

Oregon
State
Bar

OREGON STATE BAR
2007 ECONOMIC SURVEY



DECEMBER 2007

© 2007 OREGON STATE BAR

ALL RIGHTS RESERVED



Prepared by

FLIKIRS PROFESSIONAL SERVICES, INC.

851 Robin Road
Lexington, KY 40502
859-368-0200
flikirs@att.net

TABLE OF CONTENTS

INTRODUCTION	1
Purpose	1
Survey Design/Process	1
Explanation of Data Analysis	2
Validity of Sample	2
Comparison to Previous Surveys	3
Survey Table	4
Survey Map	5
Data Analysis	5
ATTORNEY PROFILE/CHARACTERISTICS	6
Gender	6
Age	6
Years Admitted to Practice in Oregon	7
Total Years Admitted to Practice	8
Type of Employment	8
Area of Practice	9
Size of Practice	10
Level of Employment	10
Method of Pay	11
COMPENSATION	12
All Respondents	13
Full-Time and Part-Time	14
Gender	15
Age	16
Years Admitted to Practice in Oregon	17
Total Years Admitted to Practice	18
Type of Employment	19
Area of Practice	20
Size of Practice	23
Level of Employment	24
Method of Pay	24
BILLING PRACTICES	26
Hours Billed	26
Hours Billed by Method of Pay	26
Billing Rate	27
Total Years Admitted to Practice	27
Area of Private Practice	29
Billing Methods	31
PRACTICE PROFILE/CHARACTERISTICS	32
Hours Worked	32
Type of Employment	32
Pro Bono/Community Service Hours	33
CAREER SATISFACTION	34
Gender	34
Total Years Admitted to Practice	34
Type of Employment	35
Area of Practice	35
Level of Employment	36
COPY OF QUESTIONNAIRE	37

INTRODUCTION

In September 2007, the Oregon State Bar commissioned an economic survey to be conducted of the membership of the Oregon State Bar. This survey was administered by FLIKIRS PROFESSIONAL SERVICES, INC., an independent survey firm. The survey was similar to surveys conducted in 1994, 1998, and 2002. The following report details the survey process and the findings obtained from an analysis of the data contained in the survey questionnaires that were completed and returned.

PURPOSE

The purpose of this project was to gather demographic and economic information regarding Oregon attorneys. Data was gathered in five major areas.

- Attorney Profile and Characteristics – information regarding gender, age, years admitted to practice in Oregon, total years admitted to practice, type of employment, area of practice, size of practice, level of employment, and method of pay.
- Compensation – information regarding annual compensation for 2006 received from legal practice.
- Billing Practices for Attorneys in Private Practice – information regarding hours billed per month, hourly billing rate, and billing methods utilized.
- Practice Profile and Characteristics – information regarding total hours worked per month and hours spent in Pro Bono and community service activities.
- Career Satisfaction – an overall rating of the attorney's satisfaction with his/her legal career.

SURVEY DESIGN/PROCESS

The project involved a survey of a sample of attorneys selected from the list of Active, Active Emeritus, and Active Pro Bono Members of the Oregon State Bar. For purposes of this project, the Bar membership was divided into seven geographic regions. From each region, a proportional random sample was selected comprising one-third of the attorneys. The use of a random sample afforded every member within each region an equal chance of receiving a questionnaire. Proportional sampling assured that data from attorneys in regions of the state with fewer attorneys (i.e., Southern Oregon, Eastern Oregon, and Oregon Coast) did not distort the overall data.

The questionnaire was developed by the Oregon State Bar. The questionnaire design was limited to one page to increase the rate of participation. Whenever possible, questions were designed to correspond to the data that was collected in the economic surveys that were conducted in 1994, 1998, and 2002 in order to facilitate comparison.

Attorneys sampled received an email or a cover letter from the President of the Oregon State Bar, the questionnaire, an identification code number, and a post-age-paid return envelope in September 2007. After approximately two weeks,

a reminder postcard was sent to those attorneys who had not responded. A replacement questionnaire, with an email or a cover letter, was sent to those attorneys who had not responded by the initial deadline.

Data from completed surveys was entered into a statistical computer program. Eighty-four surveys were returned with an incorrect or missing identification code number and, thus, could not be used in the analysis.

EXPLANATION OF DATA ANALYSIS

The data analysis relies on descriptive statistics, including averages, medians, and percentiles. The average, also known as the mean, is calculated by adding all of the respondents' scores for a particular item and dividing by the total number of respondents. The median, also known as the midpoint, is the point at which 50% of the responses are above and 50% are below that number. The percentiles, i.e., 25th, 75th, and 95th, represent the point in the range of responses at which 25%, 75%, and 95% of the responses occur for a specific question. For example, the 95th percentile compensation amount is the compensation amount (may not be an actual reported compensation amount) at which 95% of the reported amounts were below and 5% of the compensation amounts were above. Statistical interpolation was used to compute the specific percentile points.

Items may not sum to 100% due to rounding. Data was indicated as "n/a" if no data was reported or if data from less than three individuals was reported for average and median data, or if data from less than five individuals was reported for percentile data.

VALIDITY OF SAMPLE

The respondents were compared overall with the total sample (including non-respondents) with regard to data available from the Oregon State Bar membership records, including region, gender, age, and years admitted to practice in Oregon. The regional comparison indicated that each region had less than a 1% difference between the respondent percentage and the total sample for that region.

When compared with the total sample, the percentage of women responding was only slightly higher than the percentage of men responding. Women represented 32% of the sample and 34% of the respondents. The respondents were compared to the total sample by the age categories used in the analysis. Of the five age categories, three categories had a 1% difference between the respondents and the total sample. The percentage of respondents in the under-30-years-old category was slightly higher (less than a 3% difference) than the total sample. The percentage of respondents in the 60-years-old-or-over category was slightly lower (a 3.5% difference) than the total sample.

The respondents also were compared to the total sample by years admitted to practice in Oregon. Three of the eight categories of years admitted to practice had the same percentages for respondents and the total sample. Of the other categories, four had a 1% difference and one had less than a 2% difference between the respondents and the total sample.

Given the proportional sampling method by region, the large number of respondents, and the similarity of respondents and non-respondents regarding gender, age, and years admitted to practice in Oregon, the data in this report can be viewed as representative of attorneys in Oregon.

COMPARISON TO PREVIOUS SURVEYS

Throughout this report, comparative data is presented comparing current data to data collected in the 2002 survey. Many of the averages for specific data are similar to the 2002 data. The median age was the same as 2002, 47 years. The percentage of female respondents increased from 30% in 2002 to 34% in 2007.

The average compensation reported in 2007 was approximately 14% higher than reported in 2002, while the median compensation increased by approximately 15%. The average hourly billing rate also increased by over 22% from \$174 per hour in 2002 to \$213 per hour in 2007.

Average hours worked per month and Pro Bono hours declined slightly from 2002 to 2007. Average community service hours increased from 11.4 hours per month in 2002 to 11.6 hours in 2007. The Oregon rating for career satisfaction (based on a 5-point scale) rose slightly from 3.7 in 2002 to 3.9 in 2007.

The following table contains some highlights of the overall data collected in the four surveys.

Item/Survey Year	1994	1998	2002	2007
Median Age	44	45	47	47
Gender – Females	25%	29%	30%	34%
Average Number of Years in Practice	15	16	18	19
Lawyers in Private Practice *	76%	71%	71%	69%
Full-Time Lawyers	81%	81%	78%	75%
Average Compensation	\$73,630	\$83,805	\$102,643	\$116,727
Median Compensation	\$58,000	\$63,090	\$78,000	\$90,000
Median Hours Billed per Month – Private Practice	120	120	120	120
Average Hourly Billing Rate – Private Practice	\$123	\$138	\$174	\$213
Median Hourly Billing Rate – Private Practice	\$120	\$130	\$165	\$200
Average Hours Worked per Month – Full-Time	189	189	186	185
Average Pro Bono Hours per Month	9.3	9.2	9.1	8.9
Average Community Service Hours per Month	10.8	11.1	11.4	11.6
Career Satisfaction – 5-point scale	3.5	3.6	3.7	3.9

* An additional 5% of lawyers were in Private Non-Profit organizations in 1998, 2002, and 2007. In 1994, no distinction was made between Private Practice and Private Non-Profit organizations in the collection of data.

SURVEY TABLE

The sample was selected from the list of Oregon Active, Active Emeritus, and Active Pro Bono Members prepared by the Oregon State Bar as of September 2007. The survey sample comprising one-third of the attorneys was selected on a regional basis using the seven geographic regions defined by the Bar in the previous surveys conducted in 1994, 1998, and 2002. The following table lists the seven regions, the number of individuals on the total Oregon Active, Active Emeritus, and Active Pro Bono Membership list, the percentage that each region represents of the total, the number of individuals in the sample selected, the number of completed questionnaires returned, and the percentage rate of return of the total returned.

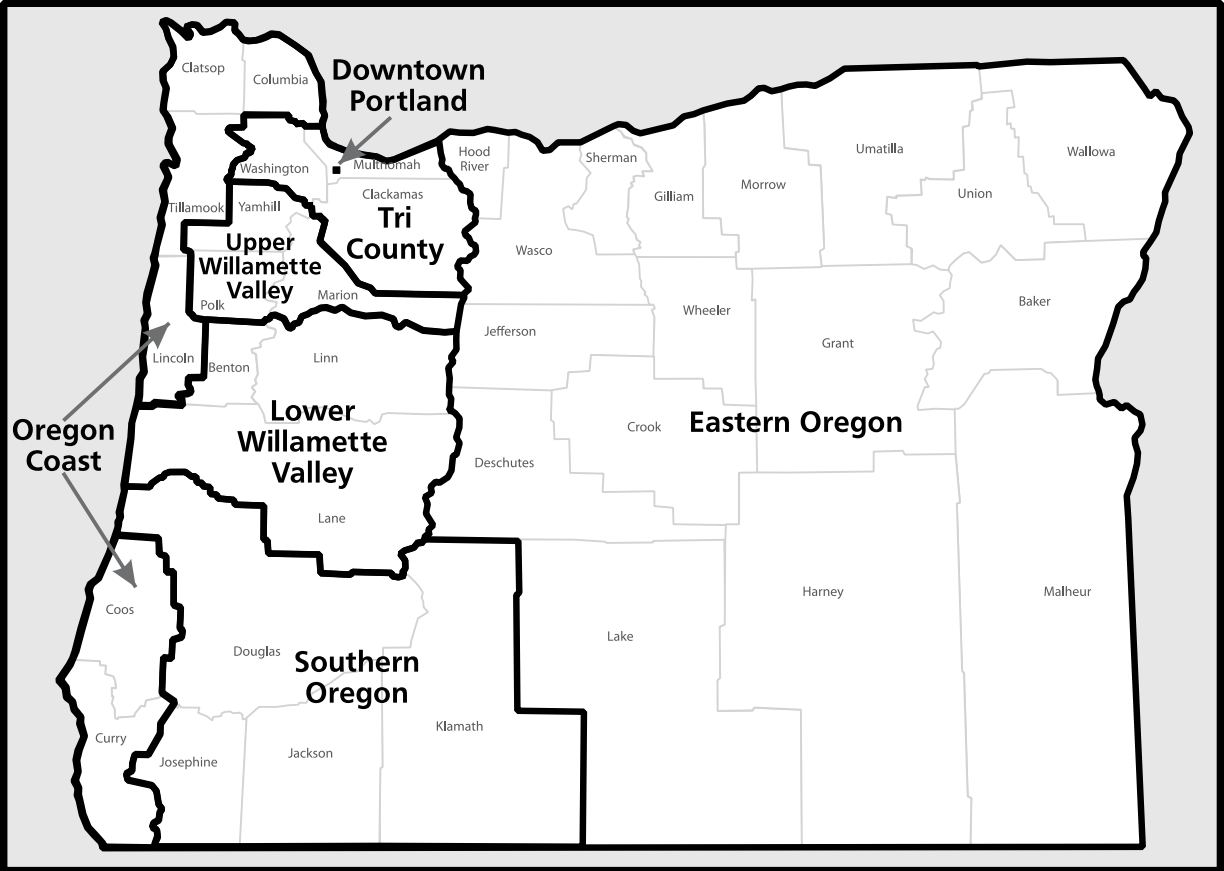
The overall return rate was 58.3%, represented by 2,158 completed questionnaires. This rate of return is considered acceptable for a survey of this type. The percentage rate of return for completed questionnaires by region closely parallels the percentage each region represents of the total bar membership as shown in the table below.

On the following page, a map of Oregon graphically displays the seven regions utilized for this survey.

Region	Total Membership	%	Sample Size	Returned	%
Downtown Portland (Zip Codes 97201, 97204, 97205, 97207, 97208, 97228, 97258)	3,446	31.0%	1,148	684	31.7%
Tri-County (Remainder of Portland and Multnomah County, plus Clackamas and Washington Counties)	3,498	31.5%	1,166	665	30.8%
Upper Willamette Valley (Marion, Polk, and Yamhill Counties)	1,419	12.8%	473	287	13.3%
Lower Willamette Valley (Benton, Lane, and Linn Counties)	1,081	9.7%	360	187	8.7%
Southern Oregon (Douglas, Jackson, Josephine, and Klamath Counties)	581	5.2%	193	118	5.5%
Eastern Oregon (Baker, Crook, Deschutes, Gilliam, Grant, Harney, Hood River, Jefferson, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wasco, and Wheeler Counties)	732	6.6%	244	139	6.4%
Oregon Coast (Clatsop, Columbia, Coos, Curry, Lincoln, and Tillamook Counties)	354	3.2%	118	78	3.6%
Totals	11,111	100%	3,702	2,158	100%

SURVEY MAP

Sampling Regions



DATA ANALYSIS

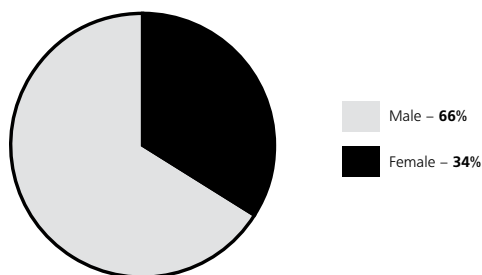
Throughout this report, data is presented in various categories. The categories used for age and years admitted to practice were the same as the 2002 survey for comparative purposes. Data was indicated as "n/a" if no data was reported, or if data from less than three individuals (five individuals for percentile data) was reported in order to protect confidentiality.

ATTORNEY PROFILE/CHARACTERISTICS

The following tables present the characteristics and profile of Oregon attorneys. Descriptive data is presented for gender, age, years admitted to practice in Oregon, total years admitted to practice, type of employment, area of practice, size of practice, level of employment, and method of pay.

GENDER

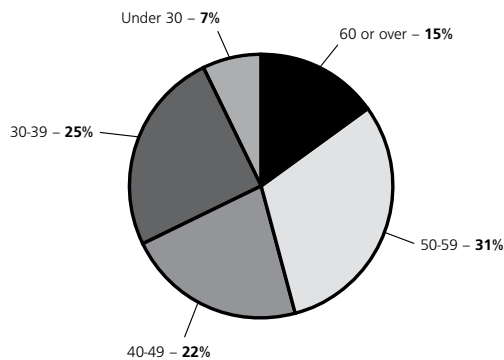
The following table lists the gender of respondents. For Oregon as a whole, the percentage of females was 34% and the percentage of males was 66% in the 2007 survey compared to the 2002 survey of 30% females and 70% males. Regional data varies somewhat with the Tri-County and Upper Valley regions having the highest percentage of females and the Eastern Oregon and Oregon Coast regions having the highest percentage of males.



Gender	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Male	66%	68%	61%	61%	68%	74%	75%	80%
Female	34%	32%	39%	39%	32%	26%	25%	20%

AGE

The age of respondents, which was collected as each respondent's actual age, was broken down into five categories. The highest concentration of attorneys (31%) was in the 50 to 59 age category and the median age was 47 years. In 2002, the highest concentration of attorneys was also in the 50 to 59 age category with 31% and the median age was 47 years. Regional data differs somewhat from the Oregon data.



Age Category	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Under 30	7%	8%	7%	6%	3%	8%	6%	1%
30-39	25%	30%	25%	24%	20%	20%	21%	17%
40-49	22%	23%	24%	24%	19%	15%	25%	14%
50-59	31%	27%	30%	35%	37%	37%	30%	45%
60 or Over	15%	12%	14%	12%	20%	20%	18%	23%
Median Age	47	46	47	48	53	52	48	52

YEARS ADMITTED TO PRACTICE IN OREGON

Data was collected on the number of years admitted to practice in the state of Oregon and the total number of years admitted to practice in any state. The data is presented in the following two tables. Approximately 18% of respondents were admitted to practice in another state prior to being admitted in Oregon, compared to 16% in the 2002 survey. This data does not identify the number of Oregon attorneys who have been admitted to practice in another state subsequent to being admitted in Oregon.

Twenty-four percent of attorneys were admitted to practice in Oregon in the category from 21 to 30 years. The smallest groups, with 8%, were the categories 7 to 9 and 10 to 12 years. In 2002, the largest category of attorneys was 21 to 30 years, with 26%. In 2007, the average number of years in practice in Oregon was 17 years and the median number was 15 years. A comparison to the 2002 survey indicates that the average number of years was also 17 and the median was 15 years.

Years Admitted	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
0-3 Years	16%	17%	16%	16%	12%	12%	17%	10%
4-6 Years	10%	11%	12%	9%	5%	9%	7%	8%
7-9 Years	8%	8%	8%	7%	10%	9%	4%	5%
10-12 Years	8%	9%	7%	8%	7%	9%	10%	8%
13-15 Years	9%	9%	9%	7%	8%	12%	9%	8%
16-20 Years	10%	9%	10%	13%	10%	9%	14%	9%
21-30 Years	24%	24%	23%	25%	27%	22%	22%	29%
Over 30 Years	16%	14%	15%	15%	21%	19%	15%	23%
Average Number of Years	17	17	17	17	20	19	18	21
Median Number of Years	15	14	15	17	19	16	16	23

TOTAL YEARS ADMITTED TO PRACTICE

The average number (19) and the median number (18) of total years admitted to practice were each greater than the average and median years admitted to practice in Oregon. Attorneys with over 15 years since being admitted to practice represent 56% of the respondents for total years admitted to practice compared with 50% for the same group in Oregon. In 2002, these numbers were 54% and 50% respectively.

Years Admitted	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
0-3 Years	12%	13%	12%	13%	11%	12%	13%	8%
4-6 Years	10%	11%	11%	10%	4%	8%	6%	6%
7-9 Years	8%	8%	8%	6%	11%	8%	5%	5%
10-12 Years	7%	8%	7%	8%	7%	6%	9%	4%
13-15 Years	8%	9%	8%	6%	7%	8%	11%	11%
16-20 Years	11%	10%	11%	13%	10%	10%	13%	9%
21-30 Years	27%	27%	26%	27%	27%	25%	25%	30%
Over 30 Years	18%	15%	16%	17%	23%	23%	19%	27%
Average Number of Years	19	18	18	19	20	20	19	23
Median Number of Years	18	17	17	19	21	19	17	24

TYPE OF EMPLOYMENT

For Oregon, 69% of attorneys were in private practice, with an additional 5% in private non-profit settings. Government lawyers represent 16%, ranging from a low of 8% in Tri-County to a high of 43% in the Upper Valley region, which includes the Salem area. The largest concentration of corporate in-house counsel attorneys was in the Tri-County region with 16%. These numbers are similar to the 2002 survey data.

Type of Employment	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Private Practice	69%	79%	69%	43%	71%	67%	73%	72%
Private Non-Profit	5%	5%	5%	3%	4%	7%	2%	2%
Government Lawyer	16%	9%	8%	43%	16%	22%	20%	21%
Corporate In-House Counsel	7%	5%	16%	5%	5%	3%	1%	2%
Judge/Hearings Officer	3%	2%	2%	6%	4%	2%	5%	3%

AREA OF PRACTICE

1,274 attorneys in private practice reported an area of practice. The largest percentage for an area of practice was general private practice with 14%, followed by other with 13%, family law with 11%, and business/corporate-transactional with 9%. The attorneys included in the general category did not identify an area that represented over 50% of their practice. In 2002, the general category represented 15%. The regional data indicates some differences in area of practice throughout the state.

Area of Practice	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Type of Employment – Private								
Bankruptcy	3%	2%	4%	7%	1%	0%	0%	0%
Business/Corporate – Litigation	7%	11%	4%	6%	11%	8%	3%	2%
Business/Corporate – Transactional	9%	11%	6%	8%	10%	6%	13%	0%
Civil Litigation, Defendant (excludes Insurance Defense)	5%	9%	3%	3%	2%	2%	2%	0%
Civil Litigation, Insurance Defense	6%	10%	3%	8%	3%	8%	2%	0%
Civil Litigation, Plaintiff – (excludes Personal Injury)	6%	8%	6%	0%	6%	6%	2%	4%
Civil Litigation, Plaintiff – Personal Injury	6%	5%	8%	7%	2%	9%	3%	11%
Criminal – Private Bar	4%	3%	5%	9%	7%	2%	7%	6%
Family Law	11%	7%	11%	16%	13%	20%	15%	19%
Real Estate/Land Use/Environmental Law	6%	8%	7%	4%	4%	5%	5%	2%
Tax/Estate Planning	8%	8%	9%	8%	6%	6%	5%	4%
Workers Compensation	2%	2%	4%	0%	3%	3%	2%	2%
General (no area over 50%)	14%	5%	16%	14%	17%	21%	32%	38%
Other	13%	13%	15%	11%	15%	5%	8%	11%

In the 2002 and 2007 surveys, two additional categories of area of practice were included in the questionnaire. The practice area criminal – public defender received 70 responses and the practice area criminal – public prosecutor received 99 responses.

SIZE OF PRACTICE

Over half (56%) of attorneys work in offices with 1 to 6 lawyers. The totals of the first three categories in the survey ranged from a low of 33% in Portland to substantially higher percentages in many of the other regions. The highest concentration of 1-lawyer offices was in the Oregon Coast region with 39%.

Size of Practice	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
1 Lawyer Office	25%	11%	38%	21%	32%	28%	30%	39%
2 Lawyer Office	10%	5%	12%	8%	13%	13%	18%	32%
3-6 Lawyer Office	21%	17%	22%	20%	20%	23%	34%	24%
7-20 Lawyer Office	18%	20%	17%	14%	23%	31%	12%	3%
21-60 Lawyer Office	13%	23%	6%	15%	10%	4%	5%	2%
Over 60 Lawyer Office	13%	24%	5%	22%	2%	1%	1%	0%

LEVEL OF EMPLOYMENT

In Oregon, 75% of lawyers were working full-time and 10% were working part-time by choice, totaling 85%. In the 2002 survey, these numbers were 78% and 10%, respectively. Part-time lawyers by choice ranged from a low of 7% in the Portland region to a high of 14% in the Southern Oregon region.

For Oregon, 3% of respondents were not working as lawyers, or only working part-time, due to a lack of legal work. This compares to 3% in 2002. The region with the highest percentage in this category was the Tri-County region with 6%. Of these Oregon attorneys, 55% were admitted in 2004 or after (0 to 3 years category). In 2002, 49% of these attorneys were in the 0 to 3 years category of years admitted to practice in Oregon.

Level of Employment	Oregon		Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
	No.	%							
Full-Time Lawyer	1,607	75%	86%	64%	77%	73%	74%	80%	73%
Part-Time Lawyer by Choice	214	10%	7%	13%	8%	11%	14%	9%	12%
Part-Time Lawyer Due to Lack of Legal Work	26	1%	1%	1%	1%	3%	0%	1%	0%
Not Working as a Lawyer by Choice	196	9%	5%	14%	12%	8%	9%	7%	8%
Not Working as a Lawyer Due to Lack of Legal Work	47	2%	1%	5%	0%	2%	0%	2%	1%
Retired	43	2%	0%	3%	2%	3%	3%	2%	6%

METHOD OF PAY

The following table regarding method of pay includes only those individuals working full-time or part-time as lawyers in all types of employment. Almost one-half (48%) were reported as being an owner as compared to 51% in 2002. This varied by region from a low of 30% in the Upper Valley to a high of 59% in the Eastern Oregon and Oregon Coast regions. Individuals paid by contract represented 3%.

Method of Pay	Oregon		Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
	No.	%							
Owner (e.g., Partner, Shareholder, Sole Practitioner)	883	48%	47%	51%	30%	54%	53%	59%	59%
Employee (e.g., salaried or hourly paid)	901	49%	51%	45%	67%	43%	43%	39%	38%
Contract (e.g., paid by hour or assignment)	56	3%	2%	4%	3%	3%	4%	2%	3%

COMPENSATION

Annual compensation data was collected for the year ended December 31, 2006. In addition to overall data, compensation tables are presented by full-time and part-time, gender, age, years admitted to practice in Oregon, total years admitted to practice, type of employment, area of practice, size of practice, level of employment, and method of pay. The tables include average and median data. Some tables also include the 25th percentile (25% of the respondents had compensation below this point and 75% above), 75th percentile (75% below and 25% above), and 95th percentile (95% below and 5% above) data.

Caution should be exercised in reviewing the compensation tables. Unless otherwise indicated, compensation data is for all respondents including both full-time and part-time lawyers. Many factors may influence a specific compensation number, such as level of employment, years admitted to practice, size of practice, type of employment, and gender. Of these factors, the one that most influenced salary, for full-time attorneys, was total years admitted to practice. The next two factors that were most influential were whether the attorney was in private practice and size of practice. These were the same three factors identified in the 2002 survey. However, whether the attorney was in private practice was the least influential of these three factors in the 2002 survey.

Also, the particular mix of respondents may impact the average, median, and percentile computations. This is most pronounced when the number of respondents is small. In order to provide more detail, data was broken down among the seven regions of the state. Additionally, categories were created for items such as years admitted to practice, type of employment, area of practice, and size of practice. These tables contain up to 16 separate categories. In the regions with fewer attorneys and thus fewer respondents, the number of respondents in a particular category for a specific region may necessarily be small.

An additional consideration that can substantially affect the average and percentile computations is a large contingent fee award. This will have minimal effect on the median and 25th percentile data. When there is a large difference between the average and median compensation figures for a specific category, this may be because of a large contingent fee award.

ALL RESPONDENTS

Oregon compensation for 2006 for all respondents is presented in the following table. Compensation data for Portland was consistently higher than the other regions. Overall, the median compensation for Oregon attorneys in 2006 was \$90,000, compared to the 2001 median income of \$78,000 in the 2002 survey. The average compensation in 2006 was \$116,727, compared to the 2001 figure of \$102,643. The average was higher than the median due to the wide range of reported compensation data (33% of the respondents reported compensation greater than the average of \$116,727) and the contingent fee award issue noted above.

2006 Compensation All Respondents

All Respondents	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Average	\$116,727	\$148,349	\$108,933	\$91,816	\$95,751	\$86,614	\$96,171	\$100,682
Median	\$90,000	\$110,000	\$85,000	\$78,000	\$80,518	\$71,788	\$77,000	\$75,000
25th Percentile	\$58,000	\$75,000	\$51,750	\$52,000	\$51,250	\$49,500	\$50,000	\$49,250
75th Percentile	\$138,000	\$176,250	\$130,796	\$102,000	\$120,000	\$114,008	\$110,000	\$117,193
95th Percentile	\$300,000	\$400,000	\$275,000	\$242,500	\$250,000	\$172,000	\$251,169	\$240,500

FULL-TIME AND PART-TIME

Because the various compensation tables presented in this report may be influenced by the mix of full-time versus part-time respondents, additional analyses were performed and are presented in the following table. The data includes average and median compensation for 2006 for full-time and part-time attorneys broken down by gender, age, total years admitted to practice, type of employment, area of practice, and size of practice. This table should be reviewed in conjunction with the various other compensation tables.

2006 Compensation by Full-Time and Part-Time

Selected Variables	Full-Time		Part-Time	
	Average	Median	Average	Median
Gender				
Male	\$140,339	\$103,343	\$71,423	\$43,500
Female	\$ 88,813	\$75,500	\$50,323	\$42,000
Age				
Under 30	\$ 58,747	\$50,000	\$17,211	\$10,000
30-39	\$ 91,738	\$76,000	\$60,477	\$40,000
40-49	\$137,175	\$100,000	\$66,315	\$60,000
50-59	\$145,970	\$110,000	\$47,991	\$38,000
60 or Over	\$150,463	\$114,054	\$71,439	\$40,000
Total Years Admitted to Practice				
0-3 Years	\$60,079	\$52,500	\$26,872	\$20,000
4-6 Years	\$75,944	\$64,000	\$33,050	\$32,000
7-9 Years	\$99,927	\$80,000	\$64,372	\$63,000
10-12 Years	\$106,452	\$91,250	\$89,501	\$50,000
13-15 Years	\$119,584	\$100,000	\$48,041	\$35,000
16-20 Years	\$140,576	\$104,000	\$70,719	\$62,000
21-30 Years	\$159,408	\$110,000	\$57,212	\$50,000
Over 30 Years	\$155,713	\$125,000	\$73,573	\$42,000
Type of Employment				
Private	\$139,558	\$105,000	\$63,070	\$35,000
Private Nonprofit	\$61,244	\$56,000	\$51,700	\$40,000
Government	\$82,014	\$79,000	\$55,957	\$60,000
Corporate In-House Counsel	\$145,154	\$120,000	\$77,167	\$75,000
Judge/Hearings Officer	\$89,990	\$95,000	\$51,583	\$51,000
Area of Practice				
Type of Employment –Private				
Bankruptcy	\$171,241	\$97,000	\$58,983	\$16,466
Business/Corporate – Litigation	\$181,583	\$145,000	\$74,074	\$77,870
Business/Corporate – Transactional	\$174,523	\$127,500	\$97,376	\$47,500
Civil Litigation, Defendant (excludes Insurance Defense)	\$169,528	\$140,000	\$91,750	\$74,000
Civil Litigation, Insurance Defense	\$138,735	\$105,000	\$105,500	\$110,000
Civil Litigation, Plaintiff (excludes Personal Injury)	\$120,447	\$100,000	\$108,614	\$52,900
Civil Litigation, Plaintiff – Personal Injury	\$163,169	\$120,000	\$99,800	\$100,000

2006 Compensation by Full-Time and Part-Time *Continued*

Criminal – Private Bar	\$101,298	\$83,000	\$27,086	\$20,000
Family Law	\$98,463	\$75,000	\$25,534	\$22,000
Real Estate/Land Use/Environmental Law	\$159,968	\$110,000	\$93,675	\$65,000
Tax/Estate Planning	\$151,702	\$119,000	\$50,542	\$35,000
Workers, Compensation	\$129,433	\$105,000	\$93,800	\$35,000
General (no area over 50%)	\$116,895	\$84,000	\$30,151	\$26,500
Other	\$131,756	\$103,000	\$42,873	\$28,000
Type of Employment – Private Nonprofit or Government				
Criminal – Public Defender	\$57,809	\$52,000	\$40,000	\$40,000
Criminal – Public Prosecutor	\$79,018	\$75,000	n/a	n/a
Size of Practice				
1 Lawyer Office	\$107,127	\$90,000	\$49,031	\$32,000
2 Lawyer Office	\$117,640	\$90,000	\$53,347	\$55,042
3-6 Lawyer Office	\$115,474	\$85,000	\$57,374	\$47,500
7-20 Lawyer Office	\$122,051	\$95,000	\$90,327	\$55,000
21-60 Lawyer Office	\$144,342	\$101,000	\$81,595	\$72,500
Over 60 Lawyer Office	\$155,815	\$105,000	\$109,980	\$85,741

GENDER

Compensation by gender is presented in the following table. For Oregon, the average compensation was \$133,652 for males and \$82,061 for females, compared to 2001 average compensation of \$114,554 for males and \$72,065 for females. The median compensation was \$100,000 for males and \$72,000 for females, compared to 2001 median compensation of \$86,000 for males and \$59,589 for females. Differences exist between male and female compensation throughout all regions of the state. Factors influencing this include percentage of part-time attorneys and the number of years admitted to practice. Eighteen percent of females reported working part-time, while only 10% of males reported working part-time.

Another difference by gender is the number of years admitted to practice. Males reported an average number of years admitted to practice of 21.1 years (median 22.0) and females reported an average of 13.5 years (median 13.0). Females reported 16% in the 0 to 3 years admitted to practice category, while males reported only 10%. Forty-one percent of females have been admitted to practice less than 10 years, while this number for males was only 23%. By contrast, 54% of males have been admitted for over 20 years, while only 26% of females have been admitted for over 20 years.

2006 Compensation by Gender

Gender		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Male	Average	\$133,652	\$175,794	\$122,250	\$104,557	\$108,524	\$92,389	\$104,932	\$107,522
	Median	\$100,000	\$130,000	\$96,000	\$85,000	\$91,000	\$81,000	\$80,000	\$75,000
	25th Percentile	\$64,000	\$90,000	\$59,976	\$57,975	\$62,500	\$50,250	\$60,000	\$49,500
	75th Percentile	\$164,700	\$240,000	\$150,000	\$113,843	\$132,056	\$120,000	\$119,000	\$147,500
	95th Percentile	\$345,000	\$450,000	\$300,000	\$272,805	\$261,250	\$205,218	\$264,024	\$250,000
Female	Average	\$82,061	\$91,096	\$85,843	\$70,632	\$68,076	\$69,058	\$71,583	\$67,730
	Median	\$72,000	\$84,000	\$70,000	\$60,000	\$60,000	\$60,000	\$60,000	\$58,000
	25th Percentile	\$49,000	\$60,000	\$47,500	\$45,000	\$34,500	\$41,750	\$40,000	\$40,000
	75th Percentile	\$100,000	\$110,000	\$105,000	\$87,000	\$101,950	\$97,750	\$95,600	\$98,000
	95th Percentile	\$174,500	\$190,000	\$201,826	\$143,400	\$149,700	\$160,500	\$209,000	\$108,773

The factor that most influenced compensation for full-time attorneys was total years admitted to practice. Additional analyses were performed regarding full-time attorneys by gender for the categories of total years admitted to practice. The following table presents this data.

2006 Compensation by Gender – Full-Time Attorneys

Gender		0-3 Years	4-6 Years	7-9 Years	10-12 Years	13-15 Years	16-20 Years	21-30 Years	Over 30 Years
Male	Average	\$63,637	\$74,955	\$110,311	\$119,309	\$127,203	\$163,531	\$177,182	\$158,627
	Median	\$55,000	\$65,000	\$83,070	\$110,000	\$103,000	\$117,000	\$125,000	\$126,920
Female	Average	\$55,563	\$77,156	\$81,812	\$78,305	\$106,500	\$104,292	\$107,937	\$115,843
	Median	\$49,000	\$63,650	\$74,385	\$74,000	\$95,262	\$97,500	\$95,300	\$96,000

AGE

Compensation data by five age categories is presented in the following table. For Oregon, both the average and median compensation figures increase from the under-30-years category until the 50-to-59-years category and then decline in the 60-years-or-over category. This was consistent with the data reported in the 2002 survey.

2006 Compensation by Age

Age Category		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Under 30	Average	\$56,669	\$65,595	\$58,099	\$46,010	\$38,382	\$57,800	\$37,207	n/a
	Median	\$50,000	\$65,000	\$50,000	\$46,125	\$43,750	\$49,750	\$40,600	n/a
30-39	Average	\$88,155	\$104,949	\$87,691	\$57,429	\$62,653	\$66,605	\$83,064	\$69,054
	Median	\$73,000	\$91,000	\$72,250	\$55,000	\$60,000	\$62,500	\$63,500	\$47,326
40-49	Average	\$126,847	\$161,497	\$117,496	\$101,982	\$102,078	\$72,105	\$81,192	\$177,870
	Median	\$95,000	\$115,000	\$86,550	\$87,500	\$90,000	\$65,000	\$72,500	\$86,000
50-59	Average	\$138,608	\$189,127	\$128,990	\$116,722	\$112,902	\$96,481	\$122,985	\$96,737
	Median	\$105,000	\$150,000	\$100,000	\$96,500	\$95,900	\$95,000	\$100,000	\$86,582
60 or Over	Average	\$128,995	\$190,618	\$105,669	\$93,302	\$103,553	\$113,434	\$103,325	\$82,996
	Median	\$100,000	\$128,000	\$90,000	\$86,000	\$100,000	\$88,250	\$70,000	\$65,500

YEARS ADMITTED TO PRACTICE IN OREGON

Compensation data by eight categories of years admitted to practice in Oregon and total years admitted to practice is presented in the following two tables. For Oregon, both the average and median compensation figures increased from the first category of 0 to 3 years through 21 to 30 years and then the average declined in the final category of over 30 years. Also in 2002, the Oregon average and median compensation increased from the first category of 0 to 3 years through 21 to 30 years and then the average declined in the final category of over 30 years. Average amounts in some categories were influenced by individuals having been admitted in another state prior to being admitted in Oregon. See also the 2006 Compensation by Total Years Admitted to Practice table.

2006 Compensation by Years Admitted to Practice in Oregon

Years Admitted		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
0-3 Years	Average	\$66,240	\$80,958	\$72,981	\$45,849	\$45,384	\$50,283	\$40,044	\$42,131
	Median	\$55,000	\$77,750	\$55,000	\$48,000	\$45,000	\$49,500	\$37,200	\$41,000
4-6 Years	Average	\$78,451	\$88,075	\$83,604	\$60,648	\$77,850	\$66,450	\$53,456	\$47,500
	Median	\$63,938	\$78,000	\$63,000	\$52,000	\$65,000	\$54,000	\$56,532	\$43,000
7-9 Years	Average	\$92,305	\$118,061	\$94,682	\$67,300	\$70,739	\$47,986	\$79,500	\$64,564
	Median	\$76,134	\$101,000	\$82,139	\$65,000	\$75,000	\$51,500	\$67,500	\$63,127
10-12 Years	Average	\$115,187	\$138,364	\$114,355	\$76,551	\$65,393	\$114,235	\$113,786	\$106,600
	Median	\$90,000	\$117,500	\$101,000	\$77,400	\$60,000	\$90,000	\$76,000	\$98,000
13-15 Years	Average	\$117,866	\$156,350	\$103,280	\$96,687	\$106,446	\$69,964	\$79,385	\$127,681
	Median	\$94,000	\$112,083	\$96,525	\$82,500	\$90,330	\$65,000	\$73,000	\$108,773
16-20 Years	Average	\$129,648	\$179,449	\$114,868	\$112,876	\$99,329	\$84,312	\$107,412	\$104,671
	Median	\$100,000	\$125,000	\$85,275	\$96,000	\$100,393	\$85,100	\$100,000	\$72,000
21-30 Years	Average	\$150,078	\$203,616	\$134,259	\$116,754	\$121,728	\$102,509	\$116,826	\$122,985
	Median	\$106,000	\$150,000	\$100,000	\$97,500	\$105,000	\$100,500	\$96,000	\$81,112
Over 30 Years	Average	\$140,761	\$181,241	\$123,380	\$121,284	\$117,039	\$119,624	\$134,257	\$112,280
	Median	\$111,843	\$146,500	\$100,000	\$98,900	\$100,000	\$96,000	\$85,000	\$96,764

TOTAL YEARS ADMITTED TO PRACTICE

For Oregon, the average and median compensation figures generally follow the same pattern as the data in the previous table, 2006 Compensation by Years Admitted to Practice in Oregon.

2006 Compensation by Total Years Admitted to Practice

Years Admitted		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
0-3 Years	Average	\$57,385	\$68,575	\$63,294	\$44,817	\$41,081	\$50,283	\$34,929	\$42,131
	Median	\$50,700	\$66,618	\$50,000	\$48,000	\$45,000	\$49,500	\$37,200	\$41,000
4-6 Years	Average	\$71,910	\$79,893	\$75,868	\$50,865	\$71,658	\$66,450	\$56,320	\$45,600
	Median	\$63,000	\$75,000	\$62,500	\$50,000	\$63,675	\$54,000	\$56,532	\$36,000
7-9 Years	Average	\$96,451	\$131,145	\$97,120	\$63,844	\$72,702	\$45,667	\$79,571	\$58,064
	Median	\$80,000	\$115,000	\$81,070	\$63,000	\$75,000	\$48,000	\$70,000	\$56,627
10-12 Years	Average	\$104,101	\$118,635	\$102,410	\$72,996	\$74,527	\$86,103	\$123,182	\$152,667
	Median	\$85,000	\$110,250	\$101,000	\$70,000	\$72,500	\$72,500	\$76,000	\$175,000
13-15 Years	Average	\$108,437	\$131,327	\$103,669	\$98,183	\$106,446	\$71,932	\$75,600	\$108,772
	Median	\$91,000	\$107,500	\$95,762	\$82,500	\$90,330	\$66,930	\$60,000	\$102,633
16-20 Years	Average	\$132,031	\$184,744	\$109,711	\$120,613	\$97,540	\$84,499	\$96,902	\$104,671
	Median	\$100,000	\$140,000	\$88,427	\$100,000	\$93,200	\$86,000	\$98,000	\$72,000
21-30 Years	Average	\$149,147	\$199,707	\$135,145	\$112,187	\$117,729	\$108,864	\$116,552	\$126,102
	Median	\$105,000	\$145,000	\$99,957	\$95,000	\$103,686	\$100,500	\$96,000	\$82,224
Over 30 Years	Average	\$139,231	\$185,368	\$123,393	\$119,750	\$116,445	\$113,209	\$114,881	\$104,807
	Median	\$111,843	\$146,500	\$100,000	\$100,000	\$100,000	\$96,000	\$81,500	\$80,791

TYPE OF EMPLOYMENT

Compensation data for 2006 by type of employment is presented in the following table. For Oregon, the highest average compensation was reported by corporate in-house counsel with \$138,730 and the lowest by private nonprofit at \$59,915. Regional data indicates some variations from the Oregon data. The regional data was influenced by the small number of attorneys reporting in a particular type of employment in a specific region.

2006 Compensation by Type of Employment

Type of Employment		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Private Practice	Average	\$129,335	\$165,041	\$108,989	\$111,156	\$95,533	\$99,388	\$106,891	\$110,068
	Median	\$100,000	\$121,000	\$84,000	\$80,000	\$80,000	\$88,050	\$80,000	\$75,000
	25th Percentile	\$58,500	\$84,000	\$49,000	\$43,750	\$49,250	\$52,000	\$54,032	\$49,000
	75th Percentile	\$160,000	\$218,750	\$144,310	\$140,886	\$121,500	\$121,875	\$125,000	\$150,000
	95th Percentile	\$340,000	\$421,000	\$280,750	\$336,500	\$250,000	\$236,829	\$274,512	\$250,000
	Average	\$59,915	\$60,256	\$60,687	\$51,033	\$68,054	\$51,500	n/a	n/a
Private Nonprofit	Median	\$55,000	\$57,000	\$43,000	\$45,000	\$66,163	\$50,000	n/a	n/a
	25th Percentile	\$41,000	\$45,000	\$38,000	\$35,550	\$48,250	\$31,875	n/a	n/a
	75th Percentile	\$71,000	\$73,549	\$68,000	\$69,000	\$91,250	\$72,875	n/a	n/a
	95th Percentile	\$110,000	\$110,800	\$204,000	\$96,000	\$110,000	\$96,500	n/a	n/a
	Average	\$79,812	\$95,370	\$82,494	\$75,419	\$89,520	\$63,700	\$62,690	\$73,223
Government Lawyer	Median	\$76,000	\$94,000	\$75,000	\$73,846	\$79,000	\$62,308	\$64,000	\$70,000
	25th Percentile	\$59,000	\$74,000	\$58,000	\$55,500	\$63,175	\$47,000	\$44,000	\$40,500
	75th Percentile	\$98,000	\$110,000	\$100,000	\$94,890	\$107,500	\$85,250	\$78,000	\$96,166
	95th Percentile	\$140,000	\$142,000	\$138,350	\$109,950	\$169,300	\$110,463	\$101,600	\$170,000
	Average	\$138,730	\$116,926	\$151,275	\$106,720	\$156,551	\$90,417	n/a	n/a
Corporate In-House Counsel	Median	\$115,000	\$115,000	\$120,000	\$112,915	\$131,000	\$88,000	n/a	n/a
	25th Percentile	\$85,000	\$93,000	\$85,000	\$73,000	\$114,117	n/a	n/a	n/a
	75th Percentile	\$150,000	\$140,000	\$178,348	\$125,000	\$213,500	n/a	n/a	n/a
	95th Percentile	\$292,000	\$222,000	\$375,000	\$205,000	\$280,000	n/a	n/a	n/a
Judge/Hearings Officer	Average	\$87,060	\$98,660	\$74,060	\$92,973	\$80,508	n/a	\$95,920	n/a
	Median	\$95,000	\$95,800	\$80,000	\$95,400	\$85,948	n/a	\$96,000	n/a
	25th Percentile	\$75,000	\$92,750	\$57,995	\$78,750	\$44,516	n/a	\$95,800	n/a
	75th Percentile	\$96,000	\$111,000	\$92,910	\$104,250	\$110,600	n/a	\$96,000	n/a
	95th Percentile	\$152,600	\$151,000	\$101,000	\$165,000	\$155,000	n/a	\$96,000	n/a

AREA OF PRACTICE

The type of employment – private area reporting the highest average compensation was business/corporate – litigation with \$169,769 (median \$122,000). The next highest areas for average compensation were business/corporate – transactional with \$163,723 (median \$120,000); civil litigation, defendant (excluding insurance defense) with \$158,982 (median \$130,000), and civil litigation, plaintiff – personal injury with \$158,829 (median \$120,000); The areas reporting the lowest average compensation in the type of employment – private were criminal – private bar with \$92,021 and family law with \$92,980. Regional data differs in certain categories, influenced both by the number of part-time lawyers and by the smaller number of individuals reporting data in some categories/regions. In the type of employment – private nonprofit or government, both areas for which data was collected (criminal – public defender and criminal – public prosecutor) were lower at \$55,388 and \$78,872 than any of the above areas of private practice.

2006 Compensation by Area of Practice

Type of Employment		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Type of Employment – Private									
Bankruptcy	Average	\$157,209	\$197,544	\$141,623	\$138,714	n/a	n/a	n/a	n/a
	Median	\$82,000	\$180,000	\$75,000	\$80,000	n/a	n/a	n/a	n/a
	25th Percentile	\$46,450	\$56,000	\$31,918	\$49,000	n/a	n/a	n/a	n/a
	75th Percentile	\$204,630	\$300,000	\$195,586	\$135,000	n/a	n/a	n/a	n/a
	95th Percentile	\$570,000	\$450,000	\$700,000	\$500,000	n/a	n/a	n/a	n/a
Business/Corporate – Litigation	Average	\$169,769	\$210,292	\$127,769	\$141,000	\$117,086	\$71,700	\$122,333	n/a
	Median	\$122,000	\$165,000	\$105,000	\$148,000	\$85,518	\$65,000	\$62,000	n/a
	25th Percentile	\$81,036	\$100,000	\$75,500	\$57,500	\$51,500	\$25,000	n/a	n/a
	75th Percentile	\$214,000	\$300,000	\$197,000	\$212,500	\$183,750	\$121,750	n/a	n/a
	95th Percentile	\$470,000	\$540,000	\$270,000	\$250,000	\$250,000	\$122,000	n/a	n/a
Business/Corporate – Transactional	Average	\$163,723	\$196,300	\$124,587	\$125,564	\$103,462	\$79,750	\$205,037	n/a
	Median	\$120,000	\$150,000	\$100,000	\$57,950	\$85,000	\$86,000	\$120,000	n/a
	25th Percentile	\$81,000	\$109,000	\$40,000	\$20,000	\$51,000	n/a	\$78,000	n/a
	75th Percentile	\$247,500	\$257,500	\$153,000	\$300,000	\$114,085	n/a	\$317,530	n/a
	95th Percentile	\$449,000	\$498,000	\$389,000	\$350,000	\$275,000	n/a	\$600,000	n/a
Civil Litigation, Defendant (excludes Insurance Defense)	Average	\$158,982	\$153,927	\$188,556	\$182,333	n/a	n/a	n/a	n/a
	Median	\$130,000	\$130,000	\$145,000	\$182,000	n/a	n/a	n/a	n/a
	25th Percentile	\$100,000	\$100,000	\$63,500	n/a	n/a	n/a	n/a	n/a
	75th Percentile	\$200,000	\$200,000	\$250,000	n/a	n/a	n/a	n/a	n/a
	95th Percentile	\$335,000	\$330,200	\$630,00	n/a	n/a	n/a	n/a	n/a

2006 Compensation by Area of Practice *Continued*

Type of Employment		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Type of Employment – Private									
Civil Litigation, Insurance Defense	Average	\$137,139	\$150,016	\$126,200	\$108,585	\$116,184	\$119,100	n/a	n/a
	Median	\$107,500	\$105,000	\$112,500	\$84,000	\$110,000	\$123,000	n/a	n/a
	25th Percentile	\$72,250	\$73,237	\$75,000	\$60,412	n/a	\$86,250	n/a	n/a
	75th Percentile	\$176,250	\$199,934	\$174,500	\$130,000	n/a	\$150,000	n/a	n/a
	95th Percentile	\$323,750	\$385,000	\$274,000	\$260,000	n/a	\$165,000	n/a	n/a
Civil Litigation, Plaintiff (excludes Personal Injury)	Average	\$118,988	\$153,244	\$103,235	n/a	\$47,187	\$85,750	n/a	n/a
	Median	\$90,000	\$106,000	\$101,000	n/a	\$52,500	\$90,000	n/a	n/a
	25th Percentile	\$54,750	\$60,000	\$58,750	n/a	\$23,430	n/a	n/a	n/a
	75th Percentile	\$151,554	\$236,500	\$151,500	n/a	\$65,000	n/a	n/a	n/a
	95th Percentile	\$381,000	\$415,000	\$194,550	n/a	\$80,000	n/a	n/a	n/a
Civil Litigation, Plaintiff – Personal Injury	Average	\$158,829	\$156,535	\$132,080	\$123,132	n/a	\$224,266	\$141,667	\$338,400
	Median	\$120,000	\$120,000	\$100,000	\$130,000	n/a	\$146,000	\$125,000	\$250,000
	25th Percentile	\$68,500	\$64,575	\$67,750	\$46,250	n/a	\$95,000	n/a	\$206,000
	75th Percentile	\$206,000	\$165,000	\$201,500	\$197,000	n/a	\$368,399	n/a	\$515,000
	95th Percentile	\$452,079	\$570,000	\$370,750	\$280,000	n/a	\$573,595	n/a	\$780,000
Criminal – Private Bar	Average	\$92,021	\$103,846	\$70,712	\$75,215	\$141,773	n/a	\$86,616	\$103,667
	Median	\$76,500	\$86,000	\$56,500	\$80,000	\$114,500	n/a	\$75,000	\$68,000
	25th Percentile	\$48,500	\$54,500	\$36,775	\$46,000	\$85,000	n/a	\$41,250	n/a
	75th Percentile	\$110,000	\$130,500	\$100,723	\$109,466	\$232,346	n/a	\$118,520	n/a
	95th Percentile	\$274,000	\$342,000	\$220,000	\$125,000	\$325,000	n/a	\$220,000	n/a
Family Law	Average	\$92,980	\$103,031	\$89,341	\$102,492	\$82,330	\$66,500	\$110,615	\$81,932
	Median	\$70,000	\$90,000	\$60,000	\$65,000	\$73,000	\$55,000	\$80,000	\$70,000
	25th Percentile	\$45,000	\$49,350	\$46,000	\$34,750	\$25,646	\$43,750	\$50,000	\$46,000
	75th Percentile	\$120,000	\$129,000	\$123,750	\$138,080	\$112,000	\$100,500	\$132,500	\$116,250
	95th Percentile	\$275,000	\$288,100	\$284,750	\$404,500	\$250,000	\$150,000	\$320,000	\$184,890
Real Estate/Land Use/ Environmental Law	Average	\$149,637	\$205,579	\$106,343	\$70,250	\$110,000	\$95,000	\$105,062	n/a
	Median	\$98,000	\$154,500	\$71,000	\$53,000	\$65,000	\$90,000	\$86,500	n/a
	25th Percentile	\$65,000	\$95,000	\$52,000	n/a	n/a	n/a	n/a	n/a
	75th Percentile	\$180,671	\$315,000	\$127,875	n/a	n/a	n/a	n/a	n/a
	95th Percentile	\$501,200	\$570,250	\$424,750	n/a	n/a	n/a	n/a	n/a

2006 Compensation by Area of Practice *Continued*

Type of Employment		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Type of Employment – Private									
Tax/Estate Planning	Average	\$122,411	\$164,615	\$110,009	\$60,375	\$85,250	\$94,363	\$40,109	n/a
	Median	\$100,000	\$125,000	\$101,000	\$50,500	\$61,500	\$87,500	\$40,000	n/a
	25th Percentile	\$48,000	\$87,000	\$36,250	\$32,000	\$36,625	n/a	n/a	n/a
	75th Percentile	\$151,226	\$190,000	\$173,000	\$80,000	\$136,750	n/a	n/a	n/a
	95th Percentile	\$365,000	\$477,334	\$290,400	\$141,000	\$217,000	n/a	n/a	n/a
	Workers' Compensation	Average	\$123,494	\$141,618	\$104,091	n/a	\$117,358	n/a	n/a
	Median	\$102,500	\$150,000	\$60,000	n/a	\$120,000	n/a	n/a	n/a
	25th Percentile	\$55,000	\$38,000	\$41,500	n/a	n/a	n/a	n/a	n/a
	75th Percentile	\$152,500	\$210,000	\$127,500	n/a	n/a	n/a	n/a	n/a
	95th Percentile	\$386,261	\$354,565	\$425,000	n/a	n/a	n/a	n/a	n/a
General (no area over 50%)	Average	\$102,626	\$174,340	\$91,475	\$106,792	\$85,577	\$88,465	\$90,560	\$87,667
	Median	\$75,000	\$95,000	\$69,000	\$42,500	\$77,500	\$80,000	\$80,000	\$75,000
	25th Percentile	\$40,000	\$45,500	\$40,000	\$32,741	\$35,875	\$50,000	\$50,000	\$37,250
	75th Percentile	\$127,420	\$233,750	\$124,394	\$188,000	\$107,500	\$122,500	\$125,000	\$146,250
	95th Percentile	\$284,000	\$847,500	\$300,000	\$350,000	\$250,000	\$197,315	\$206,045	\$185,000
	Other	Average	\$120,738	\$148,220	\$106,929	\$144,810	\$89,118	\$59,088	\$71,571
	Median	\$100,000	\$125,000	\$90,000	\$131,000	\$88,500	\$60,000	\$50,000	\$80,000
	25th Percentile	\$67,500	\$85,000	\$57,168	\$70,750	\$42,000	n/a	\$36,000	\$37,500
	75th Percentile	\$153,661	\$185,000	\$124,804	\$195,075	\$122,750	n/a	\$100,000	\$90,000
	95th Percentile	\$300,000	\$318,700	\$209,000	\$335,000	\$217,654	n/a	\$135,000	\$100,000
Type of Employment – Private Nonprofit or Government									
Criminal – Public Defender	Average	\$55,338	\$56,660	\$43,711	\$58,333	\$61,618	\$56,491	\$56,250	n/a
	Median	\$48,000	\$48,000	\$40,000	\$50,000	\$56,000	\$55,000	\$57,500	n/a
	25th Percentile	\$40,000	\$42,000	\$35,000	\$45,500	\$40,000	\$40,000	n/a	n/a
	75th Percentile	\$65,000	\$62,500	\$47,500	\$76,250	\$90,000	\$65,000	n/a	n/a
	95th Percentile	\$96,250	\$134,500	\$92,400	\$96,000	\$96,000	\$96,500	n/a	n/a
	Criminal – Public Prosecutor	Average	\$78,872	\$95,808	\$79,417	\$85,000	\$77,895	\$69,697	\$59,771
Median		\$75,000	\$93,500	\$80,000	\$94,000	\$70,000	\$68,860	\$62,000	\$57,000
25th Percentile		\$60,000	\$69,500	\$61,000	\$62,000	\$62,350	\$51,000	\$42,300	\$46,826
75th Percentile		\$100,000	\$122,500	\$100,000	\$100,500	\$79,000	\$95,000	\$76,500	\$86,316
95th Percentile		\$140,000	\$141,650	\$105,000	\$115,000	\$138,000	\$113,015	\$102,000	\$102,633

SIZE OF PRACTICE

Compensation data for 2006 by size of practice is presented in the following table. For Oregon, both the average and the median generally increase as the size-of-practice category increases. For many of the size-of-practice categories, the Portland region has higher average and median compensation than the other regions. These trends are comparable to the data reported in the 2002 survey.

2006 Compensation by Size of Practice

Size of Practice		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
1 Lawyer Office	Average	\$90,512	\$113,129	\$87,865	\$90,734	\$83,610	\$68,222	\$81,064	\$100,379
	Median	\$75,000	\$98,000	\$75,000	\$67,500	\$81,000	\$56,000	\$68,625	\$80,000
	25th Percentile	\$40,000	\$45,000	\$35,850	\$35,870	\$37,500	\$24,750	\$37,500	\$50,000
	75th Percentile	\$120,000	\$146,500	\$120,000	\$120,449	\$115,564	\$100,750	\$97,000	\$150,000
	95th Percentile	\$225,000	\$300,000	\$225,000	\$275,689	\$217,425	\$176,023	\$281,250	\$250,000
2 Lawyer Office	Average	\$110,398	\$130,135	\$115,992	\$109,405	\$86,810	\$66,762	\$96,199	\$129,179
	Median	\$85,000	\$100,000	\$85,500	\$80,000	\$73,500	\$55,042	\$87,500	\$85,962
	25th Percentile	\$55,042	\$68,000	\$57,250	\$42,000	\$38,073	\$48,500	\$61,500	\$49,000
	75th Percentile	\$125,000	\$128,000	\$141,000	\$125,000	\$114,116	\$90,625	\$111,500	\$148,750
	95th Percentile	\$273,000	\$540,000	\$279,250	\$404,500	\$325,000	\$120,000	\$208,564	\$751,000
3-6 Lawyer Office	Average	\$111,247	\$144,609	\$105,717	\$88,854	\$106,435	\$120,341	\$80,934	\$71,542
	Median	\$84,000	\$98,000	\$81,500	\$61,500	\$93,200	\$89,000	\$73,000	\$52,653
	25th Percentile	\$52,000	\$64,150	\$50,750	\$47,000	\$52,000	\$57,000	\$48,000	\$36,000
	75th Percentile	\$127,000	\$174,206	\$125,250	\$106,000	\$150,000	\$134,250	\$96,000	\$86,582
	95th Percentile	\$318,000	\$400,000	\$289,000	\$228,000	\$261,600	\$505,196	\$220,000	\$212,000
7-20 Lawyer Office	Average	\$120,107	\$141,381	\$115,510	\$100,988	\$103,488	\$87,129	\$122,292	n/a
	Median	\$93,000	\$108,000	\$93,000	\$90,000	\$75,000	\$70,000	\$102,000	n/a
	25th Percentile	\$60,000	\$60,000	\$59,000	\$67,608	\$56,000	\$52,500	\$65,000	n/a
	75th Percentile	\$149,000	\$180,750	\$144,874	\$107,000	\$120,000	\$120,000	\$170,000	n/a
	95th Percentile	\$300,000	\$386,250	\$267,500	\$254,000	\$276,000	\$167,800	\$275,000	n/a
21-60 Lawyer Office	Average	\$140,572	\$156,033	\$133,381	\$105,045	\$97,082	\$74,625	\$189,807	n/a
	Median	\$100,000	\$110,250	\$86,000	\$82,209	\$72,750	\$73,500	\$160,000	n/a
	25th Percentile	\$72,856	\$83,250	\$65,500	\$58,250	\$60,000	n/a	\$93,210	n/a
	75th Percentile	\$167,500	\$206,750	\$128,500	\$113,729	\$113,000	n/a	\$289,500	n/a
	95th Percentile	\$363,000	\$381,182	\$602,115	\$337,250	\$250,000	n/a	\$450,000	n/a

2006 Compensation by Size of Practice *Continued*

Size of Practice		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Over 60 Lawyer Office	Average	\$154,313	\$172,247	\$212,932	\$74,467	\$129,000	n/a	n/a	n/a
	Median	\$105,000	\$130,000	\$167,500	\$76,620	\$132,000	n/a	n/a	n/a
	25th Percentile	\$79,000	\$92,500	\$104,500	\$53,000	n/a	n/a	n/a	n/a
	75th Percentile	\$190,000	\$207,500	\$277,500	\$95,000	n/a	n/a	n/a	n/a
	95th Percentile	\$448,815	\$471,000	\$675,500	\$103,789	n/a	n/a	n/a	n/a

LEVEL OF EMPLOYMENT

Compensation data for 2006 broken down by level of employment is presented in the following table. Data, including the number of respondents, is presented for full-time lawyers and lawyers who were working part-time by choice. This data may be helpful in considering the impact that part-time lawyer compensation has on the regional data presented in other tables.

2006 Compensation by Level of Employment

Level of Employment		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Full-Time Lawyer	Average	\$124,384	\$153,395	\$120,692	\$96,821	\$105,107	\$92,852	\$96,776	\$109,465
	Median	\$96,000	\$110,500	\$95,000	\$80,000	\$90,000	\$82,100	\$80,000	\$80,000
	Number	1,543	555	406	209	129	84	104	56
Part-Time Lawyer by Choice	Average	\$66,008	\$92,641	\$60,506	\$49,780	\$43,542	\$56,777	\$100,221	\$31,429
	Median	\$50,000	\$75,000	\$50,000	\$36,000	\$35,000	\$32,000	\$60,000	\$35,000
	Number	196	44	81	19	18	16	11	7

METHOD OF PAY

The 2006 compensation data by method of pay is presented in the following table. Only individuals working full-time or part-time as lawyers in all types of employment were included. Owners reported the highest average compensation in all regions of the state.

2006 Compensation by Method of Pay

Method of Pay		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Owner (e.g., Partner, Shareholder, Sole Practitioner)	Average	\$151,104	\$216,469	\$115,478	\$136,187	\$110,904	\$108,181	\$117,845	\$128,526
	Median	\$120,000	\$180,500	\$90,000	\$113,686	\$98,000	\$100,500	\$85,000	\$94,000
Employee (e.g., salaried or hourly paid)	Average	\$88,048	\$91,341	\$104,988	\$73,818	\$81,540	\$67,069	\$68,963	\$64,354
	Median	\$80,000	\$90,000	\$83,070	\$70,000	\$73,000	\$65,000	\$65,000	\$57,000
Contract (e.g., paid by hour or assignment)	Average	\$53,473	\$52,740	\$69,780	\$42,875	\$58,700	\$20,875	n/a	n/a
	Median	\$42,000	\$30,500	\$50,000	\$42,500	\$67,000	\$17,250	n/a	n/a

The following table presents additional information regarding two categories of method of pay, owner and employee. Data is provided for full-time lawyers by area of practice (includes only lawyers in private practice) and by total years admitted to practice. Compensation reported is consistently higher for owners than employees except for the first two categories (from 0 years to 6 years) of total years admitted to practice where average employee compensation exceeds owner compensation.

2006 Compensation by Method of Pay – Full-Time Lawyers

Selected Variables Area of Practice	Owner		Employee	
	Average	Median	Average	Median
Type of Employment – Private				
Bankruptcy	\$218,454	\$168,000	\$86,258	\$62,000
Business/Corporate – Litigation	\$229,129	\$200,000	\$91,247	\$80,000
Business/Corporate – Transactional	\$207,717	\$177,500	\$97,921	\$95,000
Civil Litigation, Defendant (excludes Insurance Defense)	\$231,000	\$225,000	\$119,033	\$117,500
Civil Litigation, Insurance Defense	\$207,106	\$182,500	\$81,125	\$80,000
Civil Litigation, Plaintiff (excludes Personal Injury)	\$146,312	\$120,000	\$67,025	\$60,000
Civil Litigation, Plaintiff – Personal Injury	\$180,721	\$130,000	\$55,967	\$52,156
Criminal – Private Bar	\$110,673	\$90,000	\$58,833	\$55,500
Family Law	\$113,575	\$97,457	\$57,835	\$51,350
Real Estate/Land Use/Environmental Law	\$195,812	\$160,000	\$90,316	\$85,000
Tax/Estate Planning	\$178,750	\$150,000	\$80,103	\$84,000
Workers, Compensation	\$161,548	\$145,000	\$61,188	\$56,500
General (no area over 50%)	\$131,397	\$100,000	\$65,244	\$65,000
Other	\$154,758	\$138,000	\$104,437	\$95,000
Total Years Admitted to Practice				
0-3 Years	\$60,798	\$43,200	\$65,805	\$59,000
4-6 Years	\$78,446	\$80,000	\$79,369	\$65,000
7-9 Years	\$127,514	\$90,000	\$96,370	\$84,500
10-12 Years	\$127,181	\$125,000	\$98,346	\$101,000
13-15 Years	\$146,109	\$125,000	\$79,355	\$82,500
16-20 Years	\$188,211	\$155,000	\$93,900	\$82,500
21-30 Years	\$190,042	\$150,000	\$119,990	\$120,000
Over 30 Years	\$169,486	\$136,000	\$112,500	\$120,000

BILLING PRACTICES

Data regarding billing practices of Oregon attorneys in private practice was obtained in the survey. Data regarding hours billed per month, hours billed per month by method of pay, and hourly billing rate (analyzed by total years admitted to practice and by area of practice) is presented in the following tables.

HOURS BILLED

Average and median hours billed per month are included in the following table. This data includes attorneys in private practice working full-time or part-time by choice. Hours billed range from a high of 124 average hours and 135 median hours in Portland to a low of 85 average and 83 median hours in the Oregon Coast region. The Oregon average hours billed of 105 per month was lower than the average of 111 in the 2002 survey. Similar comparisons with 2002 data exist for most of the regional data.

Hours Billed Per Month – *Private Practice*

Hours Billed	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Average	105	124	85	102	98	86	95	85
Median	120	135	88	110	105	96	90	83
25th Percentile	70	110	35	60	71	49	70	60
75th Percentile	145	150	128	150	134	111	125	120
95th Percentile	175	180	167	178	154	181	160	156

HOURS BILLED BY METHOD OF PAY

Hours billed per month are presented in the following table by method of pay for attorneys in private practice working full-time or part-time by choice. For Oregon, the median number of hours for employees was 135, and the Portland region was highest with 145 hours per month. For Oregon, the median number of hours for owners was 100 and for the Portland region was 130. This data compares to the 2002 survey, which reported for Oregon the employee median of 145 hours and the owner median of 110 hours.

Hours Billed Per Month by Method of Pay – *Private Practice*

Method of Pay		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Owner (e.g., Partner, Shareholder, Sole Practitioner)	Average	97	117	77	99	90	83	94	84
	Median	100	130	75	108	100	92	100	83
Employee (e.g., salaried or hourly paid)	Average	124	138	113	106	112	102	97	91
	Median	135	145	125	120	120	105	85	78
Contract (e.g., paid by hour or assignment)	Average	69	54	65	n/a	n/a	n/a	n/a	n/a
	Median	75	25	75	n/a	n/a	n/a	n/a	n/a

BILLING RATE

The average, median, low, 25th, 75th, and 95th percentiles, and high hourly billing rates are included in the following table. This data includes attorneys in private practice working full-time, part-time by choice, or part-time Due to Lack of Legal Work. For Oregon, the average and median billing rates of \$213 and \$200 per hour compare to \$174 and \$165 in the 2002 survey.

Hourly Billing Rate All Respondents – Private Practice

Hourly Billing Rate	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Average	\$213	\$244	\$207	\$178	\$184	\$180	\$185	\$177
Median	\$200	\$230	\$200	\$175	\$180	\$175	\$180	\$173
Low	\$25	\$25	\$40	\$30	\$40	\$110	\$50	\$125
25th Percentile	\$165	\$185	\$175	\$150	\$150	\$150	\$150	\$150
75th Percentile	\$250	\$298	\$250	\$200	\$210	\$200	\$200	\$185
95th Percentile	\$350	\$375	\$326	\$275	\$258	\$297	\$275	\$294
High	\$575	\$575	\$500	\$300	\$310	\$300	\$425	\$300

TOTAL YEARS ADMITTED TO PRACTICE

Average and median hourly billing rates by total years admitted to practice are presented in the following table. This data includes attorneys in private practice working full-time, part-time by choice, or part-time Due to Lack of Legal Work. For Oregon, the average and median billing rates were generally higher with more years admitted to practice. Regional data exhibits some variations, but generally follows the trend of higher rates as years of experience increase.

Hourly Billing Rate by Total Years Admitted to Practice – Private Practice

Years Admitted		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
0-3 Years	Average	\$165	\$177	\$172	\$141	\$150	\$148	\$127	n/a
	Median	\$165	\$180	\$165	\$150	\$150	\$140	\$130	n/a
	25th Percentile	\$150	\$162	\$125	\$125	\$130	n/a	n/a	n/a
	75th Percentile	\$185	\$190	\$192	\$160	\$155	n/a	n/a	n/a
	95th Percentile	\$215	\$216	\$388	\$207	\$200	n/a	n/a	n/a
	Average	\$174	\$188	\$172	\$159	\$162	\$151	\$164	\$156
4-6 Years	Median	\$175	\$185	\$175	\$150	\$175	\$150	\$150	\$150
	25th Percentile	\$150	\$170	\$150	\$150	\$125	\$130	\$150	\$142
	75th Percentile	\$200	\$210	\$195	\$175	\$192	\$165	\$175	\$174
	95th Percentile	\$235	\$240	\$229	\$250	\$200	\$200	\$200	\$185
	Average	\$213	\$244	\$207	\$178	\$184	\$180	\$185	\$177

Hourly Billing Rate by Total Years Admitted to Practice – Private Practice *Continued*

Years Admitted		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
7-9 Years	Average	\$202	\$239	\$194	\$162	\$160	\$168	\$155	\$160
	Median	\$200	\$225	\$180	\$162	\$158	\$150	\$150	\$150
	25th Percentile	\$150	\$200	\$150	\$115	\$135	n/a	n/a	n/a
	75th Percentile	\$234	\$275	\$225	\$205	\$198	n/a	n/a	n/a
	95th Percentile	\$317	\$360	\$299	\$235	\$250	n/a	n/a	n/a
10-12 Years	Average	\$206	\$235	\$200	\$156	\$162	\$162	\$194	\$150
	Median	\$200	\$250	\$218	\$170	\$158	\$160	\$188	\$150
	25th Percentile	\$152	\$165	\$169	\$132	\$140	n/a	\$156	n/a
	75th Percentile	\$252	\$290	\$250	\$182	\$191	n/a	\$220	n/a
	95th Percentile	\$325	\$334	\$323	\$235	\$210	n/a	\$275	n/a
13-15 Years	Average	\$207	\$225	\$208	\$186	\$185	\$177	\$191	\$179
	Median	\$200	\$230	\$208	\$190	\$180	\$175	\$175	\$180
	25th Percentile	\$175	\$180	\$176	n/a	\$150	\$172	\$150	\$158
	75th Percentile	\$250	\$275	\$250	n/a	\$222	\$182	\$225	\$200
	95th Percentile	\$294	\$330	\$292	n/a	\$225	\$190	\$350	\$200
16-20 Years	Average	\$221	\$267	\$208	\$191	\$177	\$152	\$189	\$155
	Median	\$200	\$275	\$200	\$180	\$175	\$158	\$185	\$150
	25th Percentile	\$169	\$200	\$175	\$155	\$150	n/a	\$165	n/a
	75th Percentile	\$275	\$325	\$250	\$210	\$222	n/a	\$210	n/a
	95th Percentile	\$375	\$387	\$365	\$285	\$245	n/a	\$290	n/a
21-30 Years	Average	\$238	\$277	\$226	\$211	\$208	\$192	\$188	\$173
	Median	\$225	\$275	\$220	\$180	\$200	\$190	\$198	\$165
	25th Percentile	\$180	\$225	\$180	\$175	\$180	\$166	\$175	\$142
	75th Percentile	\$275	\$325	\$250	\$265	\$225	\$208	\$206	\$182
	95th Percentile	\$378	\$399	\$367	\$285	\$308	\$300	\$252	\$300
Over 30 Years	Average	\$232	\$287	\$218	\$207	\$206	\$205	\$190	\$203
	Median	\$210	\$300	\$200	\$200	\$202	\$200	\$178	\$190
	25th Percentile	\$180	\$239	\$175	\$179	\$179	\$169	\$150	\$175
	75th Percentile	\$275	\$350	\$250	\$256	\$242	\$220	\$200	\$234
	95th Percentile	\$390	\$461	\$362	\$300	\$284	\$300	\$425	\$300

AREA OF PRIVATE PRACTICE

For attorneys in private practice, the average and median hourly billing rate by area of private practice is presented in the following table. This data includes attorneys in private practice working full-time, part-time by choice, or part-time Due to Lack of Legal Work. For Oregon, the average hourly billing rates range from a low of \$169 per hour for civil litigation, insurance defense to a high of \$253 for bankruptcy. The highest median billing rate was \$245 for both bankruptcy and business/corporate – litigation. In general, the highest hourly billing rates were in Portland.

Hourly Billing Rate by Area of Practice – *Private Practice*

Years Admitted		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Bankruptcy	Average	\$253	\$272	\$265	\$212	n/a	n/a	n/a	n/a
	Median	\$245	\$285	\$262	\$210	n/a	n/a	n/a	n/a
	25th Percentile	\$195	\$190	\$206	\$180	n/a	n/a	n/a	n/a
	75th Percentile	\$301	\$328	\$321	\$235	n/a	n/a	n/a	n/a
	95th Percentile	\$395	\$375	\$420	\$250	n/a	n/a	n/a	n/a
	Average	\$246	\$283	\$208	\$173	\$188	\$196	\$233	n/a
Business/ Corporate – Litigation	Median	\$245	\$275	\$225	\$192	\$155	\$200	\$225	n/a
	25th Percentile	\$184	\$225	\$165	\$125	\$140	\$140	n/a	n/a
	75th Percentile	\$300	\$337	\$250	\$226	\$240	\$250	n/a	n/a
	95th Percentile	\$392	\$445	\$310	\$230	\$310	\$300	n/a	n/a
	Average	\$242	\$272	\$241	\$168	\$192	\$175	\$228	n/a
Business/ Corporate – Transactional	Median	\$225	\$275	\$218	\$175	\$185	\$170	\$210	n/a
	25th Percentile	\$185	\$200	\$195	\$108	\$150	n/a	\$200	n/a
	75th Percentile	\$289	\$325	\$281	\$248	\$220	n/a	\$225	n/a
	95th Percentile	\$409	\$436	\$425	\$275	\$265	n/a	\$425	n/a
	Average	\$245	\$249	\$264	\$199	n/a	n/a	n/a	n/a
Civil Litigation, Defendant (excludes Insur- ance Defense)	Median	\$232	\$238	\$238	\$182	n/a	n/a	n/a	n/a
	25th Percentile	\$190	\$200	\$172	n/a	n/a	n/a	n/a	n/a
	75th Percentile	\$282	\$285	\$368	n/a	n/a	n/a	n/a	n/a
	95th Percentile	\$396	\$388	\$495	n/a	n/a	n/a	n/a	n/a
	Average	\$169	\$176	\$172	\$142	\$150	\$148	n/a	n/a
Civil Litigation, Insurance Defense	Median	\$160	\$165	\$150	\$140	\$150	\$165	n/a	n/a
	25th Percentile	\$150	\$150	\$150	\$125	n/a	\$122	n/a	n/a
	75th Percentile	\$185	\$195	\$180	\$165	n/a	\$165	n/a	n/a
	95th Percentile	\$252	\$256	\$290	\$170	n/a	\$165	n/a	n/a

Hourly Billing Rate by Area of Practice – Private Practice *Continued*

Years Admitted		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Civil Litigation, Plaintiff (excludes Personal Injury)	Average	\$219	\$240	\$205	n/a	\$179	\$216	n/a	n/a
	Median	\$200	\$225	\$200	n/a	\$180	\$192	n/a	n/a
	25th Percentile	\$175	\$181	\$174	n/a	\$142	n/a	n/a	n/a
	75th Percentile	\$250	\$294	\$231	n/a	\$215	n/a	n/a	n/a
	95th Percentile	\$350	\$350	\$339	n/a	\$230	n/a	n/a	n/a
Civil Litigation, Plaintiff – Personal Injury	Average	\$228	\$259	\$227	\$209	n/a	\$181	\$192	\$219
	Median	\$200	\$250	\$218	\$190	n/a	\$188	\$200	\$212
	25th Percentile	\$180	\$200	\$180	\$175	n/a	n/a	n/a	n/a
	75th Percentile	\$250	\$300	\$250	\$256	n/a	n/a	n/a	n/a
	95th Percentile	\$346	\$350	\$442	\$275	n/a	n/a	n/a	n/a
Criminal – Private Bar	Average	\$176	\$194	\$155	\$166	\$210	n/a	\$164	\$182
	Median	\$175	\$200	\$155	\$162	\$220	n/a	\$175	\$175
	25th Percentile	\$150	\$150	\$131	\$112	\$125	n/a	\$125	n/a
	75th Percentile	\$202	\$244	\$194	\$238	\$282	n/a	\$198	n/a
	95th Percentile	\$272	\$250	\$250	\$250	\$300	n/a	\$200	n/a
Family Law	Average	\$188	\$209	\$198	\$186	\$168	\$171	\$158	\$167
	Median	\$180	\$200	\$200	\$175	\$175	\$165	\$160	\$165
	25th Percentile	\$150	\$175	\$165	\$150	\$140	\$150	\$150	\$156
	75th Percentile	\$215	\$258	\$225	\$219	\$198	\$192	\$175	\$180
	95th Percentile	\$295	\$300	\$300	\$295	\$250	\$250	\$210	\$200
Real Estate/Land Use/Environmental Law	Average	\$234	\$268	\$221	\$165	\$192	\$188	\$166	n/a
	Median	\$215	\$260	\$210	\$155	\$178	\$175	\$185	n/a
	25th Percentile	\$180	\$205	\$179	n/a	n/a	n/a	n/a	n/a
	75th Percentile	\$275	\$315	\$252	n/a	n/a	n/a	n/a	n/a
	95th Percentile	\$375	\$378	\$396	n/a	n/a	n/a	n/a	n/a
Tax/Estate Planning	Average	\$225	\$261	\$202	\$182	\$202	\$208	\$192	n/a
	Median	\$210	\$235	\$200	\$175	\$200	\$215	\$200	n/a
	25th Percentile	\$178	\$200	\$175	\$162	\$180	n/a	n/a	n/a
	75th Percentile	\$250	\$316	\$240	\$195	\$235	n/a	n/a	n/a
	95th Percentile	\$388	\$418	\$298	\$250	\$250	n/a	n/a	n/a

Hourly Billing Rate by Area of Practice – Private Practice *Continued*

Years Admitted		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Workers' Compensation	Average	\$188	\$150	\$178	n/a	\$233	n/a	n/a	n/a
	Median	\$175	\$155	\$152	n/a	\$250	n/a	n/a	n/a
	25th Percentile	\$150	\$145	\$150	n/a	n/a	n/a	n/a	n/a
	75th Percentile	\$235	\$175	\$202	n/a	n/a	n/a	n/a	n/a
	95th Percentile	\$300	\$225	\$275	n/a	n/a	n/a	n/a	n/a
	General (no area over 50%)	Average	\$191	\$243	\$198	\$178	\$180	\$177	\$168
	Median	\$180	\$248	\$200	\$168	\$168	\$175	\$175	\$178
	25th Percentile	\$150	\$190	\$165	\$150	\$150	\$160	\$150	\$150
	75th Percentile	\$211	\$300	\$225	\$188	\$210	\$200	\$185	\$181
	95th Percentile	\$300	\$371	\$292	\$300	\$260	\$210	\$243	\$275
Other	Average	\$218	\$242	\$208	\$185	\$173	n/a	\$232	\$162
	Median	\$200	\$222	\$200	\$170	\$175	n/a	\$212	\$150
	25th Percentile	\$175	\$190	\$180	\$150	\$150	n/a	\$169	n/a
	75th Percentile	\$250	\$300	\$250	\$220	\$200	n/a	\$305	n/a
	95th Percentile	\$350	\$397	\$307	\$285	\$225	n/a	\$350	n/a

BILLING METHODS

For attorneys in private practice, data was reported for the change in billing methods for time billed on an hourly rate basis. The table below presents the percentage of responses for each of the four options regarding the change in the portion of hourly billing. Eighty-six percent of the responses were either not applicable (because they billed less than 1/3 on an hourly basis) or reported no change in the portion of hourly rate billing. For Oregon, almost twice as many respondents (9%) had a decrease in the portion of hourly billing than those respondents who reported an increase (5%).

Change in Billing Methods – Private Practice

Change in Portion of Hourly Billing	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Not Applicable – Bill Less than 1/3 on Hourly Rate Basis	18%	14%	22%	20%	24%	21%	14%	19%
Decrease in Portion of Hourly Billing	9%	5%	11%	12%	13%	7%	10%	14%
Increase in Portion of Hourly Billing	5%	5%	7%	8%	2%	2%	4%	9%
No Change in Portion of Hourly Billing	68%	77%	60%	60%	61%	71%	72%	58%

PRACTICE PROFILE/CHARACTERISTICS

The following tables present data regarding the characteristics and profile of legal practice in Oregon. Data is provided for total hours worked per month, hours worked per month by type of employment, and hours spent in Pro Bono and community service activities.

HOURS WORKED

Monthly hours worked for full-time and part-time lawyers by choice are presented in the following table. Average and median hours worked by full-time lawyers were fairly consistent throughout the seven regions. Average and median hours worked by part-time lawyers were less consistent among the regions. For Oregon, the average (185) and median (180) hours worked per month for full-time lawyers were almost the same as those in the 2002 survey, which were an average of 186 hours and median of 180 hours.

Hours Worked per Month

Level of Employment		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Full-Time Lawyer	Average	185	188	184	182	186	182	177	179
	Median	180	180	180	180	180	180	180	176
Part-Time Lawyer by Choice	Average	95	115	93	93	85	79	94	74
	Median	100	120	100	96	99	103	100	80

TYPE OF EMPLOYMENT

Data regarding average and median hours worked per month by type of employment for full-time lawyers is presented in the following table. Most types of employment reported similar number of hours worked. For most categories, the data reflects slightly fewer hours worked per month than the 2002 data.

Hours Worked Per Month by Type of Employment

Type of Employment		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Private	Average	185	188	182	188	185	180	175	181
	Median	180	185	180	188	180	176	167	180
Private Nonprofit	Average	186	189	189	167	156	197	n/a	n/a
	Median	174	176	180	153	150	171	n/a	n/a
Government	Average	184	188	182	180	190	184	184	178
	Median	180	180	180	180	180	180	180	176
Corporate In-House Counsel	Average	188	186	190	178	203	183	n/a	n/a
	Median	190	180	190	196	200	180	n/a	n/a
Judge/Hearings Officer	Average	175	179	177	169	178	n/a	188	n/a
	Median	173	178	173	168	180	n/a	180	n/a

PRO BONO/COMMUNITY SERVICE HOURS

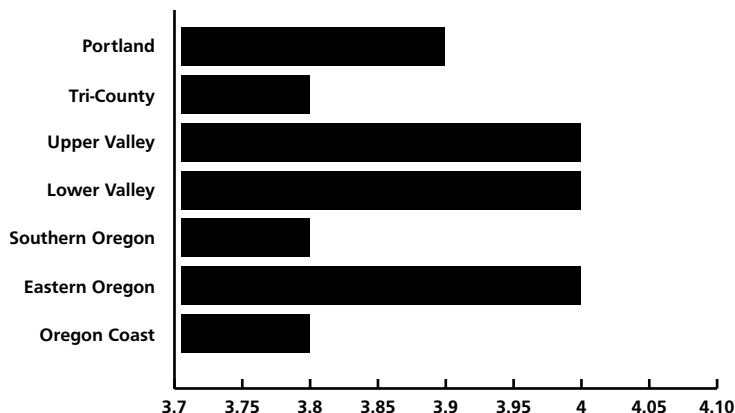
Pro Bono legal services were defined as legal services provided to individuals whom the attorney did not bill. This category does not include attorneys working for legal aid organizations or nonprofit groups that provide legal services on a free or reduced fee basis. Forty-five percent of attorneys reported spending an average of 8.9 hours per month providing Pro Bono legal services compared to 52% spending 9.1 hours in 2002. Community service was defined as volunteer service to charitable organizations, churches, or other community services. Fifty-eight percent reported spending an average of 11.6 hours per month providing volunteer community services, compared to 64% spending 11.4 hours in 2002.

Average Pro-Bono/Community Service Hours Per Month by Type of Employment

Type of Employment		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Private	Pro Bono	8.9	8.5	9.7	10.2	7.7	8.7	7.7	9.7
	Community	11.8	11.7	11.6	13.1	12.1	11.3	11.4	11.8
Private Nonprofit	Pro Bono	9.6	7.4	14.0	n/a	5.7	n/a	n/a	n/a
	Community	12.2	9.1	20.8	7.6	10.2	n/a	n/a	n/a
Government	Pro Bono	7.9	10.6	n/a	10.0	n/a	5.1	5.0	8.0
	Community	11.0	11.3	8.6	11.8	18.8	10.6	6.2	13.6
Corporate In-House Counsel	Pro Bono	5.4	6.5	5.5	1.5	n/a	n/a	n/a	n/a
	Community	11.0	10.2	10.8	15.8	8.7	n/a	n/a	n/a
Judge/Hearings Officer	Pro Bono	9.5	n/a	9.7	n/a	n/a	n/a	n/a	n/a
	Community	11.0	10.0	4.0	11.4	22.3	n/a	11.8	n/a

CAREER SATISFACTION

Career satisfaction was measured on a five-point scale with 1 = very dissatisfied and 5 = very satisfied. Satisfaction data is presented by gender, total years admitted to practice, type of employment, area of practice, and level of employment.



GENDER

Oregon attorneys rated their legal career satisfaction at 3.9, with males at 3.9 and females at 3.8. These ratings compare to 3.7 for all respondents, 3.6 for males, and 3.7 for females in 2002. The regional data indicates slightly higher satisfaction ratings among males than females.

Career Satisfaction by Gender (1=Very Dissatisfied, 5=Very Satisfied)

Gender	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
All Respondents	3.9	3.9	3.8	4.0	4.0	3.8	4.0	3.8
Male	3.9	3.9	3.8	4.0	4.1	3.8	4.0	3.9
Female	3.8	3.9	3.8	3.9	3.7	3.8	3.8	3.5

TOTAL YEARS ADMITTED TO PRACTICE

Career satisfaction ratings by total years admitted to practice are presented in the following table. For Oregon, the career satisfaction ratings range from 3.7 to 4.1. In 2002, the ratings ranged from 3.5 to 3.7. Regional data exhibits greater variability.

Career Satisfaction by Total Years Admitted to Practice (1=Very Dissatisfied, 5=Very Satisfied)

Years Admitted	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
0-3 Years	3.7	3.8	3.4	3.9	3.4	3.9	3.8	4.2
4-6 Years	3.7	3.7	3.6	3.7	3.1	3.6	3.8	4.0
7-9 Years	3.7	3.6	3.9	3.3	3.6	4.2	3.7	4.0
10-12 Years	3.8	3.9	3.8	3.5	4.0	3.5	4.3	3.7
13-15 Years	3.9	3.9	4.0	4.1	4.2	3.2	4.0	4.3

Career Satisfaction by Total Years Admitted to Practice *Continued*

Years Admitted	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
16-20 Years	3.9	3.8	3.9	4.0	4.2	3.2	3.8	3.7
21-30 Years	4.0	4.0	3.9	4.1	4.2	3.8	3.9	3.7
Over 30 Years	4.1	4.2	3.9	4.3	4.2	4.3	4.4	3.6

TYPE OF EMPLOYMENT

Career satisfaction ratings by type of employment are presented in the following table. For career satisfaction, judges/hearings officers reported the highest ratings for Oregon (4.5) and in most of the regions. Private practice reported the lowest satisfaction ratings for Oregon (3.8) and in the regions.

Career Satisfaction by Type of Employment (1=Very Dissatisfied, 5=Very Satisfied)

Type of Employment	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Private	3.8	3.8	3.8	3.7	3.8	3.8	3.9	3.7
Private Nonprofit	4.0	4.2	3.9	3.7	4.2	4.0	n/a	n/a
Government	4.2	4.2	4.2	4.1	4.4	4.0	4.3	4.4
Corporate In-House Counsel	3.9	3.9	3.9	3.8	4.1	4.0	n/a	n/a
Judge/Hearings Officer	4.5	4.9	4.4	4.4	4.4	n/a	4.4	n/a

AREA OF PRACTICE

Career satisfaction ratings by area of practice are presented in the following table. For Oregon, career satisfaction ratings by area of practice range from 3.6 to 4.2. Regional variations exist.

Career Satisfaction by Area of Practice (1=Very Dissatisfied, 5=Very Satisfied)

Area of Practice	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Type of Employment – Private								
Bankruptcy	3.9	4.1	4.1	3.4	n/a	n/a	n/a	n/a
Business/Corporate – Litigation	3.8	3.9	3.2	4.0	3.9	3.2	4.0	n/a
Business/Corporate – Transactional	3.9	3.8	4.0	3.8	3.6	3.0	4.4	n/a
Civil Litigation, Defendant (excludes Insurance Defense)	3.8	3.9	3.0	4.3	n/a	n/a	n/a	n/a
Civil Litigation, Insurance Defense	3.6	3.6	3.9	3.2	4.7	3.0	n/a	n/a
Civil Litigation, Plaintiff (excludes Personal Injury)	3.8	3.9	3.6	n/a	3.5	4.0	n/a	n/a

Career Satisfaction by Area of Practice *Continued*

Area of Practice	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Civil Litigation, Plaintiff – Personal Injury	3.9	4.0	3.8	3.6	n/a	4.2	4.7	4.0
Criminal – Private Bar	3.7	4.1	3.4	4.1	4.0	n/a	3.2	2.0
Family Law	3.8	3.8	3.6	3.6	3.7	4.0	4.2	4.0
Real Estate/Land Use/ Environmental Law	3.9	4.1	3.5	3.5	4.2	3.0	4.2	n/a
Tax/Estate Planning	4.0	3.8	4.1	4.0	4.3	3.2	4.2	n/a
Workers' Compensation	3.8	3.4	3.8	n/a	4.0	n/a	n/a	n/a
General (no area over 50%)	3.8	4.0	4.0	4.1	3.3	4.0	3.6	3.6
Other	3.8	3.8	3.7	3.9	4.3	4.7	3.4	3.8
Type of Employment – Private Nonprofit or Government								
Criminal – Public Defender	3.6	3.5	3.6	3.5	3.5	4.0	3.2	n/a
Criminal – Public Prosecutor	4.2	4.2	4.2	4.4	4.6	3.9	4.1	4.8

LEVEL OF EMPLOYMENT

Career satisfaction ratings by level of employment are presented in the following table. This data has a much greater range of ratings than any of the other analyses of satisfaction. For Oregon, part-time lawyers Due to Lack of Legal Work have the lowest satisfaction rating at 2.7. This was also true for most of the regions where data was available. Full-time lawyers reported the highest satisfaction ratings for Oregon at 3.9.

Career Satisfaction by Level of Employment (1=Very Dissatisfied, 5=Very Satisfied)

Area of Practice	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Full-Time Lawyer	3.9	3.9	3.9	4.0	4.0	3.9	3.9	3.9
Part-Time Lawyer by Choice	3.8	3.9	3.8	3.6	3.8	3.3	4.6	3.9
Part-Time Lawyer Due to Lack of Legal Work	2.7	2.6	2.7	2.8	2.6	n/a	n/a	n/a
Retired	3.8	n/a	3.8	n/a	4.5	3.3	n/a	3.0

COPY OF QUESTIONNAIRE - 2007 OREGON STATE BAR ECONOMIC SURVEY

The information you provide will remain **strictly confidential** and will not be identified with any individual. Completed questionnaires will be seen only by personnel of FLIKIRS PROFESSIONAL SERVICES, INC. Select only **ONE** response to each question by checking the box to the left of your response or by filling in the blank. Thank you for participating! **Questions should be answered using data for 2006 unless otherwise indicated.**

- A. **Password** *Enter all 4 digits* ___ ___ ___ ___
(The password must be entered for survey to be valid)
- B. **Gender** 1 Male 2 Female
- C. **Age** as of 12/31/2006 _____
- D. **Year admitted to Oregon State Bar** _____
- E. **Year first admitted to any state bar** *(including OR)* _____
- F. **Level of Employment** *Select only one*
 1 Full-Time Lawyer
 2 Part-Time Lawyer by Choice
 3 Part-Time Lawyer Due to Lack of Legal Work
 4 Not Working as Lawyer by Choice
 5 Not Working as Lawyer Due to Lack of Legal Work
 6 Retired
- G. **Type of employment** Indicate the type that represented 50% or more of your practice. *Select only one*
 1 Private
 2 Private Non-Profit
 3 Government
 4 Corporate In-House Counsel
 5 Judge/Hearings Officer
- H. **Area of practice** Indicate the area that represented 50% or more of your practice. *Select only one*
 1 Bankruptcy
 2 Business/Corporate - Litigation
 3 Business/Corporate - Transactional
 4 Civil Litigation - Defendant (excludes Insurance Defense)
 5 Civil Litigation - Insurance Defense
 6 Civil Litigation - Plaintiff (excludes Personal Injury)
 7 Civil Litigation - Plaintiff - Personal Injury
 8 Criminal - Private Bar
 9 Criminal - Public Defender
 10 Criminal - Public Prosecutor
 11 Family Law
 12 Real Estate/Land Use/Environmental Law
 13 Tax/Estate Planning
 14 Workers' Compensation
 15 General (no area over 50%)
 16 Other
- I. **Size of Practice** Indicate the number of lawyers in your office. *Select only one*
 1 1 Lawyer Office
 2 2 Lawyer Office
 3 3 - 6 Lawyer Office
 4 7 - 20 Lawyer Office
 5 21 - 60 Lawyer Office
 6 Over 60 Lawyer Office
- J. **Hours Worked** What was the average number of hours per month that you worked in 2006? Include all hours in the office or on the job, whether billed or not.
 _____ hours per month
- K. **Pro-Bono** What was the average number of hours per month in 2006 you provided pro-bono legal services to individuals **whom you did not bill**? If none, enter 0.
 _____ hours per month
- L. **Community Service** What was the average number of hours per month in 2006 you volunteered for charitable organizations, churches, or other community services? If none, enter 0.
 _____ hours per month
- M. **Net Personal Income** What was your annual net personal income before taxes from your legal practice for the year ended **12/31/2006**? You may obtain the amount from your W-2, K-1, or Schedule C. If you practiced for less than one year, annualize your response, e.g., multiply six months income times two.
 \$ _____ for the year ended **12/31/2006**
- N. **Method of Pay** *Select only one*
 1 Owner (e.g., Partner, Shareholder, Sole Practitioner)
 2 Employee (e.g., salaried or hourly paid)
 3 Contract (e.g., paid by hour or assignment)
- O. **Hourly Billing Rate** When you charged on an hourly basis, what was your usual billing rate per hour in 2006?
 \$ _____ per hour
- P. **Hours Billed** What was the average number of hours that you billed per month in 2006?
 _____ hours per month
- Q. **Billing Methods** If you bill over **one-third** of your time on an hourly billing rate basis, which of the following represents any change in your billing methods over the last five years?
Select only one
 1 Not applicable, bill less than one-third on an hourly rate basis
 2 Decrease in portion of hourly billing method and increase in other billing methods, e.g., flat rate, value billing, etc.
 3 Increase in portion of hourly billing method and decrease in other billing methods, e.g., flat rate, value billing, etc.
 4 No change in portion of hourly billing method
- R. **Career Satisfaction** How satisfied are you with your legal employment? *Select only one*
- | | | | | |
|----------------------------|----------------------------|---------------------------------------|----------------------------|----------------------------|
| Very
Dissatisfied | Dissatisfied | Neither Satisfied
nor Dissatisfied | Satisfied | Very
Satisfied |
| 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |

