



LAALRA Salary Survey

March 2026

Wisnik Career Enterprises
110 E 40th St, New York NY 212-370-1010
ewisnik@wisnik.com - www.Wisnik.com



Eva's Bio

Eva Wisnik is a career expert and recruiter for America's most prestigious law firms, as well as the author of *Your Fairy Job Mentor's Secrets for Success*. She spent 10 years hiring talent from top schools for investment banks and law firms (she was the head of recruiting at both Schulte and Cadwalader) before launching a very successful search firm in 1996. Over the past 30 years, she has provided over 100 law firms with training programs, including 90 of the Am Law 100. Eva Wisnik is a certified Health Coach and has trained over 7,000 attorneys in time management.

Eva earned her BA in Psychology from Barnard College, Columbia University and an MBA in Marketing from Fordham University. Her goal is to share her learnings with others so they can lead the most successful and fulfilling lives possible.



Shannan's Bio

Shannan Buckley is the Director of Recruiting & Training Operations at Wisnik Career Enterprises, Inc, where she has managed training programs and placed business services talent into top law firms for the past 9 years. She has conducted 30 salary surveys for nationwide recruiting groups as well as for marketing and business development professionals across the legal industry.

Before joining Wisnik Career Enterprises, Shannan worked in education both in the U.S. and abroad. She holds a BA in French & Francophone Studies from Carleton College and an MA in International Educational Development from Teachers College, Columbia University.



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 2026 Wisnik LAALRA Salary 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 and law schools in the Los Angeles area. The results that follow were generated from 69 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 Salary 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 & Shannan Buckley

Profile of LAALRA Law Firm Professionals



Law Firm Participant Response Breakdown

Total of 64* Recruiting and PD professionals' salary and industry information by:



Position*

- **Chief: 1****
- **Director: 10**
- **Senior Manager: 9**
- **Manager: 22**
- **Specialist /Sr. Coordinator: 11**
- **Coordinator: 6**
- **Assistant: 5**



Firm Size

- **1-250: 7**
- **251-500: 7**
- **501-750: 8**
- **751-1000: 8**
- **1001-1300: 14**
- **1301+: 20**



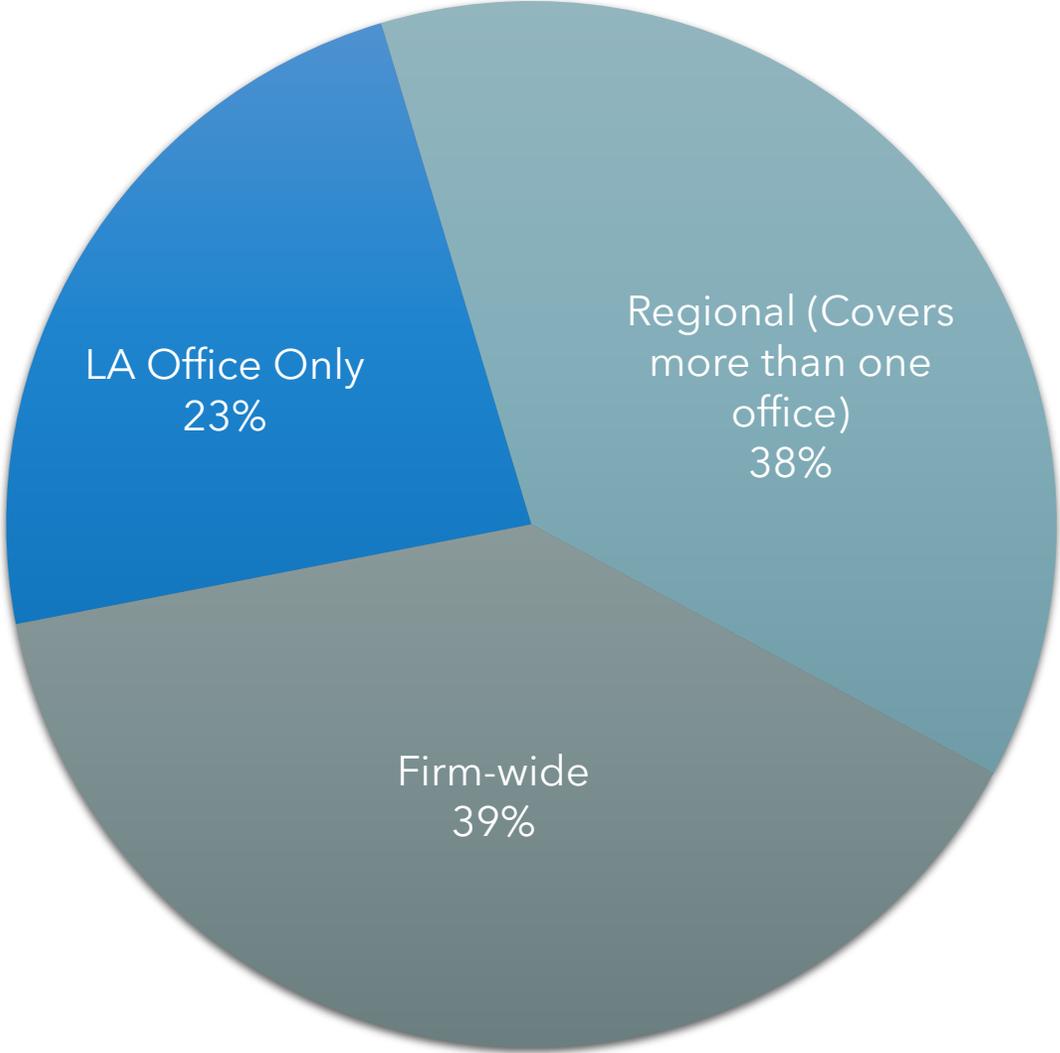
Office Size

- **1-75: 29**
- **76-125: 19**
- **126-225: 10**
- **226+: 6**

* Not all respondents provided salary data

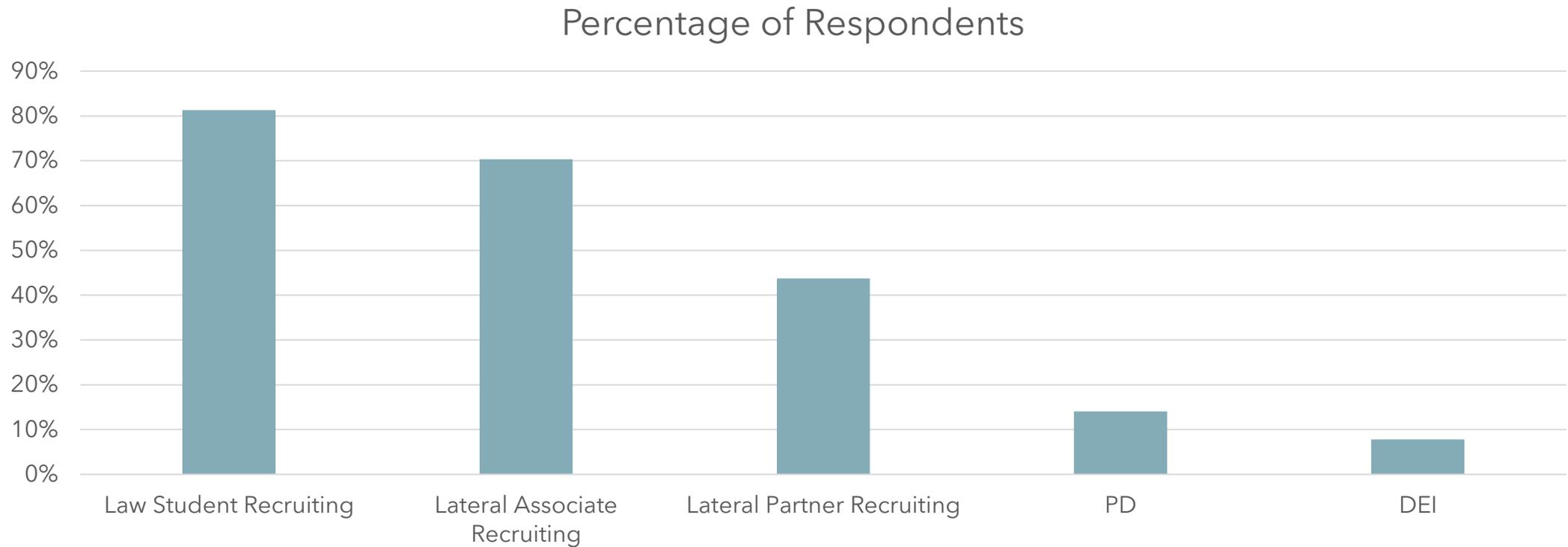
** These results will not be included in the breakdowns, due to insufficient data

Is Your Role Firm-wide or Regional, or LA-only?

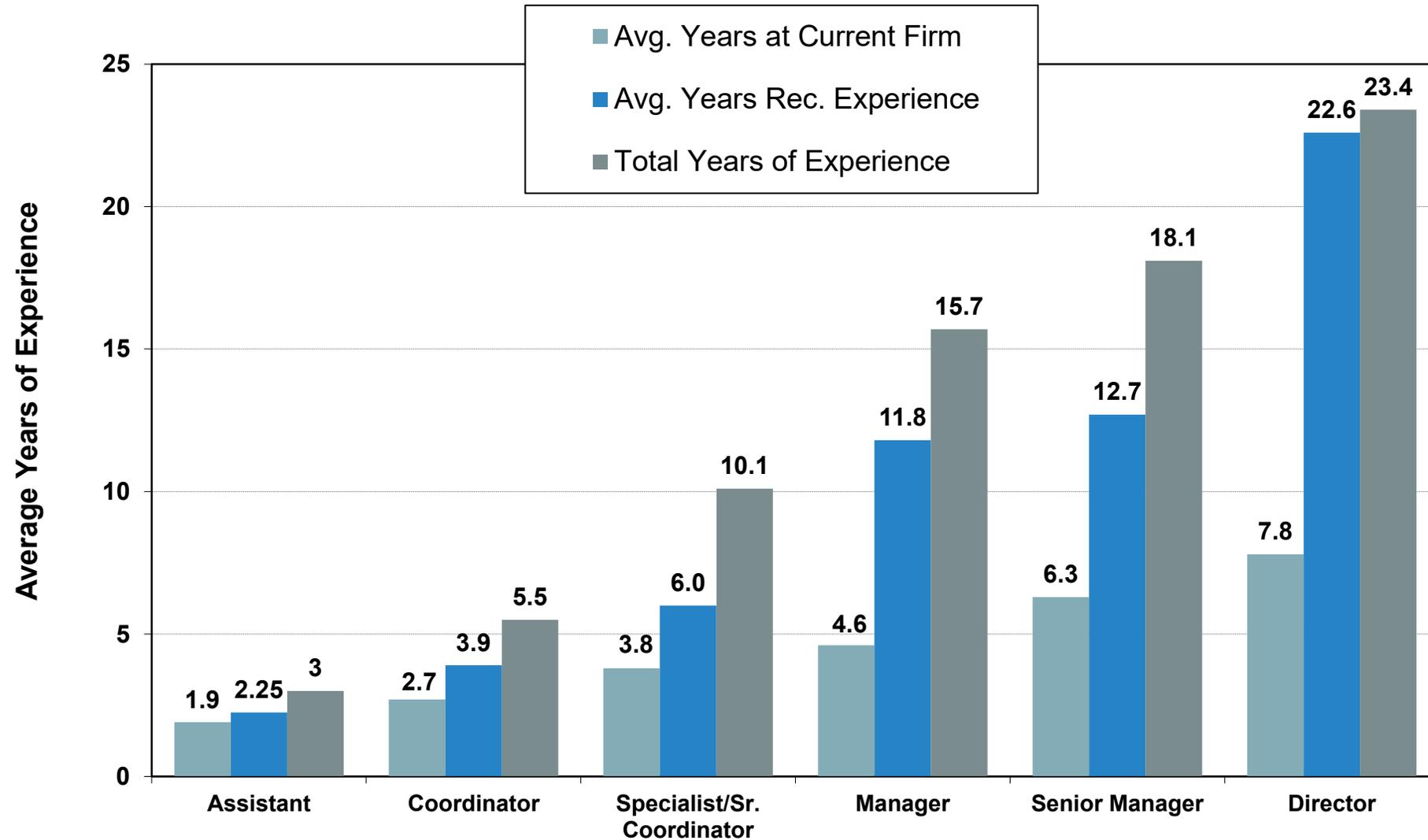


Recruiting Areas Covered

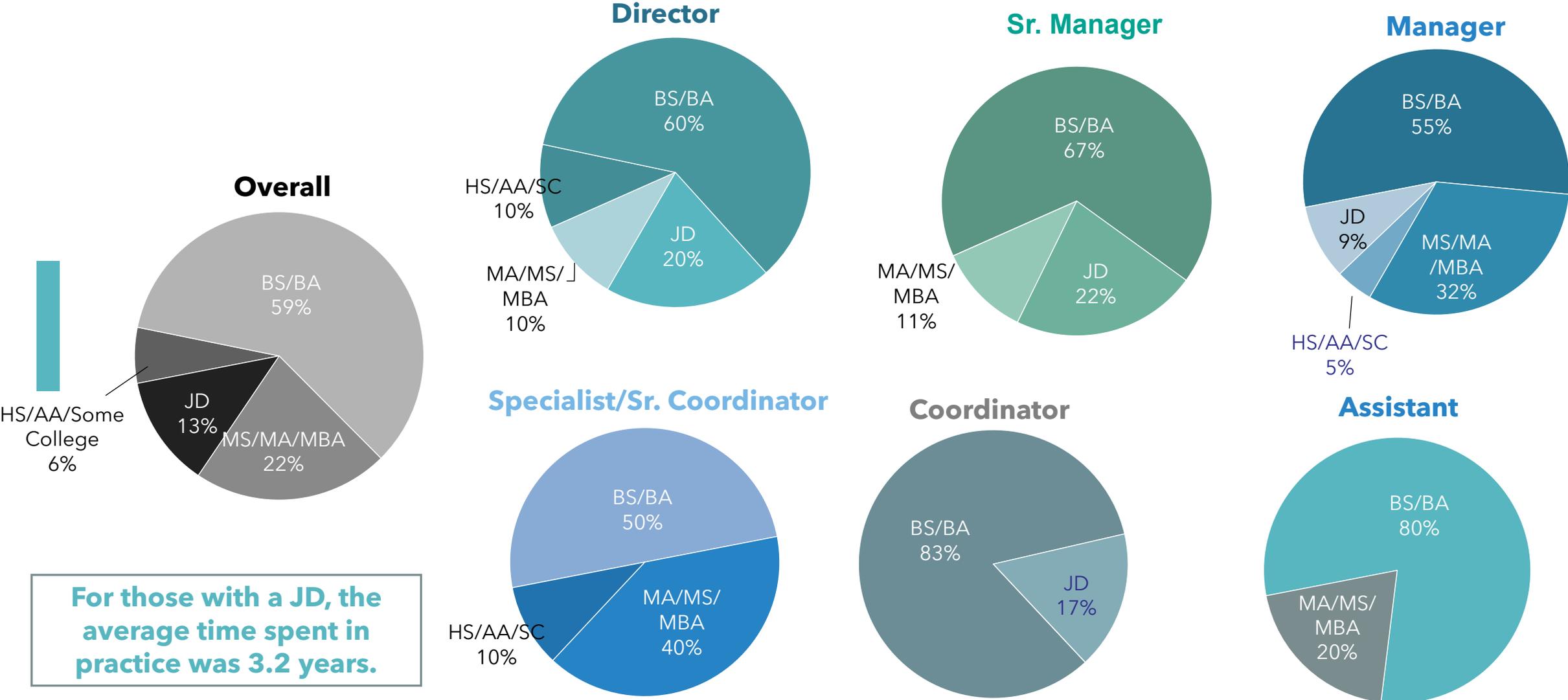
* Respondents could select more than one



Average Years of Experience



Highest Degree of Education by Job Title



For those with a JD, the average time spent in practice was 3.2 years.

Law Firm Salary Trends



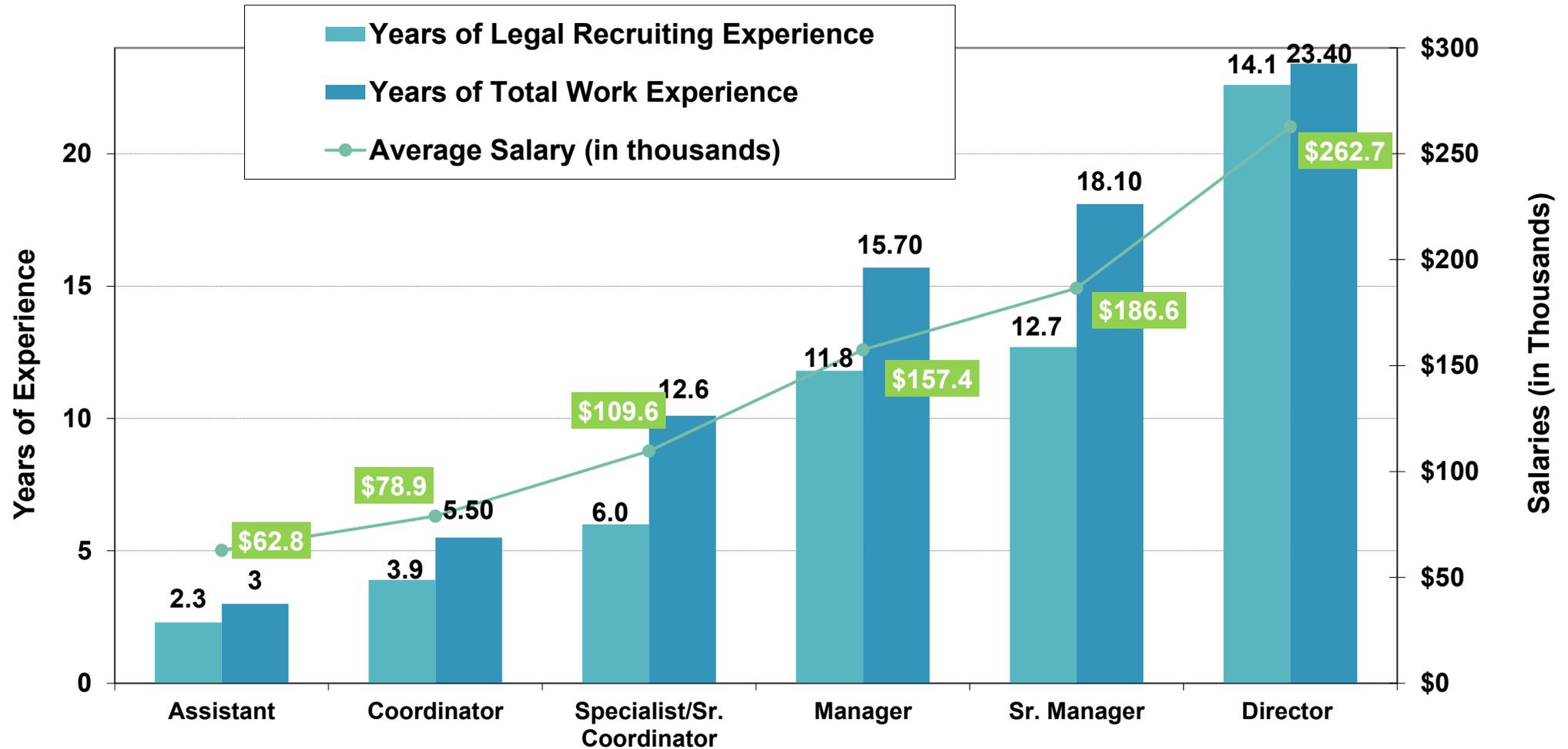
All Respondents: Average Salaries, By Title

Title (# responses with salary data)	Average Salary	Median	25 - 75% Range
Director (9):	\$262,721	\$258,000	\$239k-\$309k
Sr. Manager (9):	\$186,614	\$190,000	\$172k-\$194k
Manager (22):	\$157,387	\$152,750	\$145k-\$180k
Specialist/ Sr. Coordinator (9):	\$109,612	\$105,000	\$105k-\$124k
Coordinator (5):	\$78,900	\$76,000	\$75k-\$86k
Assistant (5)	\$62,800	\$63,000	\$60k-\$64k

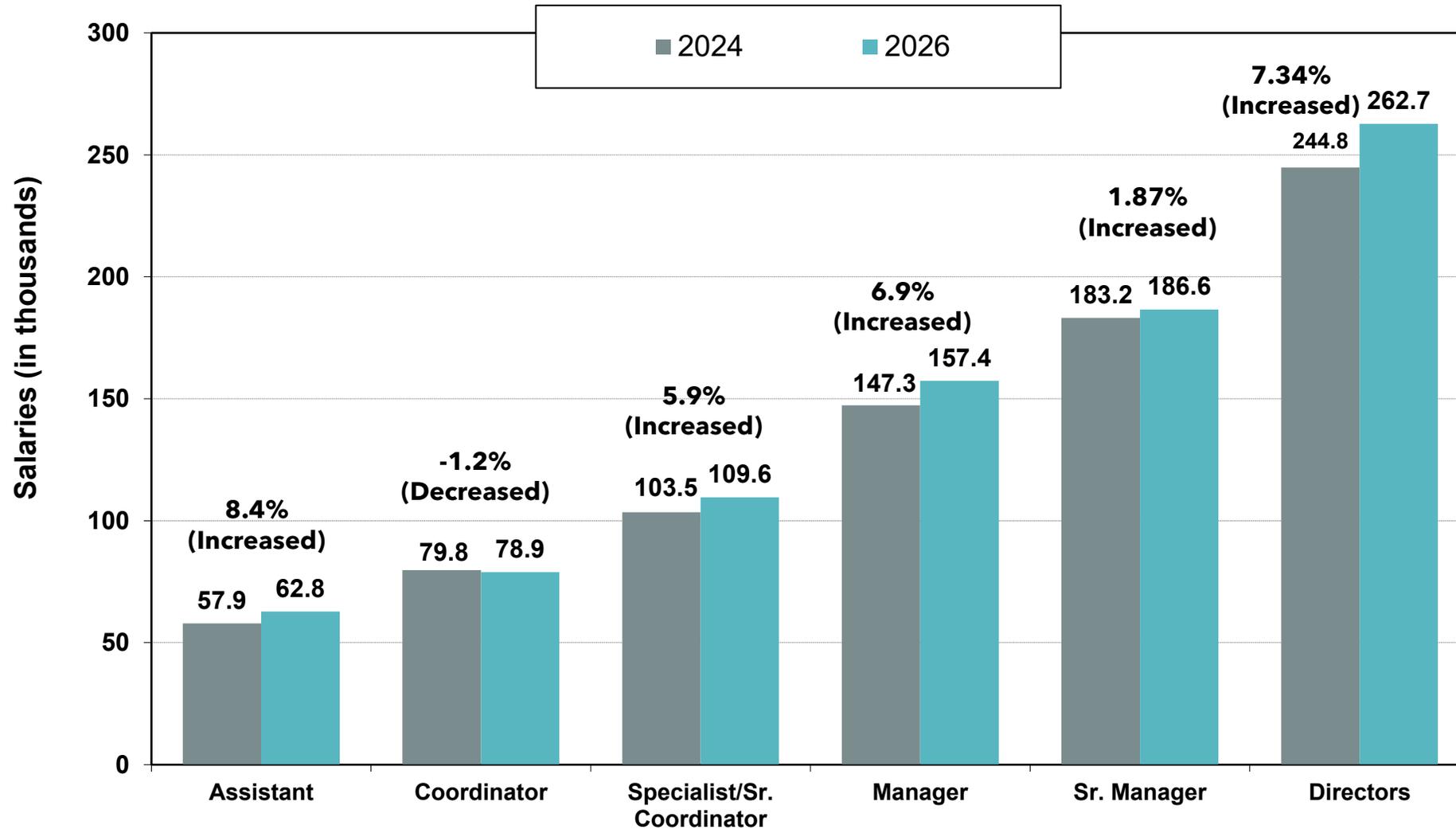
Changes in average salaries since 2024 survey:

Directors: 7.34% increase
 Sr. Manager: 1.87% increase
 Manager: 6.85% increase
 Specialist/Sr. Coordinator: 5.95% increase
 Coordinator: 1.18% decrease
 Assistant: 8.36% increase

Average Salary vs. Average Years of Experience

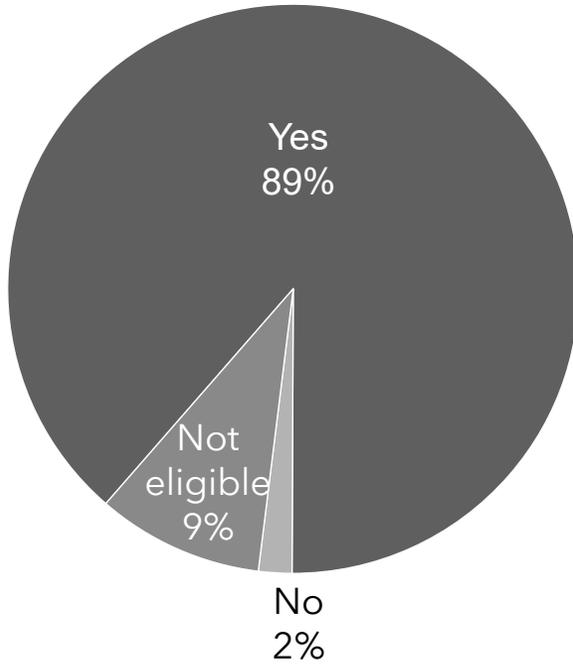


Salary Trends: 2024 vs. 2026

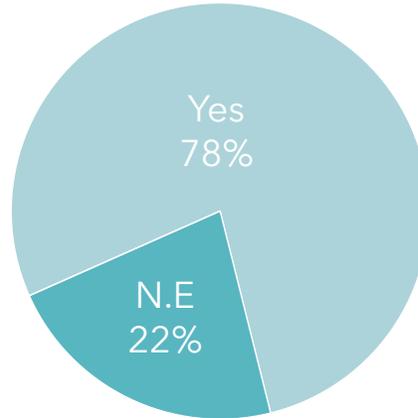


Did You Receive a Raise in 2025?

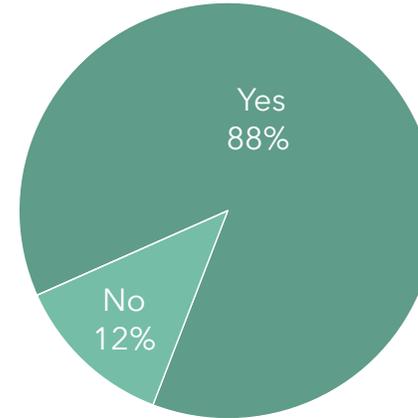
Overall



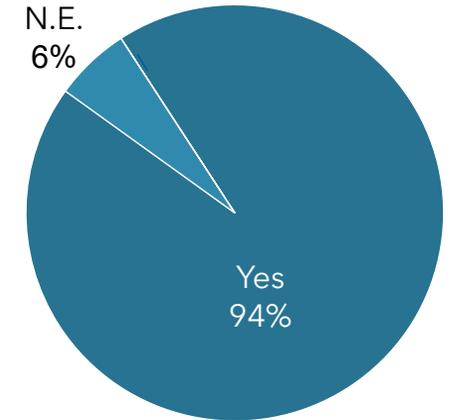
Director



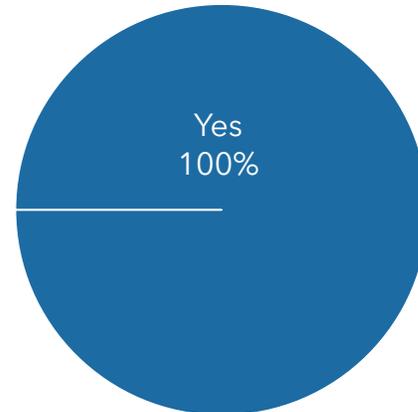
Sr. Manager



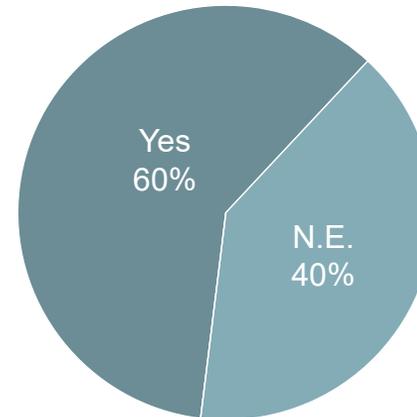
Manager



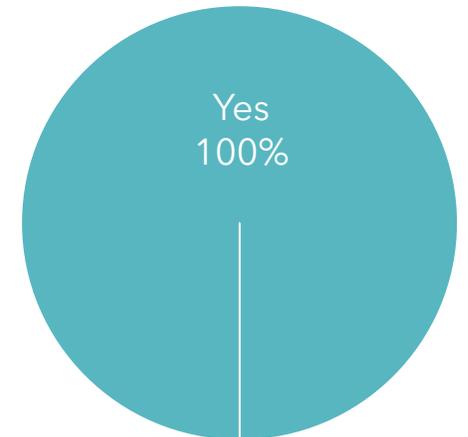
Specialist/Sr. Coordinator



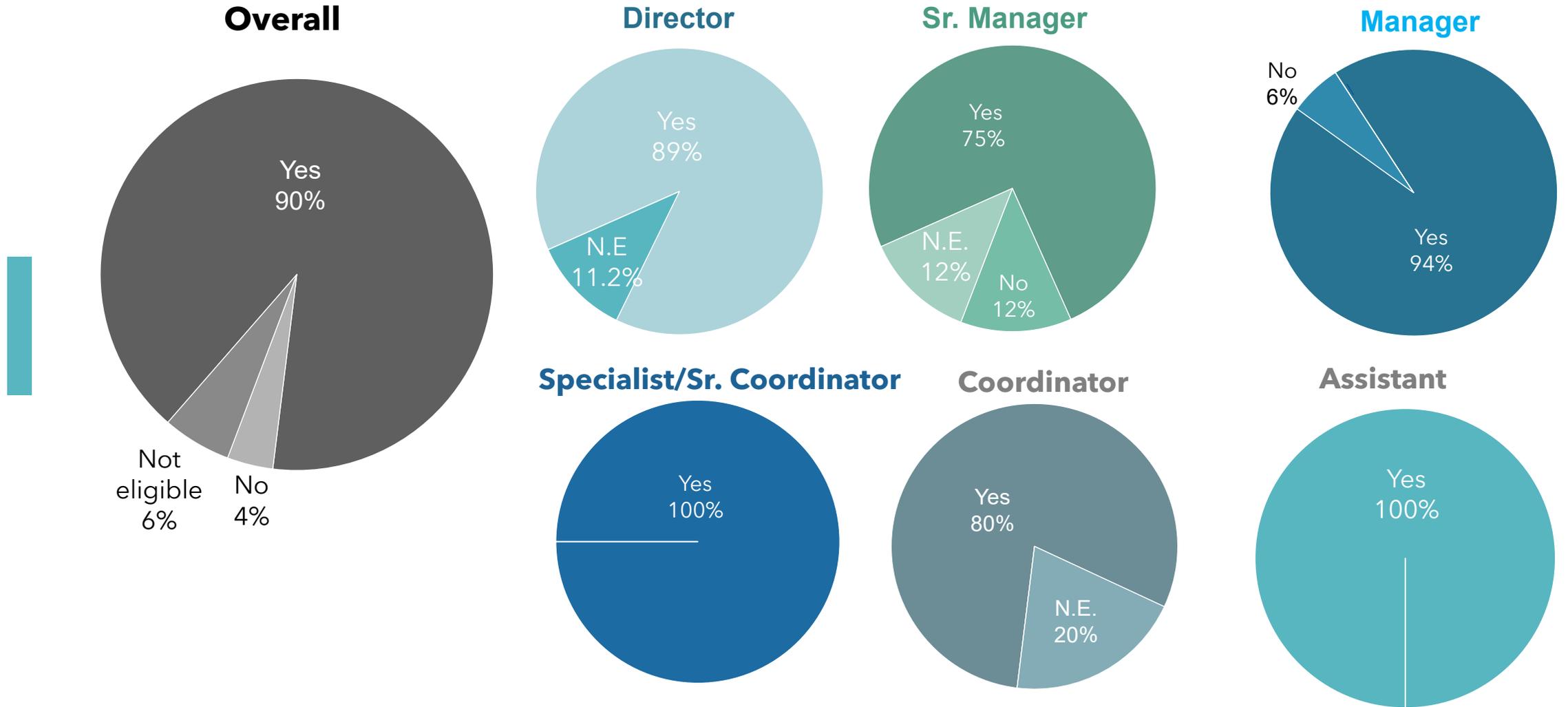
Coordinator



Assistant



Did You Receive a Bonus in 2025?



All Respondents: Average Bonus & Raise 2025 to 2023 Comparison

Title	Average Bonus ('25)	Average Raise ('25)	Average Bonus ('23)	Average Raise ('23)
Director:	\$35,125	4.7%	\$29,722	7.7%
Sr. Manager:	\$14,667	3.5%	\$17,246	3.5%
Manager:	\$14,563	3.4%	\$13,181	4.9%
Specialist/ Sr. Coordinator:	\$7,950	12.75%	\$8,616	4.5%
Coordinator:	*	*	\$2,762	4.8%
Assistant	*	*	\$1,633	5.6%

Law Firm Recruiters' Average Salaries by City

Title	LA 2026	Bay Area 2025	Chicago 2025	Texas 2025	NY 2024	Philly 2024
Director	\$262,721	\$242,200	\$239,700	\$226,733	\$279,250	\$190,083
Sr. Manager	\$186,614	\$206,450	\$185,140	\$187,300	\$204,152	*
Manager	\$157,387	\$173,030	\$146,580	\$133,703	\$164,900	\$120,833
Specialist/Sr Coord.*	\$109,612	\$114,250	\$92,610	\$95,789	\$106,821	\$83,601
Coordinator	\$78,900	\$90,400	\$76,470	\$75,312	\$84,924	\$68,463
Assistant	\$62,800	*	\$59,780	*	\$63,064	\$54,667

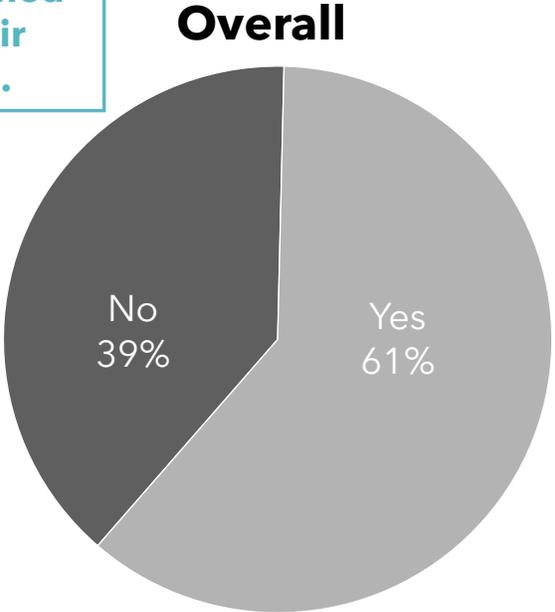
*Insufficient data for breakdowns 18

Industry Findings



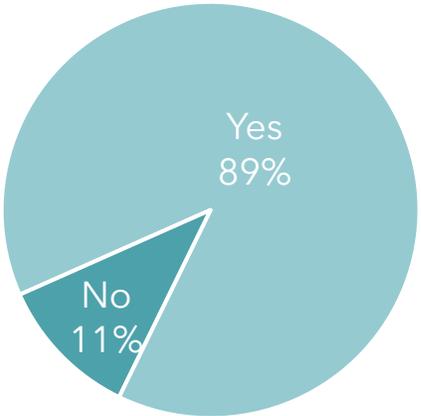
Do You Believe You Are Fairly Compensated?

In 2024, 49% of respondents were satisfied with their salaries.

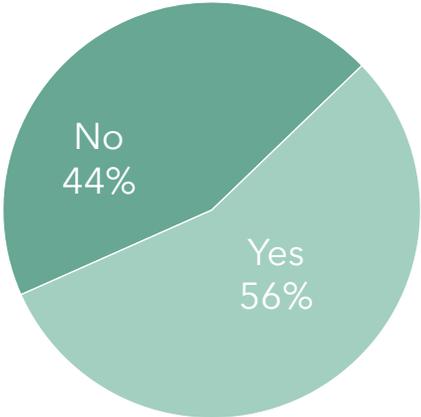


Salary satisfaction across cities:
Chicago: 64%
Bay Area 62%
TX: 62%
LA: 61%
NY: 58%

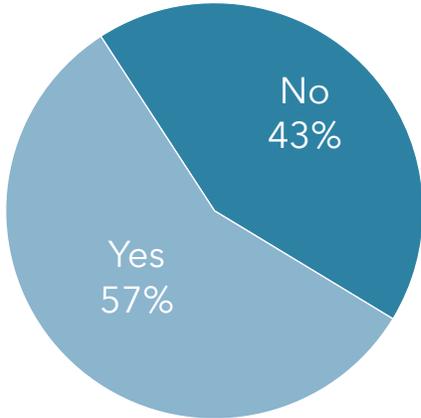
Director



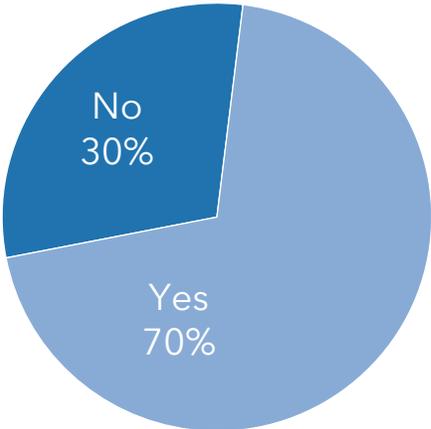
Sr. Manager



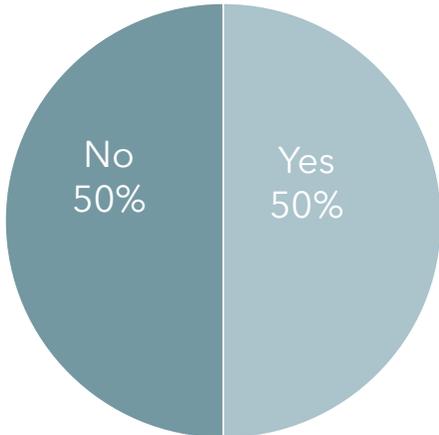
Manager



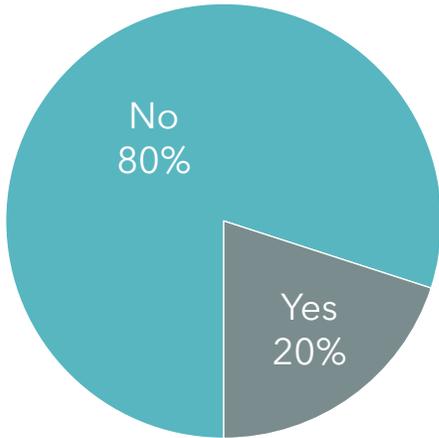
Specialist/Sr. Coordinator



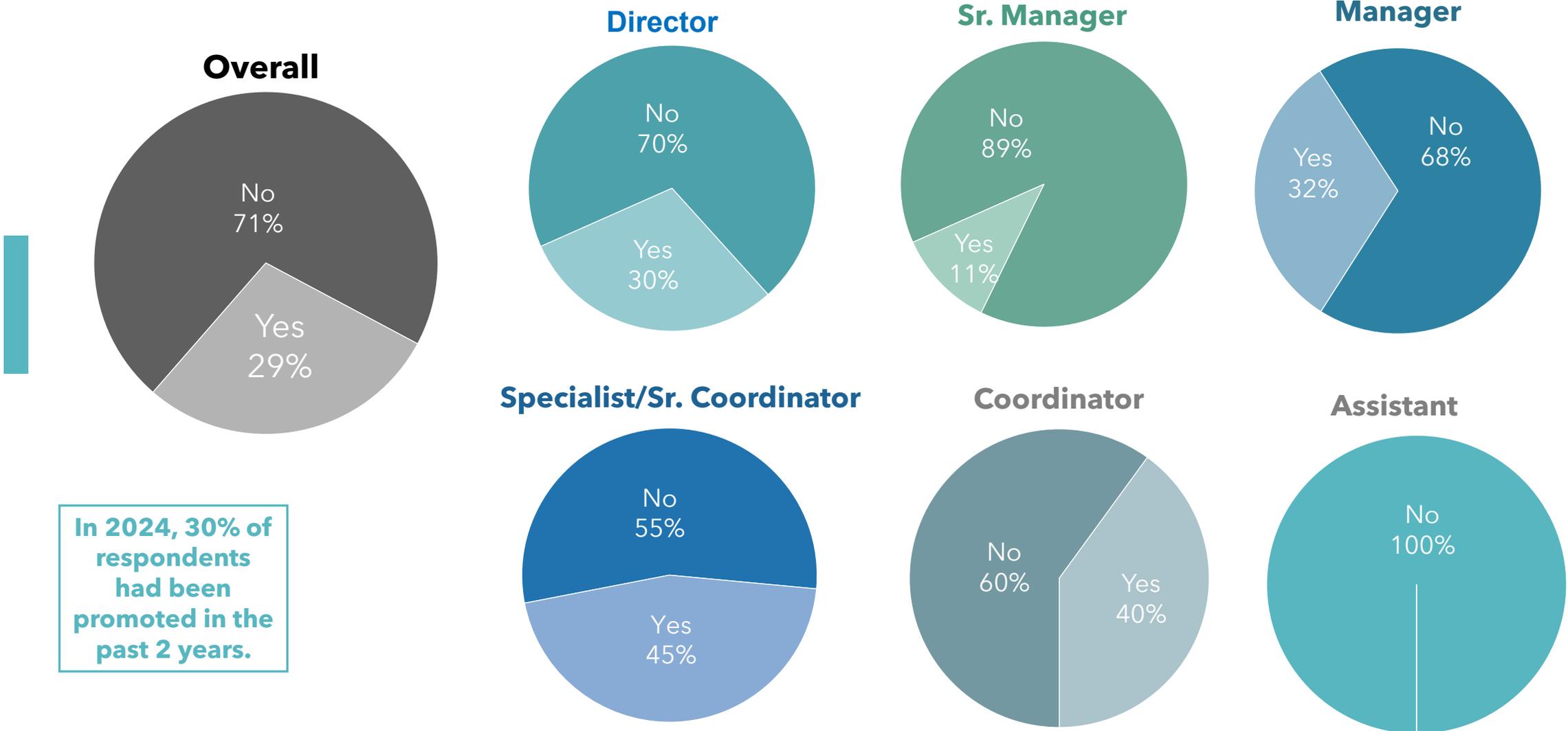
Coordinator



Assistant



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



In 2024, 30% of respondents had been promoted in the past 2 years.

Did You Change Firms*?

26% of respondents changed firms in the past 2 years

Of those who moved*:

** Respondents could list more than one reason*

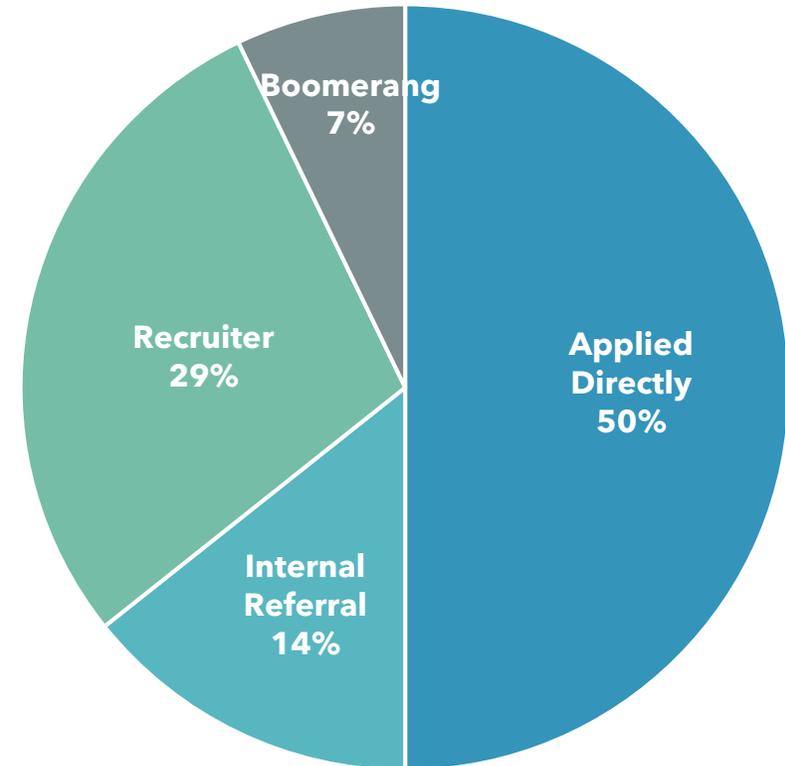
57% moved for increased salary

50% moved for a title change

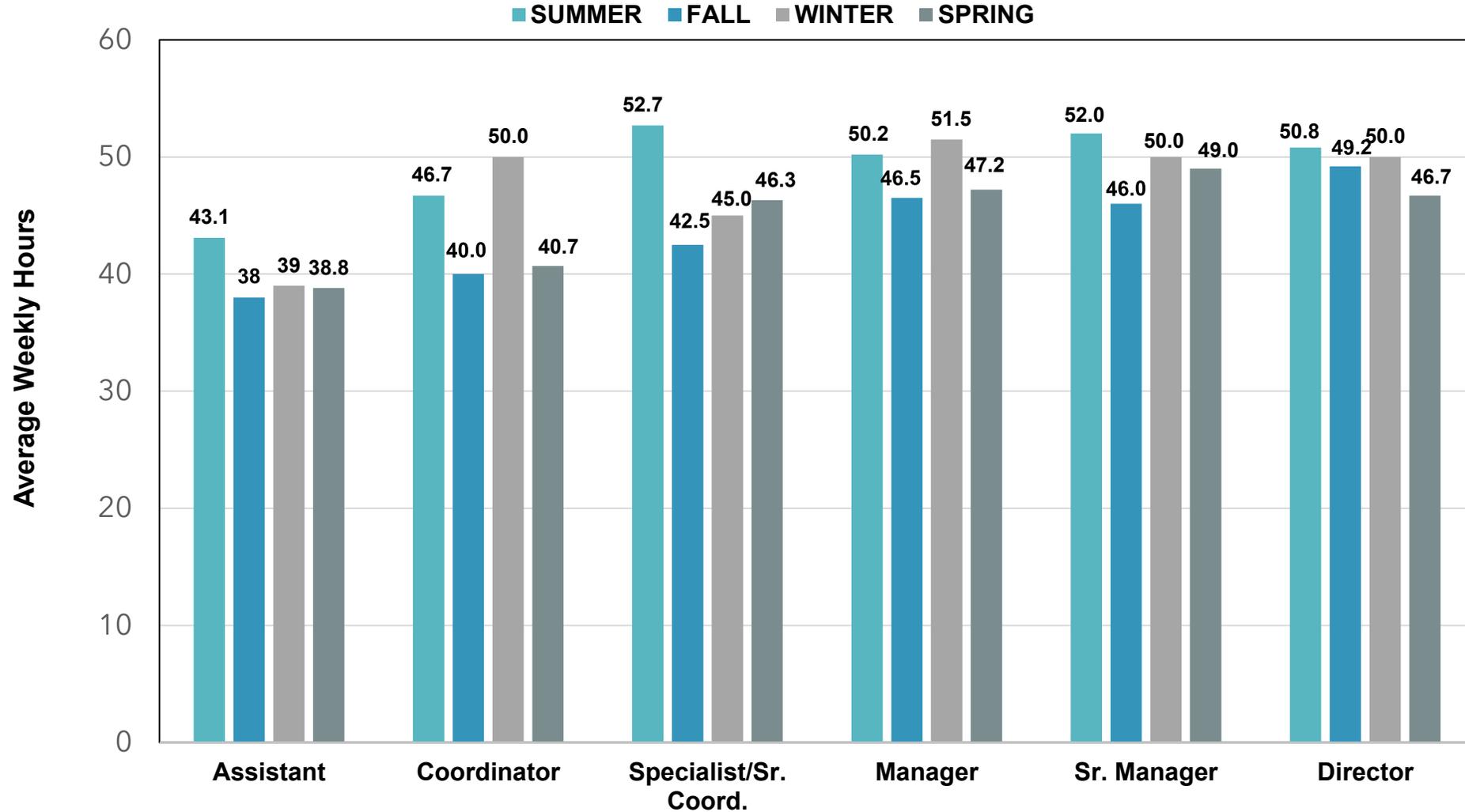
36% moved for a more flexible work arrangement

7% moved to a new location

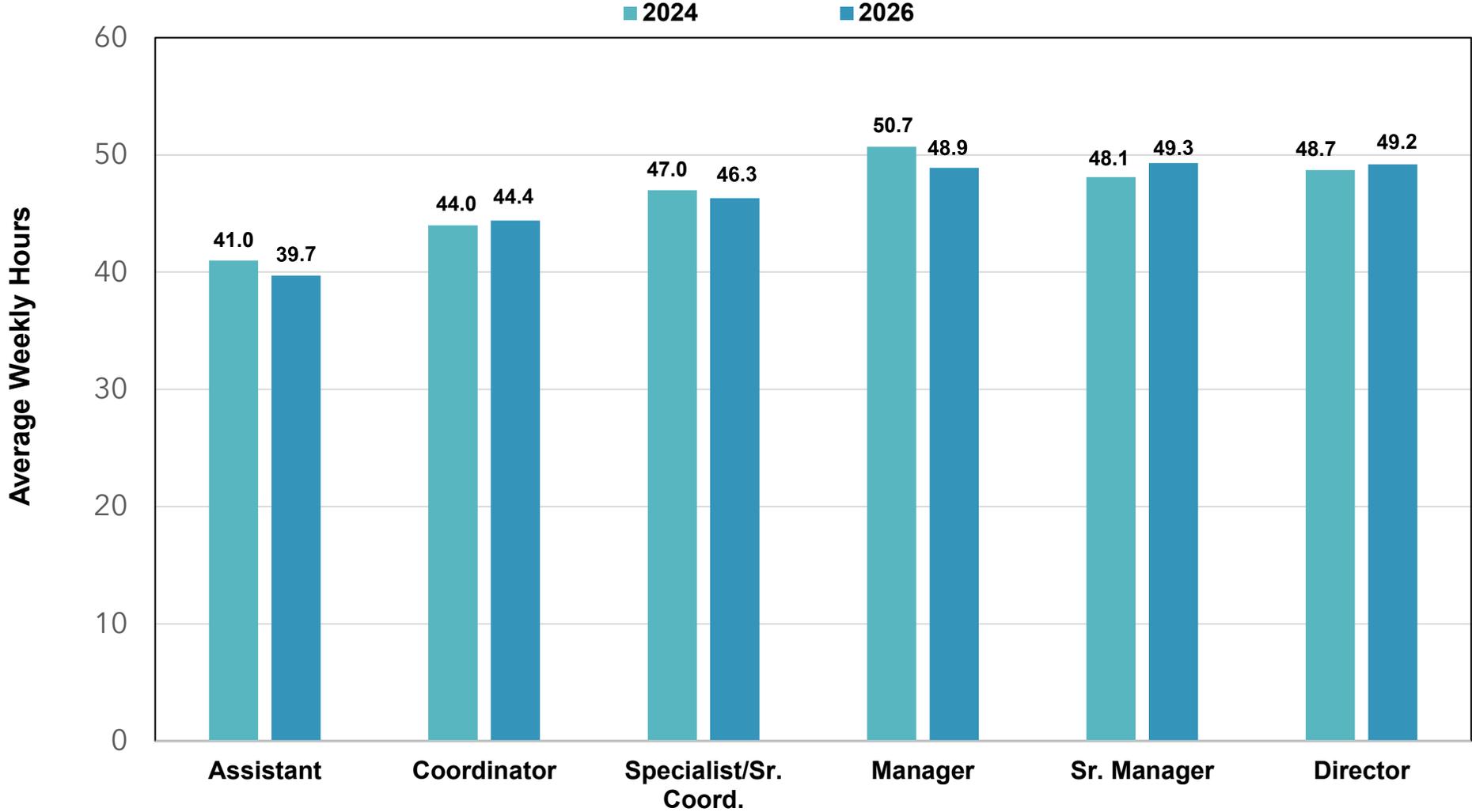
How did you find your new job?



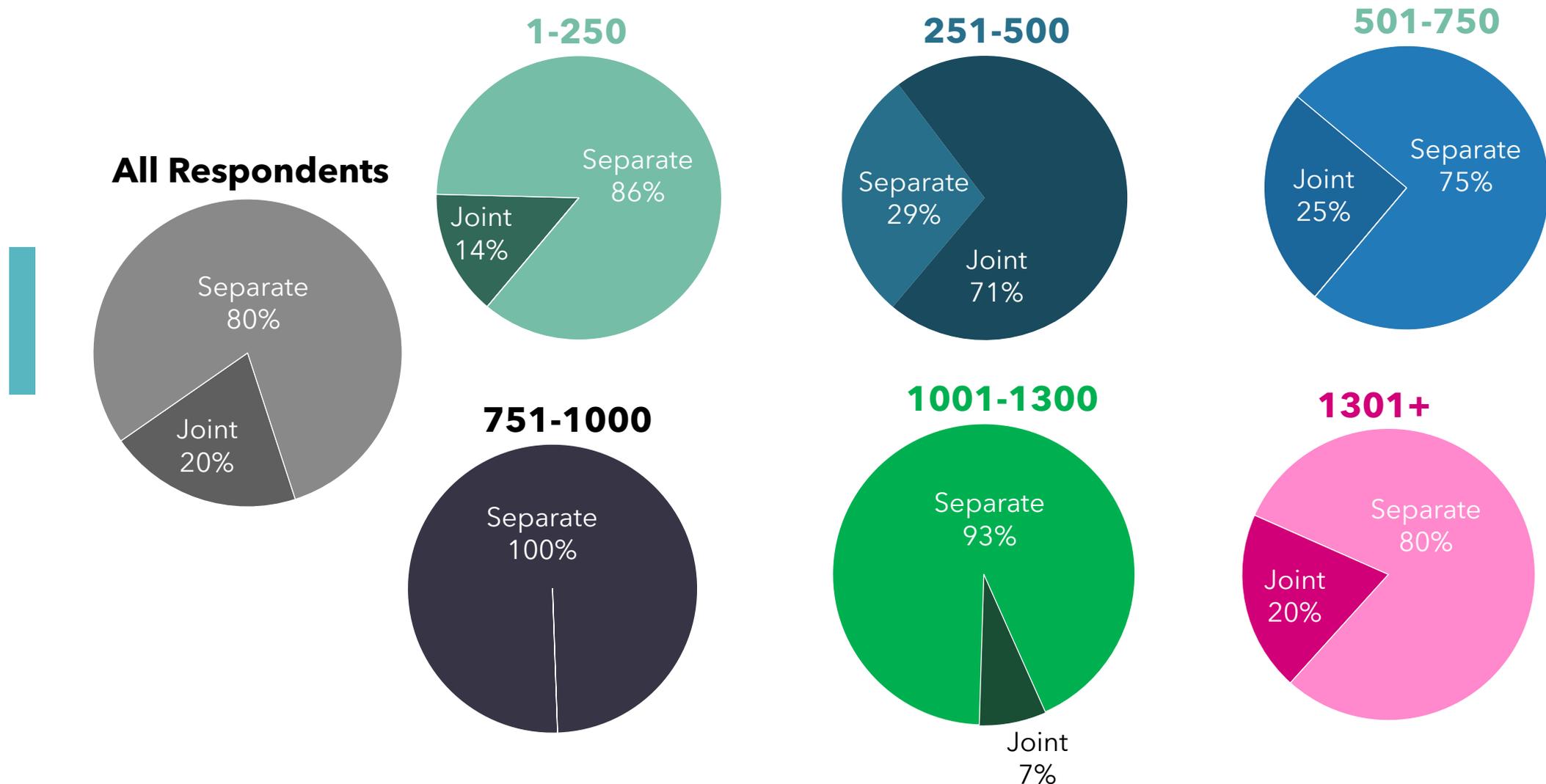
Average Hours Worked Per Week, Breakdown by Season



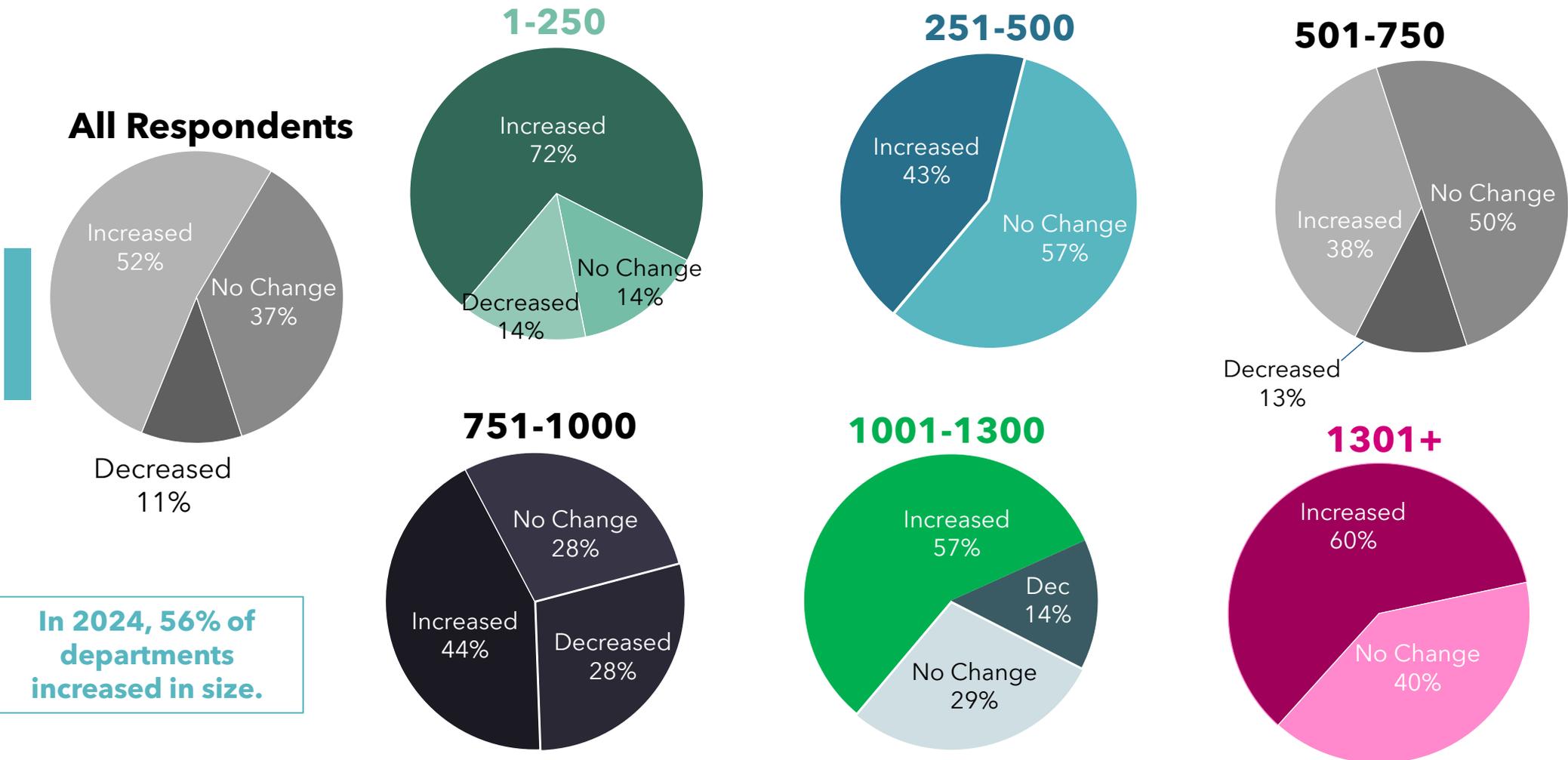
Comparison of Average Hours Worked Per Week 2024 vs. 2026



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

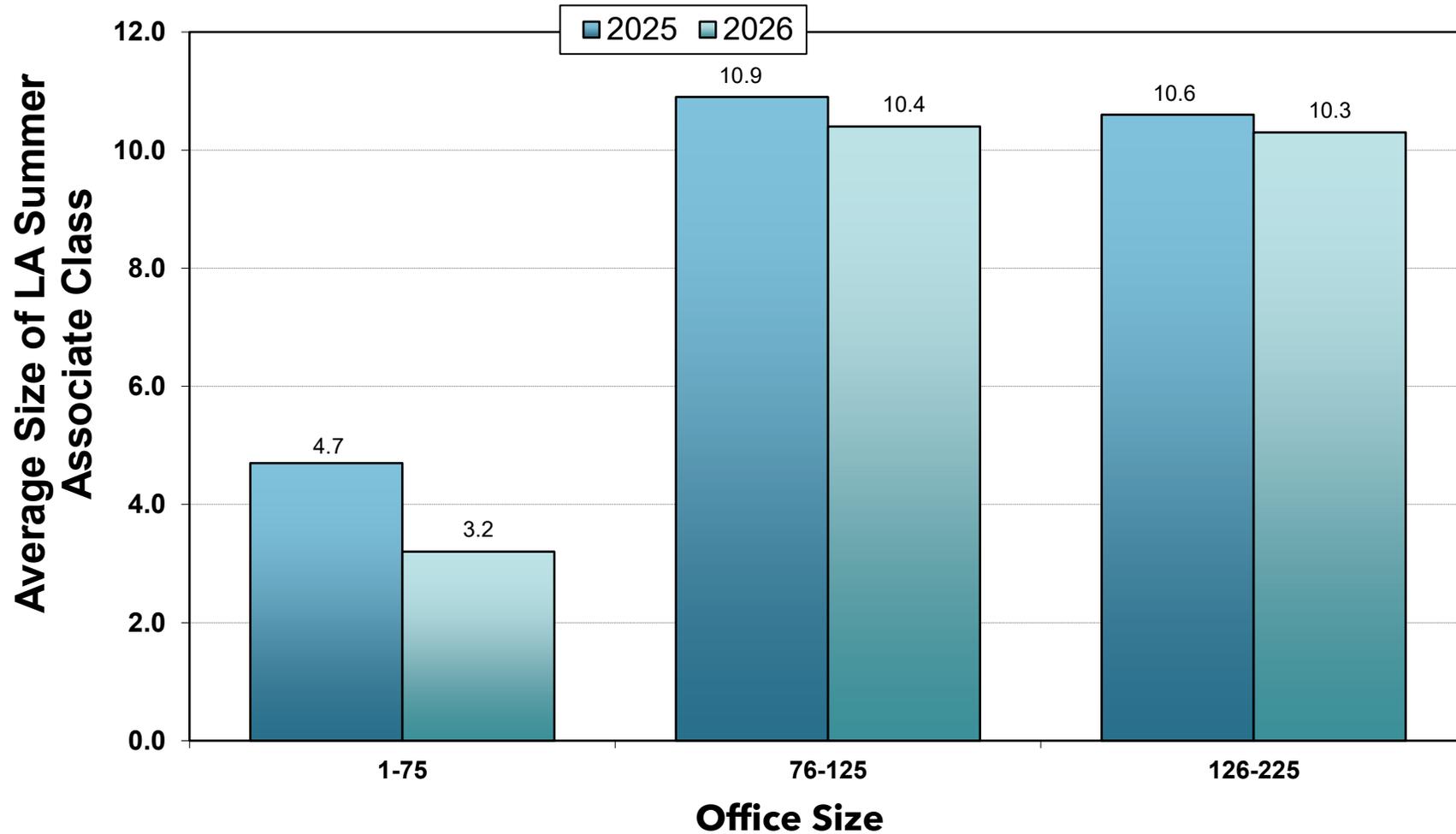


In the Past 2 Years, Has Your Department Size Changed?

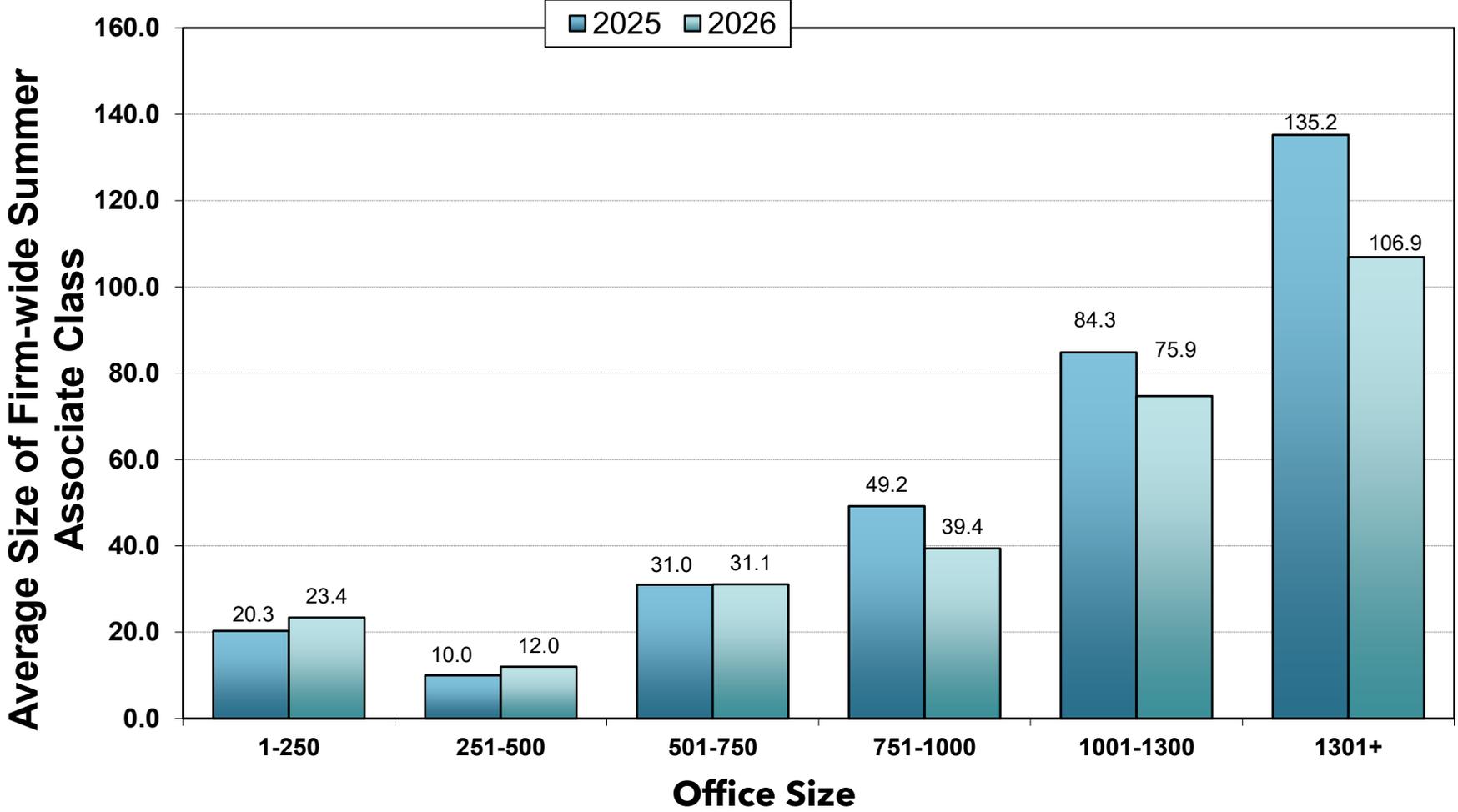


In 2024, 56% of departments increased in size.

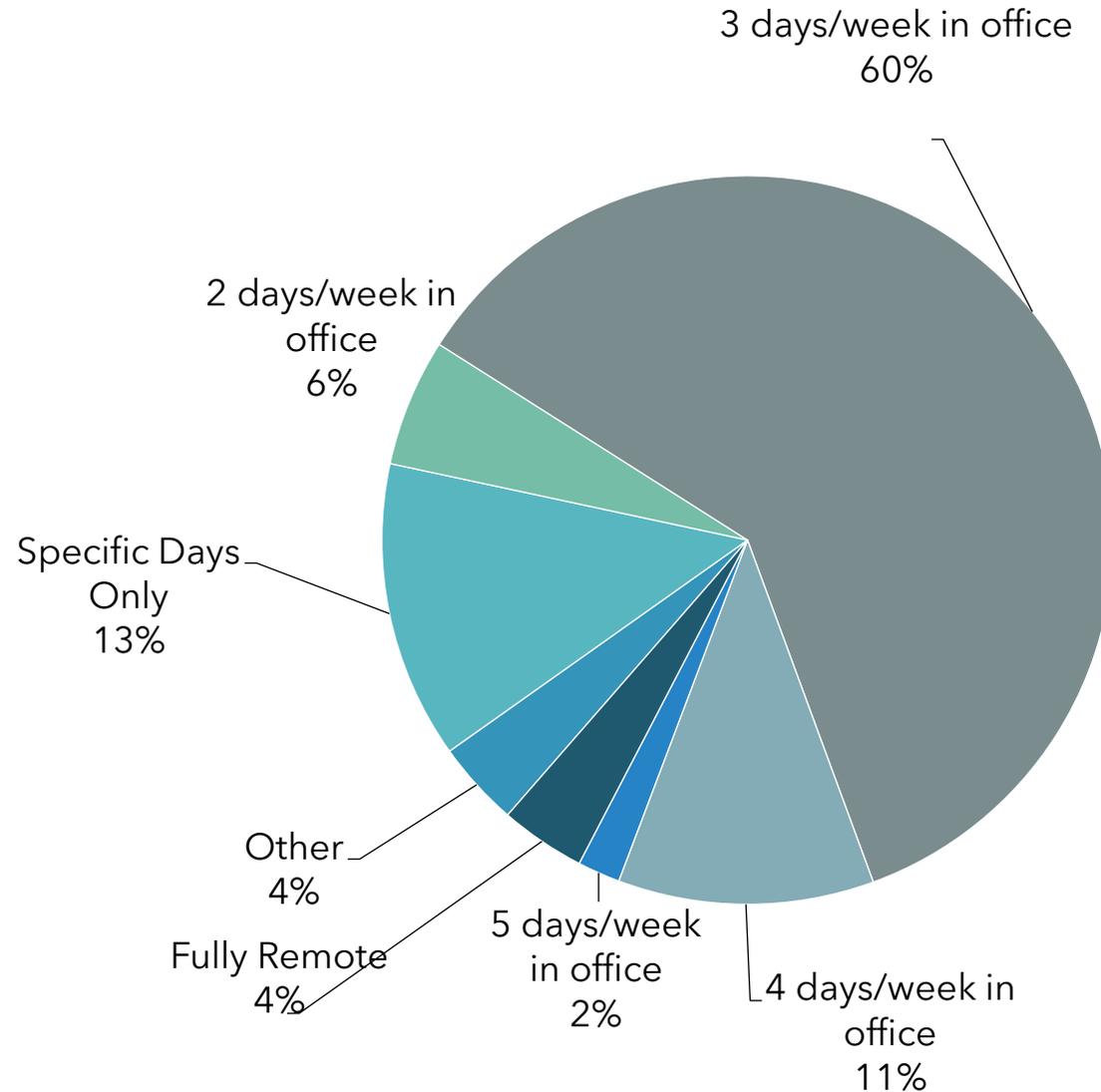
LA Office Size vs. Size of LA 2L Summer Associate Class: 2025 to 2026 Comparison



Firm Size vs. Size of Firm-wide 2L Summer Associate Class: 2025 to 2026 Comparison



What is Your Firm's Remote Work Policy?



Summary of Interesting Survey Results

26% changed firms at least once in the past two years

30% of respondents were promoted with a title change in the past 2 years

80% of Recruiting and PD departments are separate

58% have been in Recruiting/PD for 10 or more years

\$\$\$

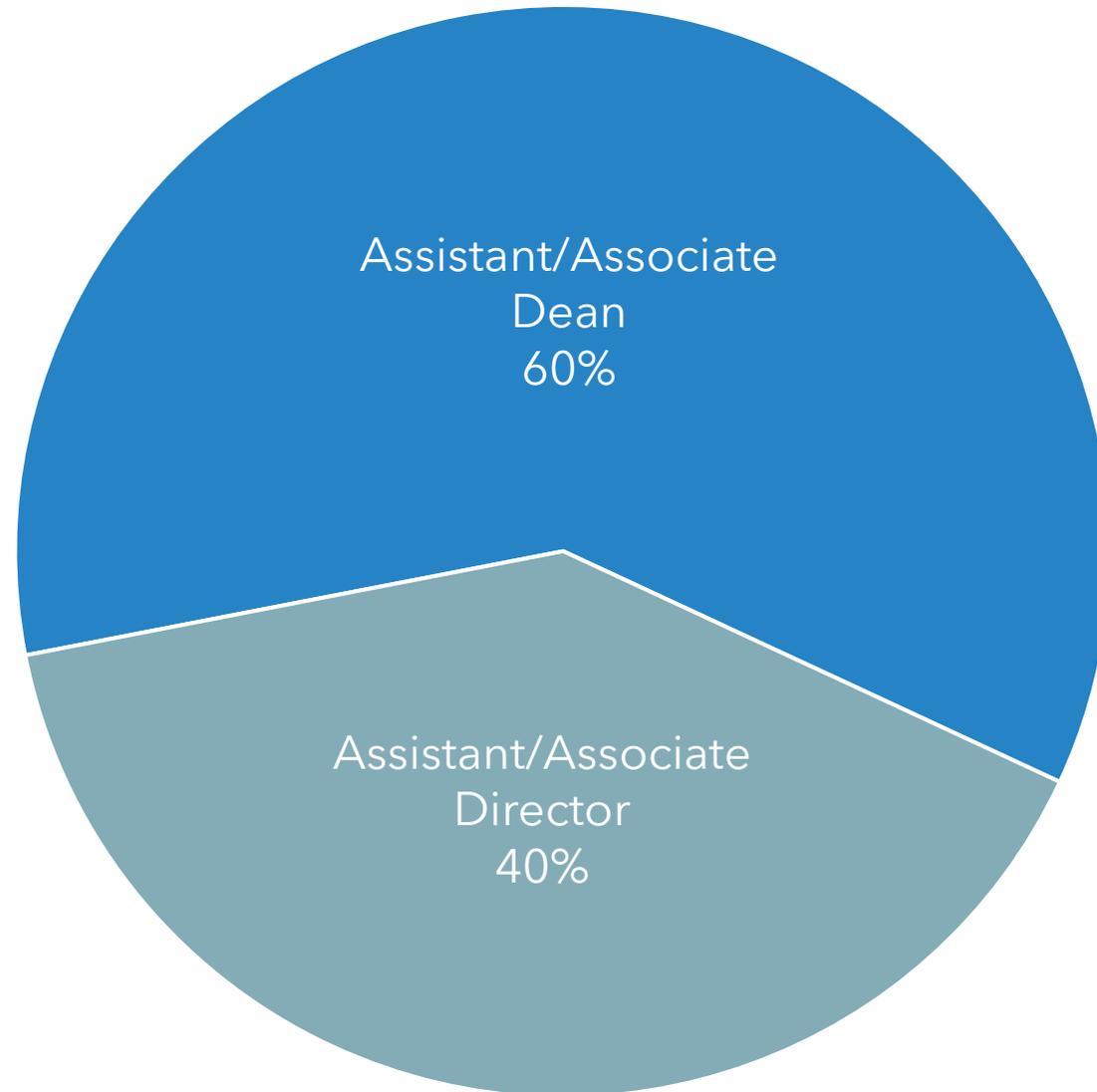
61%

Were satisfied with their salaries, up from 49% in 2024.

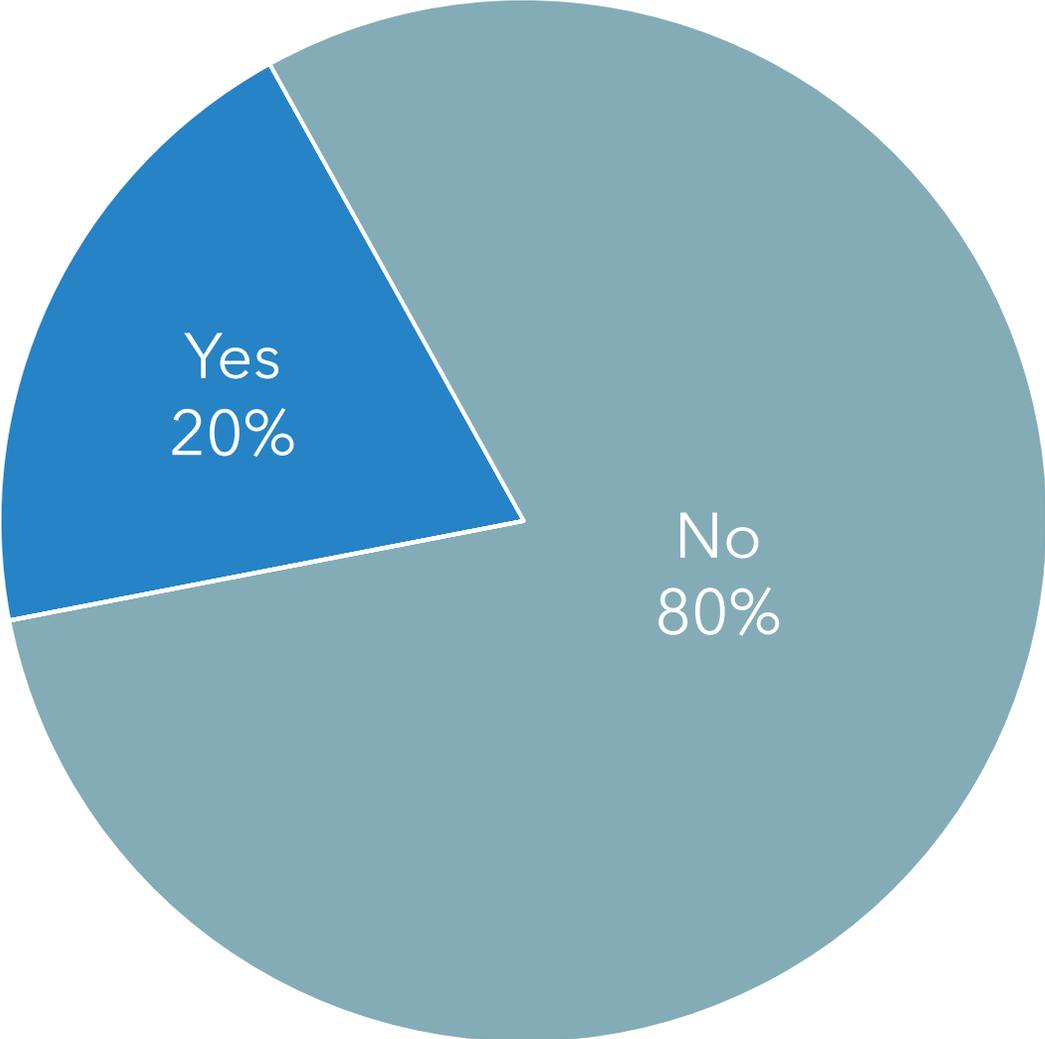
Law School
LAALRA Professionals



Titles of Respondents

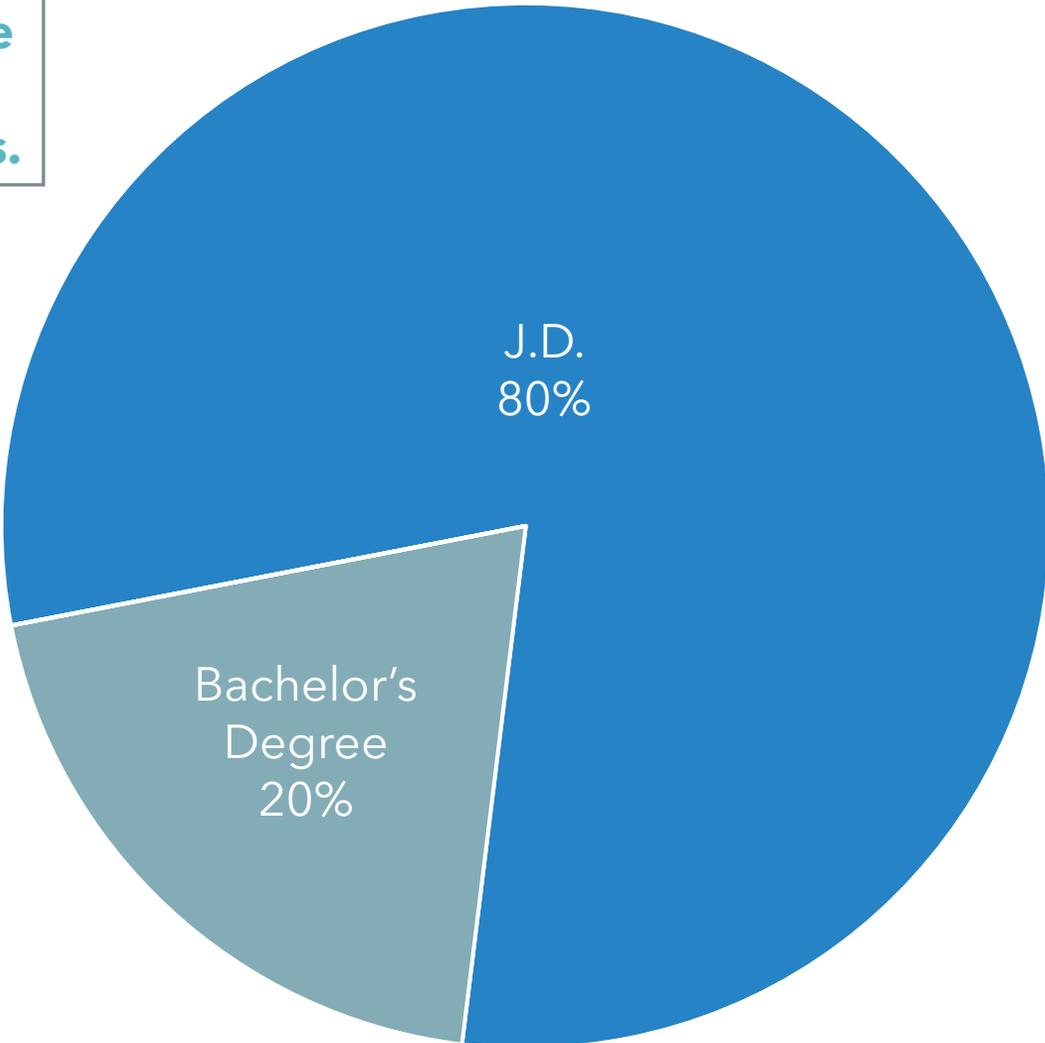


At Your Current Organization, Have You Had a Promotion With a Title Change in the Past 2 Years?

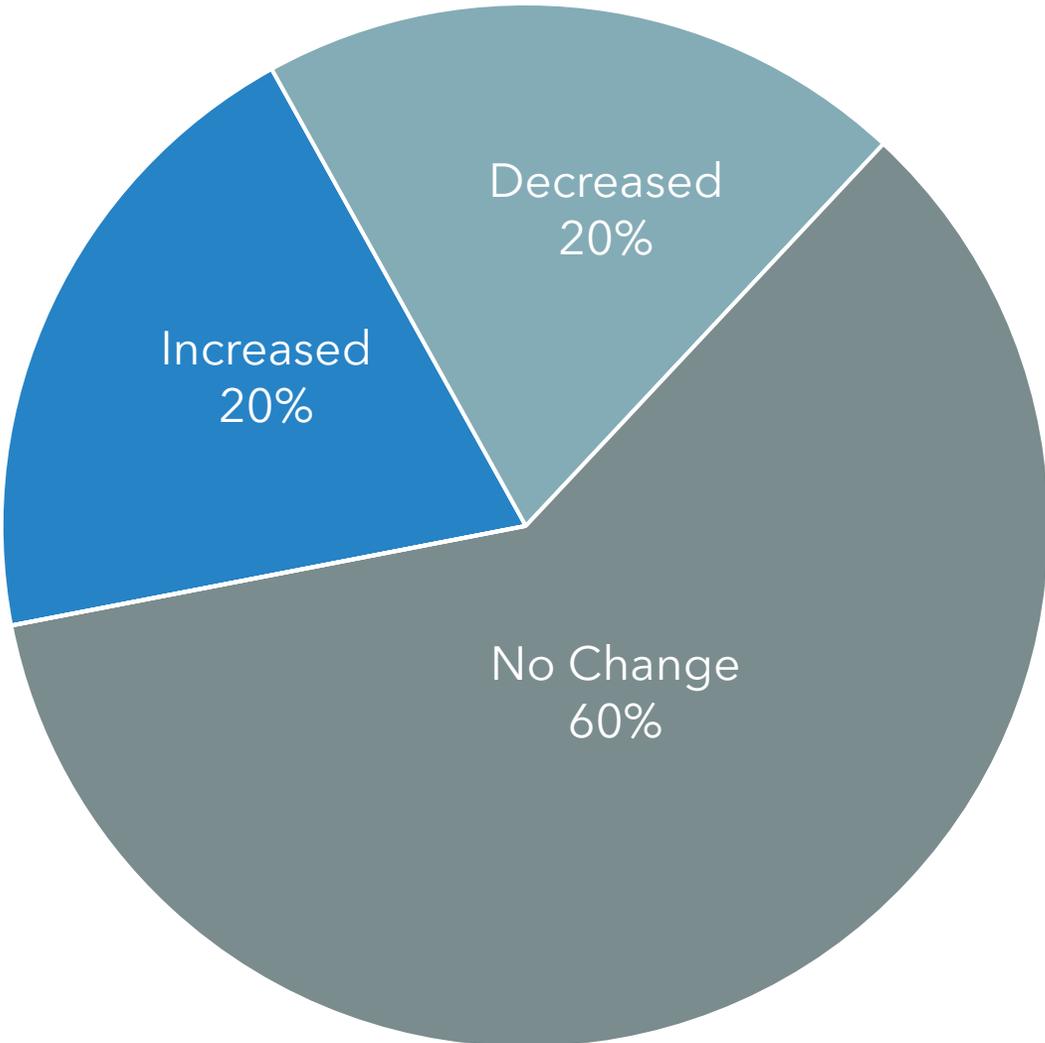


Highest Level of Education Attained

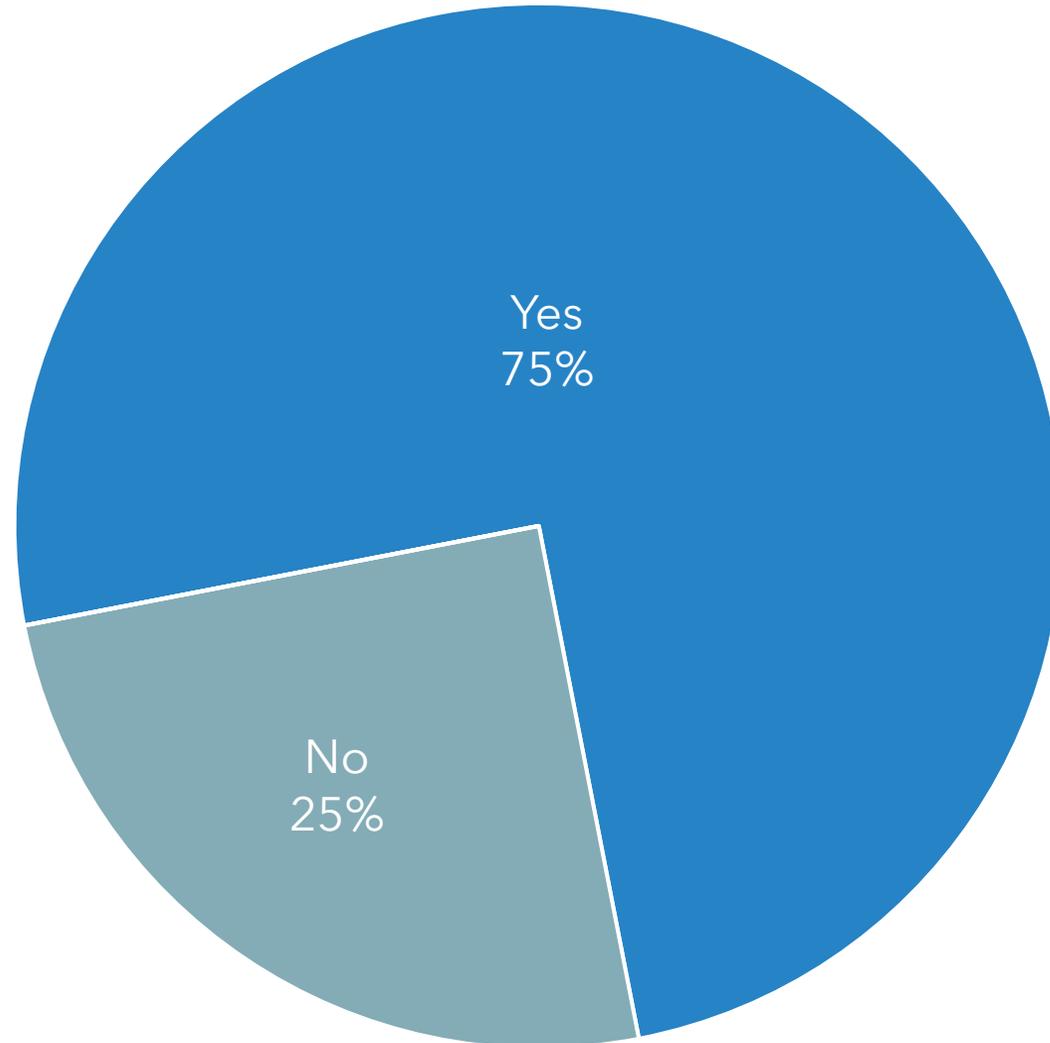
For those with a JD, the average time spent in practice was 13.5 years.



In the Past 2 Years, Has Your Department Size Changed?

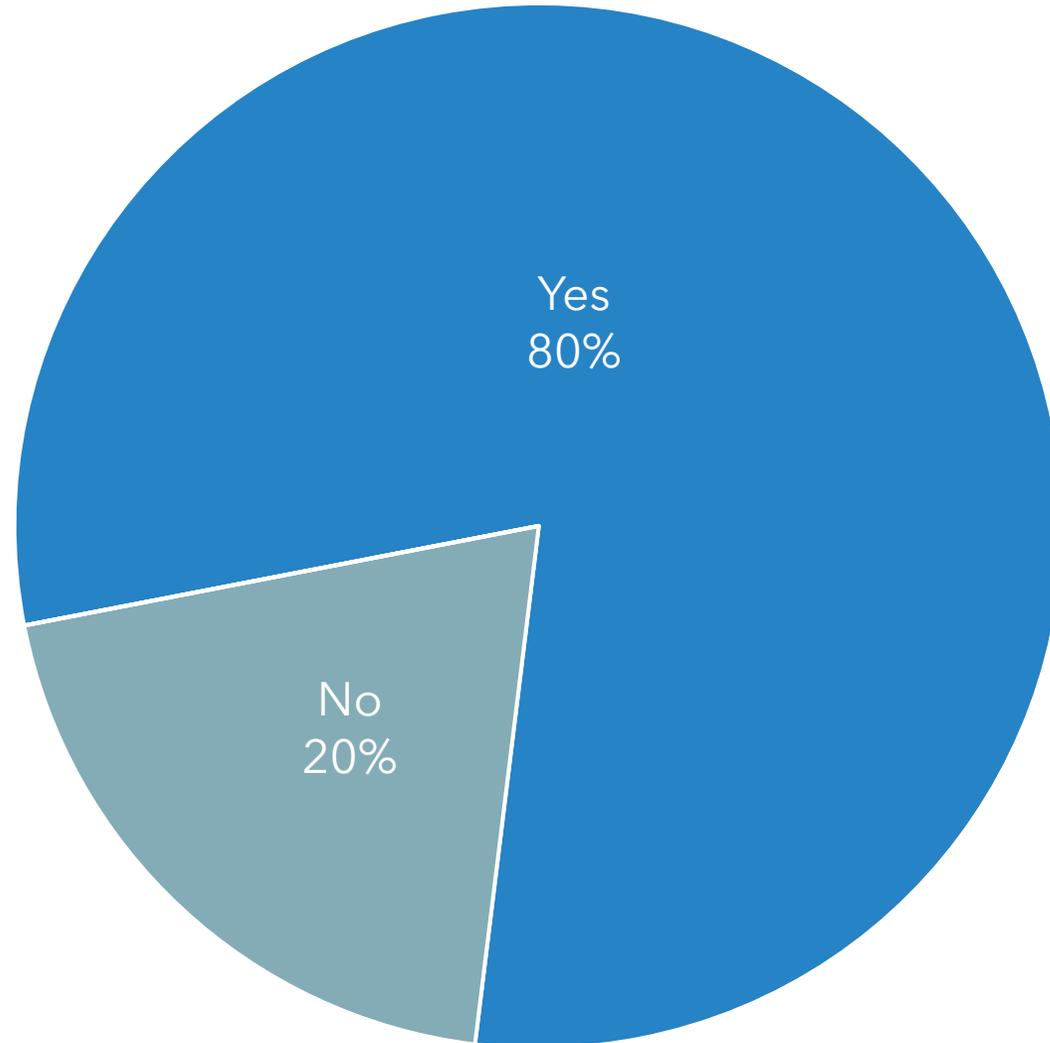


Do you Believe Your Office is Appropriately Staffed?

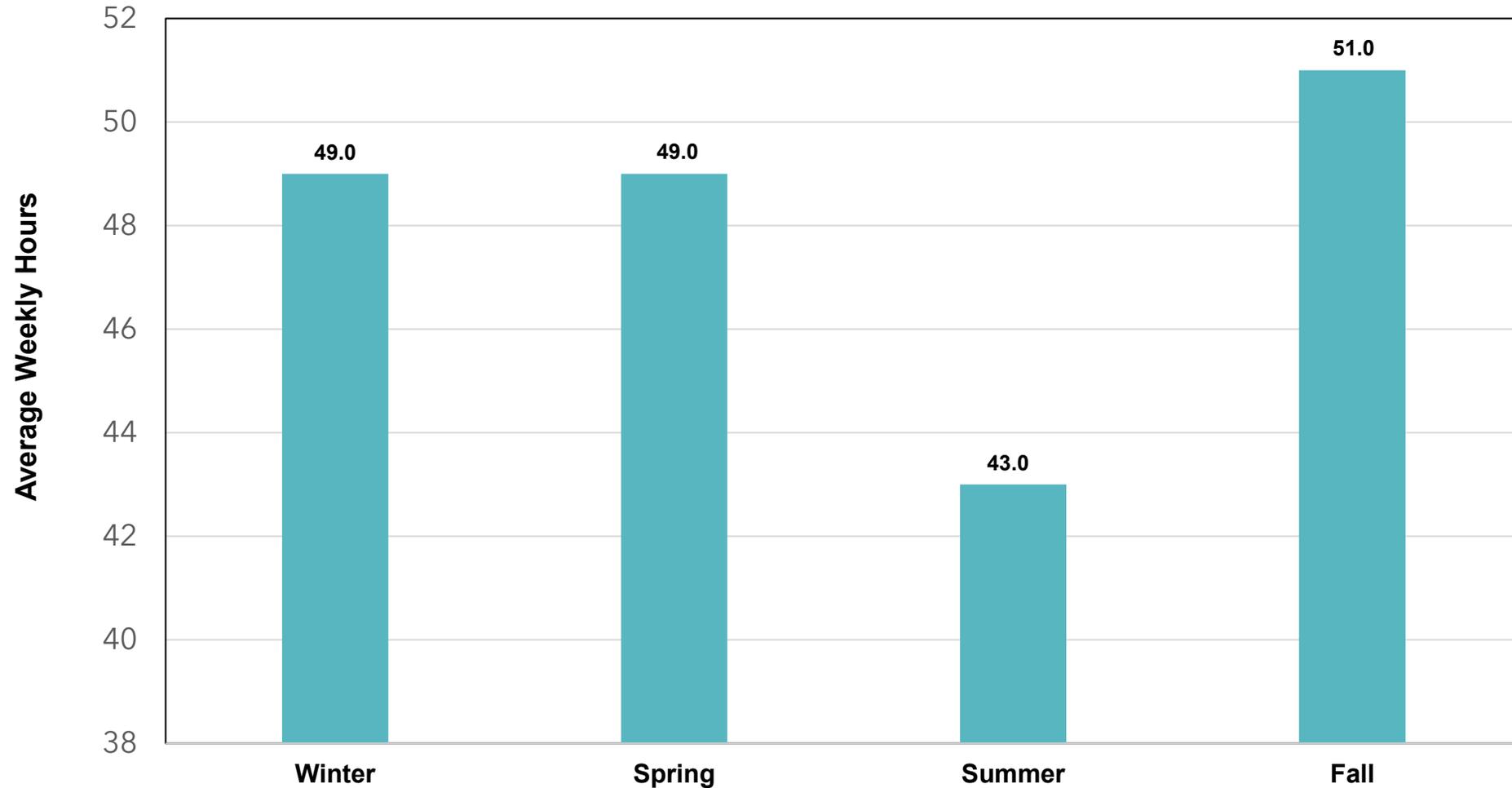


Only 29% of respondents to the CALPA Law School Survey said they believed their department was adequately staffed.

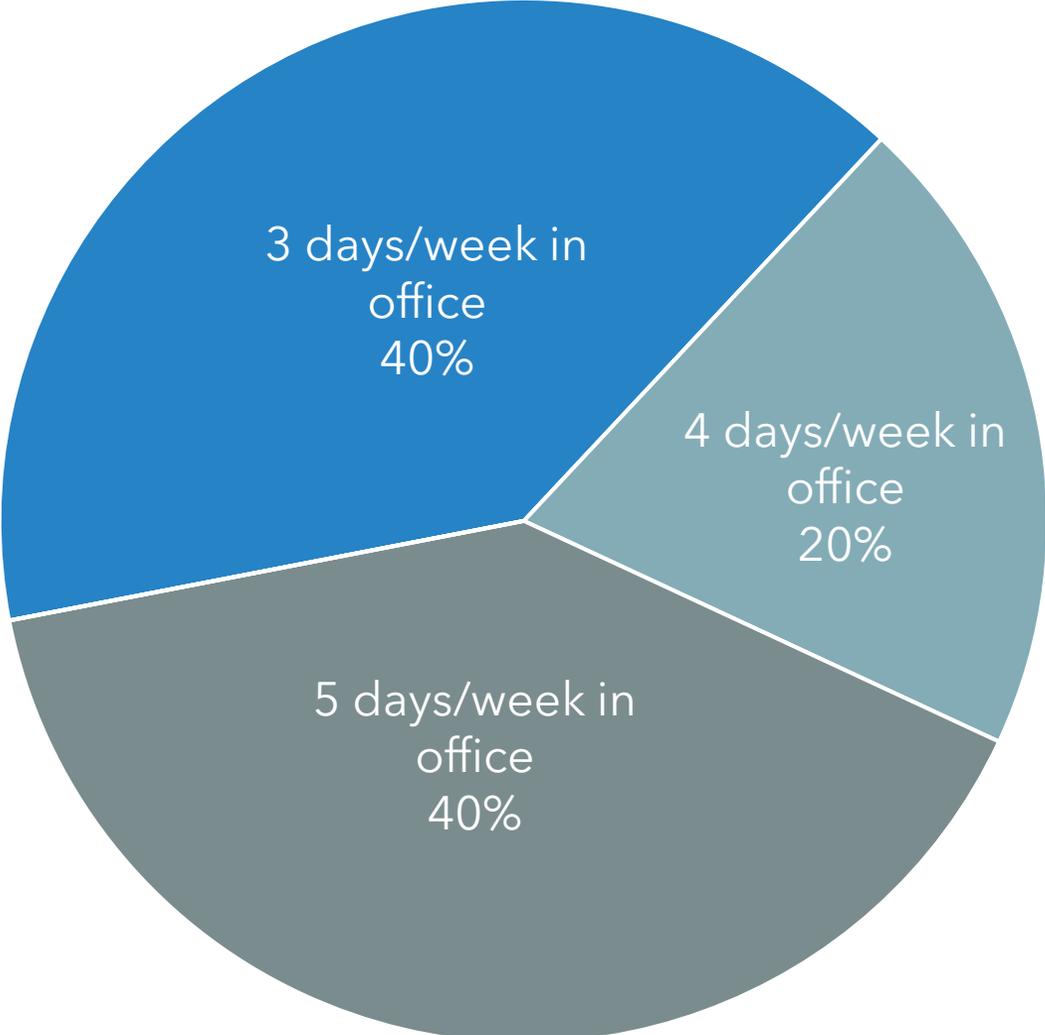
Have You Experienced an Increase in Responsibility in the Past Year?



Average Hours Worked Per Week By Season



Remote Work Policy



Only 14% of respondents to the CALPA Law School Survey are in the office 5 days a week.

Benefits Received: Average Days Paid Time Off (PTO)

PTO includes Vacation, Sick and Personal Days

Average PTO (days)

20.1

**There were 0 respondents who
received unlimited PTO.**

Addendum



Average Salary by Firm Size

All Directors: 9

Avg. Salary: \$262,721

Median Salary: \$258,000

Avg. Bonus: \$35,125

Avg. Raise: 4.7%

*insufficient data for firm size breakdowns

Average Salary, Bonus & Raise by Firm Size

All Sr. Managers: 9

Avg. Salary: \$186,614 ***Median Salary:*** \$190,000

Avg. Bonus: \$14,667 ***Avg. Raise:*** 3.5%

*insufficient data for firm size breakdowns

Average Salary, Bonus & Raise by Firm Size

All Managers: 22
Avg. Salary: \$157,387 **Median Salary:** \$152,750
Avg. Bonus: \$14,563 **Avg. Raise:** 3.4%

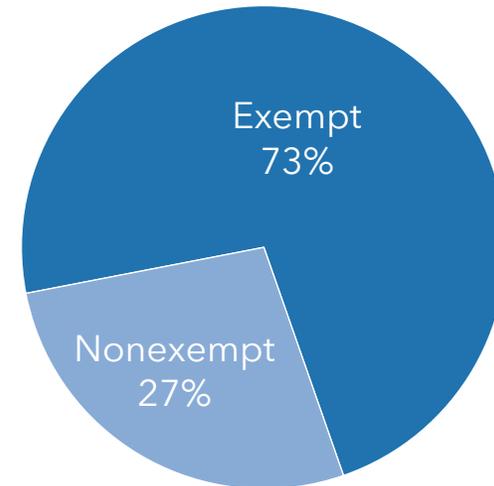
<u>Firm Size:</u>	<u>1001-1300</u>	<u>1301+</u>
Average Salary:	\$157,581	\$157,919
Median:	\$158,750	\$151,500
Average Bonus:	*	\$11,674
Average Raise:	*	3.2%

*insufficient data for 1-1000

Average Salary, Bonus, & Raise by Firm Size

All Specialists/Sr. Coordinators: 9
Avg. Salary: \$109,612 **Median Salary:** \$105,000
Avg. Bonus: \$7,950 **Avg. Raise:** 12.75%

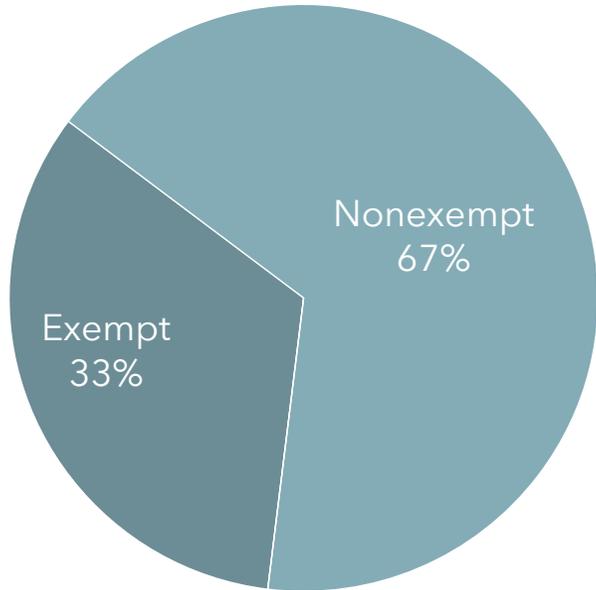
	<u>Exempt</u>	<u>Non-Exempt</u>
Average Salary:	\$113,501	*
Median:	\$110,000	*



*insufficient data for firm size breakdowns

Average Salary, Bonus, Raise & OT by Firm Size

All Coordinators: 5
Avg. Salary: \$78,900 Median Salary: \$76,000
Avg. Bonus: * Avg. Raise: *



*insufficient data for firm size or exempt/nonexempt breakdowns

Average Salary, Bonus, Raise & OT by Firm Size

All Assistants: 5
***Avg. Salary:* \$62,800 *Median Salary:* \$63,000**
***Avg. Bonus:* * *Avg. Raise:* ***

*insufficient data for firm size breakdowns

Benefits Received

- 43.2% of firms allow employees to work part-time.
- 46.1% of firms provide Flex Days.
- 74.5% of firms provide backup daycare, and no Firms have onsite daycare.
- 65.0% of firms provide a mobile device to employees, while 75.5% offer mobile service.
- 100% of firms provide employees with computers/laptops.
- 76.5% of firms offer transportation discounts, mileage reimbursement, or transportation stipends.
- 70.7% of firms offer a Health Club membership or discount.
- 93.6% of firms provide a flexible spending account.
- 90.9% of firms provide a health savings account (HSA).
- 100% of firms provide a health savings account.
- 65.2% of firms provide free parking.
- 91.8% of firms have affinity groups.
- 70.7% of firms offer fertility benefits/stipends.
- 95.7% of firms offer mental health services.
- 52.6% of firms offer concierge medical services.
- 91.5% of employees contribute to the cost of their medical care plans.
- 98.2% of firms have a 401k program
- 10.9% of firms have a pension plan.

Benefits Received: PTO & Leave

PTO includes Vacation, Sick and Personal Days

<u>Type of Leave</u>	<u>Average</u>	<u>Median</u>
PTO (Vacation, Personal, & Sick Combined) (19)	20.3 days	20 days
PTO (Vacation & Personal Only) (23)	20.6 days	20 days
PTO (Sick Days Only) (17)	9.6 days	10 days
Parental Leave (28)	14.2 weeks	12 weeks

There were 2 respondents who received unlimited PTO and 4 who received unlimited sick days.



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Wisnik Career Enterprises
110 E 40th St, New York NY 212-370-1010
ewisnik@wisnik.com - www.Wisnik.com

