

# **SALARY SURVEY OF ADMINISTRATORS OF LAWYERS' FUNDS FOR CLIENT PROTECTION**

**(2010)**

## **INTRODUCTION**

The Standing Committee on Client Protection receives regular inquiries from fund administrators, trustees and board members for comparative statistics on the salaries paid to administrators of lawyers' funds for client protection. This survey was undertaken to respond to those inquiries and to assist jurisdictions in maintaining and improving the compensation of fund administrators. Lawyers' funds for client protection that offer competitive compensation to their administrators will be better able to attract and retain competent professionals.

The ABA Salary Survey of Administrators of Lawyers' Funds for Client Protection questionnaires for 2010 were sent to fund administrators in all United States jurisdictions. Responses from 32 jurisdictions were received. In order to ensure anonymity, the results were broken down into three tables according to lawyer population: small, medium and large. The ranges are represented on the table for each category. In most instances, the responses are reported as averages for each category and have been rounded to the nearest whole number. These tables were compiled from statistics reported to the American Bar Association by the various jurisdictions.

Questions about the survey should be addressed to Selina S. Thomas, Associate Client Protection Counsel, ABA Center for Professional Responsibility, 321 North Clark Street, Chicago, IL 60654, or 312/988-6721, e-mail: [thomass@staff.abanet.org](mailto:thomass@staff.abanet.org).

*American Bar Association  
Center for Professional Responsibility  
Standing Committee on Client Protection*

*Copyright 2010 American Bar Association. All rights reserved.*

<b>Large Jurisdictions (over 40,000)</b>		
Average number of lawyers per jurisdiction in this category:	66,500	
<b>RESPONDENTS ("ADMINISTRATOR")</b>		
Percent of Administrators who are lawyers	100%	
Title of Administrators:	<ul style="list-style-type: none"> <li>• Administrator</li> <li>• Director</li> <li>• Director and Counsel</li> </ul>	<ul style="list-style-type: none"> <li>• Manager</li> <li>• Executive Director</li> </ul>
Average Time devoted by Administrators to Fund	71%	Range: 25%-75%
Other areas of responsibility	<ul style="list-style-type: none"> <li>• UPL</li> <li>• MJP</li> <li>• Paralegals</li> </ul>	<ul style="list-style-type: none"> <li>• House/general counsels office</li> <li>• Public relations and media rep.</li> <li>• Attorney-client arbitration</li> </ul>
Number of years in position:	13.75	Range: 1.5-15 years
<b>FUND EMPLOYEES</b>		
Average number of Fund employees supervised by administrator <sup>1</sup>	3-4	Range: 1-15
<b>AVERAGE SALARY</b>		
<b>Administrators</b>		
Fund Administrators <sup>2</sup>	\$108,500	
Administrators devoting more than 50% of their time to the Fund	\$114,856	
<b>Non-administrator employees<sup>3</sup></b>		
Fund employees (Lawyer)	\$90,629	
Fund employees (Non-Lawyer)	\$47,773	

<sup>1</sup> Includes all employees whose work touches on and concerns the Fund, regardless of the amount of time devoted to the Fund.

<sup>2</sup> This number includes administrators solely assigned to the Fund and those assigned to administer the Fund as part of their overall duties.

<sup>3</sup> Reflects the average salary for all non-administrators whose work touches on and concerns the Fund, regardless of the amount of time devoted to the Fund.

<b>Medium Jurisdictions (15,000-40,000)</b>		
Average number of lawyers per jurisdiction in this category:	24,000	
<b>RESPONDENTS ("ADMINISTRATOR")</b>		
Percent of Administrators who are lawyers	78%	
Title of Administrators:	<ul style="list-style-type: none"> <li>• Administrator</li> <li>• Executive Director</li> <li>• Chief Bar Counsel</li> </ul>	<ul style="list-style-type: none"> <li>• General Counsel</li> <li>• Director of Programs</li> <li>• First Assistant Counsel</li> </ul>
Time devoted by Administrators to Fund	41% average	Range: 5%-100%
Other areas of responsibility	<ul style="list-style-type: none"> <li>• Investigations</li> <li>• CLE</li> <li>• Specialization</li> <li>• UPL</li> </ul>	<ul style="list-style-type: none"> <li>• Discipline</li> <li>• Counsel to Bar</li> <li>• Committee Staff</li> <li>• Regulation</li> </ul>
Number of years in position:	14 years average	Range: 4-24 years
<b>FUND EMPLOYEES</b>		
Average number of Fund employees supervised by administrator <sup>1</sup>	2 employees average	Range: 0-4 employees
<b>AVERAGE SALARY</b>		
<b>Administrators</b>		
Fund Administrators <sup>2</sup>	\$101,000	
Administrators devoting more than 50% of their time to the Fund	\$81,000	
<b>Non-administrator employees<sup>3</sup></b>		
Fund employees (Lawyer)	\$116,000	
Fund employees (Non-Lawyer)	\$43,000	

<sup>1</sup> Includes all employees whose work touches on and concerns the Fund, regardless of the amount of time devoted to the Fund.

<sup>2</sup> This number includes administrators solely assigned to the Fund and those who administer the Fund as part of their overall duties. The majority of administrators in this category administer the Fund as part of their larger professional duties.

<sup>3</sup> Reflects average salary for all non-administrators whose work touches on and concerns the Fund, regardless of the amount of time devoted to the Fund.

<b>Small Jurisdictions (under 15,000)</b>		
Average number of lawyers per jurisdiction in this category:	5,700	
<b>RESPONDENTS ("ADMINISTRATOR")</b>		
Percent of Administrators who are lawyers	47%	
Title of Administrators:	<ul style="list-style-type: none"> <li>• General Counsel</li> <li>• Administrator</li> <li>• Program Director</li> <li>• Deputy Bar Counsel</li> </ul>	<ul style="list-style-type: none"> <li>• Coordinator</li> <li>• Executive Director</li> <li>• Director</li> <li>• Senior Staff Attorney</li> </ul>
Time devoted by Administrators to Fund	22.6% Average	Range: 1%-75%
Other areas of responsibility	<ul style="list-style-type: none"> <li>• Pro hac v ice</li> <li>• Non-disciplinary litigation</li> <li>• Staff Committees</li> <li>• UPL</li> <li>• Conditional Admission</li> <li>• Lawyer referral</li> <li>• CLE</li> </ul>	<ul style="list-style-type: none"> <li>• Fee disputes/fee arbitration</li> <li>• Discipline</li> <li>• Bar Finance/Accounting</li> <li>• Personnel</li> <li>• Pro bono</li> <li>• Overall supervision</li> </ul>
Number of years in position:	8.6 years Average	2-27 years
<b>FUND EMPLOYEES</b>		
Average number of Fund employees supervised by administrator <sup>1</sup>	0-1	
<b>AVERAGE SALARY</b>		
<b>Administrators</b>		
Fund Administrators <sup>2</sup>	\$71,000	
<b>Non-administrator employees<sup>3</sup></b>		
Fund employees (Lawyer)	There are no lawyer employees listed for this category	
Fund employees (Non-Lawyer)	\$44,000	

<sup>1</sup> Includes all employees whose work touches on and concerns the Fund, regardless of the amount of time devoted to the Fund.

<sup>2</sup> In order to protect the anonymity of responding jurisdictions, the salary for administrators devoting more than 50% of time to the Fund is not reported for this category. There are no administrators devoted solely to the administration of the Fund.

<sup>3</sup> Represents average salary for all non-administrators whose work touches on and concerns the Fund, regardless of the amount of time devoted to the Fund.