NALP 2014 Public Sector and Public Interest Attorney Salary Survey

Survey Background

Salary and related information for attorneys at public interest organizations and government offices is of interest to many, including the organizations themselves as they set salary scales to recruit and retain attorneys; law students and graduates pursuing careers; public interest funders; legislative appropriators; and other stakeholders. NALP (the National Association for Law Placement) provides this important information by conducting, every two years, a survey of public interest/government employers. NALP is a nonprofit association of over 2,500 legal career professionals who advise law students, lawyers, law offices, and law schools in North America and beyond.

Survey Distribution/Who Should Respond

This survey is endorsed and supported by the National Legal Aid & Defender Association, the National District Attorneys Association, the Legal Services Corporation, Equal Justice Works, and the Partnership for Public Service. NALP has distributed this survey widely, and you are receiving it because your organization is a member of, or among the contacts of, one of these organizations. Please note that the survey is intended for the following types of public interest/government law offices: civil legal services, nonprofit law offices/organizations (not civil legal services), district attorney offices/local prosecutors, and public/indigent defenders. This includes programs staffed by attorneys who may also maintain a private practice. But, the survey is NOT intended for attorneys who work primarily in private practice and also handle court-appointed matters. If all attorneys in your organization work part-time, it is not necessary to respond to this survey.

How to Respond

Please take the time NOW to complete this important survey or forward it to the appropriate person in your organization. You may also complete the survey online at https://survey.vovici.com/se.asmx?s=17CFEB607A31941B. Please use either one method or the other to complete the survey, but not both. Your information will remain confidential. No information that identifies specific organizations will be released to third parties without your permission. We require that you provide your organization’s name and location to preserve the survey’s integrity and so that NALP may follow up as necessary. By providing your email address, you will also receive a free electronic copy of the report.

NOTE: Anti-trust concerns are not applicable to this survey. This survey and the resulting report meet all requirements specified in a 1993 Federal Trade Commission/Department of Justice joint policy statement on compensation surveys.

Questions/Concerns

Please contact Christina Jackson, NALP’s Director of Public Service Initiatives and Fellowships, at 202-296-0057 or cjackson@nalp.org, or Judith Collins, NALP’s Research Director, at 202-835-1001 or jcollins@nalp.org.

SURVEY DUE DATE: February 21, 2014

1. Type of organization (check one)
   - Civil legal services organization
   - Public defender office
   - District attorney/local prosecutor office
   - Organization focuses primarily on one advocacy area (please also select the one practice area below that best describes the work of your organization)
   - Civil rights/civil liberties (domestic)
   - International human rights/immigration
   - Women/children/family/domestic violence
   - Housing/homelessness
   - Environmental
   - Health/disability
   - Other, e.g., consumer, employment, animal rights (please describe)________________________

2. _________ # of female attorneys working full-time
   _________ # of male attorneys working full-time
   _________ # of female attorneys working part-time
   _________ # of male attorneys working part-time

3. Salary Information (Please follow the guidelines below to report salaries)
   - If salaries vary for attorneys at a given experience level, please report the average** annual salary of attorneys at that experience level. If any attorneys work part-time, please use the full-time equivalent salary when calculating the average;
   - The salary scale in your organization may be based on titles rather than, or in addition to, experience. However, in order to provide analysis categories that best reflect comparable positions, please approximate salaries to reflect experience, if possible.

   Please Do Not Report:
   - Salaries of attorneys who are elected to their position (e.g. District Attorney);
   - Salaries of attorneys in managerial/administrative positions, unless they spend at least 50% of their time directly handling cases;
   - Any bonuses that may have been paid.

   * Experience is how your organization defines it for purposes of classifying and/or compensating your attorneys. For example, experience may be defined as years at your organization, or years at your organization plus any other experience deemed relevant.

   ** An average is calculated by dividing the total amount of salaries paid to attorneys at that experience level by the number of attorneys. For example, if the salaries for three attorneys are $39,000, $43,000, and $45,000, then the average is ($39,000 + $43,000 + $45,000)/3 = $42,333.
4. Please complete the following information about benefits for attorneys who are eligible for benefits at your organization:

<table>
<thead>
<tr>
<th>Organization pays:</th>
<th>Full premium</th>
<th>Partial premium</th>
<th>None of premium</th>
<th>Benefit not available</th>
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</thead>
<tbody>
<tr>
<td>Health insurance for:</td>
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<tr>
<td>Employee</td>
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<td>Spouse</td>
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<td>Domestic partner</td>
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<td>Dependents</td>
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<td>Dental insurance for:</td>
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<tr>
<td>Retirement or pension plan with employer contribution</td>
<td>☐ yes</td>
<td>☐ no</td>
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</tbody>
</table>

5. Does your organization have a loan repayment assistance program (LRAP) for its attorneys?
   ☐ Yes    ☐ No (move on to contact information)

   Are part-time attorneys eligible?    ☐ Yes    ☐ No

   Does the LRAP have a cap on the number of years an attorney can receive benefits?
   ☐ No    ☐ Yes
   If yes, specify the number of years __________

   Does the LRAP have a salary cap?
   ☐ No    ☐ Yes
   If yes, what is the cap amount? __________

   Which loans are eligible for assistance? (Check all that apply)
   ☐ Loans for undergraduate education
   ☐ Loans for law school education
   ☐ Loans for bar exam
   ☐ Loans for other education (specify) ____________________________
   ☐ Loans for other purposes, e.g., consumer credit (specify) ____________________________

   How many attorneys received LRAP benefits during your most recent fiscal year? ____________

What is the LRAP’s maximum annual benefit amount per attorney, if any?
   ☐ No maximum amount
   ☐ $1 - $999
   ☐ $1,000 - $1,999
   ☐ $2,000 - $2,999
   ☐ $3,000 - $3,999
   ☐ $4,000 - $4,999
   ☐ $5,000 - $5,999
   ☐ $6,000 or more

What was the total amount of LRAP benefits paid in your most recent fiscal year?
   ☐ Less than $7,500
   ☐ $7,500 - $25,000
   ☐ $25,001 - $50,000
   ☐ $50,001 - $75,000
   ☐ $75,001 - $100,000
   ☐ More than $100,000

NALP is interested in gathering more information on the nature of LRAP’s offered by public interest/government employers. If you have an LRAP, may we contact you for additional information?
   ☐ Yes    ☐ No

If so, please provide complete contact information at the end of this survey.

Please provide contact information so that NALP can follow up if there are questions on your survey. By providing your email address, you will automatically receive a free electronic copy of the report.

Organization name ________________________________
City and state ________________________________
Person completing survey ________________________________
Telephone ________________________________
E-mail ________________________________

THANK YOU FOR YOUR PARTICIPATION!!
Please return your survey by February 21, 2014 to:
NALP
Attention: Public Sector and Public Interest Attorney Salary Survey
1220 19th Street, NW, Suite 401
Washington, DC 20036-2405
or you may fax the survey to 202-835-1112
Alternatively, you may complete the survey online at https://survey.vovici.com/se.ashx?s=17CFEB607A31941B

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