

SURVEY RESULTS

Number of surveys sent out:	137
Number of surveys returned:	68
Return rate:	50%
Number of surveys used:	64

(4 surveys were not used in the compiling of these results due to either the returned survey being blank, respondent being a student, respondent seeking a position, or survey being late)

1. Number of years you have been practicing as a paralegal:

1 month - 1 year	5 respondents (8%)
>1 year - 4 ½ years:	12 respondents (19%)
5 - 9 ½ years:	15 respondents (23%)
10 - 15 years:	14 respondents (22%)
16 - 43 years:	<u>18 respondents (28%)</u>
	64 respondents

2. Numbers of years you have been member of TPA:

(Distribution of Responses Separated by Years Practicing as a Paralegal)

<u>1 mon - 1 yr</u>	<u>>1 yr - 4 ½ yrs</u>	<u>5 - 9 ½ yrs</u>	<u>10 -15 yrs</u>	<u>16 - 43 yrs</u>
1 month	1 year	4 years	4 years	10 years
6 months	1 year	4 years	2 years	16 years
2 months	4 years	5 years	10 years	4 years
3 months	1 year	1 month	4 months	15 years
9 months	2 ½ years	6 years	3 years	8 years
	3 months	6 years	13 years	14 years
	1 year	3 months	1 year	17 years
	2 years	6 ½ years	7 years	15 years
	3 months	4 years	13 years	15 years
	1 year	5 years	5 years	17 years
	1 year	3 months	1 year	2 years
	blank	9 years	3 years	2 years
		8 years	7 months	10 years
		1 year	10 years	25 years
		2 years		20 years
				5 months
				15 years
				blank

Years Member of TPA

1 month - 1 year:	22/64 =	34 % of respondents
>1 year - 4 years:	13/64 =	20 % of respondents
5 years - 9 years:	10/64 =	16 % of respondents
10 years - 15 years:	12/64 =	19 % of respondents
16+ years:	5/64 =	8 % of respondents
Blank:	2/64 =	3% of respondents

3.	The city in which respondents work:	
	Knoxville:	31 respondents
	Chattanooga:	18 respondents
	Oak Ridge/Oliver Springs	5 respondents
	Maryville	2 respondents
	Nashville	2 respondents
	Jackson	2 respondents
	Kingston	1 respondent
	Madisonville	1 respondent
	Trenton	1 respondent
	Roswell, GA	<u>1 respondent</u>
		64 respondents

4.	Number of Lawyers in your office:	
	One:	6 surveys
	Two:	5 surveys
	Three:	3 surveys
	Four:	1 survey
	Five:	7 surveys
	Six:	0 surveys
	Seven:	5 surveys
	Eight:	4 surveys
	Nine:	0 surveys
	Ten:	1 survey
	Twelve - Fourteen:	6 surveys
	Seventeen:	2 surveys
	Twenty three	1 survey
	Twenty Five+ - Thirty:	9 surveys
	Thirty five:	4 surveys
	Forty Nine:	1 survey
	Sixty:	1 survey
	Eighty Five:	1 survey
	One hundred Fifty Plus	3 surveys
	(Left Blank)	<u>4 surveys</u>
		64 surveys

	Number of Paralegals in your office besides yourself:	
	Zero:	7 surveys
	One:	8 surveys
	Two - Three:	9 surveys
	Four - Five:	9 surveys
	Six - Ten:	11 surveys
	Eleven - Sixteen:	11 surveys
	Nineteen Plus:	4 surveys
	(Left Blank)	4 surveys

5. How you are paid: (2 surveys were blank and so excluded from total)
- | | |
|---------|-----------------------------------|
| Salary: | 46 out of 62 = 74% of respondents |
| Hourly: | 16 out of 62 = 26% of respondents |
6. Whether your employer provides a bonus:
- | | |
|-------------------------------|-----------------------------------|
| Yes, does provide a bonus: | 46 out of 64 = 72% of respondents |
| No, does not provide a bonus: | 18 out of 64 = 28% of respondents |

(Bonuses ranged from a low of \$150 to a high of \$18,000. Since the \$18,000 figure seemed unusually high, it and the low figure of \$150 were excluded in the calculations. There were 7 surveys which were blank or marked private leaving 37 out of the 46 surveys used for analysis. A few respondents listed their bonuses as a Christmas bonus however such were not differentiated from the rest of the figures.)

\$400 - 500 bonus:	9 respondents
\$1,000 bonus:	11 respondents
\$1,500 - 2,000 bonus:	4 respondents
\$2,300 - 2,500 bonus:	5 respondents
\$2,770 - 3,000 bonus:	3 respondents
\$4,000 bonus:	3 respondents
\$7,000 - 7,500 bonus:	<u>2 respondents</u>
	37 respondents

<u>Surveys Used</u>	<u>New Bonus Range</u>	<u>Median Bonus</u>	<u>Mean Bonus</u>
37	\$450 - \$7,500	\$1,000	\$1891

7. Paralegal Income or Salary excluding bonuses:(3 surveys were not included due to the person being part time and 12 surveys left this information blank or marked private leaving a total of 49 surveys being used for data analysis. The median/mean numbers should be looked at as reference information as no t-tests were performed to determine if they are statistically significant from one another.)

<u>Years as Paralegal</u>	<u># Surveys Used</u>	<u>Salary Range</u>	<u>Median</u>	<u>Mean</u>
1 mon - 4 ½ years	14	\$20,000 - 42,000	\$27,290	\$28,504
5 - 9 ½ years	14	\$30,000 - 50,000	\$35,500	\$37,135
10 - 15 years	11	\$28,800 - 51,000	\$40,000	\$40,044
16 - 31 years	10	\$35,000 - 53,000	\$41,300	\$43,260

<u>Work City/area</u>	<u># Surveys Used</u>	<u>Salary Range</u>	<u>Median</u>	<u>Mean</u>
Chattanooga	16	\$22,680 - 53,000	\$39,500	\$39,135
Knoxville	29	\$20,000 - 50,000	\$36,000	\$35,499

(Knoxville included the areas of Maryville, Oak Ridge, Oliver Springs, and Kingston. Any values or data for such areas as Nashville, Jackson, Trenton, etc were not included or analyzed due to there being such a small sample of data from these areas and so as to limit the possibility that the salary information could be attributed to one or two specific individuals.)

8. Those with special designations as a paralegal:

Certified Legal Assistant or Certified Paralegal	22	
CLA and CLAS in Medical Malpractice	1	
CLA and CLAS in Civil Litigation	1	
CLA and Certified Legal Nurse Consultant	1	
Registered Paralegal:	1	
Nurse Paralegal:	1	
Certified Employee Benefits Specialist		1
Certified Bankruptcy Assistant		<u>1</u>
		29/64 = 45% of respondents

9. Employer pays or provides for following:

- a. Pays for TPA and Chapter dues
- b. Pays for continuing education credits or courses
- c. Pays for NALA dues
- d. Provides time off to attend CLA seminars/opportunities
- e. Provides time off to attend TPA Spring/Fall Seminars
- f. Provides time off to attend area Chapter meetings

Top Combination of Responses:

a + b + c + d + e + f =	14 respondents
a + b + d + e + f =	7 respondents
a + b + f =	4 respondents
a + b + e + f =	3 respondents
n/a, none, or blank =	5 respondents

(Due to there being so many various including/excluding combinations, those combinations which had 2, 1, or 0 responses have not been individually listed. However data has been broken down as to how many times a, b, c, etc responses can be found across all the respondents as a whole.)

- a. $47/64 = 73\%$
- b. $48/64 = 75\%$
- c. $21/64 = 33\%$ (reference issue - only 25/64(39%) of respondents are CLA)
- d. $36/64 = 56\%$
- e. $39/64 = 61\%$
- f. $40/64 = 62\%$

10. Employer provides or pays:

Part 1:

- a. Provides/Pays for Health Insurance
- b. Provides/Pays for Dental Insurance
- c. Provides Maternity leave

Responses:

- 1) a + b + c = 22 respondents/64 = 34%
- 2) a = 11 respondents/64 = 17%
- 3) a + b = 9 respondents/64 = 14%
- 4) a + c = 8 respondents/64 = 13%
- 5) c = 1 respondent /64 = 1.5%
- 6) none, blank 12 respondents/64 = 19%
- 7) self-employed 1 respondent /64 = 1.5%

Number of Respondents as a whole:

- 1) for whom employer provides/pays for Health Insurance: 50/64 = 78%
- 2) for whom employer provides/pays for Dental Insurance: 31/64 = 48%
- 3) for whom employer provides Maternity leave: 31/64 = 48%

Part 2:

- d. Provides annual leave
- e. Provides sick leave
- f. Provides PTO leave which is a combination of annual/sick leave

Responses:

- 1) annual = 10 respondents/64 = 16%
- 2) annual + sick = 23 respondents/64 = 36%
- 3) PTO = 26 respondents/64 = 40%
- 4) Blank = 4 respondents/64 = 6%
- 5) none = 1 respondent/64 = 1.5%

(A few respondents specifically noted that their leave or time off was related to years of employment however this question was not asked in the survey thus limiting the ability to differentiate or take this factor into account.)

<u>Group</u>	<u>Range of Days</u>	<u>Avg Number of Days:</u>
1) annual	5 - 27	16
2) annual & sick	7 - 26 2 - 13*	14 8
3) PTO	12 - 27	19.5

*About 4 respondents from the annual + sick group listed their sick as being unlimited, as needed, or prn which cannot be quantified but should be noted.

11. The number of seminars attended in the past 2 years by respondents who have been TPA members for at least 2 years ($41/64 = 64\%$ of respondents):

Zero:	13 respondents
One:	12 respondents
Two:	8 respondents
Three:	3 respondents
Four:	5 respondents

Compiled by:
Charles Swanson
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