b><u>1001+</u></b>
<b>Average Salary:</b>	\$221,000	\$240,000	\$290,000
<b>Median:</b>	\$215,000	\$235,000	\$280,000
<b>Average Bonus:</b>	\$26,875	\$31,667	\$32,500
<b>Average Raise:</b>	8.3%	6.2%	8.3%



# Average Salary, Bonus & Raise by Firm Size

## All Sr. Managers: 10

**Avg. Salary:** \$183,192

**Median Salary:** \$186,000

**Avg. Bonus:** \$17,246

**Avg. Raise:** 3.5%

<u>Firm Size:</u>	<u>250-1000</u>	<u>1001-1300</u>
<b>Average Salary:</b>	\$174,012	\$196,962
<b>Median:</b>	\$185,000	\$201,400
<b>Average Bonus:</b>	\$12,144	\$23,625
<b>Average Raise:</b>	3.3%	3.9%

*\*insufficient data for Firm Size 1-250*

# Average Salary, Bonus & Raise by Firm Size

## All Managers: 28

*Avg. Salary: \$147,285      Median Salary: \$150,000*  
*Avg. Bonus: \$13,181      Avg. Raise: 4.9%*

<b>Firm Size:</b>	<b><u>1-750</u></b>	<b><u>751-1000</u></b>	<b><u>1001-1300</u></b>	<b><u>1301+</u></b>
<b>Average Salary:</b>	\$134,333	\$144,524	\$158,125	\$151,916
<b>Median:</b>	\$133,500	\$143,750	\$160,000	\$150,000
<b>Average Bonus:</b>	\$11,415	\$17,200	\$13,667	\$12,985
<b>Average Raise:</b>	6.0%	3.3%	4.1%	5.2%

# Average Salary, Bonus, Raise by Firm Size

## All Specialists: 11

**Avg. Salary:** \$103,461      **Median Salary:** \$102,805  
**Avg. Bonus:** \$8,616      **Avg. Raise:** 4.5%

<u>Firm Size:</u>	<u>1-500</u>	<u>751-1300</u>	<u>1001+</u>
<b>Average Salary:</b>	\$96,203	\$107,000	\$106,250
<b>Median:</b>	\$95,000	\$105,000	\$98,700
<b>Average Bonus:</b>	\$8,275	\$5,333	\$11,250
<b>Average Raise:</b>	5.5%	5.3%	3.5%

*\*insufficient data for Firm Size 1-250*

# Average Salary, Bonus, Raise by Firm Size

## All Coordinators: 14

**Avg. Salary:** \$79,846      **Median Salary:** \$79,426

**Avg. Bonus:** \$2,762      **Avg. Raise:** 4.8%

**Avg. 2023 OT:** \$9,332

<u>Firm Size:</u>	<u>1-500</u>	<u>751-1300</u>	<u>1300+</u>
<b>Average Salary:</b>	\$80,963	\$75,000	\$83,800
<b>Median:</b>	\$81,962	\$75,000	\$77,500
<b>Average Bonus:</b>	\$4,900	\$1,130	\$3,484
<b>Average Raise:</b>	8.7%	3.2%	5.0%

*\*insufficient data for Firm Size 501-750*

# Average Salary, Bonus, Raise by Firm Size

## All Assistants: 7

**Avg. Salary:** \$57,955 **Median Salary:** \$58,000

**Avg. Bonus:** \$1,633 **Avg. Raise:** 5.6%

**Avg. 2023 OT:** \$5250

<u>Firm Size:</u>	<u>251-1000</u>	<u>1301+</u>
<b>Average Salary:</b>	\$66,748	\$55,000
<b>Median:</b>	\$59,785	\$55,000
<b>Average Bonus:</b>	\$1,675	<i>insufficient data</i>
<b>Average Raise:</b>	8.8%	<i>insufficient data</i>

*\*insufficient data for Firm Size 1-250, 1001-1300*

# Benefits Received

- 28.5% of Firms allow employees to work part-time.
- 38.6% of Firms provide Flex Days.
- 51.4% of Firms provide backup daycare, and 2.9% of Firms have onsite daycare.
- 48.6% of Firms provide a mobile device to employees, while 71.2% offer mobile service.
- 98.7% of Firms provide employees with computers/laptops.
- 74.7% of Firms offer transportation discounts, mileage reimbursement, or transportation stipends.
- 67.1% of Firms offer a Health Club membership or discount.
- 93.5% of Firms provide a flexible spending account.
- 96.1% of Firms provide a health savings account.
- 33.8% of Firms offer pet insurance.
- 63.5% of firms offer fertility benefits/stipends.
- 81.8% of firms offer mental health services.
- 38.6% of Firms offer concierge medical services.
- 90.9% of employees contribute to the cost of their medical care plans.
- 98.8% of Firms have a 401k program
- 15.7% of Firms have a pension plan.
- 68.0% of Firms offer free parking.

# 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>
<b>Director (5):</b>	24.6	25
<b>Sr. Manager (8):</b>	23.1	22.5
<b>Manager (16):</b>	22.9	21.5
<b>Specialist (6):</b>	21.3	17.5
<b>Coordinator (11):</b>	19.7	20
<b>Assistant (6):</b>	20.3	22.5

12.7% receive unlimited PTO