

2016 Paralegal Compensation Survey Presented by:



KANSAS PARALEGAL ASSOCIATION

PURPOSE: The Kansas Paralegal Association Board of Directors proudly presents the results of the 2016 Paralegal Compensation Survey, the purpose of which was to explore duties and responsibilities, billing rates compensation levels and benefits as well as training, experience, certification, professional growth and continuing legal education for paralegals working in the State of Kansas and the Kansas City Metropolitan area.

The information in this report was gathered electronically in the 2016 Paralegal Compensation Survey, which was available from January 4, 2016 through February 29, 2016. This survey was administered by the Kansas Paralegal Association. There were 97 completed surveys that were used for this report.

MORE ABOUT THE KPA: The Kansas Paralegal Association (KPA) is a non-profit, professional association which was founded on June 16, 1977. The KPA provides a local forum for exchange of ideas, creative development, continuing education and promotes recognition of the paralegal profession as an integral part in the delivery of legal services. Our association offers membership to paralegals/legal assistants, students, paralegal educators and institutions.

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2016 KPA Paralegal Compensation Survey

Summary Findings

Firm/Organization Structure:

- ❖ Top 3 Firm/Organization Types Reported: *1. Private Law Firm, 2. Public Sector, 3. Corporation*
- ❖ Top 5 Areas of Law Reported: *1. Litigation (Civil), 2. Estate Planning/Probate Law, 3. Commercial / Contract Law, 4. Labor/Employment Law, 5. Personal Injury Law*
- ❖ Median Number of Paralegals in Firm/Organization: *8.08*
- ❖ Median Number of Attorneys in Firm/Organization: *27.47*

Salary Structure (Full-Time Paralegals):

- ❖ 2016 Median Gross Annual Salary: *\$50,663.00*
- ❖ Median Salary Increase in 2016: *3.10%*
- ❖ Median Bonus for those who reported receiving a bonus: *\$1,959.62*

Billing:

- ❖ *57.7%* reported they are required to bill their hours
- ❖ Median Hours Required to Be Billed Per Week: *31.61 hours*
- ❖ Median Hourly Billing Rate (Full-Time Paralegals): *\$99.61*

Education/Experience/Professionalism:

- ❖ Top 2 Highest Levels of Education Reported: *1. Bachelor's Degree 2. Associate's Degree*
- ❖ Median Years of Experience as a Paralegal: *12.6 years*
- ❖ Median Years with Present Employer: *8.34 years*

Benefit Package:

- ❖ Median days of sick/personal leave per year: *6.74 days*
- ❖ Median days of vacation leave per year: *13.4 days*
- ❖ Median days of paid holidays per year: *6.8 days*
- ❖ Top 3 Insurance Benefits Provided by Employer: *1. Long Term Disability 2. Medical Insurance – Family Plan 3. Dental Insurance Family Plan*
- ❖ Top 3 Retirement Plans Provided by Employer: *1. 401(k) 2. KPERs/State Pension 3. Profit Sharing/Stock Ownership Plan*

Professional Benefits:

- ❖ *76.8%* reported their employers provide paid CLE
- ❖ Median hours of paid CLE provided: *8.97 hours*
- ❖ *50.5%* reported their employers pay professional association dues
- ❖ Top 3 Tools To Demonstrate/Continue Professional Growth: *1. Attend CLE Seminars 2. Seek more complex work 3. Become involved in a professional association*

Employment Search/Satisfaction:

- ❖ *30.9%* reported looking for and/or applying for a new job within the last 12 months
- ❖ Top 3 Reasons Searching for New Employment: *1. Salary Increase 2. Work Environment 3. Career Advancement*
- ❖ Top Source Utilized in Searching for Employment: *Networking (31.3%)*

Demographics:

- ❖ Race/Ethnicity: *87.6% White*
- ❖ Sex: *95.9% Female*
- ❖ Median Age: *46.97 years old*

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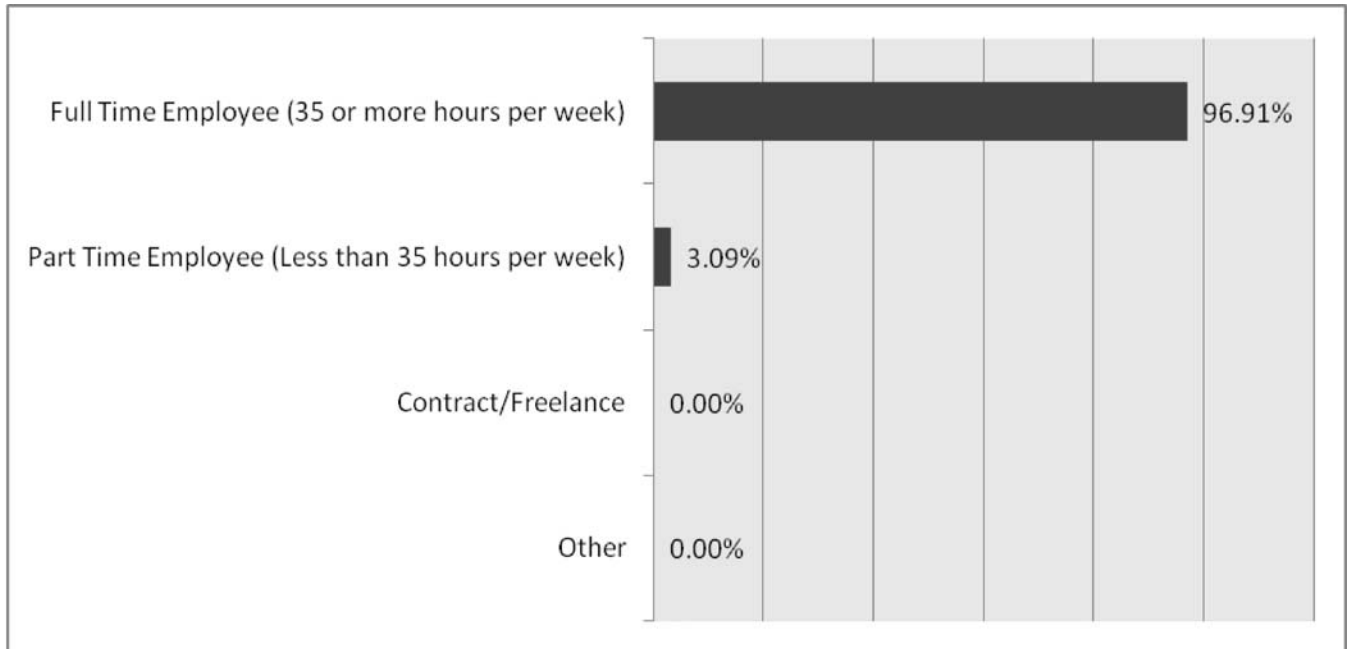
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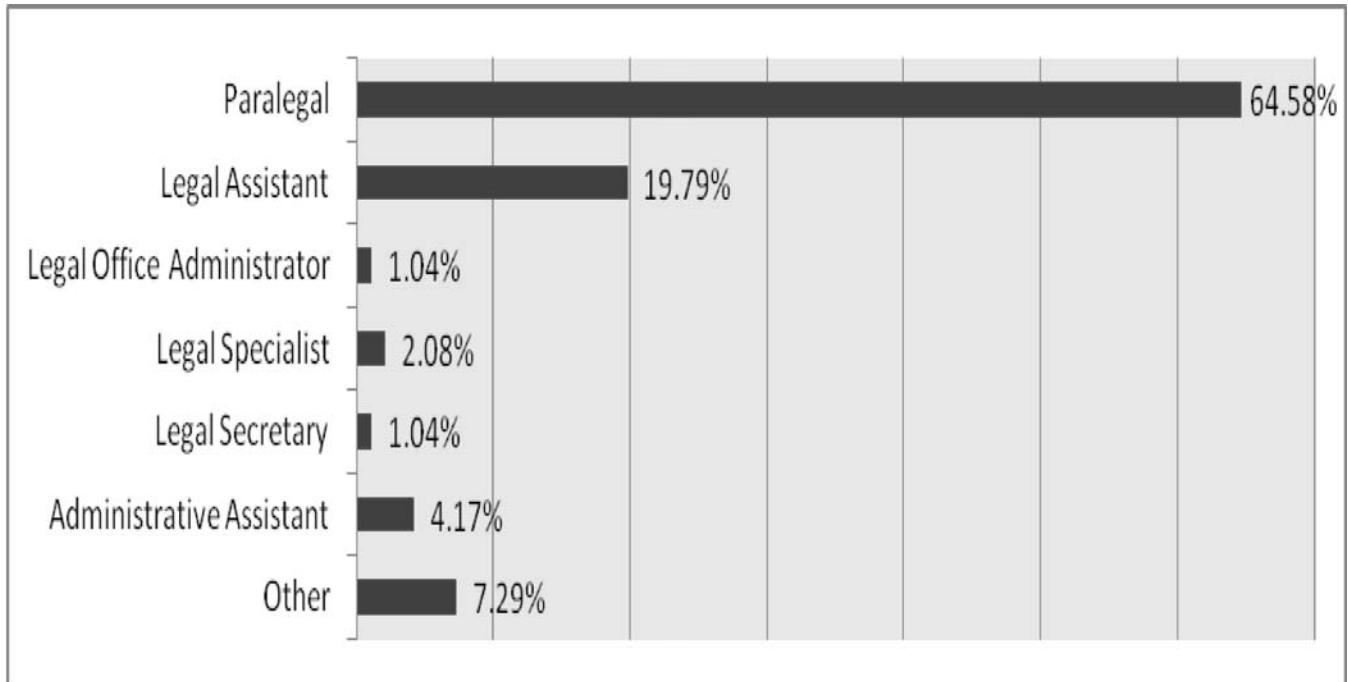
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Section 1: Firm/Organization Structure

What is your employment status?



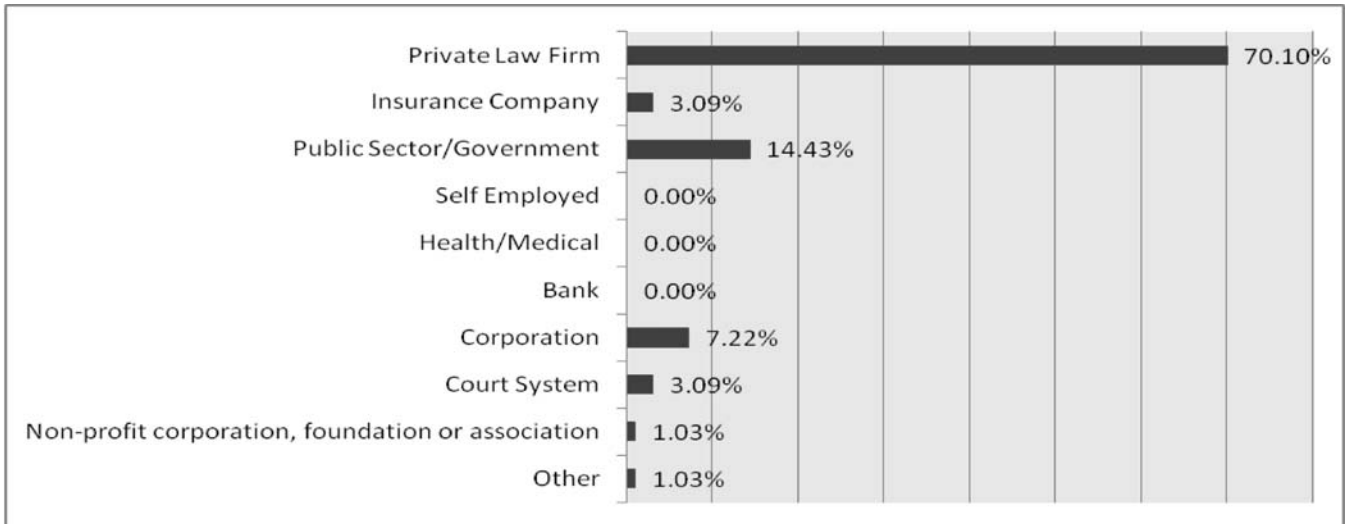
What is your official job title at your place of employment?



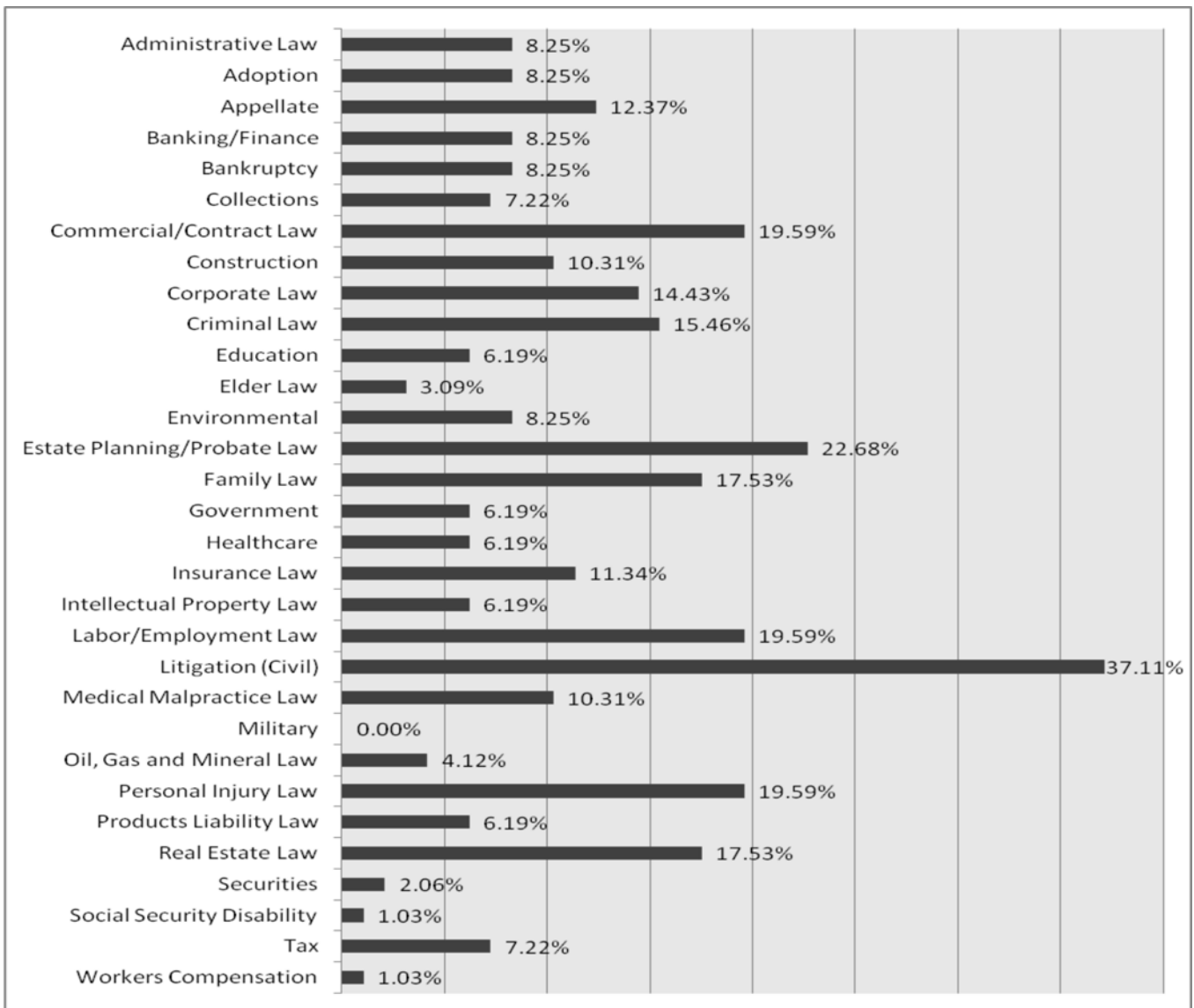
(Other Job Titles include: Confidential Executive Assistant, Contracts Manager, Judicial Executive Assistant, Office Coordinator, RN Paralegal)

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What type of organization are you employed by?

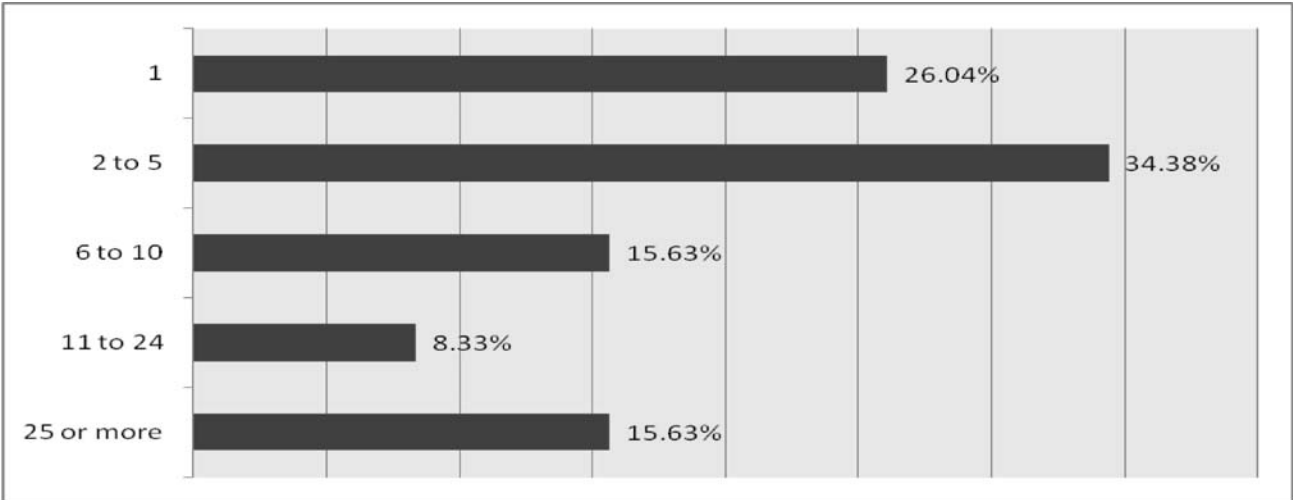


Select all major areas of the law in which you work

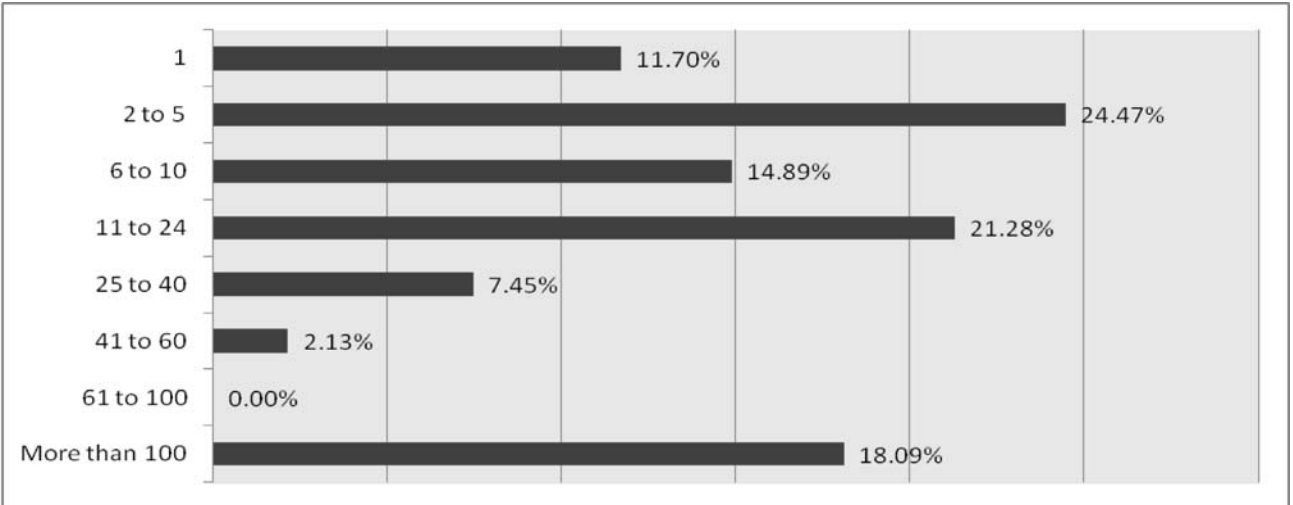


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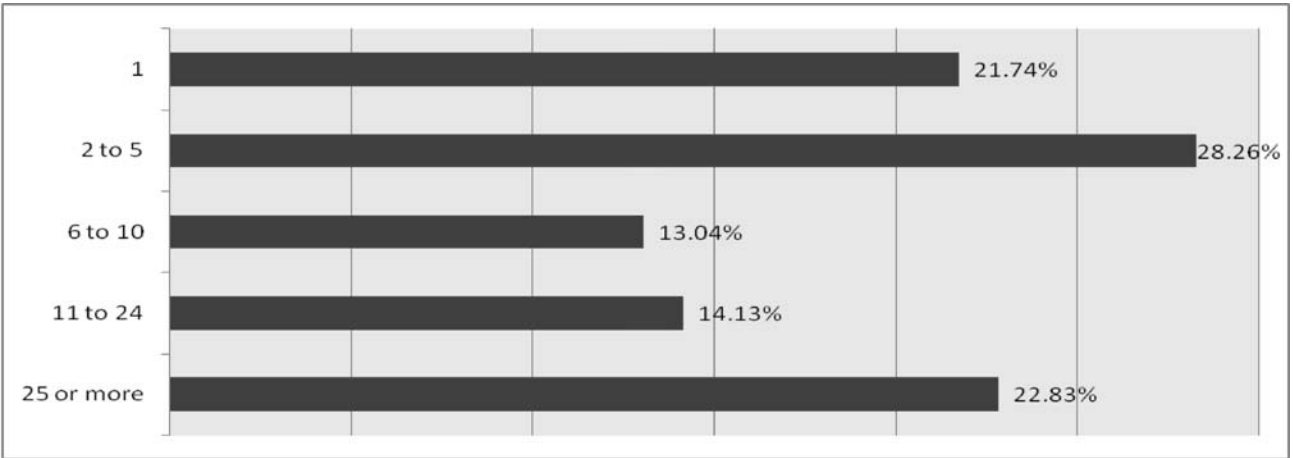
How many paralegals are in your organization/firm?



How many attorneys are in your organization/firm?

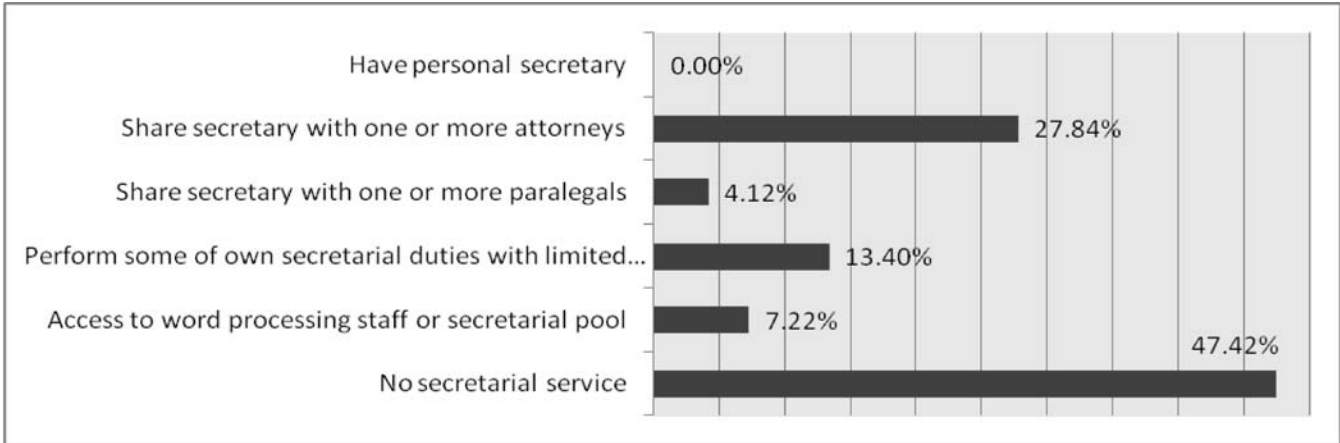


How many other administrative/support staff are in your organization/firm?

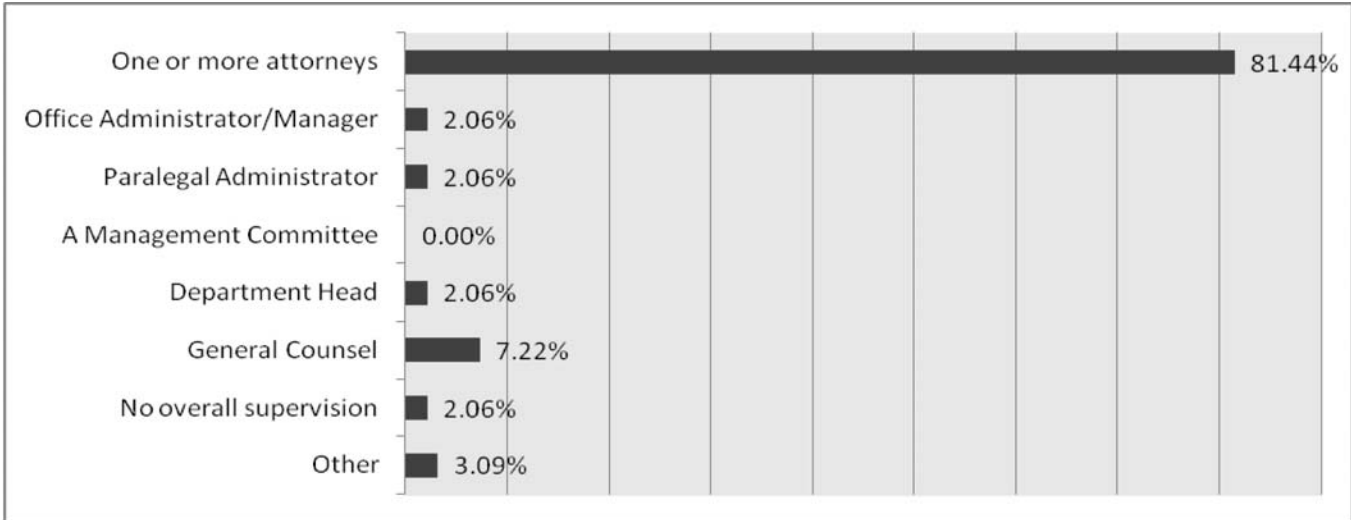


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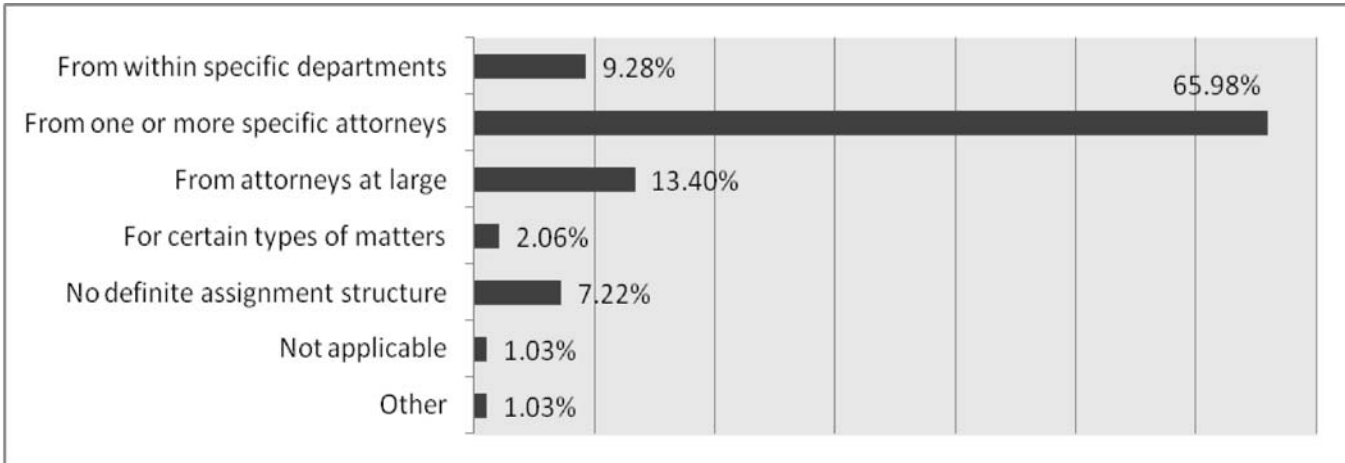
Describe the secretarial assistance provided for your position



In your position, please indicate who supervises your work

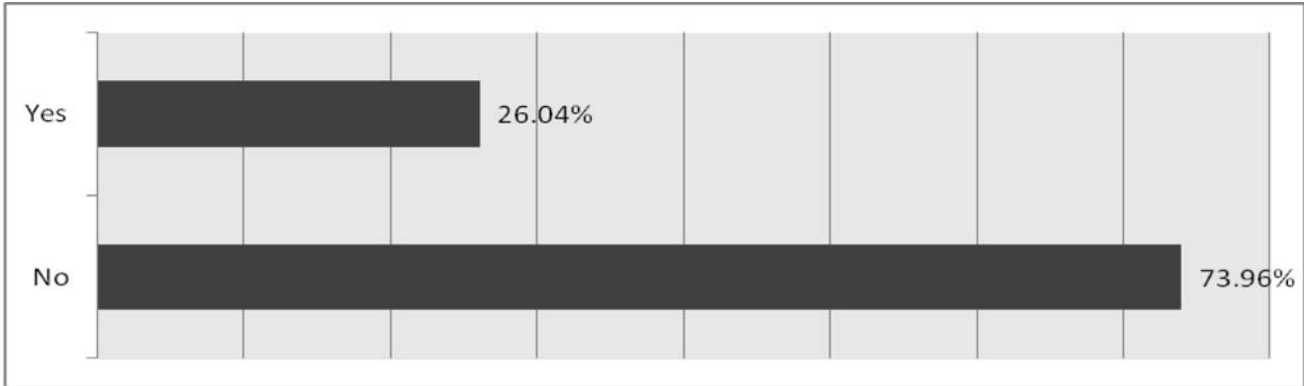


In your position, please indicate how work is delegated and/or assigned to you

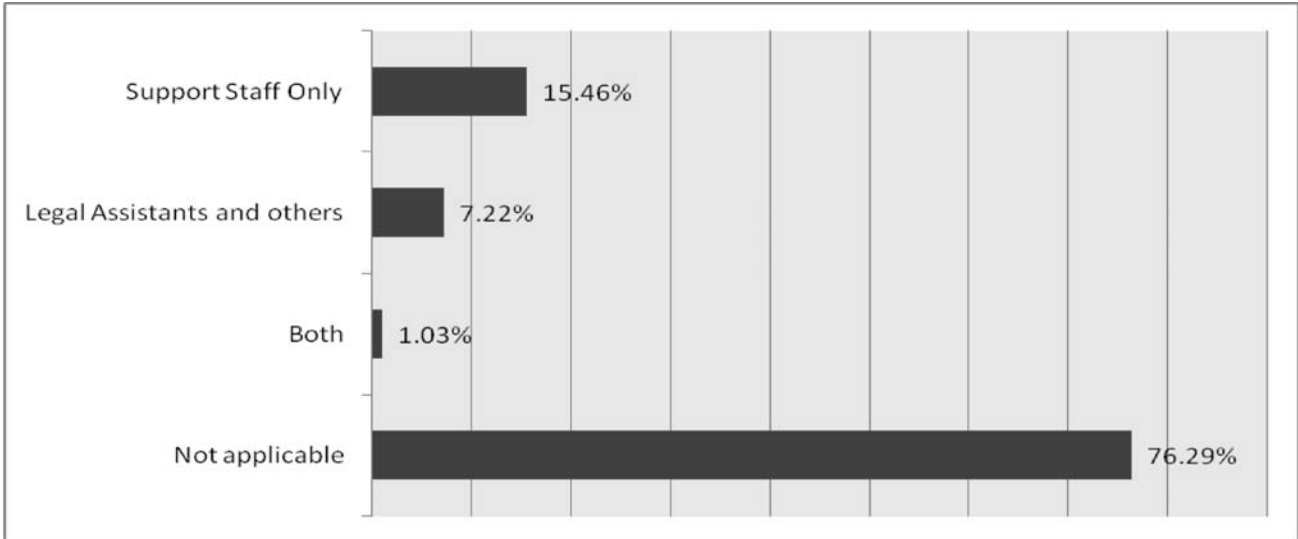


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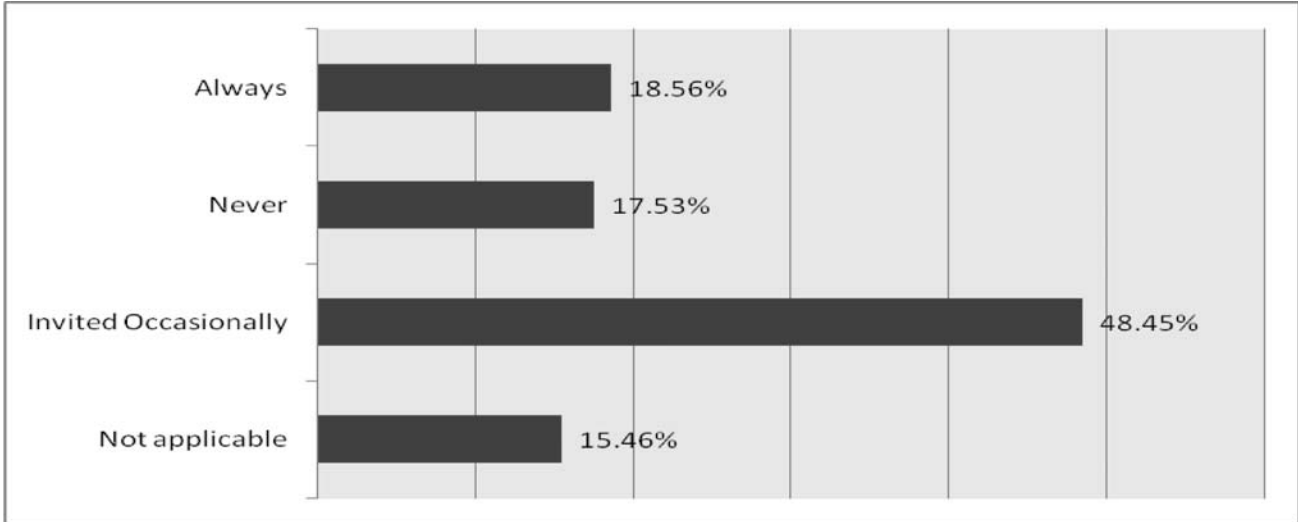
Does your work involve supervision of other employees?



If yes, what employees are under your supervision?

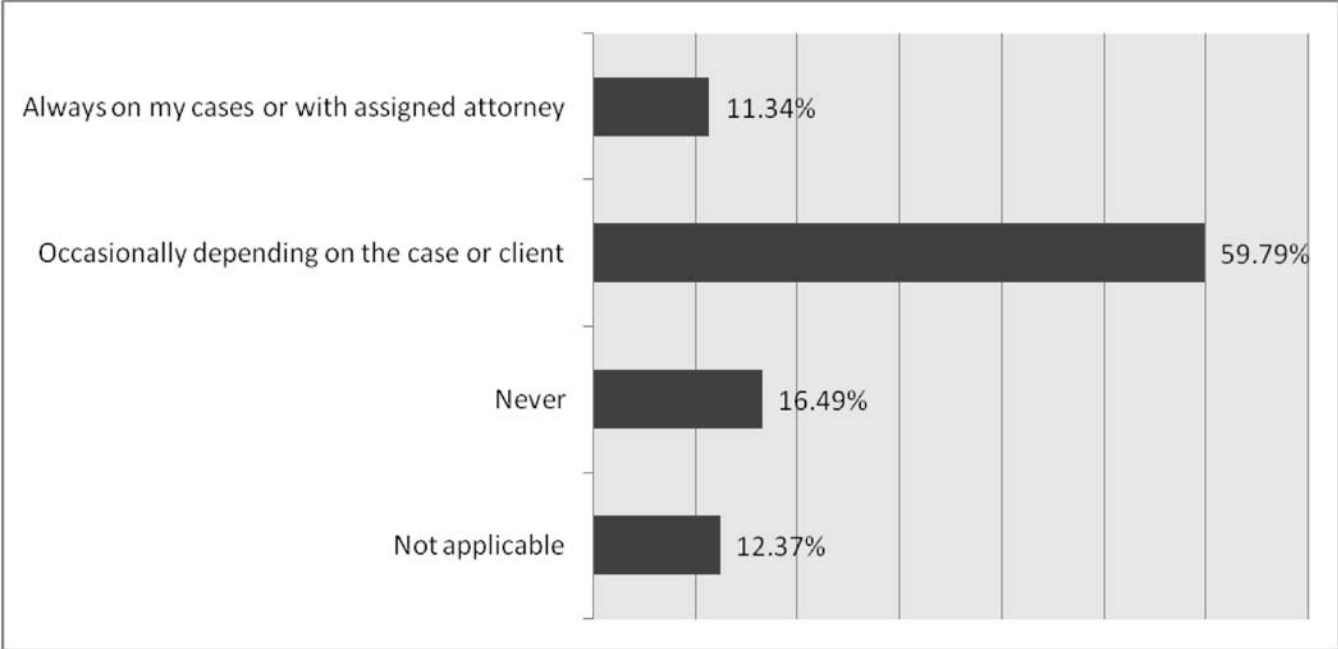


How frequently do you participate in attorney meetings?

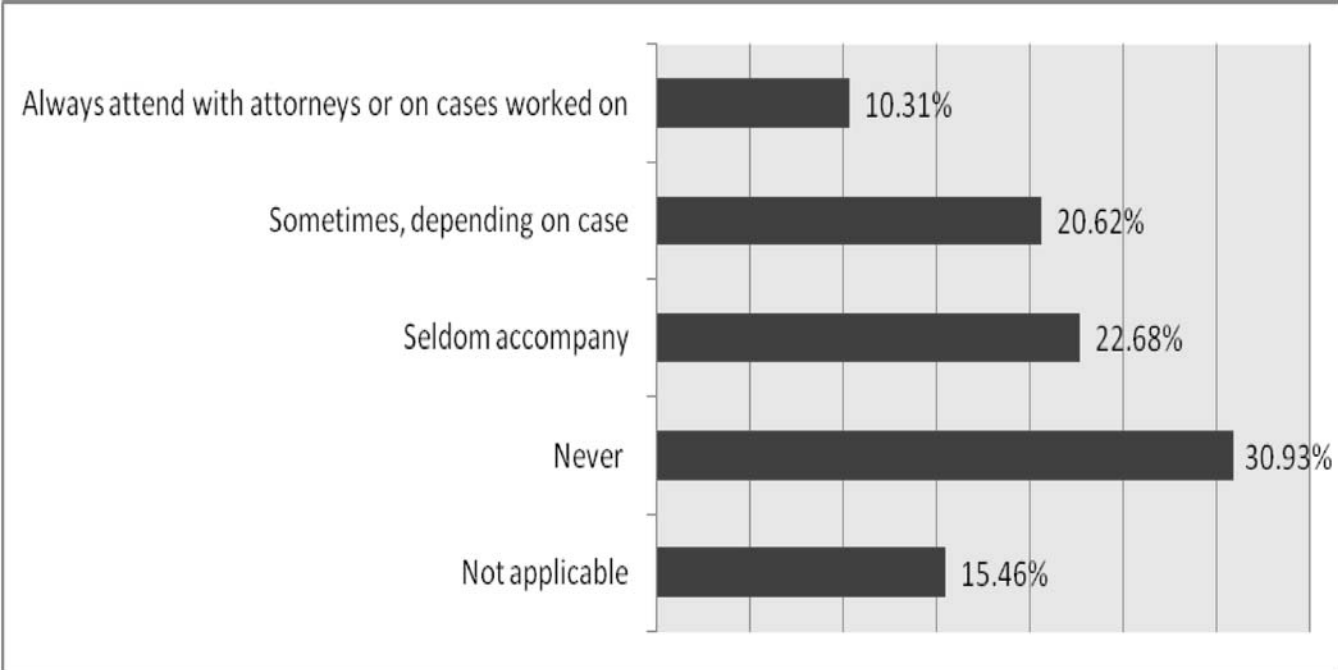


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How frequently do you participate in attorney/client meetings?



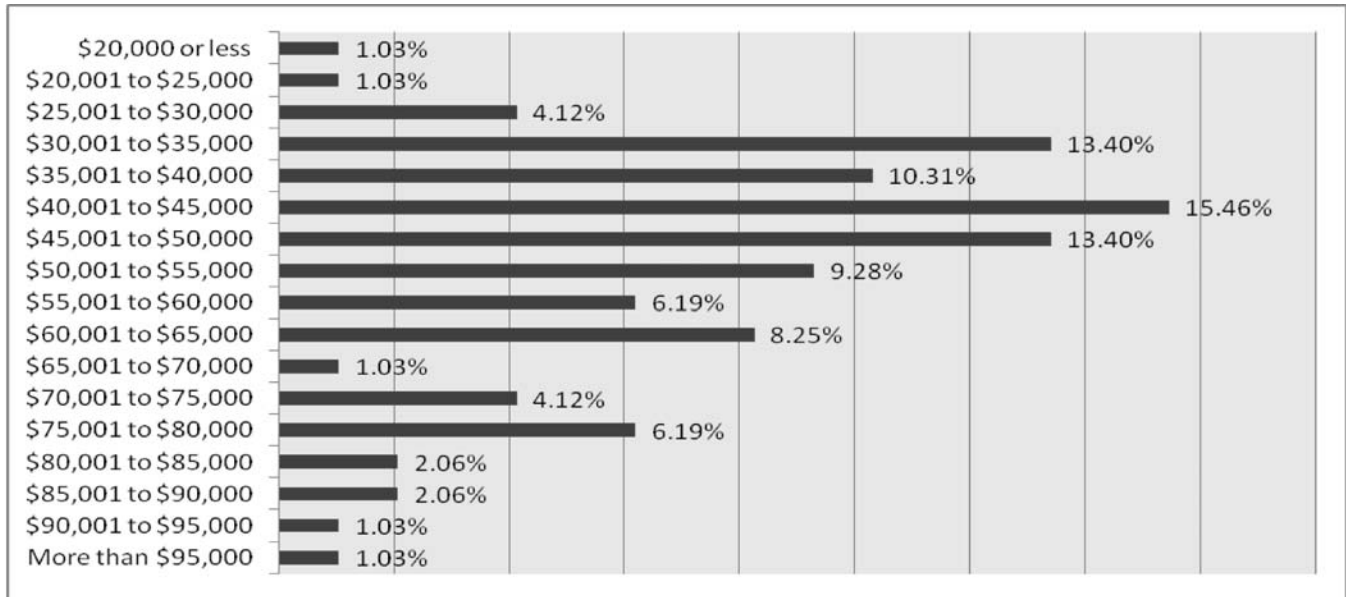
How frequently are you in attendance at hearings or trials on cases on which you work?



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Section 2: Salary Structure

What is the gross amount of your annual base salary (not including overtime or bonuses)?



SALARY BROKEN DOWN BY EMPLOYER TYPE:

Gross Annual Salary	Corporation	Court System	Insurance Company	Non-Profit	Private Law Firm	Public Sector/ Government
\$20,000 or less	0.0%	0.0%	0.0%	0.0%	1.5%	0.0%
\$20,001 to \$25,000	0.0%	0.0%	0.0%	0.0%	1.5%	0.0%
\$25,001 to \$30,000	0.0%	0.0%	0.0%	0.0%	5.9%	0.0%
\$30,001 to \$35,000	0.0%	0.0%	0.0%	0.0%	13.2%	28.6%
\$35,001 to \$40,000	0.0%	0.0%	0.0%	0.0%	11.8%	14.3%
\$40,001 to \$45,000	12.5%	0.0%	0.0%	0.0%	14.7%	28.6%
\$45,001 to \$50,000	0.0%	66.7%	66.7%	0.0%	10.3%	14.3%
\$50,001 to \$55,000	25.0%	0.0%	0.0%	0.0%	10.3%	0.0%
\$55,001 to \$60,000	0.0%	0.0%	0.0%	0.0%	8.8%	0.0%
\$60,001 to \$65,000	12.5%	0.0%	0.0%	100.0%	8.8%	0.0%
\$65,001 to \$70,000	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%
\$70,001 to \$75,000	12.5%	0.0%	0.0%	0.0%	4.4%	0.0%
\$75,001 to \$80,000	0.0%	33.3%	33.3%	0.0%	4.4%	7.1%
\$80,001 to \$85,000	12.5%	0.0%	0.0%	0.0%	1.5%	0.0%
\$85,001 to \$90,000	12.5%	0.0%	0.0%	0.0%	0.0%	7.1%
\$90,001 to \$95,000	0.0%	0.0%	0.0%	0.0%	1.5%	0.0%
More than \$95,000	0.0%	0.0%	0.0%	0.0%	1.5%	0.0%
TOTAL RESPONSES	8	3	3	1	68	14
AVERAGE SALARY	\$65,000.00	\$67,500.00	\$67,500.00	\$62,500.00	\$48,676.50	\$45,357.10

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SALARY BROKEN DOWN BY YEARS OF EXPERIENCE:

Gross Annual Salary	Less than 1 Year	1 Yr	2-5 Yrs	6-10 Yrs	11-15 Yrs	16-20 Yrs	20+ Yrs
\$20,000 or less	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%
\$20,001 to \$25,000	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%
\$25,001 to \$30,000	0.0%	33.3%	4.5%	8.3%	9.1%	0.0%	0.0%
\$30,001 to \$35,000	0.0%	33.3%	22.7%	25.0%	9.1%	0.0%	6.7%
\$35,001 to \$40,000	50.0%	0.0%	22.7%	8.3%	9.1%	0.0%	6.7%
\$40,001 to \$45,000	50.0%	0.0%	27.3%	8.3%	18.2%	21.4%	6.7%
\$45,001 to \$50,000	0.0%	0.0%	9.1%	25.0%	18.2%	14.3%	13.3%
\$50,001 to \$55,000	0.0%	0.0%	0.0%	0.0%	18.2%	14.3%	16.7%
\$55,001 to \$60,000	0.0%	0.0%	0.0%	16.7%	9.1%	14.3%	0.0%
\$60,001 to \$65,000	0.0%	0.0%	4.5%	0.0%	9.1%	14.3%	13.3%
\$65,001 to \$70,000	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%
\$70,001 to \$75,000	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%	10.0%
\$75,001 to \$80,000	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	10.0%
\$80,001 to \$85,000	0.0%	0.0%	0.0%	0.0%	0.0%	7.1%	3.3%
\$85,001 to \$90,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%
\$90,001 to \$95,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%
More than \$95,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%
TOTAL RESPONSES	2	3	22	12	11	14	30
AVERAGE SALARY	\$40,000.00	\$26,666.70	\$40,227.30	\$44,166.70	\$45,681.80	\$57,500.00	\$60,750.00

SALARY BROKEN DOWN BY EDUCATION LEVEL:

Gross Annual Salary	High School-GED	Paralegal Certificate	Less than 2 yrs college	Associates	Bachelor's	Master's	JD/PhD
\$20,000 or less	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%
\$20,001 to \$25,000	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%
\$25,001 to \$30,000	20.0%	25.0%	0.0%	0.0%	3.9%	0.0%	0.0%
\$30,001 to \$35,000	40.0%	25.0%	0.0%	26.1%	5.9%	25.0%	0.0%
\$35,001 to \$40,000	0.0%	50.0%	22.2%	0.0%	11.8%	0.0%	0.0%
\$40,001 to \$45,000	0.0%	0.0%	22.2%	8.7%	19.6%	25.0%	0.0%
\$45,001 to \$50,000	20.0%	0.0%	11.1%	8.7%	13.7%	50.0%	0.0%
\$50,001 to \$55,000	0.0%	0.0%	22.2%	13.0%	7.8%	0.0%	0.0%
\$55,001 to \$60,000	0.0%	0.0%	11.1%	4.3%	7.8%	0.0%	0.0%
\$60,001 to \$65,000	0.0%	0.0%	0.0%	13.0%	9.8%	0.0%	0.0%
\$65,001 to \$70,000	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%
\$70,001 to \$75,000	0.0%	0.0%	0.0%	13.0%	2.0%	0.0%	0.0%
\$75,001 to \$80,000	20.0%	0.0%	11.1%	8.7%	3.9%	0.0%	0.0%
\$80,001 to \$85,000	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	100.0%
\$85,001 to \$90,000	0.0%	0.0%	0.0%	4.3%	2.0%	0.0%	0.0%
\$90,001 to \$95,000	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%
More than \$95,000	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%
TOTAL RESPONSES	5	4	9	23	51	4	1
AVERAGE SALARY	\$43,500.00	\$33,750.00	\$49,722.20	\$53,804.30	\$50,637.30	\$42,500.00	\$82,500.00

2016 KPA Paralegal Compensation Survey

SALARY BROKEN DOWN BY CITY/STATE:

Gross Annual Salary	KC Metro	Johnson County	Topeka	Wichita	Other/Rural
\$20,000 or less	0.0%	0.0%	5.0%	0.0%	0.0%
\$20,001 to \$25,000	0.0%	0.0%	0.0%	0.0%	16.7%
\$25,001 to \$30,000	0.0%	0.0%	5.0%	0.0%	16.7%
\$30,001 to \$35,000	9.5%	6.3%	10.0%	20.0%	16.7%
\$35,001 to \$40,000	9.5%	6.3%	10.0%	13.3%	16.7%
\$40,001 to \$45,000	9.5%	12.5%	25.0%	6.7%	16.7%
\$45,001 to \$50,000	0.0%	25.0%	15.0%	20.0%	16.7%
\$50,001 to \$55,000	0.0%	12.5%	5.0%	20.0%	0.0%
\$55,001 to \$60,000	14.3%	0.0%	10.0%	6.7%	0.0%
\$60,001 to \$65,000	19.0%	12.5%	5.0%	0.0%	0.0%
\$65,001 to \$70,000	0.0%	6.3%	0.0%	0.0%	0.0%
\$70,001 to \$75,000	14.3%	0.0%	0.0%	0.0%	0.0%
\$75,001 to \$80,000	9.5%	12.5%	5.0%	6.7%	0.0%
\$80,001 to \$85,000	4.8%	0.0%	5.0%	0.0%	0.0%
\$85,001 to \$90,000	4.8%	0.0%	0.0%	6.7%	0.0%
\$90,001 to \$95,000	0.0%	6.3%	0.0%	0.0%	0.0%
More than \$95,000	4.8%	0.0%	0.0%	0.0%	0.0%
TOTAL RESPONSES	21	16	20	15	6
AVERAGE SALARY	\$61,190.50	\$55,625.00	\$46,625.00	\$49,166.70	\$35,000.00

SALARY BROKEN DOWN BY CERTIFICATION HELD OR NOT

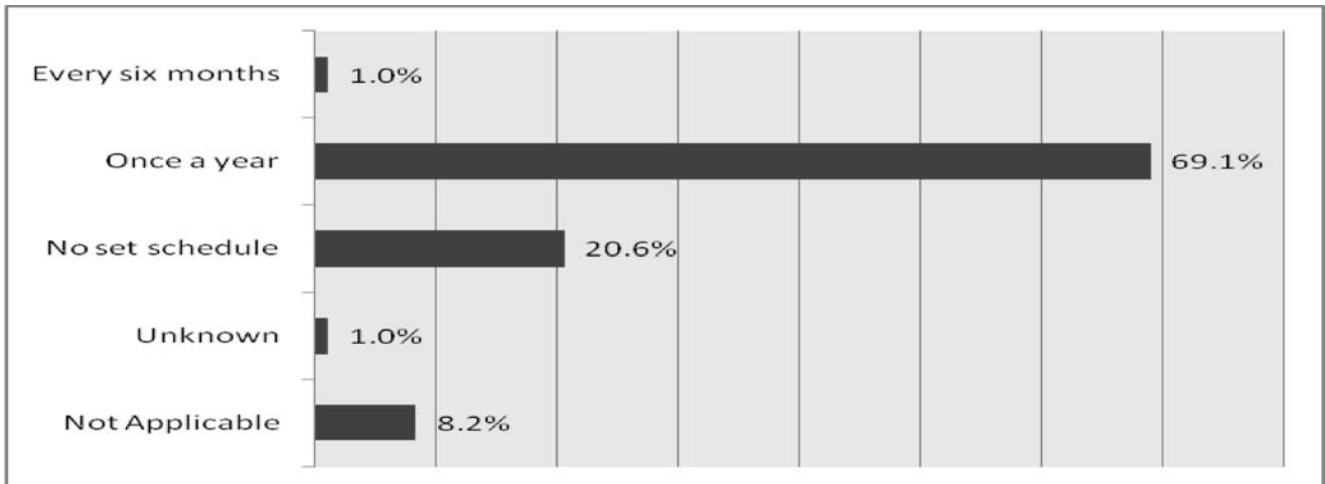
Gross Annual Salary	Certification	No Certification
\$20,000 or less	0.0%	1.5%
\$20,001 to \$25,000	3.3%	0.0%
\$25,001 to \$30,000	0.0%	6.0%
\$30,001 to \$35,000	6.7%	16.4%
\$35,001 to \$40,000	6.7%	11.9%
\$40,001 to \$45,000	20.0%	13.4%
\$45,001 to \$50,000	16.7%	11.9%
\$50,001 to \$55,000	16.7%	6.0%
\$55,001 to \$60,000	6.7%	6.0%
\$60,001 to \$65,000	6.7%	9.0%
\$65,001 to \$70,000	3.3%	0.0%
\$70,001 to \$75,000	3.3%	4.5%
\$75,001 to \$80,000	3.3%	7.5%
\$80,001 to \$85,000	0.0%	3.0%
\$85,001 to \$90,000	3.3%	1.5%
\$90,001 to \$95,000	3.3%	0.0%
More than \$95,000	0.0%	1.5%
TOTAL RESPONSES	30	67
AVERAGE SALARY	\$51,833.33	\$49,514.90

2016 KPA Paralegal Compensation Survey

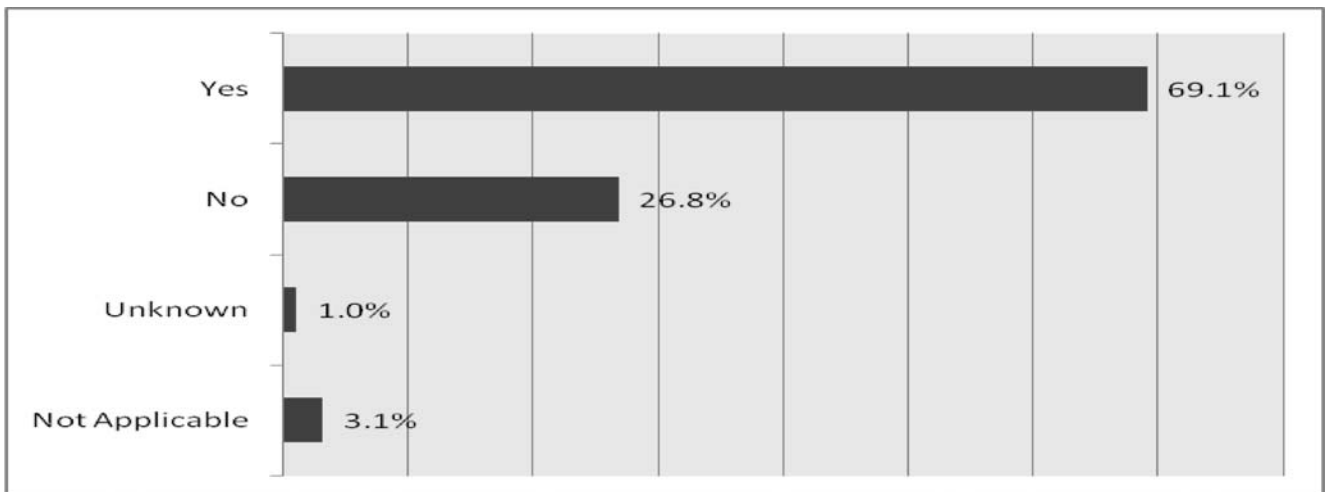
If you began working during the past year with no prior legal experience, what was your starting annual base salary?



How frequently do you receive a salary review?

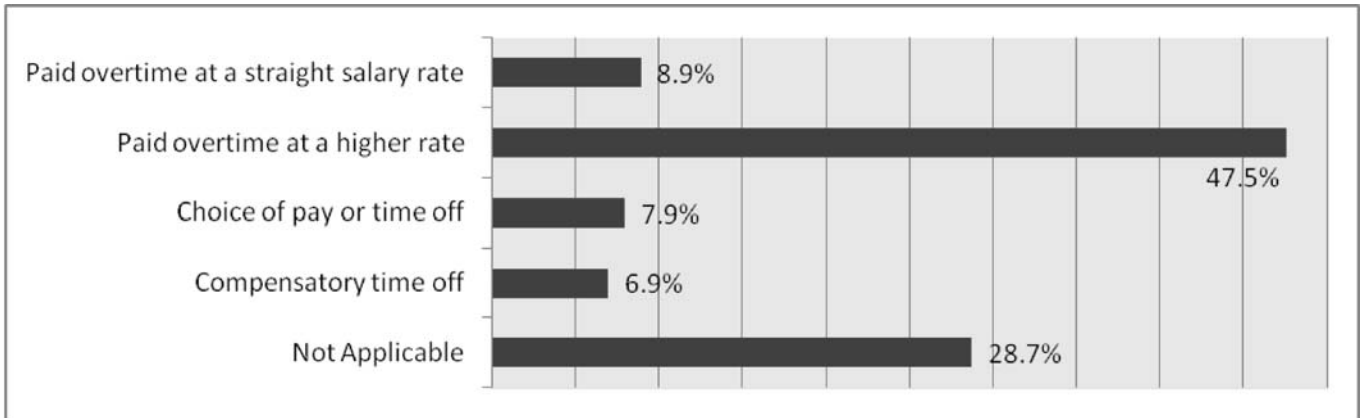


Does your employer compensate for overtime?

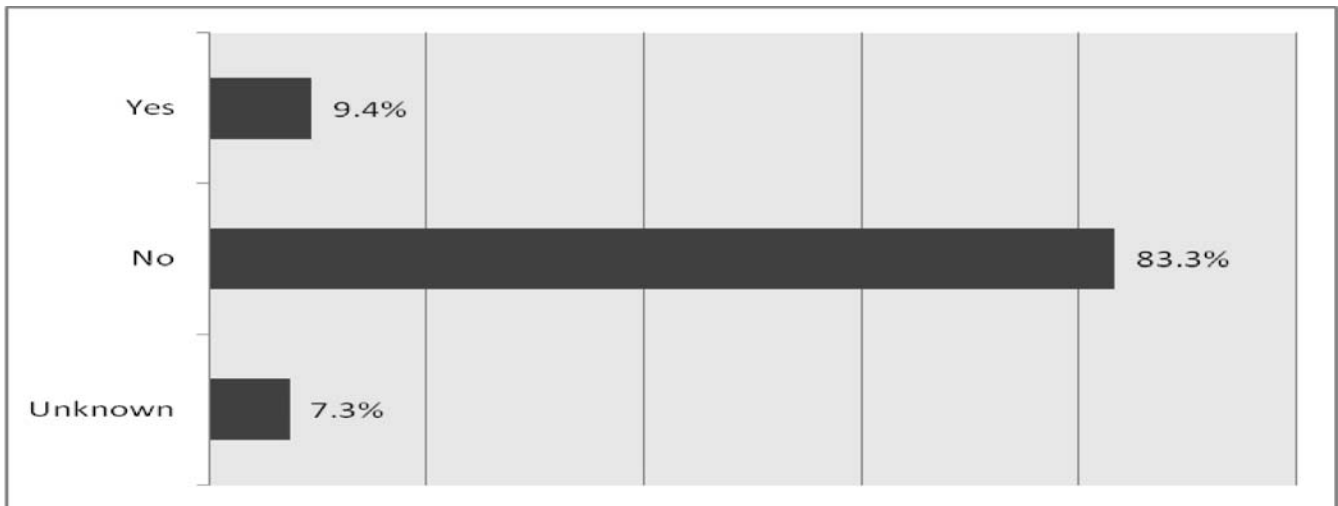


2016 KPA Paralegal Compensation Survey

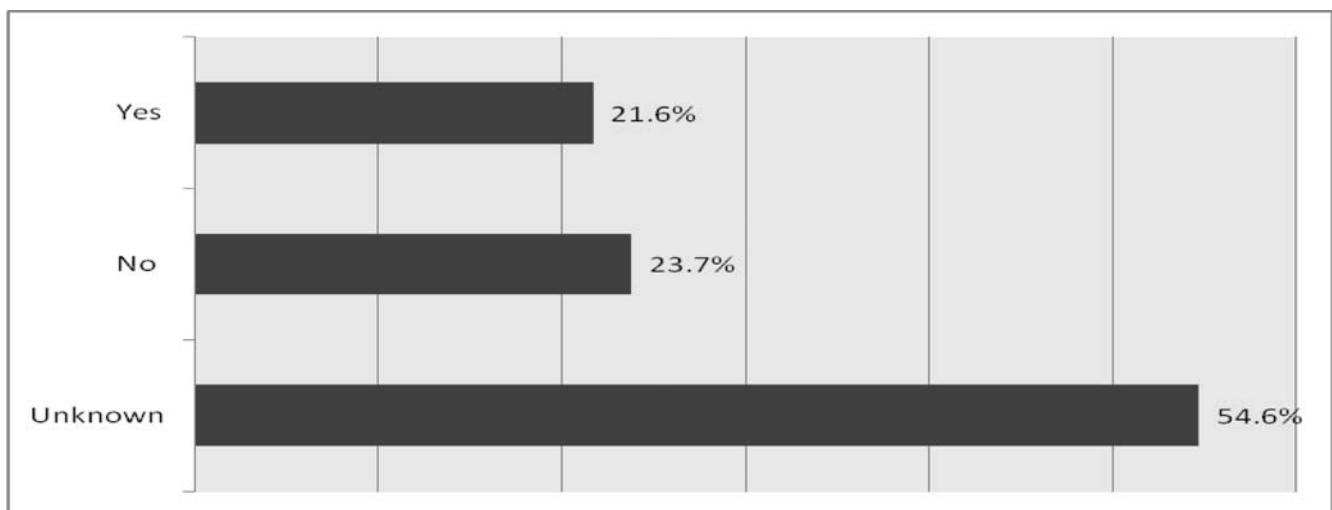
If you are compensated for overtime, select the way(s) in which it is disbursed



In your position, is there a possibility of a promotion within your organization/firm?

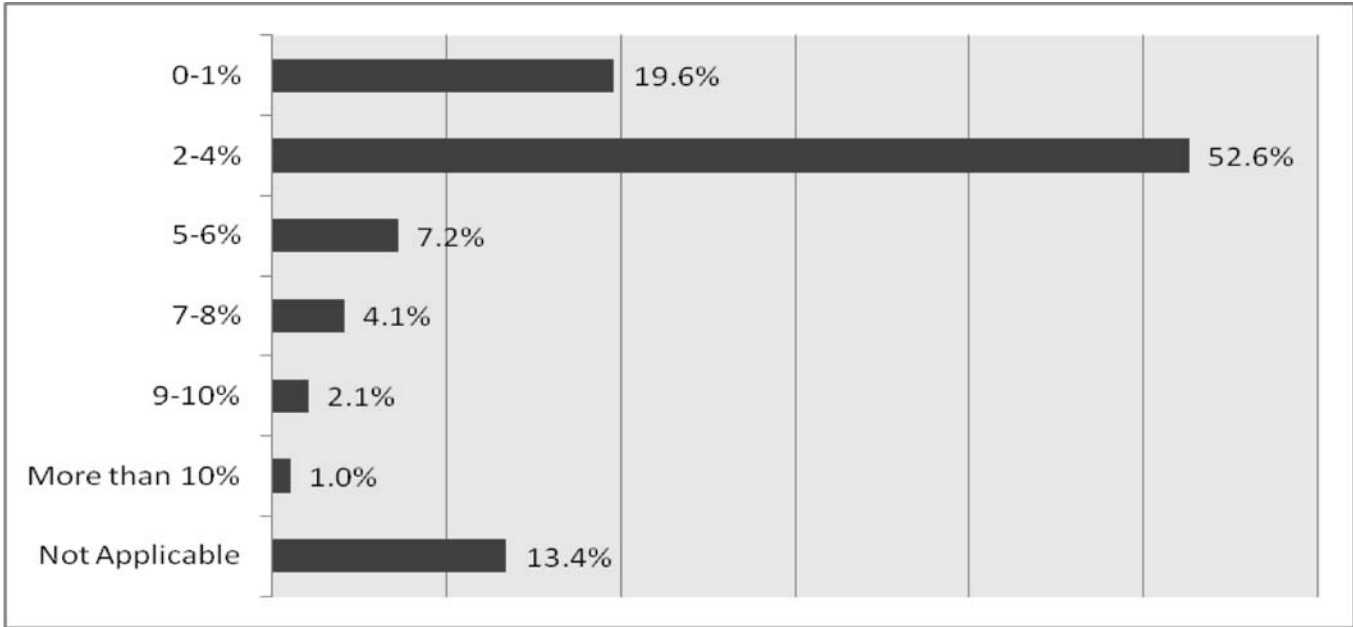


Is there a maximum salary for your position with your current employer?

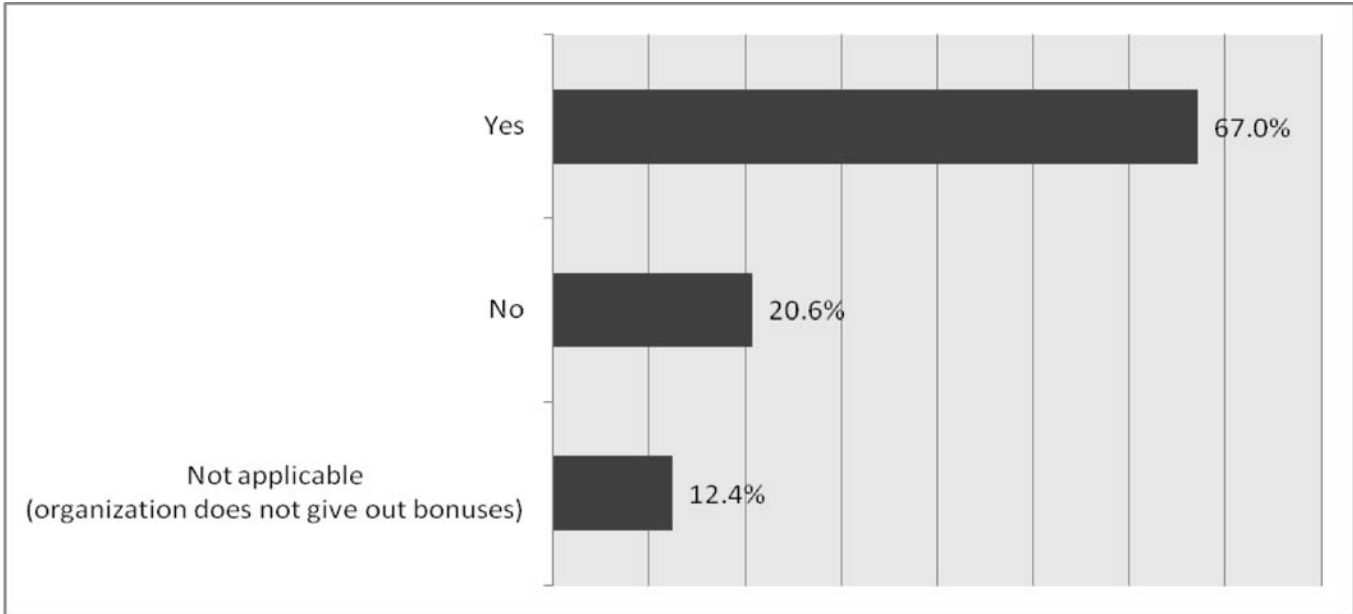


2016 KPA Paralegal Compensation Survey

What is the percentage of your last salary increase?

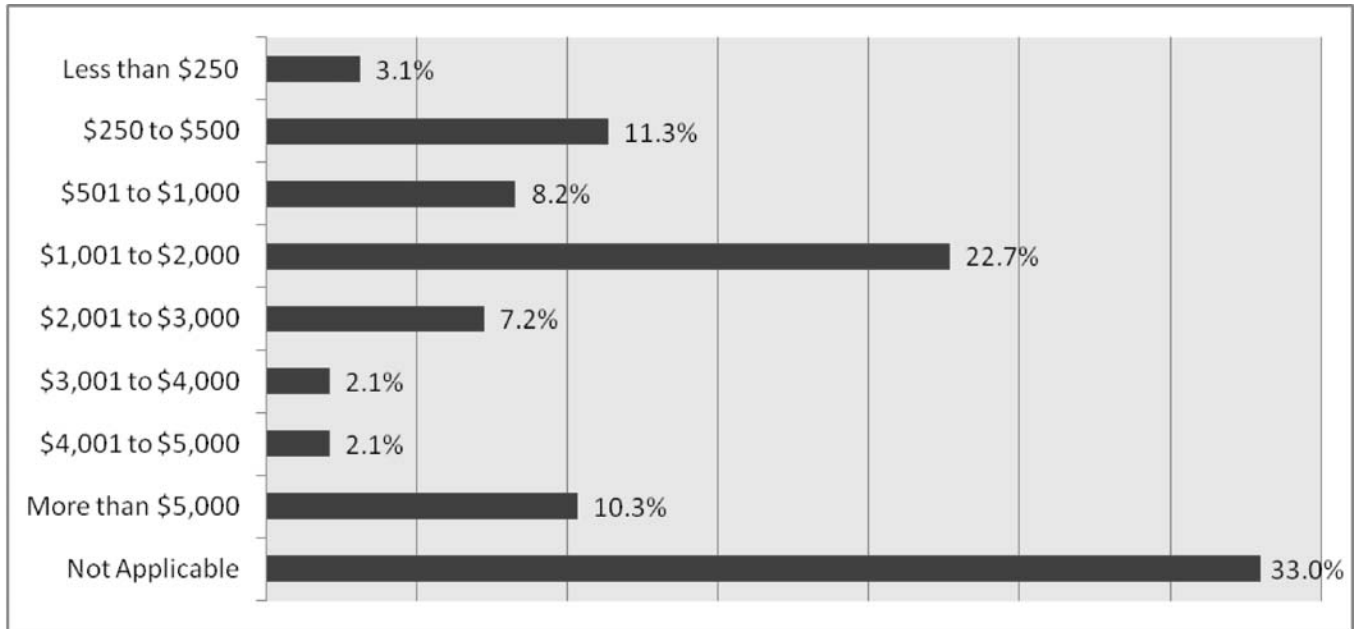


Did you receive a bonus in 2015?

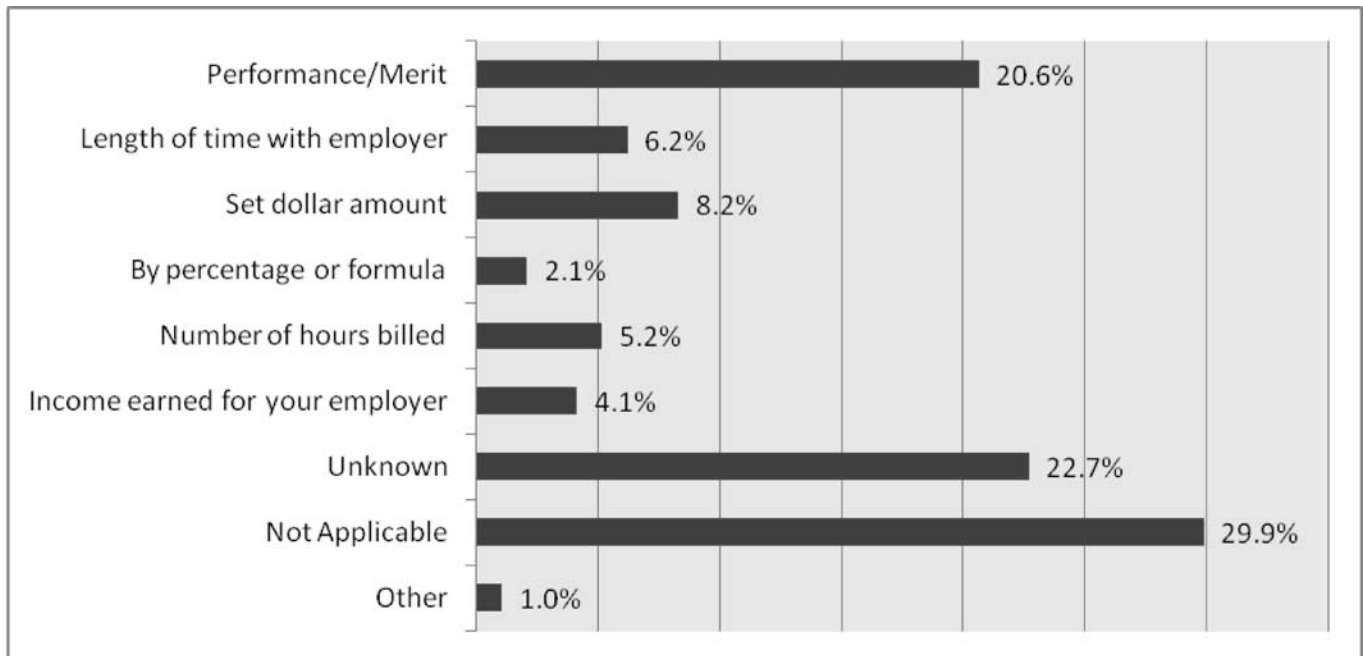


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If you received a bonus in 2015, what was the total dollar amount of your bonus?



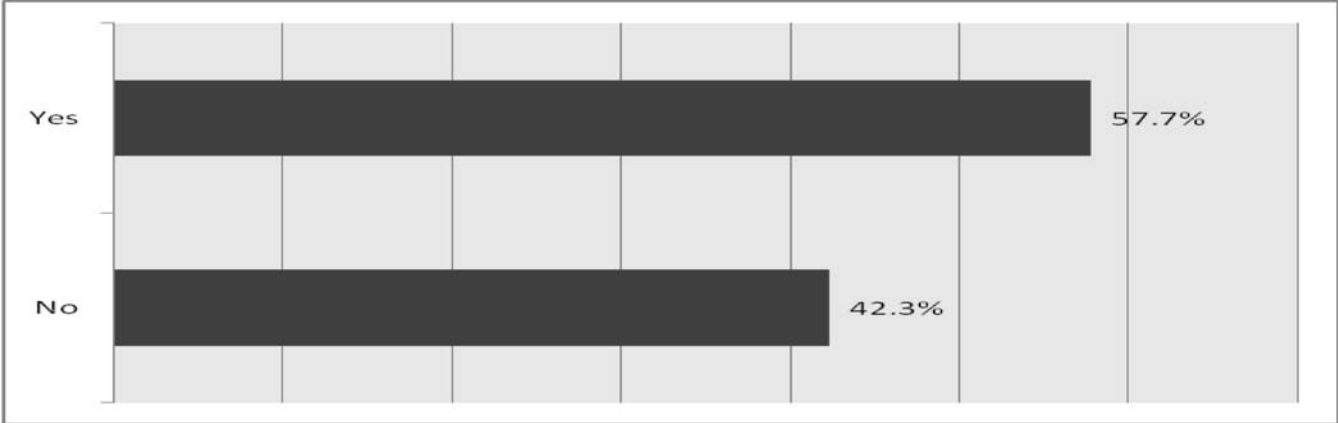
If you received a bonus in 2015, how is your bonus determined?



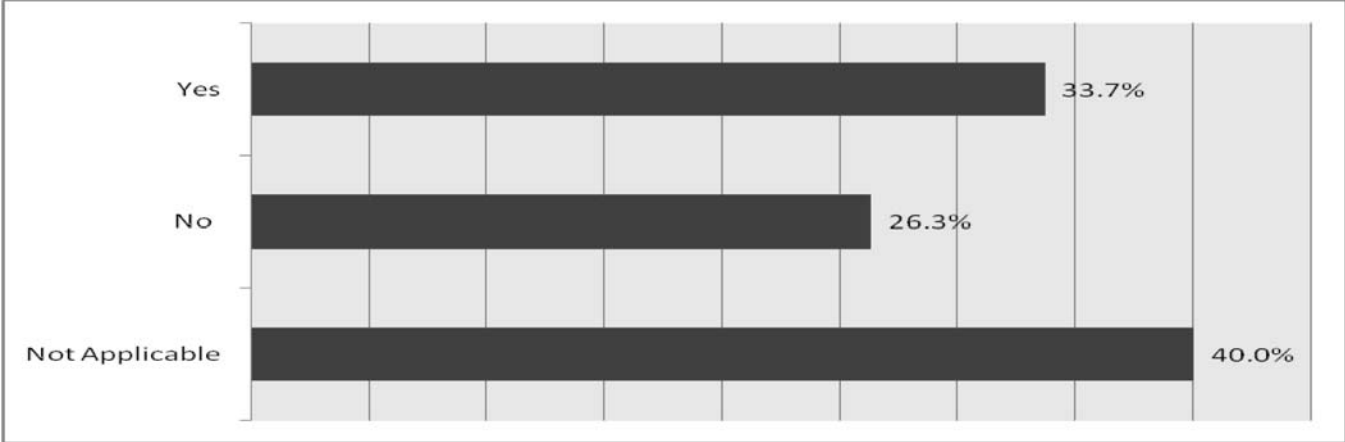
2016 KPA Paralegal Compensation Survey

Section 3: Billing

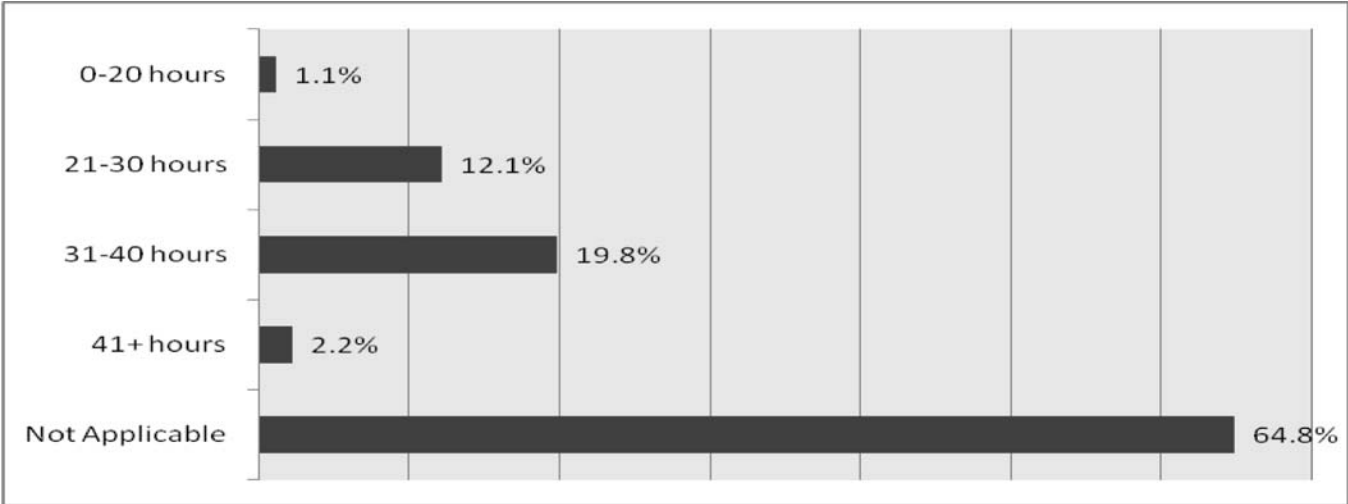
Are you required to bill your hours?



If you are required to bill your hours, are you required to bill a minimum number of hours?

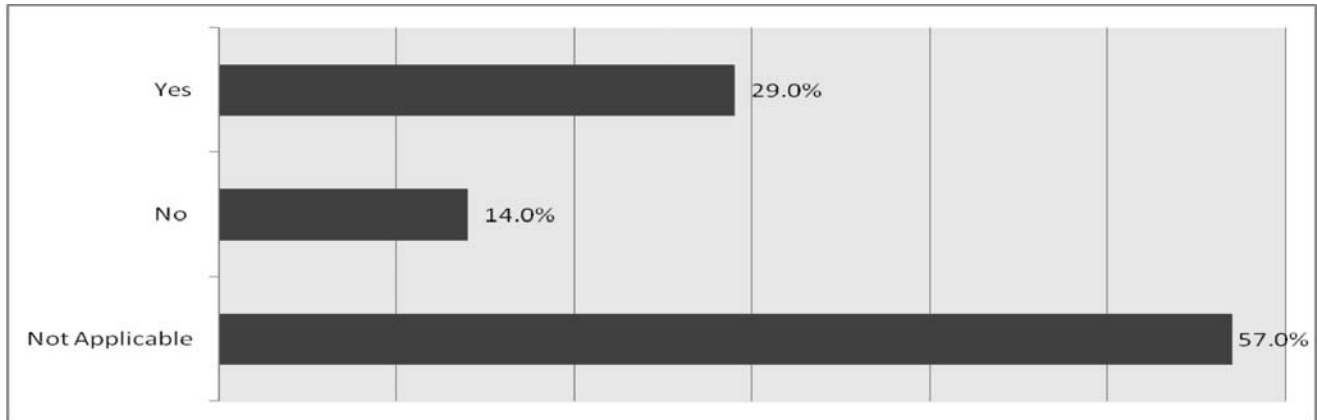


If you have a billable requirement, how many hours per week are you required to bill?

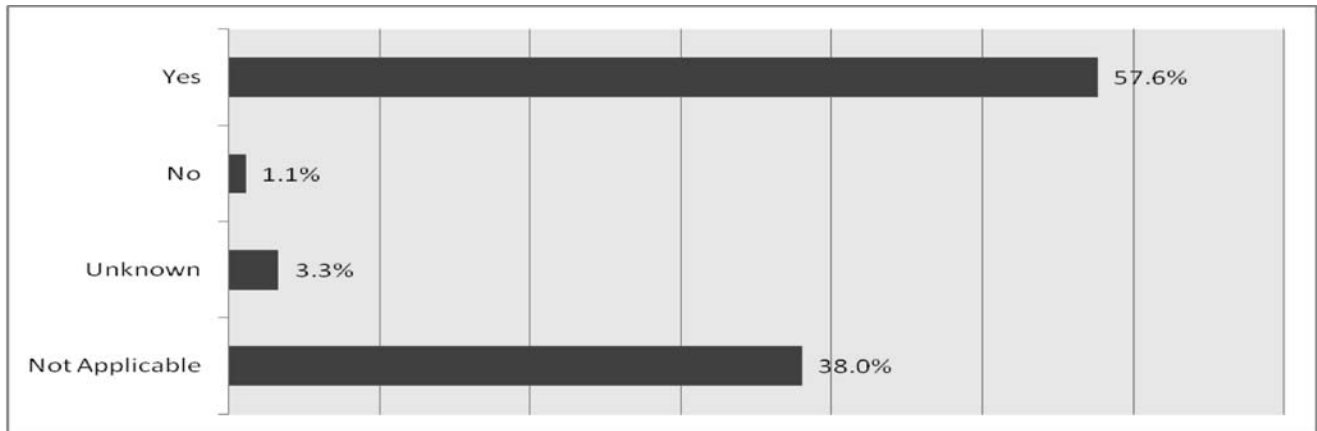


2016 KPA Paralegal Compensation Survey

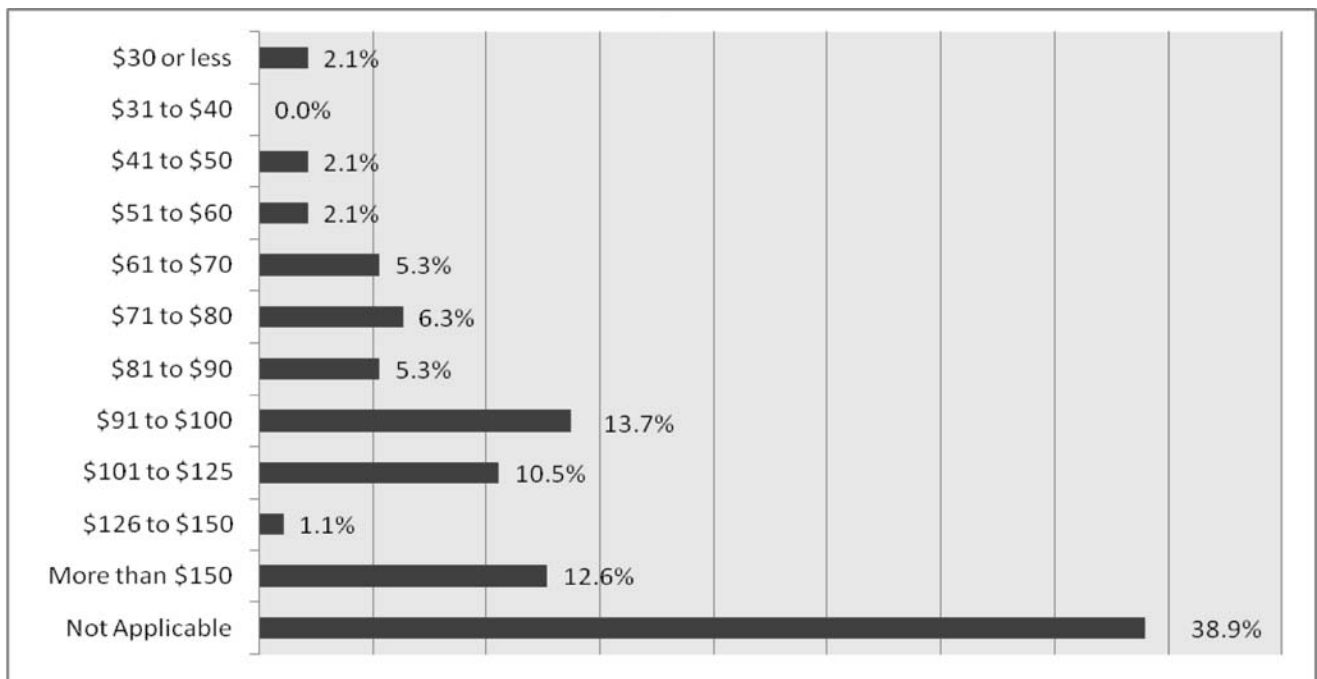
If you have a billable requirement, are you required to account for administrative hours?



Are your billable hours charged at an hourly rate?

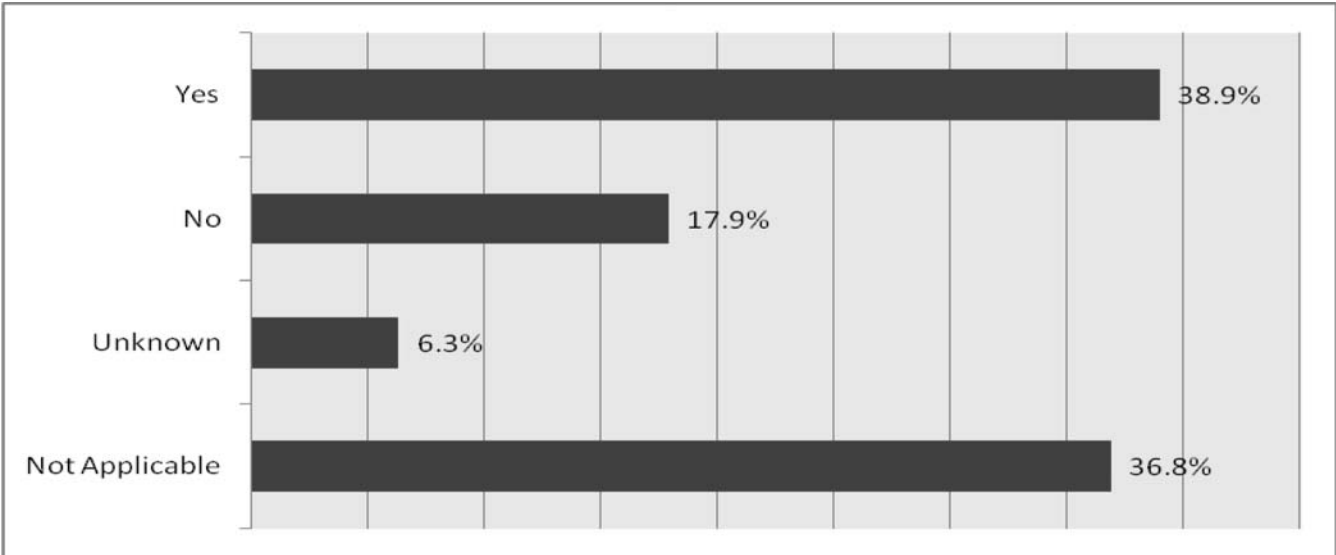


If yes, what is the dollar amount of your hourly billing rate?

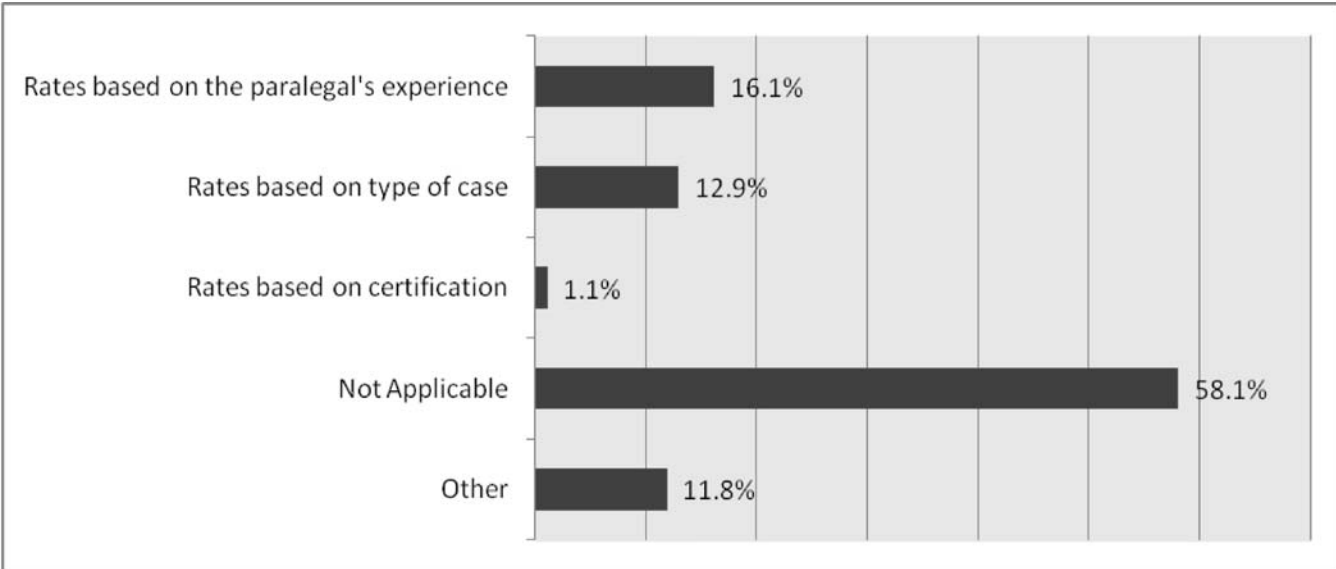


2016 KPA Paralegal Compensation Survey

Does your organization/firm bill for paralegals at different rates?



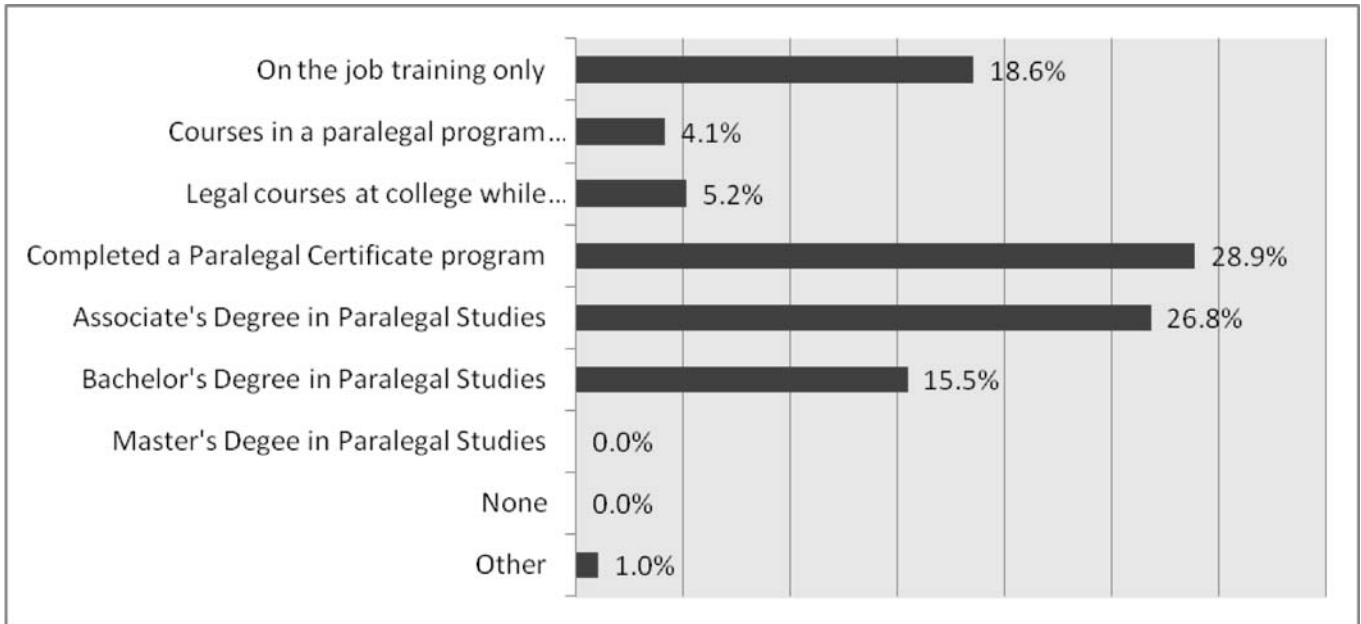
If yes, how are the rates based?



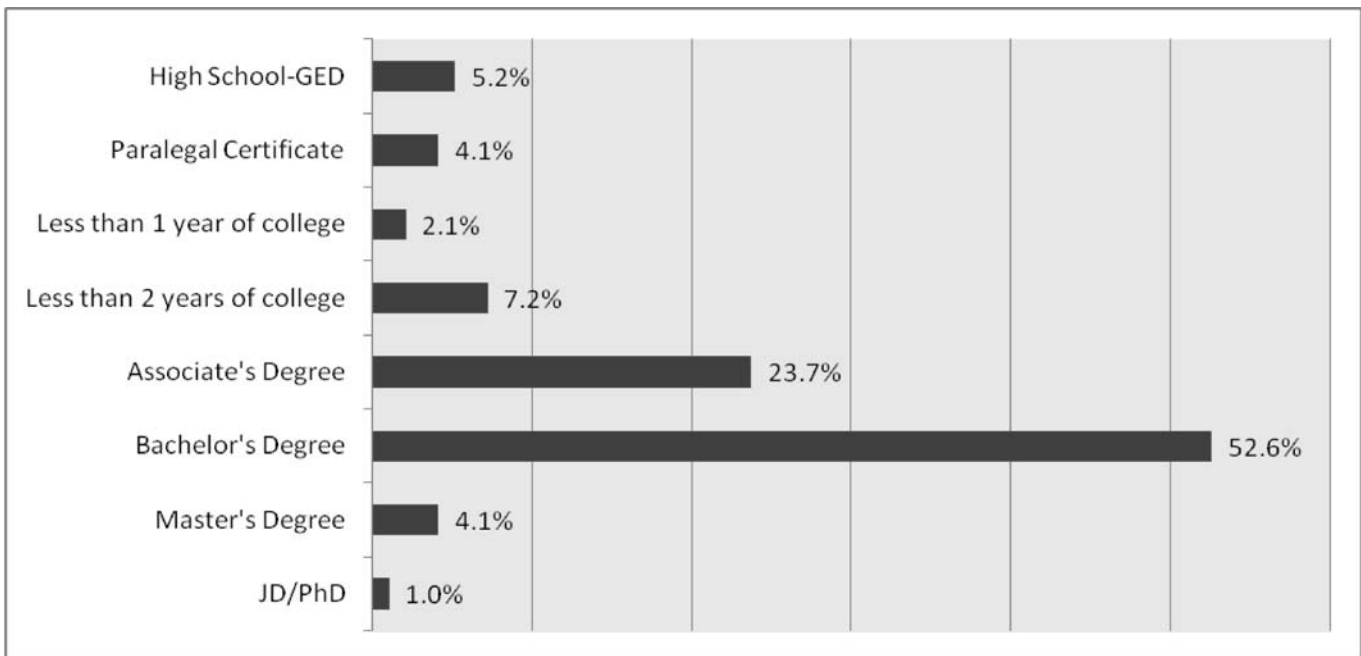
2016 KPA Paralegal Compensation Survey

Section 4: Education/Experience/Professionalism

Please select what paralegal training/education you have received

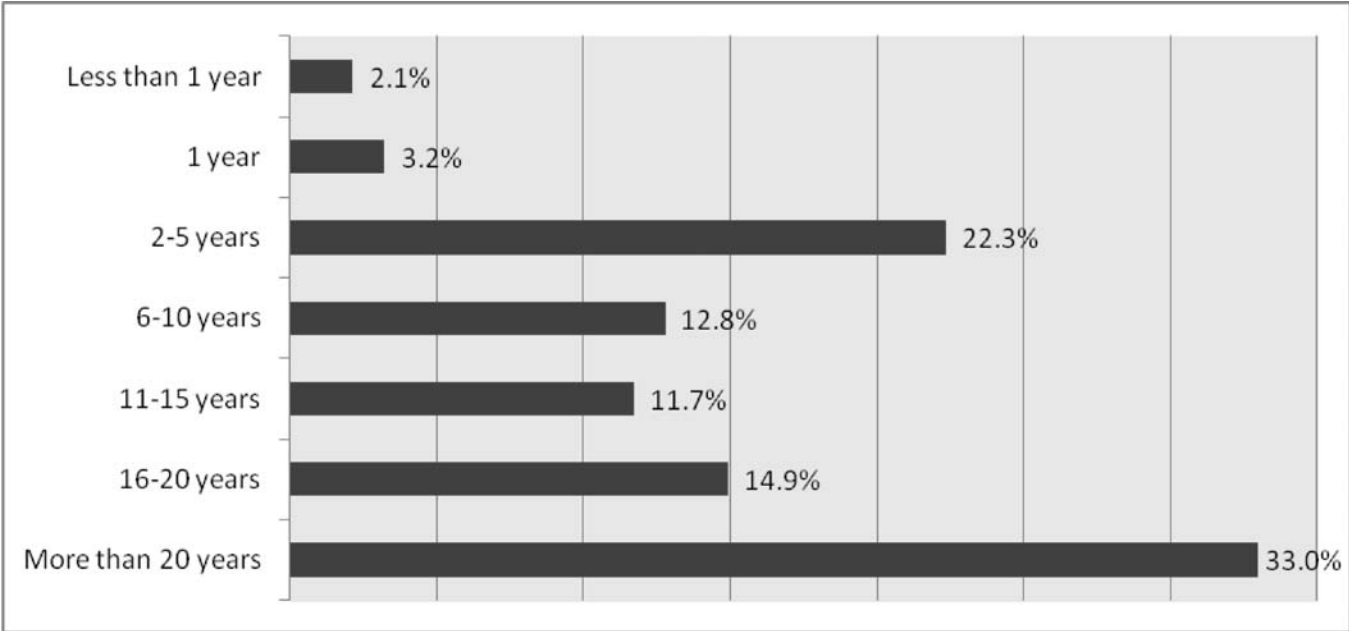


What is your highest level of education?

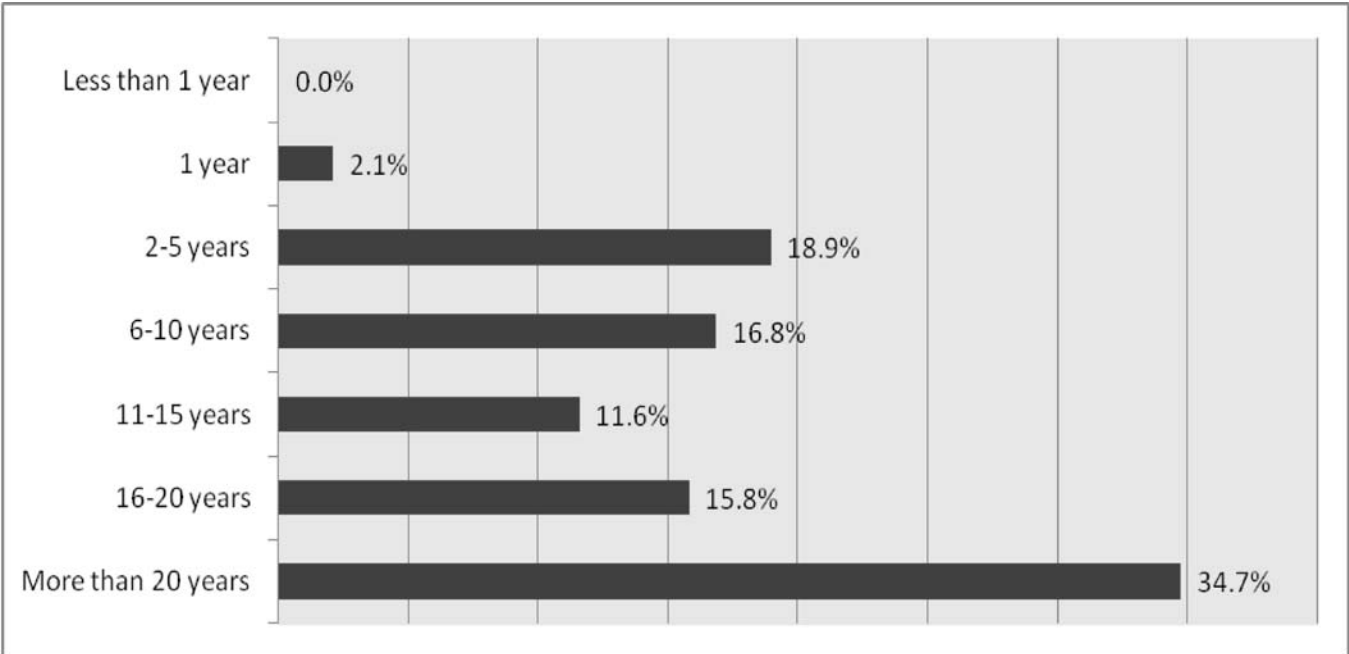


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How many years of experience do you have as a paralegal?

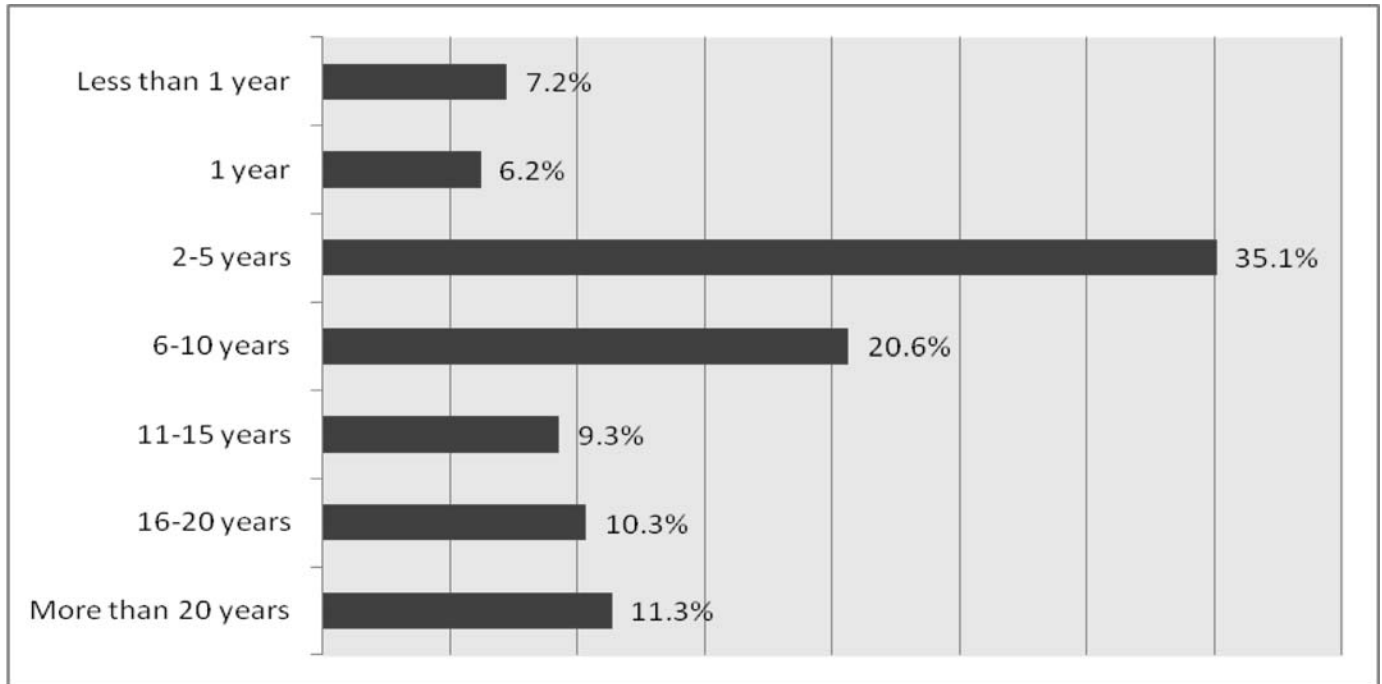


How many years have you worked in the field of law?



2016 KPA Paralegal Compensation Survey

How many years have you been employed with your present employer?



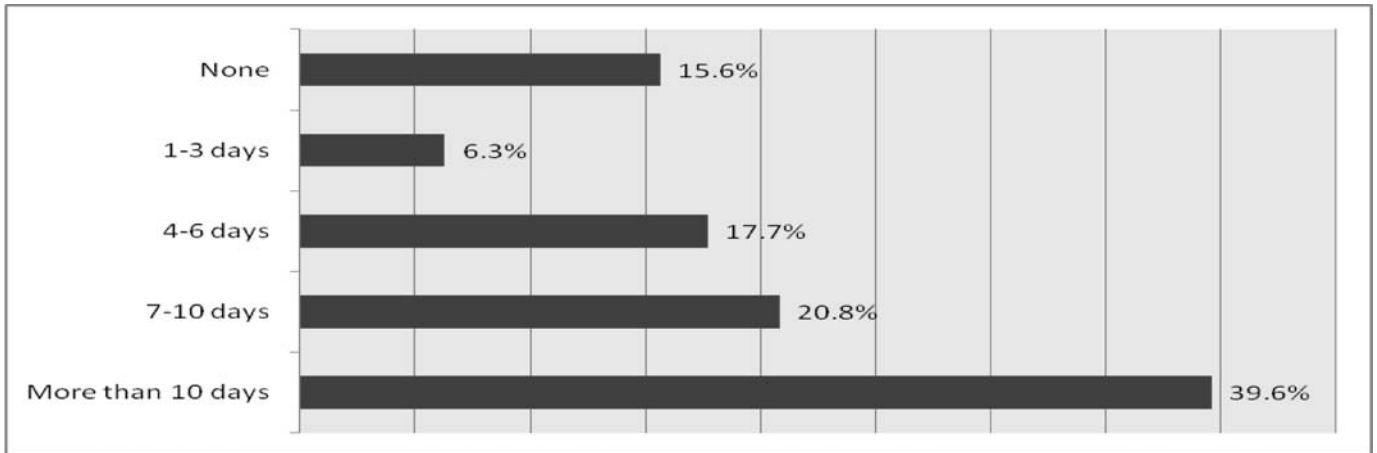
If you have been with the same employer 5 years or more, please describe how your job has changed over the years.

- Attorneys have become more dependent upon my skills.
- From legal secretary, to legal assistant, office manager and bookkeeper.
- I am now the longest tenured paralegal with this firm and now have few more administrative responsibilities.
- More technology, changing laws.
- Started as legal assistant and then got my associates degree for paralegal.
- Job duties continue to increase, more responsibility, more substantive work, less attorney supervision
- Moved into Privacy Law and heavy in technology.
- More technical and computer skills are needed.
- Transcription is no longer necessary.
- Technology is the biggest change over the years.
- My job has changed from more administrative to more substantive.
- Went from reviewing engineering contracts to handling 3rd party subpoenas, all electronic discovery and developed companywide legal hold process and procedures.
- Paralegal opportunities are few and far between. Finally, a new division opened up and I was able to get in as a ("The") paralegal...but the position is ever changing, and I foresee them moving the legal department for the new division out of Kansas.
- For the 1st year, I did only paralegal work. All years after that I manage every aspect of the office as well perform all accounting and tax reporting, recruit and interview associates and law clerks, manage all aspects of information technology, procure all office equipment, have authority to make decisions financially binding to the firm in excess of \$5,000 and all of that is in addition to my paralegal responsibilities.

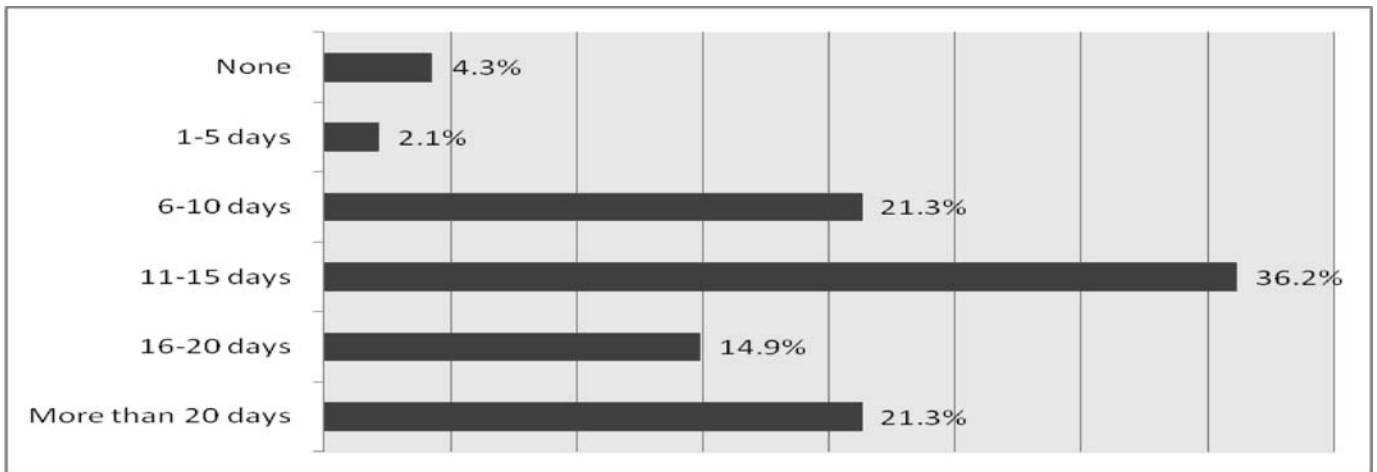
2016 KPA Paralegal Compensation Survey

Section 5: Benefit Package

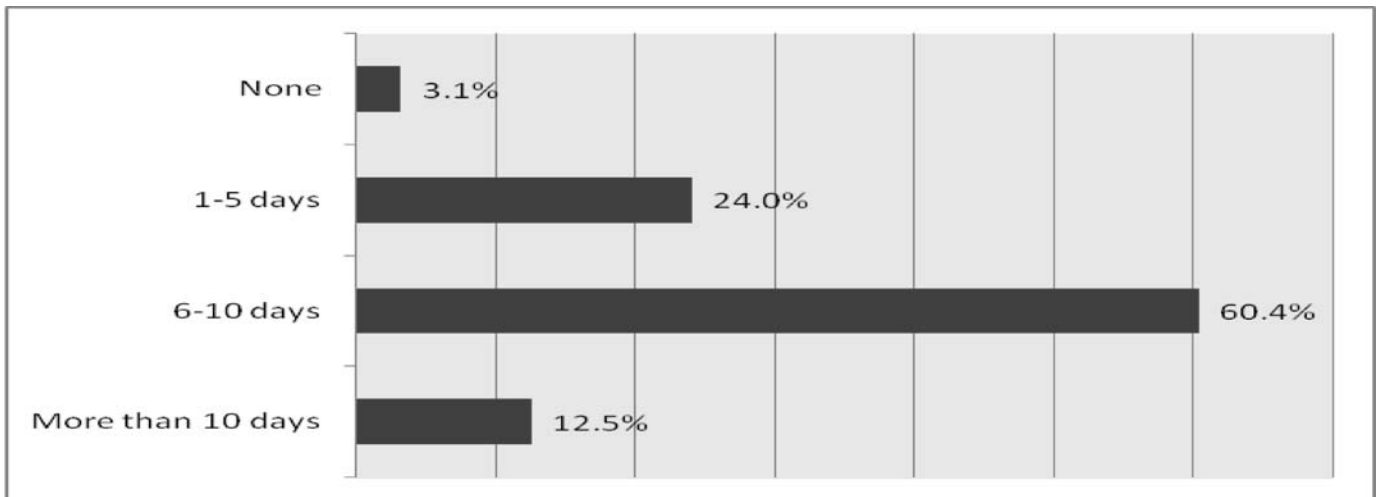
How many sick/personal days do you receive per year?



How many vacation days do you receive per year?

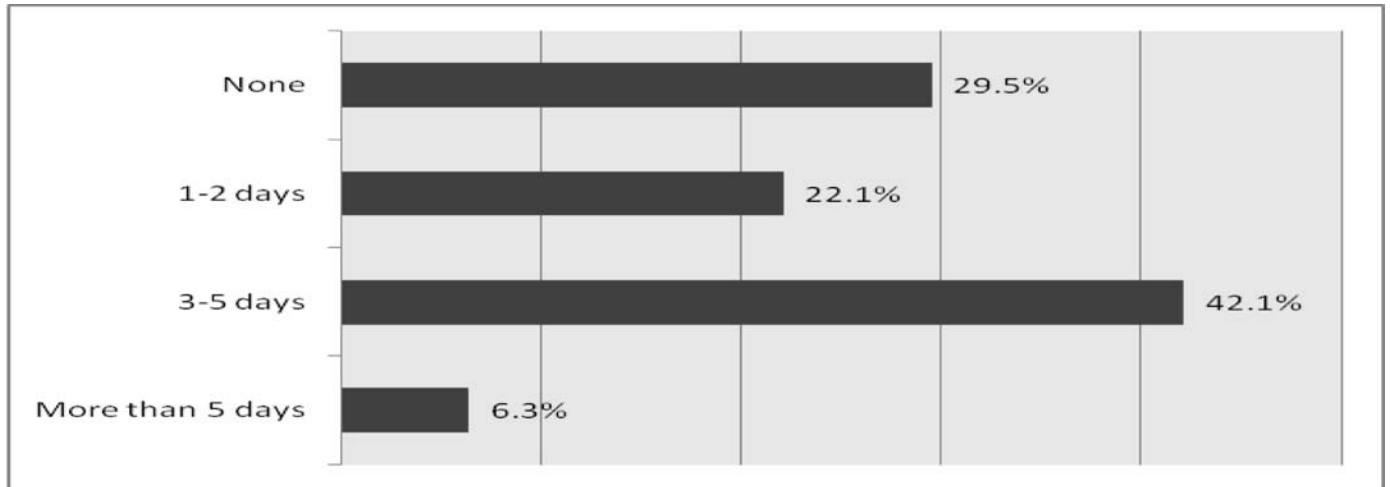


How many paid holidays does your employer offer per year?

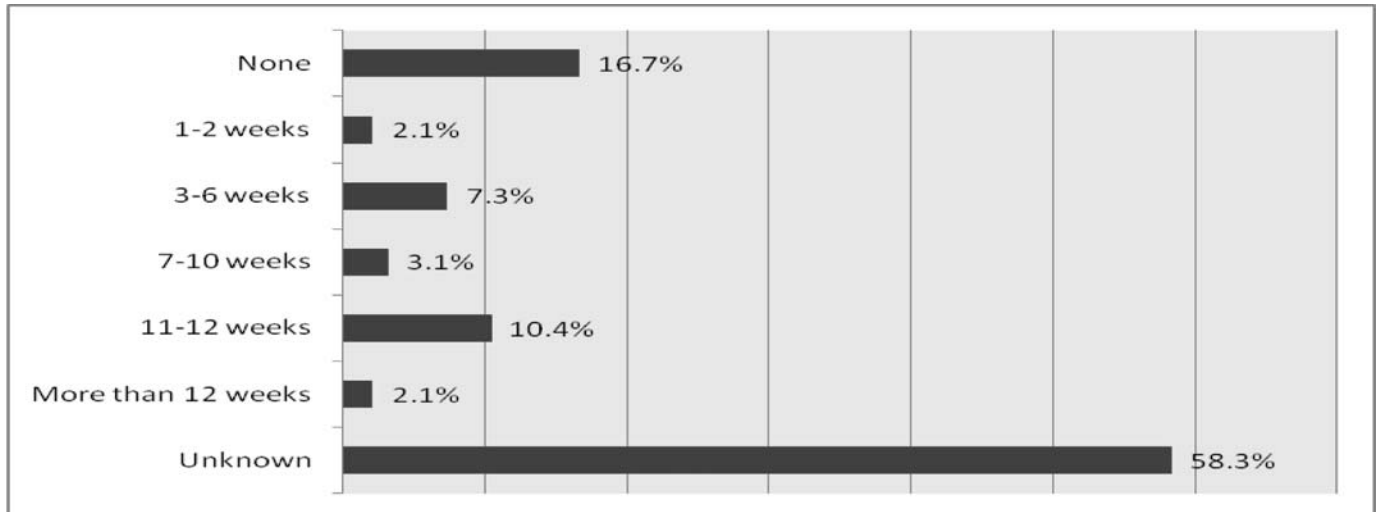


2016 KPA Paralegal Compensation Survey

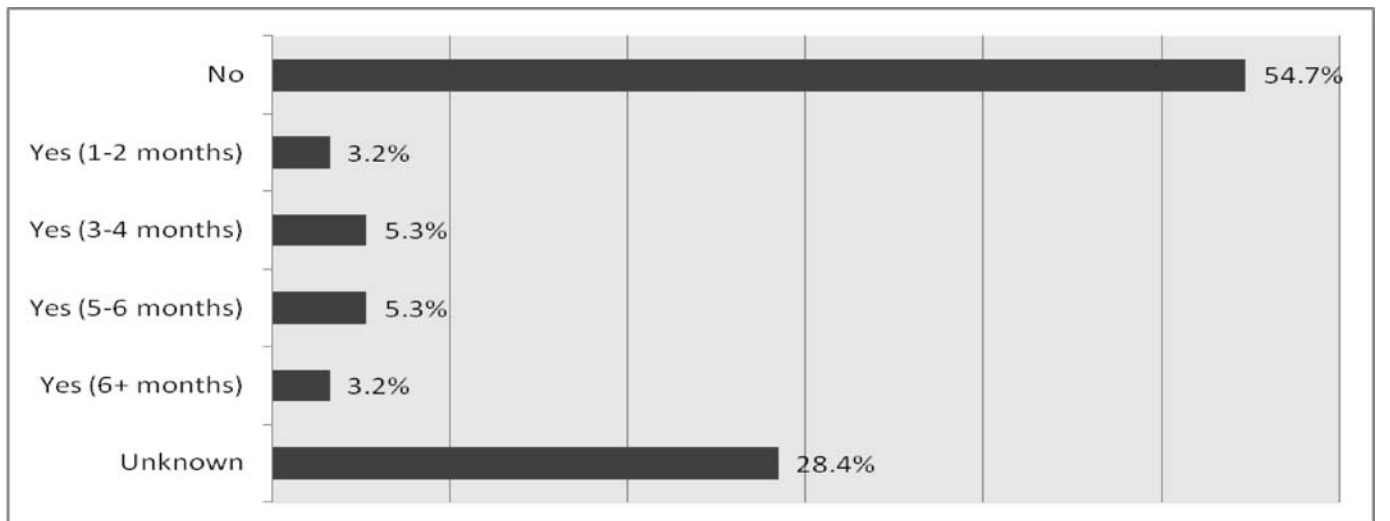
How many paid funeral/bereavement leave days does your employer offer per year?



Select the amount of unpaid maternity/paternity leave provided by your employer.

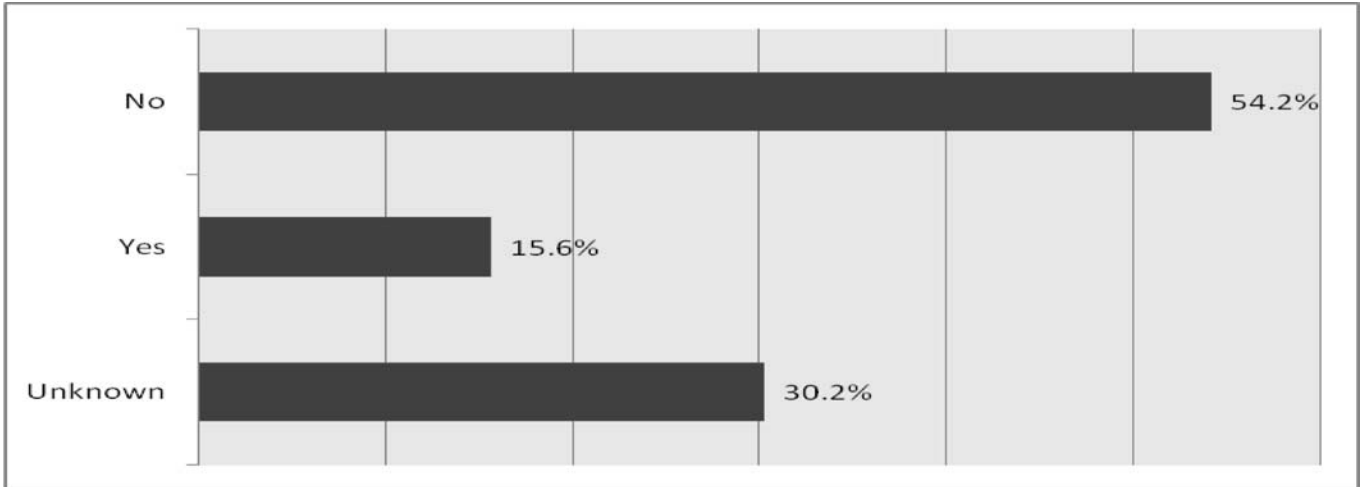


Does your employer allow you to bring an infant to work? If yes, how long?

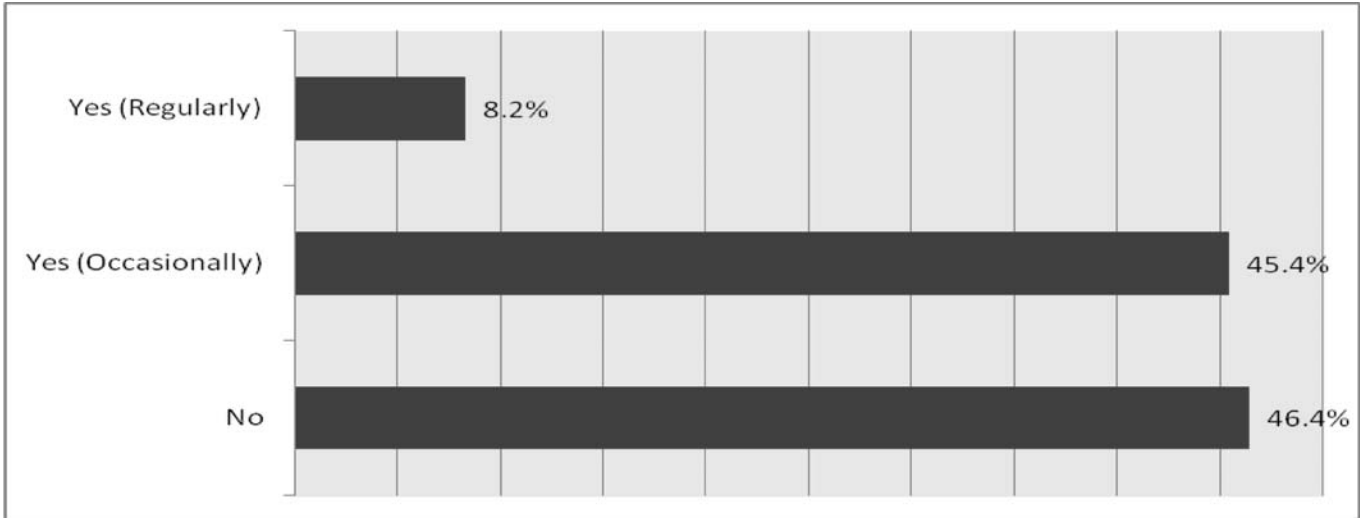


2016 KPA Paralegal Compensation Survey

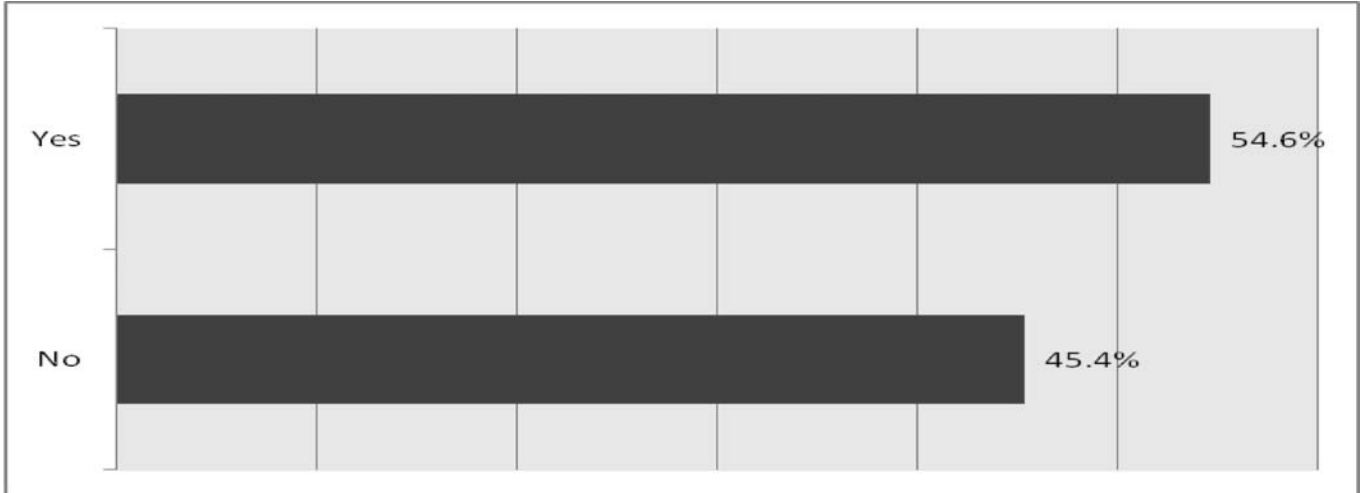
Does your employer offer shared leave (employees assist each other in times of need through donation of leave time)?



Do you have the ability to telecommute at your organization?

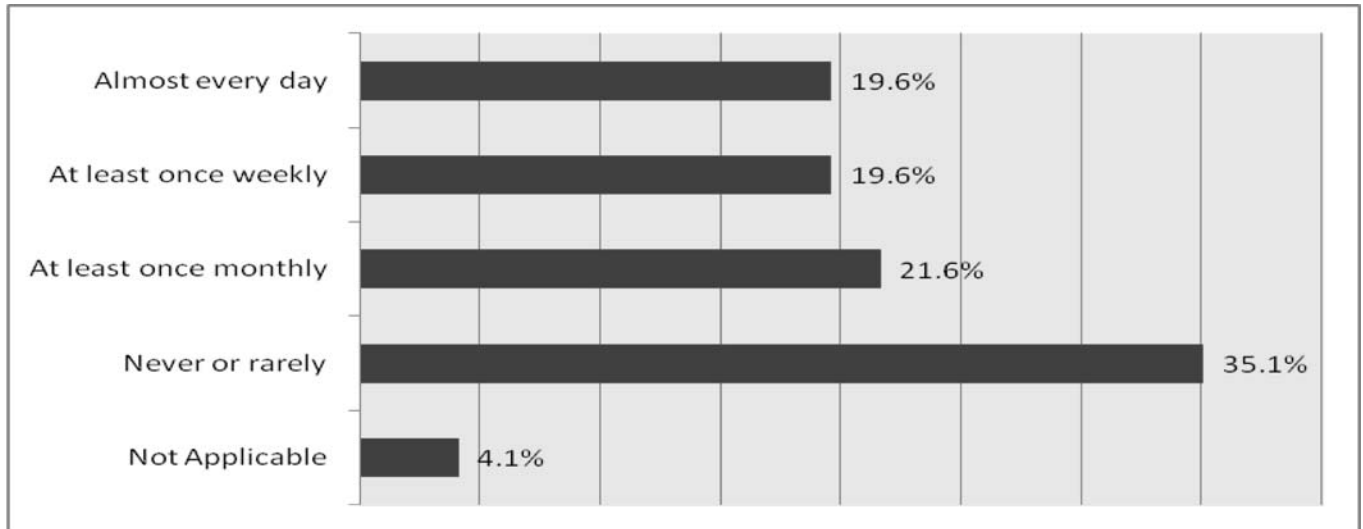


Does your employer offer a flexible work schedule?

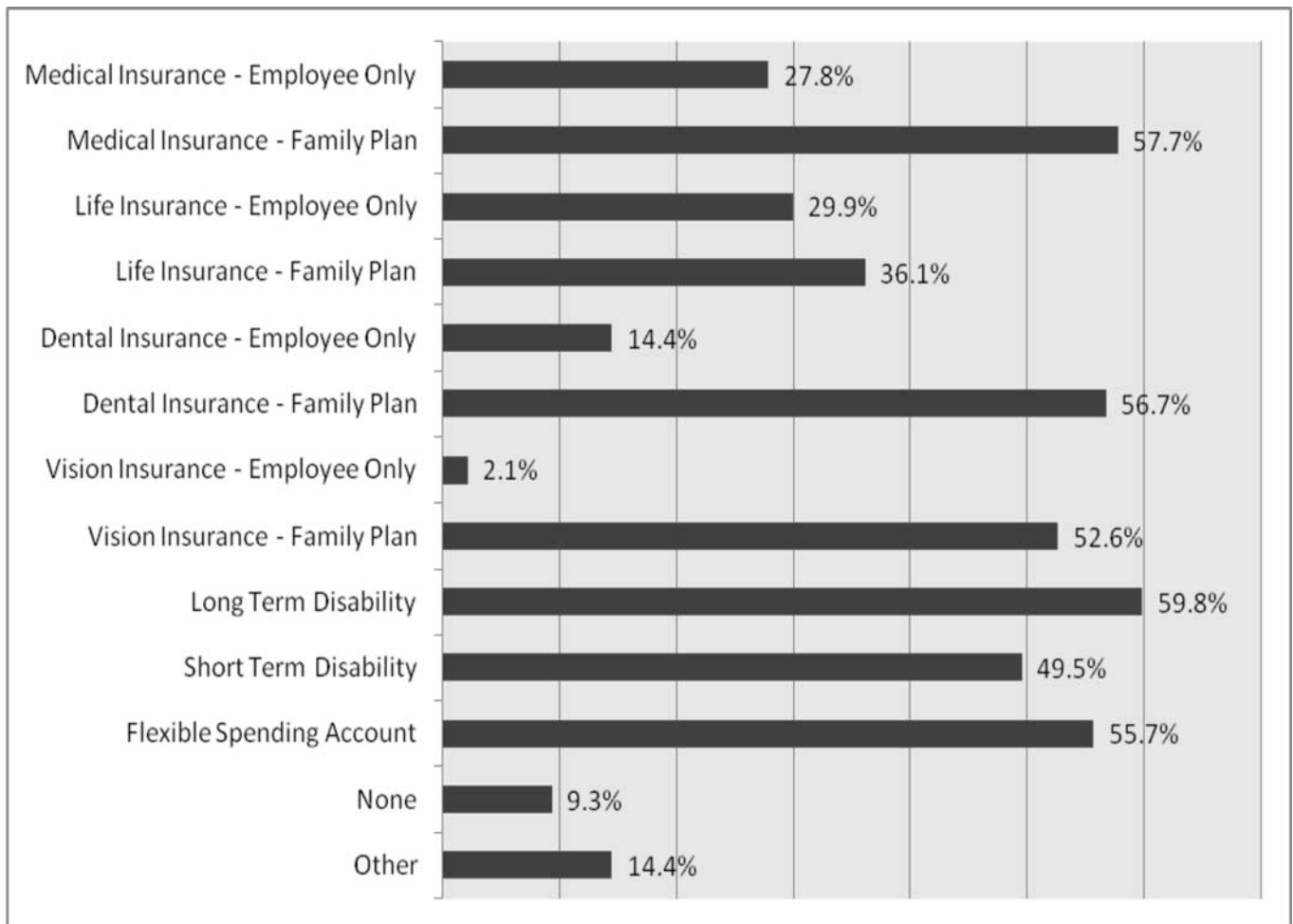


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How frequently do you work in excess of your employer's normal working hours?



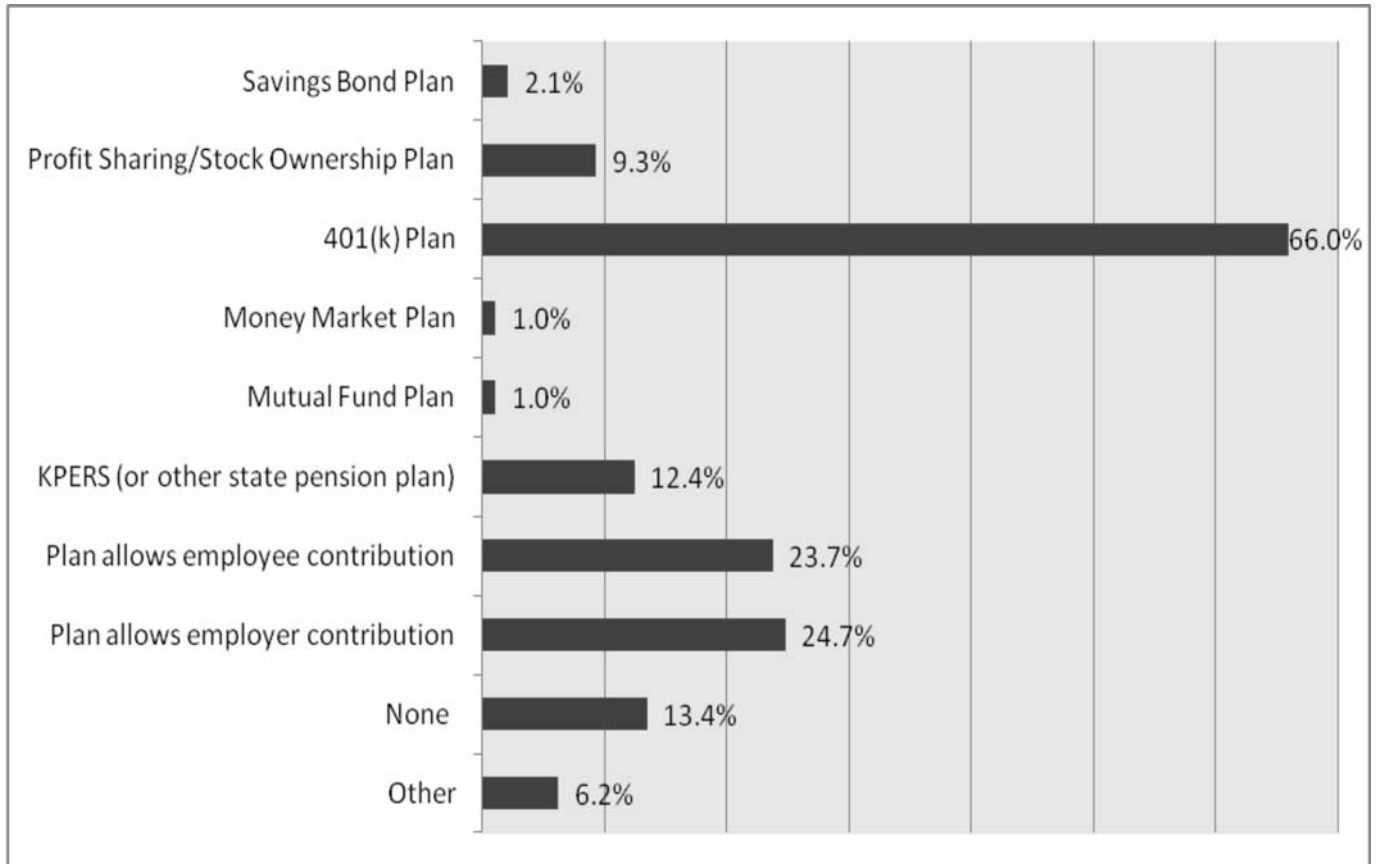
Select the insurance benefits provided by your employer



*(Other benefits included: ADD, Critical Care Insurance, Dependent Care Account, EAP, Group Accident, Health Savings Accounts, Nursing Home Care, Pet Insurance, Supplemental Life)

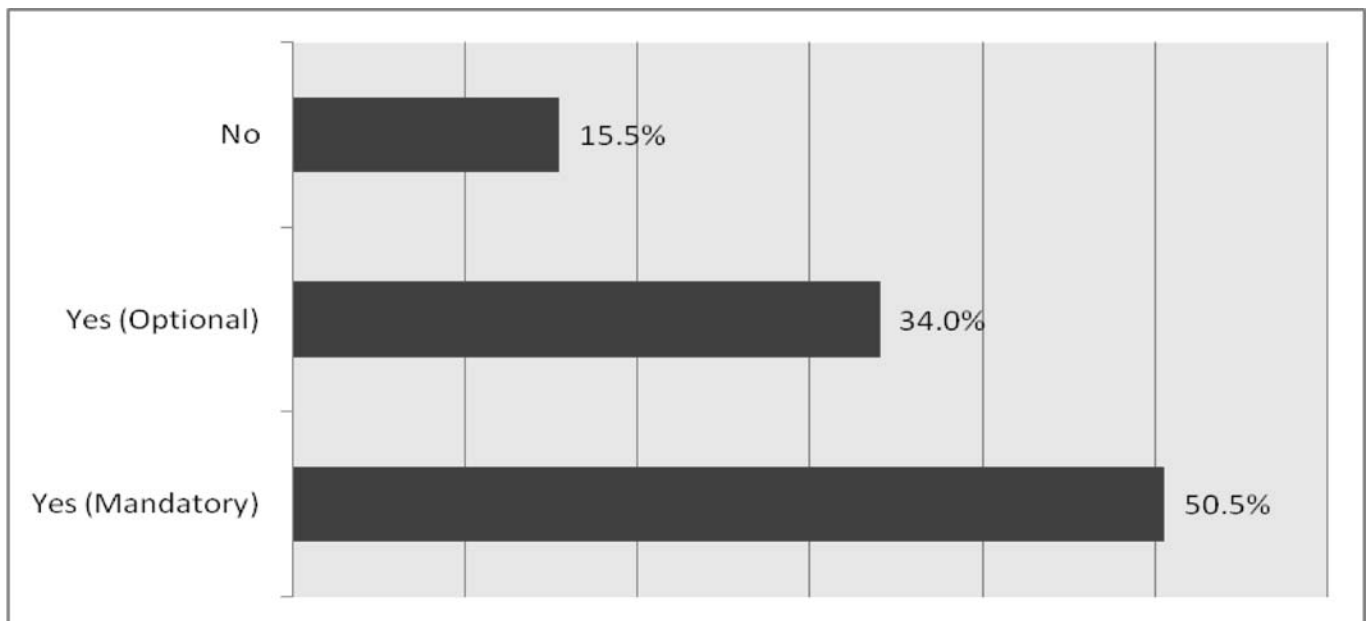
2016 KPA Paralegal Compensation Survey

Select the retirement or pension plan provided by your employer



*(Other plans included: Simple IRA, SEP IRA)

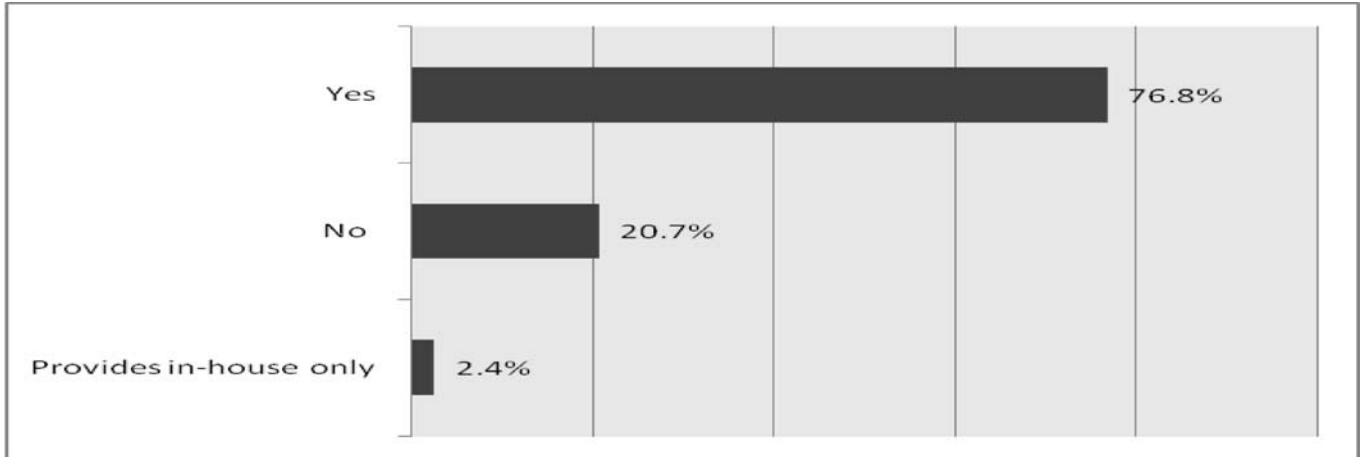
Does your employer provide direct deposit for payroll?



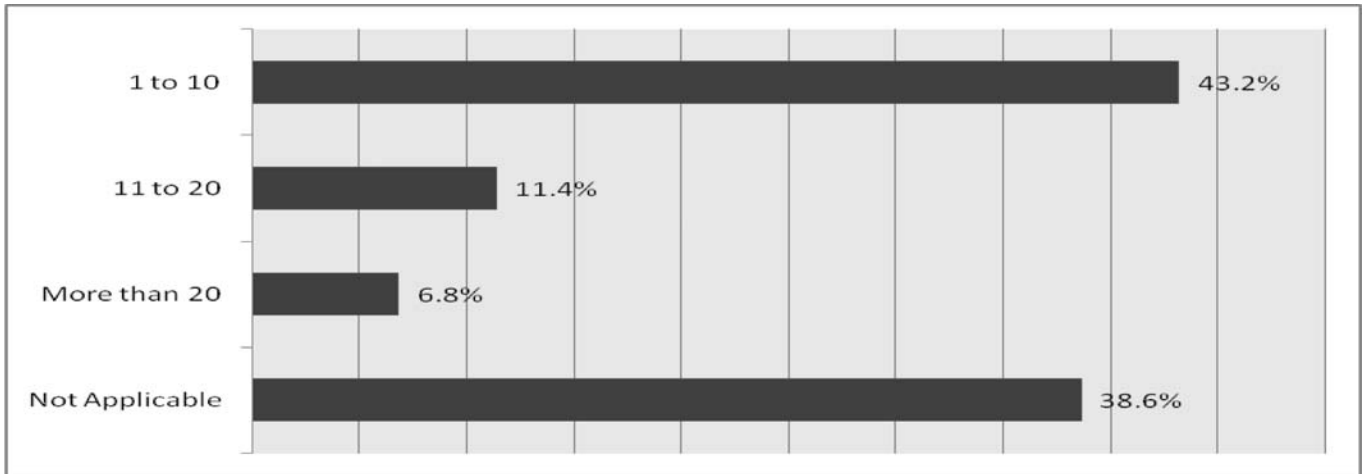
2016 KPA Paralegal Compensation Survey

Section 6: Professional Benefits/Growth

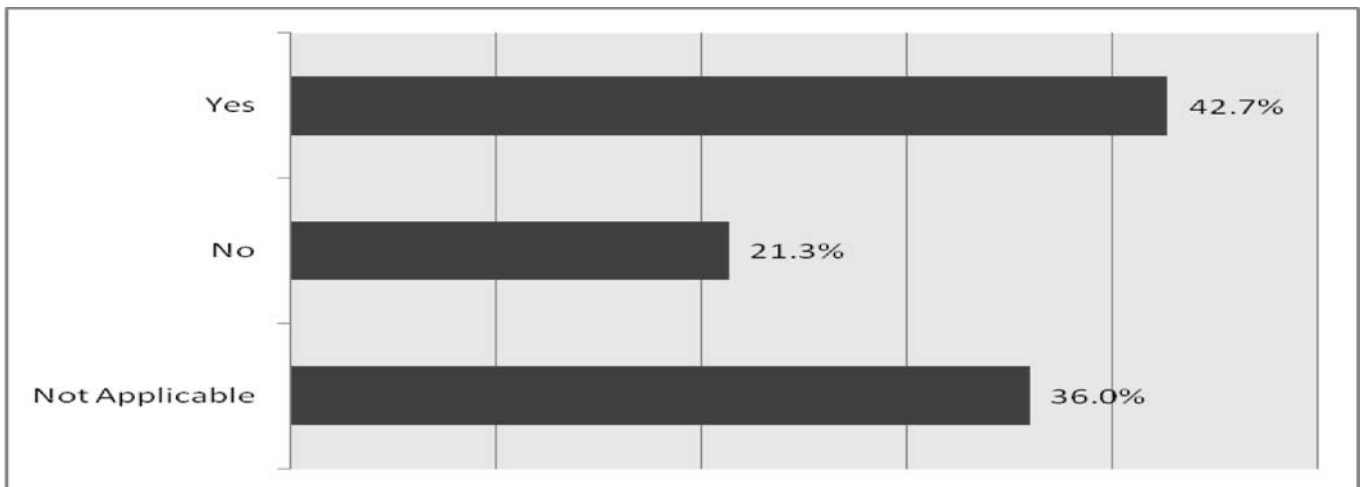
Does your employer provide paid CLE?



If your employer provides paid CLE, how many hours per year?

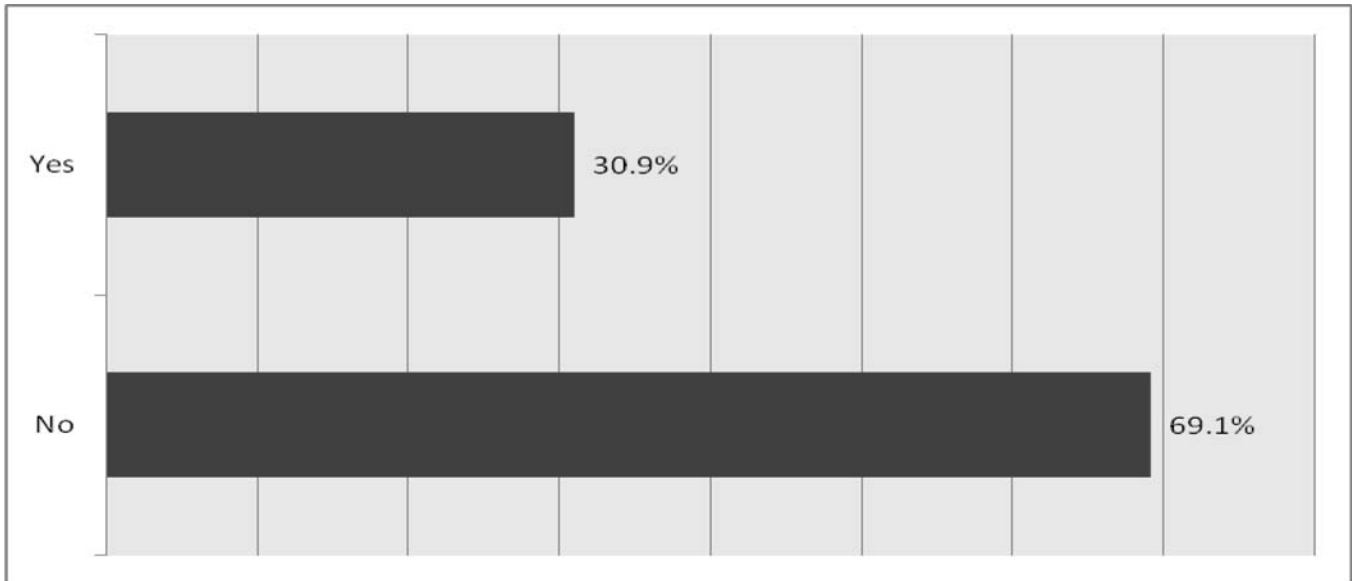


If your employer provides paid CLE, does it pay for associated travel expenses?

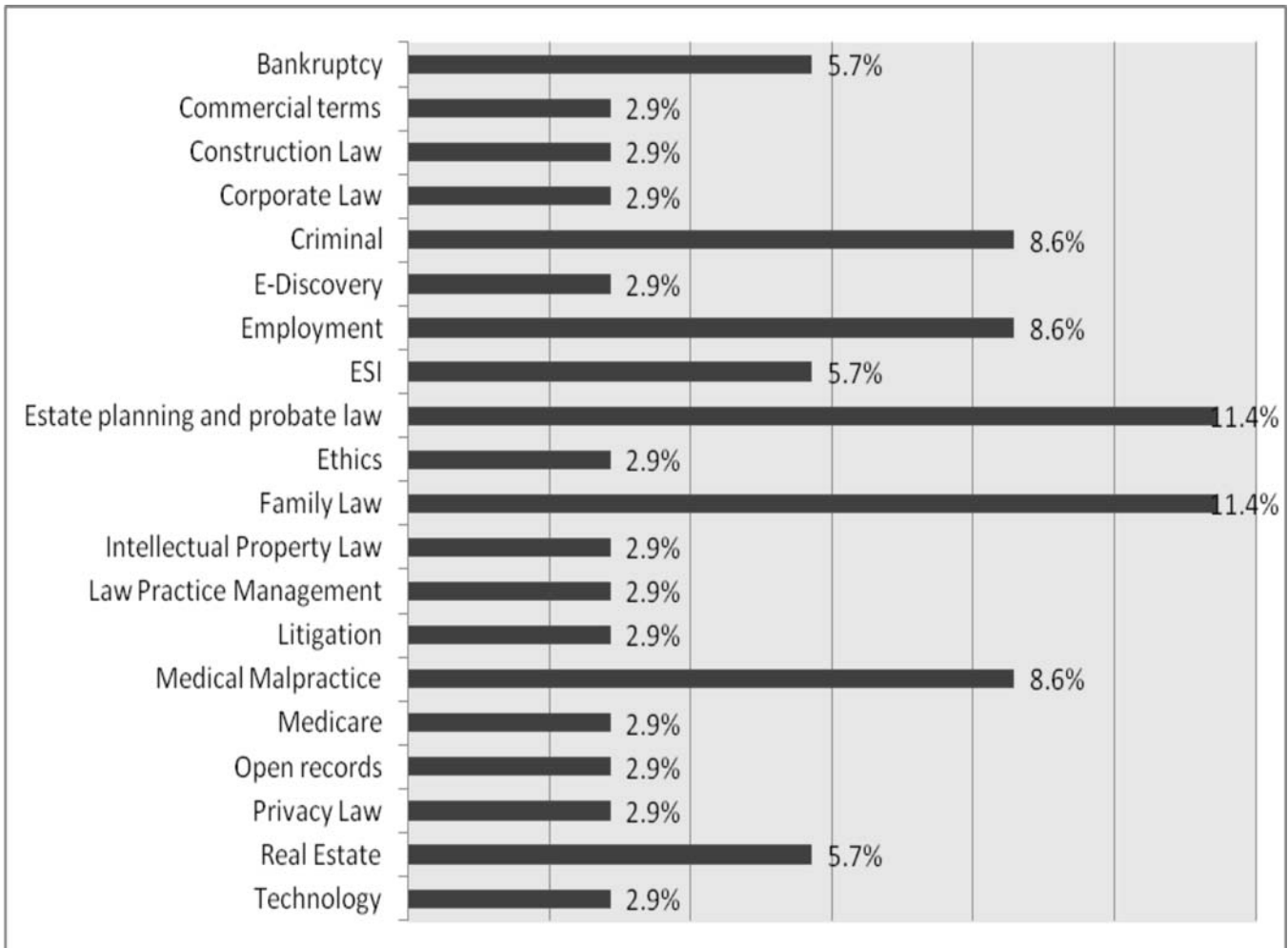


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Does your employer encourage or require you to attend CLE's related to a specific area of the law?

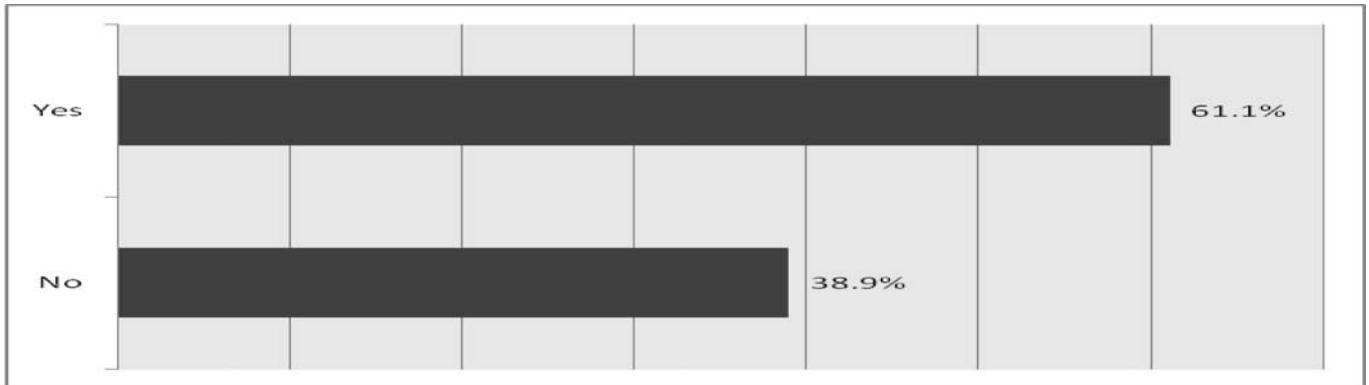


If so, please indicate the topic/area of law.

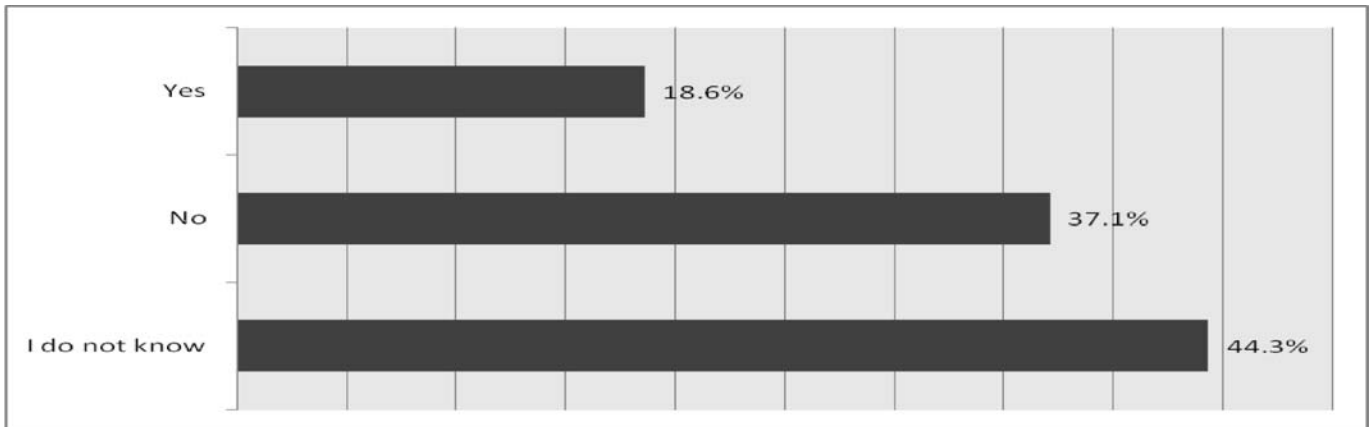


2016 KPA Paralegal Compensation Survey

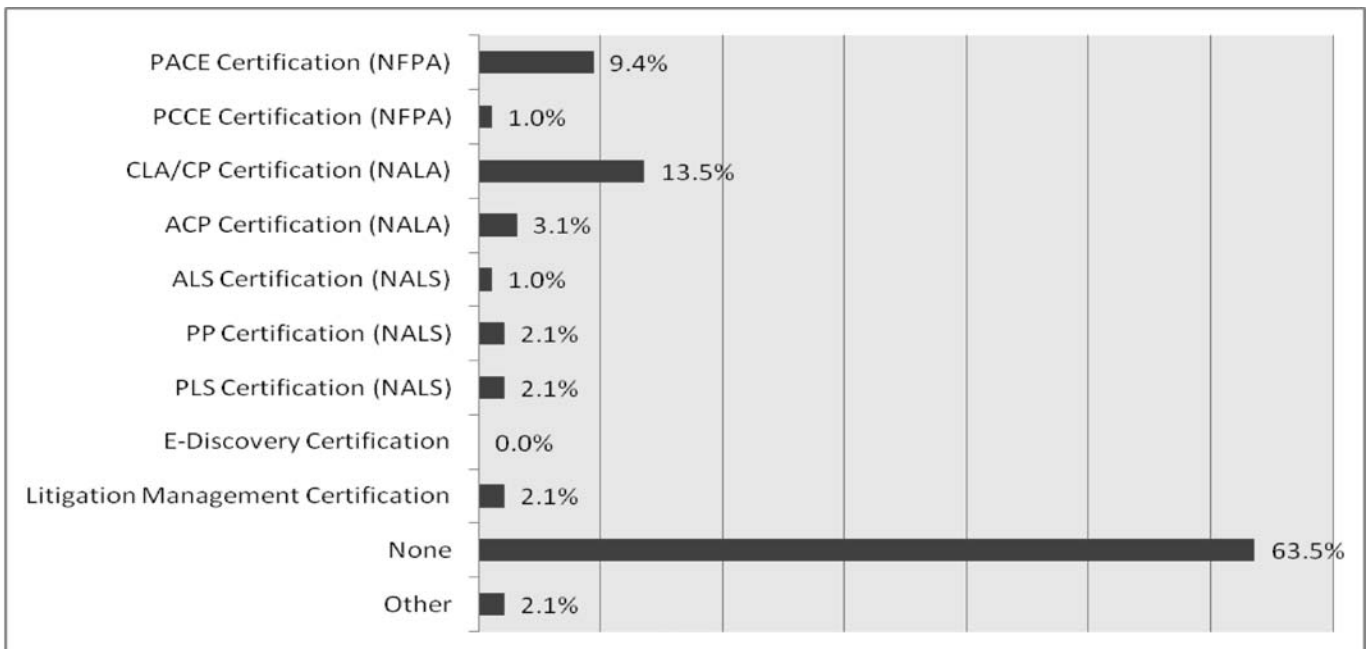
Does your employer provide technology training?



Does your employer pay certification exam fees?



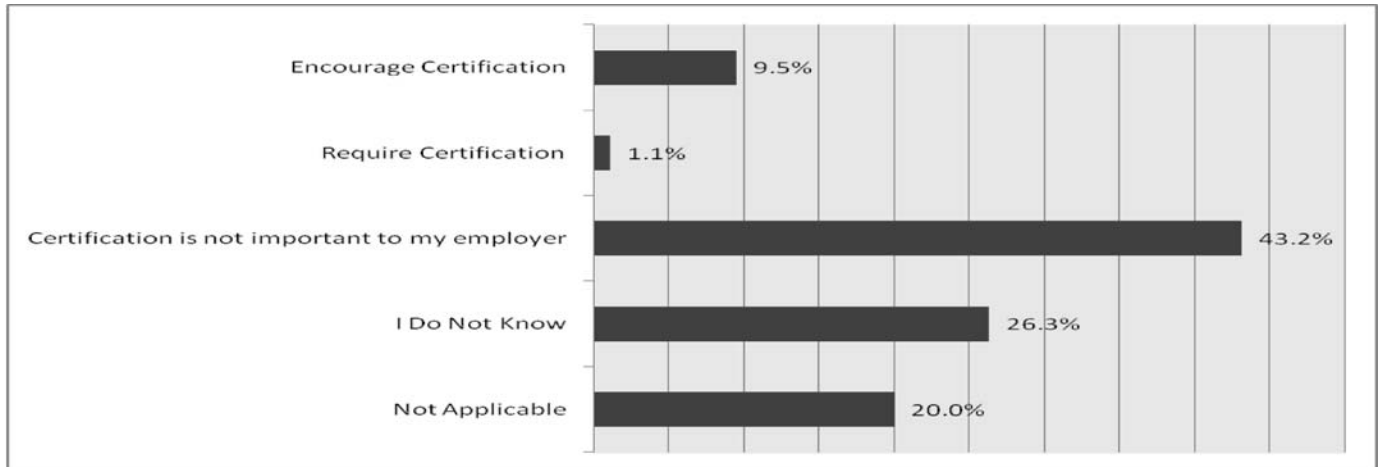
Please select the certification(s) you have held or currently hold.



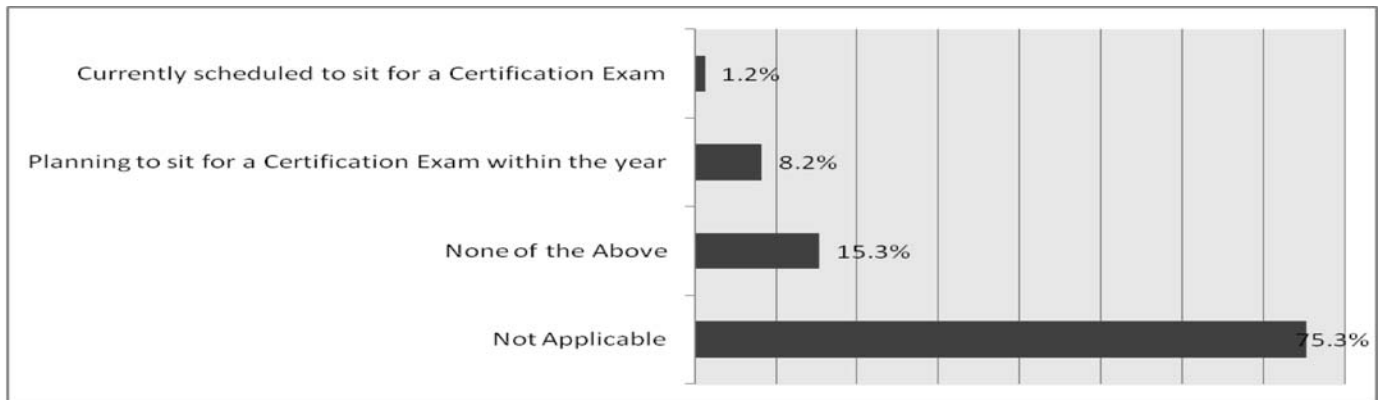
(Other certifications included: CAP-OM (IAAP), CPA)

2016 KPA Paralegal Compensation Survey

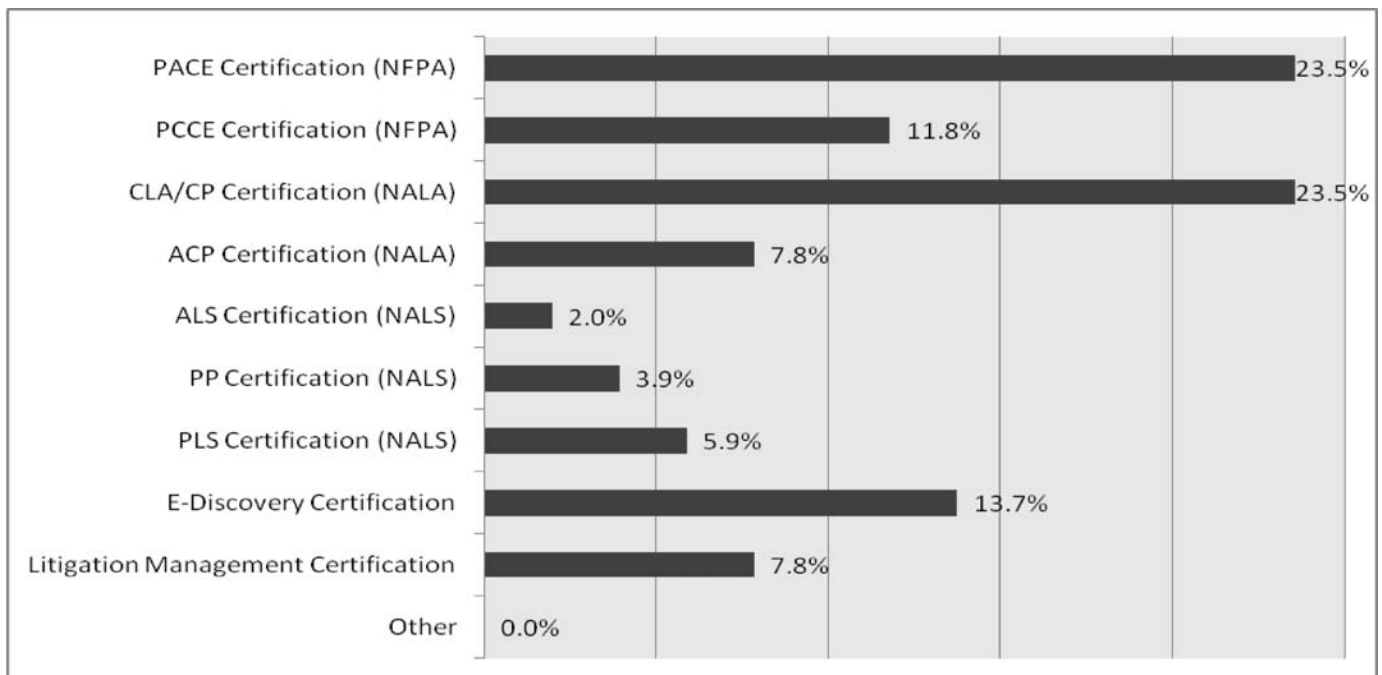
If your response to the question above is “None”, does your employer:



If certification is encouraged or required by your employer are you:

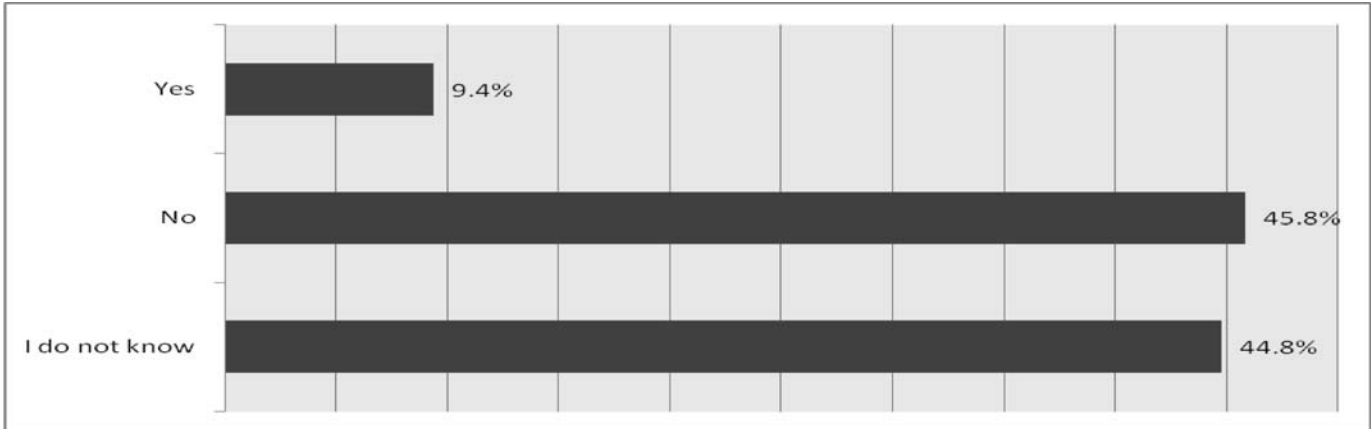


What Certification Exam will you pursue, if any?

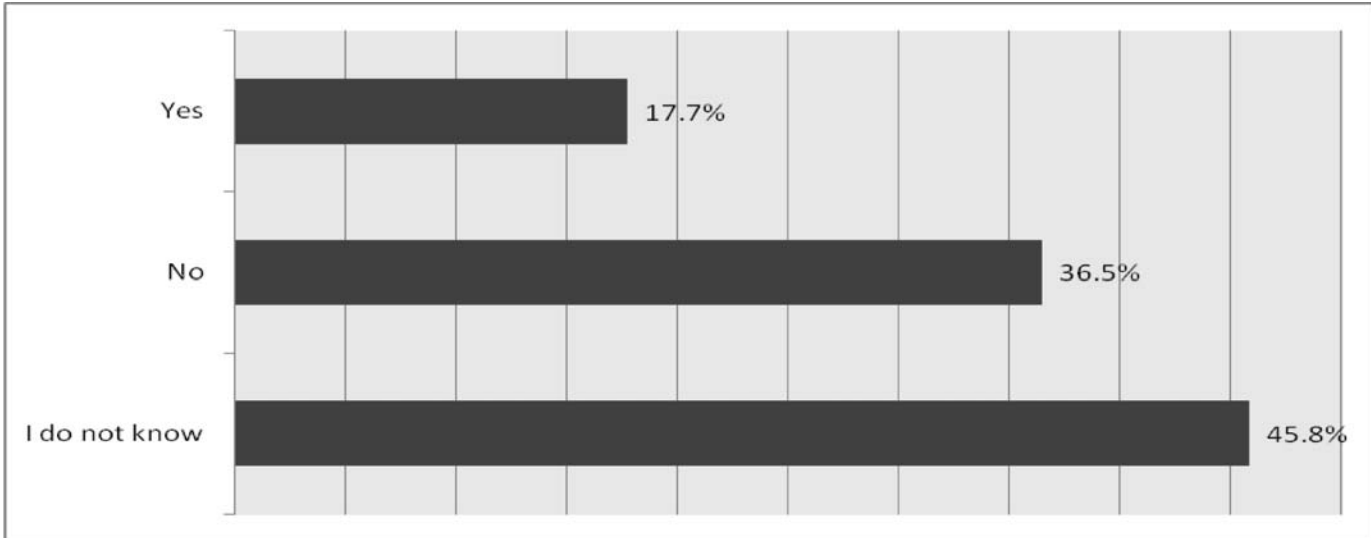


2016 KPA Paralegal Compensation Survey

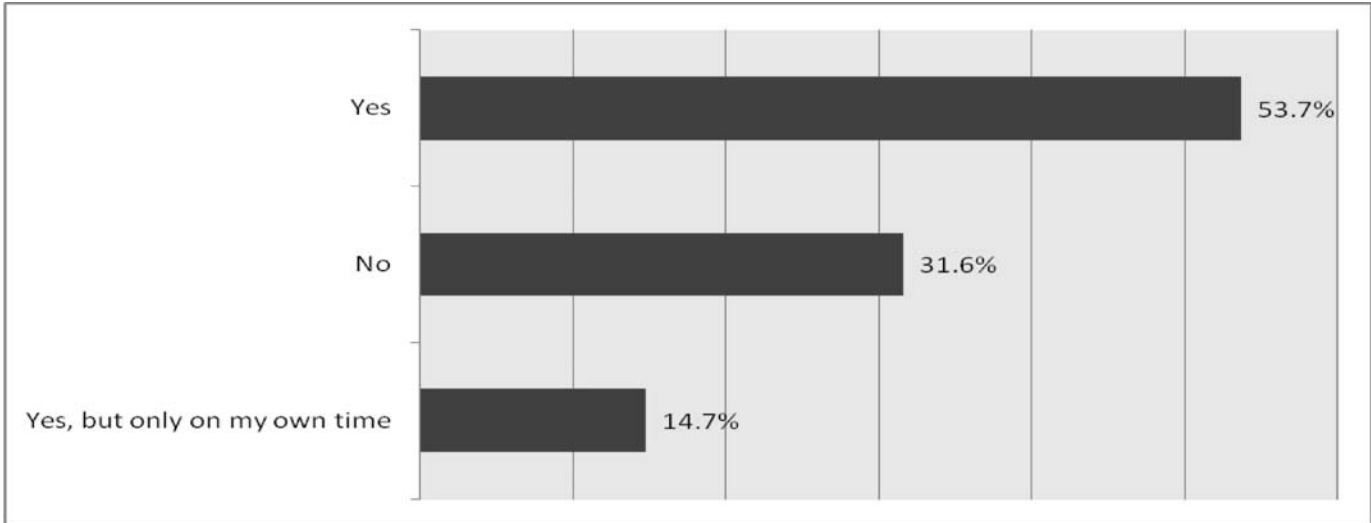
Did/will certification increase your salary or hourly wage?



Did/will certification help you advance your career?

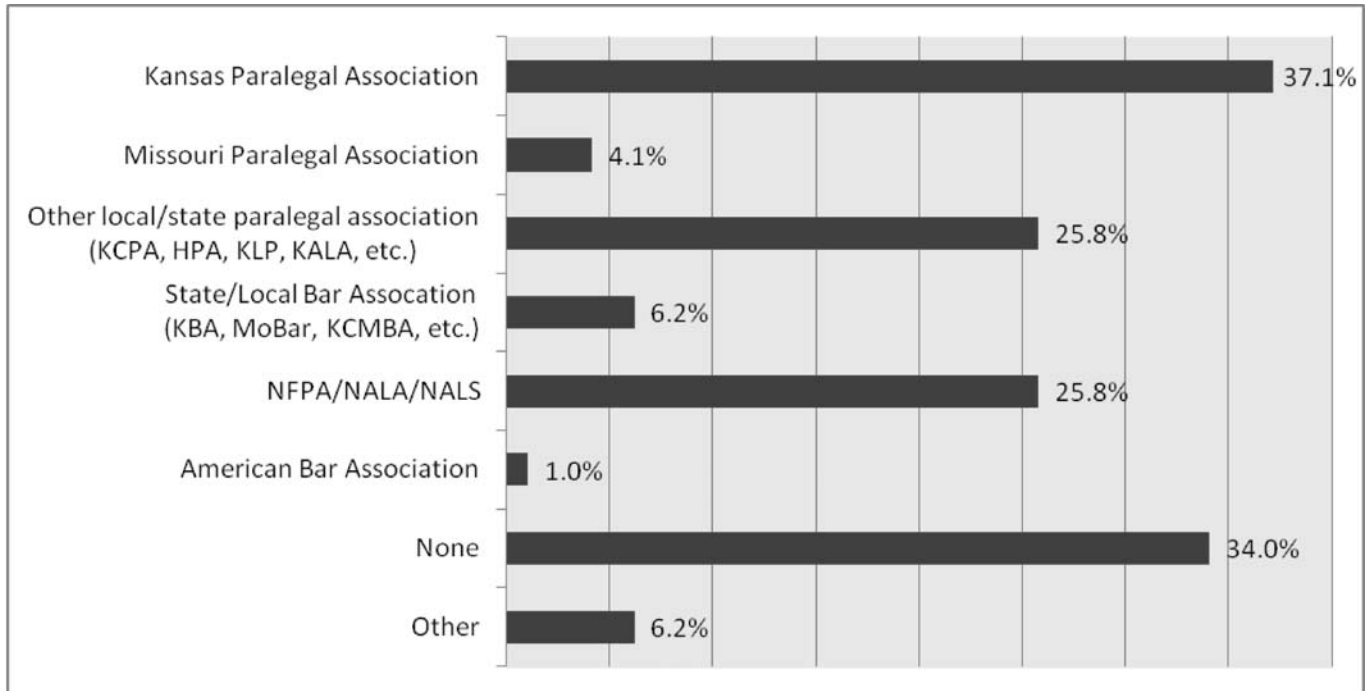


Does your employer support active participation in one or more professional associations?



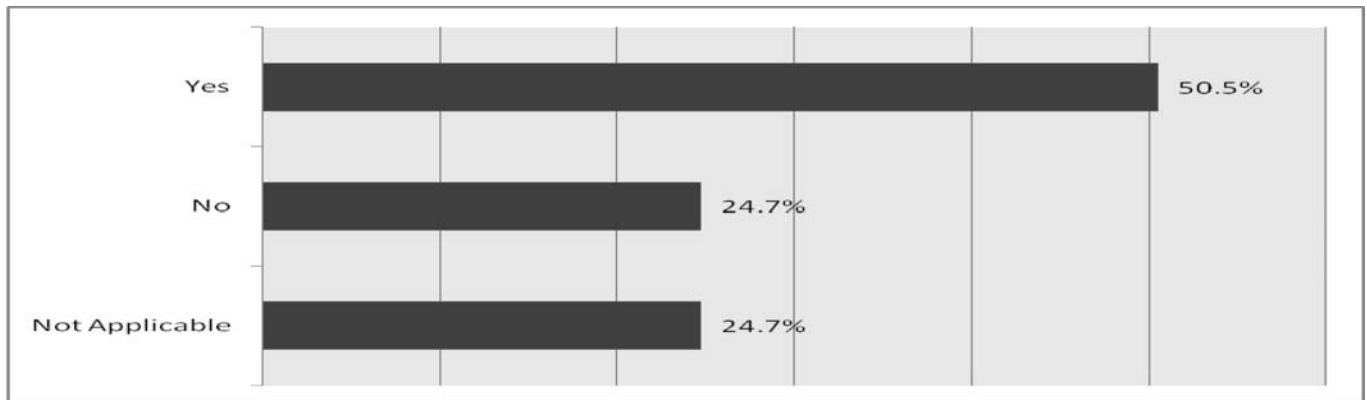
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Please indicate if you are a member of any of the following professional organizations:

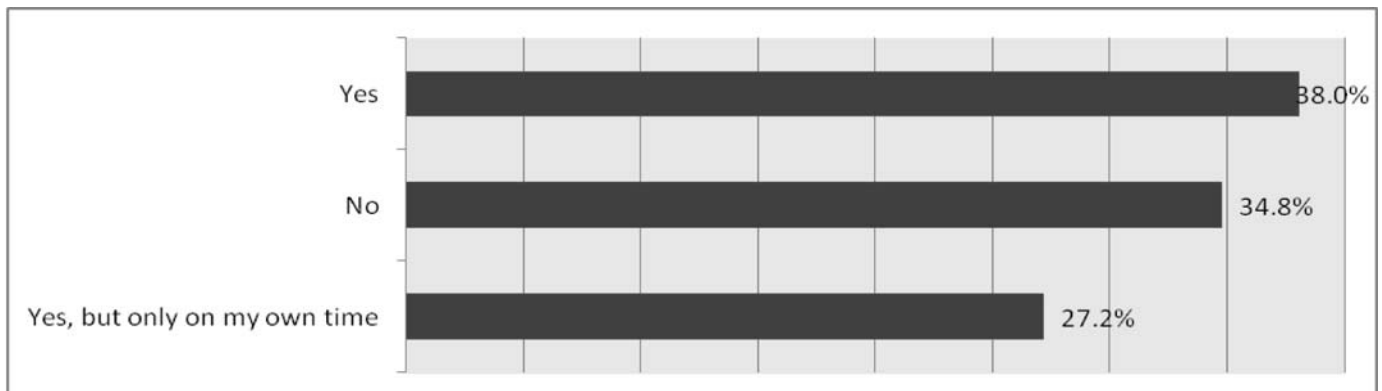


(Other organizations included: ICSC, Assoc. of Legal Administrators, Federal Court Clerks Assoc., Federal Judicial Assistants Assoc. Legal Nurse Consultants, and National Association of Bond Lawyers)

If you are a member, does your employer pay any of your dues on your behalf?

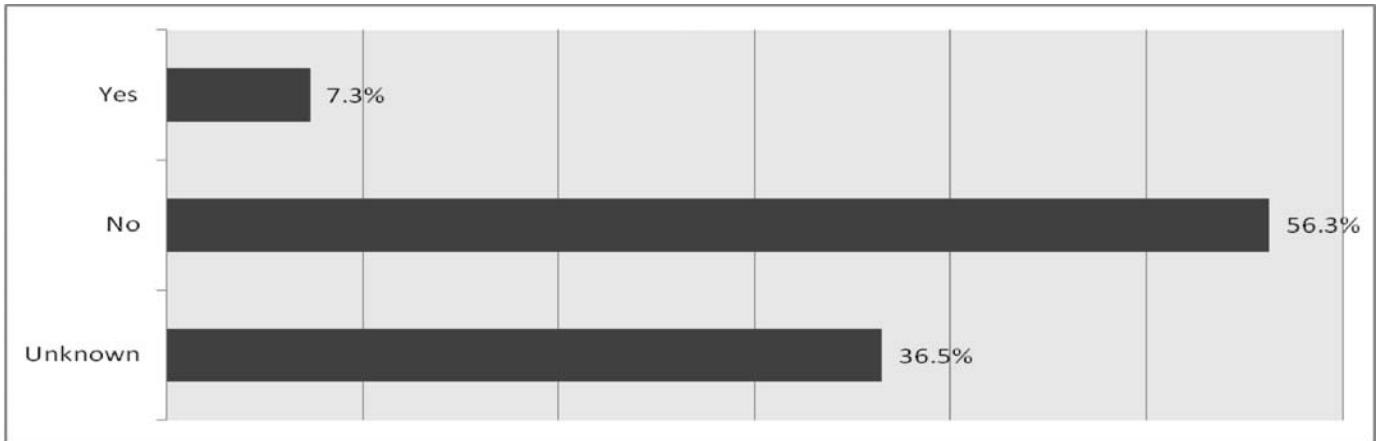


Does your employer support active participation in pro bono/community service activities?

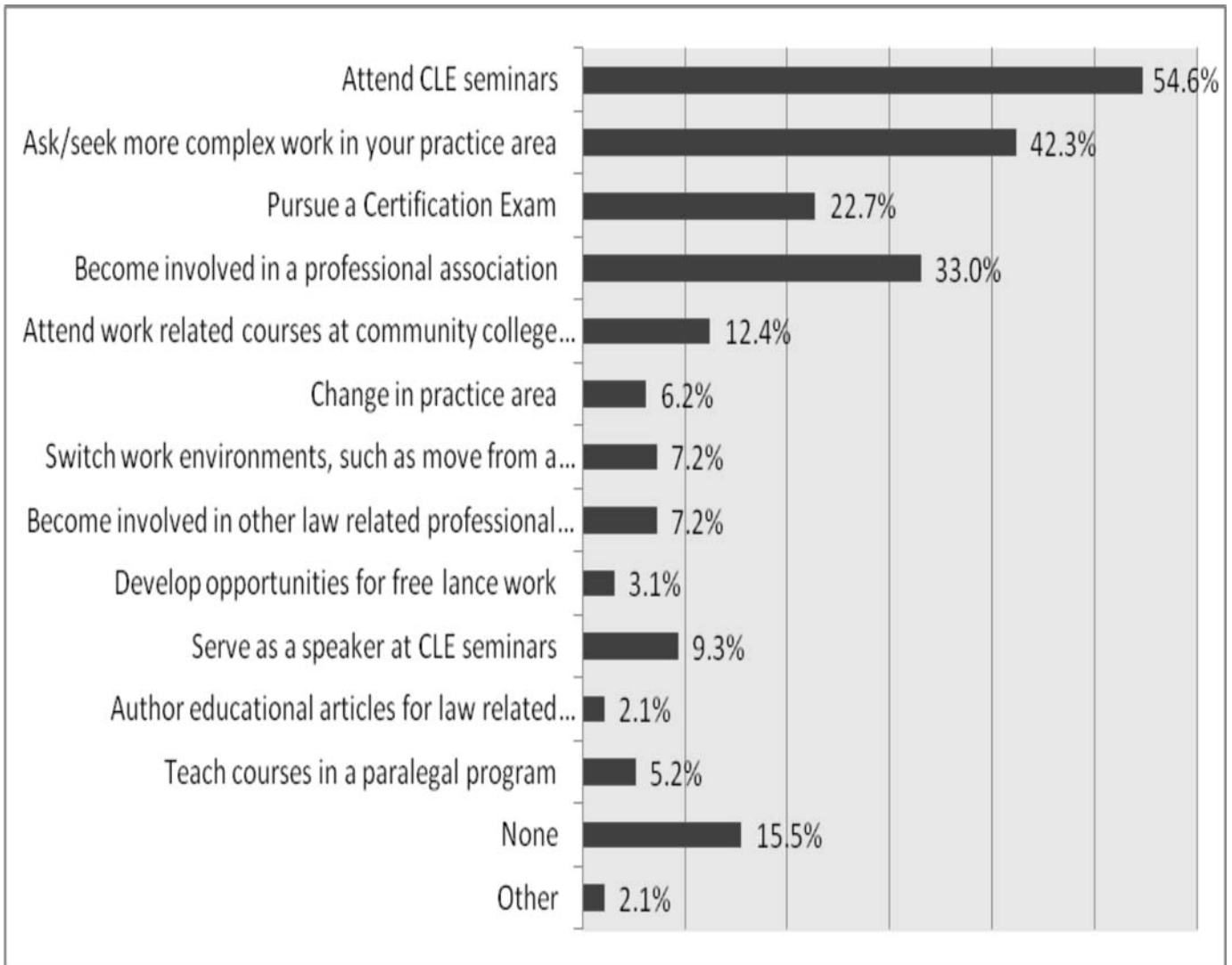


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Does your employer offer paralegal internships to students enrolled in a paralegal program?



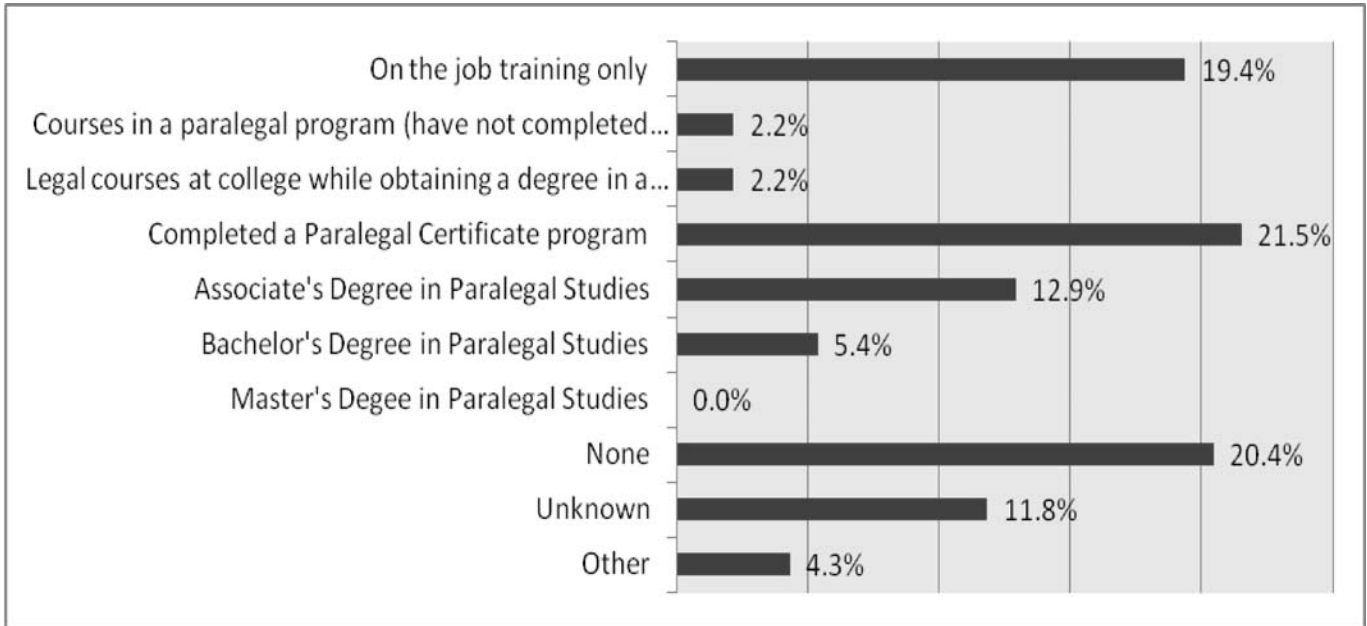
What tools do you utilize to demonstrate/continue your professional growth as a paralegal?



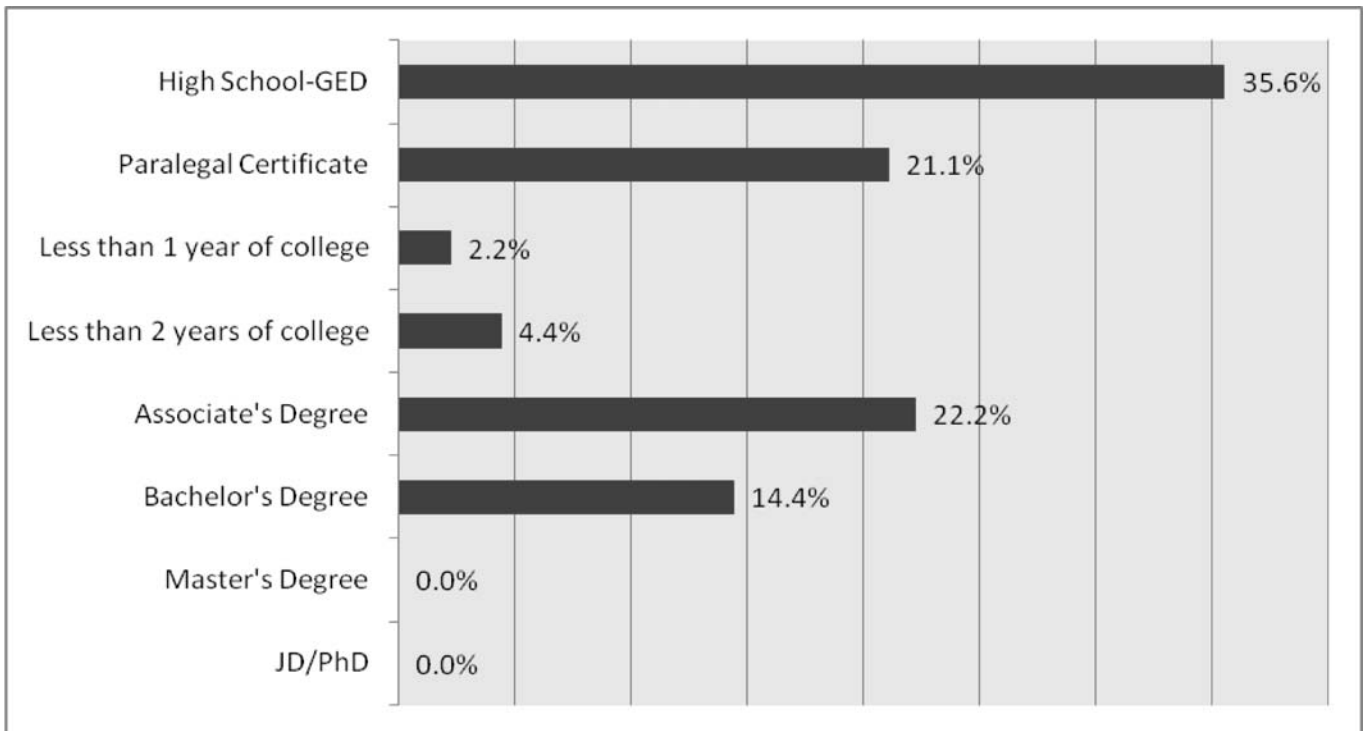
2016 KPA Paralegal Compensation Survey

Section 7: Employment Search/Satisfaction

What is the minimum level of paralegal training/education your employer requires/prefers when hiring for an open paralegal position?

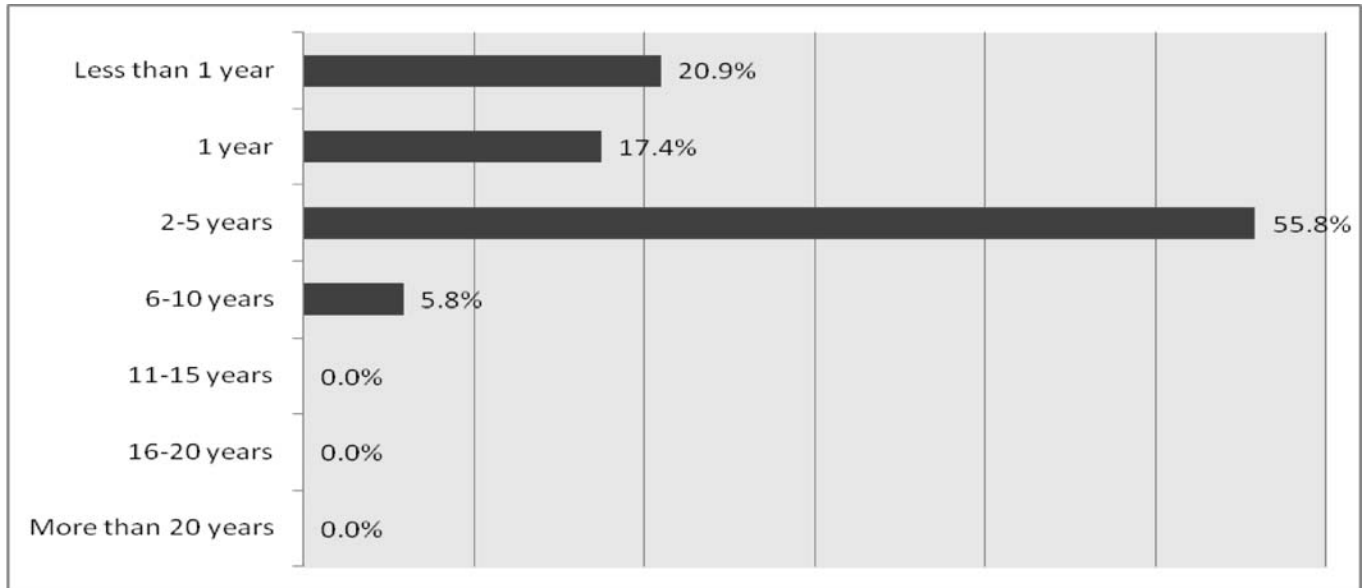


What is the minimum level of education your employer requires/prefers when hiring for an open paralegal position?

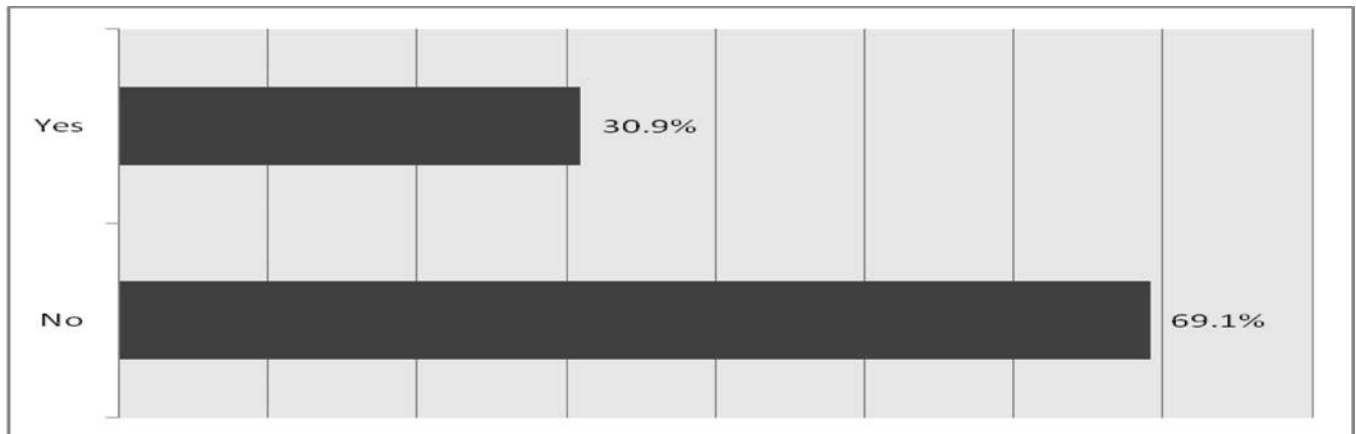


2016 KPA Paralegal Compensation Survey

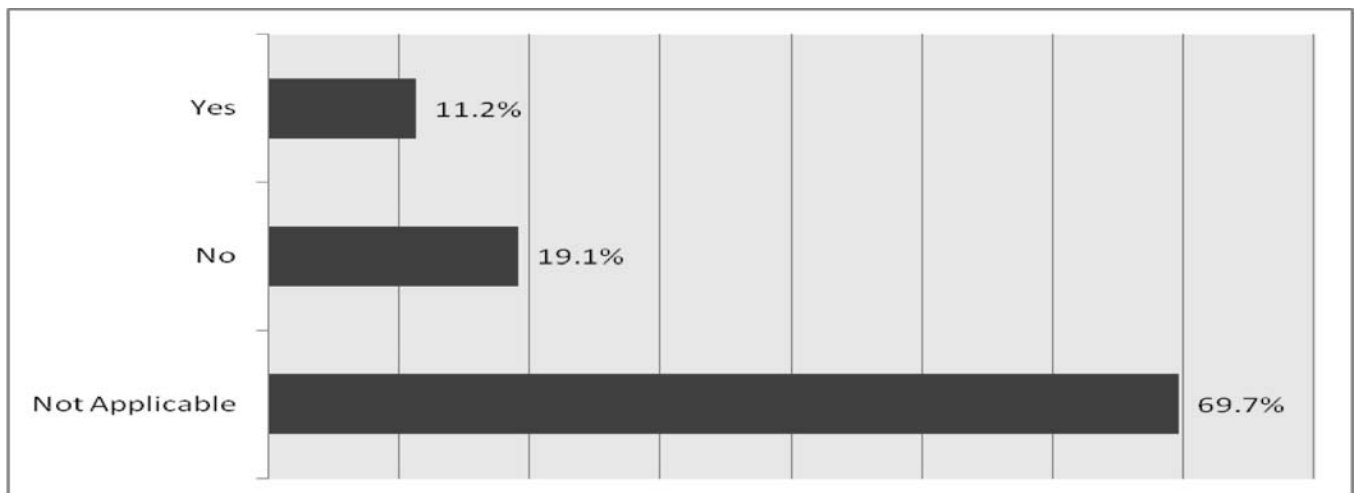
How many years of experience does your employer require/prefer when hiring for an open paralegal position?



Have you looked for and/or applied for a new job within the last 12 months?

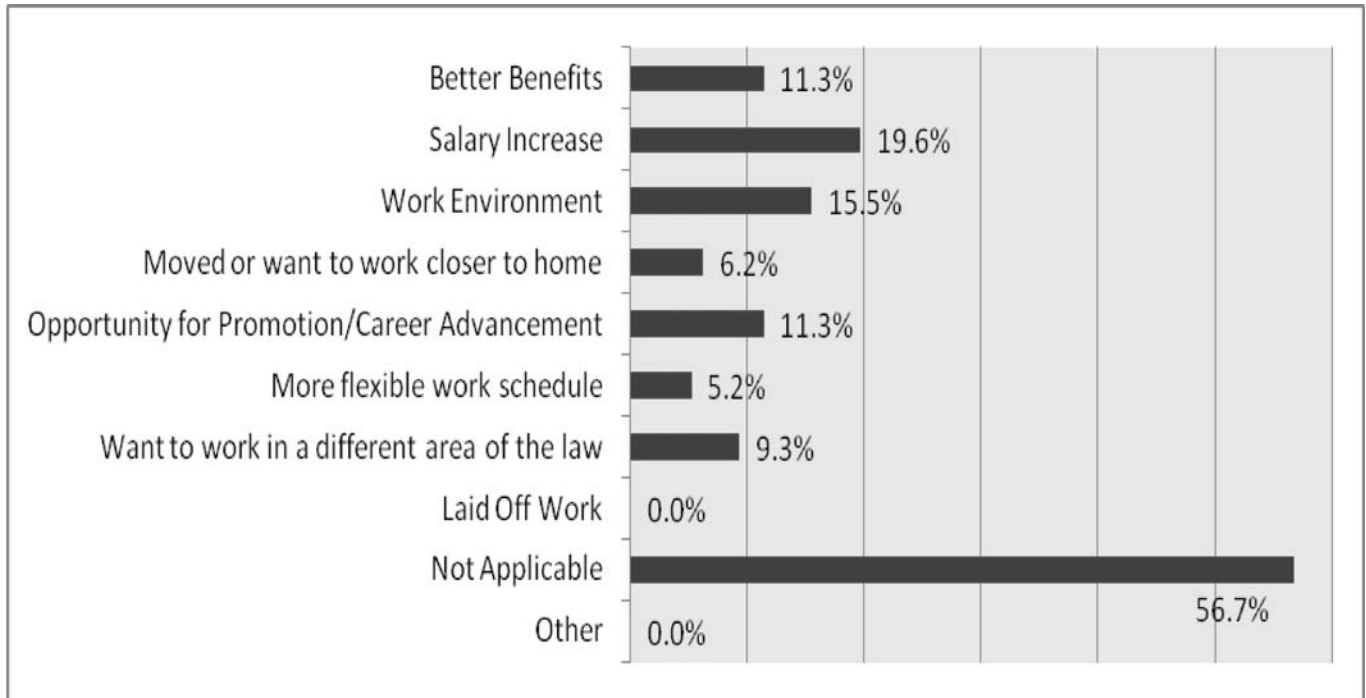


If yes, were you successful in obtaining new employment?

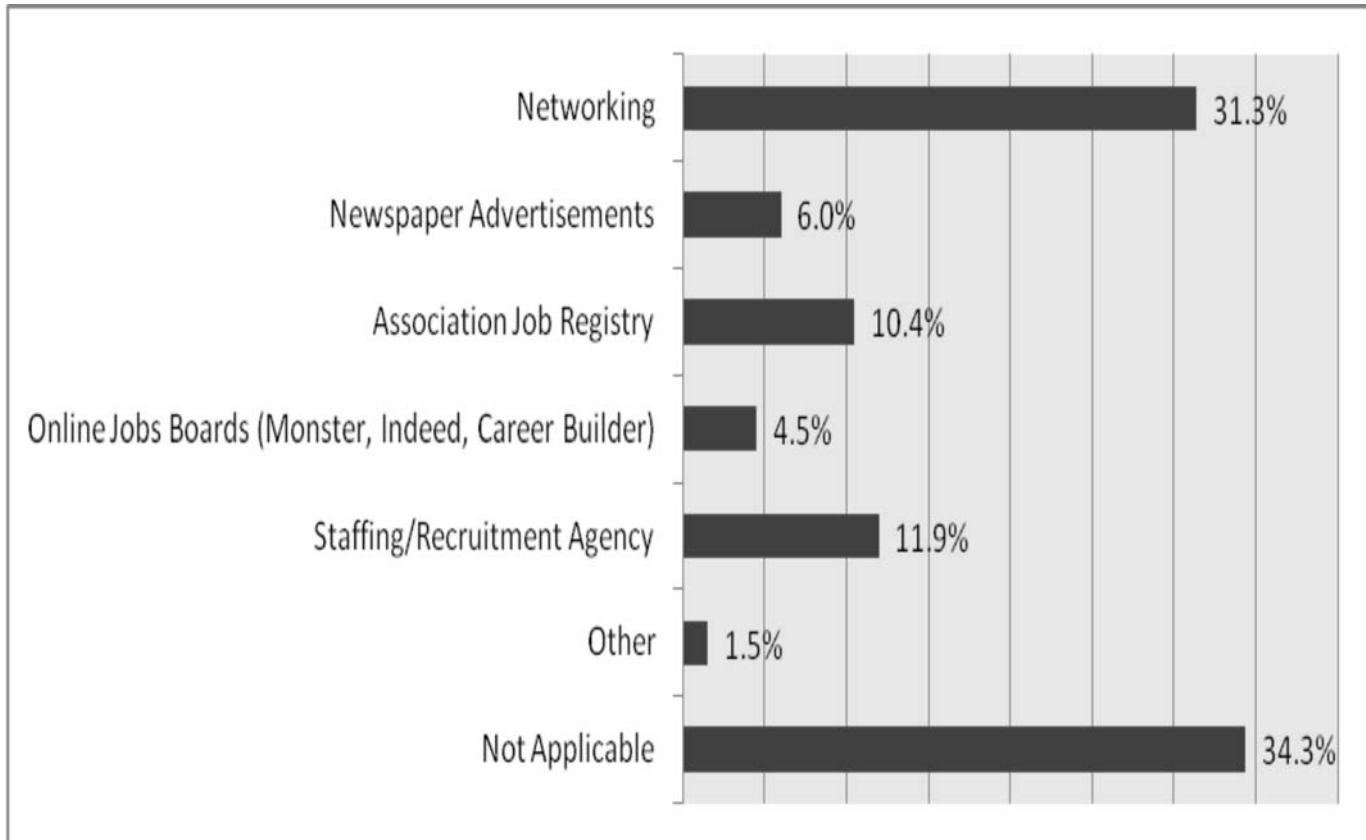


2016 KPA Paralegal Compensation Survey

If yes, what reasons were/are you searching for new employment?



What source did/do you utilize the most when searching for a new job?



2016 KPA Paralegal Compensation Survey

What is your greatest area of satisfaction working in the paralegal profession?

CLIENT RELATIONSHIPS/HELPING

- Helping clients navigate their way through legal troubles.
- Helping my attorney help her clients.
- Being allowed to work as a paralegal and feel as if I'm contributing to my attorney.
- Making a difference for the community I live in.
- Getting results for the client
- Long term client relationships
- Working with clients and other legal professionals

LEARNING/KNOWLEDGE

- Intelligence, knowledge, learning new things
- Love the ever-changing dynamic
- Always interesting work
- Challenges everyday
- Investigating and learning
- Diversity of work
- I find the law fascinating
- Something different every day
- Opportunity for continuous learning
- I enjoy all aspects of the profession and enjoy learning
- Learning something new and interesting every day
- My passion – never boring, research, documents

WORK/OFFICE ENVIRONMENT/CHALLENGES

- Variations of my job, working with people, doing case work, legislative work, etc.
- Ability to handle a large workload
- Assisting attorneys at trial
- Flexibility
- Job Security
- Less Stress
- Freedom to make the right decisions
- Research and writing related tasks
- Responsibility
- I have the best bosses
- Teaching
- Pay, benefits, co-workers, I enjoy my work
- Self direction, responsibility, pride in completion of work and collaboration
- Everything, it is my chosen profession, so every day is a joy.

2016 KPA Paralegal Compensation Survey

What area are you least satisfied with working in the paralegal profession?

SALARY/BENEFIT/ADVANCEMENT OPTIONS

- No advancement; no job opportunities
- Because I work for the government – the lack of raises and the overall pay and the outlook on the overall pay.
- Rigid schedule/work hours, little vacation time and sick leave

STRESS/WORK/OFFICE ENVIRONMENT

- A lot of overtime; intense stress around important deadlines.
- Being overworked, working overtime consistently, under appreciated.
- Billable hours.
- Office politics
- Demands on my time
- Declination letters, collection calls
- Sometimes stress due to high work load
- Working with non-responsive attorneys
- Lack of direction in certain cases
- Deadline Stress
- Repetition of responsibilities
- Lack of pro bono projects
- Keeping client files organized
- Having to do secretarial work because of no available secretary
- Difficult personalities
- Can be tedious at times

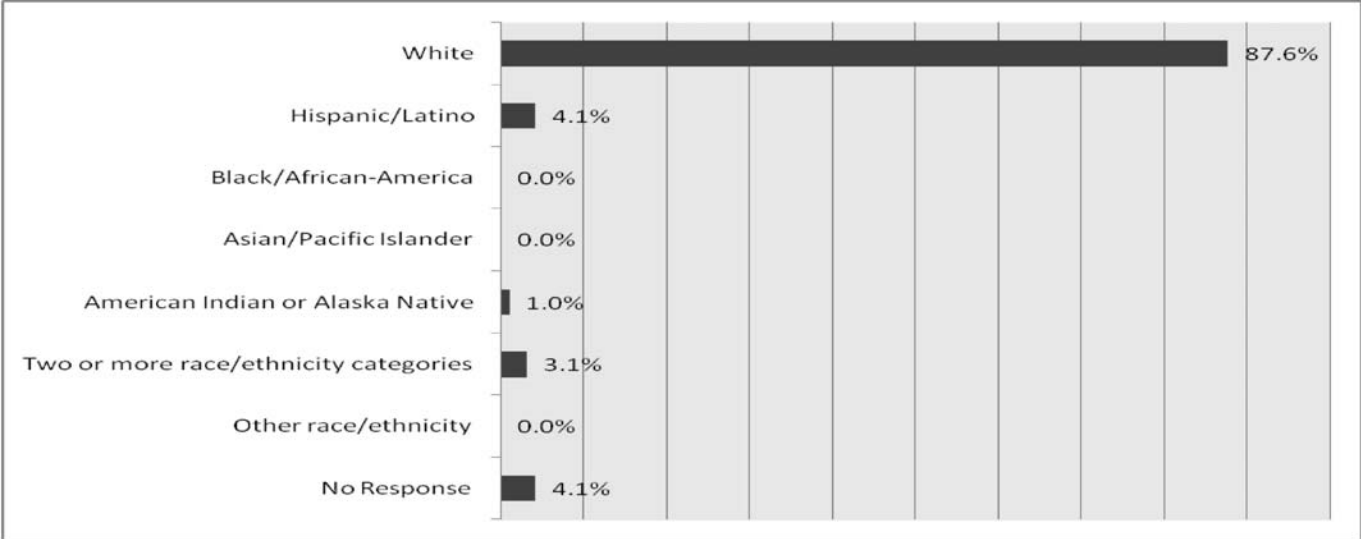
TECHNOLOGY/LACK OF UNDERSTANDING/RESPECT FOR PARALEGAL PROFESSION

- No licensing for paralegals.
- Lack of willingness to support CLE for paralegals.
- My attorney is not technology based. Some work takes more time than should occur.
- Firms that are 20 years behind in tech and office practices.
- Misunderstanding of my expertise, i.e., assuming I don't know more than the lay-person trying to communicate to me. My experience and skills are not understood by my current employer/peers.
- The every changing and special rules for the Judges and their individual divisions. They seem extremely out of touch with what is really going on prior to hearings & trials. Additionally, if they are not able to understand something instead of trying to slow things down and gain better knowledge of the issues, they make a quick determination without thinking about the long term impact. They cause more work for themselves and the system by rushing through things to keep the docket moving.
- Respect/Understanding of the paralegal profession. I think we have come a long ways but could still improve how attorneys and other people in the legal profession value what we do.

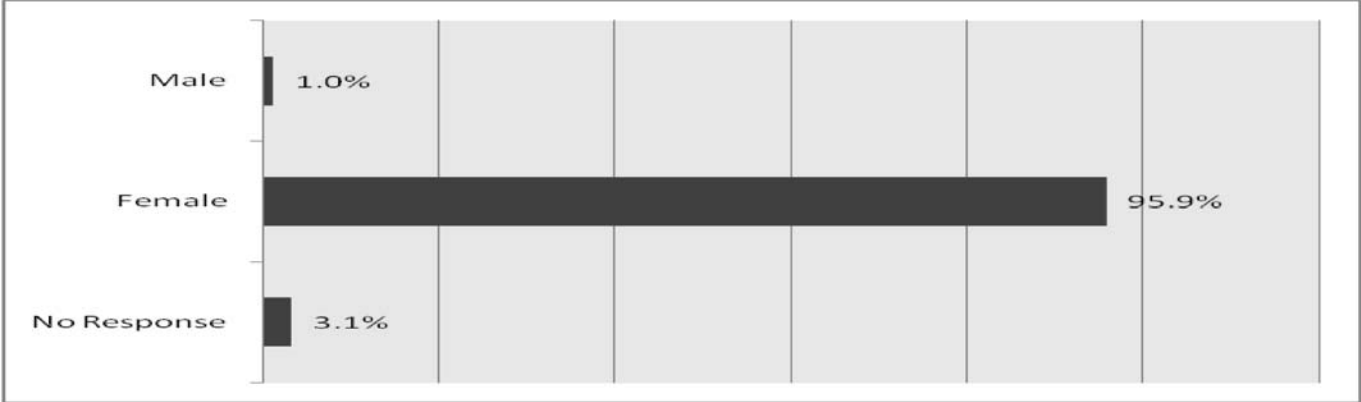
2016 KPA Paralegal Compensation Survey

Section 8: Demographics

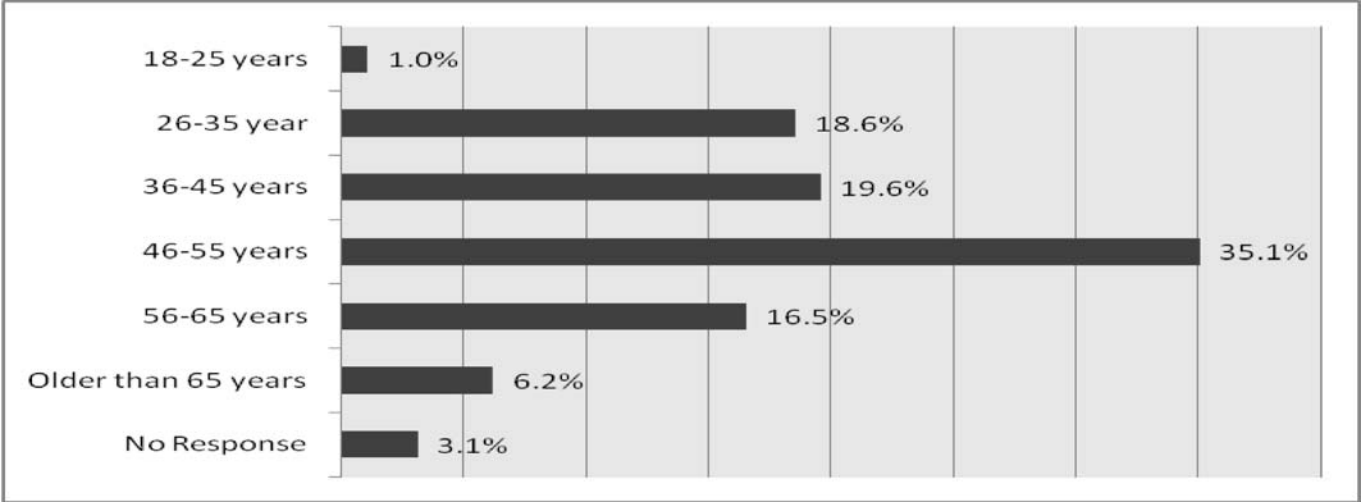
What is your Race/Ethnicity?



What is your sex?

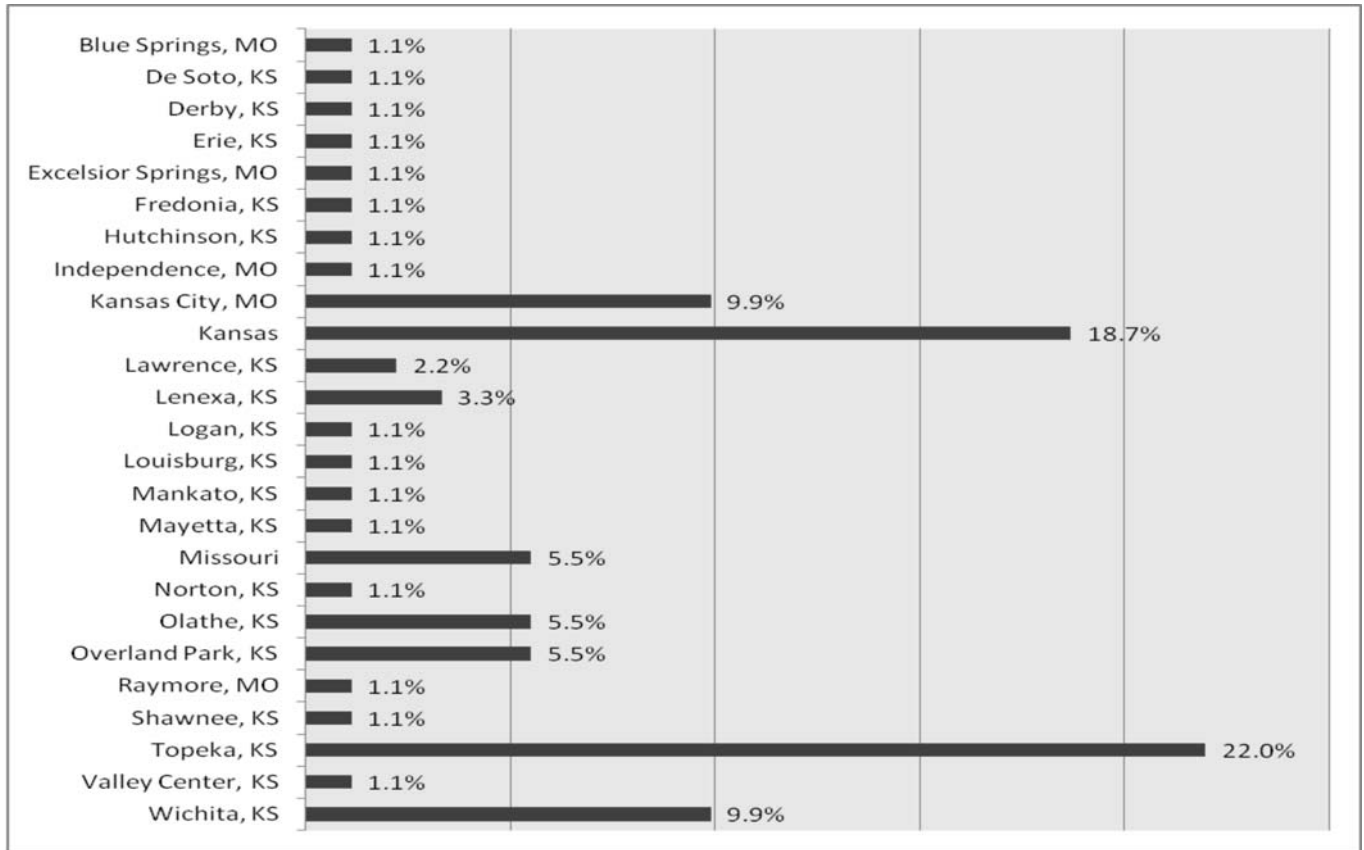


What is your age?



2016 KPA Paralegal Compensation Survey

In which city/state do you currently reside?



In which city/state do you currently work?

