

# 2017 ECONOMIC SURVEY



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## SURVEY DETAILS

### Purpose

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The findings cited in this report are based on a study sponsored by the Colorado Bar Association (CBA). The purpose of this research was to collect updated information on the economics of law practice, including:

- professional demographics
- incomes and billing rates among those licensed to practice in Colorado
- other cash compensation benefits offered/received
- billing practices
- paralegal/legal assistant salaries and billing rates

The Findings section provides a detailed overview of survey results. The Appendices provide the complete set of results in more specificity.

### Method

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The survey sample of 25,253 included all emailable individuals in the CBA database identified by CBA as licensed attorneys in Colorado.

The 22-question survey was designed jointly by CBA and Readex, building off of prior economic surveys conducted by CBA in 2012 and 2010. Placement of the survey on a web page, distribution of the electronic survey invitations, and tabulation of the results were handled by Readex.

On July 10, 2017, Readex contacted all sample members via an email in the name of CBA's current president, asking for participation in the study via a unique link included in the email. As an incentive to participate, respondents were able to enter into a sweepstakes for a chance to win one of five \$100 Visa gift cards.

The first survey question, "Did you practice law in Colorado in 2016?" acted as a qualifier for survey participation. In an effort to best represent the audience of interest, those who indicated "no" were thanked for their interest and terminated from the survey.

Shortly after the initial emails were sent, it was suggested by a survey participant that judges would not pass this qualifier as they do not practice law (rather, they are licensed to practice). Because judges were part of the audience of interest, the first survey question was changed to "Were you licensed to practice law in Colorado in 2016?" The 125 individuals that had been previously terminated from the survey were sent another email on July 11, explaining the change that was made and asking for their participation if they were licensed to practice law in Colorado in 2016.

## SURVEY DETAILS *(continued)*

### Response

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The survey was closed for tabulation on July 24, 2017, with 1,694 total usable responses—a 6.7% response rate. To best represent the audience of interest, 87 respondents were terminated from the survey after indicating in question one they were not licensed to practice law in Colorado in 2016.

The margin of error for percentages based on 1,607 respondents who were licensed to practice law in Colorado in 2016 is  $\pm 2.4$  percentage points at the 95% confidence level.

As with any research, the results should be interpreted with the potential of non-response bias in mind. It is unknown how those who responded to the survey may be different from those who did not respond. In general, the higher the response rate, the lower the probability of estimation errors due to non-response and thus, the more stable the results.

The response was tabulated and this report was prepared by Readex in accordance with accepted research standards and practices. Percentages may not add to 100 for single answer questions due to rounding and/or non-response.

**EXECUTIVE SUMMARY**

Results in this report are based on respondents who indicated they were licensed to practice law in Colorado in 2016. Compensation data is based on those who worked full time (at least 30 hours per week) in their primary position in 2016. The following summary provides a brief overview of the results discussed in detail throughout the report.

A majority of respondents (72%) were private practitioners in 2016. Fewer were public practitioners (22%).

72%	PRIVATE PRACTITIONERS	22%	PUBLIC PRACTITIONERS
24%	solo practitioner	7%	state government
18%	partner	7%	city/county government
17%	associate	3%	judge/magistrate/ALJ
8%	in-house counsel (for-profit org.)	2%	federal government
3%	of counsel	2%	in-house counsel (not-for-profit organization)
2%	contract attorney	1%	counsel with legal aid/legal services agency

Arbitrators/mediators (1%), those in academics (1%), and those who indicated their position/affiliation as something other than the listed options (6%) are not overtly identifiable as private or public, and are therefore excluded from the private/public segments throughout the report. They are included in the total (all respondents) results.

Private practitioners differ from public practitioners in a variety of ways—for example, they average more years practicing law, are more likely to be male, and tend to work for smaller firms/organizations.

	TOTAL	private	public
<b># OF YEARS PRACTICING LAW</b>			
mean	18.7	19.6	15.8
median	16	17	13
<b>GENDER</b>			
male	56%	59%	50%
female	42%	38%	48%
no answer	2%	3%	2%
<b># OF ATTORNEYS AT ENTIRE FIRM/ORG</b>			
mean	62.3	47.0	114.3
median	4	3	20

*A **median** is the value that lies at the middle of a distribution: that is, 50% of the values are above it and 50% are below. It represents the “typical” response, and is not influenced by extreme values.*

*A **mean** is the arithmetic average of a distribution (i.e., a set of values). Means are very much influenced by extremely large or extremely small values in the distribution.*

When comparing survey respondents to known demographics of the actual population of active Colorado attorneys,\* respondents aligned closely with the larger population of interest. These resemblances provide confidence that survey results are representative of active Colorado attorneys.

County	survey respondents	active CO attorneys*
Denver	38%	43%
Arapahoe	11%	11%
Boulder	9%	8%
Jefferson	7%	10%
Larimer	6%	3%
El Paso	5%	6%
Douglas	4%	4%
Mesa	2%	1%
Adams	2%	3%
all other CO counties**	10%	11%
no answer	6%	

Gender	survey respondents	active CO attorneys*
male	56%	61%
female	42%	39%
no answer	2%	

*\*as provided by the Colorado Supreme Court Office of Attorney Registration to CBA in August 2017*

*\*\*counties with fewer than 2% of respondents*

## EXECUTIVE SUMMARY

### Income

Among those licensed to practice law in Colorado and who worked full time in their primary position in 2016, the median pre-tax income was \$105,000. The spread of incomes was wide—while 14% earned less than \$60,000, a similar proportion (15%) earned \$200,000 or more.

As would be expected, income varies by position/affiliation:

	n	mean (\$)	percentile (\$)		
			25th	50th (median)	75th
<b>All Full-Time Respondents</b>	1,211	128,200	70,000	<b>105,000</b>	150,900
<b>Private Practitioners</b>	890	138,200	72,000	<b>110,000</b>	175,000
Solo Practitioner	253	113,600	57,300	<b>96,000</b>	150,000
Partner	252	208,200	115,000	<b>167,500</b>	250,000
Associate	232	89,000	63,500	<b>80,000</b>	110,000
In-House Counsel	105	148,600	100,000	<b>150,000</b>	185,500
Of Counsel	32	140,000	90,000	<b>144,000</b>	188,000
Contract Attorney	16	68,800	45,500	<b>55,900</b>	99,000
<b>Public Practitioners</b>	259	101,400	70,000	<b>95,000</b>	126,000
Judge/Magistrate/ALJ	31	139,500	120,000	<b>156,000</b>	160,000
City/County Government	78	102,100	71,800	<b>97,500</b>	125,300
State Government	87	86,700	62,000	<b>80,000</b>	107,000
Federal Government	24	112,000	92,000	<b>106,400</b>	146,000
In-House Counsel: Non-Profit	26	113,600	74,000	<b>105,500</b>	131,300
Counsel With Legal Aid/Legal Services Agency	13	60,000	45,500	<b>55,000</b>	74,500
Arbitrator/Mediator	3	-	-	-	-
Academic	6	101,200	73,800	<b>101,000</b>	130,000

Income also tends to...

- ◆ correlate positively with the number of years practicing law.
- ◆ correlate positively with the number of practicing attorneys at the firm/organization. However, there is a dip in median income for those at mid-sized firms/organizations (20 - 99 attorneys), which is more pronounced among public practitioners than private.
- ◆ vary by primary practice area.
- ◆ vary by geographic location (likely a function of many variables, such as urban versus rural populations and disparate costs of living).
- ◆ vary by gender. (Note, however, that a simple bivariate correlation is not sufficient to establish discrimination as other variables may be factors. For example, males average more years practicing law than females—a factor that correlates positively with income.)

#### INCOME NOTES:

- Percentiles (25th, 50th, and 75<sup>th</sup>) help to show the spread of incomes. 25% earn less than the 25th percentile, 50% earn less than the 50th percentile, and 75% earn less than the 75<sup>th</sup> percentile.
- **To ensure respondent confidentiality, income results based on fewer than 5 answering cases are suppressed.**

## EXECUTIVE SUMMARY

### Other Cash Compensation

About three in four respondents (73%) were eligible to receive at least one type of additional cash compensation (beyond their annual income) in 2016 for their primary position. The specific types of other cash compensation available to private and public practitioners varied, with private practitioners more likely than public practitioners to receive several of the listed types.

	TOTAL	private	public
continuing legal education (CLE) reimbursement	53%	54%	49%
CBA dues	51%	<b>55%</b>	40%
401(k) contributions from employer/firm	42%	43%	40%
dues for other professional organizations	38%	<b>42%</b>	27%
bonuses	33%	<b>41%</b>	11%
profit sharing	15%	<b>19%</b>	0%
education reimbursement (other than CLE)	9%	9%	7%
other	13%	11%	<b>19%</b>
<b>AT LEAST ONE</b>	<b>73%</b>	<b>72%</b>	<b>78%</b>

**boldface** denotes a statistically significant difference from the other segment

Because a minority of respondents were eligible to receive bonuses, profit sharing, or 401(k) contributions from their employers/firms in 2016, the median value reported for each was \$0. However, some did receive substantial amounts from each of these benefits. Among those receiving each, the median reported values are as follows:

among those receiving each:	TOTAL	private	public
median bonuses (\$)	10,000	10,000	2,500
median profit sharing (\$)	25,000	25,000	*
median 401(k) contributions from employer/firm (\$)	5,200	5,000	5,500

\*fewer than five answering respondents

### Billing Practices

Private practitioners use a variety of billing practices. A majority billed at least some of their work via hourly rates in 2016. Smaller, but still significant proportions, billed at least some of their work via each of the other listed methods.

Public practitioners were most likely to have indicated their offices billed via a method other than those listed (54%). A quarter of public practitioners (25%) did not answer the question.

% who bill at least some of their work via each practice	TOTAL	private	public
hourly rate	61%	79%	12%
flat/fixed rate	32%	40%	9%
contingency	15%	20%	0%
unbundling/discrete task/limited scope representation	7%	10%	0%
other	21%	10%	54%
no answer	9%	3%	25%

## EXECUTIVE SUMMARY

### Billing Practices *(continued)*

The most common hourly billing rate among those who worked full time and billed at least some of their work via hourly rates in 2016 (a majority of whom were private practitioners) was \$254, on average.

As would be expected, billing rates vary by position/affiliation:

	n	mean (\$)	percentile (\$)		
			25th	50th (median)	75th
<b>ALL RESPONDENTS</b>	785	254	200	<b>250</b>	300
<b>PRIVATE PRACTITIONERS</b>	729	260	200	<b>250</b>	300
Solo Practitioner	223	243	200	<b>250</b>	295
Partner	249	310	238	<b>295</b>	350
Associate	206	226	175	<b>205</b>	275
In-House Counsel: For Profit	6	155	70	<b>175</b>	213
Of Counsel	30	304	229	<b>300</b>	360
Contract Attorney	15	114	30	<b>75</b>	225
<b>PUBLIC PRACTITIONERS</b>	29	91	50	<b>95</b>	100
Judge/Magistrate/ALJ	1	-	-	-	-
City/County Government	6	74	46	<b>55</b>	111
State Government	17	87	83	<b>98</b>	100
Federal Government	1	-	-	-	-
In-House Counsel: Non-Profit	3	-	-	-	-
Counsel With Legal Aid/Legal Services Agency	1	-	-	-	-
<b>OTHER</b>					
Arbitrator/Mediator	3	-	-	-	-
Academic	1	-	-	-	-

Similar to income, billing rates tend to correlate positively with the number of years practicing law. They vary by the number of attorneys at their entire firm/organization, primary practice area, and by geographic location, as well, and males reported a higher median value than females.

## FINDINGS: Respondent Profile

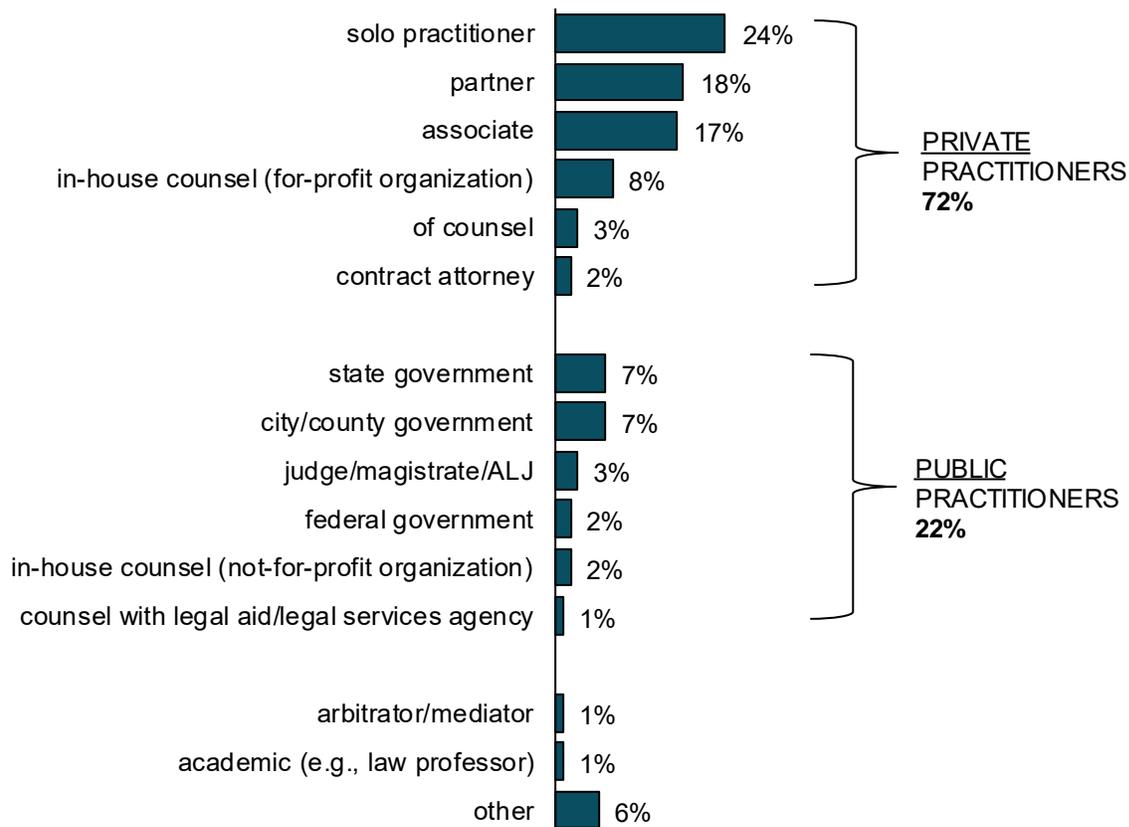
A majority of respondents (72%) were private practitioners in 2016; far fewer (22%) were public practitioners. See chart below for the list of positions/affiliations that are assumed to be private versus public for analysis in this report.

Arbitrators/mediators, academics, and those who indicated their position/affiliation as something other than the listed options are not overtly identifiable as private or public, and are therefore excluded from the private/public segments throughout the report. They are included in the total (all respondents) results.

### Position/Affiliation

What best described your *primary* position/affiliation in 2016?

base: 1,607 respondents who were licensed to practice law in Colorado in 2016



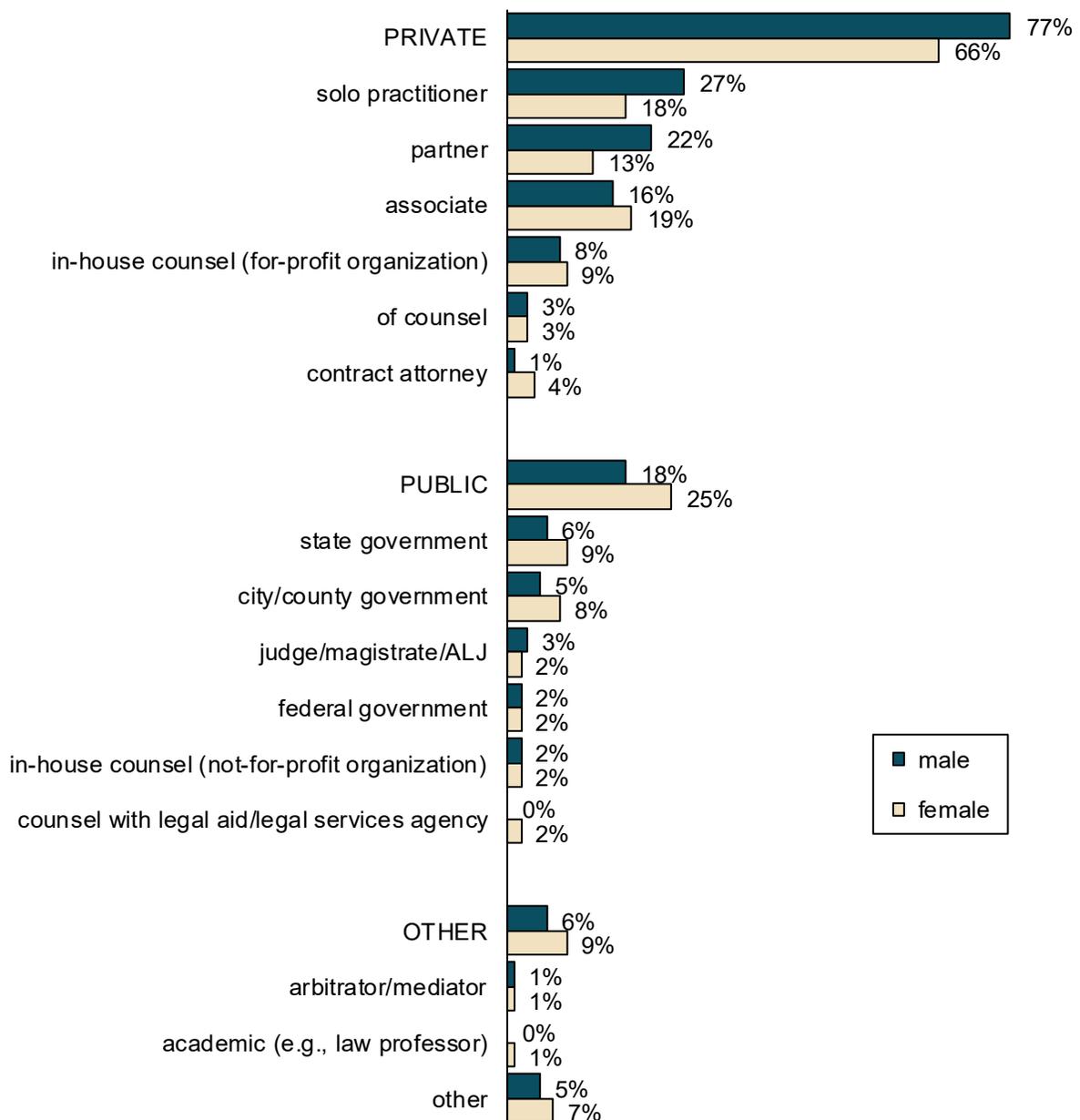
## FINDINGS: Respondent Profile

Men were more likely than women to be private practitioners (77% versus 66%). In particular, they were more likely than women to be solo practitioners (27% versus 18%) and partners (22% versus 13%).

### Position/Affiliation by Gender

What best described your primary position/affiliation in 2016?

base: respondents who were licensed to practice law in Colorado in 2016 in each segment



## FINDINGS: Respondent Profile

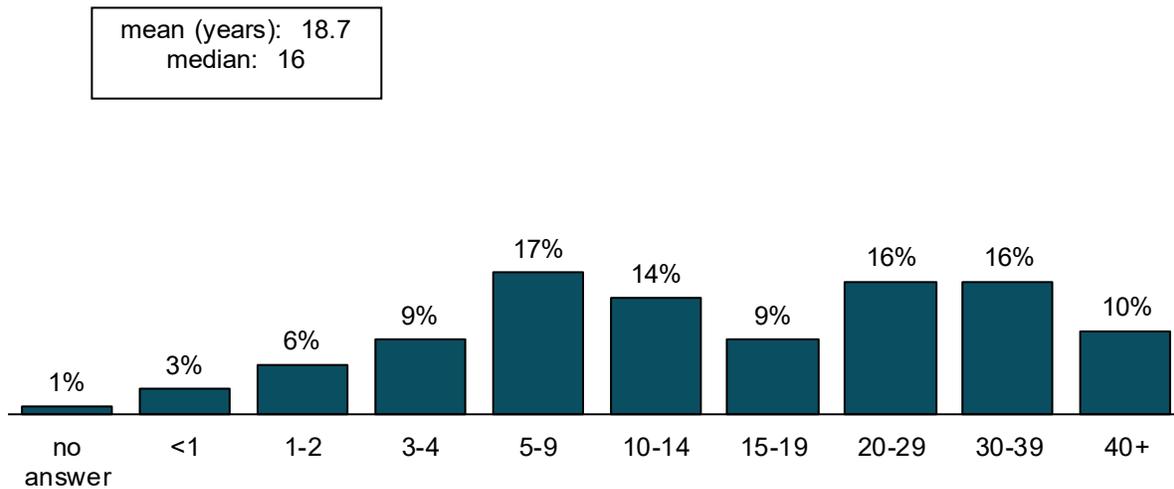
The typical (median) respondent has been practicing law for 16 years. While 42% have been practicing for at least 20 years, a much smaller proportion (18%) have been doing so for fewer than five years.

On average, private practitioners have more tenure practicing law than public practitioners, and males tend to have more experience than females.

### Number of Years Practicing Law

For how many years have you been practicing law?

base: 1,607 respondents who were licensed to practice law in Colorado in 2016; those in each segment



### BY PRIVATE VERSUS PUBLIC PRACTITIONERS AND BY GENDER

	private	public	male	female
mean (years)	19.6	15.8	20.8	15.4
median	17	13	19	13

A **median** is the value that lies at the middle of a distribution: that is, 50% of the values are above it and 50% are below. It represents the “typical” response, and is not influenced by extreme values.

A **mean** is the arithmetic average of a distribution (i.e., a set of values). Means are very much influenced by extremely large or extremely small values in the distribution.

## FINDINGS: Respondent Profile

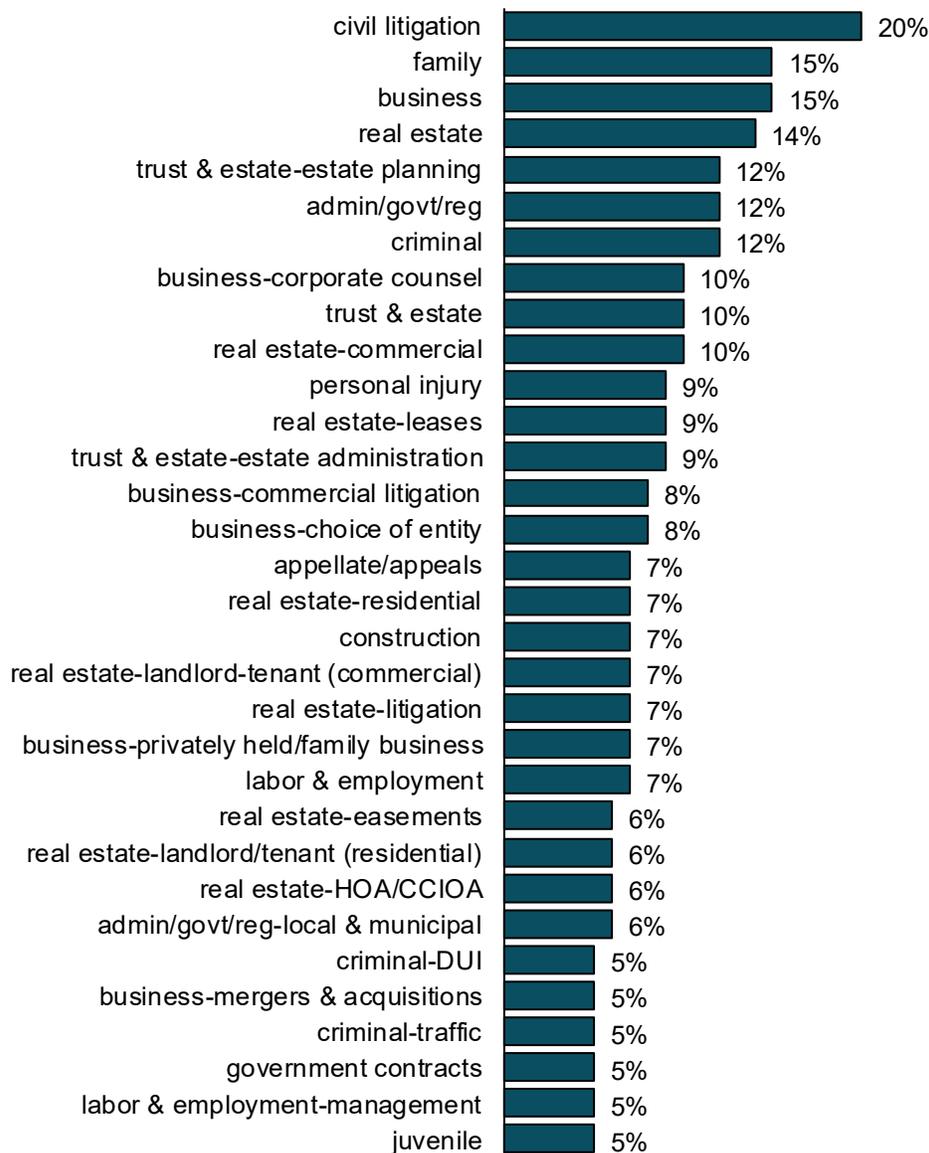
Practice areas are widespread among respondents—no individual area was claimed by more than 20% as one in which they practiced for their primary position in 2016. Of 100 listed practice areas, 32 were selected by at least 5%.

### Areas of Practice

*In what areas did you practice for your primary position in 2016?*

base: 1,607 respondents who were licensed to practice law in Colorado in 2016 (multiple answers)

#### TOP SELECTIONS\*



\*practice areas selected by at least 5% of respondents

## FINDINGS: Respondent Profile

Primary practice areas were extremely diverse—only 15 of 100 listed practice areas were considered to be primary for at least 2% of respondents.

### Primary Practice Area

What did you consider to be your primary practice area in 2016?

base: 1,607 respondents who were licensed to practice law in Colorado in 2016

#### TOP SELECTIONS\*



\*practice areas selected by at least 2% of respondents

## FINDINGS: Respondent Profile

Most respondents (91%) spent at least half of their time in their primary position in 2016 practicing in the area they consider to be their primary practice area. The typical respondent spent 83% of their time in their primary practice area.

Public practitioners were much more likely than private practitioners to practice 100% of their time in their primary area (48% versus 22%, respectively).

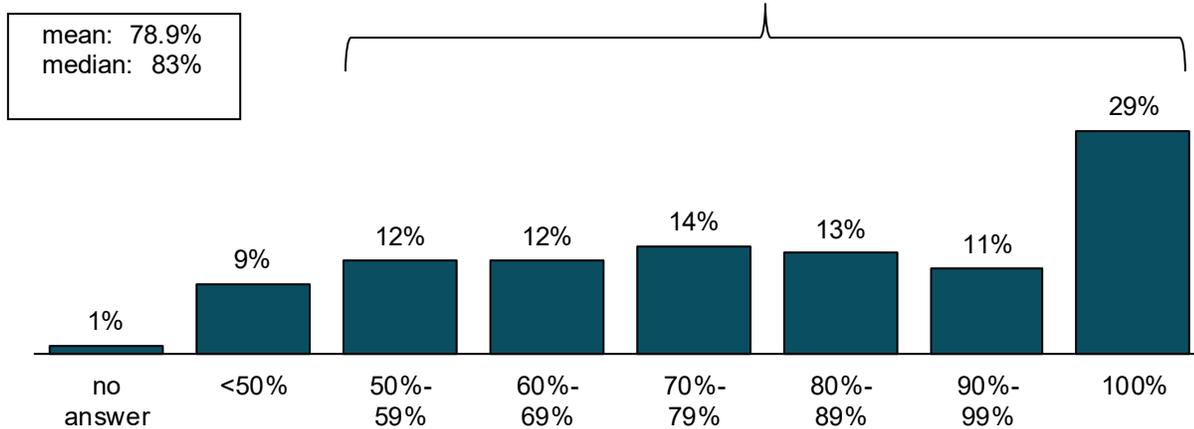
### Proportion of Time Spent in Primary Practice Area

What percentage of the time did you spend in your primary position practicing in the area you selected in question #9?

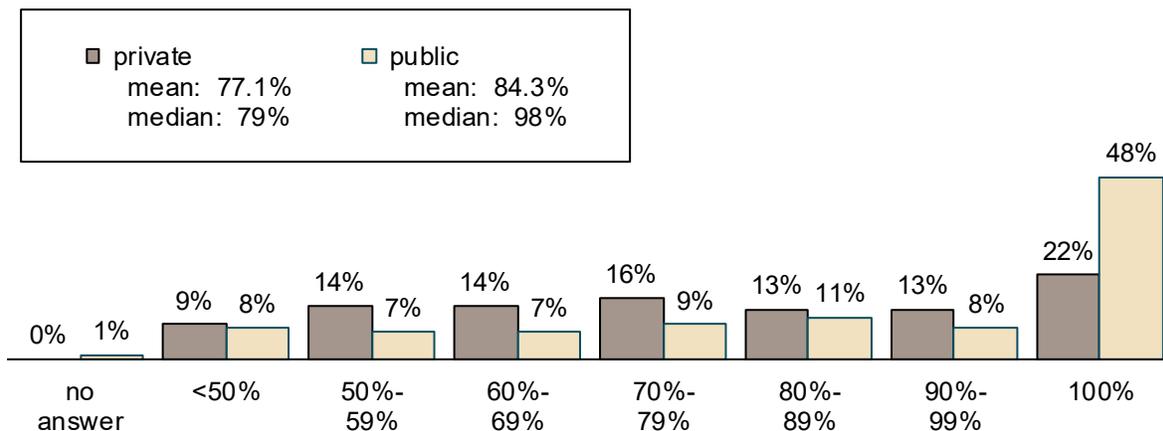
base: 1,607 respondents who were licensed to practice law in Colorado in 2016

#### ALL RESPONDENTS

91% = at least half of their time



#### PRIVATE AND PUBLIC PRACTITIONERS



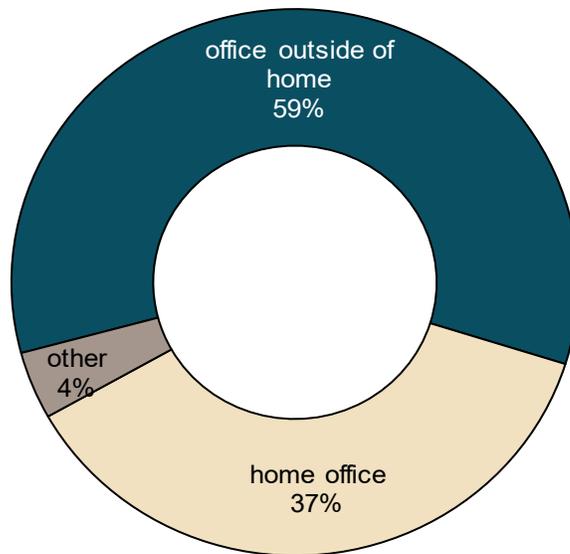
## FINDINGS: Respondent Profile

Of the 24% of respondents who are solo practitioners, three-fifths (59%) primarily worked in offices outside of their homes in 2016.

### Office Type For Solo Practitioners

*In what type of office did you primarily work in 2016?*

base: 379 respondents who were licensed to practice law in Colorado in 2016 and whose primary affiliation was solo practitioner



## FINDINGS: Respondent Profile

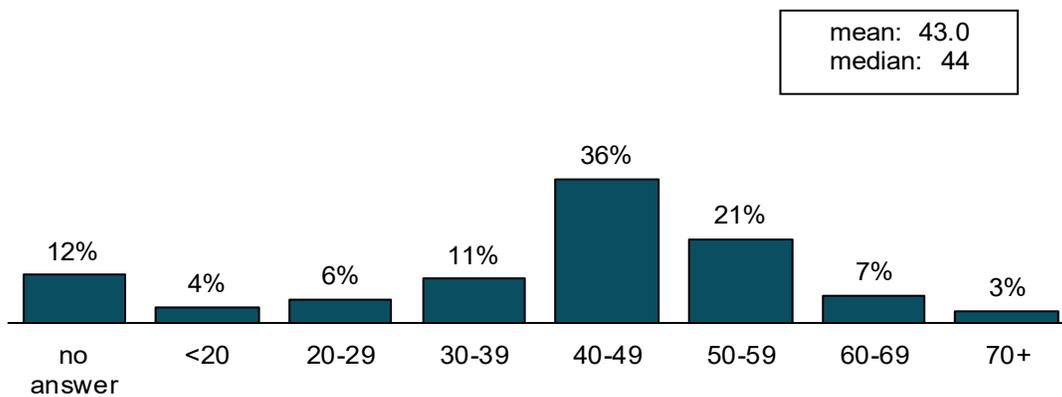
The typical answering respondent worked an average of 44 total hours per week in 2016 for their primary position, including billable and non-billable hours.

### Total Average Hours Worked Per Week

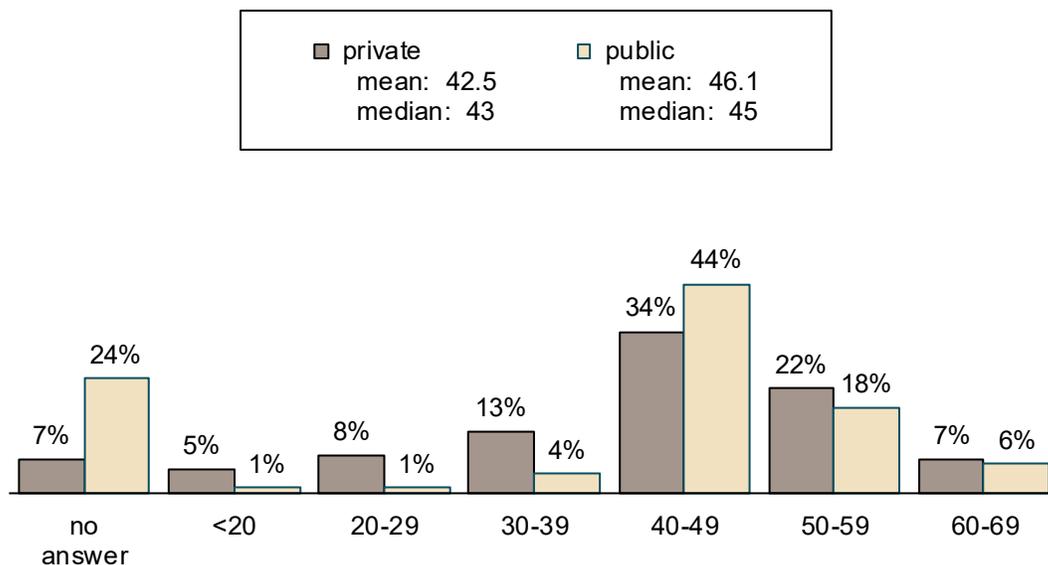
On average, how many billable and non-billable hours did you work per week in 2016 for your primary position?

base: 1,607 respondents who were licensed to practice law in Colorado in 2016; those in each segment (fill-in answers)

#### ALL RESPONDENTS



#### PRIVATE AND PUBLIC PRACTITIONERS



**FINDINGS: Respondent Profile**

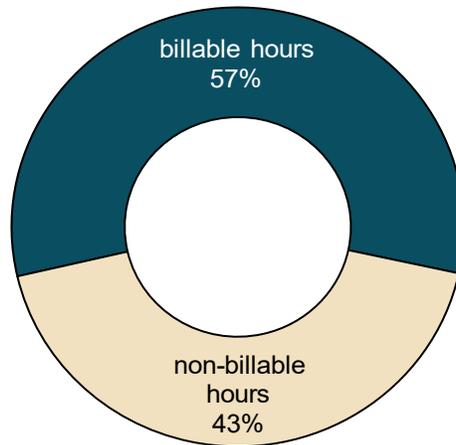
For the average respondent, 57% of their total hours worked in their primary position in 2016 were billable. Private practitioners averaged a higher percentage of billable hours than public practitioners (61% versus 45%).

**Hours Worked: Billable and Non-Billable**

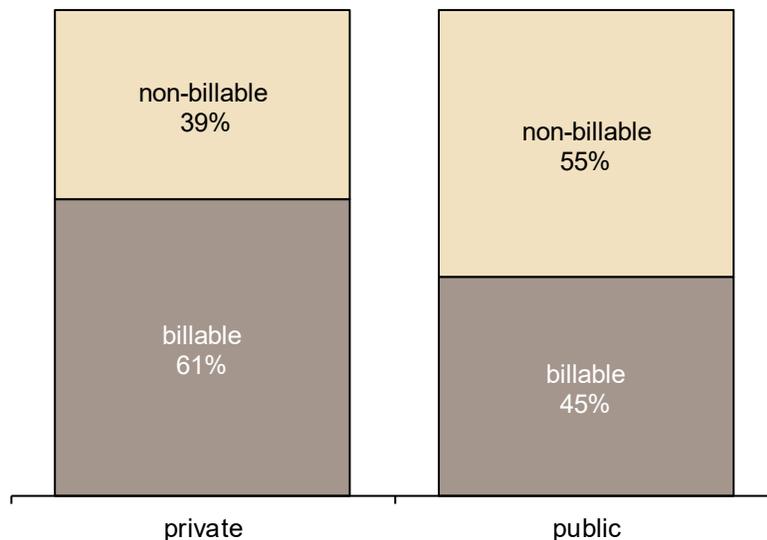
*On average, how many billable and non-billable hours did you work per week in 2016 for your primary position?*

base: 1,607 respondents who were licensed to practice law in Colorado in 2016 answering; those in each segment (fill-in answers)

**ALL RESPONDENTS**  
(average)



**PRIVATE AND PUBLIC PRACTITIONERS**  
(average)



## FINDINGS: Respondent Profile

The typical answering respondent indicated there were four practicing attorneys at their entire firm/organization (including all locations) in 2016. The average report was much higher at 62.3, influenced by a handful of large reports.

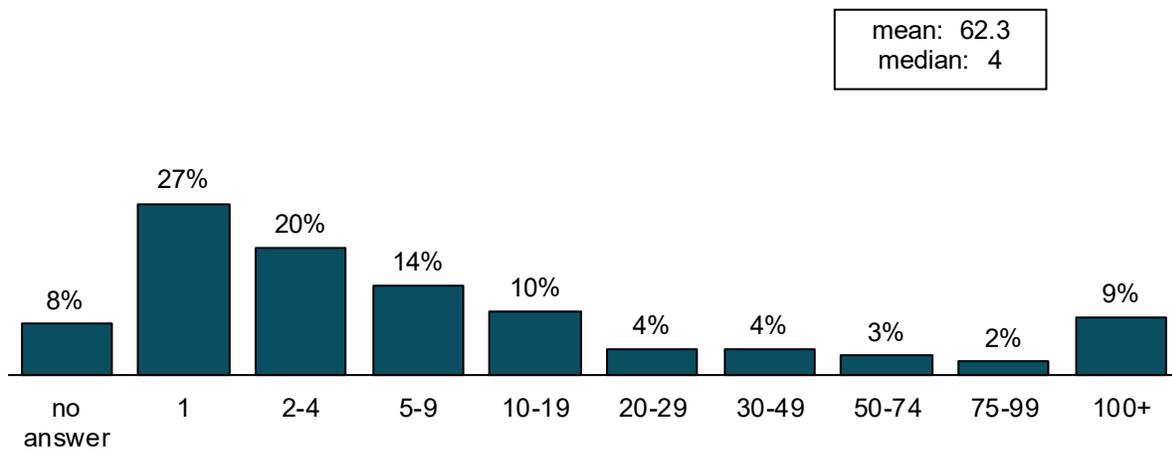
Public practitioners tend to work at larger firms/organizations (by number of practicing attorneys) than private practitioners.

### Number of Attorneys in Entire Firm/Organization

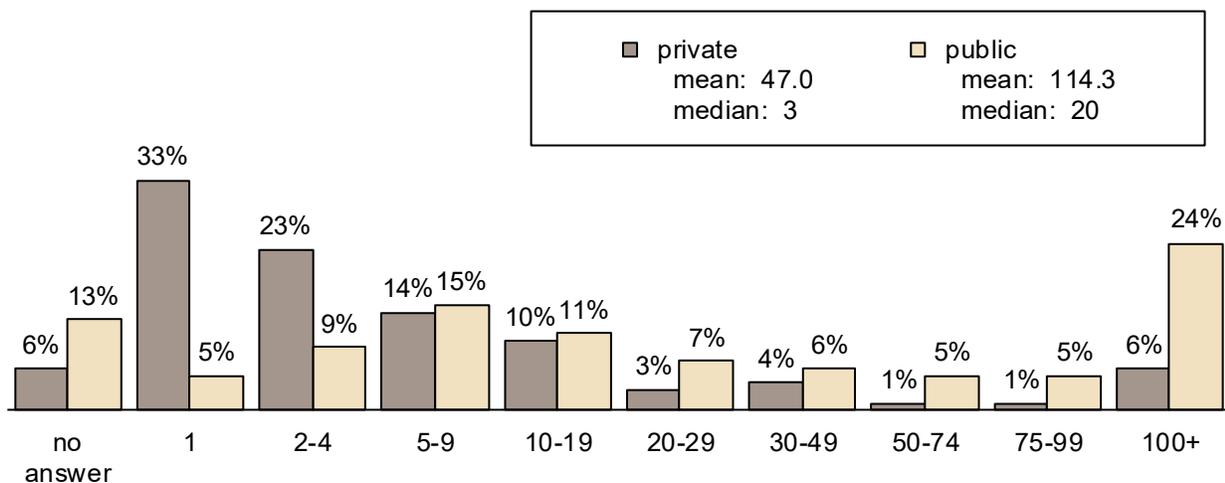
Including yourself, how many attorneys practiced at your entire firm/organization (including all locations) in 2016?

base: 1,607 respondents who were licensed to practice law in Colorado in 2016; those in each segment (fill-in answers)

#### ALL RESPONDENTS



#### PRIVATE AND PUBLIC PRACTITIONERS



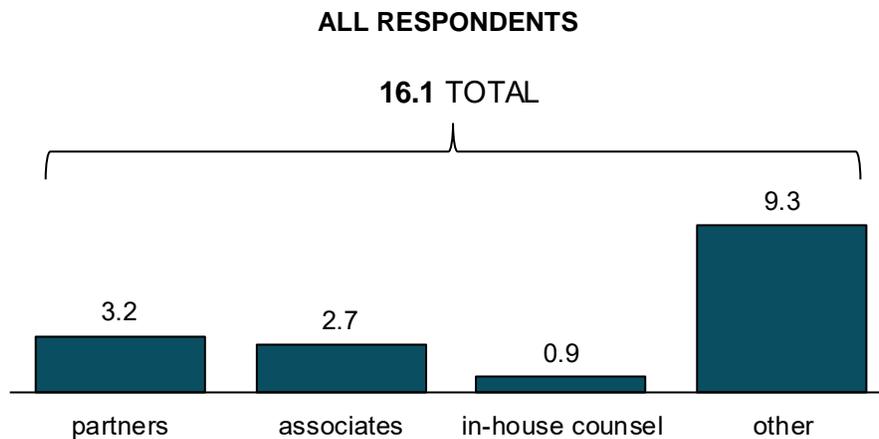
## FINDINGS: Respondent Profile

The average respondent answering worked at an office location in 2016 with about 16 practicing attorneys. This number increases to about 40 among public practitioners, and decreases to about 9 among private practitioners.

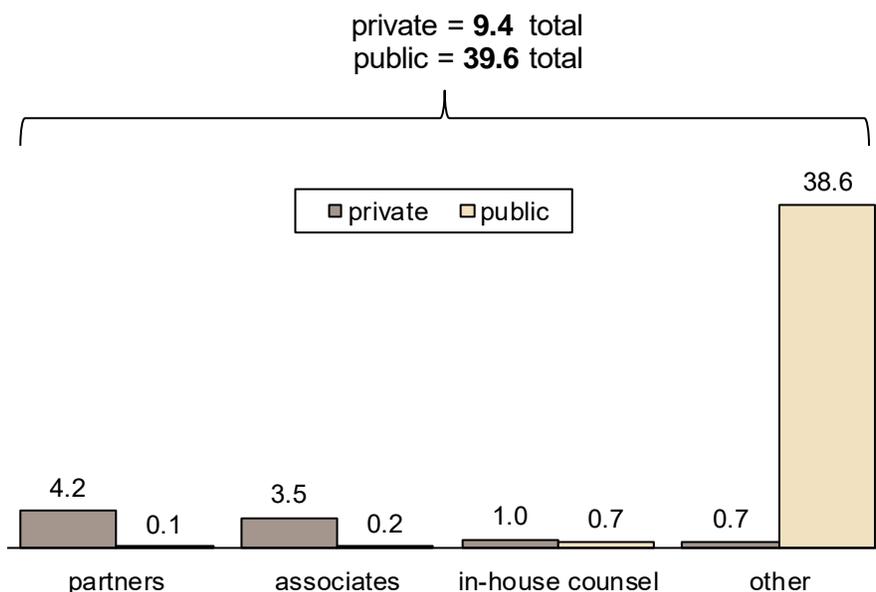
### Number of Attorneys at Office Location: Mean Summary

*Including yourself, how many of your firm's/organization's attorneys practiced at your office location in 2016?*

base: 1,607 respondents who were licensed to practice law in Colorado in 2016 answering; those in each segment (fill-in answers)



### PRIVATE AND PUBLIC PRACTITIONERS



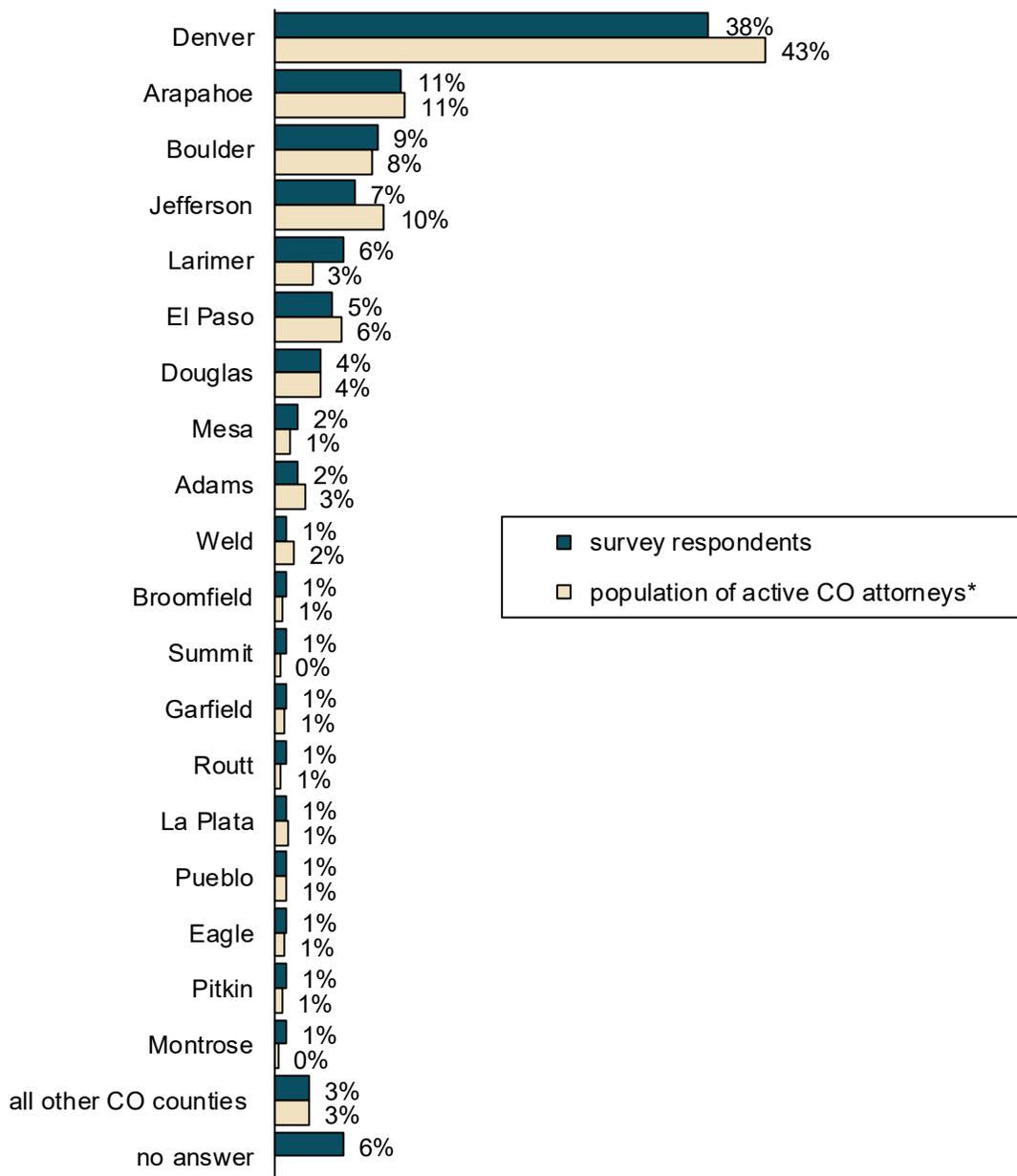
## FINDINGS: Respondent Profile

The geographic distribution of survey respondents (based on their office location in 2016) is parallel to that of the actual population of active attorneys in Colorado (as provided by the Colorado Supreme Court Office of Attorney Registration to CBA in August 2017). Minor differences may be due to the 6% of survey respondents who did not answer the office location question.

### Office Location

*In what county is the office in which you worked in 2016?*

base: 1,607 respondents who were licensed to practice law in Colorado in 2016; all 20,683 active attorneys in Colorado as of 8/22/17



\*as provided by the Colorado Supreme Court Office of Attorney Registration to CBA in August 2017

## FINDINGS: Respondent Profile

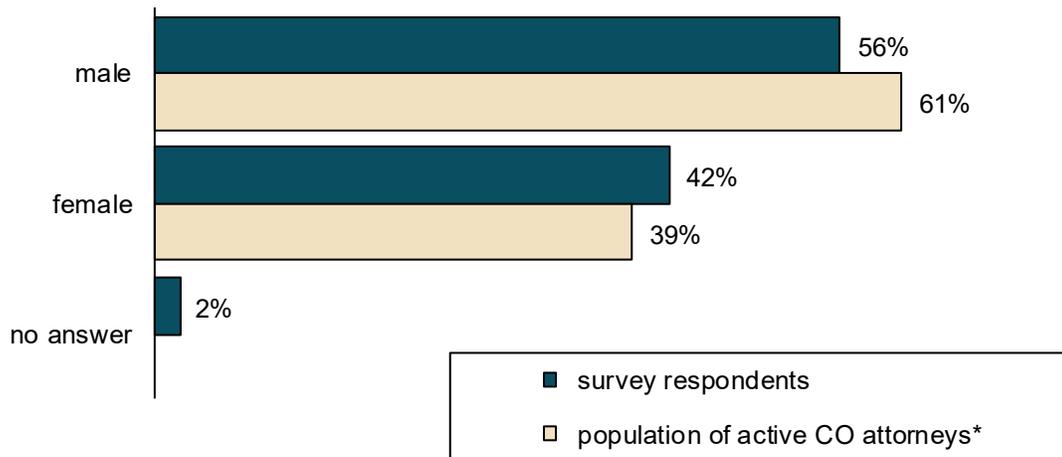
Like geographic distribution, the composition of respondents by gender (56% male, 42% female) is similar to that of the actual population of active attorneys in Colorado (as provided by the Colorado Supreme Court Office of Attorney Registration to CBA in August 2017).

Both of these resemblances (geographic distribution and gender) provide confidence that results are representative of the larger population of interest.

### Gender

*What is your gender?*

base: 1,607 respondents who were licensed to practice law in Colorado in 2016; all 20,683 active attorneys in Colorado as of 8/22/17



\*as provided by the Colorado Supreme Court Office of Attorney Registration to CBA in August 2017

### FINDINGS: Income

The spread in annual pre-tax income was wide among those licensed to practice law in Colorado in 2016 and who worked full time (30 or more hours per week). While 14% earned less than \$60,000 from their primary position, a similar proportion (15%) earned \$200,000 or more. The typical respondent earned \$105,000.

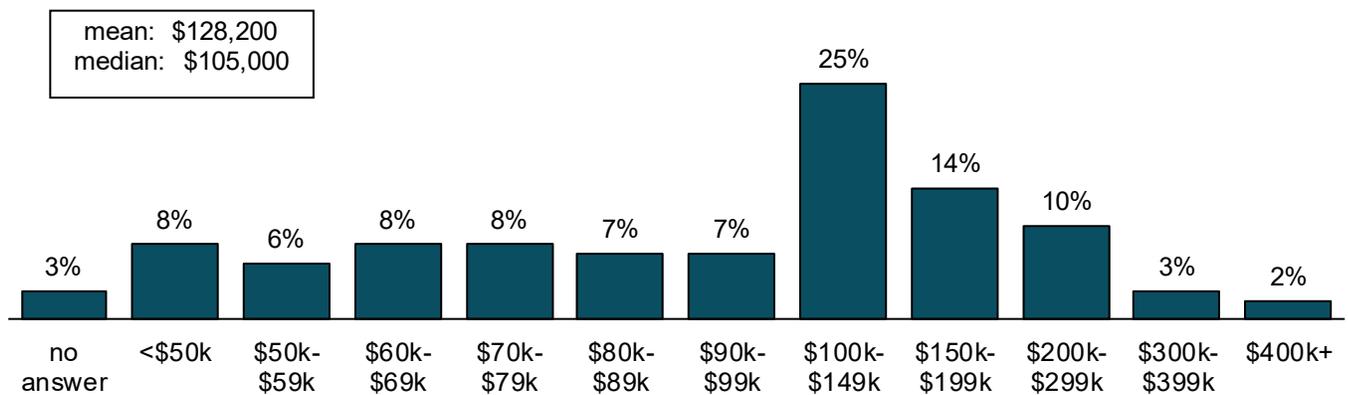
The median income among private practitioners was higher than that of public practitioners (\$110,000 versus \$95,000).

### Income

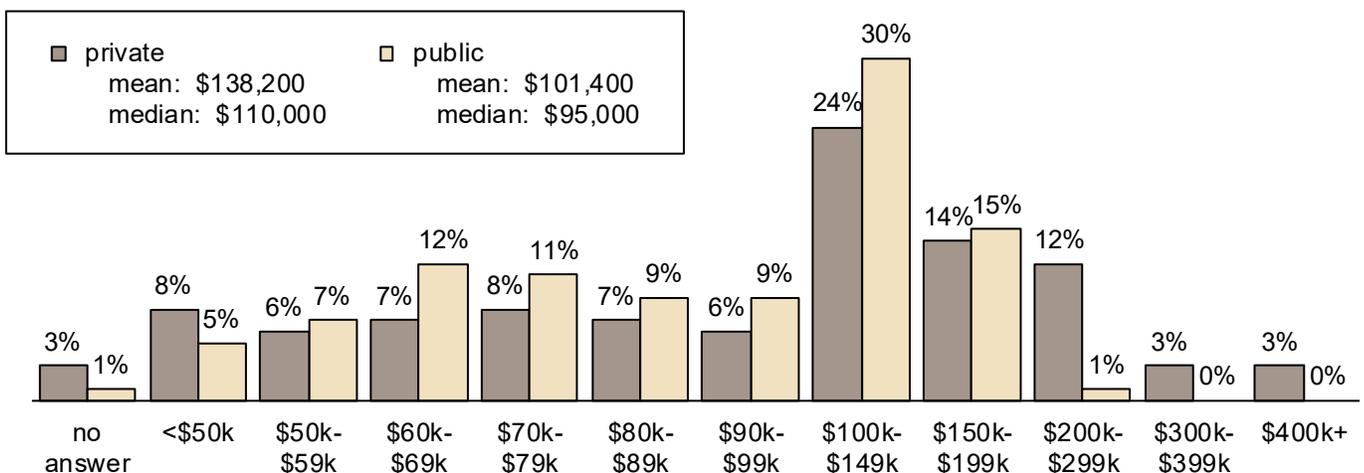
*What was your annual pre-tax income from your primary position in 2016 (excluding bonuses, profit sharing, retirement benefits paid, and the monetary value of other benefits received)?*

base: 1,244 respondents who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position; those in each segment (fill-in answers)

#### ALL RESPONDENTS



#### PRIVATE AND PUBLIC PRACTITIONERS



## FINDINGS: Income

Helping to account for the wide range of incomes, a number of factors show correlations with income.

The following pages (21 - 28) demonstrate the relationships between income and key single variables—position/affiliation, number of years practicing law, primary practice area, geographic location, number of attorneys at entire firm/organization, and gender—at the aggregate level (all full-time respondents) and among private versus public practitioners.

As would be expected, income varies by position/affiliation. Private practice partners reported the highest median income of \$167,500. The widest spread in income is seen in this group, too—\$135,000 separates the 25th and 75th percentiles. A more detailed analysis of income by various factors for each position/affiliation is provided in Appendix A.

### Income by Position/Affiliation

base (n): respondents in each segment who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position answering (fill-in answers)

	n	mean (\$)	percentile (\$)		
			25th	50th (median)	75th
<b>ALL RESPONDENTS</b>	1,211	128,200	70,000	<b>105,000</b>	150,900
<b>PRIVATE PRACTITIONERS</b>	890	138,200	72,000	<b>110,000</b>	175,000
Solo Practitioner	253	113,600	57,300	<b>96,000</b>	150,000
Partner	252	208,200	115,000	<b>167,500</b>	250,000
Associate	232	89,000	63,500	<b>80,000</b>	110,000
In-House Counsel: For Profit	105	148,600	100,000	<b>150,000</b>	185,500
Of Counsel	32	140,000	90,000	<b>144,000</b>	188,000
Contract Attorney	16	68,800	45,500	<b>55,900</b>	99,000
<b>PUBLIC PRACTITIONERS</b>	259	101,400	70,000	<b>95,000</b>	126,000
Judge/Magistrate/ALJ	31	139,500	120,000	<b>156,000</b>	160,000
City/County Government	78	102,100	71,800	<b>97,500</b>	125,300
State Government	87	86,700	62,000	<b>80,000</b>	107,000
Federal Government	24	112,000	92,000	<b>106,400</b>	146,000
In-House Counsel: Non-Profit	26	113,600	74,000	<b>105,500</b>	131,300
Counsel With Legal Aid/Legal Services Agency	13	60,000	45,500	<b>55,000</b>	74,500
<b>OTHER</b>					
Arbitrator/Mediator	3	-	-	-	-
Academic	6	101,200	73,800	<b>101,000</b>	130,000

#### INCOME NOTES:

- Percentiles (25th, 50th, and 75<sup>th</sup>) help to show the spread of incomes. 25% earn less than the 25th percentile, 50% earn less than the 50th percentile, and 75% earn less than the 75<sup>th</sup> percentile.
- To ensure respondent confidentiality, income results based on fewer than 5 answering cases are suppressed.

## FINDINGS: Income

As would be expected, income tends to correlate positively with the number of years practicing law. The median income for those who have been practicing for 30-39 years (\$150,000) was nearly three times that of the median income among those with less than 1 year of experience (\$54,000). The median income dropped among those who've been practicing for at least 40 years, influenced by a handful of veterans providing lower reports.

The positive correlation between income and years in practice is seen among private and public practitioners alike.

### Income by Number of Years Practicing Law

base (n): respondents in each segment who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position answering (fill-in answers)

	n	mean (\$)	percentile (\$)		
			25th	50th (median)	75th
<b>ALL RESPONDENTS</b>	1,211	128,200	70,000	<b>105,000</b>	150,900
40+	98	163,200	83,500	<b>127,500</b>	240,000
30 - 39	185	175,700	96,500	<b>150,000</b>	220,000
20 - 29	184	171,400	100,600	<b>150,000</b>	190,000
10 - 19	285	126,800	85,500	<b>115,000</b>	150,000
5 - 9	217	98,100	70,000	<b>88,600</b>	120,000
3 - 4	121	77,500	58,600	<b>71,000</b>	91,800
1 - 2	83	64,300	50,000	<b>60,000</b>	75,000
<1	33	62,200	49,000	<b>54,000</b>	73,000
<b>PRIVATE PRACTITIONERS</b>	890	138,200	72,000	<b>110,000</b>	175,000
40+	80	170,400	82,800	<b>127,500</b>	250,000
30 - 39	154	184,300	95,000	<b>150,000</b>	238,300
20 - 29	131	189,600	105,000	<b>160,000</b>	205,000
10 - 19	206	133,800	85,000	<b>120,500</b>	175,000
5 - 9	151	101,900	72,000	<b>91,000</b>	129,000
3 - 4	89	80,800	60,000	<b>75,000</b>	95,000
1 - 2	51	69,500	52,000	<b>65,000</b>	85,000
<1	24	67,200	50,000	<b>58,500</b>	78,800
<b>PUBLIC PRACTITIONERS</b>	259	101,400	70,000	<b>95,000</b>	126,000
40+	12	143,600	101,000	<b>153,400</b>	165,000
30 - 39	25	134,700	108,200	<b>143,000</b>	159,500
20 - 29	43	132,600	102,500	<b>130,000</b>	158,000
10 - 19	67	107,100	88,000	<b>104,000</b>	122,000
5 - 9	55	85,600	69,000	<b>77,000</b>	98,000
3 - 4	26	69,400	56,000	<b>66,000</b>	80,000
1 - 2	22	56,800	48,300	<b>58,500</b>	65,500
<1	8	49,300	41,100	<b>49,000</b>	54,600

### FINDINGS: Income

Income varies substantially by primary practice area (areas in which practitioners spend at least 50% of their time), with median incomes ranging from \$55,000 (elder) to \$210,000 (intellectual property).

It is important to note that data for many of the practice areas shown in the following tables are based on a small number of respondents and are considered statistically unstable.

*Only the primary practice areas in which practitioners spend at least 50% of their time with at least five answering respondents are shown.*

### Income by Primary Practice Area in Which 50% or More of Time Is Spent

base (n): respondents in each segment who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position answering (fill-in answers)

	n	mean	percentile		
			25th	50th (median)	75th
<b>ALL RESPONDENTS</b>	1,211	128,200	70,000	<b>105,000</b>	150,900
admin/gov/reg	39	95,200	71,000	<b>90,000</b>	111,000
admin/gov/reg-education/school	14	142,100	66,000	<b>127,000</b>	163,800
admin/gov/reg-local & municipal	24	159,800	91,000	<b>122,000</b>	154,800
admin/gov/reg-public utilities	6	91,500	37,500	<b>106,500</b>	129,700
admin/gov/reg-zoning/city planning	5	129,800	77,000	<b>95,000</b>	200,000
appellate/appeals	18	85,700	59,000	<b>84,600</b>	108,500
bankruptcy	8	99,800	79,800	<b>91,300</b>	126,300
business	30	107,600	65,000	<b>77,500</b>	123,100
business-commercial litigation	17	224,900	83,800	<b>175,000</b>	292,500
business-corporate counsel	44	142,800	100,000	<b>138,500</b>	180,900
business-financial institutions	6	167,700	111,500	<b>168,000</b>	219,500
business-mergers & acquisitions	7	171,600	135,000	<b>175,000</b>	200,000
business-nonprofit/tax exempt	7	102,100	40,000	<b>75,000</b>	150,000
business-privately held/family business	5	164,100	125,000	<b>150,000</b>	210,200
business-securities	6	200,200	173,800	<b>185,000</b>	219,500
civil litigation	75	129,700	69,000	<b>98,000</b>	150,000
collections	7	86,700	45,000	<b>77,000</b>	109,600
constitutional law/civil rights	7	80,600	72,000	<b>85,000</b>	99,500
construction	12	167,600	121,300	<b>136,400</b>	180,000
criminal	82	93,400	59,400	<b>74,500</b>	122,000
criminal-federal	7	158,300	125,000	<b>157,000</b>	162,500
elder	8	89,100	45,800	<b>55,000</b>	160,500
environmental	13	134,800	100,000	<b>150,000</b>	157,700
ethics & professional responsibility	8	119,700	95,800	<b>113,500</b>	157,800
family	126	113,200	55,000	<b>87,700</b>	136,800

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**FINDINGS: Income**

**Income by Primary Practice Area in Which 50% or More of Time Is Spent (continued)**

base (n): respondents in each segment who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position answering (fill-in answers)

	n	mean	percentile		
			25th	50th (median)	75th
government contracts	8	100,100	73,000	<b>80,000</b>	116,000
health	13	154,700	93,100	<b>130,000</b>	227,000
immigration	18	72,900	40,000	<b>60,000</b>	104,600
insurance-defense	22	116,400	75,000	<b>111,000</b>	127,500
intellectual property	5	300,400	113,500	<b>210,000</b>	532,500
intellectual property-patents	11	161,400	98,000	<b>140,000</b>	215,000
juvenile	25	85,200	63,000	<b>90,000</b>	105,000
labor & employment	11	122,900	104,000	<b>120,000</b>	135,000
labor & employment-employee	11	122,200	57,200	<b>94,000</b>	200,000
labor & employment-management	14	175,500	87,700	<b>152,000</b>	208,000
medical malpractice	10	125,500	76,500	<b>102,500</b>	186,800
natural resources & energy-oil & gas	13	162,100	102,500	<b>155,000</b>	202,500
personal injury	43	163,300	72,000	<b>135,000</b>	230,000
product liability	6	108,300	87,500	<b>105,000</b>	127,500
real estate	35	147,600	80,000	<b>110,800</b>	185,000
real estate-commercial	14	156,000	86,000	<b>110,500</b>	221,300
real estate-foreclosure	6	104,600	81,900	<b>90,000</b>	142,500
real estate-HOA/CCIOA	5	202,800	80,500	<b>175,000</b>	339,000
real estate-special districts	5	110,000	70,000	<b>84,000</b>	162,900
tax	12	191,100	77,500	<b>125,000</b>	262,500
trusts & estate	14	109,900	60,000	<b>97,500</b>	146,300
trusts & estate-estate admin.	11	117,100	70,000	<b>90,000</b>	150,000
trusts & estate-estate planning	35	97,600	66,500	<b>96,000</b>	120,000
trusts & estate-litigation	7	164,200	90,000	<b>150,000</b>	222,000
water	24	121,300	81,300	<b>115,800</b>	168,800
workers' compensation	19	140,100	76,000	<b>96,000</b>	200,000

### FINDINGS: Income

Income varies somewhat by geographic location, too. Differences are likely a function of many variables, such as urban versus rural populations and disparate costs of living.

#### Income by Geographic Location

base (n): respondents in each segment who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position answering (fill-in answers)

	n	mean	percentile		
			25th	50th (median)	75th
<b>ALL RESPONDENTS</b>	1,211	128,200	70,000	<b>105,000</b>	150,900
Adams	25	116,300	71,000	<b>101,000</b>	120,500
Arapahoe	128	122,800	72,100	<b>107,900</b>	153,800
Boulder	113	123,100	73,500	<b>104,000</b>	160,000
Broomfield	7	125,600	72,000	<b>105,000</b>	160,000
Denver	481	136,900	72,000	<b>107,000</b>	159,500
Douglas	42	130,800	74,000	<b>122,000</b>	150,000
Eagle	6	101,900	78,000	<b>92,300</b>	131,300
El Paso	58	117,800	61,700	<b>95,000</b>	150,000
Elbert	0	-	-	-	-
Jefferson	80	121,100	78,900	<b>114,200</b>	150,000
Larimer	65	111,700	61,000	<b>90,000</b>	135,500
Mesa	28	115,500	60,000	<b>95,000</b>	129,900
Pitkin	9	114,800	60,000	<b>95,000</b>	155,000
Pueblo	7	120,800	65,300	<b>105,000</b>	155,000
Weld	19	105,200	50,000	<b>89,000</b>	132,000
all others east of the Continental Divide*	17	128,600	71,000	<b>100,000</b>	179,500
all others west of the Continental Divide*	53	114,500	60,000	<b>96,000</b>	150,000
<b>PRIVATE PRACTITIONERS</b>	890	138,200	72,000	<b>110,000</b>	175,000
Adams	13	134,000	76,500	<b>104,000</b>	151,500
Arapahoe	112	125,900	75,000	<b>112,200</b>	163,800
Boulder	94	130,200	78,800	<b>110,000</b>	180,000
Broomfield	6	136,500	72,000	<b>117,500</b>	190,000
Denver	333	152,400	72,000	<b>120,000</b>	185,000
Douglas	39	130,800	75,000	<b>120,000</b>	150,000
Eagle	5	107,900	86,000	<b>92,500</b>	137,500
El Paso	44	120,100	54,800	<b>89,500</b>	150,000
Elbert	0	-	-	-	-
Jefferson	64	125,000	80,500	<b>114,500</b>	150,000
Larimer	45	115,600	53,000	<b>90,000</b>	142,500
Mesa	25	122,100	60,000	<b>95,000</b>	135,000
Pitkin	8	121,000	60,000	<b>97,500</b>	165,000
Pueblo	4	-	-	-	-
Weld	10	124,900	53,800	<b>102,100</b>	176,900
all others east of the Continental Divide*	9	150,900	81,000	<b>100,000</b>	220,000
all others west of the Continental Divide*	31	129,300	60,000	<b>115,000</b>	160,000

\*Refer to Appendix A, Tables 001-003 for data by individual county.

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**FINDINGS: Income**

**Income by Geographic Location (continued)**

base (n): respondents in each segment who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position answering (fill-in answers)

	n	mean	percentile		
			25th	50th (median)	75th
<b>PUBLIC PRACTITIONERS</b>	259	101,400	70,000	<b>95,000</b>	126,000
Adams	11	91,300	70,000	<b>84,000</b>	120,000
Arapahoe	13	99,700	68,000	<b>88,000</b>	118,500
Boulder	13	87,000	63,500	<b>77,000</b>	103,800
Broomfield	0	-	-	-	-
Denver	119	103,700	75,000	<b>98,000</b>	131,000
Douglas	3	-	-	-	-
Eagle	1	-	-	-	-
El Paso	10	94,500	67,300	<b>90,500</b>	108,300
Elbert	0	-	-	-	-
Jefferson	13	102,300	67,000	<b>97,900</b>	132,500
Larimer	18	105,900	62,000	<b>97,500</b>	137,800
Mesa	3	-	-	-	-
Pitkin	0	-	-	-	-
Pueblo	2	-	-	-	-
Weld	7	100,600	72,500	<b>110,000</b>	132,000
all others east of the Continental Divide*	8	103,600	70,000	<b>108,500</b>	130,800
all others west of the Continental Divide*	19	100,000	64,000	<b>96,000</b>	145,000

\*Refer to Appendix A, Tables 001-003 for data by individual county.

**FINDINGS: Income**

Median income tends to correlate positively with the number of practicing attorneys at the firm/organization. However, there is a dip in median income for those at mid-sized firms/organizations (20 - 99 attorneys), which is more pronounced among public practitioners than private.

**Income by Number of Attorneys at Entire Firm/Organization**

base (n): respondents in each segment who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position answering (fill-in answers)

	n	mean	percentile		
			25th	50th (median)	75th
<b>ALL RESPONDENTS</b>	1,211	128,200	70,000	<b>105,000</b>	150,900
250+	72	173,900	80,300	<b>121,000</b>	160,000
100 - 249	53	146,000	86,100	<b>125,000</b>	152,900
50 - 99	49	109,100	69,500	<b>108,000</b>	140,000
20 - 49	106	129,100	75,000	<b>105,500</b>	172,500
10 - 19	127	142,400	81,000	<b>120,000</b>	159,000
5 - 9	182	139,500	75,000	<b>110,000</b>	161,100
2 - 4	259	121,500	65,000	<b>95,000</b>	150,000
1	277	110,800	59,000	<b>96,000</b>	141,000
<b>PRIVATE PRACTITIONERS</b>	890	138,200	72,000	<b>110,000</b>	175,000
250+	27	287,300	135,000	<b>200,000</b>	375,000
100 - 249	24	192,600	112,300	<b>150,000</b>	202,500
50 - 99	19	127,800	95,000	<b>125,000</b>	162,000
20 - 49	70	146,200	86,900	<b>122,500</b>	198,500
10 - 19	97	154,500	86,000	<b>130,000</b>	187,500
5 - 9	137	151,100	79,500	<b>120,000</b>	180,000
2 - 4	216	125,100	65,000	<b>95,000</b>	160,000
1	251	112,400	58,000	<b>96,000</b>	145,000
<b>PUBLIC PRACTITIONERS</b>	259	101,400	70,000	<b>95,000</b>	126,000
250+	41	103,000	75,000	<b>104,000</b>	132,000
100 - 249	29	107,500	82,500	<b>108,000</b>	131,000
50 - 99	22	97,800	67,800	<b>86,000</b>	134,300
20 - 49	34	96,900	68,500	<b>84,000</b>	107,800
10 - 19	25	109,800	80,500	<b>102,500</b>	135,000
5 - 9	37	101,800	64,800	<b>98,000</b>	131,000
2 - 4	27	104,300	71,000	<b>96,000</b>	125,000
1	15	95,100	70,000	<b>91,000</b>	122,900

## FINDINGS: Income

There is a disparity in reported income by gender, especially in the private sector, with males earning more than females in 2016.

However, in viewing these results, it is important to remember that other variables may be contributing factors; a simple bivariate correlation is not sufficient to establish discrimination. For example, males average more years practicing law than females and are more likely to be in the private sector (and, specifically, are more likely to be partners)—all factors that correlate positively with income.

### Income by Gender

base (n): respondents in each segment who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position answering (fill-in answers)

	n	mean	percentile		
			25th	50th (median)	75th
<b>ALL RESPONDENTS</b>	1,211	128,200	70,000	<b>105,000</b>	150,900
male	674	141,500	75,000	<b>116,100</b>	175,000
female	507	109,200	65,400	<b>95,000</b>	130,000
<b>PRIVATE PRACTITIONERS</b>	890	138,200	72,000	<b>110,000</b>	175,000
male	524	151,600	77,000	<b>121,600</b>	199,500
female	344	116,000	65,000	<b>99,500</b>	142,300
<b>PUBLIC PRACTITIONERS</b>	259	101,400	70,000	<b>95,000</b>	126,000
male	124	106,900	70,000	<b>98,000</b>	138,300
female	128	95,700	68,300	<b>94,500</b>	115,600

## FINDINGS: Other Cash Compensation

About three in four respondents (73%) were eligible to receive at least one type of additional cash compensation (beyond their annual income) in 2016 for their primary position—most commonly CLE reimbursement (53%) and/or CBA dues (51%).

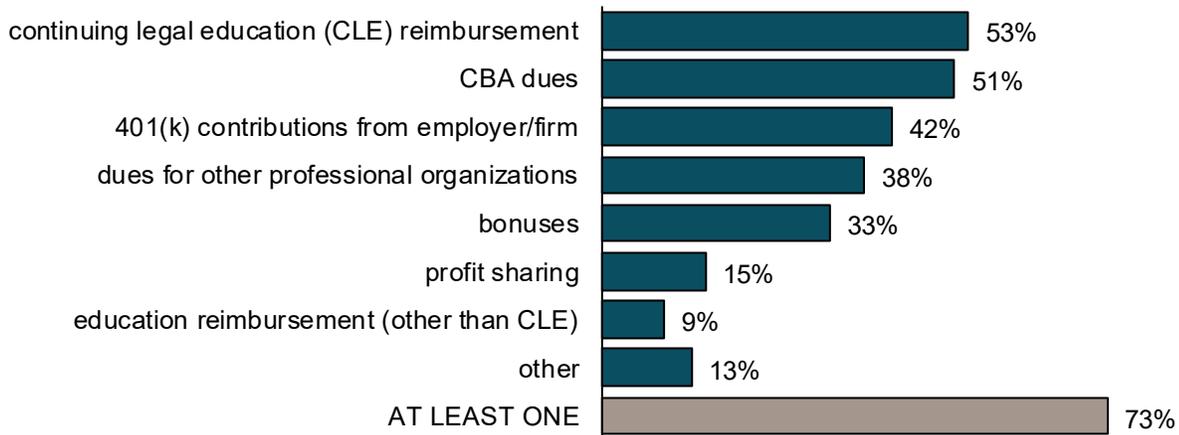
Private practitioners are much more likely than public practitioners to have been eligible for coverage of professional organization dues (including CBA dues), bonuses, and profit sharing. Public practitioners are more likely than private practitioners to be eligible, overall, for some type of cash compensation, especially types not listed.

### Additional Cash Compensation Eligible to Receive

Whether or not you received any, what other types of additional cash compensation were you eligible to receive in 2016 beyond your annual income for your primary position?

base: 1,244 respondents who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position; those in each segment (multiple answers)

#### ALL RESPONDENTS



#### PRIVATE AND PUBLIC PRACTITIONERS

	private	public
continuing legal education (CLE) reimbursement	54%	49%
CBA dues	<b>55%</b>	40%
401(k) contributions from employer/firm	43%	40%
dues for other professional organizations	<b>42%</b>	27%
bonuses	<b>41%</b>	11%
profit sharing	<b>19%</b>	0%
education reimbursement (other than CLE)	9%	7%
other	11%	<b>19%</b>
AT LEAST ONE	72%	<b>78%</b>

**boldface** denotes a statistically significant difference from the other segment

## FINDINGS: Other Cash Compensation

Because a minority of respondents (33%) were eligible to receive bonuses in 2016 for their primary position, the median reported value was \$0. However, some did receive substantial bonuses beyond their incomes—9% received \$20,000 or more. Among those who received bonuses (most of whom were private practitioners), the median value of the bonuses was \$10,000.

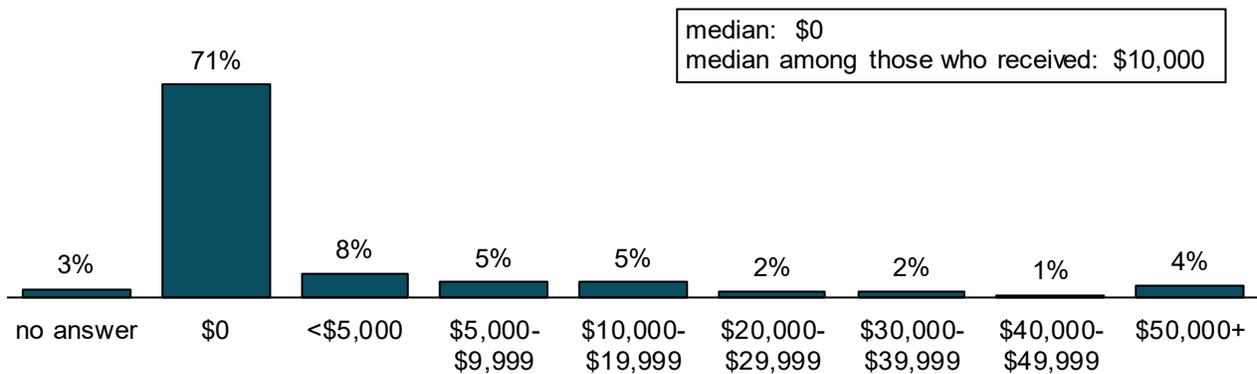
The median bonus received by private practitioners who received a bonus was four times that of public practitioners receiving one (\$10,000 versus \$2,500).

### Bonuses

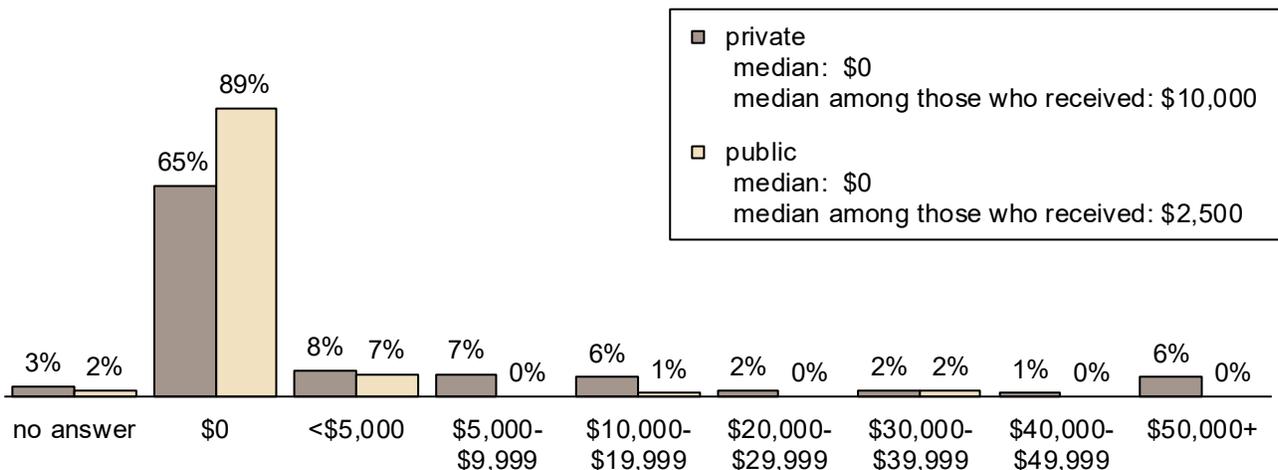
*What total value (if any) did you receive for each of these from your employer/firm in 2016 for your primary position?*

base: 1,244 respondents who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position; those in each segment (fill-in answers)

#### ALL RESPONDENTS



#### PRIVATE AND PUBLIC PRACTITIONERS



## FINDINGS: Other Cash Compensation

Similar to bonuses, only a minority of respondents (15%) were eligible to receive profit sharing in 2016 for their primary position, so the median reported value was \$0. However, some did receive substantial amounts of profit sharing—6% received \$20,000 or more.

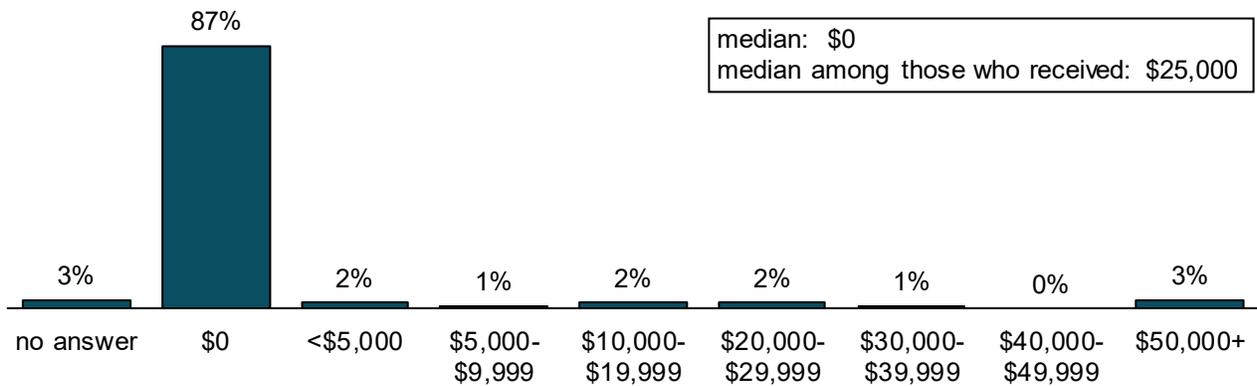
Among those who received profit sharing (virtually all of whom were private practitioners), the median value received was \$25,000.

### Profit Sharing

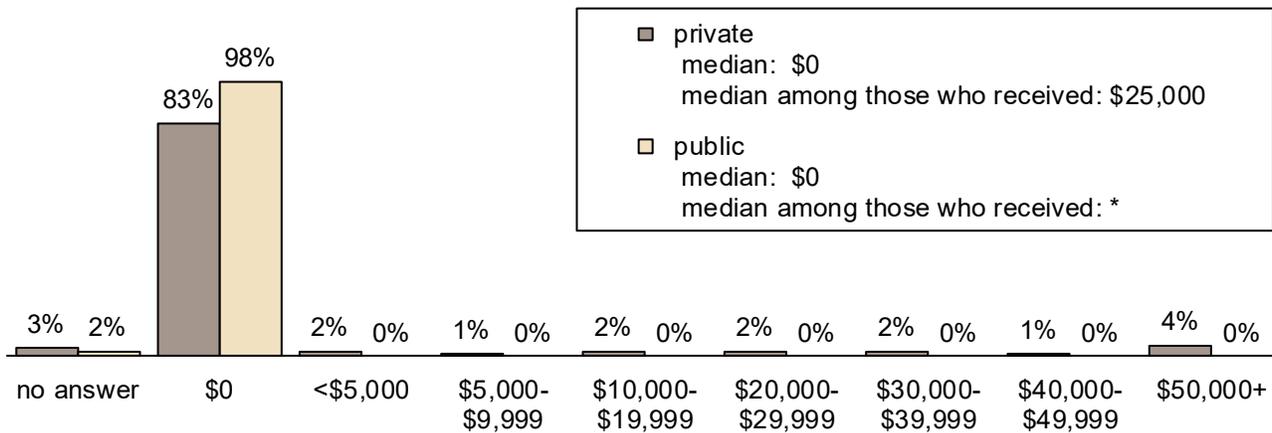
What total value (if any) did you receive for each of these from your employer/firm in 2016 for your primary position?

base: 1,244 respondents who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position; those in each segment (fill-in answers)

#### ALL RESPONDENTS



#### PRIVATE AND PUBLIC PRACTITIONERS



\*fewer than five answering respondents

## FINDINGS: Other Cash Compensation

While 42% of respondents were eligible to receive 401(k) contributions from their employers/firms in 2016, only 35% reported actually having received an amount for this benefit (likely because they chose not to contribute themselves, and therefore did not receive an employer match).

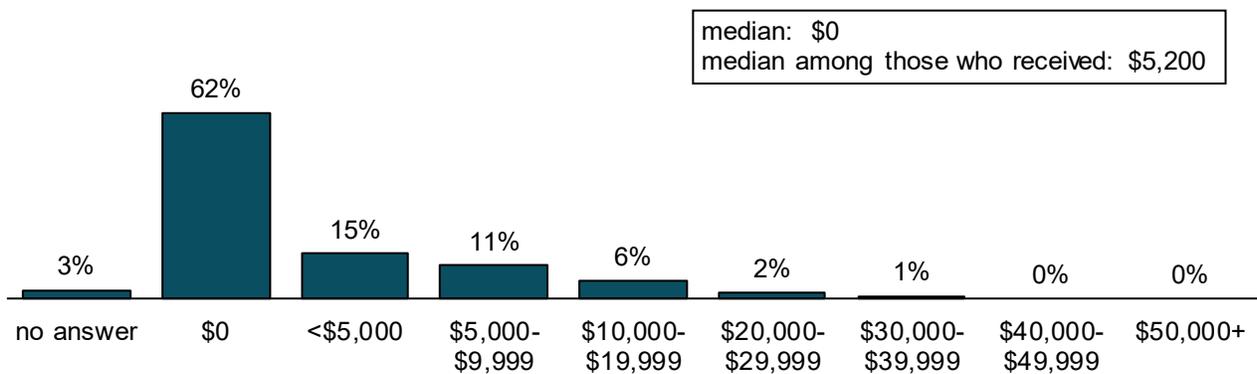
Among those who received 401(k) contributions from their employers/firms, the median values received by private and public practitioners were similar—\$5,000 versus \$5,500, respectively.

### 401(k) Contributions From Employer/Firm

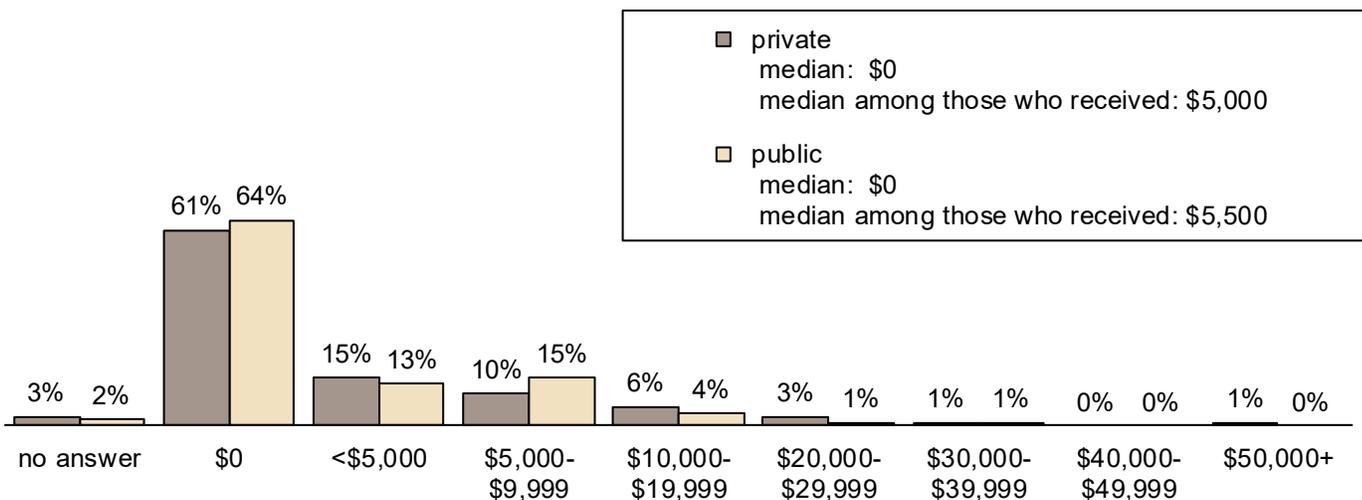
What total value (if any) did you receive for each of these from your employer/firm in 2016 for your primary position?

base: 1,244 respondents who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position; those in each segment (fill-in answers)

#### ALL RESPONDENTS



#### PRIVATE AND PUBLIC PRACTITIONERS



## FINDINGS: Billing Practices

Private practitioners use a variety of billing practices. A majority (79%) billed at least some of their work via hourly rates in 2016. Smaller, but still significant proportions, billed at least some of their work via flat/fixed rates (40%), contingency billing (20%), and/or unbundling/discrete task/limited scope representation (10%).

Public practitioners were most likely to have indicated they billed via a method other than those listed (54%). A quarter (25%) did not answer the question.

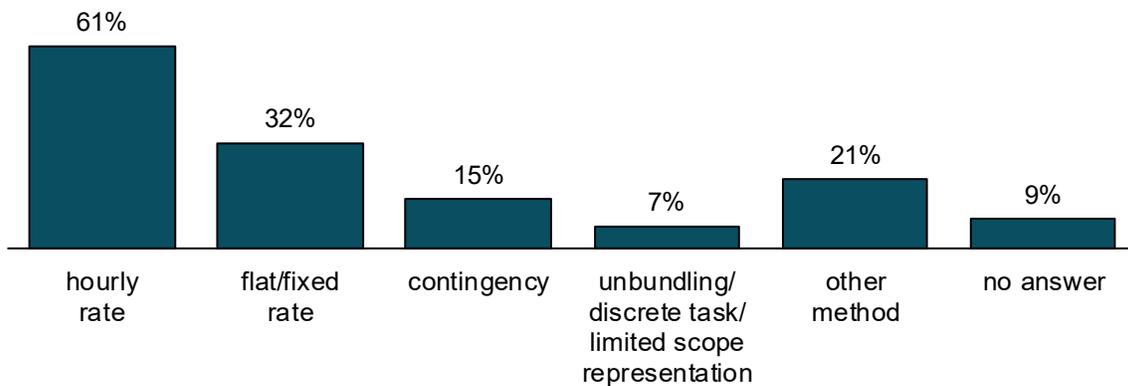
### Billing Methods Used

Approximately what percentage of your work in your primary position was billed using each of the following practices in 2016?

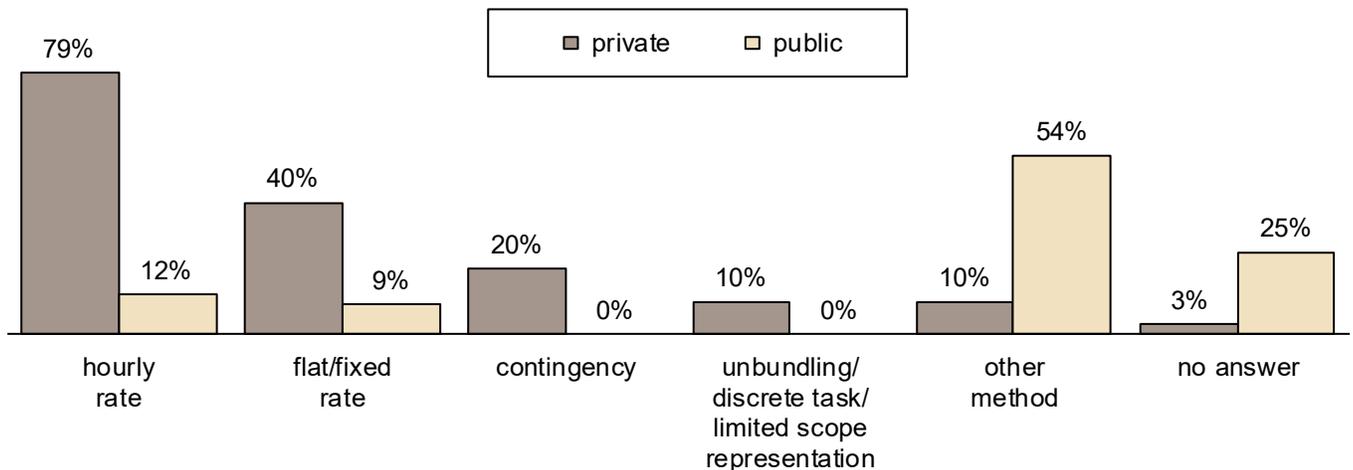
base: 1,607 respondents who were licensed to practice law in Colorado in 2016; those in each segment

#### % WHO BILL AT LEAST SOME OF THEIR WORK VIA EACH PRACTICE

##### ALL RESPONDENTS



##### PRIVATE AND PUBLIC PRACTITIONERS



## FINDINGS: Billing Practices

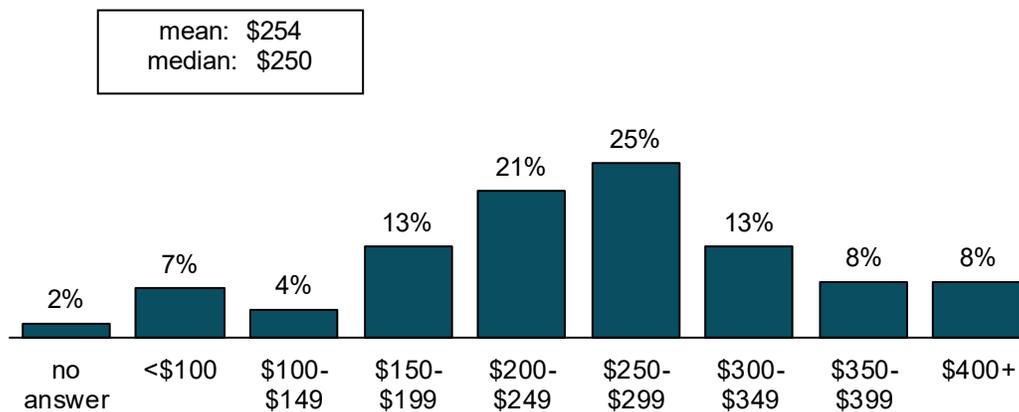
The most common hourly billing rate among those who worked full time and billed at least some of their work via hourly rates in 2016 (a majority of whom were private practitioners) was \$254, on average.

As would be expected, billing rates vary by position/affiliation.

### Most Common Hourly Billing Rate

What was your most common hourly billing rate in 2016 for your primary position?

base: 801 respondents who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position and billed at least some of their work via an hourly rate; those in each segment (fill-in answers)



### BY POSITION/AFFILIATION

	n	mean (\$)	percentile (\$)		
			25th	50th (median)	75th
<b>ALL RESPONDENTS</b>	785	254	200	<b>250</b>	300
<b>PRIVATE PRACTITIONERS</b>	729	260	200	<b>250</b>	300
Solo Practitioner	223	243	200	<b>250</b>	295
Partner	249	310	238	<b>295</b>	350
Associate	206	226	175	<b>205</b>	275
In-House Counsel: For Profit	6	155	70	<b>175</b>	213
Of Counsel	30	304	229	<b>300</b>	360
Contract Attorney	15	114	30	<b>75</b>	225
<b>PUBLIC PRACTITIONERS</b>	29	91	50	<b>95</b>	100
Judge/Magistrate/ALJ	1	-	-	-	-
City/County Government	6	74	46	<b>55</b>	111
State Government	17	87	83	<b>98</b>	100
Federal Government	1	-	-	-	-
In-House Counsel: Non-Profit	3	-	-	-	-
Counsel With Legal Aid/Legal Services Agency	1	-	-	-	-
<b>OTHER</b>					
Arbitrator/Mediator	3	-	-	-	-
Academic	1	-	-	-	-

## FINDINGS: Billing Practices

Similar to the relationships found between income and key variables, billing rates correlate positively with experience (number of years practicing law). They vary by the size of the firm/organization (number of attorneys) and by geographic location, and males reported a higher median value than females.

### Most Common Hourly Billing Rate by Segments

base (n): respondents in each segment who were licensed to practice law in Colorado in 2016, worked full time (30+ hours/week) in their primary position, and who billed at least some of their work via an hourly rate answering (fill-in answers)

	n	mean (\$)	percentile (\$)		
			25th	50th (median)	75th
<b># OF YEARS PRACTICING LAW</b>					
40+	78	324	250	<b>300</b>	375
30 - 39	146	292	225	<b>275</b>	350
20 - 29	118	274	200	<b>275</b>	326
10 - 19	179	244	200	<b>250</b>	300
5 - 9	122	225	184	<b>225</b>	275
3 - 4	77	203	168	<b>200</b>	225
1 - 2	40	192	154	<b>193</b>	244
<1	21	162	88	<b>185</b>	200
<b># OF ATTORNEYS AT FIRM/ORGANIZATION</b>					
250+	36	328	100	<b>288</b>	475
100 - 249	23	288	102	<b>300</b>	385
50 - 99	15	276	200	<b>250</b>	325
20 - 49	57	279	200	<b>275</b>	350
10 - 19	87	246	185	<b>225</b>	295
5 - 9	119	260	200	<b>250</b>	325
2 - 4	189	245	200	<b>250</b>	298
1	212	237	200	<b>250</b>	299
<b>GEOGRAPHIC LOCATION</b>					
Adams	9	190	75	<b>225</b>	270
Arapahoe	81	251	183	<b>250</b>	318
Boulder	82	254	194	<b>253</b>	300
Broomfield	7	321	225	<b>250</b>	300
Denver	308	257	185	<b>250</b>	315
Douglas	34	260	211	<b>250</b>	296
Eagle	6	267	215	<b>270</b>	300
El Paso	43	269	220	<b>250</b>	300
Elbert	0	-	-	-	-
Jefferson	52	263	221	<b>275</b>	304
Larimer	43	235	200	<b>225</b>	275
Mesa	24	228	200	<b>225</b>	265
Pitkin	7	303	250	<b>285</b>	375
Pueblo	3	-	-	-	-
Weld	10	179	94	<b>193</b>	246
all others east of the Continental Divide*	9	199	160	<b>200</b>	255
all others west of the Continental Divide*	32	213	156	<b>225</b>	250
<b>GENDER</b>					
male	464	271	200	<b>250</b>	300
female	305	225	175	<b>225</b>	275

\*Refer to Appendix A, Tables 001-003 for data by individual county.

## FINDINGS: Billing Practices

Billing rates vary substantially by primary practice area. Among those who worked full time and billed at least some of their work via hourly rates in 2016, the most common hourly billing rates ranged from \$75 (juvenile) to \$360 (business mergers & acquisitions) at the median.

It is important to note that data for many of the practice areas shown in the following tables are based on a small number of respondents and are considered statistically unstable.

*Only the primary practice areas in which practitioners spend at least 50% of their time with at least five answering respondents are shown.*

### Most Common Hourly Billing Rate by Primary Practice Area in Which 50% or More of Time Is Spent

base (n): respondents in each segment who were licensed to practice law in Colorado in 2016, worked full time (30+ hours/week) in their primary position, and who billed at least some of their work via an hourly rate answering (fill-in answers)

PRIMARY PRACTICE AREA	n	mean (\$)	percentile (\$)		
			25th	50th (median)	75th
admin/gov/reg	9	187	98	100	293
admin/gov/reg-education/school	5	219	113	225	323
admin/gov/reg-local & municipal	11	246	185	210	300
bankruptcy	7	288	250	295	325
business	29	285	238	275	300
business-commercial litigation	17	326	235	295	473
business-corporate counsel	8	241	125	250	319
business-mergers & acquisitions	5	341	245	360	428
business-privately held/family business	5	270	150	325	363
civil litigation	59	248	176	225	300
construction	12	258	179	238	319
criminal	35	229	90	250	300
elder	5	275	213	300	325
environmental	7	307	265	275	350
family	115	260	200	250	300
health	5	247	152	280	325
immigration	9	250	200	250	300
insurance-defense	22	178	158	175	189
intellectual property	5	463	270	350	713
intellectual property-patents	5	311	253	285	383
juvenile	15	85	75	75	75
labor & employment	6	276	241	283	306
labor & employment-employee	10	309	233	313	356
labor & employment-management	10	294	219	295	381
medical malpractice	9	189	153	180	225

continued on next page >>>

**FINDINGS: Billing Practices**

**Most Common Hourly Billing Rate by Primary Practice Area in Which 50% or More of Time Is Spent (continued)**

base (n): respondents in each segment who were licensed to practice law in Colorado in 2016, worked full time (30+ hours/week) in their primary position, and who billed at least some of their work via an hourly rate answering (fill-in answers)

PRIMARY PRACTICE AREA	n	mean (\$)	percentile (\$)		
			25th	50th (median)	75th
natural resources & energy-oil & gas	7	254	200	<b>245</b>	295
personal injury	17	271	238	<b>295</b>	338
real estate	27	276	225	<b>275</b>	300
real estate-commercial	11	312	195	<b>325</b>	450
real estate-foreclosure	5	221	215	<b>215</b>	230
real estate-HOA/CCIOA	5	288	250	<b>290</b>	325
tax	9	343	225	<b>260</b>	493
trusts & estate	15	262	200	<b>245</b>	325
trusts & estate-estate administration	11	263	225	<b>265</b>	325
trusts & estate-estate planning	32	255	200	<b>250</b>	300
trusts & estate-litigation	6	277	234	<b>263</b>	343
water	21	222	183	<b>230</b>	250
workers' compensation	10	153	139	<b>145</b>	178

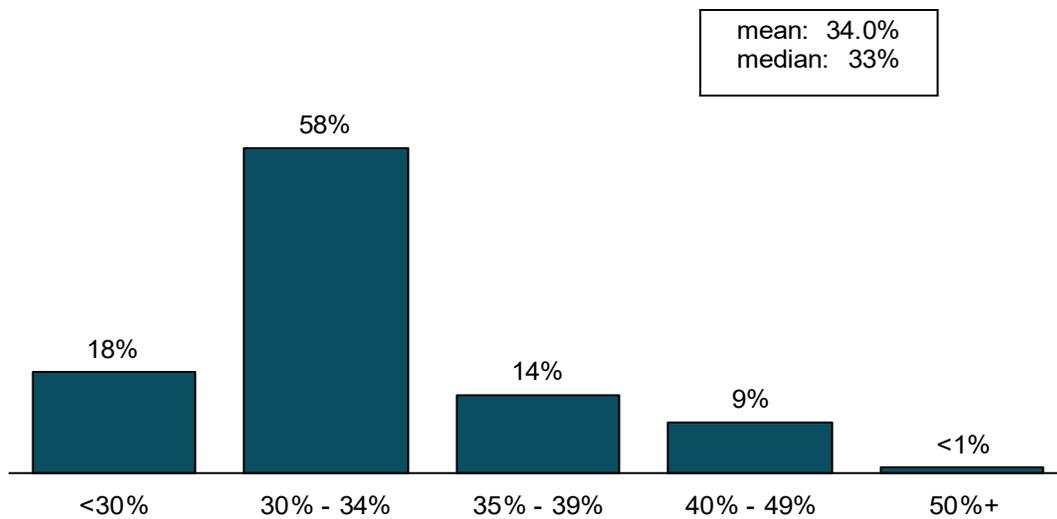
## FINDINGS: Billing Practices

Among those who worked full time and billed at least some of their work via contingency billing in 2016, most common percent they charged their clients was 34%, on average.

### Most Common Percent Charged Via Contingency Billing

*For contingency billing, what was the most common percent you charged your clients in 2016 in your primary position?*

base: 190 respondents who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position and billed at least some of their work via contingency billing



## FINDINGS: Paralegals/Legal Assistants

Respondents were asked how their office location billed for the services of its paralegals/legal assistants in 2016 (allowing for multiple answers, as they may have used multiple methods). Among those whose office locations had paralegals/legal assistants in 2016, 77% of private practitioners indicated they billed for the services of these employees via hourly rates, 25% said they were included in attorney fees, and 10% billed for it via some other method.

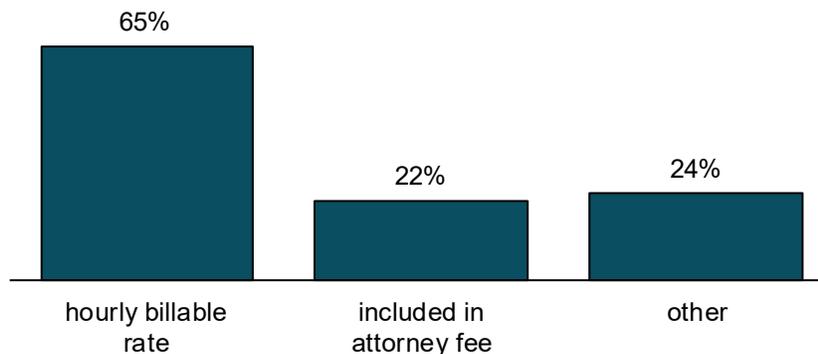
Most public practitioners who had paralegals/legal assistants in 2016 selected a method other than those listed (78%), many of whom specified that they do not bill for the services of these employees.

### Billing Methods Used for Paralegal/Legal Assistant Services

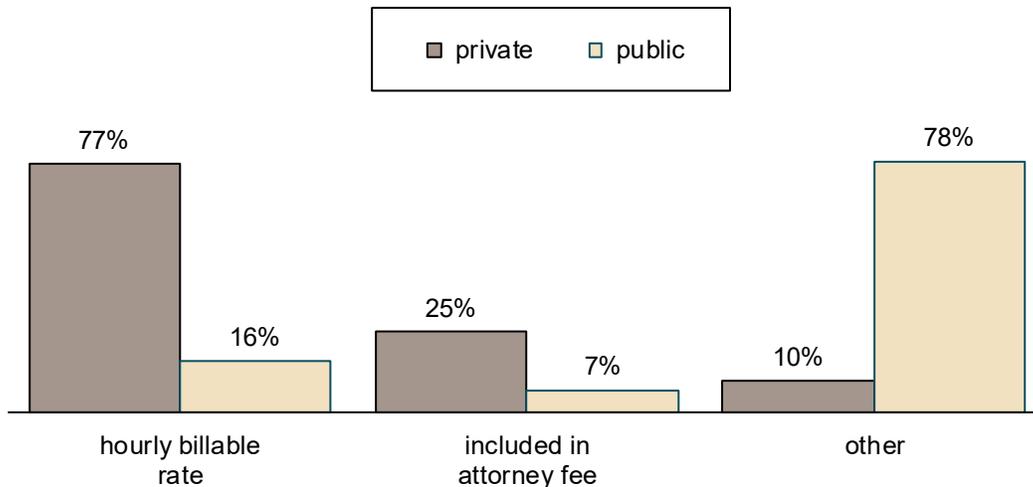
*How did your office location bill for the services of its paralegals/legal assistants in 2016?*

base: respondents in each segment who were licensed to practice law in Colorado in 2016 and whose office location had paralegals/legal assistants answering (multiple answers)

#### ALL RESPONDENTS



#### PRIVATE AND PUBLIC PRACTITIONERS



## FINDINGS: Paralegals/Legal Assistants

Respondents were asked to report the most common hourly billing rate in 2016 for their office location’s paralegals/legal assistants at each of seven levels of experience (among those who had a paralegal/legal assistant in each). As would be expected, results correlated positively with years of experience, ranging from a median of \$95 among paralegals/legal assistants with less than one year of experience to \$125 for those with 15 or more years of experience.

Appendix B details hourly billing rates within each level of experience by geographic location and by the number of attorneys at the firm/organization.

### Most Common Hourly Billing Rate for Paralegal/Legal Assistant Services

*What was the most common hourly billing rate in 2016 for paralegals/legal assistants at your office location by years of experience?*

base: respondents who were licensed to practice law in Colorado in 2016 and whose office location had a paralegal/legal assistant at each experience level in 2016 answering (fill-in answers)

YEARS OF EXPERIENCE	n	mean (\$)	percentile (\$)		
			25th	50th (median)	75th
20+	128	126	91	<b>125</b>	150
15 - 19	125	128	90	<b>125</b>	150
10 - 14	178	120	90	<b>120</b>	150
5 - 9	189	118	90	<b>115</b>	150
3 - 4	138	111	85	<b>108</b>	140
1 - 2	150	105	75	<b>100</b>	130
<1	112	99	75	<b>95</b>	125

## FINDINGS: Paralegals/Legal Assistants

Respondents were also asked to report the most common annual base salary in 2016 for their office location’s paralegals/legal assistants at each of seven levels of experience (among those who had a paralegal/legal assistant in each). Again, results correlated positively with years of experience, ranging from a median of \$35,000 among paralegals/legal assistants with less than one year of experience to \$65,000 for those with 20 or more years of experience.

Appendix B details annual base salary within each level of experience by geographic location and by the number of attorneys at the firm/organization.

### Most Common Annual Base Salary for Paralegals/Legal Assistants

*What was the most common annual base salary of paralegals/legal assistants at your office location in 2016 by years of experience?*

base: respondents who were licensed to practice law in Colorado in 2016 and whose office location had a paralegal/legal assistant at each experience level in 2016 answering (fill-in answers)

YEARS OF EXPERIENCE	n	mean (\$)	percentile (\$)		
			25th	50th (median)	75th
20+	133	65,800	50,000	<b>65,000</b>	80,000
15 - 19	115	60,500	50,000	<b>62,400</b>	70,000
10 - 14	154	57,400	47,000	<b>58,000</b>	65,000
5 - 9	163	50,800	42,000	<b>50,000</b>	60,000
3 - 4	122	45,300	37,400	<b>45,000</b>	51,300
1 - 2	124	41,200	32,500	<b>40,000</b>	48,000
<1	95	36,700	30,000	<b>35,000</b>	41,600

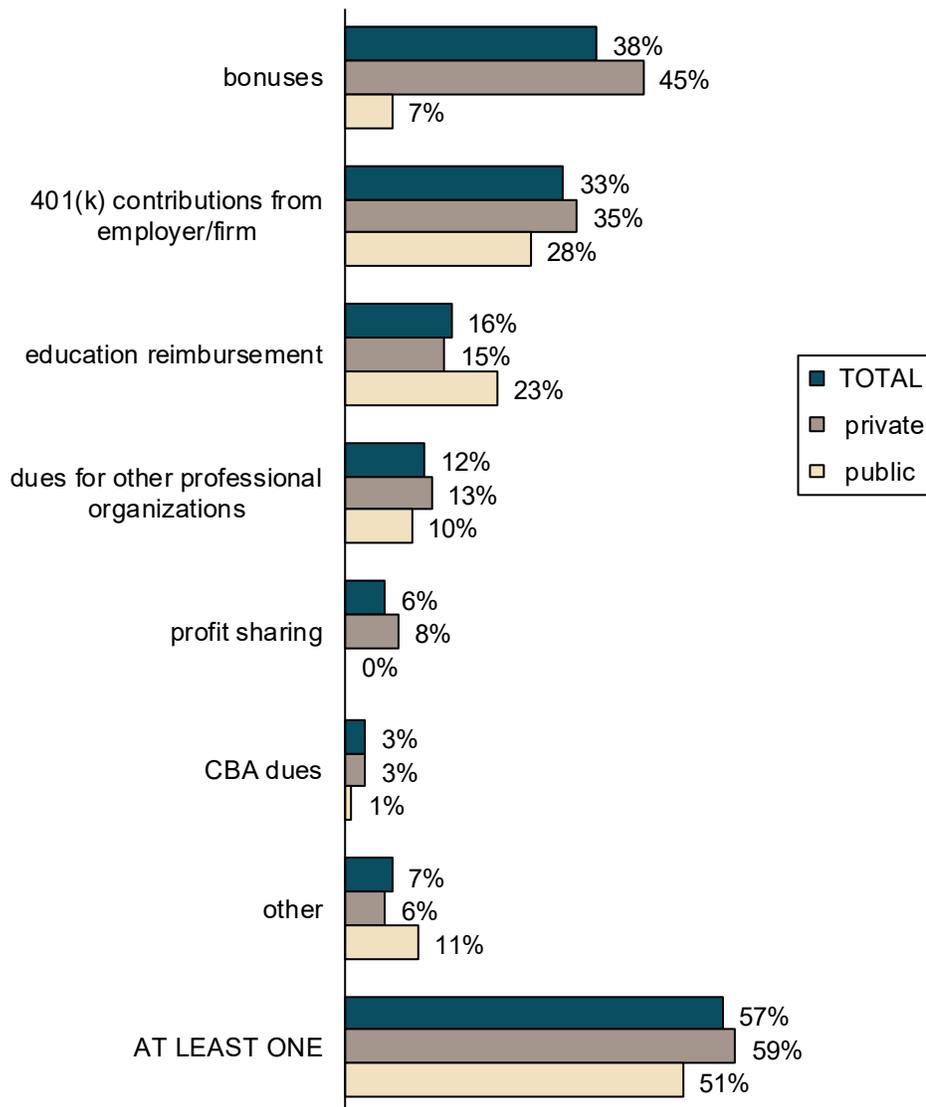
## FINDINGS: Paralegals/Legal Assistants

Private and public practitioners were about equally as likely to have indicated the paralegals/legal assistants at their office location were eligible to receive at least one type of other cash compensation beyond their annual base salaries in 2016 (59% and 51%, respectively)—but the types of other cash compensation varied. The largest gap is seen with bonuses where 45% of private practitioners indicated their paralegals/legal assistants were eligible to receive bonuses compared with only 7% of those in a public setting.

### Additional Cash Compensation Eligible to Receive

*Whether or not they received any, what other types of additional cash compensation were paralegals/legal assistants at your office location eligible to receive in 2016 beyond their annual base salary?*

base: 1,062 respondents who were licensed to practice law in Colorado in 2016 and whose office location had paralegals/legal assistants; those in each segment (multiple answers)



# APPENDIX A

## INCOME AND BILLING RATE TABLES

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

### Index To Tables

001	Total
002	Private Practitioners
003	Public Practitioners
	<u>Private Practitioners</u>
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005	Partner
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007	In-House Counsel: For Profit
008	Of Counsel
009	Contract Attorney
	<u>Public Practitioners</u>
010	Judge/Magistrate/ALJ
011	City/County Government
012	State Government
013	Federal Government
014	In-House Counsel: Non-Profit
015	Counsel With Legal Aid/Legal Services Agency
016	Arbitrator/Mediator
017	Academic

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### Key to Tables

INCOME = annual pre-tax income from primary position in 2016 (excluding bonuses, profit sharing, retirement benefits paid, and the monetary value of other benefits received).

*RESPONDENT INSTRUCTIONS: Please include only your regular salary/wages paid or (if self-employed) the amount you paid yourself as salary or draw. If you worked for only a portion of 2016, please annualize the figure. For example, if you worked 6 months and earned \$35,000, enter \$70,000.*

*BASE: those who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position*

HOURLY BILLING RATE = most common hourly billing rate in 2016 for primary position.

*BASE: those who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position and billed at least some of their work via an hourly rate*

n = the number of respondents for basing the results

mean = arithmetic average

25<sup>th</sup> percentile = 25% earn less than the 25<sup>th</sup> percentile

50<sup>th</sup> (median) = the value that lies at the middle of a distribution; 50% of the values are above it and 50% are below. Unlike the mean, it is not influenced by extreme values.

75<sup>th</sup> percentile = 75% earn less than the 75<sup>th</sup> percentile

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 001 page 1

**TOTAL**

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total Full Time	1,211	\$128,200	\$70,000	\$105,000	\$150,900	785	\$254	\$200	\$250	\$300
<b># of Years Practicing Law</b>										
40+	98	\$163,200	\$83,500	\$127,500	\$240,000	78	\$324	\$250	\$300	\$375
30 - 39	185	\$175,700	\$96,500	\$150,000	\$220,000	146	\$292	\$225	\$275	\$350
20 - 29	184	\$171,400	\$100,600	\$150,000	\$190,000	118	\$274	\$200	\$275	\$326
10 - 19	285	\$126,800	\$85,500	\$115,000	\$150,000	179	\$244	\$200	\$250	\$300
5 - 9	217	\$98,100	\$70,000	\$88,600	\$120,000	122	\$225	\$184	\$225	\$275
3 - 4	121	\$77,500	\$58,600	\$71,000	\$91,800	77	\$203	\$168	\$200	\$225
1 - 2	83	\$64,300	\$50,000	\$60,000	\$75,000	40	\$192	\$154	\$193	\$244
<1	33	\$62,200	\$49,000	\$54,000	\$73,000	21	\$162	\$88	\$185	\$200
<b>Primary Practice Area (&gt;= 50%)*</b>										
admin/gov/reg	39	\$95,200	\$71,000	\$90,000	\$111,000	9	\$187	\$98	\$100	\$293
admin/gov/reg-education/school	14	\$142,100	\$66,000	\$127,000	\$163,800	5	\$219	\$113	\$225	\$323
admin/gov/reg-local & municipal	24	\$159,800	\$91,000	\$122,000	\$154,800	11	\$246	\$185	\$210	\$300
admin/gov/reg-public utilities	6	\$91,500	\$37,500	\$106,500	\$129,700	2	-	-	-	-
admin/gov/reg-zoning/city planning	5	\$129,800	\$77,000	\$95,000	\$200,000	3	-	-	-	-
alternative dispute resolution-mediation	2	-	-	-	-	2	-	-	-	-
appellate/appeals	18	\$85,700	\$59,000	\$84,600	\$108,500	4	-	-	-	-
bankruptcy	8	\$99,800	\$79,800	\$91,300	\$126,300	7	\$288	\$250	\$295	\$325
bankruptcy-debtor	4	-	-	-	-	3	-	-	-	-
business	30	\$107,600	\$65,000	\$77,500	\$123,100	29	\$285	\$238	\$275	\$300
business-commercial litigation	17	\$224,900	\$83,800	\$175,000	\$292,500	17	\$326	\$235	\$295	\$473
business-corporate counsel	44	\$142,800	\$100,000	\$138,500	\$180,900	8	\$241	\$125	\$250	\$319
business-financial institutions	6	\$167,700	\$111,500	\$168,000	\$219,500	0	-	-	-	-
business-mergers & acquisitions	7	\$171,600	\$135,000	\$175,000	\$200,000	5	\$341	\$245	\$360	\$428
business-nonprofit/tax exempt	7	\$102,100	\$40,000	\$75,000	\$150,000	4	-	-	-	-
business-privately held/family business	5	\$164,100	\$125,000	\$150,000	\$210,200	5	\$270	\$150	\$325	\$363
business-securities	6	\$200,200	\$173,800	\$185,000	\$219,500	3	-	-	-	-
business-securities litigation	1	-	-	-	-	1	-	-	-	-
civil litigation	75	\$129,700	\$69,000	\$98,000	\$150,000	59	\$248	\$176	\$225	\$300
collections	7	\$86,700	\$45,000	\$77,000	\$109,600	4	-	-	-	-
constitutional law/civil rights	7	\$80,600	\$72,000	\$85,000	\$99,500	1	-	-	-	-
construction	12	\$167,600	\$121,300	\$136,400	\$180,000	12	\$258	\$179	\$238	\$319
criminal	82	\$93,400	\$59,400	\$74,500	\$122,000	35	\$229	\$90	\$250	\$300
criminal-DUI	4	-	-	-	-	1	-	-	-	-
criminal-federal	7	\$158,300	\$125,000	\$157,000	\$162,500	3	-	-	-	-

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 001 page 2

**TOTAL**

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
disability-social security disability	4	-	-	-	-	0	-	-	-	-
elder	8	\$89,100	\$45,800	\$55,000	\$160,500	5	\$275	\$213	\$300	\$325
environmental	13	\$134,800	\$100,000	\$150,000	\$157,700	7	\$307	\$265	\$275	\$350
ethics & professional responsibility	8	\$119,700	\$95,800	\$113,500	\$157,800	3	-	-	-	-
family	126	\$113,200	\$55,000	\$87,700	\$136,800	115	\$260	\$200	\$250	\$300
government contracts	8	\$100,100	\$73,000	\$80,000	\$116,000	3	-	-	-	-
health	13	\$154,700	\$93,100	\$130,000	\$227,000	5	\$247	\$152	\$280	\$325
immigration	18	\$72,900	\$40,000	\$60,000	\$104,600	9	\$250	\$200	\$250	\$300
insurance-plaintiff	3	-	-	-	-	2	-	-	-	-
insurance-defense	22	\$116,400	\$75,000	\$111,000	\$127,500	22	\$178	\$158	\$175	\$189
intellectual property	5	\$300,400	\$113,500	\$210,000	\$532,500	5	\$463	\$270	\$350	\$713
intellectual property-patents	11	\$161,400	\$98,000	\$140,000	\$215,000	5	\$311	\$253	\$285	\$383
juvenile	25	\$85,200	\$63,000	\$90,000	\$105,000	15	\$85	\$75	\$75	\$75
labor & employment	11	\$122,900	\$104,000	\$120,000	\$135,000	6	\$276	\$241	\$283	\$306
labor & employment-employee	11	\$122,200	\$57,200	\$94,000	\$200,000	10	\$309	\$233	\$313	\$356
labor & employment-management	14	\$175,500	\$87,700	\$152,000	\$208,000	10	\$294	\$219	\$295	\$381
medical malpractice	10	\$125,500	\$76,500	\$102,500	\$186,800	9	\$189	\$153	\$180	\$225
natural resources & energy	4	-	-	-	-	4	-	-	-	-
natural resources & energy-oil & gas	13	\$162,100	\$102,500	\$155,000	\$202,500	7	\$254	\$200	\$245	\$295
personal injury	43	\$163,300	\$72,000	\$135,000	\$230,000	17	\$271	\$238	\$295	\$338
product liability	6	\$108,300	\$87,500	\$105,000	\$127,500	3	-	-	-	-
real estate	35	\$147,600	\$80,000	\$110,800	\$185,000	27	\$276	\$225	\$275	\$300
real estate-commercial	14	\$156,000	\$86,000	\$110,500	\$221,300	11	\$312	\$195	\$325	\$450
real estate-foreclosure	6	\$104,600	\$81,900	\$90,000	\$142,500	5	\$221	\$215	\$215	\$230
real estate-HOA/CCIOA	5	\$202,800	\$80,500	\$175,000	\$339,000	5	\$288	\$250	\$290	\$325
real estate-special districts	5	\$110,000	\$70,000	\$84,000	\$162,900	4	-	-	-	-
tax	12	\$191,100	\$77,500	\$125,000	\$262,500	9	\$343	\$225	\$260	\$493
transportation	3	-	-	-	-	3	-	-	-	-
trusts & estate	14	\$109,900	\$60,000	\$97,500	\$146,300	15	\$262	\$200	\$245	\$325
trusts & estate-estate administration	11	\$117,100	\$70,000	\$90,000	\$150,000	11	\$263	\$225	\$265	\$325
trusts & estate-estate planning	35	\$97,600	\$66,500	\$96,000	\$120,000	32	\$255	\$200	\$250	\$300
trusts & estate-litigation	7	\$164,200	\$90,000	\$150,000	\$222,000	6	\$277	\$234	\$263	\$343
water	24	\$121,300	\$81,300	\$115,800	\$168,800	21	\$222	\$183	\$230	\$250
workers' compensation	19	\$140,100	\$76,000	\$96,000	\$200,000	10	\$153	\$139	\$145	\$178

\*Practice areas with fewer than five respondents who spend at least 50% of their time in that area are not displayed.

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 001 page 3

**TOTAL**

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
<b>Geographic Location</b>										
Denver	481	\$136,900	\$72,000	\$107,000	\$159,500	308	\$257	\$185	\$250	\$315
Adams, Arapahoe, Douglas, Elbert, and Jefferson	275	\$123,000	\$75,000	\$110,000	\$150,000	176	\$253	\$200	\$250	\$300
Boulder and Broomfield	120	\$123,300	\$72,000	\$104,500	\$160,000	89	\$259	\$200	\$250	\$300
Eagle and Pitkin	15	\$109,600	\$65,000	\$92,500	\$135,000	13	\$286	\$238	\$275	\$368
El Paso	58	\$117,800	\$61,700	\$95,000	\$150,000	43	\$269	\$220	\$250	\$300
Larimer and Weld	84	\$110,300	\$60,000	\$90,000	\$134,300	53	\$225	\$195	\$225	\$275
Mesa	28	\$115,500	\$60,000	\$95,000	\$129,900	24	\$228	\$200	\$225	\$265
Pueblo	7	\$120,800	\$65,300	\$105,000	\$155,000	3	-	-	-	-
all others east of the Continental Divide	17	\$128,600	\$71,000	\$100,000	\$179,500	9	\$199	\$160	\$200	\$255
all others west of the Continental Divide	53	\$114,500	\$60,000	\$96,000	\$150,000	32	\$213	\$156	\$225	\$250
<b>County</b>										
Adams	25	\$116,300	\$71,000	\$101,000	\$120,500	9	\$190	\$75	\$225	\$270
Alamosa	2	-	-	-	-	0	-	-	-	-
Arapahoe	128	\$122,800	\$72,100	\$107,900	\$153,800	81	\$251	\$183	\$250	\$318
Archuleta	2	-	-	-	-	1	-	-	-	-
Baca	-	-	-	-	-	-	-	-	-	-
Bent	-	-	-	-	-	-	-	-	-	-
Boulder	113	\$123,100	\$73,500	\$104,000	\$160,000	82	\$254	\$194	\$253	\$300
Broomfield	7	\$125,600	\$72,000	\$105,000	\$160,000	7	\$321	\$225	\$250	\$300
Chaffee	2	-	-	-	-	1	-	-	-	-
Cheyenne	-	-	-	-	-	-	-	-	-	-
Clear Creek	1	-	-	-	-	0	-	-	-	-
Conejos	-	-	-	-	-	-	-	-	-	-
Costilla	-	-	-	-	-	-	-	-	-	-
Crowley	-	-	-	-	-	-	-	-	-	-
Custer	-	-	-	-	-	-	-	-	-	-
Delta	2	-	-	-	-	2	-	-	-	-
Denver	481	\$136,900	\$72,000	\$107,000	\$159,500	308	\$257	\$185	\$250	\$315
Dolores	-	-	-	-	-	-	-	-	-	-
Douglas	42	\$130,800	\$74,000	\$122,000	\$150,000	34	\$260	\$211	\$250	\$296
Eagle	6	\$101,900	\$78,000	\$92,300	\$131,300	6	\$267	\$215	\$270	\$300
El Paso	58	\$117,800	\$61,700	\$95,000	\$150,000	43	\$269	\$220	\$250	\$300
Elbert	-	-	-	-	-	-	-	-	-	-
Fremont	1	-	-	-	-	1	-	-	-	-
Garfield	8	\$103,400	\$51,800	\$70,000	\$156,300	5	\$243	\$133	\$200	\$375
Gilpin	-	-	-	-	-	-	-	-	-	-
Grand	1	-	-	-	-	1	-	-	-	-

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 001 page 4

**TOTAL**

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Gunnison	2	-	-	-	-	1	-	-	-	-
Hinsdale	-	-	-	-	-	-	-	-	-	-
Huerfano	-	-	-	-	-	-	-	-	-	-
Jackson	-	-	-	-	-	-	-	-	-	-
Jefferson	80	\$121,100	\$78,900	\$114,200	\$150,000	52	\$263	\$221	\$275	\$304
Kiowa	-	-	-	-	-	-	-	-	-	-
Kit Carson	1	-	-	-	-	1	-	-	-	-
La Plata	8	\$111,800	\$60,000	\$86,000	\$157,800	5	\$150	\$76	\$175	\$213
Lake	-	-	-	-	-	-	-	-	-	-
Larimer	65	\$111,700	\$61,000	\$90,000	\$135,500	43	\$235	\$200	\$225	\$275
Las Animas	1	-	-	-	-	0	-	-	-	-
Lincoln	-	-	-	-	-	-	-	-	-	-
Logan	3	-	-	-	-	3	-	-	-	-
Mesa	28	\$115,500	\$60,000	\$95,000	\$129,900	24	\$228	\$200	\$225	\$265
Mineral	-	-	-	-	-	-	-	-	-	-
Moffat	1	-	-	-	-	0	-	-	-	-
Montezuma	-	-	-	-	-	-	-	-	-	-
Montrose	9	\$96,300	\$68,000	\$96,000	\$117,500	4	-	-	-	-
Morgan	3	-	-	-	-	1	-	-	-	-
Otero	2	-	-	-	-	0	-	-	-	-
Ouray	1	-	-	-	-	1	-	-	-	-
Park	-	-	-	-	-	-	-	-	-	-
Phillips	-	-	-	-	-	-	-	-	-	-
Pitkin	9	\$114,800	\$60,000	\$95,000	\$155,000	7	\$303	\$250	\$285	\$375
Prowers	-	-	-	-	-	-	-	-	-	-
Pueblo	7	\$120,800	\$65,300	\$105,000	\$155,000	3	-	-	-	-
Rio Blanco	-	-	-	-	-	-	-	-	-	-
Rio Grande	1	-	-	-	-	2	-	-	-	-
Routt	8	\$141,300	\$107,300	\$137,500	\$189,000	5	\$246	\$195	\$245	\$298
Saguache	-	-	-	-	-	-	-	-	-	-
San Juan	-	-	-	-	-	-	-	-	-	-
San Miguel	1	-	-	-	-	1	-	-	-	-
Sedgwick	-	-	-	-	-	-	-	-	-	-
Summit	10	\$101,800	\$59,000	\$70,900	\$117,500	6	\$250	\$238	\$250	\$263
Teller	-	-	-	-	-	-	-	-	-	-
Washington	-	-	-	-	-	-	-	-	-	-
Weld	19	\$105,200	\$50,000	\$89,000	\$132,000	10	\$179	\$94	\$193	\$246
Yuma	-	-	-	-	-	-	-	-	-	-

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 001 page 5

**TOTAL**

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
<b># of Attorneys at Organization</b>										
250+	72	\$173,900	\$80,300	\$121,000	\$160,000	36	\$328	\$100	\$288	\$475
100 - 249	53	\$146,000	\$86,100	\$125,000	\$152,900	23	\$288	\$102	\$300	\$385
50 - 99	49	\$109,100	\$69,500	\$108,000	\$140,000	15	\$276	\$200	\$250	\$325
20 - 49	106	\$129,100	\$75,000	\$105,500	\$172,500	57	\$279	\$200	\$275	\$350
10 - 19	127	\$142,400	\$81,000	\$120,000	\$159,000	87	\$246	\$185	\$225	\$295
5 - 9	182	\$139,500	\$75,000	\$110,000	\$161,100	119	\$260	\$200	\$250	\$325
2 - 4	259	\$121,500	\$65,000	\$95,000	\$150,000	189	\$245	\$200	\$250	\$298
1	277	\$110,800	\$59,000	\$96,000	\$141,000	212	\$237	\$200	\$250	\$299
<b>Gender</b>										
male	674	\$141,500	\$75,000	\$116,100	\$175,000	464	\$271	\$200	\$250	\$300
female	507	\$109,200	\$65,400	\$95,000	\$130,000	305	\$225	\$175	\$225	\$275

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 002 page 1

### PRIVATE PRACTITIONERS

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total Full Time	890	\$138,200	\$72,000	\$110,000	\$175,000	729	\$260	\$200	\$250	\$300
# of Years Practicing Law										
40+	80	\$170,400	\$82,800	\$127,500	\$250,000	73	\$323	\$250	\$300	\$375
30 - 39	154	\$184,300	\$95,000	\$150,000	\$238,300	140	\$294	\$225	\$275	\$350
20 - 29	131	\$189,600	\$105,000	\$160,000	\$205,000	110	\$284	\$224	\$275	\$345
10 - 19	206	\$133,800	\$85,000	\$120,500	\$175,000	164	\$252	\$203	\$250	\$300
5 - 9	151	\$101,900	\$72,000	\$91,000	\$129,000	109	\$231	\$193	\$225	\$275
3 - 4	89	\$80,800	\$60,000	\$75,000	\$95,000	75	\$204	\$175	\$200	\$225
1 - 2	51	\$69,500	\$52,000	\$65,000	\$85,000	35	\$202	\$165	\$200	\$250
<1	24	\$67,200	\$50,000	\$58,500	\$78,800	19	\$172	\$150	\$195	\$200
Primary Practice Area (>= 50%)*										
admin/gov/reg	6	\$100,800	\$48,800	\$87,500	\$151,300	4	-	-	-	-
admin/gov/reg-education/school	5	\$213,000	\$120,000	\$150,000	\$337,500	4	-	-	-	-
admin/gov/reg-local & municipal	10	\$222,500	\$93,800	\$117,500	\$243,800	11	\$246	\$185	\$210	\$300
admin/gov/reg-public utilities	3	-	-	-	-	2	-	-	-	-
admin/gov/reg-zoning/city planning	2	-	-	-	-	1	-	-	-	-
alternative dispute resolution-mediation	1	-	-	-	-	1	-	-	-	-
appellate/appeals	4	-	-	-	-	3	-	-	-	-
bankruptcy	8	\$99,800	\$79,800	\$91,300	\$126,300	7	\$288	\$250	\$295	\$325
bankruptcy-debtor	4	-	-	-	-	3	-	-	-	-
business	28	\$110,600	\$65,000	\$77,500	\$134,400	28	\$283	\$231	\$275	\$300
business-commercial litigation	17	\$224,900	\$83,800	\$175,000	\$292,500	17	\$326	\$235	\$295	\$473
business-corporate counsel	42	\$142,300	\$98,800	\$138,500	\$178,300	8	\$241	\$125	\$250	\$319
business-financial institutions	6	\$167,700	\$111,500	\$168,000	\$219,500	-	-	-	-	-
business-mergers & acquisitions	7	\$171,600	\$135,000	\$175,000	\$200,000	5	\$341	\$245	\$360	\$428
business-nonprofit/tax exempt	3	-	-	-	-	3	-	-	-	-
business-privately held/family business	5	\$164,100	\$125,000	\$150,000	\$210,200	5	\$270	\$150	\$325	\$363
business-securities	5	\$182,200	\$172,500	\$180,000	\$193,000	2	-	-	-	-
business-securities litigation	-	-	-	-	-	-	-	-	-	-
civil litigation	58	\$142,300	\$70,600	\$107,500	\$152,500	57	\$251	\$181	\$225	\$300
collections	7	\$86,700	\$45,000	\$77,000	\$109,600	4	-	-	-	-
constitutional law/civil rights	2	-	-	-	-	-	-	-	-	-
construction	12	\$167,600	\$121,300	\$136,400	\$180,000	12	\$258	\$179	\$238	\$319
criminal	35	\$104,000	\$54,000	\$100,000	\$132,000	33	\$238	\$137	\$250	\$300
criminal-DUI	3	-	-	-	-	1	-	-	-	-
criminal-federal	3	-	-	-	-	2	-	-	-	-

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 002 page 2

### PRIVATE PRACTITIONERS

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
disability-social security disability	3	-	-	-	-		-	-	-	-
elder	5	\$107,400	\$31,500	\$54,000	\$210,000	5	\$275	\$213	\$300	\$325
environmental	6	\$152,700	\$86,800	\$152,500	\$203,000	5	\$315	\$225	\$275	\$425
ethics & professional responsibility	3	-	-	-	-	2	-	-	-	-
family	111	\$115,300	\$55,000	\$90,000	\$140,000	110	\$260	\$200	\$250	\$300
government contracts	2	-	-	-	-	1	-	-	-	-
health	8	\$149,500	\$102,800	\$121,500	\$232,300	4	-	-	-	-
immigration	14	\$78,800	\$40,000	\$60,000	\$118,900	9	\$250	\$200	\$250	\$300
insurance-plaintiff	3	-	-	-	-	2	-	-	-	-
insurance-defense	21	\$116,700	\$75,000	\$112,000	\$130,000	21	\$174	\$155	\$175	\$185
intellectual property	5	\$300,400	\$113,500	\$210,000	\$532,500	5	\$463	\$270	\$350	\$713
intellectual property-patents	8	\$172,100	\$96,300	\$170,000	\$227,800	4	-	-	-	-
juvenile	14	\$90,100	\$69,000	\$96,000	\$107,800	13	\$82	\$75	\$75	\$75
labor & employment	6	\$132,700	\$100,000	\$127,500	\$175,800	6	\$276	\$241	\$283	\$306
labor & employment-employee	10	\$125,100	\$54,900	\$82,500	\$212,500	10	\$309	\$233	\$313	\$356
labor & employment-management	10	\$205,500	\$118,900	\$190,000	\$249,000	9	\$315	\$225	\$300	\$388
medical malpractice	10	\$125,500	\$76,500	\$102,500	\$186,800	9	\$189	\$153	\$180	\$225
natural resources & energy	4	-	-	-	-	4	-	-	-	-
natural resources & energy-oil & gas	11	\$177,300	\$140,000	\$166,000	\$210,000	6	\$263	\$219	\$260	\$306
personal injury	43	\$163,300	\$72,000	\$135,000	\$230,000	17	\$271	\$238	\$295	\$338
product liability	5	\$112,000	\$90,000	\$110,000	\$135,000	2	-	-	-	-
real estate	34	\$147,600	\$78,800	\$110,400	\$185,300	27	\$276	\$225	\$275	\$300
real estate-commercial	13	\$160,700	\$84,000	\$121,000	\$222,500	11	\$312	\$195	\$325	\$450
real estate-foreclosure	5	\$111,000	\$87,500	\$90,000	\$145,000	5	\$221	\$215	\$215	\$230
real estate-HOA/CCIOA	5	\$202,800	\$80,500	\$175,000	\$339,000	5	\$288	\$250	\$290	\$325
real estate-special districts	4	-	-	-	-	4	-	-	-	-
tax	7	\$230,000	\$75,000	\$130,000	\$280,000	6	\$418	\$250	\$373	\$566
transportation	2	-	-	-	-	2	-	-	-	-
trusts & estate	14	\$109,900	\$60,000	\$97,500	\$146,300	14	\$259	\$198	\$235	\$331
trusts & estate-estate administration	9	\$119,800	\$65,000	\$74,000	\$152,500	9	\$248	\$223	\$240	\$278
trusts & estate-estate planning	34	\$97,100	\$66,100	\$95,500	\$120,000	32	\$255	\$200	\$250	\$300
trusts & estate-litigation	6	\$165,000	\$69,600	\$135,000	\$266,500	6	\$277	\$234	\$263	\$343
water	20	\$129,100	\$86,300	\$133,300	\$178,800	20	\$228	\$188	\$235	\$250
workers' compensation	15	\$153,100	\$75,000	\$107,000	\$230,000	9	\$159	\$140	\$150	\$180

\*Practice areas with fewer than five respondents who spend at least 50% of their time in that area are not displayed.

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 002 page 3

### PRIVATE PRACTITIONERS

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
<b>Geographic Location</b>										
Denver	333	\$152,400	\$72,000	\$120,000	\$185,000	276	\$269	\$200	\$250	\$325
Adams, Arapahoe, Douglas, Elbert, and Jefferson	228	\$127,000	\$77,300	\$111,700	\$153,800	169	\$257	\$200	\$250	\$300
Boulder and Broomfield	100	\$130,600	\$76,300	\$110,000	\$178,800	84	\$263	\$200	\$253	\$300
Eagle and Pitkin	13	\$116,000	\$70,000	\$95,000	\$142,500	12	\$298	\$250	\$275	\$371
El Paso	44	\$120,100	\$54,800	\$89,500	\$150,000	40	\$270	\$220	\$250	\$311
Larimer and Weld	55	\$117,300	\$55,000	\$90,000	\$140,000	52	\$225	\$193	\$225	\$275
Mesa	25	\$122,100	\$60,000	\$95,000	\$135,000	24	\$228	\$200	\$225	\$265
Pueblo	4	-	-	-	-	3	-	-	-	-
all others east of the Continental Divide	9	\$150,900	\$81,000	\$100,000	\$220,000	8	\$216	\$181	\$200	\$260
all others west of the Continental Divide	31	\$129,300	\$60,000	\$115,000	\$160,000	28	\$227	\$175	\$235	\$250
<b>County</b>										
Adams	13	\$134,000	\$76,500	\$104,000	\$151,500	8	\$208	\$106	\$225	\$280
Alamosa		-	-	-	-		-	-	-	-
Arapahoe	112	\$125,900	\$75,000	\$112,200	\$163,800	78	\$252	\$184	\$238	\$306
Archuleta	1	-	-	-	-	1	-	-	-	-
Baca		-	-	-	-		-	-	-	-
Bent		-	-	-	-		-	-	-	-
Boulder	94	\$130,200	\$78,800	\$110,000	\$180,000	78	\$257	\$199	\$253	\$300
Broomfield	6	\$136,500	\$72,000	\$117,500	\$190,000	6	\$342	\$225	\$268	\$416
Chaffee	1	-	-	-	-	1	-	-	-	-
Cheyenne		-	-	-	-		-	-	-	-
Clear Creek		-	-	-	-		-	-	-	-
Conejos		-	-	-	-		-	-	-	-
Costilla		-	-	-	-		-	-	-	-
Crowley		-	-	-	-		-	-	-	-
Custer		-	-	-	-		-	-	-	-
Delta	1	-	-	-	-	1	-	-	-	-
Denver	333	\$152,400	\$72,000	\$120,000	\$185,000	276	\$269	\$200	\$250	\$325
Dolores		-	-	-	-		-	-	-	-
Douglas	39	\$130,800	\$75,000	\$120,000	\$150,000	34	\$260	\$211	\$250	\$296
Eagle	5	\$107,900	\$86,000	\$92,500	\$137,500	6	\$267	\$215	\$270	\$300
El Paso	44	\$120,100	\$54,800	\$89,500	\$150,000	40	\$270	\$220	\$250	\$311
Elbert		-	-	-	-		-	-	-	-
Fremont	1	-	-	-	-	1	-	-	-	-
Garfield	5	\$120,000	\$55,000	\$80,000	\$205,000	4	-	-	-	-
Gilpin		-	-	-	-		-	-	-	-
Grand	1	-	-	-	-	1	-	-	-	-

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 002 page 4

### PRIVATE PRACTITIONERS

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Gunnison	1	-	-	-	-	1	-	-	-	-
Hinsdale		-	-	-	-		-	-	-	-
Huerfano		-	-	-	-		-	-	-	-
Jackson		-	-	-	-		-	-	-	-
Jefferson	64	\$125,000	\$80,500	\$114,500	\$150,000	49	\$269	\$225	\$275	\$315
Kiowa		-	-	-	-		-	-	-	-
Kit Carson	1	-	-	-	-	1	-	-	-	-
La Plata	5	\$108,400	\$60,000	\$76,000	\$173,000	4	-	-	-	-
Lake		-	-	-	-		-	-	-	-
Larimer	45	\$115,600	\$53,000	\$90,000	\$142,500	42	\$236	\$200	\$225	\$275
Las Animas	1	-	-	-	-		-	-	-	-
Lincoln		-	-	-	-		-	-	-	-
Logan	3	-	-	-	-	3	-	-	-	-
Mesa	25	\$122,100	\$60,000	\$95,000	\$135,000	24	\$228	\$200	\$225	\$265
Mineral		-	-	-	-		-	-	-	-
Moffat		-	-	-	-		-	-	-	-
Montezuma		-	-	-	-		-	-	-	-
Montrose	4	-	-	-	-	4	-	-	-	-
Morgan	1	-	-	-	-		-	-	-	-
Otero		-	-	-	-		-	-	-	-
Ouray		-	-	-	-		-	-	-	-
Park		-	-	-	-		-	-	-	-
Phillips		-	-	-	-		-	-	-	-
Pitkin	8	\$121,000	\$60,000	\$97,500	\$165,000	6	\$328	\$250	\$323	\$394
Prowers		-	-	-	-		-	-	-	-
Pueblo	4	-	-	-	-	3	-	-	-	-
Rio Blanco		-	-	-	-		-	-	-	-
Rio Grande	1	-	-	-	-	2	-	-	-	-
Routt	5	\$151,400	\$88,500	\$150,000	\$215,000	5	\$246	\$195	\$245	\$298
Saguache		-	-	-	-		-	-	-	-
San Juan		-	-	-	-		-	-	-	-
San Miguel	1	-	-	-	-	1	-	-	-	-
Sedgwick		-	-	-	-		-	-	-	-
Summit	7	\$114,000	\$60,000	\$72,800	\$185,000	6	\$250	\$238	\$250	\$263
Teller		-	-	-	-		-	-	-	-
Washington		-	-	-	-		-	-	-	-
Weld	10	\$124,900	\$53,800	\$102,100	\$176,900	10	\$179	\$94	\$193	\$246
Yuma		-	-	-	-		-	-	-	-

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 002 page 5

### PRIVATE PRACTITIONERS

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
# of Attorneys at Organization										
250+	27	\$287,300	\$135,000	\$200,000	\$375,000	25	\$412	\$280	\$405	\$525
100 - 249	24	\$192,600	\$112,300	\$150,000	\$202,500	17	\$359	\$268	\$350	\$488
50 - 99	19	\$127,800	\$95,000	\$125,000	\$162,000	12	\$258	\$196	\$228	\$318
20 - 49	70	\$146,200	\$86,900	\$122,500	\$198,500	55	\$286	\$200	\$275	\$350
10 - 19	97	\$154,500	\$86,000	\$130,000	\$187,500	82	\$253	\$190	\$240	\$295
5 - 9	137	\$151,100	\$79,500	\$120,000	\$180,000	113	\$263	\$200	\$250	\$325
2 - 4	216	\$125,100	\$65,000	\$95,000	\$160,000	176	\$246	\$200	\$250	\$299
1	251	\$112,400	\$58,000	\$96,000	\$145,000	206	\$238	\$200	\$250	\$296
Gender										
male	524	\$151,600	\$77,000	\$121,600	\$199,500	438	\$276	\$210	\$258	\$321
female	344	\$116,000	\$65,000	\$99,500	\$142,300	275	\$232	\$175	\$225	\$275

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 003 page 1

### PUBLIC PRACTITIONERS

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total Full Time	259	\$101,400	\$70,000	\$95,000	\$126,000	29	\$91	\$50	\$95	\$100
<b># of Years Practicing Law</b>										
40+	12	\$143,600	\$101,000	\$153,400	\$165,000	0	-	-	-	-
30 - 39	25	\$134,700	\$108,200	\$143,000	\$159,500	2	-	-	-	-
20 - 29	43	\$132,600	\$102,500	\$130,000	\$158,000	5	\$72	\$51	\$60	\$99
10 - 19	67	\$107,100	\$88,000	\$104,000	\$122,000	10	\$95	\$87	\$99	\$100
5 - 9	55	\$85,600	\$69,000	\$77,000	\$98,000	7	\$105	\$45	\$100	\$108
3 - 4	26	\$69,400	\$56,000	\$66,000	\$80,000	2	-	-	-	-
1 - 2	22	\$56,800	\$48,300	\$58,500	\$65,500	2	-	-	-	-
<1	8	\$49,300	\$41,100	\$49,000	\$54,600	1	-	-	-	-
<b>Primary Practice Area (&gt;= 50%)*</b>										
admin/gov/reg	32	\$94,400	\$71,300	\$95,000	\$110,800	5	\$88	\$70	\$100	\$100
admin/gov/reg-education/school	6	\$75,300	\$57,100	\$65,000	\$104,000	1	-	-	-	-
admin/gov/reg-local & municipal	14	\$115,100	\$75,400	\$127,000	\$145,000		-	-	-	-
admin/gov/reg-public utilities	2	-	-	-	-		-	-	-	-
admin/gov/reg-zoning/city planning	3	-	-	-	-	2	-	-	-	-
alternative dispute resolution-mediation		-	-	-	-		-	-	-	-
appellate/appeals	12	\$90,400	\$68,000	\$85,600	\$106,100	1	-	-	-	-
bankruptcy		-	-	-	-		-	-	-	-
bankruptcy-debtor		-	-	-	-		-	-	-	-
business		-	-	-	-		-	-	-	-
business-commercial litigation		-	-	-	-		-	-	-	-
business-corporate counsel	2	-	-	-	-		-	-	-	-
business-financial institutions		-	-	-	-		-	-	-	-
business-mergers & acquisitions		-	-	-	-		-	-	-	-
business-nonprofit/tax exempt	3	-	-	-	-		-	-	-	-
business-privately held/family business		-	-	-	-		-	-	-	-
business-securities		-	-	-	-		-	-	-	-
business-securities litigation	1	-	-	-	-	1	-	-	-	-
civil litigation	14	\$91,500	\$48,500	\$80,500	\$139,800	1	-	-	-	-
collections		-	-	-	-		-	-	-	-
constitutional law/civil rights	4	-	-	-	-	1	-	-	-	-
construction		-	-	-	-		-	-	-	-
criminal	44	\$87,300	\$62,000	\$70,000	\$110,000	1	-	-	-	-
criminal-DUI		-	-	-	-		-	-	-	-
criminal-federal	3	-	-	-	-	1	-	-	-	-

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 003 page 2

### PUBLIC PRACTITIONERS

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
disability-social security disability	1	-	-	-	-	0	-	-	-	-
elder	2	-	-	-	-	0	-	-	-	-
environmental	6	\$122,000	\$92,800	\$132,200	\$152,600	1	-	-	-	-
ethics & professional responsibility	3	-	-	-	-	0	-	-	-	-
family	9	\$89,600	\$42,300	\$88,000	\$132,000	0	-	-	-	-
government contracts	6	\$83,000	\$69,000	\$78,000	\$94,000	2	-	-	-	-
health	5	\$163,000	\$80,500	\$150,000	\$252,000	1	-	-	-	-
immigration	4	-	-	-	-	-	-	-	-	-
insurance-plaintiff	-	-	-	-	-	-	-	-	-	-
insurance-defense	-	-	-	-	-	-	-	-	-	-
intellectual property	-	-	-	-	-	-	-	-	-	-
intellectual property-patents	2	-	-	-	-	-	-	-	-	-
juvenile	9	\$86,200	\$68,000	\$90,000	\$103,500	2	-	-	-	-
labor & employment	5	\$111,200	\$86,500	\$118,000	\$132,500	-	-	-	-	-
labor & employment-employee	-	-	-	-	-	-	-	-	-	-
labor & employment-management	4	-	-	-	-	1	-	-	-	-
medical malpractice	-	-	-	-	-	-	-	-	-	-
natural resources & energy	-	-	-	-	-	-	-	-	-	-
natural resources & energy-oil & gas	-	-	-	-	-	-	-	-	-	-
personal injury	-	-	-	-	-	-	-	-	-	-
product liability	-	-	-	-	-	-	-	-	-	-
real estate	1	-	-	-	-	-	-	-	-	-
real estate-commercial	-	-	-	-	-	-	-	-	-	-
real estate-foreclosure	1	-	-	-	-	-	-	-	-	-
real estate-HOA/CCIOA	-	-	-	-	-	-	-	-	-	-
real estate-special districts	1	-	-	-	-	-	-	-	-	-
tax	3	-	-	-	-	1	-	-	-	-
transportation	1	-	-	-	-	1	-	-	-	-
trusts & estate	-	-	-	-	-	-	-	-	-	-
trusts & estate-estate administration	-	-	-	-	-	-	-	-	-	-
trusts & estate-estate planning	-	-	-	-	-	-	-	-	-	-
trusts & estate-litigation	1	-	-	-	-	-	-	-	-	-
water	3	-	-	-	-	1	-	-	-	-
workers' compensation	4	-	-	-	-	1	-	-	-	-

\*Practice areas with fewer than five respondents who spend at least 50% of their time in that area are not displayed.

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 003 page 3

### PUBLIC PRACTITIONERS

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
<b>Geographic Location</b>										
Denver	119	\$103,700	\$75,000	\$98,000	\$131,000	19	\$97	\$90	\$99	\$100
Adams, Arapahoe, Douglas, Elbert, and Jefferson	40	\$100,600	\$67,500	\$96,500	\$126,300	4	-	-	-	-
Boulder and Broomfield	13	\$87,000	\$63,500	\$77,000	\$103,800	1	-	-	-	-
Eagle and Pitkin	1	-	-	-	-	-	-	-	-	-
El Paso	10	\$94,500	\$67,300	\$90,500	\$108,300	-	-	-	-	-
Larimer and Weld	25	\$104,400	\$64,000	\$98,000	\$134,000	0	-	-	-	-
Mesa	3	-	-	-	-	-	-	-	-	-
Pueblo	2	-	-	-	-	-	-	-	-	-
all others east of the Continental Divide	8	\$103,600	\$70,000	\$108,500	\$130,800	1	-	-	-	-
all others west of the Continental Divide	19	\$100,000	\$64,000	\$96,000	\$145,000	3	-	-	-	-
<b>County</b>										
Adams	11	\$91,300	\$70,000	\$84,000	\$120,000	1	-	-	-	-
Alamosa	2	-	-	-	-	-	-	-	-	-
Arapahoe	13	\$99,700	\$68,000	\$88,000	\$118,500	1	-	-	-	-
Archuleta	1	-	-	-	-	-	-	-	-	-
Baca	-	-	-	-	-	-	-	-	-	-
Bent	-	-	-	-	-	-	-	-	-	-
Boulder	13	\$87,000	\$63,500	\$77,000	\$103,800	1	-	-	-	-
Broomfield	-	-	-	-	-	-	-	-	-	-
Chaffee	1	-	-	-	-	-	-	-	-	-
Cheyenne	-	-	-	-	-	-	-	-	-	-
Clear Creek	1	-	-	-	-	-	-	-	-	-
Conejos	-	-	-	-	-	-	-	-	-	-
Costilla	-	-	-	-	-	-	-	-	-	-
Crowley	-	-	-	-	-	-	-	-	-	-
Custer	-	-	-	-	-	-	-	-	-	-
Delta	1	-	-	-	-	1	-	-	-	-
Denver	119	\$103,700	\$75,000	\$98,000	\$131,000	19	\$97	\$90	\$99	\$100
Dolores	-	-	-	-	-	-	-	-	-	-
Douglas	3	-	-	-	-	-	-	-	-	-
Eagle	1	-	-	-	-	-	-	-	-	-
El Paso	10	\$94,500	\$67,300	\$90,500	\$108,300	-	-	-	-	-
Elbert	-	-	-	-	-	-	-	-	-	-
Fremont	-	-	-	-	-	-	-	-	-	-
Garfield	2	-	-	-	-	-	-	-	-	-
Gilpin	-	-	-	-	-	-	-	-	-	-
Grand	-	-	-	-	-	-	-	-	-	-

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 003 page 4

### PUBLIC PRACTITIONERS

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Gunnison	1	-	-	-	-	-	-	-	-	-
Hinsdale	-	-	-	-	-	-	-	-	-	-
Huerfano	-	-	-	-	-	-	-	-	-	-
Jackson	-	-	-	-	-	-	-	-	-	-
Jefferson	13	\$102,300	\$67,000	\$97,900	\$132,500	2	-	-	-	-
Kiowa	-	-	-	-	-	-	-	-	-	-
Kit Carson	-	-	-	-	-	-	-	-	-	-
La Plata	3	-	-	-	-	1	-	-	-	-
Lake	-	-	-	-	-	-	-	-	-	-
Larimer	18	\$105,900	\$62,000	\$97,500	\$137,800	0	-	-	-	-
Las Animas	-	-	-	-	-	-	-	-	-	-
Lincoln	-	-	-	-	-	-	-	-	-	-
Logan	-	-	-	-	-	-	-	-	-	-
Mesa	3	-	-	-	-	-	-	-	-	-
Mineral	-	-	-	-	-	-	-	-	-	-
Moffat	1	-	-	-	-	-	-	-	-	-
Montezuma	-	-	-	-	-	-	-	-	-	-
Montrose	4	-	-	-	-	-	-	-	-	-
Morgan	2	-	-	-	-	1	-	-	-	-
Otero	2	-	-	-	-	-	-	-	-	-
Ouray	1	-	-	-	-	1	-	-	-	-
Park	-	-	-	-	-	-	-	-	-	-
Phillips	-	-	-	-	-	-	-	-	-	-
Pitkin	-	-	-	-	-	-	-	-	-	-
Prowers	-	-	-	-	-	-	-	-	-	-
Pueblo	2	-	-	-	-	-	-	-	-	-
Rio Blanco	-	-	-	-	-	-	-	-	-	-
Rio Grande	-	-	-	-	-	-	-	-	-	-
Routt	3	-	-	-	-	0	-	-	-	-
Saguache	-	-	-	-	-	-	-	-	-	-
San Juan	-	-	-	-	-	-	-	-	-	-
San Miguel	-	-	-	-	-	-	-	-	-	-
Sedgwick	-	-	-	-	-	-	-	-	-	-
Summit	2	-	-	-	-	-	-	-	-	-
Teller	-	-	-	-	-	-	-	-	-	-
Washington	-	-	-	-	-	-	-	-	-	-
Weld	7	\$100,600	\$72,500	\$110,000	\$132,000	0	-	-	-	-
Yuma	-	-	-	-	-	-	-	-	-	-

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 003 page 5

### PUBLIC PRACTITIONERS

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
<b># of Attorneys at Organization</b>										
250+	41	\$103,000	\$75,000	\$104,000	\$132,000	10	\$96	\$94	\$99	\$100
100 - 249	29	\$107,500	\$82,500	\$108,000	\$131,000	6	\$85	\$68	\$95	\$101
50 - 99	22	\$97,800	\$67,800	\$86,000	\$134,300		-	-	-	-
20 - 49	34	\$96,900	\$68,500	\$84,000	\$107,800	2	-	-	-	-
10 - 19	25	\$109,800	\$80,500	\$102,500	\$135,000	3	-	-	-	-
5 - 9	37	\$101,800	\$64,800	\$98,000	\$131,000	2	-	-	-	-
2 - 4	27	\$104,300	\$71,000	\$96,000	\$125,000	3	-	-	-	-
1	15	\$95,100	\$70,000	\$91,000	\$122,900	1	-	-	-	-
<b>Gender</b>										
male	124	\$106,900	\$70,000	\$98,000	\$138,300	13	\$107	\$68	\$95	\$100
female	128	\$95,700	\$68,300	\$94,500	\$115,600	16	\$78	\$49	\$93	\$100

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 004 page 1

### SOLO PRACTITIONER

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total Full Time	253	\$113,600	\$57,300	\$96,000	\$150,000	223	\$243	\$200	\$250	\$295
<b># of Years Practicing Law</b>										
30+	106	\$124,300	\$61,800	\$100,000	\$175,000	99	\$254	\$200	\$250	\$300
20 - 29	44	\$127,900	\$74,000	\$108,800	\$175,000	41	\$251	\$200	\$250	\$300
10 - 19	59	\$111,400	\$58,000	\$100,000	\$145,000	50	\$229	\$200	\$250	\$278
5 - 9	30	\$75,100	\$39,000	\$55,300	\$88,800	23	\$224	\$200	\$225	\$275
<5	13	\$65,400	\$32,000	\$65,000	\$100,000	9	\$193	\$105	\$150	\$225
1 - 4	10	\$72,000	\$36,000	\$67,500	\$115,000	7	\$198	\$85	\$150	\$250
<1	3	-	-	-	-	2	-	-	-	-
<b>Geographic Location</b>										
Denver	68	\$127,100	\$60,000	\$94,000	\$165,000	57	\$237	\$200	\$250	\$300
Adams, Arapahoe, Douglas, Elbert, and Jefferson	66	\$96,100	\$45,000	\$91,000	\$126,300	57	\$259	\$225	\$250	\$300
Boulder and Broomfield	30	\$113,400	\$71,500	\$99,000	\$163,800	28	\$238	\$203	\$250	\$293
Eagle and Pitkin	5	\$146,000	\$76,000	\$125,000	\$226,500	6	\$290	\$244	\$270	\$319
El Paso	24	\$103,900	\$46,300	\$84,500	\$143,800	24	\$255	\$200	\$250	\$278
Larimer and Weld	16	\$92,600	\$34,700	\$80,500	\$116,300	13	\$213	\$190	\$200	\$250
Mesa	11	\$126,000	\$62,400	\$95,000	\$200,000	10	\$247	\$219	\$238	\$280
Pueblo	3	-	-	-	-	2	-	-	-	-
all others east of the Continental Divide	6	\$191,800	\$99,000	\$200,000	\$258,800	5	\$233	\$200	\$200	\$283
all others west of the Continental Divide	12	\$111,300	\$60,000	\$103,000	\$147,500	11	\$200	\$150	\$200	\$250
<b># of Attorneys at Organization</b>										
100+		-	-	-	-		-	-	-	-
20 - 99		-	-	-	-		-	-	-	-
5 - 19	1	-	-	-	-		-	-	-	-
2 - 4	21	\$127,100	\$71,000	\$100,000	\$177,500	19	\$245	\$225	\$250	\$280
1	225	\$112,100	\$55,000	\$95,000	\$147,500	198	\$242	\$200	\$250	\$300
<b>Gender</b>										
male	164	\$122,300	\$60,000	\$100,000	\$173,800	145	\$259	\$225	\$250	\$300
female	81	\$93,500	\$50,000	\$89,000	\$120,000	71	\$209	\$150	\$225	\$265

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 004 page 2

### SOLO PRACTITIONER

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Office Type										
home office	73	\$91,000	\$45,000	\$80,000	\$122,500	61	\$218	\$150	\$225	\$275
office outside of home	169	\$121,100	\$60,000	\$100,000	\$165,000	152	\$249	\$203	\$250	\$295

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 005 page 1

**PARTNER**

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total Full Time	252	\$208,200	\$115,000	\$167,500	\$250,000	249	\$310	\$238	\$295	\$350
<b># of Years Practicing Law</b>										
30+	101	\$242,100	\$131,000	\$200,000	\$300,000	101	\$354	\$270	\$350	\$438
20 - 29	51	\$253,800	\$120,000	\$190,000	\$275,000	53	\$305	\$223	\$290	\$350
10 - 19	74	\$158,500	\$94,400	\$142,500	\$200,800	74	\$272	\$225	\$250	\$305
5 - 9	21	\$118,600	\$78,000	\$105,000	\$149,500	18	\$233	\$208	\$235	\$275
<5	2	-	-	-	-	-	-	-	-	-
1 - 4	2	-	-	-	-	-	-	-	-	-
<1	-	-	-	-	-	-	-	-	-	-
<b>Geographic Location</b>										
Denver	97	\$248,200	\$127,500	\$195,200	\$270,000	94	\$340	\$233	\$325	\$415
Adams, Arapahoe, Douglas, Elbert, and Jefferson	59	\$182,600	\$104,000	\$150,000	\$220,000	58	\$289	\$223	\$288	\$350
Boulder and Broomfield	30	\$183,700	\$119,600	\$172,500	\$248,500	29	\$312	\$263	\$300	\$350
Eagle and Pitkin	2	-	-	-	-	2	-	-	-	-
El Paso	8	\$227,800	\$128,800	\$176,000	\$360,000	8	\$323	\$229	\$348	\$391
Larimer and Weld	20	\$161,900	\$76,300	\$135,000	\$247,500	21	\$251	\$225	\$250	\$283
Mesa	8	\$150,000	\$68,800	\$112,500	\$144,900	8	\$249	\$229	\$245	\$265
Pueblo	1	-	-	-	-	1	-	-	-	-
all others east of the Continental Divide	1	-	-	-	-	2	-	-	-	-
all others west of the Continental Divide	14	\$151,300	\$75,200	\$137,500	\$196,300	14	\$261	\$211	\$248	\$296
<b># of Attorneys at Organization</b>										
100+	20	\$405,900	\$201,300	\$300,000	\$612,500	20	\$512	\$454	\$488	\$594
20 - 99	27	\$205,000	\$145,000	\$198,000	\$250,000	29	\$335	\$270	\$325	\$400
5 - 19	97	\$219,300	\$122,500	\$175,000	\$258,600	94	\$297	\$225	\$285	\$350
2 - 4	94	\$156,500	\$80,000	\$130,000	\$200,000	92	\$273	\$225	\$275	\$344
1	0	-	-	-	-	1	-	-	-	-
<b>Gender</b>										
male	167	\$223,700	\$125,000	\$189,000	\$250,000	166	\$321	\$250	\$300	\$375
female	78	\$171,700	\$85,000	\$130,000	\$201,300	76	\$279	\$200	\$265	\$329

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 006 page 1

### ASSOCIATE

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total Full Time	232	\$89,000	\$63,500	\$80,000	\$110,000	206	\$226	\$175	\$205	\$275
<b># of Years Practicing Law</b>										
30+	3	-	-	-	-	3	-	-	-	-
20 - 29	7	\$129,000	\$100,000	\$135,000	\$166,000	7	\$279	\$240	\$275	\$350
10 - 19	25	\$108,300	\$80,000	\$105,000	\$123,500	22	\$250	\$190	\$260	\$300
5 - 9	73	\$102,900	\$79,300	\$92,800	\$120,000	63	\$242	\$190	\$235	\$285
<5	124	\$74,200	\$56,100	\$70,000	\$86,500	111	\$205	\$175	\$200	\$225
1 - 4	109	\$73,900	\$56,400	\$70,000	\$85,000	97	\$206	\$175	\$200	\$225
<1	15	\$76,500	\$54,000	\$65,000	\$93,000	14	\$202	\$175	\$195	\$223
<b>Geographic Location</b>										
Denver	105	\$95,500	\$70,000	\$85,000	\$113,400	94	\$230	\$175	\$225	\$275
Adams, Arapahoe, Douglas, Elbert, and Jefferson	52	\$85,700	\$70,000	\$81,000	\$105,300	42	\$216	\$189	\$200	\$246
Boulder and Broomfield	25	\$90,700	\$65,000	\$72,000	\$97,600	24	\$229	\$175	\$200	\$250
Eagle and Pitkin	3	-	-	-	-	3	-	-	-	-
El Paso	9	\$65,900	\$55,500	\$61,000	\$73,000	7	\$256	\$220	\$275	\$315
Larimer and Weld	15	\$72,300	\$50,000	\$80,000	\$96,000	17	\$211	\$178	\$200	\$243
Mesa	5	\$72,000	\$50,000	\$60,000	\$100,000	5	\$186	\$170	\$185	\$203
Pueblo	-	-	-	-	-	-	-	-	-	-
all others east of the Continental Divide	1	-	-	-	-	1	-	-	-	-
all others west of the Continental Divide	4	-	-	-	-	3	-	-	-	-
<b># of Attorneys at Organization</b>										
100+	14	\$124,900	\$111,500	\$132,500	\$141,500	15	\$263	\$235	\$285	\$300
20 - 99	38	\$95,300	\$70,800	\$91,300	\$111,500	32	\$233	\$195	\$213	\$275
5 - 19	94	\$87,500	\$69,100	\$80,000	\$105,300	83	\$219	\$175	\$200	\$250
2 - 4	66	\$72,000	\$55,000	\$64,000	\$81,300	58	\$211	\$175	\$200	\$250
1	-	-	-	-	-	-	-	-	-	-
<b>Gender</b>										
male	122	\$92,000	\$65,000	\$83,500	\$110,500	107	\$229	\$180	\$215	\$275
female	107	\$85,900	\$60,000	\$80,000	\$106,300	97	\$221	\$175	\$200	\$268

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 007 page 1

### IN-HOUSE COUNSEL: FOR PROFIT

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total Full Time	105	\$148,600	\$100,000	\$150,000	\$185,500	6	\$155	\$70	\$175	\$213
<b># of Years Practicing Law</b>										
30+	13	\$180,300	\$110,000	\$185,000	\$250,000	1	-	-	-	-
20 - 29	22	\$195,500	\$151,000	\$187,000	\$228,300	2	-	-	-	-
10 - 19	31	\$148,200	\$121,000	\$155,000	\$179,000	1	-	-	-	-
5 - 9	22	\$121,400	\$91,200	\$112,900	\$156,000	1	-	-	-	-
<5	17	\$99,600	\$77,500	\$91,000	\$106,500	1	-	-	-	-
1 - 4	14	\$106,900	\$85,000	\$94,000	\$116,000	1	-	-	-	-
<1	3	-	-	-	-	-	-	-	-	-
<b>Geographic Location</b>										
Denver	33	\$150,600	\$104,000	\$155,000	\$182,500	3	-	-	-	-
Adams, Arapahoe, Douglas, Elbert, and Jefferson	40	\$142,800	\$96,300	\$134,500	\$178,300	2	-	-	-	-
Boulder and Broomfield	12	\$133,600	\$99,500	\$118,500	\$163,100	-	-	-	-	-
Eagle and Pitkin	2	-	-	-	-	0	-	-	-	-
El Paso	2	-	-	-	-	-	-	-	-	-
Larimer and Weld	4	-	-	-	-	1	-	-	-	-
Mesa	-	-	-	-	-	-	-	-	-	-
Pueblo	-	-	-	-	-	-	-	-	-	-
all others east of the Continental Divide	1	-	-	-	-	-	-	-	-	-
all others west of the Continental Divide	1	-	-	-	-	-	-	-	-	-
<b># of Attorneys at Organization</b>										
100+	11	\$143,900	\$100,000	\$150,000	\$160,000	1	-	-	-	-
20 - 99	18	\$160,800	\$111,700	\$168,000	\$191,500	1	-	-	-	-
5 - 19	25	\$168,500	\$136,400	\$156,000	\$212,500	2	-	-	-	-
2 - 4	29	\$147,900	\$89,300	\$130,000	\$200,000	1	-	-	-	-
1	19	\$123,700	\$95,000	\$125,000	\$160,000	0	-	-	-	-
<b>Gender</b>										
male	52	\$159,800	\$106,300	\$150,000	\$213,800	3	-	-	-	-
female	49	\$136,000	\$94,000	\$127,000	\$175,000	3	-	-	-	-

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 008 page 1

### OF COUNSEL

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total Full Time	32	\$140,000	\$90,000	\$144,000	\$188,000	30	\$304	\$229	\$300	\$360
<b># of Years Practicing Law</b>										
30+	9	\$159,700	\$75,000	\$150,000	\$246,000	7	\$321	\$240	\$300	\$395
20 - 29	7	\$152,800	\$130,000	\$155,000	\$189,500	7	\$351	\$300	\$345	\$375
10 - 19	12	\$133,100	\$109,100	\$136,500	\$150,000	12	\$288	\$208	\$313	\$358
5 - 9	2	-	-	-	-	2	-	-	-	-
<5	2	-	-	-	-	2	-	-	-	-
1 - 4	2	-	-	-	-	2	-	-	-	-
<1	-	-	-	-	-	-	-	-	-	-
<b>Geographic Location</b>										
Denver	18	\$132,000	\$67,500	\$146,500	\$189,100	17	\$312	\$225	\$340	\$368
Adams, Arapahoe, Douglas, Elbert, and Jefferson	8	\$166,200	\$115,600	\$157,500	\$215,000	7	\$281	\$215	\$300	\$350
Boulder and Broomfield	3	-	-	-	-	3	-	-	-	-
Eagle and Pitkin	1	-	-	-	-	1	-	-	-	-
El Paso	1	-	-	-	-	1	-	-	-	-
Larimer and Weld	-	-	-	-	-	-	-	-	-	-
Mesa	-	-	-	-	-	-	-	-	-	-
Pueblo	-	-	-	-	-	-	-	-	-	-
all others east of the Continental Divide	-	-	-	-	-	-	-	-	-	-
all others west of the Continental Divide	-	-	-	-	-	-	-	-	-	-
<b># of Attorneys at Organization</b>										
100+	5	\$177,800	\$152,500	\$189,000	\$197,500	5	\$397	\$345	\$360	\$468
20 - 99	5	\$111,600	\$76,500	\$125,000	\$140,000	4	-	-	-	-
5 - 19	14	\$127,900	\$83,800	\$122,500	\$155,000	13	\$265	\$213	\$250	\$328
2 - 4	4	-	-	-	-	4	-	-	-	-
1	2	-	-	-	-	2	-	-	-	-
<b>Gender</b>										
male	15	\$145,700	\$80,000	\$150,000	\$205,000	13	\$338	\$250	\$350	\$388
female	17	\$134,900	\$95,000	\$143,000	\$179,500	17	\$278	\$228	\$285	\$348

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 009 page 1

### CONTRACT ATTORNEY

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total Full Time	16	\$68,800	\$45,500	\$55,900	\$99,000	15	\$114	\$30	\$75	\$225
<b># of Years Practicing Law</b>										
30+	2	-	-	-	-	2	-	-	-	-
20 - 29										
10 - 19	5	\$72,000	\$52,500	\$70,000	\$92,500	5	\$107	\$30	\$75	\$200
5 - 9	3	-	-	-	-	2	-	-	-	-
<5	6	\$40,500	\$34,500	\$43,500	\$48,500	6	\$95	\$25	\$35	\$225
1 - 4	3	-	-	-	-	3	-	-	-	-
<1	3	-	-	-	-	3	-	-	-	-
<b>Geographic Location</b>										
Denver	12	\$54,400	\$41,300	\$49,000	\$67,500	11	\$96	\$27	\$35	\$225
Adams, Arapahoe, Douglas, Elbert, and Jefferson	3	-	-	-	-	3	-	-	-	-
Boulder and Broomfield										
Eagle and Pitkin										
El Paso										
Larimer and Weld										
Mesa	1	-	-	-	-	1	-	-	-	-
Pueblo										
all others east of the Continental Divide										
all others west of the Continental Divide										
<b># of Attorneys at Organization</b>										
100+	1	-	-	-	-	1	-	-	-	-
20 - 99	1	-	-	-	-	1	-	-	-	-
5 - 19	3	-	-	-	-	3	-	-	-	-
2 - 4	2	-	-	-	-	2	-	-	-	-
1	5	\$78,500	\$52,700	\$70,000	\$108,500	5	\$99	\$48	\$75	\$163
<b>Gender</b>										
male	4	-	-	-	-	4	-	-	-	-
female	12	\$66,400	\$45,500	\$62,700	\$99,000	11	\$110	\$30	\$75	\$225

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 010 page 1

### JUDGE/MAGISTRATE/ALJ

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total Full Time	31	\$139,500	\$120,000	\$156,000	\$160,000	1	-	-	-	-
<b># of Years Practicing Law</b>										
30+	14	\$145,600	\$121,500	\$158,500	\$161,300		-	-	-	-
20 - 29	10	\$141,200	\$114,000	\$154,000	\$162,300	1	-	-	-	-
10 - 19	7	\$124,700	\$102,000	\$125,000	\$139,000	0	-	-	-	-
5 - 9		-	-	-	-		-	-	-	-
<5		-	-	-	-		-	-	-	-
1 - 4		-	-	-	-		-	-	-	-
<1		-	-	-	-		-	-	-	-
<b>Geographic Location</b>										
Denver	12	\$146,600	\$113,800	\$158,500	\$168,800		-	-	-	-
Adams, Arapahoe, Douglas, Elbert, and Jefferson	4	-	-	-	-	1	-	-	-	-
Boulder and Broomfield	2	-	-	-	-		-	-	-	-
Eagle and Pitkin	1	-	-	-	-		-	-	-	-
El Paso	2	-	-	-	-		-	-	-	-
Larimer and Weld	3	-	-	-	-	0	-	-	-	-
Mesa		-	-	-	-		-	-	-	-
Pueblo		-	-	-	-		-	-	-	-
all others east of the Continental Divide	2	-	-	-	-		-	-	-	-
all others west of the Continental Divide	3	-	-	-	-		-	-	-	-
<b># of Attorneys at Organization</b>										
100+	10	\$143,600	\$120,000	\$156,000	\$161,300		-	-	-	-
20 - 99	6	\$120,200	\$93,000	\$106,000	\$166,800		-	-	-	-
5 - 19	8	\$143,400	\$128,300	\$157,500	\$159,000	1	-	-	-	-
2 - 4	3	-	-	-	-		-	-	-	-
1		-	-	-	-		-	-	-	-
<b>Gender</b>										
male	18	\$144,800	\$121,500	\$158,500	\$165,000	0	-	-	-	-
female	12	\$130,200	\$106,300	\$126,000	\$157,300	1	-	-	-	-

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 011 page 1

### CITY/COUNTY GOVERNMENT

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total Full Time	78	\$102,100	\$71,800	\$97,500	\$125,300	6	\$74	\$46	\$55	\$111
<b># of Years Practicing Law</b>										
30+	11	\$122,400	\$98,000	\$124,000	\$145,000	2	-	-	-	-
20 - 29	17	\$131,900	\$97,500	\$132,000	\$154,000	1	-	-	-	-
10 - 19	26	\$103,200	\$90,000	\$101,500	\$118,500	3	-	-	-	-
5 - 9	11	\$74,800	\$66,000	\$70,000	\$77,000	-	-	-	-	-
<5	13	\$67,000	\$60,000	\$65,000	\$71,500	-	-	-	-	-
1 - 4	12	\$66,700	\$60,000	\$65,000	\$71,000	-	-	-	-	-
<1	1	-	-	-	-	-	-	-	-	-
<b>Geographic Location</b>										
Denver	18	\$109,300	\$81,800	\$107,000	\$146,300	1	-	-	-	-
Adams, Arapahoe, Douglas, Elbert, and Jefferson	16	\$106,900	\$75,000	\$99,000	\$125,500	3	-	-	-	-
Boulder and Broomfield	3	-	-	-	-	-	-	-	-	-
Eagle and Pitkin	-	-	-	-	-	-	-	-	-	-
El Paso	5	\$81,000	\$66,500	\$68,000	\$102,000	-	-	-	-	-
Larimer and Weld	14	\$108,400	\$70,900	\$99,500	\$137,800	-	-	-	-	-
Mesa	2	-	-	-	-	-	-	-	-	-
Pueblo	2	-	-	-	-	-	-	-	-	-
all others east of the Continental Divide	4	-	-	-	-	1	-	-	-	-
all others west of the Continental Divide	10	\$100,200	\$70,000	\$98,000	\$119,500	1	-	-	-	-
<b># of Attorneys at Organization</b>										
100+	11	\$116,300	\$85,000	\$125,000	\$150,000	1	-	-	-	-
20 - 99	15	\$86,800	\$68,000	\$80,000	\$100,100	2	-	-	-	-
5 - 19	29	\$111,500	\$83,300	\$101,000	\$133,000	1	-	-	-	-
2 - 4	9	\$99,300	\$72,000	\$96,000	\$122,000	0	-	-	-	-
1	6	\$85,900	\$58,800	\$71,300	\$113,500	1	-	-	-	-
<b>Gender</b>										
male	31	\$103,600	\$71,000	\$97,900	\$127,000	2	-	-	-	-
female	43	\$100,500	\$70,000	\$96,000	\$120,000	4	-	-	-	-

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 012 page 1

### STATE GOVERNMENT

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total Full Time	87	\$86,700	\$62,000	\$80,000	\$107,000	17	\$87	\$83	\$98	\$100
<b># of Years Practicing Law</b>										
30+	5	\$139,400	\$98,100	\$135,000	\$183,000		-	-	-	-
20 - 29	10	\$131,200	\$109,300	\$117,500	\$133,800	3	-	-	-	-
10 - 19	23	\$102,000	\$84,000	\$95,000	\$110,000	6	\$96	\$90	\$99	\$100
5 - 9	20	\$77,700	\$70,500	\$78,000	\$83,300	6	\$81	\$43	\$98	\$102
<5	29	\$56,300	\$46,800	\$56,100	\$65,500	2	-	-	-	-
1 - 4	22	\$59,500	\$53,000	\$61,500	\$67,000	1	-	-	-	-
<1	7	\$46,200	\$40,500	\$48,000	\$50,000	1	-	-	-	-
<b>Geographic Location</b>										
Denver	59	\$94,500	\$72,000	\$84,000	\$110,000	16	\$90	\$90	\$99	\$100
Adams, Arapahoe, Douglas, Elbert, and Jefferson	10	\$68,300	\$46,800	\$67,000	\$81,500		-	-	-	-
Boulder and Broomfield	4	-	-	-	-		-	-	-	-
Eagle and Pitkin		-	-	-	-		-	-	-	-
El Paso	1	-	-	-	-		-	-	-	-
Larimer and Weld	5	\$81,800	\$44,600	\$62,000	\$129,000		-	-	-	-
Mesa	1	-	-	-	-		-	-	-	-
Pueblo		-	-	-	-		-	-	-	-
all others east of the Continental Divide	1	-	-	-	-		-	-	-	-
all others west of the Continental Divide	3	-	-	-	-	1	-	-	-	-
<b># of Attorneys at Organization</b>										
100+	39	\$89,400	\$72,000	\$85,000	\$110,000	14	\$93	\$90	\$99	\$100
20 - 99	25	\$97,500	\$64,000	\$83,000	\$120,500	0	-	-	-	-
5 - 19	13	\$73,400	\$58,500	\$64,000	\$80,500	2	-	-	-	-
2 - 4	2	-	-	-	-		-	-	-	-
1		-	-	-	-		-	-	-	-
<b>Gender</b>										
male	41	\$89,500	\$58,500	\$74,000	\$112,100	8	\$87	\$79	\$97	\$100
female	44	\$84,500	\$67,000	\$84,000	\$106,800	9	\$88	\$70	\$100	\$101

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 013 page 1

### FEDERAL GOVERNMENT

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total Full Time	24	\$112,000	\$92,000	\$106,400	\$146,000	1	-	-	-	-
<b># of Years Practicing Law</b>										
30+	2	-	-	-	-		-	-	-	-
20 - 29	4	-	-	-	-		-	-	-	-
10 - 19	5	\$120,200	\$102,000	\$105,800	\$145,500	1	-	-	-	-
5 - 9	10	\$101,200	\$88,000	\$101,000	\$115,800		-	-	-	-
<5	3	-	-	-	-	0	-	-	-	-
1 - 4	3	-	-	-	-	0	-	-	-	-
<1		-	-	-	-		-	-	-	-
<b>Geographic Location</b>										
Denver	16	\$116,600	\$93,500	\$105,500	\$150,000		-	-	-	-
Adams, Arapahoe, Douglas, Elbert, and Jefferson	3	-	-	-	-		-	-	-	-
Boulder and Broomfield		-	-	-	-		-	-	-	-
Eagle and Pitkin		-	-	-	-		-	-	-	-
El Paso		-	-	-	-		-	-	-	-
Larimer and Weld		-	-	-	-		-	-	-	-
Mesa		-	-	-	-		-	-	-	-
Pueblo		-	-	-	-		-	-	-	-
all others east of the Continental Divide		-	-	-	-		-	-	-	-
all others west of the Continental Divide	1	-	-	-	-	1	-	-	-	-
<b># of Attorneys at Organization</b>										
100+	9	\$115,700	\$92,000	\$114,400	\$139,500	1	-	-	-	-
20 - 99	7	\$112,400	\$76,000	\$107,000	\$160,000		-	-	-	-
5 - 19	1	-	-	-	-		-	-	-	-
2 - 4		-	-	-	-		-	-	-	-
1		-	-	-	-		-	-	-	-
<b>Gender</b>										
male	15	\$123,700	\$104,000	\$120,000	\$150,000	1	-	-	-	-
female	9	\$92,600	\$65,000	\$98,000	\$109,200		-	-	-	-

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 014 page 1

### IN-HOUSE COUNSEL: NON-PROFIT

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total Full Time	26	\$113,600	\$74,000	\$105,500	\$131,300	3	-	-	-	-
<b># of Years Practicing Law</b>										
30+	3	-	-	-	-	-	-	-	-	-
20 - 29	1	-	-	-	-	-	-	-	-	-
10 - 19	4	-	-	-	-	-	-	-	-	-
5 - 9	11	\$101,700	\$69,000	\$105,000	\$122,900	1	-	-	-	-
<5	6	\$79,000	\$57,500	\$83,000	\$98,500	2	-	-	-	-
1 - 4	6	\$79,000	\$57,500	\$83,000	\$98,500	2	-	-	-	-
<1		-	-	-	-		-	-	-	-
<b>Geographic Location</b>										
Denver	9	\$96,200	\$65,500	\$106,000	\$114,000	1	-	-	-	-
Adams, Arapahoe, Douglas, Elbert, and Jefferson	6	\$125,000	\$73,000	\$129,500	\$159,900		-	-	-	-
Boulder and Broomfield	3	-	-	-	-	1	-	-	-	-
Eagle and Pitkin		-	-	-	-		-	-	-	-
El Paso	2	-	-	-	-		-	-	-	-
Larimer and Weld	2	-	-	-	-		-	-	-	-
Mesa		-	-	-	-		-	-	-	-
Pueblo		-	-	-	-		-	-	-	-
all others east of the Continental Divide		-	-	-	-		-	-	-	-
all others west of the Continental Divide		-	-	-	-		-	-	-	-
<b># of Attorneys at Organization</b>										
100+		-	-	-	-		-	-	-	-
20 - 99		-	-	-	-		-	-	-	-
5 - 19	8	\$116,800	\$76,300	\$110,500	\$141,400		-	-	-	-
2 - 4	11	\$111,200	\$60,000	\$100,000	\$135,000	3	-	-	-	-
1	7	\$113,800	\$91,000	\$106,000	\$124,000		-	-	-	-
<b>Gender</b>										
male	15	\$111,000	\$71,000	\$98,000	\$135,000	2	-	-	-	-
female	11	\$117,100	\$91,000	\$110,000	\$124,000	1	-	-	-	-

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 015 page 1

### COUNSEL WITH LEGAL AID/LEGAL SERVICES AGENCY

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total Full Time	13	\$60,000	\$45,500	\$55,000	\$74,500	1	-	-	-	-
<b># of Years Practicing Law</b>										
30+	2	-	-	-	-	-	-	-	-	-
20 - 29	1	-	-	-	-	-	-	-	-	-
10 - 19	2	-	-	-	-	-	-	-	-	-
5 - 9	3	-	-	-	-	0	-	-	-	-
<5	5	\$46,600	\$41,000	\$46,000	\$52,500	1	-	-	-	-
1 - 4	5	\$46,600	\$41,000	\$46,000	\$52,500	1	-	-	-	-
<1		-	-	-	-		-	-	-	-
<b>Geographic Location</b>										
Denver	5	\$60,200	\$45,500	\$55,000	\$77,500	1	-	-	-	-
Adams, Arapahoe, Douglas, Elbert, and Jefferson	1	-	-	-	-		-	-	-	-
Boulder and Broomfield	1	-	-	-	-		-	-	-	-
Eagle and Pitkin		-	-	-	-		-	-	-	-
El Paso		-	-	-	-		-	-	-	-
Larimer and Weld	1	-	-	-	-	0	-	-	-	-
Mesa		-	-	-	-		-	-	-	-
Pueblo		-	-	-	-		-	-	-	-
all others east of the Continental Divide	1	-	-	-	-		-	-	-	-
all others west of the Continental Divide	2	-	-	-	-		-	-	-	-
<b># of Attorneys at Organization</b>										
100+	1	-	-	-	-		-	-	-	-
20 - 99	3	-	-	-	-		-	-	-	-
5 - 19	3	-	-	-	-	1	-	-	-	-
2 - 4	2	-	-	-	-	0	-	-	-	-
1	2	-	-	-	-		-	-	-	-
<b>Gender</b>										
male	4	-	-	-	-	0	-	-	-	-
female	9	\$59,400	\$45,500	\$55,000	\$74,500	1	-	-	-	-

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 016 page 1

### ARBITRATOR/MEDIATOR

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total Full Time	3	-	-	-	-	3	-	-	-	-
# of Years Practicing Law										
30+	3	-	-	-	-	3	-	-	-	-
20 - 29		-	-	-	-		-	-	-	-
10 - 19		-	-	-	-		-	-	-	-
5 - 9		-	-	-	-		-	-	-	-
<5		-	-	-	-		-	-	-	-
1 - 4		-	-	-	-		-	-	-	-
<1		-	-	-	-		-	-	-	-
Geographic Location										
Denver		-	-	-	-		-	-	-	-
Adams, Arapahoe, Douglas, Elbert, and Jefferson	1	-	-	-	-	1	-	-	-	-
Boulder and Broomfield		-	-	-	-		-	-	-	-
Eagle and Pitkin		-	-	-	-		-	-	-	-
El Paso	2	-	-	-	-	2	-	-	-	-
Larimer and Weld		-	-	-	-		-	-	-	-
Mesa		-	-	-	-		-	-	-	-
Pueblo		-	-	-	-		-	-	-	-
all others east of the Continental Divide		-	-	-	-		-	-	-	-
all others west of the Continental Divide		-	-	-	-		-	-	-	-
# of Attorneys at Organization										
100+		-	-	-	-		-	-	-	-
20 - 99		-	-	-	-		-	-	-	-
5 - 19		-	-	-	-		-	-	-	-
2 - 4		-	-	-	-		-	-	-	-
1	3	-	-	-	-	3	-	-	-	-
Gender										
male	2	-	-	-	-	2	-	-	-	-
female	1	-	-	-	-	1	-	-	-	-

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Income and Billing Rate Tables

TABLE 017 page 1

**ACADEMIC**

	-----INCOME [full time]-----					-----HOURLY BILLING RATE [full time who bill hourly]-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total Full Time	6	\$101,200	\$73,800	\$101,000	\$130,000	1	-	-	-	-
<b># of Years Practicing Law</b>										
30+		-	-	-	-		-	-	-	-
20 - 29	2	-	-	-	-		-	-	-	-
10 - 19	2	-	-	-	-	1	-	-	-	-
5 - 9	1	-	-	-	-		-	-	-	-
<5	1	-	-	-	-		-	-	-	-
1 - 4	1	-	-	-	-		-	-	-	-
<1		-	-	-	-		-	-	-	-
<b>Geographic Location</b>										
Denver	3	-	-	-	-	1	-	-	-	-
Adams, Arapahoe, Douglas, Elbert, and Jefferson	0	-	-	-	-		-	-	-	-
Boulder and Broomfield	2	-	-	-	-		-	-	-	-
Eagle and Pitkin		-	-	-	-		-	-	-	-
El Paso		-	-	-	-		-	-	-	-
Larimer and Weld		-	-	-	-		-	-	-	-
Mesa		-	-	-	-		-	-	-	-
Pueblo		-	-	-	-		-	-	-	-
all others east of the Continental Divide		-	-	-	-		-	-	-	-
all others west of the Continental Divide		-	-	-	-		-	-	-	-
<b># of Attorneys at Organization</b>										
100+		-	-	-	-		-	-	-	-
20 - 99	4	-	-	-	-	1	-	-	-	-
5 - 19	1	-	-	-	-		-	-	-	-
2 - 4		-	-	-	-		-	-	-	-
1	0	-	-	-	-		-	-	-	-
<b>Gender</b>										
male	2	-	-	-	-	1	-	-	-	-
female	4	-	-	-	-		-	-	-	-

NOTE: results not shown if fewer than 5 valid values

# APPENDIX B

SALARY AND BILLING RATE TABLES: PARALEGALS / LEGAL ASSISTANTS

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Salary and Billing Rate Tables: Paralegals/Legal Assistants

### Index To Tables

001	20+ Years of Experience
002	15 - 19 Years of Experience
003	10 - 14 Years of Experience
004	5 - 9 Years of Experience
005	3 - 4 Years of Experience
006	1 - 2 Years of Experience
007	<1 Year of Experience

---

### Key to Tables

**MOST COMMON ANNUAL BASE SALARY** = most common annual base salary of paralegals/legal assistants at the respondent's office location in 2016.

*RESPONDENT INSTRUCTIONS: Please include only regular salaries/wages paid. EXCLUDE overtime, bonuses, profit sharing, retirement benefits paid, education reimbursement, dues for other professional organizations, and the monetary value of other benefits received. If paid hourly wages, please convert to an annualized full time base salary. For example, if paid \$25 per hour, multiply \$25 by 2,080 hours to report an average annual base salary of \$52,000.*

*BASE: those who were licensed to practice law in Colorado in 2016 and whose office location had a paralegal/legal assistant at each experience level in 2016 answering*

**MOST COMMON HOURLY BILLING RATE** = most common hourly billing rate in 2016 for paralegals/legal assistants at the respondent's office location.

*BASE: those who were licensed to practice law in Colorado in 2016 and whose office location had a paralegal/legal assistant at each experience level in 2016 answering*

n = the number of respondents for basing the results

mean = arithmetic average

25<sup>th</sup> percentile = 25% earn less than the 25<sup>th</sup> percentile

50<sup>th</sup> (median) = the value that lies at the middle of a distribution; 50% of the values are above it and 50% are below. Unlike the mean, it is not influenced by extreme values.

75<sup>th</sup> percentile = 75% earn less than the 75<sup>th</sup> percentile

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Salary and Billing Rate Tables: Paralegals/Legal Assistants

TABLE 001 page 1

### PARALEGALS/LEGAL ASSISTANTS: 20+ Years of Experience

	-----MOST COMMON ANNUAL BASE SALARY-----					-----MOST COMMON HOURLY BILLING RATE-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total	133	\$65,800	\$50,000	\$65,000	\$80,000	128	\$126	\$91	\$125	\$150
Geographic Location										
Denver	50	\$73,800	\$60,000	\$68,800	\$80,000	50	\$128	\$90	\$125	\$150
Adams, Arapahoe, Douglas, Elbert, and Jefferson	31	\$66,400	\$55,000	\$65,000	\$80,000	35	\$126	\$100	\$125	\$150
Boulder and Broomfield	6	\$68,300	\$58,800	\$70,000	\$76,300	7	\$136	\$125	\$125	\$150
Eagle and Pitkin	1	-	-	-	-	1	-	-	-	-
El Paso	9	\$52,800	\$43,500	\$50,000	\$65,000	10	\$132	\$116	\$125	\$158
Larimer and Weld	10	\$50,300	\$47,500	\$50,000	\$54,800	12	\$90	\$75	\$95	\$100
Mesa	6	\$50,400	\$41,500	\$47,000	\$56,700	4	-	-	-	-
Pueblo	1	-	-	-	-	1	-	-	-	-
all others east of the Continental Divide	3	-	-	-	-	1	-	-	-	-
all others west of the Continental Divide	7	\$53,100	\$36,000	\$43,000	\$80,000	2	-	-	-	-
# of Attorneys at Organization										
100+	13	\$73,400	\$60,000	\$70,000	\$87,500	10	\$146	\$73	\$165	\$205
50 - 99	6	\$85,400	\$60,000	\$77,500	\$102,800	5	\$116	\$95	\$125	\$133
20 - 49	14	\$72,000	\$65,000	\$72,500	\$76,300	12	\$132	\$113	\$125	\$175
10 - 19	16	\$72,600	\$55,000	\$65,000	\$80,000	19	\$135	\$100	\$135	\$150
5 - 9	19	\$69,500	\$55,000	\$70,000	\$82,000	19	\$135	\$120	\$125	\$170
2 - 4	36	\$63,400	\$46,300	\$61,000	\$75,000	32	\$113	\$90	\$115	\$143
1	21	\$48,700	\$41,000	\$50,000	\$58,000	22	\$117	\$90	\$118	\$150

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Salary and Billing Rate Tables: Paralegals/Legal Assistants

TABLE 002 page 1

**PARALEGALS/LEGAL ASSISTANTS: 15 - 19 Years of Experience**

	-----MOST COMMON ANNUAL BASE SALARY-----					-----MOST COMMON HOURLY BILLING RATE-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total	115	\$60,500	\$50,000	\$62,400	\$70,000	125	\$128	\$90	\$125	\$150
<b>Geographic Location</b>										
Denver	47	\$62,300	\$55,000	\$63,000	\$70,000	50	\$130	\$90	\$125	\$171
Adams, Arapahoe, Douglas, Elbert, and Jefferson	29	\$66,300	\$55,000	\$70,000	\$75,000	31	\$129	\$100	\$125	\$150
Boulder and Broomfield	7	\$63,600	\$60,000	\$65,000	\$70,000	12	\$153	\$128	\$155	\$175
Eagle and Pitkin	1	-	-	-	-	1	-	-	-	-
El Paso	8	\$51,800	\$46,300	\$51,000	\$60,600	8	\$134	\$114	\$125	\$175
Larimer and Weld	7	\$52,700	\$45,000	\$50,000	\$65,000	9	\$103	\$73	\$100	\$125
Mesa	2	-	-	-	-	2	-	-	-	-
Pueblo	2	-	-	-	-	2	-	-	-	-
all others east of the Continental Divide	-	-	-	-	-	-	-	-	-	-
all others west of the Continental Divide	6	\$44,200	\$34,500	\$39,000	\$55,800	8	\$107	\$83	\$95	\$143
<b># of Attorneys at Organization</b>										
100+	12	\$64,500	\$56,300	\$62,700	\$72,500	10	\$144	\$73	\$120	\$231
50 - 99	8	\$63,300	\$45,100	\$67,500	\$80,000	6	\$111	\$86	\$113	\$131
20 - 49	12	\$68,100	\$60,000	\$70,000	\$71,500	18	\$153	\$124	\$153	\$180
10 - 19	21	\$65,800	\$55,000	\$65,000	\$72,500	28	\$128	\$91	\$125	\$150
5 - 9	20	\$63,700	\$61,300	\$65,000	\$70,000	24	\$131	\$111	\$125	\$158
2 - 4	18	\$56,700	\$43,400	\$52,500	\$71,300	22	\$116	\$89	\$120	\$150
1	22	\$49,000	\$41,500	\$50,000	\$56,300	12	\$110	\$83	\$115	\$125

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Salary and Billing Rate Tables: Paralegals/Legal Assistants

TABLE 003 page 1

### PARALEGALS/LEGAL ASSISTANTS: 10 - 14 Years of Experience

	-----MOST COMMON ANNUAL BASE SALARY-----					-----MOST COMMON HOURLY BILLING RATE-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total	154	\$57,400	\$47,000	\$58,000	\$65,000	178	\$120	\$90	\$120	\$150
Geographic Location										
Denver	50	\$62,700	\$55,000	\$60,000	\$70,000	63	\$118	\$85	\$100	\$160
Adams, Arapahoe, Douglas, Elbert, and Jefferson	37	\$58,000	\$46,500	\$60,000	\$67,500	43	\$125	\$100	\$125	\$150
Boulder and Broomfield	15	\$58,000	\$45,000	\$60,000	\$65,000	17	\$139	\$125	\$135	\$150
Eagle and Pitkin	3	-	-	-	-	2	-	-	-	-
El Paso	11	\$53,500	\$50,000	\$55,000	\$60,000	13	\$124	\$95	\$125	\$155
Larimer and Weld	21	\$47,900	\$42,000	\$50,000	\$50,500	19	\$107	\$100	\$120	\$125
Mesa	6	\$42,100	\$36,300	\$41,800	\$48,000	6	\$99	\$90	\$95	\$106
Pueblo		-	-	-	-		-	-	-	-
all others east of the Continental Divide	1	-	-	-	-	1	-	-	-	-
all others west of the Continental Divide	5	\$57,000	\$47,500	\$60,000	\$65,000	7	\$92	\$75	\$90	\$120
# of Attorneys at Organization										
100+	12	\$60,100	\$51,300	\$60,000	\$68,100	10	\$123	\$73	\$123	\$181
50 - 99	8	\$57,700	\$40,300	\$65,000	\$73,800	7	\$106	\$95	\$100	\$125
20 - 49	13	\$60,100	\$52,500	\$61,000	\$67,500	20	\$141	\$121	\$128	\$173
10 - 19	23	\$61,600	\$55,000	\$60,000	\$65,000	38	\$117	\$89	\$110	\$150
5 - 9	48	\$58,700	\$50,000	\$60,000	\$65,000	48	\$128	\$100	\$125	\$150
2 - 4	29	\$55,400	\$45,000	\$48,000	\$62,500	33	\$109	\$75	\$110	\$128
1	18	\$48,600	\$34,100	\$47,000	\$60,000	17	\$108	\$90	\$100	\$123

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Salary and Billing Rate Tables: Paralegals/Legal Assistants

TABLE 004 page 1

**PARALEGALS/LEGAL ASSISTANTS: 5 - 9 Years of Experience**

	-----MOST COMMON ANNUAL BASE SALARY-----					-----MOST COMMON HOURLY BILLING RATE-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total	163	\$50,800	\$42,000	\$50,000	\$60,000	189	\$118	\$90	\$115	\$150
<b>Geographic Location</b>										
Denver	56	\$53,700	\$45,000	\$52,500	\$60,000	62	\$117	\$83	\$108	\$150
Adams, Arapahoe, Douglas, Elbert, and Jefferson	49	\$48,800	\$40,800	\$50,000	\$56,800	57	\$127	\$100	\$125	\$150
Boulder and Broomfield	14	\$48,200	\$36,800	\$47,500	\$60,000	25	\$121	\$93	\$125	\$150
Eagle and Pitkin	1	-	-	-	-	2	-	-	-	-
El Paso	5	\$48,200	\$40,000	\$52,000	\$54,500	8	\$128	\$100	\$130	\$154
Larimer and Weld	17	\$47,400	\$40,000	\$45,000	\$53,000	15	\$88	\$60	\$100	\$110
Mesa	7	\$48,800	\$39,500	\$50,000	\$55,000	6	\$81	\$61	\$78	\$114
Pueblo	2	-	-	-	-	1	-	-	-	-
all others east of the Continental Divide	-	-	-	-	-	-	-	-	-	-
all others west of the Continental Divide	5	\$49,200	\$43,900	\$48,000	\$55,000	6	\$113	\$98	\$123	\$128
<b># of Attorneys at Organization</b>										
100+	18	\$55,500	\$48,800	\$57,500	\$65,000	13	\$138	\$70	\$125	\$195
50 - 99	8	\$54,100	\$41,400	\$55,000	\$67,500	7	\$99	\$90	\$100	\$110
20 - 49	15	\$55,000	\$45,000	\$60,000	\$60,000	21	\$131	\$105	\$125	\$175
10 - 19	24	\$53,800	\$50,000	\$53,800	\$57,900	34	\$119	\$94	\$123	\$150
5 - 9	37	\$50,900	\$41,500	\$50,000	\$55,000	42	\$128	\$100	\$125	\$150
2 - 4	42	\$47,600	\$40,000	\$45,000	\$55,000	48	\$108	\$81	\$110	\$125
1	17	\$43,300	\$34,300	\$41,600	\$50,000	16	\$100	\$78	\$92	\$125

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Salary and Billing Rate Tables: Paralegals/Legal Assistants

TABLE 005 page 1

### PARALEGALS/LEGAL ASSISTANTS: 3 - 4 Years of Experience

	-----MOST COMMON ANNUAL BASE SALARY-----					-----MOST COMMON HOURLY BILLING RATE-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total	122	\$45,300	\$37,400	\$45,000	\$51,300	138	\$111	\$85	\$108	\$140
Geographic Location										
Denver	45	\$47,800	\$39,000	\$48,000	\$55,000	51	\$107	\$75	\$100	\$135
Adams, Arapahoe, Douglas, Elbert, and Jefferson	41	\$44,900	\$38,700	\$45,000	\$50,000	51	\$119	\$100	\$125	\$145
Boulder and Broomfield	10	\$45,000	\$36,900	\$45,000	\$55,000	12	\$128	\$101	\$123	\$148
Eagle and Pitkin	1	-	-	-	-	2	-	-	-	-
El Paso	4	-	-	-	-	5	\$128	\$90	\$150	\$155
Larimer and Weld	6	\$35,300	\$30,000	\$33,000	\$41,500	10	\$79	\$56	\$88	\$100
Mesa	3	-	-	-	-	3	-	-	-	-
Pueblo	-	-	-	-	-	-	-	-	-	-
all others east of the Continental Divide	2	-	-	-	-	1	-	-	-	-
all others west of the Continental Divide	4	-	-	-	-	-	-	-	-	-
# of Attorneys at Organization										
100+	11	\$53,400	\$50,000	\$52,000	\$58,200	7	\$98	\$65	\$75	\$175
50 - 99	6	\$46,300	\$36,900	\$42,500	\$57,500	3	-	-	-	-
20 - 49	11	\$49,400	\$45,000	\$45,000	\$55,000	19	\$125	\$100	\$120	\$175
10 - 19	19	\$45,800	\$40,000	\$45,000	\$51,000	29	\$121	\$90	\$120	\$150
5 - 9	32	\$46,800	\$40,000	\$46,900	\$51,500	33	\$120	\$100	\$125	\$150
2 - 4	31	\$41,500	\$35,000	\$40,000	\$49,000	27	\$101	\$75	\$100	\$125
1	11	\$37,800	\$27,000	\$36,000	\$50,000	12	\$79	\$45	\$85	\$115

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Salary and Billing Rate Tables: Paralegals/Legal Assistants

TABLE 006 page 1

### PARALEGALS/LEGAL ASSISTANTS: 1 - 2 Years of Experience

	-----MOST COMMON ANNUAL BASE SALARY-----					-----MOST COMMON HOURLY BILLING RATE-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total	124	\$41,200	\$32,500	\$40,000	\$48,000	150	\$105	\$75	\$100	\$130
Geographic Location										
Denver	40	\$44,800	\$36,500	\$42,000	\$52,000	51	\$99	\$75	\$90	\$130
Adams, Arapahoe, Douglas, Elbert, and Jefferson	36	\$38,200	\$31,500	\$40,000	\$44,500	44	\$119	\$100	\$125	\$135
Boulder and Broomfield	11	\$42,400	\$35,000	\$45,000	\$48,000	19	\$120	\$90	\$100	\$150
Eagle and Pitkin	2	-	-	-	-	1	-	-	-	-
El Paso	5	\$33,900	\$28,000	\$35,000	\$39,300	8	\$104	\$75	\$95	\$150
Larimer and Weld	11	\$38,800	\$32,000	\$39,000	\$45,000	13	\$78	\$70	\$75	\$95
Mesa	4	-	-	-	-	4	-	-	-	-
Pueblo	1	-	-	-	-	1	-	-	-	-
all others east of the Continental Divide	2	-	-	-	-	1	-	-	-	-
all others west of the Continental Divide	4	-	-	-	-	3	-	-	-	-
# of Attorneys at Organization										
100+	11	\$51,700	\$44,000	\$50,000	\$60,000	7	\$81	\$65	\$75	\$110
50 - 99	5	\$52,900	\$41,300	\$50,000	\$66,000	3	-	-	-	-
20 - 49	11	\$42,000	\$39,000	\$41,000	\$50,000	13	\$125	\$83	\$110	\$175
10 - 19	20	\$40,700	\$33,100	\$40,000	\$45,000	28	\$112	\$80	\$123	\$135
5 - 9	31	\$40,300	\$32,000	\$40,000	\$45,000	36	\$115	\$91	\$100	\$149
2 - 4	33	\$38,200	\$30,000	\$38,000	\$45,500	38	\$103	\$75	\$100	\$130
1	12	\$36,700	\$28,800	\$35,000	\$40,400	17	\$83	\$63	\$75	\$100

NOTE: results not shown if fewer than 5 valid values

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Salary and Billing Rate Tables: Paralegals/Legal Assistants

TABLE 007 page 1

**PARALEGALS/LEGAL ASSISTANTS: <1 Year of Experience**

	-----MOST COMMON ANNUAL BASE SALARY-----					-----MOST COMMON HOURLY BILLING RATE-----				
	n	mean	25th percentile	50th percentile (median)	75th percentile	n	mean	25th percentile	50th percentile (median)	75th percentile
Total	95	\$36,700	\$30,000	\$35,000	\$41,600	112	\$99	\$75	\$95	\$125
<b>Geographic Location</b>										
Denver	34	\$39,300	\$30,000	\$36,200	\$45,800	43	\$96	\$75	\$90	\$120
Adams, Arapahoe, Douglas, Elbert, and Jefferson	33	\$36,200	\$30,000	\$35,000	\$40,000	33	\$120	\$98	\$125	\$128
Boulder and Broomfield	8	\$32,500	\$30,300	\$33,500	\$35,000	12	\$98	\$78	\$90	\$119
Eagle and Pitkin	1	-	-	-	-	2	-	-	-	-
El Paso	6	\$29,900	\$20,400	\$30,000	\$39,600	6	\$83	\$58	\$75	\$99
Larimer and Weld	3	-	-	-	-	8	\$69	\$38	\$75	\$94
Mesa	1	-	-	-	-	1	-	-	-	-
Pueblo	-	-	-	-	-	1	-	-	-	-
all others east of the Continental Divide	1	-	-	-	-	2	-	-	-	-
all others west of the Continental Divide	4	-	-	-	-	3	-	-	-	-
<b># of Attorneys at Organization</b>										
100+	7	\$47,300	\$42,000	\$48,000	\$60,000	4	-	-	-	-
50 - 99	2	-	-	-	-	2	-	-	-	-
20 - 49	9	\$38,900	\$32,500	\$40,000	\$47,500	14	\$119	\$86	\$100	\$175
10 - 19	15	\$34,900	\$30,000	\$35,000	\$40,000	20	\$112	\$91	\$118	\$125
5 - 9	14	\$38,600	\$33,500	\$36,500	\$39,600	23	\$114	\$85	\$110	\$135
2 - 4	24	\$34,600	\$30,000	\$35,700	\$41,200	29	\$86	\$68	\$75	\$108
1	21	\$33,900	\$26,000	\$30,000	\$37,500	13	\$73	\$50	\$60	\$98

NOTE: results not shown if fewer than 5 valid values

# APPENDIX C

## CROSS-TABULATED DATA TABLES

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

Table	Title
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Data Interpretation

000	Key to Tables
001	Proportion Who Were Licensed to Practice Law in Colorado in 2016
002	Primary Position/Affiliation
003	Primary Position/Affiliation: Detailed
004	Office Type
005	Hours Worked: Mean Summary
006	Hours Worked: Average Billable Hours Per Week
007	Hours Worked: Average Non-Billable Hours Per Week
008	Hours Worked: Total Average Hours Per Week
009	Number of Years Practicing Law
010	Office Location: County
011	Gender
012	Areas of Practice
013	Primary Practice Area
014	Primary Practice Area: 50%+ of Time Spent in Primary Practice Area
015	Proportion of Time Spent in Primary Practice Area
016	Income
017	Additional Cash Compensation Eligible to Receive
018	Bonuses
019	Bonuses [Based on Those Who Received]
020	Profit Sharing
021	Profit Sharing [Based on Those Who Received]
022	401(k) Contributions From Employer/Firm
023	401(k) Contributions From Employer/Firm [Based on Those Who Received]
024	Proportion of Work Billed Via: Mean Summary
025	Proportion of Work Billed Via: Hourly Rate
026	Proportion of Work Billed Via: Flat/Fixed Rate
027	Proportion of Work Billed Via: Contingency
028	Proportion of Work Billed Via: Unbundling/Discrete Task/Limited Scope Representation
029	Proportion of Work Billed Via: Other Method
030	Most Common Hourly Billing Rate
031	Most Common Percent Charged Via Contingency Billing
032	Number of Attorneys at Office Location: Mean Summary
033	Number of Attorneys at Office Location: Partners
034	Number of Attorneys at Office Location: Associates
035	Number of Attorneys at Office Location: In-House Counsel
036	Number of Attorneys at Office Location: Other Lawyers
037	Number of Attorneys at Office Location: Total Attorneys

## DATA TABLES

### Index to Tables

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

Table	Title
038	Number of Attorneys in Entire Firm/Organization
039	Paralegals/Legal Assistants: Methods of Billing for Services
040	Paralegals/Legal Assistants: Hourly Billing Rate by Years of Experience: Less than 1
041	Paralegals/Legal Assistants: Hourly Billing Rate by Years of Experience: 1 - 2
042	Paralegals/Legal Assistants: Hourly Billing Rate by Years of Experience: 3 - 4
043	Paralegals/Legal Assistants: Hourly Billing Rate by Years of Experience: 5 - 9
044	Paralegals/Legal Assistants: Hourly Billing Rate by Years of Experience: 10 - 14
045	Paralegals/Legal Assistants: Hourly Billing Rate by Years of Experience: 15 - 19
046	Paralegals/Legal Assistants: Hourly Billing Rate by Years of Experience: 20 or More
047	Paralegals/Legal Assistants: Base Salary by Years of Experience: Less than 1
048	Paralegals/Legal Assistants: Base Salary by Years of Experience: 1 - 2
049	Paralegals/Legal Assistants: Base Salary by Years of Experience: 3 - 4
050	Paralegals/Legal Assistants: Base Salary by Years of Experience: 5 - 9
051	Paralegals/Legal Assistants: Base Salary by Years of Experience: 10 - 14
052	Paralegals/Legal Assistants: Base Salary by Years of Experience: 15 - 19
053	Paralegals/Legal Assistants: Base Salary by Years of Experience: 20 or More
054	Paralegals/Legal Assistants: Additional Cash Compensation Eligible to Receive

## DATA TABLES

### Index to Tables

### DATA TABLES Data Interpretation

In addition to percentages, three summary statistics may be presented in this report for numeric variables.

A **mean** is the arithmetic average of a distribution (i.e., a set of values). Because it is arithmetically calculated, it can be multiplied by the population represented to present a total volume estimate. For example, if 100 survey respondents (representing 10,000 people in the population) reported mean expenditures of \$100 each, total expenditures for that population are estimated as  $10,000 \times \$100 = \$1,000,000$ . Means are very much influenced by extremely large or extremely small values in the distribution (e.g., one millionaire can substantially raise an estimate of average income).

Means for grouped data are calculated using the midpoint of each range. The lowest-valued group is represented by its largest value; the highest-valued group by its lowest.

The **standard error** measures the variability associated with the survey's estimate of a population mean. The standard error is analogous to the margin of error associated with percentages: that is, 95% of the time we expect the true (unknown) population mean to be within plus-or-minus two standard errors of the mean calculated from the sample. A standard error that is large in proportion to the mean indicates a high level of statistical instability; trending and projections against such estimates should be undertaken cautiously.

A **median** is the value that lies at the middle of a distribution: that is, 50% of the values are above it and 50% are below. It represents the "typical" response, and is not influenced by extreme values. For most distributions, the median will be either roughly equal to, or significantly smaller than the mean.

Medians for grouped data are calculated by locating the group which contains the 50th percentile, then interpolating between the lower and upper bounds to estimate the precise value. Only the values listed *above* the statistics on a data table are used in the calculations.

Tables may have **statistical significance testing** enabled, comparing means and proportions between selected columns. Z-scores for differences are calculated where both tabulation bases are  $\geq 30$ , assuming the statistics are derived from sufficiently large unweighted probability samples drawn from much larger independent populations. Differences found significant at the 95% confidence level are reported by appearance of one or more letters under the result, indicating from which tested column(s) to the left that statistic differs (if any).

When assumptions are met, significance testing accounts for the effect of sampling error on comparisons; if all assumptions are not met, the reader is advised to use test results cautiously. Effects of other potential sources of imprecision (nonresponse bias, item reliability, respondent error, etc.) are not similarly quantifiable, and may be of greater magnitude than sampling error.

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 000 page 1

### Key to Tables

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
base: those who were licensed to practice law in Colorado in 2016	1607	1146	348	428	320	380	124	71	151	900	668
margin of error at 95% confidence (percentage points):	±2.4	±2.8	±5.1	±4.6	±5.3	±4.9	±8.5	±11.2	±7.7	±3.2	±3.7

The margin of error for results based on fewer than 30 responses cannot be meaningfully calculated and the results are considered statistically unstable.

Segment	Description
TOTAL	all respondents
POSITION/AFFILIATION	those indicating their primary position/affiliation in 2016 as:
private	solo practitioner, partner, associate, in-house counsel (for-profit organization), of counsel, or contract attorney
public	judge/magistrate/ALJ, city/county government, state government, federal government, in-house counsel (not-for-profit organization), or counsel with legal aid/legal services agency
# OF ATTORNEYS AT ORGANIZATION	those indicating the number of attorneys that practiced at their entire firm/organization (including themselves and all locations) in 2016 as:
1	1
2 - 4	2 - 4
5 - 19	5 - 19
20 - 49	20 - 49
50 - 99	50 - 99
100+	100 or more
GENDER	those indicating their gender as:
male	male
female	female

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 001 page 1

**Proportion Who Were Licensed to Practice Law in Colorado in 2016**

1. Were you licensed to practice law in Colorado in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: all respondents	1694 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
yes	1607 95%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
no	87 5%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 002 page 1

### Primary Position/Affiliation

2. What best described your primary position/affiliation in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
solo practitioner	379 24%	379 33%	0 0% b	336 79%	28 9% d	1 0% de	0 0% de	0 0% de	0 0% de	241 27%	122 18% j
partner	291 18%	291 25%	0 0% b	1 0%	110 34% d	112 29% d	25 20% def	6 8% defg	22 15% def	194 22%	90 13% j
associate	269 17%	269 23%	0 0% b	0 0%	82 26% d	108 28% d	30 24% d	13 18% d	16 11% defg	142 16%	124 19%
in-house counsel (for-profit organization)	131 8%	131 11%	0 0% b	25 6%	36 11% d	32 8%	15 12% d	5 7%	15 10%	69 8%	58 9%
state government	114 7%	0 0%	114 33% b	0 0%	3 1% d	22 6% de	22 18% def	9 13% def	40 26% defh	54 6%	57 9%
city/county government	105 7%	0 0%	105 30% b	7 2%	12 4%	36 9% de	11 9% de	14 20% defg	15 10% deh	46 5%	55 8% j
judge/magistrate/ALJ	46 3%	0 0%	46 13% b	0 0%	4 1% d	15 4% de	7 6% de	1 1% d	12 8% de	29 3%	16 2%
of counsel	42 3%	42 4%	0 0% b	2 0%	7 2% d	19 5% de	4 3% d	1 1%	6 4% d	23 3%	19 3%
federal government	34 2%	0 0%	34 10% b	1 0%	0 0%	1 0%	4 3% def	5 7% def	15 10% defg	20 2%	14 2%
in-house counsel (not-for-profit organization)	34 2%	0 0%	34 10% b	9 2%	12 4%	11 3%	1 1%	1 1%	0 0% ef	20 2%	14 2%
contract attorney	34 2%	34 3%	0 0% b	11 3%	3 1%	4 1%	1 1%	1 1%	5 3%	6 1%	28 4% j
counsel with legal aid/legal services agency	15 1%	0 0%	15 4% b	2 0%	2 1%	3 1%	1 1%	4 6% defg	1 1% h	4 0%	11 2% j
arbitrator/mediator	10 1%	0 0%	0 0%	10 2%	0 0% d	0 0% d	0 0%	0 0%	0 0%	6 1%	4 1%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 002 page 2

**Primary Position/Affiliation**

2. What best described your primary position/affiliation in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
academic (e.g., law professor)	9 1%	0 0%	0 0%	2 0%	0 0%	1 0%	1 1%	3 4% def	0 0% h	3 0%	6 1%
other	94 6%	0 0%	0 0%	22 5%	21 7%	15 4%	2 2% e	8 11% dfg	4 3% h	43 5%	50 7% j
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 003 page 1

### Primary Position/Affiliation: Detailed

2. What best described your primary position/affiliation in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
solo practitioner: [by number of attorneys in entire firm]	379 24%	379 33%	0 0% b	336 79%	28 9% d	1 0% de	0 0% de	0 0% de	0 0% de	241 27%	122 18% j
100+	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
50 - 99	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
20 - 49	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
10 - 19	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
5 - 9	1 0%	1 0%	0 0%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	1 0%
2 - 4	28 2%	28 2%	0 0% b	0 0%	28 9% d	0 0% e	0 0% e	0 0% e	0 0% e	23 3%	4 1% j
1	336 21%	336 29%	0 0% b	336 79%	0 0% d	0 0% d	0 0% d	0 0% d	0 0% d	210 23%	114 17% j
unknown	14 1%	14 1%	0 0% b	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	8 1%	3 0%
partner: [by number of attorneys in entire firm]	291 18%	291 25%	0 0% b	1 0%	110 34% d	112 29% d	25 20% def	6 8% defg	22 15% def	194 22%	90 13% j
100+	22 1%	22 2%	0 0% b	0 0%	0 0%	0 0%	0 0%	0 0%	22 15% defgh	18 2%	4 1% j
50 - 99	6 0%	6 1%	0 0%	0 0%	0 0%	0 0%	0 0%	6 8% defg	0 0% h	5 1%	1 0%
20 - 49	25 2%	25 2%	0 0% b	0 0%	0 0%	0 0%	25 20% def	0 0% g	0 0% g	17 2%	7 1%
10 - 19	39 2%	39 3%	0 0% b	0 0%	0 0%	39 10% de	0 0% f	0 0% f	0 0% f	26 3%	13 2%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 003 page 2

**Primary Position/Affiliation: Detailed**

2. What best described your primary position/affiliation in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
5 - 9	73 5%	73 6%	0 0% b	0 0%	0 0%	73 19% de	0 0%	0 0%	0 0%	46 5%	26 4%
2 - 4	110 7%	110 10%	0 0% b	0 0%	110 34% d	0 0% e	0 0% e	0 0% e	0 0% e	69 8%	37 6%
1	1 0%	1 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 0%	0 0%
unknown	15 1%	15 1%	0 0% b	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	12 1%	2 0% j
associate: [by number of attorneys in entire firm]	269 17%	269 23%	0 0% b	0 0%	82 26% d	108 28% d	30 24% d	13 18% d	16 11% defg	142 16%	124 19%
100+	16 1%	16 1%	0 0% b	0 0%	0 0%	0 0%	0 0%	0 0%	16 11% defgh	13 1%	2 0% j
50 - 99	13 1%	13 1%	0 0% b	0 0%	0 0%	0 0%	0 0%	13 18% defg	0 0% h	8 1%	5 1%
20 - 49	30 2%	30 3%	0 0% b	0 0%	0 0%	0 0%	30 24% def	0 0% g	0 0% g	13 1%	17 3%
10 - 19	45 3%	45 4%	0 0% b	0 0%	0 0%	45 12% de	0 0% f	0 0% f	0 0% f	25 3%	20 3%
5 - 9	63 4%	63 5%	0 0% b	0 0%	0 0%	63 17% de	0 0% f	0 0% f	0 0% f	34 4%	29 4%
2 - 4	82 5%	82 7%	0 0% b	0 0%	82 26% d	0 0% e	0 0% e	0 0% e	0 0% e	39 4%	42 6%
1	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
unknown	20 1%	20 2%	0 0% b	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	10 1%	9 1%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 003 page 3

**Primary Position/Affiliation: Detailed**

2. What best described your primary position/affiliation in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
in-house counsel (for-profit organization)	131 8%	131 11%	0 0% b	25 6%	36 11% d	32 8%	15 12% d	5 7%	15 10%	69 8%	58 9%
state government	114 7%	0 0%	114 33% b	0 0%	3 1% d	22 6% de	22 18% def	9 13% def	40 26% defh	54 6%	57 9%
city/county government	105 7%	0 0%	105 30% b	7 2%	12 4%	36 9% de	11 9% de	14 20% defg	15 10% deh	46 5%	55 8% j
judge/magistrate/ALJ	46 3%	0 0%	46 13% b	0 0%	4 1% d	15 4% de	7 6% de	1 1% d	12 8% de	29 3%	16 2%
of counsel	42 3%	42 4%	0 0% b	2 0%	7 2% d	19 5% de	4 3% d	1 1%	6 4% d	23 3%	19 3%
federal government	34 2%	0 0%	34 10% b	1 0%	0 0%	1 0%	4 3% def	5 7% def	15 10% defg	20 2%	14 2%
in-house counsel (not-for-profit organization)	34 2%	0 0%	34 10% b	9 2%	12 4%	11 3%	1 1%	1 1%	0 0% ef	20 2%	14 2%
contract attorney	34 2%	34 3%	0 0% b	11 3%	3 1%	4 1%	1 1%	1 1%	5 3%	6 1%	28 4% j
counsel with legal aid/legal services agency	15 1%	0 0%	15 4% b	2 0%	2 1%	3 1%	1 1%	4 6% defg	1 1% h	4 0%	11 2% j
arbitrator/mediator	10 1%	0 0%	0 0%	10 2%	0 0% d	0 0% d	0 0%	0 0%	0 0%	6 1%	4 1%
academic (e.g., law professor)	9 1%	0 0%	0 0%	2 0%	0 0%	1 0%	1 1%	3 4% def	0 0% h	3 0%	6 1%
other	94 6%	0 0%	0 0%	22 5%	21 7%	15 4%	2 2% e	8 11% dfg	4 3% h	43 5%	50 7% j
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 004 page 1

**Office Type**

3. In what type of office did you primarily work in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016 and whose primary affiliation was solo practitioner	379 100%	379 100%		336 100%	28 100%	1 100%				241 100%	122 100%
office outside of home	224 59%	224 59%		193 57%	21 75%	1 100%				152 63%	63 52% j
home office	140 37%	140 37%		129 38%	7 25%	0 0%				83 34%	52 43%
other	14 4%	14 4%		13 4%	0 0%	0 0%				6 2%	7 6%
no answer	1 0%	1 0%		1 0%	0 0%	0 0%				0 0%	0 0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 005 page 1

**Hours Worked: Mean Summary**

4. On average, how many billable and non-billable hours did you work per week in 2016 for your primary position?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
<b>MEAN SUMMARY</b>											
base: those who were licensed to practice law in Colorado in 2016 answering (fill-in answers)											
average <u>billable</u> hours per week	24.6	25.9	20.6 b	20.2	25.9 d	26.7 d	25.2 d	25.3	26.6 d	25.0	23.9
average <u>non-billable</u> hours per week	18.5	16.6	25.5 b	16.6	18.7 d	18.9	21.5 d	22.0	20.2	18.1	18.8
TOTAL average hours per week	43.0	42.5	46.1 b	36.8	44.7 d	45.6 d	46.7 d	47.3 efg	46.9 dh	43.2	42.7

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 006 page 1

**Hours Worked: Average Billable Hours Per Week**

4. On average, how many billable and non-billable hours did you work per week in 2016 for your primary position?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
<b>AVERAGE <u>BILLABLE</u> HOURS PER WEEK</b>											
base: those who were licensed to practice law in Colorado in 2016 (fill-in answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
50 or more	78 5%	57 5%	17 5%	11 3%	17 5%	19 5%	7 6%	5 7% d	10 7% d	44 5%	31 5%
40 - 49	215 13%	125 11%	74 21% b	20 5%	41 13% d	63 17% d	19 15% d	15 21% d	36 24% de	112 12%	97 15%
30 - 39	361 22%	313 27%	37 11% b	82 19%	78 24%	104 27% d	32 26%	11 15% f	32 21%	198 22%	155 23%
20 - 29	320 20%	303 26%	8 2% b	109 25%	86 27%	70 18% de	21 17% de	2 3% defg	14 9% def	208 23%	106 16% j
10 - 19	152 9%	140 12%	3 1% b	90 21%	34 11% d	18 5% de	3 2% de	2 3% de	3 2% de	85 9%	63 9%
1 - 9	65 4%	54 5%	3 1% b	48 11%	5 2% d	5 1% d	1 1% d	1 1% d	2 1% d	37 4%	27 4%
none	220 14%	72 6%	124 36% b	29 7%	33 10%	58 15% d	27 22% de	18 25% def	35 23% def	103 11%	110 16% j
mean:	24.6	25.9	20.6 b	20.2	25.9 d	26.7 d	25.2 d	25.3	26.6 d	25.0	23.9
standard error:	0.42	0.43	1.27	0.68	0.85	0.87	1.65	2.91	1.61	0.56	0.67
median:	25	25	23	20	25	30	30	32	34	25	25
no answer	196 12%	82 7%	82 24% b	39 9%	26 8%	43 11%	14 11%	17 24% defg	19 13% h	113 13%	79 12%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 007 page 1

### Hours Worked: Average Non-Billable Hours Per Week

4. On average, how many billable and non-billable hours did you work per week in 2016 for your primary position?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
<b>AVERAGE <u>NON-BILLABLE</u> HOURS PER WEEK</b>											
base: those who were licensed to practice law in Colorado in 2016 (fill-in answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
50 or more	98 6%	41 4%	51 15% b	10 2%	20 6% d	30 8% d	9 7% d	6 8% d	18 12% de	50 6%	44 7%
40 - 49	137 9%	52 5%	68 20% b	21 5%	20 6%	31 8%	21 17% def	12 17% def	18 12% de	65 7%	69 10% j
30 - 39	92 6%	76 7%	10 3% b	37 9%	25 8%	14 4% de	5 4%	2 3%	5 3% d	48 5%	40 6%
20 - 29	254 16%	238 21%	11 3% b	91 21%	55 17%	65 17%	18 15%	4 6% def	15 10% def	170 19%	81 12% j
10 - 19	434 27%	381 33%	33 9% b	128 30%	116 36%	96 25% e	28 23% e	12 17% de	28 19% de	239 27%	181 27%
1 - 9	252 16%	207 18%	33 9% b	73 17%	34 11% d	68 18% e	20 16%	6 8% f	29 19% eh	137 15%	112 17%
none	144 9%	69 6%	60 17% b	29 7%	24 8%	33 9%	9 7%	12 17% defg	19 13% d	78 9%	62 9%
mean:	18.5	16.6	25.5 b	16.6	18.7 d	18.9	21.5 d	22.0	20.2	18.1	18.8
standard error:	0.42	0.40	1.34	0.66	0.85	0.90	1.67	2.86	1.63	0.54	0.68
median:	15	15	25	15	15	15	16	14	15	15	15
no answer	196 12%	82 7%	82 24% b	39 9%	26 8%	43 11%	14 11%	17 24% defg	19 13% h	113 13%	79 12%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 008 page 1

**Hours Worked: Total Average Hours Per Week**

4. On average, how many billable and non-billable hours did you work per week in 2016 for your primary position?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
TOTAL AVERAGE HOURS PER WEEK											
base: those who were licensed to practice law in Colorado in 2016 (fill-in answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
70 or more	45 3%	32 3%	10 3%	8 2%	12 4%	11 3%	3 2%	4 6%	5 3%	25 3%	17 3%
60 - 69	111 7%	80 7%	22 6%	25 6%	21 7%	31 8%	14 11% d	5 7%	9 6%	64 7%	42 6%
50 - 59	332 21%	257 22%	63 18%	59 14%	86 27% d	94 25% d	28 23% d	14 20%	38 25% d	176 20%	146 22%
40 - 49	581 36%	395 34%	153 44% b	123 29%	109 34%	141 37% d	53 43% d	27 38%	68 45% de	328 36%	243 36%
30 - 39	175 11%	154 13%	13 4% b	72 17%	40 13%	38 10% d	10 8% d	2 3% de	7 5% def	104 12%	69 10%
20 - 29	96 6%	88 8%	3 1% b	48 11%	20 6% d	16 4% d	2 2% de	1 1% d	4 3% d	52 6%	40 6%
less than 20	71 4%	58 5%	2 1% b	54 13%	6 2% d	6 2% d	0 0% d	1 1% d	1 1% d	38 4%	32 5%
mean:	43.0	42.5	46.1 b	36.8	44.7 d	45.6 d	46.7 d	47.3 efg	46.9 dh	43.2	42.7
standard error:	0.36	0.43	0.59 b	0.83	0.73 d	0.65 d	0.92 d	1.58 efg	0.97 dh	0.50	0.55
median:	44	43	45 b	40	45	45	45	45	45	44	43
no answer	196 12%	82 7%	82 24% b	39 9%	26 8%	43 11%	14 11%	17 24% defg	19 13% h	113 13%	79 12%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 009 page 1

### Number of Years Practicing Law

5. For how many years have you been practicing law?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
40 or more	157 10%	123 11%	17 5% b	72 17%	30 9% d	20 5% de	8 6% d	2 3% d	10 7% d	140 16%	11 2% j
30 - 39	252 16%	203 18%	36 10% b	106 25%	41 13% d	48 13% d	15 12% d	2 3% defg	20 13% dh	167 19%	74 11% j
20 - 29	263 16%	187 16%	56 16%	72 17%	48 15%	71 19%	22 18%	12 17%	23 15%	130 14%	126 19% j
15 - 19	150 9%	101 9%	44 13% b	32 7%	27 8%	39 10%	12 10%	10 14%	21 14% d	71 8%	75 11% j
10 - 14	218 14%	153 13%	51 15%	56 13%	50 16%	54 14%	14 11%	10 14%	19 13%	103 11%	110 16% j
5 - 9	267 17%	182 16%	66 19%	58 14%	42 13%	72 19% de	23 19%	17 24% de	31 21% de	132 15%	132 20% j
3 - 4	152 9%	106 9%	38 11%	22 5%	41 13% d	38 10% d	13 10% d	9 13% d	18 12% d	81 9%	69 10%
1 - 2	97 6%	58 5%	28 8% b	4 1%	29 9% d	32 8% d	9 7% d	6 8% d	3 2% efgh	53 6%	43 6%
less than 1	42 3%	28 2%	10 3%	4 1%	12 4% d	4 1% e	6 5% df	3 4% df	5 3% d	19 2%	23 3%
mean:	18.7	19.6	15.8 b	23.9	17.1 d	16.9 d	16.6 d	13.1 defg	17.3 dh	20.8	15.4 j
standard error:	0.32	0.39	0.62 b	0.62	0.72 d	0.61 d	1.12 d	1.17 d	0.98 d	0.46	0.42 j
median:	16	17	13	25	14	14	14	10	15	19	13
no answer	9 1%	5 0%	2 1%	2 0%	0 0%	2 1%	2 2% e	0 0%	1 1%	4 0%	5 1%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 010 page 1

Office Location: County

6. In what county is the office in which you worked in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
Denver	603 38%	406 35%	157 45% b	111 26%	103 32%	138 36% d	61 49% def	36 51% def	101 67% defgh	351 39%	251 38%
Arapahoe	171 11%	146 13%	18 5% b	47 11%	33 10%	43 11%	17 14%	13 18%	5 3% defgh	99 11%	71 11%
Boulder	142 9%	118 10%	14 4% b	43 10%	36 11%	34 9%	11 9%	2 3% de	5 3% def	77 9%	63 9%
Jefferson	110 7%	81 7%	21 6%	41 10%	23 7%	27 7%	2 2% def	5 7% g	8 5%	57 6%	53 8%
Larimer	99 6%	70 6%	23 7%	33 8%	22 7%	28 7%	8 6%	2 3%	1 1% defg	62 7%	37 6%
El Paso	84 5%	64 6%	14 4%	41 10%	18 6% d	12 3% d	1 1% de	5 7% g	4 3% d	48 5%	36 5%
Douglas	61 4%	54 5%	5 1% b	21 5%	5 2% d	23 6% e	7 6% e	1 1%	1 1% dfg	29 3%	32 5%
Mesa	34 2%	27 2%	7 2%	10 2%	10 3%	9 2%	2 2%	0 0%	1 1%	24 3%	10 1%
Adams	30 2%	14 1%	15 4% b	10 2%	7 2%	3 1%	1 1%	2 3%	4 3%	16 2%	12 2%
Weld	23 1%	13 1%	8 2%	5 1%	5 2%	7 2%	3 2%	0 0%	0 0%	12 1%	11 2%
Broomfield	14 1%	11 1%	1 0%	0 0%	4 1% d	6 2% d	1 1%	1 1% d	0 0%	8 1%	6 1%
Summit	14 1%	8 1%	4 1%	4 1%	8 3%	1 0% e	1 1%	0 0%	0 0%	8 1%	6 1%
Garfield	13 1%	9 1%	3 1%	2 0%	6 2%	4 1%	1 1%	0 0%	0 0%	8 1%	5 1%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 010 page 2

Office Location: County

6. In what county is the office in which you worked in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
Routt	12 1%	7 1%	5 1%	1 0%	6 2% d	4 1%	0 0%	0 0%	0 0%	9 1%	3 0%
La Plata	11 1%	7 1%	4 1%	5 1%	3 1%	1 0%	0 0%	0 0%	1 1%	4 0%	7 1%
Pueblo	11 1%	5 0%	3 1%	5 1%	2 1%	2 1%	0 0%	0 0%	1 1%	4 0%	7 1%
Eagle	10 1%	7 1%	2 1%	5 1%	0 0%	3 1%	2 2% e	0 0%	0 0%	6 1%	4 1%
Pitkin	10 1%	9 1%	0 0%	3 1%	3 1%	3 1%	0 0%	0 0%	0 0%	4 0%	6 1%
Montrose	9 1%	4 0%	4 1%	1 0%	5 2% d	1 0%	0 0%	0 0%	0 0%	4 0%	5 1%
Gunnison	4 0%	2 0%	1 0%	3 1%	0 0%	1 0%	0 0%	0 0%	0 0%	3 0%	1 0%
Morgan	4 0%	1 0%	3 1% b	1 0%	2 1%	1 0%	0 0%	0 0%	0 0%	3 0%	1 0%
Alamosa	3 0%	0 0%	2 1% b	0 0%	1 0%	2 1%	0 0%	0 0%	0 0%	1 0%	2 0%
Archuleta	3 0%	2 0%	1 0%	2 0%	0 0%	1 0%	0 0%	0 0%	0 0%	2 0%	1 0%
Fremont	3 0%	1 0%	2 1%	1 0%	0 0%	0 0%	0 0%	1 1% ef	1 1%	2 0%	1 0%
Grand	3 0%	2 0%	0 0%	2 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 0%	1 0%
Logan	3 0%	3 0%	0 0%	2 0%	1 0%	0 0%	0 0%	0 0%	0 0%	3 0%	0 0%
Chaffee	2 0%	1 0%	1 0%	0 0%	1 0%	0 0%	0 0%	0 0%	1 1%	1 0%	1 0%
Delta	2 0%	1 0%	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	1 1%	1 0%	1 0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 010 page 3

Office Location: County

6. In what county is the office in which you worked in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
Las Animas	2 0%	1 0%	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 0%	1 0%
Otero	2 0%	0 0%	2 1% b	0 0%	1 0%	1 0%	0 0%	0 0%	0 0%	2 0%	0 0%
Rio Grande	2 0%	2 0%	0 0%	2 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 0%	0 0%
San Miguel	2 0%	2 0%	0 0%	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	1 0%	1 0%
Clear Creek	1 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 0%	0 0%
Dolores	1 0%	1 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 0%	0 0%
Elbert	1 0%	1 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 0%
Gilpin	1 0%	1 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 0%	0 0%
Kit Carson	1 0%	1 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 0%
Lake	1 0%	0 0%	1 0%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%	1 0%	0 0%
Moffat	1 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	1 0%
Ouray	1 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 0%
Baca	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Bent	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Cheyenne	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Conejos	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 010 page 4

Office Location: County

6. In what county is the office in which you worked in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
Costilla	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Crowley	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Custer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Hinsdale	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Huerfano	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Jackson	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Kiowa	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Lincoln	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Mineral	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Montezuma	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Park	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Phillips	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Prowers	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Rio Blanco	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Saguache	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
San Juan	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Sedgwick	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Teller	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 010 page 5

Office Location: County

6. In what county is the office in which you worked in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
Washington	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Yuma	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
no answer	103 6%	64 6%	22 6%	20 5%	14 4%	24 6%	6 5%	3 4%	15 10%	43 5%	28 4%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 011 page 1

**Gender**

7. What is your gender?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
male	900 56%	675 59%	173 50% b	255 60%	181 57%	208 55%	66 53%	38 54%	85 56%	900 100%	0 0% j
female	668 42%	441 38%	167 48% b	161 38%	129 40%	167 44%	57 46%	32 45%	63 42%	0 0%	668 100% j
no answer	39 2%	30 3%	8 2%	12 3%	10 3%	5 1%	1 1%	1 1%	3 2%	0 0%	0 0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 012 page 1

**Areas of Practice**

8. In what areas did you practice for your primary position in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016 (multiple answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
civil litigation	323 20%	248 22%	63 18%	65 15%	67 21% d	96 25% d	24 19%	13 18%	38 25% d	217 24%	98 15% j
family	245 15%	198 17%	33 9% b	90 21%	67 21%	50 13% de	9 7% de	4 6% de	9 6% def	118 13%	120 18% j
business	238 15%	219 19%	13 4% b	88 21%	66 21%	43 11% de	18 15%	3 4% deg	8 5% defg	167 19%	66 10% j
real estate	227 14%	192 17%	24 7% b	69 16%	52 16%	59 16%	18 15%	3 4% defg	15 10%	161 18%	61 9% j
trust & estate-estate planning	198 12%	189 16%	1 0% b	99 23%	57 18%	27 7% de	5 4% de	0 0% def	3 2% def	114 13%	79 12%
admin/govt/reg	196 12%	72 6%	112 32% b	28 7%	35 11% d	49 13% d	22 18% d	10 14% d	38 25% def	114 13%	76 11%
criminal	196 12%	95 8%	92 26% b	49 11%	32 10%	45 12%	17 14%	16 23% def	20 13%	120 13%	71 11%
business-corporate counsel	166 10%	153 13%	10 3% b	55 13%	46 14%	38 10%	14 11%	1 1% defg	10 7% de	102 11%	60 9%
trust & estate	164 10%	153 13%	5 1% b	78 18%	47 15%	22 6% de	5 4% de	2 3% de	4 3% de	96 11%	62 9%
real estate-commercial	158 10%	144 13%	12 3% b	45 11%	37 12%	44 12%	16 13%	2 3% defg	9 6% g	110 12%	42 6% j
personal injury	151 9%	141 12%	9 3% b	36 8%	39 12%	46 12%	8 6%	10 14%	4 3% defh	112 12%	34 5% j
real estate-leases	146 9%	130 11%	14 4% b	44 10%	39 12%	37 10%	14 11%	2 3% deg	3 2% defg	96 11%	47 7% j
trust & estate-estate administration	141 9%	136 12%	0 0% b	63 15%	42 13%	22 6% de	6 5% de	0 0% def	2 1% def	84 9%	51 8%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 012 page 2

### Areas of Practice

8. In what areas did you practice for your primary position in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016 (multiple answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
business-commercial litigation	131 8%	122 11%	4 1% b	28 7%	39 12% d	38 10%	9 7%	2 3% e	10 7%	101 11%	28 4% j
business-choice of entity	127 8%	123 11%	3 1% b	51 12%	34 11%	28 7% d	9 7%	0 0% defg	1 1% defg	95 11%	27 4% j
appellate/appeals	120 7%	72 6%	40 11% b	21 5%	19 6%	31 8%	11 9%	9 13% de	26 17% defg	69 8%	48 7%
real estate-residential	112 7%	106 9%	4 1% b	39 9%	34 11%	27 7%	6 5%	2 3% e	1 1% defg	80 9%	29 4% j
construction	111 7%	91 8%	17 5%	20 5%	18 6%	50 13% de	7 6% f	2 3% f	10 7% f	82 9%	27 4% j
real estate-landlord-tenant (commercial)	111 7%	100 9%	8 2% b	34 8%	25 8%	33 9%	9 7%	2 3%	4 3% def	78 9%	29 4% j
real estate-litigation	109 7%	95 8%	10 3% b	22 5%	26 8%	34 9% d	7 6%	4 6%	10 7%	85 9%	23 3% j
business-privately held/family business	108 7%	106 9%	0 0% b	44 10%	30 9%	23 6% d	7 6%	1 1% de	1 1% defg	76 8%	28 4% j
labor & employment	108 7%	70 6%	33 9% b	19 4%	32 10% d	27 7%	10 8%	5 7%	10 7%	61 7%	44 7%
real estate-easements	102 6%	85 7%	15 4% b	24 6%	27 8%	34 9%	8 6%	1 1% ef	4 3% ef	71 8%	29 4% j
real estate-landlord/tenant (residential)	97 6%	85 7%	8 2% b	29 7%	29 9%	20 5% e	8 6%	4 6%	2 1% defg	72 8%	22 3% j
real estate-HOA/CCIOA	91 6%	81 7%	6 2% b	25 6%	26 8%	26 7%	6 5%	2 3%	4 3% e	66 7%	22 3% j
admin/govt/reg-local & municipal	90 6%	36 3%	51 15% b	11 3%	20 6% d	34 9% d	5 4%	4 6%	11 7% d	51 6%	35 5%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 012 page 3

### Areas of Practice

8. In what areas did you practice for your primary position in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016 (multiple answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
criminal-DUI	88 5%	60 5%	22 6%	32 7%	20 6%	14 4%	4 3%	4 6%	7 5%	61 7%	25 4%
business-mergers & acquisitions	87 5%	82 7%	3 1%	20 5%	25 8%	23 6%	13 10%	0 0%	3 2%	66 7%	20 3%
criminal-traffic	85 5%	54 5%	28 8%	29 7%	19 6%	17 4%	6 5%	4 6%	4 3%	59 7%	25 4%
government contracts	84 5%	24 2%	56 16%	14 3%	12 4%	34 9%	4 3%	2 3%	14 9%	48 5%	33 5%
labor & employment-management	84 5%	58 5%	22 6%	14 3%	20 6%	21 6%	6 5%	4 6%	14 9%	55 6%	26 4%
juvenile	76 5%	40 3%	30 9%	29 7%	14 4%	18 5%	7 6%	2 3%	5 3%	27 3%	48 7%
tax	70 4%	52 5%	12 3%	17 4%	19 6%	9 2%	9 7%	0 0%	11 7%	43 5%	22 3%
insurance-defense	69 4%	64 6%	3 1%	2 0%	12 4%	32 8%	2 2%	6 8%	5 3%	37 4%	32 5%
trust & estate-litigation	69 4%	62 5%	3 1%	18 4%	22 7%	20 5%	2 2%	3 3%	3 2%	40 4%	28 4%
real estate-liens	67 4%	63 5%	4 1%	20 5%	19 6%	19 5%	6 5%	1 1%	2 1%	54 6%	11 2%
business-nonprofit/tax-exempt	66 4%	49 4%	12 3%	26 6%	18 6%	16 4%	2 2%	1 1%	3 2%	40 4%	24 4%
elder	66 4%	51 4%	11 3%	28 7%	19 6%	7 2%	5 4%	1 1%	3 2%	32 4%	31 5%
labor & employment-employee	66 4%	54 5%	10 3%	15 4%	24 8%	17 4%	5 4%	1 1%	2 1%	36 4%	29 4%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 012 page 4

### Areas of Practice

8. In what areas did you practice for your primary position in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016 (multiple answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
intellectual property-trademark	65 4%	59 5%	5 1% b	19 4%	20 6%	11 3% e	10 8% f	2 3%	3 2% eg	44 5%	21 3%
collections	63 4%	51 4%	10 3%	18 4%	22 7%	11 3% e	3 2%	1 1%	4 3%	45 5%	16 2% j
constitutional law/civil rights	63 4%	27 2%	31 9% b	6 1%	10 3%	25 7% de	3 2%	4 6% d	13 9% deg	33 4%	27 4%
environmental	63 4%	34 3%	23 7% b	11 3%	9 3%	18 5%	3 2%	2 3%	13 9% deg	44 5%	17 3% j
health	62 4%	41 4%	18 5%	12 3%	13 4%	13 3%	5 4%	3 4%	11 7% d	32 4%	29 4%
construction-mechanic's liens	61 4%	55 5%	6 2% b	14 3%	17 5%	18 5%	7 6%	1 1%	3 2%	44 5%	15 2% j
water	61 4%	44 4%	14 4%	10 2%	17 5% d	22 6% d	4 3%	1 1%	4 3%	36 4%	23 3%
natural resources & energy-oil & gas	57 4%	45 4%	7 2%	12 3%	9 3%	17 4%	4 3%	0 0%	11 7% deh	35 4%	21 3%
intellectual property	55 3%	47 4%	6 2% b	15 4%	10 3%	10 3%	9 7% f	1 1%	8 5%	35 4%	20 3%
real estate-foreclosure	53 3%	46 4%	4 1% b	16 4%	14 4%	13 3%	3 2%	5 7%	1 1% eh	38 4%	14 2% j
admin/govt/reg-zoning/city planning	52 3%	22 2%	27 8% b	9 2%	14 4%	17 4%	7 6% d	0 0% g	3 2%	34 4%	18 3%
workers' compensation	52 3%	35 3%	16 5%	11 3%	12 4%	12 3%	7 6%	1 1%	4 3%	32 4%	19 3%
business-UCC/secured transactions	48 3%	45 4%	1 0% b	9 2%	13 4%	15 4%	6 5%	0 0%	4 3%	39 4%	9 1% j

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 012 page 5

**Areas of Practice**

8. In what areas did you practice for your primary position in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016 (multiple answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
insurance-plaintiff	47 3%	43 4%	2 1% b	11 3%	12 4%	12 3%	4 3%	4 6%	1 1% h	38 4%	8 1% j
intellectual property-copyright	46 3%	40 3%	5 1% b	14 3%	10 3%	7 2%	10 8% def	2 3%	3 2% g	30 3%	16 2%
alternative dispute resolution-mediation	43 3%	28 2%	6 2%	19 4%	7 2%	7 2% d	5 4%	1 1%	3 2%	33 4%	10 1% j
ethics & professional responsibility	42 3%	26 2%	12 3%	5 1%	6 2%	10 3%	5 4% d	2 3%	12 8% def	30 3%	10 1% j
bankruptcy-creditor	40 2%	36 3%	2 1% b	11 3%	13 4%	9 2%	1 1%	3 4%	3 2%	30 3%	10 1% j
intellectual property-patents	40 2%	32 3%	7 2%	10 2%	8 3%	8 2%	7 6% f	0 0% g	5 3%	27 3%	13 2%
admin/govt/reg-public utilities	39 2%	16 1%	21 6% b	6 1%	7 2%	14 4% d	4 3%	1 1%	4 3%	25 3%	12 2%
business-financial institutions	39 2%	36 3%	1 0% b	7 2%	10 3%	9 2%	6 5% d	1 1%	5 3%	30 3%	8 1% j
business-securities	38 2%	32 3%	5 1%	9 2%	8 3%	9 2%	5 4%	0 0%	5 3%	28 3%	9 1% j
disability-ADA	38 2%	13 1%	22 6% b	5 1%	7 2%	13 3% d	3 2%	1 1%	6 4% d	21 2%	17 3%
bankruptcy	36 2%	31 3%	4 1%	10 2%	5 2%	8 2%	0 0%	2 3%	9 6% defg	32 4%	2 0% j
cannabis	36 2%	29 3%	7 2%	11 3%	9 3%	6 2%	4 3%	0 0%	4 3%	26 3%	7 1% j
admin/govt/reg-education/school	35 2%	12 1%	18 5% b	5 1%	7 2%	12 3% d	5 4% d	1 1%	2 1%	24 3%	10 1%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 012 page 6

### Areas of Practice

8. In what areas did you practice for your primary position in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016 (multiple answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
communications/technology	33 2%	26 2%	7 2%	7 2%	6 2%	9 2%	4 3%	2 3%	5 3%	21 2%	12 2%
natural resources & energy	33 2%	21 2%	10 3%	5 1%	6 2%	11 3%	3 2%	0 0%	6 4% d	25 3%	8 1% j
real estate-eminant domain	32 2%	16 1%	15 4% b	5 1%	4 1%	11 3%	3 2%	2 3%	6 4% d	24 3%	7 1% j
real estate-special districts	32 2%	24 2%	8 2%	4 1%	6 2%	18 5% de	3 2%	0 0%	1 1% f	23 3%	9 1%
alternative dispute resolution-arbitration	31 2%	21 2%	4 1%	13 3%	5 2%	6 2%	2 2%	2 3%	2 1%	22 2%	9 1%
medical malpractice	31 2%	27 2%	3 1%	4 1%	6 2%	13 3% d	2 2%	2 3%	1 1%	20 2%	11 2%
immigration	30 2%	23 2%	6 2%	9 2%	9 3%	7 2%	0 0%	1 1%	3 2%	13 1%	17 3%
international	29 2%	25 2%	1 0% b	10 2%	6 2%	6 2%	2 2%	0 0%	5 3%	20 2%	9 1%
admin/govt/reg-liquor licensing	28 2%	7 1%	20 6% b	0 0%	4 1% d	17 4% de	2 2% d	0 0%	4 3% d	18 2%	10 1%
product liability	26 2%	24 2%	1 0% b	4 1%	6 2%	8 2%	2 2%	4 6% d	0 0% h	21 2%	4 1% j
property tax	26 2%	13 1%	12 3% b	4 1%	2 1%	11 3% de	4 3% e	1 1%	3 2%	17 2%	9 1%
agricultural & rural	25 2%	17 1%	6 2%	6 1%	9 3%	6 2%	2 2%	0 0%	1 1%	16 2%	8 1%
criminal-federal	25 2%	16 1%	7 2%	8 2%	5 2%	2 1%	0 0%	3 4% fg	5 3% fg	18 2%	7 1%
transportation	24 1%	11 1%	13 4% b	1 0%	3 1%	8 2% d	0 0%	2 3% d	8 5% deg	19 2%	5 1% j

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 012 page 7

**Areas of Practice**

8. In what areas did you practice for your primary position in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016 (multiple answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
bankruptcy-debtor	23 1%	22 2%	1 0% b	10 2%	5 2%	4 1%	0 0%	1 1%	2 1%	17 2%	6 1%
alternative dispute resolution	21 1%	12 1%	4 1%	11 3%	6 2%	1 0% de	0 0%	1 1%	2 1%	15 2%	5 1%
natural resources & energy-mining	21 1%	15 1%	5 1%	4 1%	1 0%	7 2%	3 2% e	0 0%	5 3% de	15 2%	5 1%
malpractice	20 1%	18 2%	0 0% b	2 0%	4 1%	6 2%	1 1%	1 1%	3 2%	17 2%	3 0% j
class action	19 1%	16 1%	2 1%	2 0%	2 1%	4 1%	3 2% d	3 4% def	5 3% de	11 1%	7 1%
disability	18 1%	8 1%	8 2% b	1 0%	4 1%	5 1%	2 2%	0 0%	5 3% d	9 1%	9 1%
labor & employment-ERISA	17 1%	14 1%	3 1%	2 0%	5 2%	4 1%	1 1%	3 4% df	2 1%	12 1%	4 1%
business-franchises	16 1%	15 1%	1 0%	7 2%	1 0%	6 2%	1 1%	1 1%	0 0%	9 1%	7 1%
business-securities litigation	16 1%	11 1%	5 1%	4 1%	1 0%	3 1%	2 2%	0 0%	4 3% e	11 1%	5 1%
family-CFI/CLR/PRE	16 1%	13 1%	1 0%	8 2%	3 1%	1 0% d	2 2%	0 0%	0 0%	8 1%	7 1%
labor & employment-employee benefits	16 1%	9 1%	7 2%	1 0%	4 1%	6 2% d	2 2%	1 1%	2 1%	8 1%	7 1%
disability-social security disability	15 1%	11 1%	4 1%	5 1%	5 2%	2 1%	0 0%	1 1%	1 1%	7 1%	7 1%
animal	14 1%	5 0%	9 3% b	2 0%	3 1%	7 2%	1 1%	0 0%	1 1%	9 1%	5 1%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 012 page 8

### Areas of Practice

8. In what areas did you practice for your primary position in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016 (multiple answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
elder-social security benefits	14 1%	10 1%	4 1%	8 2%	1 0%	0 0%	0 0%	2 3%	2 1%	4 0%	8 1%
entertainment/sports/gaming	12 1%	11 1%	1 0%	6 1%	1 0%	2 1%	2 2%	0 0%	1 1%	7 1%	4 1%
Indian Law	12 1%	5 0%	7 2%	3 1%	2 1%	3 1%	1 1%	0 0%	1 1%	5 1%	6 1%
aviation	9 1%	8 1%	1 0%	2 0%	1 0%	5 1%	0 0%	0 0%	1 1%	8 1%	1 0%
business-antitrust	9 1%	8 1%	1 0%	0 0%	2 1%	3 1%	0 0%	0 0%	4 3%	7 1%	2 0%
military & veterans	9 1%	4 0%	2 1%	3 1%	1 0%	1 0%	1 1%	0 0%	2 1%	6 1%	2 0%
collaborative	8 0%	6 1%	1 0%	2 0%	6 2%	0 0%	0 0%	0 0%	0 0%	5 1%	3 0%
ski	7 0%	5 0%	1 0%	1 0%	3 1%	1 0%	1 1%	1 1%	0 0%	6 1%	1 0%
other	136 8%	53 5%	50 14%	29 7%	22 7%	24 6%	11 9%	8 11%	17 11%	66 7%	68 10%
NET: ADMIN/GOVT/REG	288 18%	117 10%	152 44%	46 11%	49 15%	84 22%	34 27%	11 15%	43 28%	169 19%	108 16%
NET: ALTERNATIVE DISPUTE RESOLUTION	70 4%	45 4%	13 4%	31 7%	11 3%	11 3%	6 5%	3 4%	6 4%	52 6%	17 3%
NET: BANKRUPTCY	74 5%	65 6%	6 2%	25 6%	18 6%	12 3%	1 1%	5 7%	11 7%	55 6%	17 3%
NET: BUSINESS	461 29%	411 36%	33 9%	151 35%	113 35%	103 27%	36 29%	7 10%	32 21%	314 35%	137 21%
NET: CONSTRUCTION	133 8%	112 10%	18 5%	27 6%	24 8%	55 14%	9 7%	3 4%	11 7%	97 11%	34 5%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 012 page 9

### Areas of Practice

8. In what areas did you practice for your primary position in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016 (multiple answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
NET: CRIMINAL	223 14%	108 9%	102 29% b	56 13%	38 12%	48 13%	18 15%	20 28% defg	25 17% h	140 16%	77 12% j
NET: DISABILITY	64 4%	30 3%	30 9% b	11 3%	14 4%	19 5%	5 4%	2 3%	9 6% d	32 4%	31 5%
NET: ELDER	71 4%	54 5%	13 4%	29 7%	20 6%	7 2% de	5 4%	2 3%	5 3%	35 4%	33 5%
NET: FAMILY	249 15%	201 18%	33 9% b	94 22%	67 21%	50 13% de	9 7% de	4 6% de	9 6% def	121 13%	121 18% j
NET: INSURANCE	105 7%	98 9%	4 1% b	12 3%	20 6% d	41 11% de	6 5% f	9 13% dg	6 4% fh	66 7%	38 6%
NET: INTELLECTUAL PROPERTY	103 6%	86 8%	15 4% b	30 7%	24 8%	19 5%	13 10% f	3 4%	11 7%	67 7%	36 5%
NET: LABOR & EMPLOYMENT	200 12%	146 13%	46 13%	38 9%	53 17% d	53 14% d	17 14%	8 11%	21 14%	118 13%	78 12%
NET: NATURAL RESOURCES & ENERGY	80 5%	59 5%	15 4%	17 4%	13 4%	25 7%	6 5%	0 0% f	13 9% deh	54 6%	25 4% j
NET: REAL ESTATE	410 26%	345 30%	50 14% b	115 27%	91 28%	115 30%	28 23%	10 14% def	31 21% f	278 31%	123 18% j
NET: REAL ESTATE-LANDLORD/TENANT	148 9%	131 11%	11 3% b	46 11%	37 12%	36 9%	13 10%	5 7%	4 3% defg	105 12%	39 6% j
NET: TRUST & ESTATE	275 17%	255 22%	8 2% b	134 31%	74 23% d	41 11% de	7 6% de	3 4% de	6 4% def	163 18%	105 16%
indicated at least one	1601 100%	1144 100%	347 100%	428 100%	319 100%	380 100%	124 100%	71 100%	151 100%	899 100%	664 99%
no answer	6 0%	2 0%	1 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	1 0%	4 1%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 013 page 1

**Primary Practice Area**

9. What did you consider to be your primary practice area in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
family	170 11%	145 13%	16 5% b	59 14%	48 15%	37 10% e	7 6% de	4 6% e	3 2% def	69 8%	95 14% j
criminal	111 7%	39 3%	68 20% b	23 5%	13 4%	26 7%	11 9% e	14 20% defg	12 8% h	66 7%	43 6%
civil litigation	106 7%	85 7%	17 5%	18 4%	16 5%	27 7%	11 9% d	8 11% de	16 11% de	76 8%	29 4% j
personal injury	59 4%	58 5%	1 0% b	18 4%	18 6%	16 4%	1 1% e	3 4%	0 0% defh	44 5%	14 2% j
admin/govt/reg	57 4%	8 1%	45 13% b	4 1%	10 3% d	17 4% d	11 9% de	1 1% g	10 7% d	27 3%	30 4%
real estate	57 4%	54 5%	1 0% b	19 4%	9 3%	19 5%	4 3%	1 1%	2 1% f	35 4%	19 3%
trust & estate-estate planning	57 4%	56 5%	0 0% b	36 8%	9 3% d	7 2% d	2 2% d	0 0% d	1 1% d	29 3%	26 4%
business	55 3%	52 5%	1 0% b	24 6%	16 5%	10 3% d	3 2%	0 0% d	1 1% de	36 4%	18 3%
business-corporate counsel	55 3%	53 5%	2 1% b	20 5%	14 4%	9 2%	5 4%	1 1%	5 3%	27 3%	27 4%
admin/govt/reg-local & municipal	36 2%	15 1%	20 6% b	5 1%	9 3%	15 4% d	2 2%	1 1%	3 2%	21 2%	14 2%
juvenile	33 2%	18 2%	13 4% b	16 4%	6 2%	5 1% d	2 2%	0 0%	4 3%	7 1%	26 4% j
water	32 2%	26 2%	4 1%	6 1%	9 3%	15 4% d	1 1%	0 0%	1 1% f	18 2%	14 2%
trust & estate	30 2%	27 2%	0 0% b	11 3%	11 3%	5 1%	1 1%	0 0%	0 0% de	14 2%	15 2%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 013 page 2

### Primary Practice Area

9. What did you consider to be your primary practice area in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
business-commercial litigation	29 2%	29 3%	0 0% b	5 1%	9 3%	9 2%	3 2%	0 0%	3 2%	23 3%	6 1% j
insurance-defense	25 2%	24 2%	0 0% b	0 0%	5 2% d	13 3% d	0 0% f	2 3% d	1 1%	10 1%	15 2%
workers' compensation	24 1%	18 2%	6 2%	5 1%	5 2%	3 1%	4 3% f	1 1%	3 2%	16 2%	8 1%
health	23 1%	15 1%	8 2%	5 1%	4 1%	3 1%	4 3% f	1 1%	5 3% f	10 1%	12 2%
appellate/appeals	22 1%	7 1%	12 3% b	3 1%	2 1%	0 0%	2 2% f	7 10% defg	6 4% def	10 1%	11 2%
labor & employment	22 1%	11 1%	10 3% b	2 0%	4 1%	5 1%	3 2% d	2 3% d	3 2%	7 1%	13 2% j
immigration	19 1%	15 1%	4 1%	5 1%	6 2%	6 2%	0 0%	1 1%	1 1%	7 1%	12 2%
real estate-commercial	19 1%	18 2%	0 0% b	4 1%	4 1%	4 1%	3 2%	0 0%	2 1%	10 1%	9 1%
construction	18 1%	18 2%	0 0% b	3 1%	1 0%	10 3% de	1 1%	0 0%	1 1%	12 1%	6 1%
tax	17 1%	11 1%	3 1%	3 1%	4 1%	4 1%	1 1%	0 0%	4 3%	13 1%	4 1%
environmental	16 1%	6 1%	8 2% b	1 0%	4 1%	1 0%	1 1%	2 3% df	4 3% df	13 1%	3 0%
intellectual property-patents	16 1%	11 1%	4 1%	5 1%	2 1%	3 1%	2 2%	0 0%	2 1%	13 1%	3 0%
labor & employment-employee	16 1%	14 1%	1 0%	1 0%	6 2% d	6 2% d	2 2%	1 1%	0 0%	10 1%	6 1%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 013 page 3

### Primary Practice Area

9. What did you consider to be your primary practice area in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
labor & employment-management	16 1%	12 1%	4 1%	2 0%	2 1%	4 1%	0 0%	1 1%	4 3% d	11 1%	5 1%
government contracts	15 1%	4 0%	11 3% b	3 1%	1 0%	7 2%	0 0%	1 1%	1 1%	8 1%	6 1%
natural resources & energy-oil & gas	15 1%	13 1%	0 0% b	4 1%	3 1%	4 1%	0 0%	0 0%	1 1%	8 1%	6 1%
admin/govt/reg-education/school	14 1%	5 0%	6 2% b	2 0%	3 1%	6 2%	2 2%	0 0%	1 1%	10 1%	4 1%
trust & estate-estate administration	14 1%	12 1%	0 0%	5 1%	5 2%	3 1%	0 0%	0 0%	0 0%	8 1%	5 1%
medical malpractice	13 1%	13 1%	0 0% b	2 0%	1 0%	8 2% de	0 0%	1 1%	0 0%	7 1%	6 1%
business-privately held/family business	12 1%	11 1%	0 0%	4 1%	3 1%	3 1%	1 1%	0 0%	0 0%	8 1%	4 1%
collections	12 1%	12 1%	0 0%	4 1%	6 2%	1 0% e	1 1%	0 0%	0 0%	8 1%	4 1%
business-mergers & acquisitions	11 1%	11 1%	0 0%	1 0%	4 1%	1 0%	3 2% df	0 0%	1 1%	9 1%	2 0%
elder	11 1%	7 1%	2 1%	7 2%	1 0%	0 0% d	1 1%	0 0%	0 0%	5 1%	6 1%
bankruptcy-debtor	10 1%	10 1%	0 0%	5 1%	2 1%	1 0%	0 0%	0 0%	1 1%	8 1%	2 0%
bankruptcy	9 1%	9 1%	0 0%	5 1%	2 1%	2 1%	0 0%	0 0%	0 0%	8 1%	1 0%
business-nonprofit/tax-exempt	9 1%	3 0%	4 1% b	6 1%	2 1%	1 0%	0 0%	0 0%	0 0%	6 1%	3 0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 013 page 4

### Primary Practice Area

9. What did you consider to be your primary practice area in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
constitutional law/civil rights	9 1%	3 0%	5 1% b	1 0%	0 0%	4 1%	1 1%	1 1% e	2 1% e	3 0%	5 1%
criminal-federal	9 1%	5 0%	3 1%	3 1%	0 0%	0 0%	0 0%	2 3% ef	4 3% ef	6 1%	3 0%
trust & estate-litigation	9 1%	8 1%	1 0%	3 1%	1 0%	2 1%	0 0%	0 0%	2 1%	5 1%	4 1%
admin/govt/reg-public utilities	8 0%	4 0%	3 1%	2 0%	0 0%	3 1%	1 1%	0 0%	1 1%	3 0%	4 1%
admin/govt/reg-zoning/city planning	8 0%	2 0%	5 1% b	1 0%	2 1%	1 0%	2 2%	0 0%	1 1%	4 0%	4 1%
ethics & professional responsibility	8 0%	3 0%	3 1%	1 0%	0 0%	2 1%	3 2% de	1 1% e	1 1%	4 0%	4 1%
intellectual property	8 0%	8 1%	0 0%	1 0%	1 0%	2 1%	2 2%	0 0%	2 1%	4 0%	4 1%
real estate-litigation	8 0%	7 1%	0 0%	1 0%	1 0%	2 1%	0 0%	1 1%	2 1%	7 1%	1 0%
alternative dispute resolution-mediation	7 0%	1 0%	0 0%	7 2%	0 0% d	0 0% d	0 0%	0 0%	0 0%	3 0%	4 1%
business-financial institutions	7 0%	7 1%	0 0%	1 0%	3 1%	0 0%	2 2% f	0 0%	1 1%	4 0%	3 0%
business-securities	7 0%	5 0%	1 0%	1 0%	0 0%	2 1%	2 2% e	0 0%	1 1%	4 0%	3 0%
product liability	7 0%	6 1%	0 0%	2 0%	0 0%	1 0%	2 2% e	2 3% def	0 0% h	5 1%	1 0%
real estate-HOA/CCIOA	7 0%	6 1%	0 0%	2 0%	1 0%	3 1%	0 0%	0 0%	0 0%	5 1%	2 0%
disability-social security disability	6 0%	5 0%	1 0%	3 1%	2 1%	0 0%	0 0%	0 0%	1 1%	2 0%	3 0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 013 page 5

### Primary Practice Area

9. What did you consider to be your primary practice area in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
insurance-plaintiff	6 0%	6 1%	0 0%	0 0%	2 1%	2 1%	0 0%	1 1%	1 1%	5 1%	0 0%
real estate-foreclosure	6 0%	5 0%	1 0%	1 0%	1 0%	3 1%	1 1%	0 0%	0 0%	2 0%	4 1%
transportation	6 0%	3 0%	3 1%	1 0%	0 0%	1 0%	0 0%	1 1%	3 2%	5 1%	1 0%
business-securities litigation	5 0%	2 0%	3 1%	0 0%	0 0%	0 0%	0 0%	0 0%	3 2%	2 0%	3 0%
criminal-DUI	5 0%	3 0%	1 0%	1 0%	1 0%	3 1%	0 0%	0 0%	0 0%	4 0%	0 0%
entertainment/sports/gaming	5 0%	5 0%	0 0%	5 1%	0 0%	0 0%	0 0%	0 0%	0 0%	3 0%	1 0%
intellectual property-trademark	5 0%	5 0%	0 0%	1 0%	2 1%	0 0%	1 1%	1 1%	0 0%	1 0%	4 1%
natural resources & energy	5 0%	5 0%	0 0%	0 0%	0 0%	2 1%	1 1%	0 0%	1 1%	5 1%	0 0%
real estate-landlord/tenant (residential)	5 0%	2 0%	1 0%	1 0%	1 0%	2 1%	0 0%	1 1%	0 0%	3 0%	2 0%
real estate-special districts	5 0%	4 0%	1 0%	0 0%	0 0%	4 1%	0 0%	0 0%	1 1%	1 0%	4 1%
alternative dispute resolution-arbitration	4 0%	1 0%	1 0%	2 0%	1 0%	0 0%	0 0%	0 0%	0 0%	3 0%	1 0%
bankruptcy-creditor	4 0%	4 0%	0 0%	2 0%	0 0%	0 0%	0 0%	1 1%	1 1%	3 0%	1 0%
communications/technology	4 0%	3 0%	1 0%	1 0%	0 0%	0 0%	0 0%	1 1%	2 1%	3 0%	1 0%
real estate-residential	4 0%	4 0%	0 0%	1 0%	2 1%	1 0%	0 0%	0 0%	0 0%	3 0%	1 0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 013 page 6

**Primary Practice Area**

9. What did you consider to be your primary practice area in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
business-franchises	3 0%	3 0%	0 0%	2 0%	0 0%	0 0%	0 0%	1 1% ef	0 0%	1 0%	2 0%
cannabis	3 0%	3 0%	0 0%	1 0%	1 0%	0 0%	1 1%	0 0%	0 0%	1 0%	1 0%
international	3 0%	2 0%	1 0%	2 0%	0 0%	1 0%	0 0%	0 0%	0 0%	2 0%	1 0%
real estate-leases	3 0%	3 0%	0 0%	0 0%	0 0%	2 1%	0 0%	0 0%	0 0%	0 0%	3 0% j
alternative dispute resolution	2 0%	1 0%	0 0%	2 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 0%	0 0%
aviation	2 0%	2 0%	0 0%	0 0%	0 0%	1 0%	0 0%	0 0%	1 1%	2 0%	0 0%
business-UCC/secured transactions	2 0%	2 0%	0 0%	0 0%	0 0%	1 0%	0 0%	0 0%	1 1%	2 0%	0 0%
construction-mechanic's liens	2 0%	2 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	1 1%	2 0%	0 0%
criminal-traffic	2 0%	1 0%	1 0%	1 0%	0 0%	1 0%	0 0%	0 0%	0 0%	2 0%	0 0%
elder-social security benefits	2 0%	2 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	2 0%
labor & employment-employee benefits	2 0%	2 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 1% def	0 0%	2 0%
military & veterans	2 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	2 0%	0 0%
natural resources & energy-mining	2 0%	2 0%	0 0%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%	2 0%	0 0%
real estate-eminant domain	2 0%	1 0%	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	1 1%	1 0%	1 0%
real estate-landlord-tenant (commercial)	2 0%	2 0%	0 0%	0 0%	1 0%	1 0%	0 0%	0 0%	0 0%	1 0%	1 0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 013 page 7

**Primary Practice Area**

9. What did you consider to be your primary practice area in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
business-choice of entity	1 0%	1 0%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	1 0%	0 0%
class action	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	1 0%
collaborative	1 0%	1 0%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	1 0%	0 0%
family-CFI/CLR/PRE	1 0%	1 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 0%	0 0%
Indian Law	1 0%	0 0%	1 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 0%
property tax	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	1 0%
admin/govt/reg-liquor licensing	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
agricultural & rural	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
animal	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
business-antitrust	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
disability	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
disability-ADA	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
intellectual property-copyright	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
labor & employment-ERISA	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
malpractice	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
real estate-easements	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
real estate-liens	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 013 page 8

### Primary Practice Area

9. What did you consider to be your primary practice area in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
ski	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
other	76 5%	19 2%	31 9% b	14 3%	12 4%	13 3%	6 5%	4 6%	6 4%	35 4%	40 6%
ADMIN/GOV'T/REG	123 8%	34 3%	79 23% b	14 3%	24 8% d	42 11% d	18 15% de	2 3% fg	16 11% dh	65 7%	56 8%
ALTERNATIVE DISPUTE RESOLUTION	13 1%	3 0%	1 0%	11 3%	1 0% d	0 0% d	0 0%	0 0%	0 0% d	8 1%	5 1%
BANKRUPTCY	23 1%	23 2%	0 0% b	12 3%	4 1%	3 1% d	0 0%	1 1%	2 1%	19 2%	4 1% j
BUSINESS	196 12%	179 16%	11 3% b	64 15%	52 16%	36 9% de	19 15%	2 3% deg	16 11% h	123 14%	71 11%
CONSTRUCTION	20 1%	20 2%	0 0% b	3 1%	1 0%	10 3% de	2 2%	0 0%	2 1%	14 2%	6 1%
CRIMINAL	127 8%	48 4%	73 21% b	28 7%	14 4%	30 8%	11 9%	16 23% defg	16 11% eh	78 9%	46 7%
DISABILITY	6 0%	5 0%	1 0%	3 1%	2 1%	0 0%	0 0%	0 0%	1 1%	2 0%	3 0%
ELDER	13 1%	9 1%	2 1%	8 2%	1 0%	0 0% d	1 1%	0 0%	1 1%	5 1%	8 1%
FAMILY	171 11%	146 13%	16 5% b	60 14%	48 15%	37 10% e	7 6% de	4 6% e	3 2% def	70 8%	95 14% j
INSURANCE	31 2%	30 3%	0 0% b	0 0%	7 2% d	15 4% d	0 0% f	3 4% dg	2 1% d	15 2%	15 2%
INTELLECTUAL PROPERTY	29 2%	24 2%	4 1%	7 2%	5 2%	5 1%	5 4%	1 1%	4 3%	18 2%	11 2%
LABOR & EMPLOYMENT	56 3%	39 3%	15 4%	5 1%	12 4% d	15 4% d	5 4% d	4 6% d	9 6% d	28 3%	26 4%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 013 page 9

**Primary Practice Area**

9. What did you consider to be your primary practice area in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
NATURAL RESOURCES & ENERGY	22 1%	20 2%	0 0% b	4 1%	3 1%	7 2%	1 1%	0 0%	2 1%	15 2%	6 1%
REAL ESTATE	118 7%	106 9%	5 1% b	30 7%	20 6%	41 11% e	8 6%	3 4%	8 5% f	68 8%	47 7%
REAL ESTATE-LANDLORD/TENANT	7 0%	4 0%	1 0%	1 0%	2 1%	3 1%	0 0%	1 1%	0 0%	4 0%	3 0%
TRUST & ESTATE	110 7%	103 9%	1 0% b	55 13%	26 8% d	17 4% de	3 2% de	0 0% de	3 2% de	56 6%	50 7%
no answer	29 2%	17 1%	7 2%	7 2%	3 1%	3 1%	1 1%	0 0%	5 3% f	13 1%	12 2%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 014 page 1

### Primary Practice Area: 50%+ of Time Spent in Primary Practice Area

9. What did you consider to be your primary practice area in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
family	160 10%	138 12%	13 4% b	54 13%	46 14%	35 9% e	7 6% de	3 4% de	3 2% def	63 7%	93 14% j
criminal	105 7%	38 3%	63 18% b	22 5%	12 4%	22 6%	11 9% e	14 20% defg	12 8% h	60 7%	43 6%
civil litigation	96 6%	76 7%	16 5%	15 4%	15 5%	24 6%	10 8% d	8 11% de	14 9% d	67 7%	28 4% j
personal injury	57 4%	56 5%	1 0% b	18 4%	18 6%	14 4%	1 1% e	3 4%	0 0% defh	42 5%	14 2% j
admin/govt/reg	52 3%	8 1%	42 12% b	3 1%	7 2%	16 4% d	11 9% def	1 1% g	10 7% de	24 3%	28 4%
business-corporate counsel	50 3%	48 4%	2 1% b	19 4%	12 4%	7 2% d	5 4%	1 1%	5 3%	23 3%	26 4%
real estate	50 3%	49 4%	1 0% b	17 4%	9 3%	15 4%	4 3%	1 1%	2 1%	31 3%	17 3%
trust & estate-estate planning	48 3%	47 4%	0 0% b	31 7%	7 2% d	6 2% d	2 2% d	0 0% d	1 1% d	21 2%	25 4%
business	47 3%	45 4%	0 0% b	21 5%	14 4%	9 2%	3 2%	0 0%	0 0% de	30 3%	16 2%
juvenile	31 2%	16 1%	13 4% b	15 4%	5 2%	5 1% d	2 2%	0 0%	4 3%	5 1%	26 4% j
water	30 2%	25 2%	3 1%	6 1%	7 2%	15 4% d	1 1%	0 0%	1 1% f	17 2%	13 2%
admin/govt/reg-local & municipal	29 2%	13 1%	16 5% b	4 1%	8 3%	12 3% d	1 1%	0 0%	3 2%	16 2%	12 2%
trust & estate	28 2%	26 2%	0 0% b	10 2%	11 3%	5 1%	1 1%	0 0%	0 0% e	14 2%	13 2%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 014 page 2

### Primary Practice Area: 50%+ of Time Spent in Primary Practice Area

9. What did you consider to be your primary practice area in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
business-commercial litigation	25 2%	25 2%	0 0% b	4 1%	7 2%	8 2%	3 2%	0 0%	3 2%	20 2%	5 1% j
insurance-defense	24 1%	23 2%	0 0% b	0 0%	5 2% d	13 3% d	0 0% f	2 3% d	1 1%	9 1%	15 2% j
workers' compensation	24 1%	18 2%	6 2%	5 1%	5 2%	3 1%	4 3% f	1 1%	3 2%	16 2%	8 1%
health	23 1%	15 1%	8 2%	5 1%	4 1%	3 1%	4 3% f	1 1%	5 3% f	10 1%	12 2%
appellate/appeals	22 1%	7 1%	12 3% b	3 1%	2 1%	0 0%	2 2% f	7 10% defg	6 4% def	10 1%	11 2%
immigration	19 1%	15 1%	4 1%	5 1%	6 2%	6 2%	0 0%	1 1%	1 1%	7 1%	12 2%
labor & employment	19 1%	9 1%	9 3% b	2 0%	2 1%	4 1%	3 2% d	2 3% d	3 2%	6 1%	12 2% j
real estate-commercial	18 1%	17 1%	0 0% b	3 1%	4 1%	4 1%	3 2%	0 0%	2 1%	9 1%	9 1%
environmental	16 1%	6 1%	8 2% b	1 0%	4 1%	1 0%	1 1%	2 3% df	4 3% df	13 1%	3 0%
tax	16 1%	10 1%	3 1%	3 1%	4 1%	3 1%	1 1%	0 0%	4 3%	12 1%	4 1%
construction	15 1%	15 1%	0 0% b	2 0%	0 0%	9 2% de	1 1%	0 0%	1 1%	10 1%	5 1%
intellectual property-patents	15 1%	10 1%	4 1%	4 1%	2 1%	3 1%	2 2%	0 0%	2 1%	12 1%	3 0%
labor & employment-employee	15 1%	13 1%	1 0%	1 0%	5 2% d	6 2% d	2 2%	1 1%	0 0%	9 1%	6 1%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 014 page 3

### Primary Practice Area: 50%+ of Time Spent in Primary Practice Area

9. What did you consider to be your primary practice area in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
labor & employment-management	15 1%	11 1%	4 1%	2 0%	2 1%	3 1%	0 0%	1 1%	4 3% d	10 1%	5 1%
natural resources & energy-oil & gas	15 1%	13 1%	0 0% b	4 1%	3 1%	4 1%	0 0%	0 0%	1 1%	8 1%	6 1%
admin/govt/reg-education/school	14 1%	5 0%	6 2% b	2 0%	3 1%	6 2%	2 2%	0 0%	1 1%	10 1%	4 1%
government contracts	13 1%	4 0%	9 3% b	3 1%	1 0%	6 2%	0 0%	1 1%	0 0%	8 1%	4 1%
collections	12 1%	12 1%	0 0%	4 1%	6 2%	1 0% e	1 1%	0 0%	0 0%	8 1%	4 1%
medical malpractice	12 1%	12 1%	0 0%	2 0%	1 0%	7 2%	0 0%	1 1%	0 0%	7 1%	5 1%
elder	11 1%	7 1%	2 1%	7 2%	1 0%	0 0% d	1 1%	0 0%	0 0%	5 1%	6 1%
trust & estate-estate administration	11 1%	9 1%	0 0%	3 1%	4 1%	3 1%	0 0%	0 0%	0 0%	5 1%	5 1%
bankruptcy	9 1%	9 1%	0 0%	5 1%	2 1%	2 1%	0 0%	0 0%	0 0%	8 1%	1 0%
bankruptcy-debtor	9 1%	9 1%	0 0%	4 1%	2 1%	1 0%	0 0%	0 0%	1 1%	7 1%	2 0%
business-privately held/family business	9 1%	8 1%	0 0%	4 1%	2 1%	2 1%	0 0%	0 0%	0 0%	6 1%	3 0%
constitutional law/civil rights	9 1%	3 0%	5 1% b	1 0%	0 0%	4 1%	1 1%	1 1% e	2 1% e	3 0%	5 1%
business-nonprofit/tax-exempt	8 0%	3 0%	3 1%	5 1%	2 1%	1 0%	0 0%	0 0%	0 0%	5 1%	3 0%
criminal-federal	8 0%	4 0%	3 1%	2 0%	0 0%	0 0%	0 0%	2 3% def	4 3% def	6 1%	2 0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 014 page 4

### Primary Practice Area: 50%+ of Time Spent in Primary Practice Area

9. What did you consider to be your primary practice area in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
ethics & professional responsibility	8 0%	3 0%	3 1%	1 0%	0 0%	2 1%	3 2% de	1 1% e	1 1%	4 0%	4 1%
intellectual property	8 0%	8 1%	0 0%	1 0%	1 0%	2 1%	2 2%	0 0%	2 1%	4 0%	4 1%
trust & estate-litigation	8 0%	7 1%	1 0%	2 0%	1 0%	2 1%	0 0%	0 0%	2 1%	5 1%	3 0%
business-financial institutions	7 0%	7 1%	0 0%	1 0%	3 1%	0 0%	2 2% f	0 0%	1 1%	4 0%	3 0%
business-mergers & acquisitions	7 0%	7 1%	0 0%	1 0%	2 1%	0 0%	2 2% f	0 0%	1 1%	5 1%	2 0%
business-securities	7 0%	5 0%	1 0%	1 0%	0 0%	2 1%	2 2% e	0 0%	1 1%	4 0%	3 0%
admin/govt/reg-public utilities	6 0%	3 0%	2 1%	1 0%	0 0%	2 1%	1 1%	0 0%	1 1%	2 0%	3 0%
admin/govt/reg-zoning/city planning	6 0%	2 0%	4 1% b	0 0%	2 1%	0 0%	2 2% df	0 0%	1 1%	3 0%	3 0%
alternative dispute resolution-mediation	6 0%	1 0%	0 0%	6 1%	0 0% d	0 0% d	0 0%	0 0%	0 0%	3 0%	3 0%
disability-social security disability	6 0%	5 0%	1 0%	3 1%	2 1%	0 0%	0 0%	0 0%	1 1%	2 0%	3 0%
product liability	6 0%	5 0%	0 0%	2 0%	0 0%	1 0%	1 1%	2 3% def	0 0% h	5 1%	0 0%
real estate-foreclosure	6 0%	5 0%	1 0%	1 0%	1 0%	3 1%	1 1%	0 0%	0 0%	2 0%	4 1%
real estate-HOA/CCIOA	6 0%	6 1%	0 0%	2 0%	1 0%	3 1%	0 0%	0 0%	0 0%	4 0%	2 0%
business-securities litigation	5 0%	2 0%	3 1%	0 0%	0 0%	0 0%	0 0%	0 0%	3 2% def	2 0%	3 0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 014 page 5

### Primary Practice Area: 50%+ of Time Spent in Primary Practice Area

9. What did you consider to be your primary practice area in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
criminal-DUI	5 0%	3 0%	1 0%	1 0%	1 0%	3 1%	0 0%	0 0%	0 0%	4 0%	0 0%
insurance-plaintiff	5 0%	5 0%	0 0%	0 0%	1 0%	2 1%	0 0%	1 d	1 1%	4 0%	0 0%
natural resources & energy	5 0%	5 0%	0 0%	0 0%	0 0%	2 1%	1 1%	0 0%	1 1%	5 1%	0 0%
real estate-special districts	5 0%	4 0%	1 0%	0 0%	0 0%	4 1%	0 0%	0 0%	1 1%	1 0%	4 1%
transportation	5 0%	3 0%	2 1%	1 0%	0 0%	1 0%	0 0%	1 e	2 e	4 0%	1 0%
alternative dispute resolution-arbitration	4 0%	1 0%	1 0%	2 0%	1 0%	0 0%	0 0%	0 0%	0 0%	3 0%	1 0%
communications/technology	4 0%	3 0%	1 0%	1 0%	0 0%	0 0%	0 0%	1 ef	2 ef	3 0%	1 0%
entertainment/sports/gaming	4 0%	4 0%	0 0%	4 1%	0 0%	0 0%	0 0%	0 0%	0 0%	2 0%	1 0%
intellectual property-trademark	4 0%	4 0%	0 0%	0 0%	2 1%	0 0%	1 1%	1 df	0 0%	0 0%	4 j
real estate-litigation	4 0%	4 0%	0 0%	1 0%	0 0%	1 0%	0 0%	0 0%	1 1%	4 0%	0 0%
bankruptcy-creditor	3 0%	3 0%	0 0%	1 0%	0 0%	0 0%	0 0%	1 ef	1 1%	2 0%	1 0%
cannabis	3 0%	3 0%	0 0%	1 0%	1 0%	0 0%	1 1%	0 0%	0 0%	1 0%	1 0%
real estate-landlord/tenant (residential)	3 0%	1 0%	0 0%	0 0%	0 0%	2 1%	0 0%	1 de	0 0%	2 0%	1 0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 014 page 6

**Primary Practice Area: 50%+ of Time Spent in Primary Practice Area**

9. What did you consider to be your primary practice area in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
real estate-leases	3 0%	3 0%	0 0%	0 0%	0 0%	2 1%	0 0%	0 0%	0 0%	0 0%	3 0% j
real estate-residential	3 0%	3 0%	0 0%	0 0%	2 1%	1 0%	0 0%	0 0%	0 0%	2 0%	1 0%
alternative dispute resolution	2 0%	1 0%	0 0%	2 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 0%	0 0%
business-franchises	2 0%	2 0%	0 0%	1 0%	0 0%	0 0%	0 0%	1 1% ef	0 0%	0 0%	2 0%
criminal-traffic	2 0%	1 0%	1 0%	1 0%	0 0%	1 0%	0 0%	0 0%	0 0%	2 0%	0 0%
international	2 0%	2 0%	0 0%	1 0%	0 0%	1 0%	0 0%	0 0%	0 0%	1 0%	1 0%
labor & employment-employee benefits	2 0%	2 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 1% def	0 0%	2 0%
military & veterans	2 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	2 0%	0 0%
natural resources & energy-mining	2 0%	2 0%	0 0%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%	2 0%	0 0%
real estate-eminant domain	2 0%	1 0%	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	1 1%	1 0%	1 0%
aviation	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	1 0%	0 0%
business-choice of entity	1 0%	1 0%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	1 0%	0 0%
business-UCC/secured transactions	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	1 0%	0 0%
class action	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	1 0%
collaborative	1 0%	1 0%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	1 0%	0 0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 014 page 7

**Primary Practice Area: 50%+ of Time Spent in Primary Practice Area**

9. What did you consider to be your primary practice area in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
elder-social security benefits	1 0%	1 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 0%
Indian Law	1 0%	0 0%	1 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 0%
property tax	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	1 0%
real estate-landlord-tenant (commercial)	1 0%	1 0%	0 0%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%	1 0%	0 0%
admin/govt/reg-liquor licensing	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
agricultural & rural	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
animal	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
business-antitrust	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
construction-mechanic's liens	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
disability	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
disability-ADA	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
family-CFI/CLR/PRE	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
intellectual property-copyright	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
labor & employment-ERISA	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
malpractice	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
real estate-easements	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
real estate-liens	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 014 page 8

### Primary Practice Area: 50%+ of Time Spent in Primary Practice Area

9. What did you consider to be your primary practice area in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
ski	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
other	65 4%	17 1%	28 8% b	11 3%	10 3%	12 3%	6 5%	3 4%	6 4%	29 3%	35 5% j
ADMIN/GOV'T/REG	107 7%	31 3%	70 20% b	10 2%	20 6% d	36 9% d	17 14% de	1 1% fg	16 11% dh	55 6%	50 7%
ALTERNATIVE DISPUTE RESOLUTION	12 1%	3 0%	1 0%	10 2%	1 0% d	0 0% d	0 0%	0 0%	0 0%	8 1%	4 1%
BANKRUPTCY	21 1%	21 2%	0 0% b	10 2%	4 1%	3 1%	0 0%	1 1%	2 1%	17 2%	4 1% j
BUSINESS	169 11%	154 13%	9 3% b	57 13%	43 13%	29 8% de	17 14% f	2 3% deg	15 10%	101 11%	66 10%
CONSTRUCTION	15 1%	15 1%	0 0% b	2 0%	0 0%	9 2% de	1 1%	0 0%	1 1%	10 1%	5 1%
CRIMINAL	120 7%	46 4%	68 20% b	26 6%	13 4%	26 7%	11 9% e	16 23% defg	16 11% eh	72 8%	45 7%
DISABILITY	6 0%	5 0%	1 0%	3 1%	2 1%	0 0%	0 0%	0 0%	1 1%	2 0%	3 0%
ELDER	12 1%	8 1%	2 1%	8 2%	1 0%	0 0% d	1 1%	0 0%	0 0%	5 1%	7 1%
FAMILY	160 10%	138 12%	13 4% b	54 13%	46 14%	35 9% e	7 6% de	3 4% de	3 2% def	63 7%	93 14% j
INSURANCE	29 2%	28 2%	0 0% b	0 0%	6 2% d	15 4% d	0 0% f	3 4% dg	2 1% d	13 1%	15 2%
INTELLECTUAL PROPERTY	27 2%	22 2%	4 1%	5 1%	5 2%	5 1%	5 4% d	1 1%	4 3%	16 2%	11 2%
LABOR & EMPLOYMENT	51 3%	35 3%	14 4%	5 1%	9 3%	13 3% d	5 4% d	4 6% d	9 6% d	25 3%	25 4%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 014 page 9

**Primary Practice Area: 50%+ of Time Spent in Primary Practice Area**

9. What did you consider to be your primary practice area in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
NATURAL RESOURCES & ENERGY	22 1%	20 2%	0 0% b	4 1%	3 1%	7 2%	1 1%	0 0%	2 1%	15 2%	6 1%
REAL ESTATE	101 6%	94 8%	4 1% b	25 6%	17 5%	36 9% e	8 6%	2 3%	7 5%	57 6%	42 6%
REAL ESTATE-LANDLORD/TENANT	4 0%	2 0%	0 0%	0 0%	0 0%	3 1%	0 0%	1 1% de	0 0%	3 0%	1 0%
TRUST & ESTATE	95 6%	89 8%	1 0% b	46 11%	23 7%	16 4% d	3 2% d	0 0% de	3 2% de	45 5%	46 7%
did not spend 50%+ of time in primary practice area	144 9%	101 9%	29 8%	47 11%	33 10%	38 10%	6 5% d	3 4%	8 5% d	103 11%	37 6% j
no answer	32 2%	17 1%	8 2%	8 2%	3 1%	3 1%	1 1%	1 1%	5 3% f	15 2%	13 2%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 015 page 1

### Proportion of Time Spent in Primary Practice Area

10. What percentage of the time did you spend in your primary position practicing in the area you selected in question #9?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
100%	470 29%	253 22%	166 48% b	94 22%	70 22%	112 29% de	48 39% de	29 41% de	54 36% de	212 24%	251 38% j
90% - 99%	179 11%	147 13%	29 8% b	47 11%	38 12%	45 12%	12 10%	10 14%	15 10%	86 10%	88 13% j
80% - 89%	208 13%	152 13%	39 11%	53 12%	45 14%	44 12%	22 18%	9 13%	23 15%	113 13%	85 13%
70% - 79%	219 14%	178 16%	32 9% b	64 15%	45 14%	54 14%	14 11%	8 11%	22 15%	129 14%	86 13%
60% - 69%	187 12%	156 14%	25 7% b	59 14%	44 14%	40 11%	10 8%	6 8%	16 11%	122 14%	62 9% j
50% - 59%	189 12%	155 14%	26 7% b	61 14%	44 14%	47 12%	12 10%	5 7%	13 9%	130 14%	54 8% j
40% - 49%	70 4%	54 5%	14 4%	21 5%	18 6%	20 5%	4 3%	2 3%	4 3%	49 5%	19 3% j
30% - 39%	42 3%	32 3%	7 2%	15 4%	8 3%	12 3%	1 1%	1 1%	2 1%	34 4%	7 1% j
20% - 29%	17 1%	10 1%	5 1%	5 1%	6 2%	4 1%	1 1%	0 0%	1 1%	12 1%	5 1%
less than 20%	15 1%	5 0%	3 1%	6 1%	1 0%	2 1%	0 0%	0 0%	1 1%	8 1%	6 1%
mean:	78.9%	77.1%	84.3% b	75.5%	76.3%	78.7% d	83.9% def	85.8% def	82.6% def	75.5%	83.7% j
standard error:	0.51%	0.58%	1.11%	1.02%	1.14%	1.06%	1.63%	2.08%	1.52%	0.70%	0.74%
median:	83%	79%	98%	77%	79%	82%	89%	94%	87%	77%	91%
no answer	11 1%	4 0%	2 1%	3 1%	1 0%	0 0%	0 0%	1 1% f	0 0%	5 1%	5 1%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 016 page 1

### Income

11. What was your annual pre-tax income from your primary position in 2016 (excluding bonuses, profit sharing, retirement benefits paid, and the monetary value of other benefits received)?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position (fill-in answers)	1244 100%	918 100%	261 100%	287 100%	268 100%	315 100%	108 100%	52 100%	127 100%	697 100%	517 100%
\$400,000 or more	25 2%	25 3%	0 0% b	2 1%	4 1%	9 3% d	0 0%	0 0%	8 6% deg	21 3%	3 1% j
\$300,000 - \$399,999	34 3%	32 3%	1 0% b	7 2%	8 3%	10 3%	4 4%	0 0%	3 2%	23 3%	9 2%
\$200,000 - \$299,999	119 10%	113 12%	3 1% b	29 10%	29 11%	30 10%	14 13%	0 0% defg	10 8% h	92 13%	23 4% j
\$150,000 - \$199,999	169 14%	127 14%	38 15%	28 10%	31 12%	47 15%	14 13%	11 21% d	26 20% de	103 15%	63 12%
\$100,000 - \$149,999	307 25%	216 24%	77 30% b	68 24%	51 19%	87 28% e	29 27%	16 31%	36 28% e	155 22%	142 27% j
\$90,000 - \$99,999	90 7%	59 6%	24 9%	24 8%	18 7%	25 8%	7 6%	3 6%	5 4%	50 7%	39 8%
\$80,000 - \$89,999	90 7%	60 7%	24 9%	17 6%	18 7%	21 7%	9 8%	5 10%	14 11%	41 6%	46 9% j
\$70,000 - \$79,999	100 8%	69 8%	29 11%	15 5%	28 10% d	30 10% d	9 8%	2 4%	10 8%	55 8%	43 8%
\$60,000 - \$69,999	99 8%	60 7%	31 12% b	18 6%	27 10%	22 7%	10 9%	7 13%	7 6%	48 7%	50 10%
\$50,000 - \$59,999	78 6%	51 6%	19 7%	18 6%	27 10%	15 5% e	5 5%	4 8%	2 2% deh	35 5%	41 8% j
less than \$50,000	100 8%	78 8%	13 5%	51 18%	18 7% d	13 4% d	5 5% d	1 2% d	4 3% d	51 7%	48 9%
n:	1211	890	259	277	259	309	106	49	125	674	507
mean (thousands):	\$128.2	\$138.2	\$101.4 b	\$110.8	\$121.5	\$140.7 de	\$129.1 d	\$109.1 fg	\$162.1 deg	\$141.5	\$109.2 j
standard error:	\$2.8	\$3.7	\$2.6	\$4.5	\$5.6	\$6.2	\$7.0	\$5.8	\$13.7	\$4.2	\$3.4
75th percentile:	\$150.9	\$175.0	\$126.0	\$141.0	\$150.0	\$159.0	\$172.5	\$140.0	\$156.5	\$175.0	\$130.0
50th percentile (median):	\$105.0	\$110.0	\$95.0	\$96.0	\$95.0	\$110.0	\$105.5	\$108.0	\$122.0	\$116.1	\$95.0
25th percentile:	\$70.0	\$72.0	\$70.0	\$59.0	\$65.0	\$77.5	\$75.0	\$69.5	\$85.0	\$75.0	\$65.4

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 016 page 2

**Income**

11. What was your annual pre-tax income from your primary position in 2016 (excluding bonuses, profit sharing, retirement benefits paid, and the monetary value of other benefits received)?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
	a	private b	public c	1 d	2 - 4 e	5 - 19 f	20 - 49 g	50 - 99 h	100+ i	male j	female k
base: those who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position (fill-in answers)	1244 100%	918 100%	261 100%	287 100%	268 100%	315 100%	108 100%	52 100%	127 100%	697 100%	517 100%
no answer	33 3%	28 3%	2 1% b	10 3%	9 3%	6 2%	2 2%	3 6%	2 2%	23 3%	10 2%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 017 page 1

### Additional Cash Compensation Eligible to Receive

12. Whether or not you received any, what other types of additional cash compensation were you eligible to receive in 2016 beyond your annual income for your primary position?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position (multiple answers)	1244 100%	918 100%	261 100%	287 100%	268 100%	315 100%	108 100%	52 100%	127 100%	697 100%	517 100%
continuing legal education (CLE) reimbursement	656 53%	498 54%	129 49%	67 23%	156 58% d	218 69% de	72 67% d	31 60% d	72 57% df	356 51%	287 56%
CBA dues	635 51%	506 55%	104 40% b	72 25%	150 56% d	217 69% de	70 65% d	29 56% d	50 39% defgh	342 49%	277 54%
401(k) contributions from employer/firm	523 42%	391 43%	105 40%	47 16%	108 40% d	189 60% de	65 60% de	29 56% de	49 39% dfgh	294 42%	223 43%
dues for other professional organizations	478 38%	388 42%	71 27% b	57 20%	116 43% d	172 55% de	47 44% df	25 48% d	35 28% efgh	265 38%	201 39%
bonuses	411 33%	372 41%	29 11% b	35 12%	108 40% d	137 43% d	44 41% d	20 38% d	38 30% def	236 34%	171 33%
profit sharing	181 15%	177 19%	1 0% b	16 6%	48 18% d	72 23% d	16 15% d	8 15% d	14 11% df	115 16%	61 12% j
education reimbursement (other than CLE)	108 9%	83 9%	19 7%	17 6%	22 8%	38 12% d	14 13% d	6 12% d	6 5% fg	65 9%	41 8%
other	156 13%	99 11%	50 19% b	30 10%	23 9%	48 15% e	12 11%	7 13%	25 20% de	87 12%	67 13%
indicated at least one	906 73%	657 72%	204 78% b	105 37%	215 80% d	281 89% de	94 87% d	46 88% d	96 76% dfg	491 70%	393 76% j
none	306 25%	237 26%	52 20%	165 57%	44 16% d	32 10% de	13 12% d	5 10% d	29 23% dfgh	182 26%	117 23%
no answer	32 3%	24 3%	5 2%	17 6%	9 3%	2 1% de	1 1% d	1 2%	2 2%	24 3%	7 1% j

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 018 page 1

### Bonuses

13. What total value (if any) did you receive for each of these from your employer/firm in 2016 for your primary position?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
BONUSES IN 2016 FOR PRIMARY POSITION											
base: those who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position (fill-in answers)	1244 100%	918 100%	261 100%	287 100%	268 100%	315 100%	108 100%	52 100%	127 100%	697 100%	517 100%
\$50,000 or more	54 4%	53 6%	0 0% b	3 1%	11 4% d	20 6% d	11 10% de	3 6% d	4 3% g	39 6%	15 3% j
\$40,000 - \$49,999	11 1%	11 1%	0 0%	1 0%	3 1%	6 2%	0 0%	0 0%	1 1%	4 1%	7 1%
\$30,000 - \$39,999	22 2%	18 2%	4 2%	1 0%	6 2% d	9 3% d	3 3% d	0 0%	2 2%	15 2%	7 1%
\$20,000 - \$29,999	21 2%	21 2%	0 0% b	3 1%	6 2%	6 2%	3 3%	0 0%	2 2%	15 2%	6 1%
\$10,000 - \$19,999	56 5%	52 6%	3 1% b	5 2%	18 7% d	17 5% d	4 4%	2 4%	6 5%	28 4%	27 5%
\$5,000 - \$9,999	63 5%	62 7%	0 0% b	4 1%	18 7% d	20 6% d	7 6% d	5 10% d	2 2% efh	35 5%	28 5%
less than \$5,000	100 8%	77 8%	18 7%	2 1%	25 9% d	38 12% d	7 6% d	9 17% dg	10 8% d	48 7%	51 10%
\$0	883 71%	598 65%	231 89% b	251 87%	170 63% d	197 63% d	72 67% d	32 62% d	98 77% defh	487 70%	369 71%
n:	1210	892	256	270	257	313	107	51	125	671	510
mean (thousands):	\$7.6	\$9.9	\$0.8 b	\$1.8	\$10.4 d	\$11.3 d	\$9.5 d	\$7.1	\$6.0	\$10.0	\$4.9 j
standard error:	\$0.9	\$1.2	\$0.3	\$0.7	\$2.6	\$2.2	\$2.1	\$3.3	\$2.3	\$1.5	\$0.7
75th percentile:	\$1.0	\$4.0	\$0.0	\$0.0	\$4.0	\$4.8	\$5.0	\$2.5	\$0.0	\$1.5	\$1.0
50th percentile (median):	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
25th percentile:	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
no answer	34 3%	26 3%	5 2%	17 6%	11 4%	2 1% de	1 1% d	1 2%	2 2%	26 4%	7 1% j

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 019 page 1

### Bonuses [Based on Those Who Received]

13. What total value (if any) did you receive for each of these from your employer/firm in 2016 for your primary position?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
<b>BONUSES IN 2016 FOR PRIMARY POSITION</b>											
base: those who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position, and who received this compensation (fill-in answers)	327 100%	294 100%	25 100%	19 100%	87 100%	116 100%	35 100%	19 100%	27 100%	184 100%	141 100%
\$50,000 or more	54 17%	53 18%	0 0%	3 16%	11 13%	20 17%	11 31% e	3 16%	4 15%	39 21%	15 11% j
\$40,000 - \$49,999	11 3%	11 4%	0 0%	1 5%	3 3%	6 5%	0 0%	0 0%	1 4%	4 2%	7 5%
\$30,000 - \$39,999	22 7%	18 6%	4 16%	1 5%	6 7%	9 8%	3 9%	0 0%	2 7%	15 8%	7 5%
\$20,000 - \$29,999	21 6%	21 7%	0 0%	3 16%	6 7%	6 5%	3 9%	0 0%	2 7%	15 8%	6 4%
\$10,000 - \$19,999	56 17%	52 18%	3 12%	5 26%	18 21%	17 15%	4 11%	2 11%	6 22%	28 15%	27 19%
\$5,000 - \$9,999	63 19%	62 21%	0 0%	4 21%	18 21%	20 17%	7 20%	5 26%	2 7%	35 19%	28 20%
less than \$5,000	100 31%	77 26%	18 72%	2 11%	25 29%	38 33%	7 20%	9 47%	10 37%	48 26%	51 36%
\$0	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
n:	327	294	25	19	87	116	35	19	27	184	141
mean (thousands):	\$28.1	\$30.1	\$7.7	\$25.7	\$30.9	\$30.4	\$29.1	\$19.1	\$27.6	\$36.3	\$17.6 j
standard error:	\$3.0	\$3.3	\$2.2	\$7.5	\$7.3	\$5.6	\$5.1	\$8.3	\$9.8	\$5.0	\$2.4
75th percentile:	\$30.0	\$30.0	\$10.0	\$30.0	\$25.0	\$35.0	\$50.0	\$10.0	\$30.0	\$35.8	\$19.0
50th percentile (median):	\$10.0	\$10.0	\$2.5	\$10.0	\$10.0	\$9.6	\$18.0	\$5.0	\$10.0	\$10.0	\$6.5
25th percentile:	\$3.0	\$4.0	\$1.1	\$6.0	\$3.0	\$3.0	\$5.0	\$2.0	\$1.5	\$4.1	\$2.3
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 020 page 1

### Profit Sharing

13. What total value (if any) did you receive for each of these from your employer/firm in 2016 for your primary position?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
PROFIT SHARING IN 2016 FOR PRIMARY POSITION											
base: those who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position (fill-in answers)	1244 100%	918 100%	261 100%	287 100%	268 100%	315 100%	108 100%	52 100%	127 100%	697 100%	517 100%
\$50,000 or more	39 3%	39 4%	0 0% b	5 2%	14 5% d	14 4%	3 3%	1 2%	1 1% e	25 4%	12 2%
\$40,000 - \$49,999	6 0%	6 1%	0 0%	0 0%	4 1% d	0 0% e	1 1%	0 0%	0 0%	3 0%	3 1%
\$30,000 - \$39,999	14 1%	14 2%	0 0% b	1 0%	4 1%	4 1%	1 1%	0 0%	3 2%	7 1%	6 1%
\$20,000 - \$29,999	19 2%	19 2%	0 0% b	1 0%	5 2%	8 3% d	4 4% d	0 0%	1 1%	8 1%	10 2%
\$10,000 - \$19,999	20 2%	19 2%	0 0% b	2 1%	5 2%	9 3% d	2 2%	1 2%	1 1%	12 2%	8 2%
\$5,000 - \$9,999	12 1%	11 1%	1 0%	0 0%	2 1%	5 2% d	0 0%	2 4% dg	3 2% d	8 1%	4 1%
less than \$5,000	22 2%	21 2%	0 0% b	0 0%	4 1% d	15 5% de	0 0% f	2 4% dg	1 1% f	16 2%	5 1%
\$0	1078 87%	763 83%	255 98% b	261 91%	219 82% d	258 82% d	96 89%	45 87%	115 91% ef	592 85%	462 89% j
n:	1210	892	256	270	257	313	107	51	125	671	510
mean (thousands):	\$5.2	\$7.0	\$0.0 b	\$1.6	\$6.6 d	\$9.8 d	\$4.9	\$1.7 ef	\$2.8 f	\$5.8	\$4.3
standard error:	\$0.8	\$1.1	\$0.0	\$0.6	\$1.5	\$2.5	\$1.9	\$1.0	\$1.7	\$1.1	\$1.1
75th percentile:	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
50th percentile (median):	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
25th percentile:	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
no answer	34 3%	26 3%	5 2%	17 6%	11 4%	2 1% de	1 1% d	1 2%	2 2%	26 4%	7 1% j

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 021 page 1

### Profit Sharing [Based on Those Who Received]

13. What total value (if any) did you receive for each of these from your employer/firm in 2016 for your primary position?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
PROFIT SHARING IN 2016 FOR PRIMARY POSITION											
base: those who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position, and who received this compensation (fill-in answers)	132 100%	129 100%	1 100%	9 100%	38 100%	55 100%	11 100%	6 100%	10 100%	79 100%	48 100%
\$50,000 or more	39 30%	39 30%		5 56%	14 37%	14 25%	3 27%	1 17%	1 10%	25 32%	12 25%
\$40,000 - \$49,999	6 5%	6 5%		0 0%	4 11%	0 0%	1 9%	0 0%	0 0%	3 4%	3 6%
\$30,000 - \$39,999	14 11%	14 11%		1 11%	4 11%	4 7%	1 9%	0 0%	3 30%	7 9%	6 13%
\$20,000 - \$29,999	19 14%	19 15%		1 11%	5 13%	8 15%	4 36%	0 0%	1 10%	8 10%	10 21%
\$10,000 - \$19,999	20 15%	19 15%		2 22%	5 13%	9 16%	2 18%	1 17%	1 10%	12 15%	8 17%
\$5,000 - \$9,999	12 9%	11 9%		0 0%	2 5%	5 9%	0 0%	2 33%	3 30%	8 10%	4 8%
less than \$5,000	22 17%	21 16%		0 0%	4 11%	15 27%	0 0%	2 33%	1 10%	16 20%	5 10%
\$0	0 0%	0 0%		0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
n:	132	129		9	38	55	11	6	10	79	48
mean (thousands):	\$47.6	\$48.5		\$48.5	\$44.3	\$55.5	\$47.4	\$14.1	\$35.4	\$49.2	\$46.0
standard error:	\$6.0	\$6.2		\$9.9	\$7.3	\$12.7	\$13.3	\$7.5	\$18.8	\$8.2	\$9.7
75th percentile:	\$50.8	\$52.0		\$72.5	\$54.8	\$50.0	\$80.0	\$24.5	\$32.3	\$60.0	\$49.8
50th percentile (median):	\$25.0	\$25.0		\$50.0	\$34.5	\$15.0	\$28.0	\$6.5	\$19.5	\$20.0	\$25.0
25th percentile:	\$8.7	\$9.5		\$21.1	\$14.5	\$3.9	\$20.0	\$3.5	\$5.0	\$5.0	\$15.0
no answer	0 0%	0 0%		0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

NOTE: results not shown if fewer than five answering respondents

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 022 page 1

### 401(k) Contributions From Employer/Firm

13. What total value (if any) did you receive for each of these from your employer/firm in 2016 for your primary position?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
401(K) CONTRIBUTIONS FROM EMPLOYER/FIRM IN 2016 FOR PRIMARY POSITION											
base: those who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position (fill-in answers)	1244 100%	918 100%	261 100%	287 100%	268 100%	315 100%	108 100%	52 100%	127 100%	697 100%	517 100%
\$50,000 or more	6 0%	6 1%	0 0%	1 0%	1 0%	2 1%	0 0%	0 0%	2 2%	4 1%	2 0%
\$40,000 - \$49,999	2 0%	2 0%	0 0%	0 0%	0 0%	1 0%	1 1%	0 0%	0 0%	2 0%	0 0%
\$30,000 - \$39,999	12 1%	10 1%	2 1%	2 1%	2 1%	6 2%	1 1%	0 0%	1 1%	9 1%	3 1%
\$20,000 - \$29,999	30 2%	25 3%	3 1%	6 2%	8 3%	9 3%	3 3%	0 0%	4 3%	24 3%	6 1%
\$10,000 - \$19,999	71 6%	56 6%	11 4%	8 3%	20 7%	22 7%	3 3%	4 8%	11 9%	48 7%	22 4%
\$5,000 - \$9,999	139 11%	92 10%	40 15%	9 3%	25 9%	48 15%	22 20%	10 19%	12 9%	73 10%	62 12%
less than \$5,000	182 15%	138 15%	33 13%	13 5%	39 15%	77 24%	20 19%	10 19%	10 8%	92 13%	89 17%
\$0	768 62%	563 61%	167 64%	231 80%	162 60%	148 47%	57 53%	27 52%	85 67%	419 60%	326 63%
n:	1210	892	256	270	257	313	107	51	125	671	510
mean (thousands):	\$3.1	\$3.4	\$2.4	\$1.7	\$3.3	\$4.3	\$3.6	\$2.6	\$3.8	\$3.7	\$2.5
standard error:	\$0.2	\$0.2	\$0.3	\$0.4	\$0.4	\$0.5	\$0.6	\$0.5	\$0.8	\$0.3	\$0.2
75th percentile:	\$3.6	\$3.7	\$3.5	\$0.0	\$3.5	\$5.0	\$5.0	\$5.0	\$4.3	\$4.2	\$3.0
50th percentile (median):	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.8	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
25th percentile:	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
no answer	34 3%	26 3%	5 2%	17 6%	11 4%	2 1%	1 1%	1 2%	2 2%	26 4%	7 1%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 023 page 1

**401(k) Contributions From Employer/Firm [Based on Those Who Received]**

13. What total value (if any) did you receive for each of these from your employer/firm in 2016 for your primary position?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
401(K) CONTRIBUTIONS FROM EMPLOYER/FIRM IN 2016 FOR PRIMARY POSITION											
base: those who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position, and who received this compensation (fill-in answers)	442 100%	329 100%	89 100%	39 100%	95 100%	165 100%	50 100%	24 100%	40 100%	252 100%	184 100%
\$50,000 or more	6 1%	6 2%	0 0%	1 3%	1 1%	2 1%	0 0%	0 0%	2 5%	4 2%	2 1%
\$40,000 - \$49,999	2 0%	2 1%	0 0%	0 0%	0 0%	1 1%	1 2%	0 0%	0 0%	2 1%	0 0%
\$30,000 - \$39,999	12 3%	10 3%	2 2%	2 5%	2 2%	6 4%	1 2%	0 0%	1 3%	9 4%	3 2%
\$20,000 - \$29,999	30 7%	25 8%	3 3%	6 15%	8 8%	9 5%	3 6%	0 0%	4 10%	24 10%	6 3%
\$10,000 - \$19,999	71 16%	56 17%	11 12%	8 21%	20 21%	22 13%	3 6%	4 17%	11 28%	48 19%	22 12%
\$5,000 - \$9,999	139 31%	92 28%	40 45%	9 23%	25 26%	48 29%	22 44%	10 42%	12 30%	73 29%	62 34%
less than \$5,000	182 41%	138 42%	33 37%	13 33%	39 41%	77 47%	20 40%	10 42%	10 25%	92 37%	89 48%
\$0	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
n:	442	329	89	39	95	165	50	24	40	252	184
mean (thousands):	\$8.6	\$9.2	\$6.9	\$11.5	\$8.9	\$8.2	\$7.7	\$5.5	\$11.7	\$9.9	\$6.9
standard error:	\$0.4	\$0.5	\$0.6	\$1.8	\$0.9	\$0.7	\$1.1	\$0.7	\$1.8	\$0.6	\$0.6
75th percentile:	\$10.0	\$10.3	\$8.0	\$18.0	\$12.0	\$9.6	\$8.0	\$8.0	\$14.3	\$12.0	\$7.9
50th percentile (median):	\$5.2	\$5.0	\$5.5	\$6.8	\$5.5	\$5.0	\$5.4	\$5.0	\$8.0	\$6.1	\$5.0
25th percentile:	\$3.0	\$3.0	\$3.0	\$2.9	\$3.0	\$3.0	\$3.5	\$3.2	\$4.6	\$3.5	\$2.9
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 024 page 1

### Proportion of Work Billed Via: Mean Summary

14. Approximately what percentage of your work in your primary position was billed using each of the following practices in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
MEAN SUMMARY											
base: those who were licensed to practice law in Colorado in 2016 answering (fill-in answers)											
hourly rate	52.9%	63.0%	15.2% b	54.6%	57.7%	55.5%	48.0% e	23.6% defg	49.1% eh	53.9%	52.4%
flat/fixed rate	15.2%	16.3%	11.5% b	23.8%	16.2% d	12.5% d	10.2% de	10.0% de	5.1% def	14.9%	15.3%
contingency	8.1%	10.5%	0.1% b	9.3%	10.7%	9.0%	3.4% def	13.6%	0.4% defh	10.4%	4.8% j
unbundling/discrete task/limited scope representation	1.0%	1.2%	0.4% b	2.0%	1.1%	0.5% de	1.3%	0.0% def	0.0% def	0.9%	1.2%
other method	22.8%	9.1%	72.8% b	10.4%	14.3%	22.4% de	37.2% def	52.8% def	45.3% def	20.0%	26.3% j
TOTAL =	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 025 page 1

**Proportion of Work Billed Via: Hourly Rate**

14. Approximately what percentage of your work in your primary position was billed using each of the following practices in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
HOURLY RATE											
base: those who were licensed to practice law in Colorado in 2016 (fill-in answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
100%	430 27%	371 32%	39 11% b	112 26%	78 24%	110 29%	30 24%	8 11% defg	55 36% degh	253 28%	174 26%
75% - 99%	293 18%	281 25%	0 0% b	89 21%	83 26%	67 18% e	24 19%	3 4% defg	14 9% defg	160 18%	123 18%
50% - 74%	102 6%	98 9%	1 0% b	37 9%	28 9%	29 8%	3 2% def	1 1% de	1 1% def	69 8%	31 5% j
25% - 49%	58 4%	56 5%	0 0% b	25 6%	15 5%	8 2% d	2 2%	3 4%	0 0% deh	35 4%	21 3%
1% - 24%	91 6%	86 8%	3 1% b	43 10%	17 5% d	21 6% d	4 3% d	3 4%	1 1% def	56 6%	34 5%
none	492 31%	224 20%	218 63% b	103 24%	81 25%	110 29%	50 40% def	35 49% def	68 45% def	265 29%	210 31%
mean:	52.9%	63.0%	15.2% b	54.6%	57.7%	55.5%	48.0% e	23.6% defg	49.1% eh	53.9%	52.4%
standard error:	1.16%	1.23%	2.21% 0%	2.10%	2.43%	2.41%	4.36% 70%	5.49% 0%	4.17% 50%	1.52% 70%	1.86% 75%
median:	70%	85%	0%	70%	80%	75%	70%	0%	50%	70%	75%
no answer	141 9%	30 3%	87 25% b	19 4%	18 6%	35 9% d	11 9%	18 25% defg	12 8% h	62 7%	75 11% j

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 026 page 1

**Proportion of Work Billed Via: Flat/Fixed Rate**

14. Approximately what percentage of your work in your primary position was billed using each of the following practices in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
FLAT/FIXED RATE											
base: those who were licensed to practice law in Colorado in 2016 (fill-in answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
100%	87 5%	53 5%	28 8% b	33 8%	19 6%	18 5%	5 4%	3 4%	4 3% d	52 6%	32 5%
75% - 99%	76 5%	71 6%	2 1% b	39 9%	13 4% d	15 4% d	4 3% d	2 3%	2 1% d	36 4%	39 6%
50% - 74%	50 3%	49 4%	0 0% b	22 5%	16 5%	8 2% de	1 1% de	0 0%	1 1% de	29 3%	19 3%
25% - 49%	59 4%	56 5%	0 0% b	30 7%	12 4%	10 3% d	2 2% d	1 1%	0 0% def	36 4%	19 3%
1% - 24%	237 15%	228 20%	1 0% b	75 18%	73 23%	50 13% e	18 15%	4 6% de	9 6% defg	137 15%	92 14%
none	957 60%	659 58%	230 66% b	210 49%	169 53%	244 64% de	83 67% de	43 61%	123 81% defgh	548 61%	392 59%
mean:	15.2%	16.3%	11.5% b	23.8%	16.2% d	12.5% d	10.2% de	10.0% de	5.1% def	14.9%	15.3%
standard error:	0.79%	0.90%	1.97% 0%	1.76% 0%	1.73% 0%	1.53% 0%	2.41% 0%	3.83% 0%	1.71% 0%	1.04% 0%	1.26% 0%
median:	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
no answer	141 9%	30 3%	87 25% b	19 4%	18 6%	35 9% d	11 9%	18 25% defg	12 8% h	62 7%	75 11% j

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 027 page 1

**Proportion of Work Billed Via: Contingency**

14. Approximately what percentage of your work in your primary position was billed using each of the following practices in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
CONTINGENCY											
base: those who were licensed to practice law in Colorado in 2016 (fill-in answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
100%	65 4%	65 6%	0 0% b	22 5%	17 5%	17 4%	2 2%	4 6%	0 0% defh	45 5%	17 3% j
75% - 99%	30 2%	29 3%	0 0% b	11 3%	7 2%	7 2%	1 1%	3 4%	0 0% dh	24 3%	6 1% j
50% - 74%	16 1%	16 1%	0 0% b	4 1%	6 2%	3 1%	0 0%	1 1%	0 0%	13 1%	2 0% j
25% - 49%	30 2%	28 2%	1 0% b	8 2%	9 3%	11 3%	1 1%	0 0%	0 0% ef	25 3%	5 1% j
1% - 24%	93 6%	89 8%	0 0% b	18 4%	25 8% d	31 8% d	9 7%	0 0% efg	6 4%	59 7%	32 5%
none	1232 77%	889 78%	260 75%	346 81%	238 74% d	276 73% d	100 81%	45 63% dg	133 88% defh	672 75%	531 79% j
mean:	8.1%	10.5%	0.1% b	9.3%	10.7%	9.0%	3.4% def	13.6%	0.4% defh	10.4%	4.8% j
standard error:	0.64%	0.83%	0.11% b	1.32%	1.58%	1.37%	1.50%	4.51%	0.20% b	0.94%	0.80% j
median:	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
no answer	141 9%	30 3%	87 25% b	19 4%	18 6%	35 9% d	11 9%	18 25% defg	12 8% h	62 7%	75 11% j

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 028 page 1

**Proportion of Work Billed Via: Unbundling/Discrete Task/Limited Scope Representation**

14. Approximately what percentage of your work in your primary position was billed using each of the following practices in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
UNBUNDLING/DISCRETE TASK/LIMITED SCOPE REPRESENTATION											
base: those who were licensed to practice law in Colorado in 2016 (fill-in answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
100%	3 0%	1 0%	1 0%	2 0%	0 0%	0 0%	1 1%	0 0%	0 0%	1 0%	2 0%
75% - 99%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
50% - 74%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
25% - 49%	9 1%	9 1%	0 0%	7 2%	1 0%	0 d	1 1%	0 0%	0 0%	5 1%	4 1%
1% - 24%	101 6%	99 9%	0 b	41 10%	33 10%	19 de	3 de	0 de	1 def	52 6%	44 7%
none	1353 84%	1007 88%	260 75% b	359 84%	268 84%	326 86%	108 87%	53 75% fg	138 91% deh	780 87%	543 81% j
mean:	1.0%	1.2%	0.4% b	2.0%	1.1%	0.5% de	1.3%	0.0% def	0.0% def	0.9%	1.2%
standard error:	0.15%	0.15%	0.38% b	0.43%	0.21%	0.14% de	0.92%	0.00% def	0.04% def	0.17%	0.28%
median:	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
no answer	141 9%	30 3%	87 25% b	19 4%	18 6%	35 9% d	11 9%	18 25% defg	12 8% h	62 7%	75 11% j

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 029 page 1

**Proportion of Work Billed Via: Other Method**

14. Approximately what percentage of your work in your primary position was billed using each of the following practices in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
OTHER METHOD											
base: those who were licensed to practice law in Colorado in 2016 (fill-in answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
100%	324 20%	93 8%	189 54% b	39 9%	41 13%	74 19% de	42 34% def	28 39% def	63 42% def	163 18%	151 23% j
75% - 99%	4 0%	3 0%	1 0%	1 0%	1 0%	2 1%	0 0%	0 0%	0 0%	1 0%	3 0%
50% - 74%	6 0%	6 1%	0 0%	3 1%	0 0%	2 1%	0 0%	0 0%	0 0%	4 0%	1 0%
25% - 49%	4 0%	4 0%	0 0%	2 0%	2 1%	0 0%	0 0%	0 0%	0 0%	1 0%	3 0%
1% - 24%	19 1%	17 1%	0 0% b	6 1%	7 2%	5 1%	0 0%	0 0%	0 0%	11 1%	8 1%
none	1109 69%	993 87%	71 20% b	358 84%	251 78%	262 69% de	71 57% def	25 35% defg	76 50% defh	658 73%	427 64% j
mean:	22.8%	9.1%	72.8% b	10.4%	14.3%	22.4% de	37.2% def	52.8% def	45.3% def	20.0%	26.3% j
standard error:	1.09%	0.84%	2.76% b	1.47%	1.99%	2.23% de	4.57% def	6.92% def	4.24% def	1.37%	1.80% j
median:	0%	0%	100%	0%	0%	0%	0%	100%	0%	0%	0%
no answer	141 9%	30 3%	87 25% b	19 4%	18 6%	35 9% d	11 9%	18 25% defg	12 8% h	62 7%	75 11% j

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 030 page 1

### Most Common Hourly Billing Rate

15. What was your most common hourly billing rate in 2016 for your primary position?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position and billed at least some of their work via an hourly rate (fill-in answers)	801 100%	734 100%	40 100%	215 100%	191 100%	207 100%	60 100%	15 100%	63 100%	471 100%	314 100%
\$400 or more	61 8%	59 8%	0 0%	6 3%	5 3%	15 7% de	8 13% de	2 13%	20 32% defg	47 10%	11 4% j
\$350 - \$399	63 8%	62 8%	0 0%	10 5%	19 10% d	17 8%	9 15% d	1 7%	4 6%	45 10%	18 6%
\$300 - \$349	105 13%	99 13%	0 0% b	37 17%	23 12%	24 12%	8 13%	1 7%	6 10%	70 15%	33 11%
\$250 - \$299	198 25%	186 25%	2 5% b	64 30%	57 30%	47 23%	12 20%	4 27%	5 8% def	124 26%	65 21%
\$200 - \$249	166 21%	162 22%	0 0% b	50 23%	42 22%	48 23%	8 13%	4 27%	5 8% def	95 20%	70 22%
\$150 - \$199	105 13%	104 14%	0 0% b	18 8%	26 14%	44 21% de	6 10% f	3 20%	1 2% efg	51 11%	54 17% j
\$100 - \$149	31 4%	22 3%	9 23% b	6 3%	6 3%	4 2%	3 5%	0 0%	8 13% def	11 2%	20 6% j
less than \$100	56 7%	35 5%	18 45% b	21 10%	11 6%	7 3% d	3 5%	0 0%	10 16% efg	21 4%	34 11% j
mean:	\$254	\$260	\$91 b	\$237	\$245	\$254 d	\$279 d	\$276	\$312 d	\$271	\$225 j
standard error:	\$3.73	\$3.73	\$10.28	\$5.76	\$5.64	\$6.41	\$14.44	\$24.78	\$25.49	\$4.74	\$5.82
75th percentile:	\$300	\$300	\$100	\$299	\$298	\$301	\$350	\$325	\$475	\$300	\$275
50th percentile (median):	\$250	\$250	\$95	\$250	\$250	\$245	\$275	\$250	\$300	\$250	\$225
25th percentile:	\$200	\$200	\$50	\$200	\$200	\$194	\$200	\$200	\$100	\$200	\$175
no answer	16 2%	5 1%	11 28% b	3 1%	2 1%	1 0%	3 5% f	0 0%	4 6% def	7 1%	9 3%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 031 page 1

### Most Common Percent Charged Via Contingency Billing

16. For contingency billing, what was the most common percent you charged your clients in 2016 in your primary position?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016 and worked full time (30+ hours/week) in their primary position and billed at least some of their work via contingency billing	190 100%	185 100%	1 100%	48 100%	50 100%	59 100%	11 100%	7 100%	5 100%	138 100%	49 100%
60% or more	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
50% - 59%	1 1%	1 1%	0 0%	0 0%	1 2%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%
40% - 49%	17 9%	16 9%	1 100%	2 4%	3 6%	9 15%	1 9%	2 29%	0 0%	10 7%	7 14%
35% - 39%	26 14%	26 14%	0 0%	5 10%	4 8%	11 19%	1 9%	3 43%	2 40%	19 14%	6 12%
30% - 34%	110 58%	108 58%	0 0%	24 50%	35 70%	32 54%	7 64%	1 14%	1 20%	82 59%	26 53%
less than 30%	35 18%	34 18%	0 0%	17 35%	7 14%	6 10%	2 18%	1 14%	2 40%	26 19%	9 18%
mean:	34.0%	33.9%	45.0%	32.6%	33.7%	35.1%	33.6%	37.9%	33.5%	33.8%	34.5%
standard error:	0.32%	0.32%		0.49%	0.65%	0.63%	1.28%	2.14%	1.70%	0.36%	0.70%
median:	33%	33%	50%	31%	33%	34%	32%	37%	35%	33%	33%
no answer	1 1%	0 0%	0 0%	0 0%	0 0%	1 2%	0 0%	0 0%	0 0%	0 0%	1 2%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 032 page 1

### Number of Attorneys at Office Location: Mean Summary

17. Including yourself, how many of your firm's/organization's attorneys practiced at your office location in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
MEAN SUMMARY											
base: those who were licensed to practice law in Colorado in 2016 answering (fill-in answers)											
partners	3.2	4.2	0.1 b	0.8	1.4 d	2.6 de	5.8 def	5.9 def	9.8 defg	3.6	2.7
associates	2.7	3.5	0.2 b	0.0	0.7 d	2.7 de	5.4 def	8.3 def	8.2 def	3.0	2.3
in-house counsel	0.9	1.0	0.7	0.1	0.4 d	0.8 de	2.6 def	2.0	2.2 de	0.9	0.9
other lawyers (e.g., government, of-counsel, judges, law professors/academic, etc.)	9.3	0.7	38.6 b	0.1	0.3 d	1.9 de	7.6 def	35.3 defg	59.3 defgh	8.2	11.0
TOTAL attorneys	16.1	9.4	39.6 b	1.0	2.8 d	8.0 de	21.4 def	51.5 defg	79.5 defgh	15.6	16.9

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 033 page 1

**Number of Attorneys at Office Location: Partners**

17. Including yourself, how many of your firm's/organization's attorneys practiced at your office location in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
<b>PARTNERS</b>											
base: those who were licensed to practice law in Colorado in 2016 (fill-in answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
10 or more	105 7%	101 9%	1 0% b	0 0%	0 0%	10 3% de	35 28% def	15 21% def	32 21% def	66 7%	36 5%
5 - 9	95 6%	92 8%	0 0% b	0 0%	0 0%	71 19% de	4 3% def	2 3% def	8 5% def	54 6%	40 6%
4	46 3%	45 4%	0 0% b	0 0%	4 1% d	36 9% de	0 0% f	0 0% f	2 1% df	33 4%	13 2% j
3	74 5%	74 6%	0 0% b	0 0%	28 9% d	41 11% d	2 2% def	0 0% ef	1 1% ef	46 5%	25 4%
2	187 12%	184 16%	0 0% b	0 0%	110 34% d	61 16% de	9 7% def	0 0% efg	1 1% efg	111 12%	74 11%
1	435 27%	407 36%	5 1% b	312 73%	85 27% d	29 8% de	3 2% def	0 0% def	2 1% def	253 28%	170 25%
none	505 31%	153 13% b	307 88% b	65 15%	73 23% d	118 31% de	66 53% def	49 69% defg	99 66% defg	250 28%	241 36% j
mean:	3.2	4.2	0.1 b	0.8	1.4 d	2.6 de	5.8 def	5.9 def	9.8 defg	3.6	2.7
standard error:	0.23	0.31	0.05 b	0.02	0.06 d	0.14 de	0.81 def	1.39 def	1.78 defg	0.34	0.31
median:	1	1	0	1	1	2	0	0	0	1	1
no answer	160 10%	90 8%	35 10%	51 12%	20 6% d	14 4% d	5 4% d	5 7%	6 4% d	87 10%	69 10%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 034 page 1

**Number of Attorneys at Office Location: Associates**

17. Including yourself, how many of your firm's/organization's attorneys practiced at your office location in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
ASSOCIATES											
base: those who were licensed to practice law in Colorado in 2016 (fill-in answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
10 or more	101 6%	96 8%	2 1% b	0 0%	0 0%	11 3% de	31 25% def	20 28% def	30 20% def	62 7%	37 6%
5 - 9	117 7%	111 10%	3 1% b	0 0%	0 0%	74 19% de	21 17% de	1 1% defg	8 5% defg	71 8%	45 7%
4	39 2%	37 3%	1 0% b	0 0%	1 0%	28 7% de	4 3% de	0 0% f	3 2% df	24 3%	15 2%
3	67 4%	66 6%	0 0% b	0 0%	11 3% d	49 13% de	1 1% f	0 0% f	3 2% df	38 4%	28 4%
2	93 6%	88 8%	0 0% b	0 0%	39 12% d	47 12% d	2 2% def	0 0% ef	1 1% ef	49 5%	43 6%
1	139 9%	128 11%	2 1% b	3 1%	96 30% d	30 8% de	2 2% ef	0 0% ef	2 1% ef	82 9%	56 8%
none	891 55%	530 46%	305 88% b	374 87%	153 48% d	127 33% de	58 47% df	45 63% defg	98 65% defg	487 54%	375 56%
mean:	2.7	3.5	0.2 b	0.0	0.7 d	2.7 de	5.4 def	8.3 def	8.2 def	3.0	2.3
standard error:	0.20	0.27	0.09 b	0.00	0.05 d	0.15 de	0.65 def	1.74 def	1.48 def	0.29	0.27
median:	0	0	0	0	0	2	1	0	0	0	0
no answer	160 10%	90 8%	35 10%	51 12%	20 6% d	14 4% d	5 4% d	5 7%	6 4% d	87 10%	69 10%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 035 page 1

### Number of Attorneys at Office Location: In-House Counsel

17. Including yourself, how many of your firm's/organization's attorneys practiced at your office location in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
IN-HOUSE COUNSEL											
base: those who were licensed to practice law in Colorado in 2016 (fill-in answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
10 or more	27 2%	23 2%	3 1%	0 0%	0 0%	3 1%	9 7% def	2 3% de	10 7% def	16 2%	10 1%
5 - 9	45 3%	32 3%	12 3%	0 0%	0 0%	26 7% de	11 9% de	3 4% de	3 2% defg	12 1%	31 5% j
4	14 1%	10 1%	3 1%	0 0%	10 3% d	3 1% e	0 0% e	0 0%	1 1%	7 1%	6 1%
3	24 1%	19 2%	4 1%	0 0%	9 3% d	8 2% d	3 2% d	0 0%	3 2% d	15 2%	9 1%
2	44 3%	34 3%	9 3%	0 0%	24 8% d	13 3% de	4 3% d	1 1% d	0 0% efg	27 3%	15 2%
1	88 5%	64 6%	15 4%	39 9%	14 4% d	23 6%	1 1% df	2 3%	4 3% d	45 5%	41 6%
none	1205 75%	874 76%	267 77%	338 79%	243 76%	290 76%	91 73%	58 82%	124 82%	691 77%	487 73%
mean:	0.9	1.0	0.7	0.1	0.4 d	0.8 de	2.6 def	2.0	2.2 de	0.9	0.9
standard error:	0.12	0.15	0.19	0.02	0.06	0.11	0.66	1.27	0.81	0.18	0.16
median:	0	0	0	0	0	0	0	0	0	0	0
no answer	160 10%	90 8%	35 10%	51 12%	20 6% d	14 4% d	5 4% d	5 7%	6 4% d	87 10%	69 10%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 036 page 1

**Number of Attorneys at Office Location: Other Lawyers**

17. Including yourself, how many of your firm's/organization's attorneys practiced at your office location in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
OTHER LAWYERS (E.G., GOVERNMENT, OF-COUNSEL, JUDGES, LAW PROFESSORS/ACADEMIC, ETC.)											
base: those who were licensed to practice law in Colorado in 2016 (fill-in answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
10 or more	196 12%	21 2%	162 47% b	0 0%	0 0%	20 5% de	37 30% def	39 55% defg	81 54% defg	102 11%	90 13%
5 - 9	70 4%	20 2%	46 13% b	0 0%	0 0%	42 11% de	6 5% def	3 4% de	13 9% de	35 4%	31 5%
4	26 2%	9 1%	14 4% b	0 0%	5 2% d	14 4% d	1 1%	2 3% d	3 2% d	15 2%	11 2%
3	23 1%	10 1%	11 3% b	0 0%	5 2% d	6 2% d	6 5% def	2 3% d	1 1% g	9 1%	13 2%
2	46 3%	32 3%	12 3%	0 0%	12 4% d	22 6% d	4 3% d	3 4% d	3 2% d	24 3%	22 3%
1	101 6%	73 6%	17 5%	23 5%	27 8%	35 9% d	5 4%	1 1% ef	6 4% f	56 6%	43 6%
none	985 61%	891 78%	51 15% b	354 83%	251 78%	227 60% de	60 48% def	16 23% defg	38 25% defg	572 64%	389 58% j
mean:	9.3	0.7	38.6 b	0.1	0.3 d	1.9 de	7.6 def	35.3 defg	59.3 defgh	8.2	11.0
standard error:	0.93	0.10	3.84	0.01	0.04	0.19	1.01	4.17	7.61	1.13	1.64
median:	0	0	10	0	0	0	0	29	15	0	0
no answer	160 10%	90 8%	35 10%	51 12%	20 6% d	14 4% d	5 4% d	5 7%	6 4% d	87 10%	69 10%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 037 page 1

**Number of Attorneys at Office Location: Total Attorneys**

17. Including yourself, how many of your firm's/organization's attorneys practiced at your office location in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
TOTAL ATTORNEYS											
base: those who were licensed to practice law in Colorado in 2016 (fill-in answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
20 or more	249 15%	109 10%	127 36% b	0 0%	0 0%	0 0%	70 56% def	53 75% defg	99 66% def	139 15%	105 16%
10 - 19	170 11%	126 11%	40 11%	0 0%	0 0%	109 29% de	22 18% def	2 3% defg	22 15% defh	98 11%	70 10%
5 - 9	248 15%	175 15%	62 18%	0 0%	0 0%	209 55% de	15 12% def	5 7% def	7 5% defg	124 14%	120 18% j
4	104 6%	81 7%	18 5%	0 0%	78 24% d	15 4% de	2 2% de	2 3% de	4 3% de	61 7%	41 6%
3	121 8%	96 8%	17 5% b	0 0%	90 28% d	15 4% de	6 5% de	1 1% de	3 2% de	68 8%	48 7%
2	135 8%	109 10%	18 5% b	0 0%	117 37% d	8 2% de	2 2% de	2 3% de	2 1% de	74 8%	58 9%
1	420 26%	360 31%	31 9% b	377 88%	15 5% d	10 3% d	2 2% d	1 1% d	8 5% d	249 28%	157 24%
mean:	16.1	9.4	39.6 b	1.0	2.8 d	8.0 de	21.4 def	51.5 defg	79.5 defgh	15.6	16.9
standard error:	1.00	0.60	3.84 b	0.00	0.05 d	0.20 de	1.12 def	3.56 defg	7.35 defgh	1.27	1.68
median:	4	3	11	1	3	7	22	60	40	4	4
no answer	160 10%	90 8%	35 10%	51 12%	20 6% d	14 4% d	5 4% d	5 7% d	6 4% d	87 10%	69 10%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 038 page 1

### Number of Attorneys in Entire Firm/Organization

18. Including yourself, how many attorneys practiced at your entire firm/organization (including all locations) in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION						GENDER	
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+	male	female
	a	b	c	d	e	f	g	h	i	j	k
base: those who were licensed to practice law in Colorado in 2016 (fill-in answers)	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%	900 100%	668 100%
100 or more	151 9%	64 6%	83 24% b	0 0%	0 0%	0 0%	0 0%	0 0%	151 100% defgh	85 9%	63 9%
75 - 99	29 2%	10 1%	16 5% b	0 0%	0 0%	0 0%	0 0%	29 41% defg	0 0% h	14 2%	14 2%
50 - 74	42 3%	16 1%	18 5% b	0 0%	0 0%	0 0%	0 0%	42 59% defg	0 0% h	24 3%	18 3%
30 - 49	65 4%	42 4%	21 6%	0 0%	0 0%	0 0%	65 52% def	0 0% g	0 0% g	37 4%	28 4%
20 - 29	59 4%	33 3%	25 7% b	0 0%	0 0%	0 0%	59 48% def	0 0% g	0 0% g	29 3%	29 4%
10 - 19	156 10%	113 10%	37 11%	0 0%	0 0%	156 41% de	0 0% f	0 0% f	0 0% f	90 10%	64 10%
5 - 9	224 14%	163 14%	51 15%	0 0%	0 0%	224 59% de	0 0% f	0 0% f	0 0% f	118 13%	103 15%
2 - 4	320 20%	266 23%	33 9% b	0 0%	320 100% d	0 0% e	0 0% e	0 0% e	0 0% e	181 20%	129 19%
1	428 27%	375 33%	19 5% b	428 100%	0 0% d	0 0% d	0 0% d	0 0% d	0 0% d	255 28%	161 24%
mean:	62.3	47.0	114.3 b	1.0	2.9 d	9.3 de	29.6 def	68.9 defg	519.3 defgh	77.8	42.4 j
standard error: median:	8.77 4	10.42 3	15.68 20	0.00 1	0.05 3	0.19 8	0.75 30	1.67 70	76.16 250	14.97 4	5.37 5
no answer	133 8%	64 6%	45 13% b	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	67 7%	59 9%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 039 page 1

**Paralegals/Legal Assistants: Methods of Billing for Services**

19. How did your office location bill for the services of its paralegals/legal assistants in 2016?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION					
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+
	a	b	c	d	e	f	g	h	i
base: those who were licensed to practice law in Colorado in 2016	1607 100%	1146 100%	348 100%	428 100%	320 100%	380 100%	124 100%	71 100%	151 100%
did not have paralegals/legal assistants	511 32%	304 27%	143 41% b	241 56%	83 26% d	46 12% de	31 25% df	18 25% df	30 20% df
no answer	34 2%	12 1%	22 6% b	1 0%	5 2% d	12 3% d	2 2%	3 4% d	6 4% d
base: those who were licensed to practice law in Colorado in 2016 and whose office location had paralegals/legal assistants answering (multiple answers)	1062 100%	830 100%	183 100%	186 100%	232 100%	322 100%	91 100%	50 100%	115 100%
hourly billable rate	689 65%	638 77%	30 16% b	114 61%	170 73% d	218 68%	58 64%	18 36% defg	65 57% efh
included in attorney fee	229 22%	209 25%	12 7% b	68 37%	61 26% d	68 21% d	9 10% def	8 16% d	6 5% defh
other	250 24%	82 10%	143 78% b	22 12%	27 12%	80 25% de	27 30% de	31 62% defg	48 42% defh
indicated at least one	1062 100%	830 100%	183 100%	186 100%	232 100%	322 100%	91 100%	50 100%	115 100%

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 040 page 1

### Paralegals/Legal Assistants: Hourly Billing Rate by Years of Experience: Less than 1

20. What was the most common hourly billing rate in 2016 for paralegals/legal assistants at your office location by years of experience?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION					
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+
	a	b	c	d	e	f	g	h	i
LESS THAN 1									
base: those who were licensed to practice law in Colorado in 2016 and whose office location had paralegals/legal assistants	1062 100%	830 100%	183 100%	186 100%	232 100%	322 100%	91 100%	50 100%	115 100%
did not have a paralegal/legal assistant at this experience level in 2016	429 40%	366 44%	46 25% b	79 42%	102 44%	145 45%	33 36%	15 30% f	38 33% f
no answer	521 49%	360 43%	133 73% b	94 51%	101 44%	134 42%	44 48%	33 66% efg	73 63% defg
base: those who were licensed to practice law in Colorado in 2016 and whose office location had a paralegal/legal assistant at this experience level in 2016 answering (fill-in answers)	112 100%	104 100%	4 100%	13 100%	29 100%	43 100%	14 100%	2 100%	4 100%
\$200 or more	2 2%	2 2%		0 0%	1 3%	1 2%	0 0%		
\$150 - \$199	12 11%	12 12%		1 8%	0 0%	6 14%	5 36%		
\$100 - \$149	39 35%	38 37%		2 15%	8 28%	21 49%	4 29%		
\$50 - \$99	51 46%	46 44%		8 62%	16 55%	14 33%	5 36%		
less than \$50	8 7%	6 6%		2 15%	4 14%	1 2%	0 0%		
mean:	\$99	\$101		\$73	\$86	\$113	\$119		
standard error:	\$3.56	\$3.68		\$9.99	\$6.93	\$4.87	\$11.26		
75th percentile:	\$125	\$125		\$98	\$108	\$125	\$175		
50th percentile (median):	\$95	\$98		\$60	\$75	\$115	\$100		
25th percentile:	\$75	\$75		\$50	\$68	\$89	\$86		

NOTE: results not shown if fewer than five answering respondents

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 041 page 1

**Paralegals/Legal Assistants: Hourly Billing Rate by Years of Experience: 1 - 2**

20. What was the most common hourly billing rate in 2016 for paralegals/legal assistants at your office location by years of experience?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION					
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+
	a	b	c	d	e	f	g	h	i
1 - 2									
base: those who were licensed to practice law in Colorado in 2016 and whose office location had paralegals/legal assistants	1062 100%	830 100%	183 100%	186 100%	232 100%	322 100%	91 100%	50 100%	115 100%
did not have a paralegal/legal assistant at this experience level in 2016	386 36%	333 40%	36 20% b	73 39%	93 40%	130 40%	27 30%	14 28%	33 29% ef
no answer	526 50%	359 43%	141 77% b	96 52%	101 44%	128 40% d	51 56% ef	33 66% ef	75 65% def
base: those who were licensed to practice law in Colorado in 2016 and whose office location had a paralegal/legal assistant at this experience level in 2016 answering (fill-in answers)	150 100%	138 100%	6 100%	17 100%	38 100%	64 100%	13 100%	3 100%	7 100%
\$200 or more	1 1%	1 1%	0 0%	0 0%	0 0%	1 2%	0 0%		0 0%
\$150 - \$199	23 15%	22 16%	0 0%	1 6%	5 13%	11 17%	5 38%		0 0%
\$100 - \$149	62 41%	59 43%	0 0%	5 29%	17 45%	31 48%	3 23%		2 29%
\$50 - \$99	57 38%	51 37%	4 67%	10 59%	14 37%	19 30%	5 38%		4 57%
less than \$50	7 5%	5 4%	2 33%	1 6%	2 5%	2 3%	0 0%		1 14%
mean:	\$105	\$107	\$58	\$83	\$103	\$113	\$125		\$81
standard error:	\$3.11	\$3.20	\$10.05	\$7.62	\$6.02	\$4.49	\$12.51		\$12.70
75th percentile:	\$130	\$130	\$77	\$100	\$130	\$135	\$175		\$110
50th percentile (median):	\$100	\$100	\$68	\$75	\$100	\$108	\$110		\$75
25th percentile:	\$75	\$75	\$29	\$63	\$75	\$86	\$83		\$65

NOTE: results not shown if fewer than five answering respondents

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 042 page 1

### Paralegals/Legal Assistants: Hourly Billing Rate by Years of Experience: 3 - 4

20. What was the most common hourly billing rate in 2016 for paralegals/legal assistants at your office location by years of experience?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION					
		private	public	1	2 - 4	5 - 19	20 - 49	50 -99	100+
	a	b	c	d	e	f	g	h	i
3 - 4									
base: those who were licensed to practice law in Colorado in 2016 and whose office location had paralegals/legal assistants	1062 100%	830 100%	183 100%	186 100%	232 100%	322 100%	91 100%	50 100%	115 100%
did not have a paralegal/legal assistant at this experience level in 2016	380 36%	326 39%	35 19% b	73 39%	100 43%	120 37%	28 31% e	12 24% de	31 27% def
no answer	544 51%	373 45%	143 78% b	101 54%	105 45%	140 43% d	44 48%	35 70% defg	77 67% defg
base: those who were licensed to practice law in Colorado in 2016 and whose office location had a paralegal/legal assistant at this experience level in 2016 answering (fill-in answers)	138 100%	131 100%	5 100%	12 100%	27 100%	62 100%	19 100%	3 100%	7 100%
\$200 or more	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%		0 0%
\$150 - \$199	29 21%	28 21%	0 0%	0 0%	3 11%	17 27%	6 32%		2 29%
\$100 - \$149	62 45%	61 47%	0 0%	4 33%	13 48%	30 48%	9 47%		0 0%
\$50 - \$99	39 28%	36 27%	3 60%	4 33%	9 33%	14 23%	4 21%		4 57%
less than \$50	8 6%	6 5%	2 40%	4 33%	2 7%	1 2%	0 0%		1 14%
mean:	\$111	\$113	\$57	\$79	\$101	\$120	\$125		\$98
standard error:	\$3.16	\$3.15	\$11.35	\$10.33	\$6.10	\$4.19	\$8.75		\$22.07
75th percentile:	\$140	\$140	\$80	\$115	\$125	\$150	\$175		\$175
50th percentile (median):	\$108	\$110	\$65	\$85	\$100	\$123	\$120		\$75
25th percentile:	\$85	\$90	\$30	\$45	\$75	\$98	\$100		\$65

NOTE: results not shown if fewer than five answering respondents

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 043 page 1

### Paralegals/Legal Assistants: Hourly Billing Rate by Years of Experience: 5 - 9

20. What was the most common hourly billing rate in 2016 for paralegals/legal assistants at your office location by years of experience?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION					
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+
	a	b	c	d	e	f	g	h	i
5 - 9									
base: those who were licensed to practice law in Colorado in 2016 and whose office location had paralegals/legal assistants	1062 100%	830 100%	183 100%	186 100%	232 100%	322 100%	91 100%	50 100%	115 100%
did not have a paralegal/legal assistant at this experience level in 2016	341 32%	288 35%	33 18% b	68 37%	86 37%	113 35%	25 27%	9 18% def	25 22% def
no answer	532 50%	359 43%	146 80% b	102 55%	98 42% d	133 41% d	45 49%	34 68% efg	77 67% defg
base: those who were licensed to practice law in Colorado in 2016 and whose office location had a paralegal/legal assistant at this experience level in 2016 answering (fill-in answers)	189 100%	183 100%	4 100%	16 100%	48 100%	76 100%	21 100%	7 100%	13 100%
\$200 or more	6 3%	6 3%		1 6%	0 0%	2 3%	0 0%	0 0%	3 23%
\$150 - \$199	43 23%	42 23%		2 13%	7 15%	23 30% e	8 38%	0 0%	3 23%
\$100 - \$149	82 43%	81 44%		4 25%	25 52%	34 45%	9 43%	4 57%	1 8%
\$50 - \$99	51 27%	48 26%		6 38%	14 29%	17 22%	4 19%	3 43%	4 31%
less than \$50	7 4%	6 3%		3 19%	2 4%	0 0%	0 0%	0 0%	2 15%
mean:	\$118	\$119		\$100	\$108	\$124 e	\$131	\$99	\$138
standard error:	\$3.01	\$3.04		\$12.87	\$4.69	\$4.04	\$7.53	\$5.92	\$23.38
75th percentile:	\$150	\$150		\$125	\$125	\$150	\$175	\$110	\$195
50th percentile (median):	\$115	\$120		\$92	\$110	\$125	\$125	\$100	\$125
25th percentile:	\$90	\$90		\$78	\$81	\$100	\$105	\$90	\$70

NOTE: results not shown if fewer than five answering respondents

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 044 page 1

**Paralegals/Legal Assistants: Hourly Billing Rate by Years of Experience: 10 - 14**

20. What was the most common hourly billing rate in 2016 for paralegals/legal assistants at your office location by years of experience?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION					
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+
	a	b	c	d	e	f	g	h	i
10 - 14									
base: those who were licensed to practice law in Colorado in 2016 and whose office location had paralegals/legal assistants	1062 100%	830 100%	183 100%	186 100%	232 100%	322 100%	91 100%	50 100%	115 100%
did not have a paralegal/legal assistant at this experience level in 2016	341 32%	290 35%	34 19% b	73 39%	96 41%	95 30% de	25 27% e	8 16% def	28 24% de
no answer	543 51%	369 44%	145 79% b	96 52%	103 44%	141 44%	46 51%	35 70% defg	77 67% defg
base: those who were licensed to practice law in Colorado in 2016 and whose office location had a paralegal/legal assistant at this experience level in 2016 answering (fill-in answers)	178 100%	171 100%	4 100%	17 100%	33 100%	86 100%	20 100%	7 100%	10 100%
\$200 or more	5 3%	5 3%		1 6%	0 0%	1 1%	2 10%	0 0%	1 10%
\$150 - \$199	45 25%	43 25%		1 6%	6 18%	28 33%	6 30%	0 0%	4 40%
\$100 - \$149	73 41%	72 42%		8 47%	14 42%	36 42%	10 50%	4 57%	0 0%
\$50 - \$99	54 30%	51 30%		7 41%	13 39%	21 24%	2 10%	3 43%	4 40%
less than \$50	1 1%	0 0%		0 0%	0 0%	0 0%	0 0%	0 0%	1 10%
mean:	\$120	\$120		\$108	\$109	\$123 <sup>e</sup>	\$141	\$106	\$123
standard error:	\$2.61	\$2.61		\$7.56	\$5.41	\$3.46	\$7.83	\$5.50	\$19.27
75th percentile:	\$150	\$150		\$123	\$128	\$150	\$173	\$125	\$181
50th percentile (median):	\$120	\$120		\$100	\$110	\$125	\$128	\$100	\$123
25th percentile:	\$90	\$90		\$90	\$75	\$99	\$121	\$95	\$73

NOTE: results not shown if fewer than five answering respondents

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 045 page 1

### Paralegals/Legal Assistants: Hourly Billing Rate by Years of Experience: 15 - 19

20. What was the most common hourly billing rate in 2016 for paralegals/legal assistants at your office location by years of experience?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION					
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+
	a	b	c	d	e	f	g	h	i
15 - 19									
base: those who were licensed to practice law in Colorado in 2016 and whose office location had paralegals/legal assistants	1062 100%	830 100%	183 100%	186 100%	232 100%	322 100%	91 100%	50 100%	115 100%
did not have a paralegal/legal assistant at this experience level in 2016	371 35%	325 39%	31 17% b	70 38%	104 45%	119 37%	27 30% e	7 14% defg	27 23% def
no answer	566 53%	390 47%	145 79% b	104 56%	106 46% d	151 47%	46 51%	37 74% defg	78 68% defg
base: those who were licensed to practice law in Colorado in 2016 and whose office location had a paralegal/legal assistant at this experience level in 2016 answering (fill-in answers)	125 100%	115 100%	7 100%	12 100%	22 100%	52 100%	18 100%	6 100%	10 100%
\$200 or more	5 4%	5 4%	0 0%	0 0%	0 0%	1 2%	1 6%	0 0%	3 30%
\$150 - \$199	41 33%	40 35%	0 0%	2 17%	6 27%	20 38%	9 50%	1 17%	2 20%
\$100 - \$149	45 36%	44 38%	1 14%	6 50%	8 36%	20 38%	6 33%	3 50%	0 0%
\$50 - \$99	31 25%	25 22%	4 57%	3 25%	8 36%	10 19%	2 11%	2 33%	4 40%
less than \$50	3 2%	1 1%	2 29%	1 8%	0 0%	1 2%	0 0%	0 0%	1 10%
mean:	\$128	\$132	\$67	\$110	\$116	\$129	\$153	\$111	\$144
standard error:	\$4.03	\$4.03	\$11.03	\$10.57	\$7.12	\$5.25	\$11.25	\$11.21	\$27.87
75th percentile:	\$150	\$150	\$90	\$125	\$150	\$150	\$180	\$131	\$231
50th percentile (median):	\$125	\$125	\$75	\$115	\$120	\$125	\$153	\$113	\$120
25th percentile:	\$90	\$100	\$30	\$83	\$89	\$100	\$124	\$86	\$73

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 046 page 1

**Paralegals/Legal Assistants: Hourly Billing Rate by Years of Experience: 20 or More**

20. What was the most common hourly billing rate in 2016 for paralegals/legal assistants at your office location by years of experience?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION					
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+
	a	b	c	d	e	f	g	h	i
20 OR MORE									
base: those who were licensed to practice law in Colorado in 2016 and whose office location had paralegals/legal assistants	1062 100%	830 100%	183 100%	186 100%	232 100%	322 100%	91 100%	50 100%	115 100%
did not have a paralegal/legal assistant at this experience level in 2016	375 35%	326 39%	32 17% b	68 37%	90 39%	134 42%	33 36%	9 18% defg	26 23% defg
no answer	559 53%	386 47%	145 79% b	96 52%	110 47%	150 47%	46 51%	36 72% defg	79 69% defg
base: those who were licensed to practice law in Colorado in 2016 and whose office location had a paralegal/legal assistant at this experience level in 2016 answering (fill-in answers)	128 100%	118 100%	6 100%	22 100%	32 100%	38 100%	12 100%	5 100%	10 100%
\$200 or more	6 5%	6 5%	0 0%	0 0%	0 0%	1 3%	1 8%	0 0%	3 30%
\$150 - \$199	36 28%	34 29%	0 0%	8 36%	6 19%	14 37%	3 25%	0 0%	3 30%
\$100 - \$149	52 41%	51 43%	1 17%	8 36%	14 44%	17 45%	6 50%	4 80%	0 0%
\$50 - \$99	32 25%	27 23%	3 50%	6 27%	12 38%	6 16% e	1 8%	1 20%	3 30%
less than \$50	2 2%	0 0%	2 33%	0 0%	0 0%	0 0%	1 8%	0 0%	1 10%
mean:	\$126	\$129	\$71	\$117	\$113	\$135 e	\$132	\$116	\$146
standard error:	\$3.61	\$3.61	\$16.68	\$6.74	\$5.40	\$5.61	\$14.11	\$9.14	\$25.08
75th percentile:	\$150	\$150	\$98	\$150	\$143	\$155	\$175	\$133	\$205
50th percentile (median):	\$125	\$125	\$70	\$118	\$115	\$125	\$125	\$125	\$165
25th percentile:	\$91	\$100	\$30	\$90	\$90	\$108	\$113	\$95	\$73

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 047 page 1

### Paralegals/Legal Assistants: Base Salary by Years of Experience: Less than 1

21. What was the most common annual base salary of paralegals/legal assistants at your office location in 2016 by years of experience?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION					
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+
	a	b	c	d	e	f	g	h	i
LESS THAN 1									
base: those who were licensed to practice law in Colorado in 2016 and whose office location had paralegals/legal assistants	1062 100%	830 100%	183 100%	186 100%	232 100%	322 100%	91 100%	50 100%	115 100%
did not have a paralegal/legal assistant at this experience level in 2016	429 40%	366 44%	46 25% b	79 42%	102 44%	145 45%	33 36%	15 30% f	38 33% f
no answer	538 51%	385 46%	127 69% b	86 46%	106 46%	148 46%	49 54%	33 66% def	70 61% def
base: those who were licensed to practice law in Colorado in 2016 and whose office location had a paralegal/legal assistant at this experience level in 2016 answering (fill-in answers)	95 100%	79 100%	10 100%	21 100%	24 100%	29 100%	9 100%	2 100%	7 100%
\$80,000 or more	2 2%	2 3%	0 0%	1 5%	0 0%	1 3%	0 0%		0 0%
\$70,000 - \$79,999	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%		0 0%
\$60,000 - \$69,999	2 2%	0 0%	2 20%	0 0%	0 0%	0 0%	0 0%		2 29%
\$50,000 - \$59,999	8 8%	6 8%	1 10%	1 5%	0 0%	2 7%	2 22%		1 14%
\$40,000 - \$49,999	20 21%	16 20%	3 30%	3 14%	7 29%	4 14%	3 33%		3 43%
\$30,000 - \$39,999	43 45%	37 47%	3 30%	8 38%	12 50%	18 62%	3 33%		0 0%
less than \$30,000	20 21%	18 23%	1 10%	8 38%	5 21%	4 14%	1 11%		1 14%
mean (thousands):	\$36.7	\$36.0	\$42.5	\$33.9	\$34.6	\$36.7	\$38.9		\$47.3
standard error:	\$1.2	\$1.3	\$4.1	\$3.1	\$1.5	\$2.1	\$2.9		\$4.7
75th percentile:	\$41.6	\$40.0	\$52.5	\$37.5	\$41.2	\$39.8	\$47.5		\$60.0
50th percentile (median):	\$35.0	\$35.0	\$42.0	\$30.0	\$35.7	\$35.0	\$40.0		\$48.0
25th percentile:	\$30.0	\$30.0	\$33.2	\$26.0	\$30.0	\$30.0	\$32.5		\$42.0

NOTE: results not shown if fewer than five answering respondents

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 048 page 1

### Paralegals/Legal Assistants: Base Salary by Years of Experience: 1 - 2

21. What was the most common annual base salary of paralegals/legal assistants at your office location in 2016 by years of experience?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION					
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+
	a	b	c	d	e	f	g	h	i
1 - 2									
base: those who were licensed to practice law in Colorado in 2016 and whose office location had paralegals/legal assistants	1062 100%	830 100%	183 100%	186 100%	232 100%	322 100%	91 100%	50 100%	115 100%
did not have a paralegal/legal assistant at this experience level in 2016	386 36%	333 40%	36 20% b	73 39%	93 40%	130 40%	27 30%	14 28%	33 29% ef
no answer	552 52%	402 48%	125 68% b	101 54%	106 46%	141 44% d	53 58% ef	31 62% ef	71 62% ef
base: those who were licensed to practice law in Colorado in 2016 and whose office location had a paralegal/legal assistant at this experience level in 2016 answering (fill-in answers)	124 100%	95 100%	22 100%	12 100%	33 100%	51 100%	11 100%	5 100%	11 100%
\$80,000 or more	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
\$70,000 - \$79,999	3 2%	2 2%	1 5%	0 0%	0 0%	2 4%	0 0%	1 20%	0 0%
\$60,000 - \$69,999	5 4%	2 2%	3 14%	1 8%	1 3%	0 0%	0 0%	0 0%	3 27%
\$50,000 - \$59,999	21 17%	13 14%	8 36%	0 0%	5 15%	6 12%	3 27%	3 60%	3 27%
\$40,000 - \$49,999	43 35%	34 36%	7 32%	4 33%	8 24%	21 41%	5 45%	0 0%	5 45%
\$30,000 - \$39,999	39 31%	32 34%	2 9%	4 33%	13 39%	19 37%	2 18%	1 20%	0 0%
less than \$30,000	13 10%	12 13%	1 5%	3 25%	6 18%	3 6%	1 9%	0 0%	0 0%
mean (thousands):	\$41.2	\$39.8	\$48.7	\$36.7	\$38.2	\$40.5	\$42.0	\$52.9	\$51.7
standard error:	\$1.0	\$1.0	\$2.5	\$2.8	\$1.7	\$1.5	\$2.5	\$6.8	\$2.4
75th percentile:	\$48.0	\$45.0	\$55.0	\$40.4	\$45.5	\$45.0	\$50.0	\$66.0	\$60.0
50th percentile (median):	\$40.0	\$40.0	\$50.0	\$35.0	\$38.0	\$40.0	\$41.0	\$50.0	\$50.0
25th percentile:	\$32.5	\$32.0	\$41.8	\$28.8	\$30.0	\$32.5	\$39.0	\$41.3	\$44.0

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 049 page 1

### Paralegals/Legal Assistants: Base Salary by Years of Experience: 3 - 4

21. What was the most common annual base salary of paralegals/legal assistants at your office location in 2016 by years of experience?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION					
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+
	a	b	c	d	e	f	g	h	i
3 - 4									
base: those who were licensed to practice law in Colorado in 2016 and whose office location had paralegals/legal assistants	1062 100%	830 100%	183 100%	186 100%	232 100%	322 100%	91 100%	50 100%	115 100%
did not have a paralegal/legal assistant at this experience level in 2016	380 36%	326 39%	35 19% b	73 39%	100 43%	120 37%	28 31% e	12 24% de	31 27% def
no answer	560 53%	405 49%	129 70% b	102 55%	101 44% d	151 47%	52 57% e	32 64% ef	73 63% ef
base: those who were licensed to practice law in Colorado in 2016 and whose office location had a paralegal/legal assistant at this experience level in 2016 answering (fill-in answers)	122 100%	99 100%	19 100%	11 100%	31 100%	51 100%	11 100%	6 100%	11 100%
\$80,000 or more	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
\$70,000 - \$79,999	1 1%	1 1%	0 0%	0 0%	0 0%	1 2%	0 0%	0 0%	0 0%
\$60,000 - \$69,999	10 8%	6 6%	4 21%	1 9%	1 3%	3 6%	2 18%	1 17%	2 18%
\$50,000 - \$59,999	36 30%	28 28%	7 37%	2 18%	6 19%	17 33%	3 27%	1 17%	7 64%
\$40,000 - \$49,999	41 34%	32 32%	6 32%	1 9%	10 32%	20 39%	5 45%	2 33%	2 18%
\$30,000 - \$39,999	30 25%	28 28%	2 11%	4 36%	13 42%	10 20% e	1 9%	2 33%	0 0%
less than \$30,000	4 3%	4 4%	0 0%	3 27%	1 3%	0 0%	0 0%	0 0%	0 0%
mean (thousands):	\$45.3	\$44.1	\$51.4	\$37.8	\$41.5	\$46.4 e	\$49.4	\$46.3	\$53.4
standard error:	\$0.9	\$1.0	\$1.9	\$3.5	\$1.6	\$1.2	\$2.5	\$4.7	\$1.7
75th percentile:	\$51.3	\$50.0	\$58.2	\$50.0	\$49.0	\$51.0	\$55.0	\$57.5	\$58.2
50th percentile (median):	\$45.0	\$45.0	\$52.0	\$36.0	\$40.0	\$46.0	\$45.0	\$42.5	\$52.0
25th percentile:	\$37.4	\$36.0	\$46.0	\$27.0	\$35.0	\$40.0	\$45.0	\$36.9	\$50.0

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 050 page 1

### Paralegals/Legal Assistants: Base Salary by Years of Experience: 5 - 9

21. What was the most common annual base salary of paralegals/legal assistants at your office location in 2016 by years of experience?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION					
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+
	a	b	c	d	e	f	g	h	i
5 - 9									
base: those who were licensed to practice law in Colorado in 2016 and whose office location had paralegals/legal assistants	1062 100%	830 100%	183 100%	186 100%	232 100%	322 100%	91 100%	50 100%	115 100%
did not have a paralegal/legal assistant at this experience level in 2016	341 32%	288 35%	33 18% b	68 37%	86 37%	113 35%	25 27%	9 18% def	25 22% def
no answer	558 53%	405 49%	129 70% b	101 54%	104 45%	148 46%	51 56%	33 66% ef	72 63% ef
base: those who were licensed to practice law in Colorado in 2016 and whose office location had a paralegal/legal assistant at this experience level in 2016 answering (fill-in answers)	163 100%	137 100%	21 100%	17 100%	42 100%	61 100%	15 100%	8 100%	18 100%
\$80,000 or more	4 2%	4 3%	0 0%	0 0%	2 5%	2 3%	0 0%	0 0%	0 0%
\$70,000 - \$79,999	10 6%	10 7%	0 0%	1 6%	2 5%	2 3%	1 7%	2 25%	2 11%
\$60,000 - \$69,999	31 19%	22 16%	8 38%	2 12%	4 10%	8 13%	7 47%	2 25%	7 39%
\$50,000 - \$59,999	44 27%	39 28%	4 19%	1 6%	5 12%	29 48% e	3 20%	1 13%	5 28%
\$40,000 - \$49,999	52 32%	42 31%	8 38%	6 35%	20 48%	17 28% e	4 27%	2 25%	2 11%
\$30,000 - \$39,999	19 12%	17 12%	1 5%	5 29%	8 19%	3 5% e	0 0%	1 13%	2 11%
less than \$30,000	3 2%	3 2%	0 0%	2 12%	1 2%	0 0%	0 0%	0 0%	0 0%
mean (thousands):	\$50.8	\$50.7	\$51.9	\$43.3	\$47.6	\$52.1	\$55.0	\$54.1	\$55.5
standard error:	\$0.9	\$1.1	\$2.0	\$3.3	\$2.1	\$1.3	\$2.2	\$4.5	\$2.8
75th percentile:	\$60.0	\$60.0	\$60.0	\$50.0	\$55.0	\$56.5	\$60.0	\$67.5	\$65.0
50th percentile (median):	\$50.0	\$50.0	\$52.0	\$41.6	\$45.0	\$52.0	\$60.0	\$55.0	\$57.5
25th percentile:	\$42.0	\$42.0	\$45.0	\$34.3	\$40.0	\$45.0	\$45.0	\$41.4	\$48.8

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 051 page 1

### Paralegals/Legal Assistants: Base Salary by Years of Experience: 10 - 14

21. What was the most common annual base salary of paralegals/legal assistants at your office location in 2016 by years of experience?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION					
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+
	a	b	c	d	e	f	g	h	i
10 - 14									
base: those who were licensed to practice law in Colorado in 2016 and whose office location had paralegals/legal assistants	1062 100%	830 100%	183 100%	186 100%	232 100%	322 100%	91 100%	50 100%	115 100%
did not have a paralegal/legal assistant at this experience level in 2016	341 32%	290 35%	34 b 19%	73 39%	96 41%	95 de 30%	25 e 27%	8 def 16%	28 de 24%
no answer	567 53%	409 49%	130 b 71%	95 51%	107 46%	156 48%	53 58%	34 def 68%	75 def 65%
base: those who were licensed to practice law in Colorado in 2016 and whose office location had a paralegal/legal assistant at this experience level in 2016 answering (fill-in answers)	154 100%	131 100%	19 100%	18 100%	29 100%	71 100%	13 100%	8 100%	12 100%
\$80,000 or more	7 5%	7 5%	0 0%	0 0%	2 7%	5 7%	0 0%	0 0%	0 0%
\$70,000 - \$79,999	23 15%	19 15%	3 16%	4 22%	0 0%	9 13%	3 23%	3 38%	3 25%
\$60,000 - \$69,999	46 30%	36 27%	10 53%	0 0%	7 24%	27 38%	6 46%	2 25%	4 33%
\$50,000 - \$59,999	35 23%	31 24%	4 21%	5 28%	5 17%	17 24%	2 15%	0 0%	5 42%
\$40,000 - \$49,999	32 21%	28 21%	2 11%	3 17%	14 48%	10 14%	2 15%	2 25%	0 0%
\$30,000 - \$39,999	10 6%	9 7%	0 0%	5 28%	1 3%	3 4%	0 0%	1 13%	0 0%
less than \$30,000	1 1%	1 1%	0 0%	1 6%	0 0%	0 0%	0 0%	0 0%	0 0%
mean (thousands):	\$57.4	\$57.4	\$59.5	\$48.6	\$55.4	\$59.6	\$60.1	\$57.7	\$60.1
standard error:	\$1.3	\$1.4	\$2.1	\$4.0	\$4.0	\$1.7	\$2.8	\$6.3	\$2.4
75th percentile:	\$65.0	\$65.0	\$65.0	\$60.0	\$62.5	\$65.0	\$67.5	\$73.8	\$68.1
50th percentile (median):	\$58.0	\$55.0	\$60.0	\$47.0	\$48.0	\$60.0	\$61.0	\$65.0	\$60.0
25th percentile:	\$47.0	\$47.0	\$51.0	\$34.1	\$45.0	\$50.0	\$52.5	\$40.3	\$51.3

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 052 page 1

### Paralegals/Legal Assistants: Base Salary by Years of Experience: 15 - 19

21. What was the most common annual base salary of paralegals/legal assistants at your office location in 2016 by years of experience?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION					
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+
	a	b	c	d	e	f	g	h	i
15 - 19									
base: those who were licensed to practice law in Colorado in 2016 and whose office location had paralegals/legal assistants	1062 100%	830 100%	183 100%	186 100%	232 100%	322 100%	91 100%	50 100%	115 100%
did not have a paralegal/legal assistant at this experience level in 2016	371 35%	325 39%	31 17% b	70 38%	104 45%	119 37%	27 30% e	7 14% defg	27 23% def
no answer	576 54%	411 50%	137 75% b	94 51%	110 47%	162 50%	52 57%	35 70% def	76 66% def
base: those who were licensed to practice law in Colorado in 2016 and whose office location had a paralegal/legal assistant at this experience level in 2016 answering (fill-in answers)	115 100%	94 100%	15 100%	22 100%	18 100%	41 100%	12 100%	8 100%	12 100%
\$80,000 or more	13 11%	11 12%	1 7%	0 0%	2 11%	4 10%	2 17%	3 38%	2 17%
\$70,000 - \$79,999	24 21%	19 20%	4 27%	1 5%	4 22%	12 29%	5 42%	1 13%	1 8%
\$60,000 - \$69,999	31 27%	24 26%	6 40%	4 18%	1 6%	15 37%	3 25%	1 13%	6 50%
\$50,000 - \$59,999	26 23%	23 24%	3 20%	7 32%	6 33%	7 17%	2 17%	1 13%	2 17%
\$40,000 - \$49,999	13 11%	10 11%	1 7%	6 27%	3 17%	2 5%	0 0%	1 13%	1 8%
\$30,000 - \$39,999	8 7%	7 7%	0 0%	4 18%	2 11%	1 2%	0 0%	1 13%	0 0%
less than \$30,000	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
mean (thousands):	\$60.5	\$60.4	\$63.1	\$49.0	\$56.7	\$64.8	\$68.1	\$63.3	\$64.5
standard error:	\$1.3	\$1.5	\$2.6	\$2.3	\$3.9	\$1.8	\$2.9	\$6.4	\$3.8
75th percentile:	\$70.0	\$70.0	\$70.0	\$56.3	\$71.3	\$70.0	\$71.5	\$80.0	\$72.5
50th percentile (median):	\$62.4	\$61.2	\$65.0	\$50.0	\$52.5	\$65.0	\$70.0	\$67.5	\$62.7
25th percentile:	\$50.0	\$50.0	\$55.0	\$41.5	\$43.4	\$57.5	\$60.0	\$45.1	\$56.3

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 053 page 1

### Paralegals/Legal Assistants: Base Salary by Years of Experience: 20 or More

21. What was the most common annual base salary of paralegals/legal assistants at your office location in 2016 by years of experience?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION					
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+
	a	b	c	d	e	f	g	h	i
20 OR MORE									
base: those who were licensed to practice law in Colorado in 2016 and whose office location had paralegals/legal assistants	1062 100%	830 100%	183 100%	186 100%	232 100%	322 100%	91 100%	50 100%	115 100%
did not have a paralegal/legal assistant at this experience level in 2016	375 35%	326 39%	32 17% b	68 37%	90 39%	134 42%	33 36%	9 18% defg	26 23% defg
no answer	554 52%	398 48%	128 70% b	97 52%	106 46%	153 48%	44 48%	35 70% defg	76 66% defg
base: those who were licensed to practice law in Colorado in 2016 and whose office location had a paralegal/legal assistant at this experience level in 2016 answering (fill-in answers)	133 100%	106 100%	23 100%	21 100%	36 100%	35 100%	14 100%	6 100%	13 100%
\$80,000 or more	34 26%	27 25%	6 26%	1 5%	8 22%	12 34%	3 21%	3 50%	5 38%
\$70,000 - \$79,999	21 16%	17 16%	4 17%	1 5%	5 14%	4 11%	6 43%	1 17%	3 23%
\$60,000 - \$69,999	28 21%	20 19%	5 22%	3 14%	9 25%	6 17%	5 36%	1 17%	3 23%
\$50,000 - \$59,999	28 21%	24 23%	4 17%	7 33%	5 14%	12 34% e	0 0%	0 0%	2 15%
\$40,000 - \$49,999	16 12%	13 12%	3 13%	5 24%	7 19%	1 3% e	0 0%	1 17%	0 0%
\$30,000 - \$39,999	3 2%	3 3%	0 0%	1 5%	2 6%	0 0%	0 0%	0 0%	0 0%
less than \$30,000	3 2%	2 2%	1 4%	3 14%	0 0%	0 0%	0 0%	0 0%	0 0%
mean (thousands):	\$65.8	\$65.2	\$67.6	\$48.7	\$63.4	\$70.9	\$72.0	\$85.4	\$73.4
standard error:	\$1.9	\$2.0	\$5.5	\$3.5	\$3.2	\$3.7	\$2.2	\$16.9	\$4.6
75th percentile:	\$80.0	\$80.0	\$80.0	\$58.0	\$75.0	\$80.0	\$76.3	\$102.8	\$87.5
50th percentile (median):	\$65.0	\$65.0	\$62.4	\$50.0	\$61.0	\$65.0	\$72.5	\$77.5	\$70.0
25th percentile:	\$50.0	\$50.0	\$50.0	\$41.0	\$46.3	\$55.0	\$65.0	\$60.0	\$60.0

Columns tested at 95% significance level: bc defghi jk

# Colorado Bar Association

## 2017 Economics of Law Practice Survey: Cross-tabulated Data Tables

TABLE 054 page 1

### Paralegals/Legal Assistants: Additional Cash Compensation Eligible to Receive

22. Whether or not they received any, what other types of additional cash compensation were paralegals/legal assistants at your office location eligible to receive in 2016 beyond their annual base salary?

	TOTAL	POSITION/AFFILIATION		# OF ATTORNEYS AT ORGANIZATION					
		private	public	1	2 - 4	5 - 19	20 - 49	50 - 99	100+
	a	b	c	d	e	f	g	h	i
base: those who were licensed to practice law in Colorado in 2016 and whose office location had paralegals/legal assistants (multiple answers)	1062 100%	830 100%	183 100%	186 100%	232 100%	322 100%	91 100%	50 100%	115 100%
bonuses	405 38%	377 45%	13 7% b	61 33%	118 51% d	151 47% d	35 38% e	5 10% defg	22 19% defg
401(k) contributions from employer/firm	354 33%	292 35%	52 28%	23 12%	69 30% d	153 48% de	45 49% de	16 32% dfg	28 24% dfg
education reimbursement	170 16%	125 15%	43 23% b	14 8%	39 17% d	63 20% d	21 23% d	8 16%	16 14%
dues for other professional organizations	125 12%	104 13%	18 10%	3 2%	32 14% d	53 16% d	17 19% d	5 10% d	10 9% dfg
profit sharing	68 6%	67 8%	0 0% b	3 2%	17 7% d	39 12% d	4 4% f	4 8% d	0 0% efgh
CBA dues	30 3%	25 3%	2 1%	1 1%	9 4% d	13 4% d	3 3%	0 0%	2 2%
other	74 7%	51 6%	21 11% b	8 4%	14 6%	29 9% d	6 7%	2 4%	11 10%
indicated at least one	604 57%	486 59%	94 51%	79 42%	145 63% d	219 68% d	58 64% d	25 50% f	50 43% efg
none	221 21%	171 21%	39 21%	85 46%	57 25% d	30 9% de	14 15% d	4 8% de	19 17% df
no answer	237 22%	173 21%	50 27%	22 12%	30 13%	73 23% de	19 21% d	21 42% defg	46 40% defg

Columns tested at 95% significance level: bc defghi jk