

2010

Economics of Law Practice in Michigan

The 2010 Desktop Reference on the Economics of Law Practice in Michigan



Introduction	5
Comparison of the Population of Active Michigan Attorneys and Survey Respondents	7
Comparison of All Active Michigan Resident Members and Survey Respondents	7
Active Michigan Residents in Private Practice and Survey Respondents by Geographic Region	7
Active Michigan Residents Not in Private Practice and Survey Respondents by Geographic Region	7
Active All Michigan Residents in Private Practice and Survey Respondents in Private Practice by Gender	7
Active Michigan Residents Not in Private Practice and Survey Respondents Not in Private Practice by Gender	7
Characteristics of the Respondents.....	7
Practice Classification for Private Practitioners Responding to the Survey and Providing Data	7
Practice Classification for Non-Private Practitioners Responding to the Survey and Providing Data	8
Private Practitioners and Non-Private Practitioners by Full or Part Time Work Status and Gender	8
Private and Non-Private Survey Respondents by Office Location	8
Survey Respondents by Years in Practice	9
Respondents in Private Practice by Firm Size	9
Billing Rates Private Practitioners	9
Hourly Billing Rates by Years in Practice for Private Practitioners	9
Hourly Billing Rates by Firm Size for Private Practitioners	10
Hourly Billing Rates by Primary Office Location for Private Practitioners	10
Hourly Billing Rates by Field of Practice for Private Practitioners	11
Hourly Billing Rate by County for Private Practitioners	12
Hourly Billing Rates by Circuit for Private Practitioners	13
Attorney Income in 2009 and 2010	15
2010 Estimated Income for Private Practitioners	15
2009 Income for Private Practitioners by Practice Classification	15
Estimated 2010 Attorney Income by Practice Class, Michigan Non-Private Practitioners	16
2009 Attorney Income by Practice Category, Michigan Non-Private Practitioners	17
2010 Attorney Income by Work Status and Gender, Michigan Private and Non-Private Practitioners	17
Median Income by Years in Practice and Practice Classification for Private Practitioners	18
Median Income by Years in Practice and Practice Classification for Non-Private Practitioners	18
Full- and Part-Time Private Practitioners Income by Years in Practice	19
Full-Time Only Private Practitioners Income by Years in Practice	19
Part-Time Only Private Practitioners Income by Years in Practice, 2010	19
Non-Private Practitioners 2010 Median Income by Years in Practice and Gender	19
Private and Non-Private Practitioners 2010 Median Income by Years in Practice and Gender	20
2010 Attorney Income by Primary Field of Law, Michigan Private Practitioners	20
Full- and Part-Time Attorney Income by Firm Size	21
Full-Time Only Attorney Income by Firm Size	21
Part-Time Only Attorney Income by Firm Size	22
Law Practice Management	22
Hours Worked in the Average 2010 Workweek.....	22
Hours Worked Per Week by Private Practice Attorneys and Function	22
Hours Worked Per Week by Non-Private Practice Attorneys and Function	22
Likelihood of Increasing CLE Participation for Private Practitioners by Practice Classification	23
Likelihood of Decreasing CLE Participation for Private Practitioners by Practice Classification	23
Uncollectables and Service Charge Policies.....	24
Percent of Fees That Are Uncollectable, Private Practice	24
Percent of Fees That Are Based on Contingency, Private Practice	24
Percentage of Service Charge Added to Delinquent Accounts, Private Practitioners	24
Last Rate Change, Private Practitioners	24
Percentage of Last Rate Change, Private Practitioners	24
Percentage Distribution of Office Overhead Rates by Firm Size	24
Office Overhead Rates as a Percentage of Gross Receipts by Office Location, Private Practitioners	25

Staffing Ratios	25
Secretary-to-Attorney Ratios	25
Secretary-to-Attorney Ratios by Firm Size	25
Secretary-to-Attorney Ratios by Practice Class, Michigan, 2010	26
Legal Assistant-to-Attorney Ratios	26
Legal Assistant-to-Attorney Ratios by Size of Firm	26
Legal Assistant-to-Attorney Ratios by Practice Class.....	27
Billing for Legal Assistant Service	27
Method for Billing Legal Assistant Services by Firm Size	27
Attorney Perspectives	28
Compared to a Year Ago What Changes in Client Paying Behaviors Have You Experienced.....	28
Over the Next Year Indicate the Likelihood That the Following Will Occur, Private Practitioners	28
Over the Next Year Indicate the Likelihood That the Following Will Occur, Non-Private Practitioners	29
Job Satisfaction and Economic Sentiment About the Practice of Law	29
Current Satisfaction With Practicing Law	29
Expected Future Satisfaction With Practicing Law in Current Practice Area	30
The Degree to Which the Following Creates Job Stress	30
How Likely is it That You Will Switch Practice Areas in the Next Two Years?	30
Reasons Not to Switch Fields of Law, Private Practitioners.....	30
Factors That Could Influence the Decision to Switch to a Salaried Job, Private Practitioners.....	30
How Respondents Feel About Personal Workload	30
What Do You Think the Economic Circumstances Will Be in the Future?	31
Law School Debt.....	31
Total Law School Debt for Individuals Attending Law School Within the Last 10 Years by Years in Practice, Private Practitioners	31
Total Law School Debt for Individuals Attending Law School Within the Last 10 Years by Years in Practice, Non-Private Practitioners.....	31
Monthly Law School Debt Payments for Individuals Attending Law School Within the Last 10 Years by Years In Practice, Private Practitioners.....	31
Monthly Law School Debt Payments for Individuals Attending Law School Within the Last 10 Years by Years in Practice, Non-Private Practitioners.....	31
Total Law School Debt for Individuals Attending Law School Within the Last 10 Years by Income Category, Private Practitioners	31
Total Law School Debt for Individuals Attending Law School Within the Last 10 Years by Income Category, Non-Private Practitioners.....	32
Monthly Law School Debt Payments for Individuals Attending Law School Within the Last 10 Years by Years Income Category, Private Practitioners	32
Monthly Law School Debt Payments for Individuals Attending Law School Within the Last 10 Years by Years Income Category, Non-Private Practitioners.....	32
Total Law School Debt for Individuals Attending Law School Within the Last 10 Years by Classification, Private Practitioners	32
Total Law School Debt for Individuals Attending Law School Within the Last 10 Years by Classification, Non-Private Practitioners	33
Monthly Law School Debt Payments for Individuals Attending Law School Within the Last 10 Years by Classification, Private Practitioners.....	34
Monthly Law School Debt Payments for Individuals Attending Law School Within the Last 10 Years Classification, Non-Private Practitioners.....	34
Pro Bono Work	35
Pro Bono Hours Per Year by Income Category, Private Practitioners	35
Pro Bono Hours Per Year by Income Category, Non-Private Practitioners.....	35
Pro Bono Hours Per Year by Years In Practice, Private Practitioners	35
Pro Bono Hours Per Year by Years In Practice, Non-Private Practitioners.....	36
Pro Bono Hours Per Year by Classification, Private Practitioners	36
Pro Bono Hours Per Year by Classification, Non-Private Practitioners.....	36
Pro Bono Hours Per Year by Office Location, Private Practitioners	37
Pro Bono Hours Per Year by Office Location, Non-Private Practitioners	37
Access To Justice Contributions	38
Access To Justice Contributions by Office Location, Private Practitioners	38
Access To Justice Contributions by Office Location, Non-Private Practitioners	39

Access To Justice Contributions Per Year by Income Category, Private Practitioners.....	39
Access To Justice Contributions Per Year by Income Category, Non-Private Practitioners.....	39
Access To Justice Contributions Per Year by Classification, Private Practitioners.....	40
Access To Justice Contributions Per Year by Classification, Non-Private Practitioners.....	40
Access To Justice Contributions Per Year by Years in Practice, Private Practitioners.....	41
Access To Justice Contributions Per Year by Years in Practice, Non-Private Practitioners.....	41

Appendix 42

Field of Practice by Hourly Billing Rate by Office Location 42

Ann Arbor Area.....	42
Battle Creek Area.....	43
Bay City/Midland/Saginaw Area.....	43
Flint.....	44
Grand Rapids.....	45
Jackson.....	46
Kalamazoo.....	47
Lansing.....	48
Livingston County.....	49
Macomb County.....	50
Muskegon/Mid-Michigan.....	51
Oakland County.....	51
Other Metro Areas.....	52
Out-State Lower Peninsula.....	53
Traverse City Area.....	54
Upper Peninsula.....	55
Wayne County.....	56

Economics of Law Practice in Michigan

The 2010 Desktop Reference on the Economics of Law Practice in Michigan

March 2011

Introduction

This State Bar of Michigan desktop reference provides current information on the economics of law practice. It is based on the October 2010 survey of the membership and can be downloaded online as a free service from the [SBM website—www.michbar.org](http://www.michbar.org).

The survey has two objectives:

- To provide timely, relevant and accurate information to inform and guide practical management and planning decisions by Michigan attorneys, including private- and non-private practitioners including the judiciary and government workers
- To monitor key trends within the legal profession, based on previous survey research and analysis

Similar studies were undertaken over the past three decades and included:

- Attorney demographics
- Attorney income by practice category, gender, field of law, office location, work status (full- versus part-time), years in practice and firm size
- Prevailing average hourly billing rates by practice class, firm size, field of practice, judicial circuit, county and office location
- Time allocated to billable and non-billable professional activities, including pro bono work
- Overhead expenses associated with maintaining a private practice by office location and firm size
- Law office management practices, and
- Perceptions regarding current and future economic circumstances related to law practice including law school indebtedness and charitable giving

Methods and Measures

In late 2010, two online confidential survey instruments (“questionnaires”) were e-mailed to 29,475 attorneys, inviting participation by all active attorneys practicing within Michigan. The data obtained from approximately 3,775 usable returned questionnaires were tabulated and analyzed by the Applied Statistics Laboratory of Ann Arbor, Michigan and by Dr. James McComb, an independent consultant statistician.

Applied Statistics Laboratory provides legal economics survey research to bar associations nationwide, having fielded over 35 surveys in the last 30 years. Please contact Dr. Lawrence Stiffman for assistance at 734 369-6052 or aslinfo@aol.com. for no-charge technical assistance with questions surrounding this report.

To help practitioners interpret the information provided in the exhibits below, here is a brief discussion of measures of central tendency (median and mean) and dispersion (spread).

Measures of Central Tendency

The mean (also called the average or arithmetic average) is calculated by adding the values of all responses, then dividing by the number of responses.

Example: three responses—1, 2 and 3—are reported. the average is calculated by adding their values ($1 + 2 + 3 = 6$), then dividing by the number of responses (3). Thus, the average is $6 \div 3 = 2$.

The median is the middle value of a series (distribution) of values, which is initially rank-ordered (from low to high or vice versa). by definition, half the numbers are greater and half are less than the median. both mean and median values are used throughout this survey report to denote the measure of central tendency. Use of the median as a statistic for central tendency reduces the effect of “outliers” (extremely high or low values, such as 30), while the average does not.

Example: three responses—1, 2 and 30—are reported. Median is the middle number of the order of distribution (1, 2, 30) or 2. The average of this same the distribution is 33 divided by 3 = 11.

Measures of Dispersion (Spread)

The dispersion of data around the median (the 50th percentile) is based on 3 values:

25th percentile (lower quartile). One-fourth of the values are less and three-fourths are more than this value.

75th percentile (upper quartile). Three-fourths of the values are less and one-fourth are more than this value.

95th percentile. Ninety-five percent of the values are less and five percent are more than this value.

Geographic Areas Defined

The survey divided Michigan into geographic areas by greater metropolitan area and sub portions of Wayne, Oakland and Macomb counties as well as by judicial circuit for aggregation and reporting key statistics generated from the data.

Interpreting Findings

Because the survey was conducted in October–November 2010, attorney income represents 2009 reported values, and estimates for 2010 were also requested. All other data represent 2010 values covering responses received in October–December, 2010. *Income* represents total personal income (after expenses) or salaries from the practice of law, before taxes, for 2009 and estimated for 2010. Bonus information was not addressed and may or may not have been included by respondents.

To denote gaps, such as the “gender gap” of reported income, the term “gap” is used on selected exhibits as a proportion calculated as the median value of one group divided by another. Hypothetically, a reported median income of \$85,000 for a group of female attorneys divided by \$100,000 for a like group of male attorneys yields the proportion of .85. This could be interpreted in plain English as this group (cohort) of females earns “85 cents on the dollar” compared against their male cohort.

Despite the use of the median to reduce the effect of extremely high or low values (“outliers”), as noted above, readers should use particular caution in interpreting data when only a small number of responses are available. In such cases, readers are advised to “group up” to a larger geographic area or practice category, where appropriate, in order not to distort reality. Generally, no value is represented if fewer than 5 responses were reported. In some instances, an exhibit may list fewer than 5 responses if the data were deemed important enough, with the understanding that the reader should use care when drawing inferences from such a small sample. Findings should be considered and used only in their entirety to avoid misconstruing the meaning of individual exhibits within this report.

Comparison of the Population of Active Michigan Attorneys and Survey Respondents

Comparison of All Active Michigan Resident Members and Survey Respondents¹

	Total Members	Percent of Total Members	Total Respondents	Percent of Respondents
Private Practitioners	16,806	50.8%	2,572	68.1%
Non-Private Practitioners	16,257	49.2%	1,203	31.9%
Total	33,063	100.0%	3,775	100.0%

1. Private practitioners were more likely to respond to the survey than practitioners not in private practice. It is likely that private practitioners are more interested in hourly rate information.

Active Michigan Residents in Private Practice and Survey Respondents by Geographic Region

Geographic Region	Universe of Private Practitioners	Percent of Total	Survey Respondents	Percent of Total
Southeast Michigan ¹	10,774	64.1%	1,541	60.0%
All Others in State	6,032	35.9%	1,031	40.0%
Total	16,806	100.0%	2,572	100.0%

1. Southeast Michigan includes Wayne, Oakland, Macomb, Washtenaw and Livingston

Active Michigan Residents Not in Private Practice and Survey Respondents by Geographic Region

Geographic Region	Universe of Non-Private Practitioners	Percent of Total	Survey Responses	Percent of Total
Southeast Michigan ¹	9,957	61.2%	606	50.4%
All Others in State ²	6,300	38.8%	597	49.6%
Total	16,257	100.0%	1,203	100.0%

1. Southeast Michigan includes Wayne, Oakland, Macomb, Washtenaw And Livingston

2. The universe of non private practitioners includes 1,721 active Michigan members not reporting an occupational area and 1,285 retired individuals

Active All Michigan Residents in Private Practice and Survey Respondents in Private Practice by Gender

Gender	Universe of Private Practitioners	Percent of Total	Survey Respondents	Percent of Total
Male	12,489	74.3%	1,860	72.3%
Female	4,317	25.7%	712	27.7%
Total	16,806	100.0%	2,572	100.0%

Active Michigan Residents Not in Private Practice and Survey Respondents Not in Private Practice by Gender

Gender	Universe of Non-Private Practitioners	Percent of Total	Survey Responses	Percent of Total
Male	10,125	62.3%	1,860	72.3%
Female	6,132	37.7%	712	27.7%
Total	16,257	100.0%	2,572	100.0%

Characteristics of the Respondents

This section summarizes demographic characteristics of the survey respondents, including their practice class, gender, office location, work status (full- vs. part-time), years in practice and firm size (measured by number of attorneys).

Practice Classification for Private Practitioners Responding to the Survey and Providing Data¹

Practice Classification	Number	Percent
Sole Practitioner, Office Outside of Home	574	22.6%
Sole Practitioner, Working Out of Home Office	322	12.7%
Sole Practitioner, Sharing Space	153	6.0%
Managing Partner	173	6.8%

Practice Classification for Private Practitioners Responding to the Survey and Providing Data¹

Practice Classification	Number	Percent
Equity Partner/Shareholder	618	24.3%
Non-Equity Partner	134	5.3%
Of Counsel	101	4.0%
Senior Associate	216	8.5%
Associate	233	9.2%
Arbitrator/Mediator	5	0.2%
Assigned Counsel	9	0.4%
Total	2,538	100.0%

1. Excludes unemployed individuals and individuals not providing data.

Practice Classification for Non-Private Practitioners Responding to the Survey and Providing Data.

Practice Classification	Number	Percent
In-House Counsel	317	25.7%
Legal Service Agency	81	6.6%
Local Government	160	13.0%
State Government	119	9.6%
Judge	120	9.7%
Other Judiciary	110	8.9%
Federal Government	66	5.3%
Academia	63	5.1%
Other Legal Work	85	6.9%
Retired, not Practicing Law or Unemployed	114	9.2%
Total	1,235	100.0%

Private Practitioners and Non-Private Practitioners by Full or Part Time Work Status and Gender¹

Work Status	Private N	Private Percent	Non-Private N	Non-Private Percent
Female, Working Full-Time	574	22.3%	525	43.8%
Female, Working Part-Time	138	5.4%	53	4.4%
Male, Working Full-Time	1,621	63.0%	563	47.0%
Male, Working Part-Time	239	9.3%	57	4.8%
Total	2,572	100.0%	1,198	100.0%

1. Full time status is 30 or more hours per week.

Private and Non-Private Survey Respondents by Office Location

Office Location	Private	Private Percent	Non-Private N	Non-Private Percent
Downtown Detroit & New Center Area	200	7.8%	195	16.2%
Detroit, not Downtown	28	1.1%	13	1.1%
Remainder Wayne County	164	6.4%	48	4.0%
Oakland County (N. of M-59)	86	3.3%	65	5.4%
Southfield	149	5.8%	41	3.4%
Oakland County (S. of M59)	591	23.0%	111	9.2%
Mount Clemens Area	57	2.2%	21	1.7%
Remainder Macomb County	99	3.8%	29	2.4%
Ann Arbor Area	132	5.1%	71	5.9%
Livingston County	35	1.4%	12	1.0%
Battle Creek Area	21	0.8%	13	1.1%

Private and Non-Private Survey Respondents by Office Location

Office Location	Private	Private Percent	Non-Private N	Non-Private Percent
Bay City/Midland/Saginaw Area	70	2.7%	48	4.0%
Flint Area	98	3.8%	19	1.6%
Grand Rapids Area	254	9.9%	94	7.8%
Jackson Area	40	1.6%	27	2.2%
Traverse City Area	72	2.8%	7	0.6%
Kalamazoo Area	62	2.4%	36	3.0%
Lansing Area	163	6.3%	222	18.5%
Muskegon/Mid-Michigan Area	53	2.1%	17	1.4%
Other Metro Areas	30	1.2%	25	2.1%
Out State, Lower Peninsula	130	5.1%	55	4.6%
Upper Peninsula	38	1.5%	34	2.8%
Total	2,572	100.0%	1203	100.0%

Survey Respondents by Years in Practice

Years in Practice	Private N	Private Percent	Non-Private N	Non-Private Percent
Less Than 1	34	1.3%	0	0.0%
1 To 2	179	7.0%	87	7.2%
3 To 5	200	7.8%	99	8.2%
6 To 10	244	9.5%	140	11.6%
11 To 15	265	10.3%	167	13.8%
16 To 25	548	21.3%	299	24.7%
26 To 30	360	14.0%	181	14.9%
31 To 35	353	13.8%	145	12.0%
Over 35	384	15.0%	93	7.7%
Total	2567	100.0%	1211	100.0%

Respondents in Private Practice by Firm Size

Firm Size	Number N	Percent
1	1,018	40.3%
2	236	9.3%
3	177	7.0%
4 To 6	335	13.3%
7 To 10	198	7.8%
11 To 15	177	7.0%
21 To 50	209	8.3%
Over 50	176	7.0%
Total	2,526	100.0%

Billing Rates Private Practitioners

Hourly Billing Rates by Years in Practice for Private Practitioners

Years In Practice	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
<1	29	\$125	\$150	\$154	\$190	\$200
1 to 2	158	150	163	174	200	275
3 to 5	186	150	175	189	200	310
6 to 10	229	163	200	205	240	300
11 to 15	254	175	211	232	265	400

Hourly Billing Rates by Years in Practice for Private Practitioners

Years In Practice	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
16 to 25	523	185	228	255	300	450
26 to 30	339	180	233	248	300	425
31 to 35	335	185	233	253	300	450
>35	355	200	250	265	315	460
Total	2,408	\$175	\$215	\$236	\$279	\$425

Hourly Billing Rates by Firm Size for Private Practitioners

Firm Size	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
1	949	\$150	\$200	\$203	\$250	\$350
2	224	175	214	227	253	375
3	161	175	220	226	250	350
4 to 6	312	175	225	248	294	450
7 to 10	188	175	222	233	259	400
11 to 20	173	200	260	287	350	450
21 to 50	203	192	270	276	338	460
>50	175	215	300	313	400	525
All Private Practitioners	2,385	\$175	\$215	\$235	\$275	\$420

Hourly Billing Rates by Primary Office Location for Private Practitioners

Primary Office Location	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Downtown Detroit & New Center Area	190	\$200	\$255	\$290	\$375	\$525
Detroit, not Downtown	26	167	200	195	233	300
Remainder Wayne County	155	167	200	211	250	317
Oakland County (N. Of M-59)	80	161	225	251	289	542
Southfield	137	195	265	285	350	500
Oakland County (S. Of M59)	557	190	250	260	300	455
Mount Clemens Area	52	160	200	210	244	350
Remainder Macomb County	91	175	200	216	250	325
Ann Arbor Area	126	200	275	272	325	425
Livingston County	31	160	200	201	225	250
Battle Creek Area	21	160	200	184	225	250
Bay City/Midland/Saginaw Area	64	150	175	182	200	250
Flint Area	92	150	188	201	225	350
Grand Rapids Area	242	185	225	246	300	420
Jackson Area	38	150	175	190	200	300
Traverse City Area	68	152	190	193	209	325
Kalamazoo Area	56	167	210	213	260	350
Lansing Area	149	155	200	221	250	375
Muskegon/Mid-Michigan Area	53	150	195	197	225	367
Other Metro Areas	26	150	183	181	220	250
Out State, Lower Peninsula	123	150	180	189	208	287
Upper Peninsula	37	125	150	156	183	200

Hourly Billing Rates by Primary Office Location for Private Practitioners

Primary Office Location	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Total	2,414	\$175	\$215	\$236	\$278	\$425

Hourly Billing Rates by Field of Practice for Private Practitioners

Field of Practice	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Administrative Law	64	\$180	\$225	\$243	\$300	\$420
Alternative Dispute Resolution	70	200	250	261	325	390
Appellate Law	101	185	250	259	320	450
Auto (not Lemon) Law	56	150	300	358	450	900
Bankruptcy, Creditor	76	185	230	254	290	500
Bankruptcy, Debtor	136	175	200	209	250	300
Business Planning	297	200	250	246	275	390
Civil Rights	55	175	230	255	325	450
Collections, Creditor	126	155	195	198	245	300
Collections, Debtor	17	165	200	221	290	375
Condemnation Law	8	231	333	343	493	600
Construction Law	94	200	240	236	265	375
Consumer Law (including Lemon Law)	33	200	300	301	350	515
Criminal (Private Defendant)	233	150	200	203	250	325
Criminal (Public Defendant)	124	50	125	123	188	250
Employment Litigation (Defendant)	91	200	250	260	300	450
Employment Litigation (Plaintiff)	77	200	250	256	300	400
Environmental Law	48	200	253	281	350	460
Family Law	468	150	200	199	225	300
Foreclosure, Debtor	17	175	200	211	250	350
Foreclosure, Lender	32	175	195	210	248	295
General Practice	445	175	200	207	250	300
Health & Hospital Law	51	200	250	265	320	420
Immigration Law	34	195	200	221	250	365
Insurance Law	145	135	175	240	300	500
Intellectual Property/Trade Secrets	98	200	268	287	350	455
Labor Law (Defendant)	49	200	265	284	345	485
Labor Law (Plaintiff)	27	144	175	181	200	325
Landlord/Tenant (Commercial)	29	195	250	232	275	350
Landlord/Tenant (Residential)	49	150	175	175	200	250
Medical Malpractice (Plaintiff)	50	250	400	374	450	600
Medical Malpractice (Defendant)	50	140	150	155	170	210
Other Civil Law	375	195	250	262	300	455
Other Professional Liability	29	185	250	280	350	485
Personal Injury (Defendant)	115	135	150	166	180	250
Personal Injury (Plaintiff)	223	225	300	327	400	600
Probate, Administration, Decedent's Estates,						
Guardianship & Conservatorship	326	160	200	204	240	305
Probate Litigation, Decedent's Estates,						

Hourly Billing Rates by Field of Practice for Private Practitioners

Field of Practice	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Guardianship & Conservatorship	109	190	220	224	250	320
Probate, Trust Administration	144	200	225	238	275	380
Probate, Trust Litigation	32	240	288	298	334	455
Product Liability	45	225	250	274	325	500
Public Benefits	19	175	200	230	250	500
Public Corporation Law (Including City & Village)	76	125	150	167	188	285
Real Estate	367	180	225	232	250	380
Securities Law	27	245	290	287	350	410
Tax Law	94	225	275	285	335	425
Workers' Compensation, Employee	31	150	200	203	250	350
Workers' Compensation, Employer	19	90	100	124	145	375
Total	5,281	\$175	\$205	\$233	\$275	\$410

Hourly Billing Rate by County for Private Practitioners

County	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Allegan	35	180	200	231	250	420
Alpena	6	150	160	168	190	200
Antrim	17	150	185	184	200	300
Arenac	7	150	150	187	200	425
Barry	13	200	220	212	240	300
Bay	47	150	180	184	200	275
Benzie	12	170	185	178	220	240
Berrien	31	150	200	211	250	325
Branch	12	150	195	189	213	240
Calhoun	43	150	200	188	230	300
Cass	6	180	200	192	220	225
Charlevoix	7	200	200	211	225	275
Cheboygan	6	150	200	184	200	205
Chippewa	6	150	155	148	175	200
Clare	10	150	190	209	250	327
Clinton	40	150	200	214	250	350
Delta	9	150	175	173	185	225
Dickinson	6	125	138	150	175	200
Eaton	69	150	200	213	250	375
Emmet	13	180	200	215	270	350
Genesee	138	150	200	213	250	400
Gladwin	5	150	175	160	200	225
Grand Traverse	72	175	200	204	225	350
Gratiot	7	150	165	183	200	275
Houghton	8	110	150	133	163	200
Huron	6	175	178	198	185	295
Ingham	161	175	200	231	265	425
Ionia	10	150	163	175	200	250
Isabella	14	150	188	180	210	275
Jackson	57	150	200	222	250	350

Hourly Billing Rate by County for Private Practitioners

County	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Kalamazoo	77	150	220	223	280	365
Kent	259	180	240	251	300	420
Lapeer	23	150	195	214	250	350
Leelanau	28	175	200	195	233	250
Lenawee	13	175	200	213	250	400
Livingston	75	150	200	209	250	350
Macomb	457	175	225	235	275	400
Manistee	11	150	185	170	195	225
Marquette	17	150	175	180	200	390
Mason	11	160	190	194	225	310
Mecosta	5	165	200	173	200	225
Menominee	6	125	175	192	200	350
Midland	23	175	200	200	235	250
Missaukee	5	175	180	182	190	200
Monroe	23	150	175	176	220	250
Montcalm	13	150	200	191	225	350
Montmorency	4	140	180	183	225	250
Muskegon	58	150	185	200	230	385
Newaygo	12	163	193	183	225	275
Oakland	993	185	250	254	300	450
Oceana	13	160	185	214	225	400
Ogemaw	6	125	150	149	150	200
Osceola	5	125	180	191	225	300
Otsego	6	175	208	209	250	290
Ottawa	141	175	220	231	265	405
Roscommon	6	150	150	188	175	350
Saginaw	59	150	175	192	225	365
Sanilac	20	178	205	204	238	300
Schoolcraft	12	150	195	191	223	280
St. Joseph	20	150	175	192	213	375
Tuscola	12	138	168	162	188	250
Van Buren	18	170	210	207	255	325
Washtenaw	193	200	250	261	300	440
Wayne	942	180	230	255	300	485
Wexford	8	180	188	195	200	250
Statewide	58	215	300	307	400	525
Total	4,548	\$175	\$210	\$236	\$275	\$425

Total includes counties that were not displayed that had fewer than five respondents

Hourly Billing Rates by Circuit for Private Practitioners

Primary Circuit of Practice	Count	25th Percentile	Median	Mean	75th Percentile	95th Percentile
2 Berrien	31	\$150	\$200	\$211	\$250	\$325
3 Wayne	942	180	230	255	300	485
4 Jackson	57	150	200	222	250	350
5 Barry	13	200	220	212	240	300
6 Oakland	993	185	250	254	300	450
7 Genesee	138	150	200	213	250	400

Hourly Billing Rates by Circuit for Private Practitioners

Primary Circuit of Practice	Count	25th Percentile	Median	Mean	75th Percentile	95th Percentile
8 Ionia, Montcalm	23	150	185	184	225	275
9 Kalamazoo	77	150	220	223	280	365
10 Saginaw	59	150	175	192	225	365
11 Alger, Luce, Mackinac, Schoolcraft	16	150	195	194	238	280
12 Baraga, Houghton, Keweenaw	11	55	150	117	150	200
13 Antrim, Grand Traverse, Leelanau	117	175	200	199	225	300
14 Muskegon	58	150	185	200	230	385
15 Branch	12	150	195	189	213	240
16 Macomb	457	175	225	235	275	400
17 Kent	259	180	240	251	300	420
18 Bay	47	150	180	184	200	275
19 Benzie, Manistee	23	160	185	175	210	225
20 Ottawa	141	175	220	231	265	405
21 Isabella	14	150	188	180	210	275
22 Washtenaw	193	200	250	261	300	440
23 Alcona, Arenac, Iosco, Oscoda	21	150	175	194	200	300
24 Sanilac	20	178	205	204	238	300
25 Marquette	17	150	175	180	200	390
26 Alpena, Montmorency	10	150	160	174	200	250
27 Newaygo, Oceana	25	160	185	199	225	300
28 Missaukee, Wexford	13	180	185	190	200	250
29 Clinton, Gratiot	47	150	195	210	250	350
30 Ingham	161	175	200	231	265	425
32 Gogebic, Ontonagon	5	90	100	82	100	100
33 Charlevoix	7	200	200	211	225	275
34 Ogemaw, Roscommon	12	150	150	168	163	350
36 Van Buren	18	170	210	207	255	325
37 Calhoun	43	150	200	188	230	300
38 Monroe	23	150	175	176	220	250
39 Lenawee	13	175	200	213	250	400
40 Lapeer	33	150	195	204	250	350
41 Dickinson, Iron, Menominee	14	125	150	166	175	350
42 Midland	23	175	200	200	235	250
43 Cass	6	180	200	192	220	225
44 Livingston	75	150	200	209	250	350
45 St. Joseph	20	150	175	192	213	375
46 Crawford, Kalkaska, Otsego	6	120	175	158	200	225
47 Delta	9	150	175	173	185	225
48 Allegan	35	180	200	231	250	420
50 Chippewa	6	150	155	148	175	200
51 Lake, Mason	14	160	193	194	225	310
52 Huron	6	175	178	198	185	295
53 Cheboygan, Presque Isle	7	150	200	186	200	205
54 Tuscola	12	138	168	162	188	250

Hourly Billing Rates by Circuit for Private Practitioners

Primary Circuit of Practice	Count	25th Percentile	Median	Mean	75th Percentile	95th Percentile
55 Clare, Gladwin	15	150	180	193	250	327
56 Eaton	69	150	200	213	250	375
57 Emmet	13	180	200	215	270	350
84 Statewide Practice	58	215	300	307	400	525
Total	4,548	\$175	\$210	\$236	\$275	\$425

Total includes circuits that were not displayed that had fewer than 5 respondents

Attorney Income in 2009 and 2010

This section summarizes attorney income from the practice of law for calendar year 2009 and estimates for 2010. Information is arrayed by practice category or class, income group, gender and work status, field of law and firm size.

For 2010, median income reported by all respondents (working part- and full-time) is estimated at \$84,000. mean (average) income for all respondents (part- and full-time) is \$122,271. This is a decrease in reported incomes for 2009 (\$85,000 for median values and \$129,476 for average values.)

2010 Estimated Income for Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Sole Practitioner, Office Outside of Home	488	\$35,000	\$65,000	\$91,860	\$110,000	\$250,000
Sole Practitioner, Working Out of Home Office	269	11,500	30,000	44,789	60,000	125,000
Sole Practitioner Sharing Space	133	30,000	55,000	77,807	90,000	240,000
Managing Partner	148	80,000	155,000	263,969	300,000	800,000
Equity Partner/Shareholder	524	91,000	149,000	193,792	250,000	475,000
Non-Equity Partner	118	95,000	135,000	156,975	200,000	370,000
Of Counsel	87	50,000	95,000	103,676	130,000	250,000
Senior Associate	194	54,000	76,000	87,059	100,000	170,000
Associate	208	50,000	71,000	75,439	100,000	125,000
Assigned Counsel	8	0	27,500	34,750	54,000	115,000
All Private Practitioners	2,199	\$45,000	\$84,000	\$122,271	\$145,000	\$360,000

*Total includes categories not displayed due to insufficient number reporting within a single category

2009 Income for Private Practitioners by Practice Classification

Practice Classification	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Sole Practitioner, Office Outside of Home	486	\$35,000	\$70,000	\$92,863	\$120,000	\$250,000
Sole Practitioner, Working Out of Home Office	266	9,000	30,000	48,229	60,000	150,000
Sole Practitioner Sharing Space	133	30,000	60,000	76,716	100,000	200,000
Managing Partner	150	80,000	150,000	367,260	268,000	750,000
Equity Partner/Shareholder	532	90,500	148,500	193,961	250,000	500,000
Non-Equity Partner	119	90,000	135,000	153,895	185,000	350,000
Of Counsel	90	55,000	94,500	108,747	129,000	260,000
Senior Associate	196	50,000	74,000	79,051	100,000	155,000
Associate	202	42,000	70,000	69,260	98,000	125,000

2009 Income for Private Practitioners by Practice Classification

Practice Classification	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Assigned Counsel	7	0	45,000	41,857	60,000	115,000
Unemployed, Looking for Work	8	0	1000	13750	23000	62000
Unemployed, Looking for Non-Legal Work	5	600	15000	29120	60000	70000
Unemployed, Looking for Legal or Non-Legal Work	5	0	0	18200	0	91000
All Private Practitioners	2,203	\$45,000	\$85,000	\$129,476	\$150,000	\$355,000

Estimated 2010 Attorney Income by Practice Class, Michigan Non-Private Practitioners

Income by Practice Class	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
In House Counsel (for-Profit Org.)	185	\$86,000	\$126,000	\$140,464	\$176,000	\$298,333
In-House Counsel (Family or Closely Held Business)	29	75,000	100,000	122,383	170,000	275,000
Legal Service Agency	81	45,000	54,000	60,481	70,000	97,000
In-House Counsel (Not-for-Profit Org.)	79	75,000	105,000	105,807	125,000	197,000
City Agency	18	68,000	87,700	88,869	115,000	121,613
County Agency	41	62,500	88,000	81,252	102,000	118,000
State Agency	114	79,000	93,500	91,283	105,000	125,000
County Prosecutor	18	80,000	83,500	87,972	110,000	130,000
County Assistant Prosecutor	65	52,600	64,000	70,017	84,000	120,000
Public Defender	12	55,500	76,500	80,700	99,000	150,000
Judge-State	57	138,000	139,000	127,867	139,919	150,000
Judge-Federal	9	147,000	160,000	152,920	160,080	176,000
Administrative Law Judge/Referee	58	70,000	85,000	83,294	93,000	130,000
Law Clerk	45	45,000	60,000	65,262	76,000	130,000
Court Clerk	6	42,000	70,000	82,500	136,000	150,000
Non Clerk Attorney In Court System	55	62,000	75,000	79,231	95,500	134,000
Federal Prosecutor	12	122,500	142,500	136,667	153,000	160,000
Other Federal Agency	40	63,601	84,000	88,701	115,811	147,500
Academia/Professor of Law	59	65,000	85,000	103,644	140,000	225,000
Lobbyist/Trade Assoc., Government Relations	9	70,000	100,000	129,553	130,000	400,000
Management/Non Legal	38	79,700	108,500	121,181	150,000	272,000
Non-Profit Organization, Not Law Related	17	45,000	65,000	69,041	105,000	122,000
Not Practicing Law but Working	60	55,000	73,000	103,087	98,000	275,000
Retired	6	55,000	77,500	83,500	116,000	120,000
Other	11	10,000	22,000	25,045	36,000	60,000
All Non-Private Practitioners	1,130	\$62,000	\$88,000	\$99,125	\$123,000	\$200,000

*Total includes categories not displayed due to insufficient number reporting within a single category

2009 Attorney Income by Practice Category, Michigan Non-Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
In House Counsel (for-Profit Org.)	182	\$85,000	\$121,500	\$136,587	\$170,000	\$255,000
In-House Counsel (Family or Closely Held Business)	28	73,500	102,500	120,603	147,500	250,000
Legal Service Agency	80	42,500	52,000	58,278	70,782	102,000
In-House Counsel (Not-for-Profit Org.)	79	80,000	105,000	102,464	120,000	194,000
City Agency	18	65,000	92,500	89,565	115,000	121,000
County Agency	40	60,000	85,000	81,936	104,500	125,500
State Agency	112	79,000	94,550	91,062	104,000	125,000
County Prosecutor	18	78,000	82,500	87,139	115,000	125,000
County Assistant Prosecutor	62	51,000	63,250	68,541	80,000	120,000
Public Defender	12	65,000	80,000	89,583	122,500	154,000
Judge-State	58	136,000	138,272	142,210	139,919	150,000
Judge-Federal	9	135,000	160,000	148,709	160,080	176,000
Administrative Law Judge/Referee	58	70,000	85,000	82,494	95,000	120,000
Law Clerk	45	45,000	57,773	66,417	75,000	130,000
Court Clerk	6	42,000	67,500	81,991	136,000	150,000
Non Clerk Attorney In Court System	51	65,000	75,000	80,500	100,000	131,000
Federal Prosecutor	11	115,000	130,000	132,000	150,000	157,000
Other Federal Agency	39	62,000	85,000	85,845	109,284	141,000
Academia/Professor Of Law	59	65,000	85,000	96,610	125,000	185,000
Lobbyist/Trade Assoc./Gov. Relations	9	60,000	96,708	117,079	128,000	350,000
Management/Non Local	38	70,000	104,000	120,199	145,000	258,000
Non-Profit Organization, Not Law Related	17	38,600	60,000	67,859	103,000	120,000
Not Practicing Law but Working	55	58,000	74,000	91,273	96,000	200,000
Retired	5	84,000	89,000	99,600	110,000	160,000
Unemployed, Looking for Work	6	25,000	37,500	36,500	40,000	74,000
Other	12	21,000	43,500	45,072	57,376	120,000
All Non-Private Practitioners	1,111	\$62,000	\$88,000	\$97,803	\$120,000	\$189,000

*Total includes categories not displayed due to insufficient number reporting within a single category

2010 Attorney Income by Work Status and Gender, Michigan Private and Non-Private Practitioners

Private Practitioners	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Female, Working Full-Time	487	\$48,000	\$75,000	\$94,315	\$110,000	\$250,000
Female, Working Part-Time	117	5,000	20,000	33,253	40,000	95,000
Male, Working Full-Time	1,411	60,000	100,000	147,967	180,000	400,000
Male, Working Part-Time	199	7,500	30,000	53,467	70,000	180,000
All Private Practitioners	2,214	\$45,000	\$82,000	\$121,610	\$142,000	\$350,000
Non-Private Practitioners	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Female, Working Full-Time	500	\$60,000	\$80,000	\$91,175	\$110,000	\$173,800
Female, Working Part-Time	45	15,000	25,000	39,456	60,000	92,000
Male, Working Full-Time	535	73,000	100,000	112,143	138,000	210,000
Male, Working Part-Time	46	52,600	86,800	81,981	110,000	156,000
All Non-Private Practitioners	1,126	\$62,000	\$88,000	\$98,695	\$123,000	\$197,000

Median Income by Years in Practice and Practice Classification for Private Practitioners

	1 to 2	3 to 5	6 to 10	11 to 15	16 to 25	26-30	31-35	>35
Sole Practitioner, Office Outside of Home	\$18,000	\$35,000	\$28,500	\$70,000	\$72,500	\$80,000	75,000	75,000
Sole Practitioner, Working Out of Home Office	11,500	20,000	20,000	27,500	40,000	30,000	55,000	45,000
Sole Practitioner Sharing Space	20,000	32,500	42,000	30,000	75,000	75,000	75,000	70,000
Managing Partner	22,000	350,000	65,000	97,500	160,000	160,000	175,000	210,000
Equity Partner/Shareholder	90,000	77,500	88,500	115,000	162,500	200,000	190,000	130,000
Non-Equity Partner	.	147,500	120,000	175,000	165,000	125,000	113,500	75,000
Of Counsel	51,000	70,000	90,000	102,500	95,000	115,000	68,500	90,000
Senior Associate	52,000	65,000	80,000	97,500	86,000	92,500	107,500	85,000
Associate	50,000	75,000	77,000	79,500	75,000	80,000	105,000	85,000
Total	\$44,000	\$55,000	\$70,000	\$91,000	\$100,000	\$110,000	\$100,000	\$85,000

Median Income by Years in Practice and Practice Classification for Non-Private Practitioners

Practice Category	1 to 2	3 to 5	6 to 10	11 to 15	16 to 25	26-30	31-35	>35
In House Counsel (for-Profit Org.)	\$54,500	\$87,000	\$120,000	\$102,500	\$145,000	\$139,500	\$190,000	\$157,096
In-House Counsel (Family or Closely Held Business)	.	.	95,500	.	100,000	.	.	.
Legal Service Agency	40,000	44,000	53,917	56,104	69,563	71,000	75,000	.
In-House Counsel (Not-for-Profit Org.)	.	77,500	110,000	111,000	111,000	111,625	120,500	.
City Agency	.	.	.	.	106,500	.	114,250	.
County Agency	.	.	.	78,000	86,500	90,000	.	.
State Agency	65,000	65,000	80,500	87,000	95,000	100,000	104,000	122,000
County Assistant Prosecutor	.	53,412	.	61,000	90,000	75,000	84,000	.
Public Defender	.	.	.	.	80,000	.	.	.
Judge-State	.	.	.	.	139,919	139,400	139,000	138,200
Administrative Law Judge/Referee	.	.	.	84,000	87,250	86,550	88,000	101,000
Law Clerk	43,000	52,000	.	.	75,750	69,000	.	.
Non Clerk Attorney In Court System	.	67,000	46,000	77,500	95,000	78,000	66,000	99,000
Federal Prosecutor	.	.	.	.	.	.	150,000	.
Other Federal Agency	57,000	69,000	73,000	.	93,000	126,000	137,000	.
Academia/Professor of Law	.	.	79,000	68,500	88,000	105,500	140,000	85,000
Non-Profit Organization, Not Law Related	.	.	.	.	45,000	.	.	.
Not Practicing Law but Working	.	52,000	70,000	72,000	75,000	93,000	62,000	.
Retired	.	.	.	.	.	77,500	55,000	116,000
All Non-Private Practitioners	\$52,000	\$60,000	\$77,661	\$85,000	\$96,500	\$100,625	\$111,357	\$116,500

Full- and Part-Time Private Practitioners Income by Years in Practice

Years in Practice	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Less Than 1	31	\$5,000	\$20,000	\$33,120	\$50,000	\$101,000
1 To 2	165	\$20,000	\$42,000	\$48,647	\$65,000	\$115,000
3 To 5	180	\$36,000	\$55,000	\$64,799	\$86,500	\$125,500
6 To 10	218	\$39,000	\$69,000	\$76,826	\$100,000	\$170,000

Full- and Part-Time Private Practitioners Income by Years in Practice

Years in Practice	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
11 To 15	235	\$50,000	\$90,000	\$106,703	\$140,000	\$280,000
16 To 25	461	\$60,000	\$100,000	\$161,946	\$180,000	\$425,000
26 To 30	311	\$60,000	\$110,000	\$151,830	\$200,000	\$415,000
31 To 35	285	\$60,000	\$100,000	\$160,040	\$200,000	\$450,000
Over 35	325	\$45,000	\$85,000	\$119,113	\$150,000	\$350,000
Total	2211	\$45,000	\$82,000	\$121,547	\$142,500	\$350,000

Full-Time Only Private Practitioners Income by Years in Practice

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
less than 1	22	\$16,500	\$40,000	\$44,775	\$60,000	\$101,000
1 to 2	137	\$30,000	\$48,000	\$56,424	\$75,000	\$120,000
3 to 5	157	\$45,000	\$60,000	\$70,445	\$93,000	\$126,000
6 to 10	188	\$50,000	\$75,000	\$84,660	\$107,000	\$175,000
11 to 15	203	\$56,000	\$100,000	\$115,135	\$150,000	\$300,000
16 to 25	411	\$70,000	\$110,000	\$172,474	\$190,000	\$430,000
26 to 30	273	\$70,000	\$120,000	\$164,209	\$220,000	\$450,000
31 to 35	250	\$65,000	\$115,000	\$174,242	\$220,000	\$475,000
over 35	243	\$70,000	\$100,000	\$142,010	\$200,000	\$400,000
Total	1884	\$52,000	\$90,000	\$134,208	\$150,000	\$400,000

Part-Time Only Private Practitioners Income by Years in Practice, 2010

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
less than 1	9	\$500	\$4,000	\$4,631	\$8,500	\$12,000
1 to 2	28	\$2,000	\$5,000	\$10,596	\$18,000	\$35,000
3 to 5	21	\$8,000	\$10,000	\$25,667	\$40,000	\$70,000
6 to 10	29	\$5,500	\$20,000	\$26,621	\$35,000	\$110,000
11 to 15	31	\$20,000	\$35,000	\$48,475	\$75,000	\$171,000
16 to 25	47	\$7,000	\$30,000	\$77,006	\$75,000	\$200,000
26 to 30	38	\$16,000	\$32,500	\$62,900	\$70,000	\$275,000
31 to 35	32	\$12,000	\$42,500	\$56,429	\$88,500	\$150,000
over 35	79	\$10,000	30000	\$43,713	\$70,000	\$130,000
Total	314	\$6,000	25000	\$45,926	\$60,000	\$160,000

Non-Private Practitioners 2010 Median Income by Years in Practice and Gender

	Female		Male	
	N	Median	N	Median
1 to 2	48	\$50,500	37	\$52,000
3 to 5	53	\$52,754	39	\$76,000
6 to 10	77	\$75,000	56	\$85,500
11 to 15	95	\$76,000	66	\$95,000
16 to 25	150	\$90,000	127	\$103,000
26 to 30	62	\$90,000	96	\$110,000
31 to 35	35	\$110,000	92	\$113,607
>35	3	\$91,500	59	\$119,000
All Attorneys	523	\$78,000	572	\$100,000

Private and Non-Private Practitioners 2010 Median Income by Years in Practice and Gender

	Female Private Practitioners	Female Non-Private Practitioners	Male Private Practitioners	Male Non-Private Practitioners
	Median	Median	Median	Median
1 to 2	\$40,000	\$50,500	\$45,000	\$52,000
3 to 5	\$52,000	\$52,754	\$60,000	\$76,000
6 to 10	\$65,000	\$75,000	\$71,000	\$85,500
11 to 15	\$76,721	\$76,000	\$105,000	\$95,000
16 to 25	\$80,000	\$90,000	\$120,000	\$103,000
26 to 30	\$75,000	\$90,000	\$120,000	\$110,000
31 to 35	\$75,000	\$110,000	\$110,000	\$113,607
>35	\$56,500	\$91,500	\$85,000	\$119,000
All Attorneys	\$60,000	\$78,000	\$90,000	\$100,000

2010 Attorney Income by Primary Field of Law, Michigan Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Administrative Law	26	\$65,000	\$115,000	\$145,077	\$200,000	\$320,000
Alternative Dispute Resolution	19	\$15,000	\$50,000	\$119,921	\$200,000	\$400,000
Appellate Law	37	\$75,000	\$95,000	\$126,986	\$125,000	\$360,000
Auto (not Lemon) Law	18	\$85,000	\$112,500	\$193,000	\$200,000	\$750,000
Bankruptcy, Creditor	25	\$80,000	\$130,000	\$222,361	\$250,000	\$750,000
Bankruptcy, Debtor	82	\$30,000	\$50,000	\$92,628	\$75,000	\$205,000
Business Planning	103	\$80,000	\$110,000	\$132,341	\$180,000	\$280,000
Civil Rights	15	\$45,000	\$75,000	\$85,867	\$100,000	\$250,000
Collections, Creditor	42	\$55,000	\$99,000	\$118,027	\$175,000	\$260,000
Construction Law	36	\$75,000	\$123,500	\$180,683	\$180,000	\$700,000
Consumer Law (including Lemon Law)	17	\$50,000	\$70,000	\$113,482	\$115,000	\$450,000
Criminal (Private Defendant)	89	\$27,000	\$55,000	\$77,281	\$100,000	\$225,000
Criminal (Public Defendant)	71	\$10,000	\$30,000	\$34,269	\$45,000	\$95,000
Employment Litigation (Defendant)	30	\$106,000	\$180,000	\$201,717	\$285,000	\$460,000
Employment Litigation (Plaintiff)	38	\$50,000	\$75,000	\$96,579	\$130,000	\$250,000
Environmental Law	24	\$37,500	\$108,000	\$153,250	\$200,000	\$500,000
Family Law	240	\$28,500	\$50,000	\$71,626	\$85,000	\$190,000
Foreclosure, Lender	14	\$70,000	\$96,000	\$93,786	\$110,000	\$155,000
General Practice	184	\$35,500	\$60,000	\$73,490	\$92,500	\$210,000
Health & Hospital Law	17	\$80,000	\$130,000	\$162,588	\$200,000	\$500,000
Immigration Law	21	\$25,000	\$50,000	\$115,217	\$93,000	\$365,000
Insurance Law	53	\$71,000	\$93,000	\$127,575	\$150,000	\$339,000
Intellectual Property/Trade Secrets	66	\$75,000	\$122,500	\$165,106	\$250,000	\$415,000
Labor Law (Defendant)	17	\$110,000	\$240,000	\$219,941	\$300,000	\$400,000
Labor Law (Plaintiff)	17	\$50,000	\$85,000	\$133,471	\$171,000	\$400,000
Landlord/Tenant (Commercial)	6	\$88,000	\$95,000	\$111,083	\$135,000	\$250,000
Landlord/Tenant (Residential)	9	\$20,000	\$45,000	\$42,111	\$60,000	\$95,000
Medical Malpractice (Plaintiff)	25	\$65,000	\$120,000	\$202,200	\$250,000	\$750,000
Medical Malpractice (Defendant)	25	\$75,000	\$100,000	\$138,200	\$160,000	\$350,000
Other Civil Law	149	\$75,000	\$125,000	\$167,562	\$200,000	\$410,000

2010 Attorney Income by Primary Field of Law, Michigan Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Other Professional Liability	9	\$67,000	\$100,000	\$181,111	\$250,000	\$460,000
Personal Injury (Defendant)	56	\$66,250	\$85,500	\$124,792	\$150,000	\$430,000
Personal Injury (Plaintiff)	107	\$70,000	\$135,000	\$221,008	\$240,000	\$600,000
Probate, Administration, Decedent's Estates, Guardianship & Conservatorship.	129	\$33,000	\$65,000	\$80,522	\$95,000	\$250,000
Probate Litigation, Decedent's Estates, Guardianship & Conservatorship.	31	\$50,000	\$69,000	\$102,335	\$140,000	\$325,000
Probate, Trust Administration	51	\$45,000	\$65,000	\$108,826	\$100,000	\$200,000
Probate, Trust Litigation	5	\$150,000	\$175,000	\$259,000	\$400,000	\$450,000
Product Liability	20	\$95,000	\$136,250	\$203,125	\$202,500	\$612,500
Public Benefits	9	\$50,000	\$85,000	\$172,556	\$270,000	\$650,000
Public Corporation Law (Including City, Municipal And Village)	32	\$62,500	\$100,000	\$125,969	\$170,000	\$300,000
Real Estate	136	\$45,000	\$85,000	\$113,631	\$135,000	\$310,000
Securities Law	6	\$97,500	\$137,500	\$191,250	\$200,000	\$500,000
Tax Law	39	\$50,000	\$100,000	\$141,615	\$180,000	\$400,000
Workers' Compensation, Employee	22	\$65,000	\$100,000	\$142,843	\$135,000	\$300,000
Workers' Compensation, Employer	10	\$72,000	\$97,500	\$102,400	\$140,000	\$150,000
Total	2182	\$45,000	\$80,000	\$120,492	\$140,000	\$350,000

Full- and Part-Time Attorney Income by Firm Size

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
1	868	\$24,750	\$50,000	\$69,394	\$87,500	\$215,000
2	203	\$40,000	\$70,000	\$114,285	\$120,000	\$340,000
3	164	\$50,000	\$85,000	\$124,761	\$127,500	\$325,000
4 to 6	292	\$65,000	\$99,000	\$141,838	\$160,000	\$420,000
7 to 10	173	\$65,000	\$100,000	\$135,640	\$165,000	\$400,000
11 to 20	155	\$90,000	\$140,000	\$200,100	\$230,000	\$450,000
21 to 50	171	\$97,500	\$140,000	\$192,354	\$240,000	\$490,000
over 50	153	\$105,000	\$140,000	\$201,615	\$275,000	\$460,000
Total	2,179	\$45,000	\$81,000	\$120,942	\$141,000	\$350,000

Full-Time Only Attorney Income by Firm Size

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
1	639	\$35,000	\$60,000	\$82,618	\$100,000	\$240,000
2	182	\$45,000	\$71,000	\$115,618	\$120,000	\$340,000
3	150	\$50,000	\$85,000	\$128,379	\$125,000	\$350,000
4 to 6	280	\$65,000	\$100,000	\$144,421	\$172,500	\$425,000
7 to 10	160	\$67,250	\$104,500	\$138,823	\$170,000	\$375,000
11 to 20	146	\$95,000	\$141,000	\$208,627	\$230,000	\$450,000
21 to 50	159	\$100,000	\$150,000	\$201,236	\$250,000	\$500,000
over 50	145	\$106,000	\$148,000	\$206,518	\$280,000	\$460,000
Total	1,861	\$52,000	\$90,000	\$133,339	\$150,000	\$400,000

Part-Time Only Attorney Income by Firm Size

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
1	224	\$5,000	\$20,000	\$31,273	\$40,000	\$110,000
2	21	\$18,000	\$35,000	\$102,733	\$80,000	\$190,000
3	14	\$40,000	\$80,000	\$86,000	\$130,000	\$200,000
4 to 6	12	\$32,500	\$60,000	\$81,583	\$95,000	\$300,000
7 to 10	9	\$8,500	\$18,000	\$38,233	\$60,000	\$125,000
11 to 20	9	\$30,000	\$45,000	\$61,778	\$80,000	\$171,000
21 to 50	12	\$50,000	\$62,500	\$74,667	\$90,500	\$200,000
over 50	7	\$45,000	\$82,000	\$120,286	\$200,000	\$350,000
Total	308	\$6,500	\$25,000	\$45,401	\$60,000	\$150,000

Law Practice Management

This section summarizes a variety of practice management issues. Topics include hours worked in the average workweek, annual pro bono hours provided, uncollectables and service charge policies, changes in billing rates over time, recent client behaviors related to rates and charges, office overhead rates, staffing ratios and economic planning issues and office management decisions likely to be considered in 2011.

Hours Worked in the Average 2010 Workweek

Hours Worked Per Week by Private Practice Attorneys and Function

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Hours/Week At An Hourly Rate	2,197	10	25	32	35	50
Hours/Week At A Fixed Rate	1,672	0	5	11	15	35
Hours/Week On Contingency	1,546	0	1	62	10	50
Hours/Week On Administration	2,111	2	5	6	10	15
Hours/Week Marketing	1,769	1	2	4	5	10
Hours/Week Non Legal Service	1,715	1	2	4	5	10
Hours/Week Non Legal Emp.	1,066	0	0	4	1	25
Total Compensable Hours /Week	2,047	27	35	35	44	55
Total Hours/Week Worked	2,147	40	49	50	55	70
Pro Bono Hours Per Year	1,535	10	25	47	50	150

Hours Worked Per Week by Non-Private Practice Attorneys and Function

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Unbilled Non Legal Public Service	542	2	5	11	10	42
Total Hours/Week Worked	1,088	40	45	44	50	60
Pro Bono Hours Per Year	258	10	20	121	50	500

Likelihood of Increasing CLE Participation for Private Practitioners by Practice Classification

	Very Likely	Likely	Unlikely	Not Applicable	Do Not Know	Total
Sole Practitioner, Office Outside of Home	16 3.4%	119 25.2%	244 51.7%	55 11.7%	38 8.1%	472 100.0%
Sole Practitioner, Working Out Of Home Office	17 6.2%	85 30.8%	118 42.8%	43 15.6%	13 4.7%	276 100.0%
Sole Practitioner Sharing Space	7 5.4%	29 22.5%	77 59.7%	13 10.1%	3 2.3%	129 100.0%
Managing Partner	6 7.1%	21 24.7%	48 56.5%	6 7.1%	4 4.7%	85 100.0%

Likelihood of Increasing CLE Participation for Private Practitioners by Practice Classification

		Very Likely	Likely	Unlikely	Not Applicable	Do Not Know	Total
Equity Partner/Shareholder		6	26	97	11	15	155
		3.9%	16.8%	62.6%	7.1%	9.7%	100.0%
Non-Equity Partner		0	4	6	2	1	13
		.0%	30.8%	46.2%	15.4%	7.7%	100.0%
Of Counsel		1	3	13	0	4	21
		4.8%	14.3%	61.9%	.0%	19.0%	100.0%
Senior Associate		1	5	17	7	11	41
		2.4%	12.2%	41.5%	17.1%	26.8%	100.0%
Associate		1	7	15	6	11	40
		2.5%	17.5%	37.5%	15.0%	27.5%	100.0%
Arbitrator or Mediator		0	0	3	0	1	4
		.0%	.0%	75.0%	.0%	25.0%	100.0%
Assigned Counsel		0	1	1	1	1	4
		.0%	25.0%	25.0%	25.0%	25.0%	100.0%
Unemployed, Looking for Work		0	1	2	0	1	4
		.0%	25.0%	50.0%	.0%	25.0%	100.0%
Unemployed, Looking for Non-Legal Work		1	0	1	0	1	3
		33.3%	.0%	33.3%	.0%	33.3%	100.0%
Unemployed, Looking for Legal or Non-Legal Work		0	1	1	2	2	6
		.0%	16.7%	16.7%	33.3%	33.3%	100.0%
Total		56	302	643	146	106	1253
		4.5%	24.1%	51.3%	11.7%	8.5%	100.0%

Likelihood of Decreasing CLE Participation for Private Practitioners by Practice Classification

		Very Likely	Likely	Unlikely	Not Applicable	Do Not Know	Total
Sole Practitioner, Office Outside of Home	n	15	44	330	68	35	492
	%	3.0%	8.9%	67.1%	13.8%	7.1%	100.0%
Sole Practitioner, Working Out of Home Office	n	16	23	172	50	14	275
	%	5.8%	8.4%	62.5%	18.2%	5.1%	100.0%
Sole Practitioner Sharing Space	n	3	16	87	16	5	127
	%	2.4%	12.6%	68.5%	12.6%	3.9%	100.0%
Managing Partner	n	4	7	62	8	7	88
	%	4.5%	8.0%	70.5%	9.1%	8.0%	100.0%
Equity Partner/Shareholder	n	4	19	111	10	13	157
	%	2.5%	12.1%	70.7%	6.4%	8.3%	100.0%
Non-Equity Partner	n	0	1	10	2	1	14
	%	.0%	7.1%	71.4%	14.3%	7.1%	100.0%
Of Counsel	n	1	4	12	1	3	21
	%	4.8%	19.0%	57.1%	4.8%	14.3%	100.0%
Senior Associate	n	0	3	22	5	10	40
	%	.0%	7.5%	55.0%	12.5%	25.0%	100.0%
Associate	n	2	1	22	4	13	42
	%	4.8%	2.4%	52.4%	9.5%	31.0%	100.0%
Arbitrator/Mediator	n	0	0	3	0	1	4
	%	.0%	.0%	75.0%	.0%	25.0%	100.0%
Assigned Counsel	n	0	0	2	1	1	4
	%	.0%	.0%	50.0%	25.0%	25.0%	100.0%

Likelihood of Decreasing CLE Participation for Private Practitioners by Practice Classification

		Very Likely	Likely	Unlikely	Not Applicable	Do Not Know	Total
Unemployed, Looking for Work	n	0	1	1	1	1	4
	%	.0%	25.0%	25.0%	25.0%	25.0%	100.0%
Unemployed, Looking for Non-Legal Work	n	1	0	1	0	1	3
	%	33.3%	.0%	33.3%	.0%	33.3%	100.0%
Unemployed, Looking for Legal or Non-Legal Work	n	1	1	1	1	2	6
	%	16.7%	16.7%	16.7%	16.7%	33.3%	100.0%
Total	n	47	120	836	167	107	1277
	%	3.7%	9.4%	65.5%	13.1%	8.4%	100.0%

Uncollectables and Service Charge Policies

Percent of Fees That Are Uncollectable, Private Practice

	Less Than 3%	3 to 8%	9 to 12%	13% or More	Don't Know	Total
Frequency	910	524	335	391	286	2,446
Percent	37.2%	21.4%	13.7%	16.0%	11.7%	100.0%

Percent of Fees That Are Based on Contingency, Private Practice

	for a Majority of Work	for Half of Work	Never	Total
Frequency	314	590	1604	2508
Percent	12.5%	23.5%	64.0%	100.0%

Percentage of Service Charge Added to Delinquent Accounts, Private Practitioners

	Always	Usually	Sometimes	Never	Total
Frequency	118	186	479	1554	2337
Percent	5.0%	8.0%	20.5%	66.5%	100.0%

Last Rate Change, Private Practitioners

	Less Than 7 Months	7 to 11 Months	1 to 2 Years	Over 2 Years	Not Applicable	Total
Frequency	225	448	747	745	265	2,430
Percent	9.3%	18.4%	30.7%	30.7%	10.9%	100.0%

Percentage of Last Rate Change, Private Practitioners

	5 or Less %	6 to 10%	11 to 19%	20 or More %	Rate Decrease	Not Applicable	Total
Frequency	615	607	286	183	101	293	2,085
Percent	29.5%	29.1%	13.7%	8.8%	4.8%	14.1%	100.0%

Percentage Distribution of Office Overhead Rates by Firm Size

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
1	522	21%	37%	42%	50%	85%
2	103	30%	45%	47%	58%	86%
3	59	30%	42%	46%	50%	82%
4-6	7%	30%	45%	44%	60%	70%
7-10	4					
11-20	5	25%	33%	36%	55%	55%
21-50	1					
>50	1					
Total	702	25%	39%	43%	50%	85%

Office Overhead Rates as a Percentage of Gross Receipts by Office Location, Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Downtown Detroit & New Center Area	17	29	50	46	50	150
Detroit, not Downtown	8	41	52	60	79	100
Remainder Wayne County	62	20	34	43	50	125
Oakland County (N. Of M-59)	27	20	40	40	51	95
Southfield	34	25	40	42	58	80
Oakland County (S. Of M59)	147	25	34	46	50	80
Mount Clemens Area	15	28	40	37	50	58
Remainder Macomb County	30	25	40	42	60	77
Ann Arbor Area	38	17	30	32	47	70
Livingston County	17	20	29	32	43	75
Battle Creek Area	10	33	40	48	50	88
Bay City/Midland/Saginaw Area	21	24	40	42	55	85
Flint Area	32	25	45	40	53	70
Grand Rapids Area	62	22	32	40	45	82
Jackson Area	13	17	40	41	55	83
Traverse City Area	28	29	46	48	60	80
Kalamazoo Area	16	25	40	44	49	100
Lansing Area	43	30	50	53	60	92
Muskegon/Mid-Michigan Area	16	27	49	45	62	74
Other Metro Areas	5	25	33	32	34	60
Out State, Lower Peninsula	49	33	45	44	50	57
Upper Peninsula	16	25	39	41	55	73
Total	706	25	39	43	50	85

Staffing Ratios

This section provides ratios of secretaries and legal assistants to attorneys by firm size and practice class of survey respondents.

Secretary-to-Attorney Ratios

Secretary-to-Attorney Ratios by Firm Size

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
1	628	.00	.23	.49	1.00	1.00
2	198	.50	.50	.62	1.00	1.50
3	164	.33	.50	.53	.67	1.00
4-6	315	.30	.50	.52	.67	1.00
7-10	192	.36	.50	.50	.60	1.00
11-20	169	.33	.46	.52	.63	1.00
21-50	199	.38	.45	.48	.53	.78
>50	137	.36	.43	.48	.56	.83
Total	2002	.25	.50	.51	.67	1.00

Secretary-to-Attorney Ratios by Practice Class, Michigan, 2010

	Ratio of Secretaries to Attorneys					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Sole Practitioner, Office Outside of Home	385	.00	.80	.68	1.00	2.00
Sole Practitioner, Working Out of Home Office	166	.00	.00	.07	.00	.50
Sole Practitioner Sharing Space	103	.00	.50	.48	1.00	1.00
Managing Partner	154	.33	.50	.50	.67	1.00
Equity Partner/Shareholder	549	.36	.50	.54	.67	1.00
Non-Equity Partner	118	.36	.46	.51	.63	1.00
Of Counsel	89	.33	.49	.48	.63	1.00
Senior Associate	191	.36	.50	.59	.67	1.33
Associate	207	.33	.46	.52	.60	1.00
Arbitrator/Mediator	4					
Assigned Counsel	4					
Unemployed, Looking for Work	2					
Unemployed, Looking for Non-Legal Work	5					
Unemployed, Looking for Legal or Non-Legal Work	6					
Other	0					
Total	1983					

Legal Assistant-to-Attorney Ratios

Legal Assistant-to-Attorney Ratios by Size of Firm

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
1	497	.00	.00	.30	.30	1.00
2	133	.00	.50	.37	.50	1.00
3	118	.00	.33	.33	.67	1.00
4-6	234	.17	.25	.37	.50	1.00
7-10	158	.11	.18	.26	.30	.71
11-20	153	.08	.20	.29	.33	.79
21-50	184	.08	.11	.15	.18	.38
>50	126	.10	.14	.15	.17	.32
Total	1,603	.00	.13	.28	.33	1.00

Legal Assistant-to-Attorney Ratios by Practice Class

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Sole Practitioner, Office Outside of Home	272	.00	.00	.39	.73	2.00
Sole Practitioner, Working Out of Home Office	165	.00	.00	.06	.00	.50
Sole Practitioner Sharing Space	72	.00	.00	.24	.50	1.00
Managing Partner	124	.08	.24	.36	.50	1.00
Equity Partner/Shareholder	447	.08	.14	.24	.29	.71
Non-Equity Partner	93	.07	.13	.21	.23	.70

Legal Assistant-to-Attorney Ratios by Practice Class

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Of Counsel	74	.05	.17	.22	.33	.67
Senior Associate	153	.11	.22	.35	.50	1.00
Associate	172	.11	.25	.46	.50	1.00
Arbitrator/Mediator	2					
Assigned Counsel	3					
Unemployed, Looking for Work	2					
Unemployed, Looking for Non-Legal Work	5	.00	.00	.00	.00	.00
Unemployed, Looking for Legal or Non-Legal Work	5	.00	.00	.00	.00	.00
Other	0					
Total	1,589	.00	.13	.29	.33	1.00

Billing for Legal Assistant Service

Method for Billing Legal Assistant Services by Firm Size

		Included in Attorney Charge	Hourly Basis	Self Developed Fee Schedule	Total
1	N	86	87	24	197
	%	43.7%	44.2%	12.2%	100.0%
2	N	37	46	2	85
	%	43.5%	54.1%	2.4%	100.0%
3	N	21	42	4	67
	%	31.3%	62.7%	6.0%	100.0%
4-6	N	3	5	2	10
	%	30.0%	50.0%	20.0%	100.0%
7-10	N	3	1	0	4
	%	75.0%	25.0%	.0%	100.0%
11-20	N	0	5	0	5
	%	.0%	100.0%	.0%	100.0%
21-50	N	1	0	0	1
	%	100.0%	.0%	.0%	100.0%
>50	N	1	4	0	5
	%	20.0%	80.0%	.0%	100.0%
Total	N	152	190	32	374
	%	40.6%	50.8%	8.6%	100.0%

Attorney Perspectives

Compared to a Year Ago What Changes in Client Paying Behaviors Have You Experienced

	N	Not At All	Slightly More Often	Much More Often	Total %
Clients Paying Later	2267	23.8%	47.9%	28.4%	100.0%
Clients Seeking Discounts	2219	35.4%	39.7%	25.0%	100.0%
Clients Seeking To Pay Over Time	2225	30.1%	41.3%	28.6%	100.0%
Clients Using Credit Cards	2176	55.4%	33.0%	11.6%	100.0%

Over the Next Year Indicate the Likelihood That the Following Will Occur, Private Practitioners

	N	Very Likely	Likely	Unlikely	Not Applicable	Do Not Know	Total
Hiring New Associates	1352	2.9%	5.9%	73.1%	14.2%	3.9%	100.0%
Creating New Para Legals	1345	1.0%	8.0%	71.7%	16.0%	3.3%	100.0%
Lawyer Salaries Increased	1344	2.5%	14.9%	51.3%	24.1%	7.3%	100.0%
Lawyer Lay Offs	1332	1.1%	2.6%	46.4%	44.8%	5.2%	100.0%
New Lawyer Hiring Freeze	1330	7.1%	8.2%	25.8%	53.8%	5.2%	100.0%
Lawyer Bonus Curtailed	1322	5.5%	9.9%	26.2%	51.4%	7.0%	100.0%
Part Time Flex Time Non Att. Staff Inc.	1290	2.1%	11.3%	35.0%	43.6%	8.1%	100.0%
Pro Bono Down	1295	3.9%	11.0%	59.1%	16.6%	9.5%	100.0%
Work Hours Reduced	1295	3.1%	13.6%	68.3%	8.9%	6.2%	100.0%
Use Of Contract Lawyers Increased	1315	2.3%	12.2%	35.7%	44.0%	5.9%	100.0%
Lawyer Bonus Increased	1337	1.9%	12.5%	48.8%	30.4%	6.4%	100.0%
Non Lawyer Staff Layoffs	1297	1.2%	5.9%	46.3%	39.6%	7.1%	100.0%
Capital Contributions Increased	1304	2.3%	13.1%	40.3%	35.2%	9.0%	100.0%
Billing Rates Adjusted Up	1317	4.8%	29.7%	49.4%	9.1%	7.0%	100.0%
Billing Rates Adjusted Down	1298	1.5%	6.4%	73.7%	12.1%	6.3%	100.0%
Billing Rates Unchanged	1298	16.5%	34.7%	31.5%	10.8%	6.5%	100.0%
Office Lease Renegotiated	1303	6.0%	16.1%	44.5%	26.8%	6.6%	100.0%
Non Lawyer Staff Hiring Freeze	1296	5.6%	11.6%	30.0%	45.9%	6.9%	100.0%
Non Lawyer Bonus Curtailed	1293	4.0%	9.3%	33.4%	45.2%	8.0%	100.0%
Non Lawyer Benefits Decreased or Co-Sharing Increased	1291	2.3%	8.7%	35.9%	45.9%	7.2%	100.0%
Prompt Payment Discounts Offered	1297	5.3%	22.9%	46.8%	17.7%	7.3%	100.0%
Security Deposits Taken on Deferred Fees	1294	5.0%	18.3%	39.8%	26.9%	10.0%	100.0%
Payments to Vendors Delayed	1290	5.3%	17.1%	58.0%	13.6%	6.0%	100.0%
Alternative Hourly Billing Methods	1292	4.6%	25.2%	46.1%	16.1%	8.0%	100.0%
Rate Freezes Offered to Select Clients	1294	4.5%	19.4%	48.4%	19.1%	8.7%	100.0%
Line Of Credit Increased	1294	1.9%	9.9%	52.9%	25.8%	9.5%	100.0%
Pro Bono Up	1283	1.7%	15.4%	58.8%	14.3%	9.7%	100.0%
CLE Participation Down	1292	3.7%	9.4%	65.3%	13.2%	8.4%	100.0%
New Lawyer Offers Retracted or Delayed	1323	2.3%	2.9%	26.8%	62.1%	5.9%	100.0%
Lawyer Salary Increases Delayed	1322	5.7%	10.7%	25.7%	50.7%	7.3%	100.0%
CLE Participation Up	1267	4.4%	23.9%	51.3%	11.9%	8.4%	100.0%
CLE Participation Down	1292	3.7%	9.4%	65.3%	13.2%	8.4%	100.0%

Over the Next Year Indicate the Likelihood That the Following Will Occur, Non-Private Practitioners

	N	Very Likely	Likely	Unlikely	Not Applicable	Don't Know	Total
Lawyer Salaries Increased	1,196	2.4%	17.7%	55.7%	18.8%	5.4%	100.0%
Lawyers Hours Increased	1,196	8.6%	32.4%	30.9%	21.7%	6.4%	100.0%
Lawyer Layoffs	1,195	2.5%	14.5%	49.0%	19.7%	14.3%	100.0%
Lawyer Hiring Freeze	1,195	13.7%	27.7%	22.1%	25.4%	11.1%	100.0%
Lawyer Offers Retracted or Delayed	1,185	3.4%	7.9%	29.4%	45.3%	14.0%	100.0%
Lawyer Salary Increases Delayed	1,187	12.9%	22.6%	25.3%	28.9%	10.4%	100.0%
Use of Contract Lawyers Increased	1,187	4.3%	18.4%	27.8%	36.5%	13.0%	100.0%
Non Lawyer Staff Layoffs	1,183	7.2%	19.1%	43.5%	13.9%	16.2%	100.0
Non Lawyer Staff Hiring Freeze	1,190	14.5%	30.1%	25.3%	15.0%	15.1%	100.0%
Non Lawyer Staff Benefits Reduced or Co-sharing Increased	1,189	10.0%	23.5%	30.3%	20.6%	15.6%	100.0%
Part Time or Flex Time for Non Lawyer Staff Increased	1,184	2.5%	14.3%	36.6%	26.3%	20.4%	100.0%
Work Hours Reduced	1,186	3.8%	7.0%	63.0%	18.0%	8.3%	100.0%
Pro Bono Work Reduced	1,186	1.2%	1.9%	19.4%	64.5%	13.1%	100.0%
Pro Bono Work Increased	1,188	1.2%	5.4%	16.8%	63.6%	13.0%	100.0%
CLE Course Participation Reduced	1,180	3.7%	11.0%	30.3%	40.1%	14.8%	100.0%
CLE Course Participation Increased	1,145	1.2%	6.8%	35.9%	39.9%	16.2%	100.0%

Job Satisfaction and Economic Sentiment About the Practice of Law

This section summarizes survey respondent attitudes on their satisfaction with the practice of law and their views on the changing nature of law practice in the state. The 2010 survey probed views on current job satisfaction and expected future job satisfaction.

Current Satisfaction With Practicing Law

	N	A Great Deal	Enough	Too Little	None	Not Applicable	Total
Private Practitioners	2,511	37.5%	36.6%	23.0%	2.8%	0.0%	100.0%
Non-Private Practitioners	1,196	37.4%	33.1%	13.2%	2.8%	13.5	100.0%

Expected Future Satisfaction With Practicing Law in Current Practice Area

	N	More Satisfying	Less Satisfying	Remaining the Same	Unsatisfying Enough To Change Practice Areas	Unsatisfying Enough To Quit	Not Applicable	Total
Private Practitioners	2,530	18.7%	52.2%	19.1%	3.7%	6.4%	0.0%	100.0%
Non-Private Practitioners	1,162	15.0%	51.1%	11.6%	2.4%	3.6%	16.3%	100.0%

The Degree to Which the Following Creates Job Stress

	N	Very Much	Somewhat	Very Little	Not Applicable	Total
Insufficient Revenue	2,523	37.1	36.9	18.8	7.2	100.0
Insufficient Cash Flow	2,513	36.3	33.4	21.8	8.6	100.0
Workload	2,521	23.9	47.3	26.3	2.4	100.0

The Degree to Which the Following Creates Job Stress

	N	Very Much	Somewhat	Very Little	Not Applicable	Total
Billable Hours	2,481	11.8	20.0	23.0	45.2	100.0
Difficult Clients	2,519	18.4	43.5	34.4	3.7	100.0
Personal Issues	2,517	11.0	32.5	45.5	11.0	100.0
Demands Of A Second Job	2,421	2.0	5.0	9.3	83.7	100.0

How Likely is it That You Will Switch Practice Areas in the Next Two Years?

	N	Very Likely	Somewhat Likely	Unlikely	Total
Private Practitioners	2,537	7.5%	17.7%	74.8%	100.0%

Reasons Not to Switch Fields of Law, Private Practitioners

	N	Very Much Agree	Agree	Do Not Agree	N/A Do Not Know	Total
New Content Area Too Complex To Quickly Learn	2,433	11.4%	23.8%	47.6%	17.2%	100.0%
Court Rules And Regs Are Too Tedious	2,429	5.9%	20.1%	57.1%	16.8%	100.0%
Incumbents Have Already Flooded the Market	2,420	8.5%	26.2%	42.8%	22.5%	100.0%
Computer Skills Are Insufficient	2,424	3.4%	9.5%	71.9%	15.1%	100.0%
New Marketing Costs Are Too High	2,407	7.5%	27.1%	42.3%	23.1%	100.0%

Factors That Could Influence the Decision to Switch to a Salaried Job, Private Practitioners

	N	Very Much Agree	Agree	Do Not Agree	N/A Do Not Know	Total
Salaried Legal Work Is Appealing	2,436	22.0%	31.7%	30.3%	16.0%	100.0%
A Salaried Job With Benefits Is Appealing	2,432	26.7%	34.1%	23.4%	15.9%	100.0%
Having A Steady Income Is Appealing	2,434	30.5%	40.2%	16.4%	12.9%	100.0%

How Respondents Feel About Personal Workload

	N	Insufficient	All I Can Handle	More Than I Can Handle	Total
Private Practitioners	2,516	38.7%	49.7%	11.6%	100.0%
Non-Private Practitioners	1,188	8.1%	66.6%	25.3%	100.0%

What Do You Think the Economic Circumstances Will Be in the Future?

	N	Better	Worse	About the Same	Don't Know	Not Applicable	Total
Private Practitioners	2,518	23.8%	23.7%	48.2%	4.2%	0.0%	100.0%
Non-Private Practitioners	1,203	16.4%	23.9%	49.6%	2.7%	7.3%	100.0%

Law School Debt

Total Law School Debt for Individuals Attending Law School Within the Last 10 Years by Years in Practice, Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
<1	29	70,000	100,000	107,828	150,000	200,000
1-2	159	65,000	90,000	96,492	120,000	180,000
3-5	174	50,000	80,000	82,785	110,000	150,000
6-10	181	50,000	75,000	77,279	100,000	150,000
Total	543	55,000	80,000	86,301	110,000	160,000

Total Law School Debt for Individuals Attending Law School Within the Last 10 Years by Years in Practice, Non-Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
1-2	74	65,000	100,000	96,061	125,000	175,000
3-5	90	54,000	84,500	84,211	110,000	150,000
6-10	94	55,000	80,000	76,005	100,000	130,000
Total	258	58,000	80,500	84,620	110,000	150,000

Monthly Law School Debt Payments for Individuals Attending Law School Within the Last 10 Years by Years in Practice, Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
<1	25	120	600	657	1,000	1,800
1-2	147	400	700	1,070	1,000	1,500
3-5	168	315	500	570	750	1,200
6-10	178	259	400	989	600	1,200
Total	518	300	500	860	800	1,400

Monthly Law School Debt Payments for Individuals Attending Law School Within the Last 10 Years by Years in Practice, Non-Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
1-2	73	300	605	622	800	1,450
3-5	87	290	443	502	700	1,125
6-10	92	297	400	436	600	805
Total	252	299	450	513	700	1,200

Total Law School Debt for Individuals Attending Law School Within the Last 10 Years by Income Category, Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
<\$40k	199	60,000	85,000	90,734	120,000	180,000
\$40-59.9k	99	60,000	99,000	94,035	124,000	165,000
\$60-79.9k	95	50,000	70,000	76,958	105,000	150,000
\$80-114.9k	108	49,000	73,500	76,738	110,000	149,000
\$115-149.9k	45	35,000	65,000	66,714	90,000	150,000
150-219.9k	15	15,000	50,000	43,800	60,000	86,000
\$220k+	15	40,000	64,000	64,600	85,000	125,000
Total	576	50,000	80,000	82,626	110,000	160,000

Total Law School Debt for Individuals Attending Law School Within the Last 10 Years by Income Category, Non-Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
<\$40k	38	80,000	97,500	99,763	130,000	156,000
\$40-59.9k	103	60,000	82,000	89,121	120,000	160,000
\$60-79.9k	72	55,000	80,000	80,250	100,000	143,000
\$80-114.9k	73	40,000	65,000	69,630	100,000	140,000
\$115-149.9k	32	20,000	46,000	50,319	80,000	100,000
\$150-219.9k	11	20,000	50,000	51,455	80,000	130,000
\$220k+	4	70,000	105,000	100,000	130,000	130,000
Total	333	50,000	80,000	79,302	108,000	150,000

Monthly Law School Debt Payments for Individuals Attending Law School Within the Last 10 Years by Years Income Category, Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
<\$40k	168	259	450	830	700	1,500
\$40-59,9k	91	350	500	597	839	1,250
\$60-79,9k	81	315	589	620	900	1,200
\$80-114,9k	86	388	595	1,382	900	1,500
\$115-149,9k	37	280	475	1,563	760	7,000
150-219,9k	7	150	204	277	500	500
\$220k+	9	50	480	459	600	1,100
Total	479	305	500	891	800	1,400

Monthly Law School Debt Payments for Individuals Attending Law School Within the Last 10 Years by Years Income Category, Non-Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
<\$40k	26	200	350	464	700	1,100
\$40-59.9k	87	300	500	559	700	1,100
\$60-79.9k	59	300	410	478	605	1,200
\$80-114.9k	49	300	500	542	750	1,200
\$115-149.9k	19	234	321	451	573	1,200
\$150-219.9k	5	293	300	291	300	460
\$220k+	0	.	.	.	.	.
Total	245	300	450	512	700	1,200

Total Law School Debt for Individuals Attending Law School Within the Last 10 Years by Classification, Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Sole Practitioner, Office Outside Of Home	76	55,000	80,000	88,145	117,500	150,000
Sole Practitioner, Working Out Of Home Office	67	53,000	80,000	87,978	120,000	200,000
Sole Practitioner Sharing Space	25	68,000	85,000	104,600	130,000	220,000
Managing Partner	18	60,000	80,000	84,444	100,000	150,000
Equity Partner/Shareholder	25	53,000	80,000	82,360	100,000	145,000
Non-Equity Partner	20	50,000	75,000	78,400	100,000	127,500
Of Counsel	16	54,500	72,500	88,938	112,000	215,000
Senior Associate	113	55,000	70,000	81,489	108,000	165,000
Associate	163	60,000	80,000	86,967	113,000	160,000
Arbitrator/Mediator	0	.	.	.	.	.
Assigned Counsel	5	100,000	125,000	112,800	141,000	150,000
Unemployed, Looking for Work	5	45,000	100,000	76,000	105,000	110,000
Unemployed, Looking for Non-Legal Work	3	70,000	80,000	95,000	135,000	135,000
Unemployed, Looking for Legal Or Non-Legal Work	1	35,000	35,000	35,000	35,000	35,000
Other	0	.	.	.	.	.
Total	537	55,000	80,000	86,455	110,000	165,000

Total Law School Debt for Individuals Attending Law School Within the Last 10 Years by Classification, Non-Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
In House Counsel (for-Profit Org.)	52	46,000	80,000	80,327	111,500	140,000
In-House Counsel (Family Or Closely Held Business)	6	65,000	70,500	74,333	100,000	110,000
Legal Service Agency	25	58,000	90,000	88,500	116,000	140,000
In-House Counsel (Not-for-Profit Org.)	18	52,000	70,000	75,111	100,000	130,000
City Agency	3	100,000	120,000	131,667	175,000	175,000
County Agency	5	51,000	70,000	70,200	80,000	100,000
Village, Township	0	.	.	.	.	.
State Agency	21	50,000	75,000	77,381	100,000	131,000
County Prosecutor	5	100,000	100,000	93,800	110,000	115,000
County Assistant Prosecutor	23	59,000	84,000	87,739	120,000	150,000
Public Defender	3	60,000	104,000	94,667	120,000	120,000
Judge-State	1	75,000	75,000	75,000	75,000	75,000
Judge-Federal	0	.	.	.	.	.
Administrative Law Judge/ Referee	5	100,000	143,000	128,000	160,000	170,000
Law Clerk	18	50,000	70,000	79,167	110,000	150,000
Court Clerk	2	160,000	173,500	173,500	187,000	187,000
Non Clerk Attorney In Court System	12	42,500	82,500	80,917	122,000	140,000
Federal Prosecutor	1	60,000	60,000	60,000	60,000	60,000
Other Federal Agency	21	70,000	85,000	87,571	108,000	130,000
Military	0	.	.	.	.	.
Academia/Professor Of Law	7	70,000	85,000	85,857	100,000	110,000
Lobbyist/Trade Assoc./Gov. Relations	4	55,000	65,000	70,000	85,000	100,000
Management/Nonlegal	4	71,500	102,000	103,250	135,000	150,000
Non-Profit Organization, Not Law Related	2	34,000	52,000	52,000	70,000	70,000
Not Practicing Law But Working	11	60,000	80,000	80,318	90,000	157,000
Retired	1	9,000	9,000	9,000	9,000	9,000
Unemployed, Looking for Work	3	10,000	90,000	91,667	175,000	175,000
Other	3	80,000	110,000	113,333	150,000	150,000
Total	256	58,000	80,500	84,344	110,000	150,000

Monthly Law School Debt Payments for Individuals Attending Law School Within the Last 10 Years by Classification, Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Sole Practitioner, Office Outside Of Home	70	263	500	1,282	800	1,600
Sole Practitioner, Working Out Of Home Office	63	250	400	492	594	1,500
Sole Practitioner Sharing Space	26	340	500	619	835	1,300
Managing Partner	17	368	400	504	500	1,500
Equity Partner/Shareholder	25	300	400	488	600	1,100
Non-Equity Partner	19	300	550	618	900	1,500
Of Counsel	16	400	426	587	700	1,576
Senior Associate	111	284	500	827	800	1,200

Monthly Law School Debt Payments for Individuals Attending Law School Within the Last 10 Years by Classification, Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Associate	155	342	570	1,086	1,000	1,500
Arbitrator/Mediator	0	.	.	.	.	.
Assigned Counsel	3	415	665	660	900	900
Unemployed, Looking for Work	5	132	145	245	250	700
Unemployed, Looking for Non-Legal Work	2	0	300	300	600	600
Unemployed, Looking for Legal Or Non-Legal Work	0	.	.	.	.	.
Other	0	.	.	.	.	.
Total	512	300	500	865	800	1,400

Monthly Law School Debt Payments for Individuals Attending Law School Within the Last 10 Years Classification, Non-Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
In House Counsel (for-Profit Org.)	51	270	460	508	700	1,200
In-House Counsel (Family Or Closely Held Business)	5	325	500	605	1,000	1,200
Legal Service Agency	24	275	375	490	753	1,100
In-House Counsel (Not-for-Profit Org.)	17	350	443	642	700	3,000
City Agency	3	450	500	767	1,350	1,350
County Agency	5	361	500	450	500	600
Village, Township	0	.	.	.	.	.
State Agency	21	304	425	551	700	1,200
County Prosecutor	5	350	529	459	529	686
County Assistant Prosecutor	22	250	377	396	500	750
Public Defender	3	200	608	538	805	805
Judge-State	1	321	321	321	321	321
Judge-Federal	0	.	.	.	.	.
Administrative Law Judge/Referee	5	475	800	718	800	1,200
Law Clerk	18	290	400	509	750	1,200
Court Clerk	2	623	703	703	782	782
Non Clerk Attorney In Court System	12	220	337	487	643	1,500
Federal Prosecutor	1	0	0	0	0	0
Other Federal Agency	21	300	500	525	775	1,000
Military	0	.	.	.	.	.
Academia/Professor Of Law	7	400	450	500	600	700
Lobbyist/Trade Assoc./Gov. Relations	4	325	525	638	950	1,200
Management/Non Legal	4	0	275	338	675	800
Non-Profit Organization, Not Law Related	2	324	388	388	451	451
Not Practicing Law But Working	11	240	500	486	700	1,148
Retired	1	0	0	0	0	0
Unemployed, Looking for Work	3	90	600	597	1,100	1,100
Other	2	915	1,008	1,008	1,100	1,100
Total	250	300	450	516	700	1,200

Pro Bono Work

Pro Bono Hours Per Year by Income Category, Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
<\$40k	322	12	25	59	50	200
\$40-59.9k	147	10	20	37	40	100
\$60-79.9k	185	12	25	58	50	150
\$80-114.9k	249	10	20	40	50	150
\$115-149.9k	127	10	25	42	50	120
150-219.9k	151	10	20	39	50	104
\$220k+	192	10	20	36	40	100
Total	1373	10	24	46	50	150

Pro Bono Hours Per Year by Income Category, Non-Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
<\$40k	27	15	30	183	60	800
\$40-59.9k	41	10	30	225	50	1,950
\$60-79.9k	44	9	20	87	50	200
\$80-114.9k	72	10	20	105	40	500
\$115-149.9k	30	10	20	33	30	52
\$150-219.9k	29	10	20	146	50	1,000
\$220k+	5	25	25	30	40	50
Total	248	10	20	125	50	500

Pro Bono Hours Per Year by Years In Practice, Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
<1	14	10	18	22	30	50
1-2	99	10	25	51	50	200
3-5	121	10	30	57	50	200
6-10	143	10	20	42	40	100
11-15	166	10	25	36	40	100
16-25	331	10	25	50	50	200
26-30	224	14	25	52	50	180
31-35	225	10	25	46	50	150
>35	202	10	20	40	50	150
Total	1,525	10	25	46	50	150

Pro Bono Hours Per Year by Years In Practice, Non-Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
1-2	20	8	18	266	80	2,040
3-5	19	10	30	139	52	2,000
6-10	36	10	20	95	40	400
11-15	36	5	10	112	65	700
16-25	55	10	20	97	50	500
26-30	37	10	24	94	30	500
31-35	29	10	25	175	50	2,000
>35	13	10	35	43	50	120
Total	245	10	20	122	50	500

Pro Bono Hours Per Year by Classification, Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Sole Practitioner, Office Outside Of Home	381	10	25	54	50	150
Sole Practitioner, Working Out Of Home Office	183	12	25	59	60	300
Sole Practitioner Sharing Space	103	15	25	46	50	120
Managing Partner	105	10	20	54	50	250
Equity Partner/Shareholder	386	10	20	38	50	100
Non-Equity Partner	81	15	25	39	40	100
Of Counsel	46	15	25	36	50	100
Senior Associate	101	10	20	37	40	110
Associate	123	10	25	37	50	100
Arbitrator/Mediator	2	50	77	77	104	104
Assigned Counsel	5	20	50	56	100	100
Unemployed, Looking for Work	4	28	45	151	275	500
Unemployed, Looking for Non-Legal Work	1	50	50	50	50	50
Unemployed, Looking for Legal Or Non-Legal Work	3	100	150	150	200	200
Other	0	.	.	.	.	.
Total	1,524	10	25	47	50	150

Pro Bono Hours Per Year by Classification, Non-Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
In House Counsel (for-Profit Org.)	51	10	20	27	30	75
In-House Counsel (Family Or Closely Held Business)	12	22	35	47	50	200
Legal Service Agency	30	10	45	388	150	2,000
In-House Counsel (Not-for-Profit Org.)	30	10	25	176	50	1,820
City Agency	3	6	10	9	10	10
County Agency	10	10	35	54	50	240
Village, Township	0	.	.	.	.	.
State Agency	9	20	20	21	25	40
County Prosecutor	3	5	10	32	80	80
County Assistant Prosecutor	10	5	10	10	10	24
Public Defender	3	40	500	847	2,000	2,000
Judge-State	6	40	51	65	120	120
Judge-Federal	1	15	15	15	15	15
Administrative Law Judge/Referee	2	40	40	40	40	40
Law Clerk	4	20	62	99	177	250
Court Clerk	1	10	10	10	10	10
Non Clerk Attorney In Court System	8	10	15	49	95	150
Federal Prosecutor	0	.	.	.	.	.
Other Federal Agency	4	11	20	23	36	52
Military	0	.	.	.	.	.
Academia/Professor Of Law	30	10	20	187	200	1,000
Lobbyist/Trade Assoc./Gov. Relations	1	5	5	5	5	5
Management/Non Legal	9	6	10	15	20	45
Non-Profit Organization, Not Law Related	5	20	20	20	20	20
Not Practicing Law But Working	12	10	25	105	55	500
Retired	4	9	25	40	70	100

Pro Bono Hours Per Year by Classification, Non-Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Unemployed, Looking for Work	3	10	30	30	50	50
Other	3	8	50	36	50	50
Total	254	10	20	123	50	500

Pro Bono Hours Per Year by Office Location, Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Downtown Detroit & New Center Area	114	10	30	41	50	150
Detroit, Not Downtown	19	25	50	120	100	520
Remainder Wayne County	87	10	20	43	50	200
Oakland County (N. Of M-59)	46	10	20	33	50	100
Southfield	61	10	20	34	40	100
Oakland County (S. Of M59)	312	10	20	41	50	120
Mount Clemens Area	35	10	24	28	40	75
Remainder Macomb County	63	15	25	49	50	200
Ann Arbor Area	94	10	25	45	50	150
Livingston County	24	20	40	79	50	100
Battle Creek Area	18	10	20	26	30	100
Bay City/Midland/Saginaw Area	50	10	20	53	50	250
Flint Area	67	10	20	40	50	104
Grand Rapids Area	155	15	30	49	50	200
Jackson Area	25	20	25	65	100	200
Traverse City Area	46	10	20	48	50	200
Kalamazoo Area	37	10	25	55	60	200
Lansing Area	107	10	20	59	50	200
Muskegon/Mid-Michigan Area	33	15	20	57	50	200
Other Metro Areas	11	20	40	37	50	100
Out State, Lower Peninsula	98	12	20	47	40	150
Upper Peninsula	21	20	40	52	50	100
Total	1,523	10	25	46	50	150

Pro Bono Hours Per Year by Office Location, Non-Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Downtown Detroit & New Center Area	47	10	20	99	50	360
Detroit, Not Downtown	4	8	15	529	1,050	2,080
Remainder Wayne County	18	20	20	31	30	100
Oakland County (N. Of M-59)	13	10	20	28	30	100
Southfield	9	10	20	74	40	500
Oakland County (S. Of M59)	22	10	17	43	50	200
Mount Clemens Area	5	10	25	26	40	50
Remainder Macomb County	7	2	10	14	30	30
Ann Arbor Area	20	10	30	242	100	1,750
Livingston County	2	20	30	30	40	40
Battle Creek Area	3	5	10	13	24	24
Bay City/Midland/Saginaw Area	7	6	10	22	50	50
Flint Area	5	10	30	39	30	120
Grand Rapids Area	16	18	25	47	50	200
Jackson Area	9	20	40	76	50	400
Traverse City Area	2	8	29	29	50	50

Pro Bono Hours Per Year by Office Location, Non-Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Kalamazoo Area	7	4	10	14	24	40
Lansing Area	35	10	20	199	80	2,000
Muskegon/Mid-Michigan Area	2	10	980	980	1,950	1,950
Other Metro Areas	5	5	10	171	40	800
Out State, Lower Peninsula	8	10	17	269	46	2,000
Upper Peninsula	7	10	50	403	500	1,820
Total	253	10	20	123	50	500

Access To Justice Contributions

Access To Justice Contributions by Office Location, Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Downtown Detroit & New Center Area	83	200	300	351	300	300
Detroit, Not Downtown	2	100	200	200	300	300
Remainder Wayne County	13	100	200	729	300	5,000
Oakland County (N. Of M-59)	12	25	75	190	200	1,200
Southfield	21	100	100	280	300	1,000
Oakland County (S. Of M59)	107	100	300	384	300	1,000
Mount Clemens Area	9	100	200	278	500	500
Remainder Macomb County	12	100	163	222	400	500
Ann Arbor Area	49	300	300	991	400	3,000
Livingston County	3	10	100	70	100	100
Battle Creek Area	5	100	200	180	250	250
Bay City/Midland/Saginaw Area	5	150	200	200	250	300
Flint Area	15	100	300	237	300	500
Grand Rapids Area	84	100	300	689	350	1,200
Jackson Area	7	100	300	244	300	500
Traverse City Area	10	50	100	182	100	1,000
Kalamazoo Area	12	200	300	392	325	1,250
Lansing Area	34	100	250	234	300	500
Muskegon/Mid-Michigan Area	10	100	375	495	500	2,300
Other Metro Areas	3	300	300	367	500	500
Out State, Lower Peninsula	13	200	250	312	300	1,000
Upper Peninsula	5	200	300	250	300	300
Total	514	100	300	453	300	1,000

Access To Justice Contributions by Office Location, Non-Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Downtown Detroit & New Center Area	47	100	200	256	300	800
Detroit, Not Downtown	3	25	250	275	550	550
Remainder Wayne County	10	100	200	199	300	350
Oakland County (N. Of M-59)	11	100	200	194	300	300
Southfield	6	70	100	101	100	200
Oakland County (S. Of M59)	15	25	100	141	300	350
Mount Clemens Area	4	63	138	200	338	500
Remainder Macomb County	6	80	100	122	100	300
Ann Arbor Area	21	100	250	313	350	800
Livingston County	3	50	100	108	175	175

Access To Justice Contributions by Office Location, Non-Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Battle Creek Area	2	10	25	25	40	40
Bay City/Midland/Saginaw Area	7	100	250	254	400	500
Flint Area	4	58	95	104	150	200
Grand Rapids Area	25	100	125	238	300	1,000
Jackson Area	3	200	200	383	750	750
Traverse City Area	1	1,000	1,000	1,000	1,000	1,000
Kalamazoo Area	4	50	75	75	100	100
Lansing Area	46	100	250	301	300	1,000
Muskegon/Mid-Michigan Area	0	.	.	.	.	.
Other Metro Areas	3	50	75	75	100	100
Out State, Lower Peninsula	11	100	200	216	300	500
Upper Peninsula	5	100	125	150	200	300
Total	237	100	200	236	300	800

Access To Justice Contributions Per Year by Income Category, Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
<\$40k	57	50	100	150	200	500
\$40-59.9k	21	100	200	231	300	500
\$60-79.9k	43	50	100	187	200	350
\$80-114.9k	80	100	200	874	300	1,050
\$115-149.9k	54	200	300	381	300	1,250
150-219.9k	65	200	300	491	300	1,200
\$220k+	132	300	300	482	325	1,000
Total	452	100	300	459	300	1,000

Access To Justice Contributions Per Year by Income Category, Non-Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
<\$40k	16	100	125	206	250	800
\$40-59.9k	17	100	100	140	200	300
\$60-79.9k	37	50	100	156	300	300
\$80-114.9k	67	50	150	240	300	1,000
\$115-149.9k	54	100	175	256	300	1,000
\$150-219.9k	32	200	300	363	400	1,000
\$220k+	9	100	200	203	300	300
Total	232	100	188	236	300	800

Access To Justice Contributions Per Year by Classification, Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Sole Practitioner, Office Outside Of Home	74	100	200	276	300	1,000
Sole Practitioner, Working Out Of Home Office	33	25	100	165	300	500
Sole Practitioner Sharing Space	18	50	175	220	300	1,000
Managing Partner	32	175	300	347	400	1,200
Equity Partner/Shareholder	206	200	300	568	350	1,000
Non-Equity Partner	54	150	300	297	300	1,000
Of Counsel	24	175	300	450	300	2,000
Senior Associate	28	88	100	164	275	300
Associate	40	100	175	1,062	300	5,000
Arbitrator/Mediator	2	10	30	30	50	50

Access To Justice Contributions Per Year by Classification, Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Assigned Counsel	1	500	500	500	500	500
Unemployed, Looking for Work	0	.	.	.	.	.
Unemployed, Looking for Non-Legal Work	0	.	.	.	.	.
Unemployed, Looking for Legal or Non-Legal Work	0	.	.	.	.	.
Other	0	.	.	.	.	.
Total	512	100	300	454	300	1,000

Access To Justice Contributions Per Year by Classification, Non-Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
In House Counsel (for-Profit Org.)	34	100	100	194	300	500
In-House Counsel (Family or Closely Held Business)	7	100	300	234	300	500
Legal Service Agency	19	100	200	292	300	1,000
In-House Counsel (Not-for-Profit Org.)	12	75	150	247	250	1,000
City Agency	1	85	85	85	85	85
County Agency	7	25	300	334	500	1,000
Village, Township	0	.	.	.	.	.
State Agency	26	100	250	287	400	1,000
County Prosecutor	2	25	163	163	300	300
County Assistant Prosecutor	8	95	100	144	205	300
Public Defender	4	75	150	175	275	350
Judge-State	23	100	200	266	350	500
Judge-Federal	4	163	300	256	350	400
Administrative Law Judge/Referee	14	50	100	104	125	250
Law Clerk	7	25	200	156	300	300
Court Clerk	0	.	.	.	.	.
Non Clerk Attorney In Court System	9	100	100	172	200	520
Federal Prosecutor	4	200	300	300	400	500
Other Federal Agency	7	40	200	177	300	350
Military	0	.	.	.	.	.
Academia/Professor Of Law	22	100	200	345	400	1,000
Lobbyist/Trade Assoc./Gov. Relations	5	50	300	195	300	300
Management/Non Legal	4	85	150	143	200	200
Non-Profit Organization, Not Law Related	4	100	150	175	250	300
Not Practicing Law But Working	8	38	100	111	150	300
Retired	9	75	200	372	600	1,000
Unemployed, Looking for Work	0	.	.	.	.	.
Other	1	25	25	25	25	25
Total	241	100	200	235	300	650

Access To Justice Contributions Per Year by Years in Practice, Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
<1	0	.	.	.	.	.
1-2	20	25	100	345	200	2,650
3-5	24	50	100	1,379	300	5,000
6-10	40	100	200	260	300	900
11-15	58	100	225	318	300	1,800

Access To Justice Contributions Per Year by Years in Practice, Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
16-25	110	100	300	562	300	1,000
26-30	82	200	300	375	350	1,000
31-35	87	100	300	295	300	600
>35	93	200	300	498	300	1,500
Total	514	100	300	454	300	1,000

Access To Justice Contributions Per Year by Years in Practice, Non-Private Practitioners

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
1-2	9	50	284	210	300	350
3-5	14	50	75	111	200	300
6-10	16	85	100	188	275	650
11-15	26	100	100	164	300	300
16-25	67	75	100	193	300	500
26-30	47	125	300	303	300	1,000
31-35	41	100	300	390	520	1,000
>35	18	75	125	215	200	1,000
Total	238	100	200	243	300	800

Appendix

Field of Practice by Hourly Billing Rate by Office Location

These are field of practice by hourly billing rate by office location tables. All zero rates were eliminated. In fields of practice where less than 5 respondents reported percentile information is not displayed but is included in the total. In cases where zero respondents reported the field of law is not displayed.

Field of Practice by Hourly Billing Rate	Ann Arbor Area					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Administrative Law	2					
Alternative Dispute Resolution	10	200	300	275	350	350
Appellate Law	1					
Auto (not lemon) Law	3					
Bankruptcy, Creditor	1					
Bankruptcy, Debtor	7	225	250	244	275	320
Business Planning	20	223	255	259	320	400
Civil Rights	4	188	263	263	338	375
Collections, Creditor	1					
Collections, Debtor	0					
Condemnation Law	0					
Construction Law	6	200	260	283	300	480
Consumer Law (including lemon law)	2					
Criminal (Private Defendant)	7	150	200	209	250	300
Criminal (Public Defendant)	1					
Employment Litigation (Defendant)	5	265	295	305	350	390
Employment Litigation (Plaintiff)	5	300	325	310	350	375
Environmental law	3					
Family Law	18	200	250	226	275	300
Foreclosure, Debtor	2					
General Practice	15	150	240	234	285	400
Health & Hospital Law	3					
Immigration Law	3					
Insurance Law	7	135	350	278	395	440
Intellectual Property/Trade Secrets	12	245	323	324	408	460
Labor Law (Defendant)	2					
Labor Law (Plaintiff)	1					
Landlord/Tenant (Commercial)	1					
Landlord/Tenant (Residential)	2					
Medical Malpractice (Plaintiff)	5	300	400	420	400	750
Medical Malpractice (defendant)	1					
Other Civil Law	26	250	290	305	325	445
Other Professional Liability	4					
Personal Injury (Defendant)	4					
Personal Injury (Plaintiff)	10	295	325	334	400	450
Probate, administration, decedent's estates, guardianship & conservatorship.	14	200	250	239	275	345
Probate litigation, decedent's estates, guardianship & conservatorship.	8	175	213	216	263	275
Probate, Trust Administration	10	275	300	268	300	385
Probate, Trust Litigation	3					

Field of Practice by Hourly Billing Rate	Ann Arbor Area					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Product Liability	2					
Public Corporation Law (including city, municipal and village)	2					
Real Estate	19	225	250	249	300	325
Tax Law	8	285	300	315	365	395
Total	260	200	275	270	318	413

Field of Practice by Hourly Billing Rate	Battle Creek Area					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Bankruptcy, Debtor	2					
Business Planning	7	200	240	211	250	250
Collections, Debtor	1					
Construction Law	1					
Criminal (Private Defendant)	5	175	200	193	200	225
Criminal (Public Defendant)	2					
Family Law	4					
Foreclosure, Lender	1					
General Practice	3					
Health & Hospital Law	1					
Immigration Law	1					
Other Civil Law	2					
Personal Injury (Plaintiff)	1					
Probate, administration, decedent's estates, guardianship & conservatorship.	3					
Probate litigation, decedent's estates, guardianship & conservatorship.	3					
Probate, Trust Administration	2					
Public Corporation Law (including city, municipal and village)	3					
Real Estate	7	150	200	191	250	250
Tax Law	1					
Total	50	165	200	200	240	250

Field of Practice by Hourly Billing Rate	Bay City/Midland/Saginaw Area					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Administrative Law	5	125	125	143	180	200
Alternative Dispute Resolution	1					
Bankruptcy, Creditor	2					
Bankruptcy, Debtor	4					
Business Planning	5	175	175	185	200	225
Civil Rights	1					
Collections, Creditor	6	150	190	180	200	225
Collections, Debtor	2					
Construction Law	1					
Criminal (Private Defendant)	4					
Criminal (Public Defendant)	3					
Employment Litigation (Defendant)	2					
Employment Litigation (Plaintiff)	3					

Field of Practice by Hourly Billing Rate	Bay City/Midland/Saginaw Area					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Family Law	16	150	175	175	198	250
Foreclosure, Debtor	1	150	150	150	150	150
Foreclosure, Lender	1					
General Practice	12					
Insurance Law	3					
Intellectual Property/Trade Secrets	3					
Labor Law (Defendant)	1					
Landlord/Tenant (Residential)	1					
Medical Malpractice (Plaintiff)	1					
Medical Malpractice (Defendant)	2					
Other Civil Law	9	150	175	181	225	235
Personal Injury (Defendant)	4					
Personal Injury (Plaintiff)	5	175	175	180	200	200
Probate, administration, decedent's estates, guardianship & conservatorship.	15	150	180	188	225	250
Probate litigation, decedent's estates, guardianship & conservatorship.	5	175	200	200	200	250
Probate, Trust Administration	4					
Public Benefits	1	250	250	250	250	250
Public Corporation Law (including city, municipal and village)	4					
Real Estate	10	175	193	195	225	250
Tax Law	3					
Workers' Compensation, Employee	3					
Workers' Compensation, Employer	1					
Total	144	150	175	179	200	250

Field of Practice by Hourly Billing Rate	Flint Area					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Administrative Law	2					
Alternative Dispute Resolution	4					
Appellate Law	2					
Bankruptcy, Creditor	2					
Bankruptcy, Debtor	8	178	190	204	213	300
Business Planning	5	150	200	210	260	290
Civil Rights	3					
Collections, Creditor	3					
Collections, Debtor	2					
Construction Law	1					
Consumer Law (including lemon law)	4					
Criminal (Private Defendant)	7	125	150	193	250	400
Criminal (Public Defendant)	8	45	138	121	188	200
Employment Litigation (Defendant)	3					
Employment Litigation (Plaintiff)	6	200	225	242	300	300
Family Law	20	150	175	176	200	250
Foreclosure, Debtor	2					
Foreclosure, Lender	1					
General Practice	22	175	178	194	225	250

Field of Practice by Hourly Billing Rate	Flint Area					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Health & Hospital Law	3					
Insurance Law	7	125	130	163	150	350
Intellectual Property/Trade Secrets	1					
Labor Law (Defendant)	3					
Labor Law (Plaintiff)	1					
Landlord/Tenant (Residential)	4					
Medical Malpractice (defendant)	1					
Other Civil Law	15	180	215	252	300	500
Personal Injury (Defendant)	3	125	125	127	130	130
Personal Injury (Plaintiff)	11	250	300	325	450	500
Probate, administration, decedent's estates, guardianship & conservatorship.	7	185	200	204	225	250
Probate litigation, decedent's estates, guardianship & conservatorship.	3					
Probate, Trust Administration	7	175	195	200	225	260
Probate, Trust Litigation	1					
Public Corporation Law (including city, municipal and village)	6	120	135	141	175	180
Real Estate	7	180	200	211	215	290
Tax Law	4					
Workers' Compensation, Employee	1					
Workers' Compensation, Employer	1					
Total	191	150	195	204	240	350

Field of Practice by Hourly Billing Rate	Grand Rapids Area					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Administrative Law	6	250	305	303	350	420
Alternative Dispute Resolution	8	245	300	280	325	350
Appellate Law	10	250	265	287	305	600
Auto (not lemon) Law	3					
Bankruptcy, Creditor	6	175	190	196	250	270
Bankruptcy, Debtor	18	195	210	214	225	300
Business Planning	36	198	240	252	290	435
Civil Rights	3					
Collections, Creditor	15	180	210	228	300	365
Collections, Debtor	2					
Condemnation Law	2					
Construction Law	14	220	250	261	285	410
Consumer Law (including lemon law)	1					
Criminal (Private Defendant)	18	200	223	234	250	350
Criminal (Public Defendant)	11	75	190	162	200	300
Employment Litigation (Defendant)	10	175	268	260	375	450
Employment Litigation (Plaintiff)	10	240	298	281	300	400
Environmental law	7	220	300	316	420	460
Family Law	53	200	200	223	250	335
General Practice	39	175	210	220	250	350
Health & Hospital Law	8	243	303	308	378	415
Immigration Law	3					

Field of Practice by Hourly Billing Rate	Grand Rapids Area					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Insurance Law	20	135	158	199	200	403
Intellectual Property/Trade Secrets	9	190	300	282	340	430
Labor Law (Defendant)	5	240	290	293	305	415
Labor Law (Plaintiff)	2					
Landlord/Tenant (Commercial)	2					
Landlord/Tenant (Residential)	2					
Medical Malpractice (Plaintiff)	4					
Medical Malpractice (Defendant)	2					
Other Civil Law	45	200	250	265	305	400
Other Professional Liability	3					
Personal Injury (Defendant)	14	135	150	166	175	250
Personal Injury (Plaintiff)	17	200	275	281	305	500
Probate, administration, decedent's estates, guardianship & conservatorship.	28	163	200	223	238	445
Probate litigation, decedent's estates, guardianship & conservatorship.	9	225	240	239	250	300
Probate, Trust Administration	12	208	235	260	295	445
Probate, Trust Litigation	4					
Product Liability	5	200	245	279	300	450
Public Benefits	3					
Public Corporation Law (including city, municipal and village)	10	150	178	193	265	285
Real Estate	39	195	230	245	250	440
Securities Law	2					
Tax Law	5	240	315	285	335	400
Workers' Compensation, Employee	2					
Workers' Compensation, Employer	2					
Total	529	180	225	240	300	405

Field of Practice by Hourly Billing Rate	Jackson Area					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Administrative Law	1					
Bankruptcy, Creditor	1					
Bankruptcy, Debtor	2					
Business Planning	4					
Civil Rights	2					
Collections, Creditor	1					
Collections, Debtor	1					
Construction Law	2					
Criminal (Private Defendant)	5	175	180	177	180	200
Criminal (Public Defendant)	3					
Employment Litigation (Defendant)	2					
Employment Litigation (Plaintiff)	2					
Family Law	8	150	163	173	180	250
General Practice	16	170	180	199	225	300
Insurance Law	1					
Intellectual Property/Trade Secrets	1					
Labor Law (Defendant)	2					

Field of Practice by Hourly Billing Rate	Jackson Area					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Landlord/Tenant (Residential)	4					
Other Civil Law	6	150	225	219	290	300
Personal Injury (Defendant)	2					
Personal Injury (Plaintiff)	0					
Probate, administration, decedent's estates, guardianship & conservatorship.	7	150	175	181	200	220
Probate litigation, decedent's estates, guardianship & conservatorship.	2					
Probate, Trust Administration	3					
Public Corporation Law (including city, municipal and village)	2					
Real Estate	9	150	175	179	200	250
Tax Law	1					
Total	90	150	178	192	200	290

Field of Practice by Hourly Billing Rate	Kalamazoo Area					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Alternative Dispute Resolution	2					
Appellate Law	1					
Bankruptcy, Creditor	2					
Bankruptcy, Debtor	1					
Business Planning	10	225	288	281	310	385
Civil Rights	1					
Collections, Creditor	6	125	175	178	250	290
Construction Law	4					
Criminal (Private Defendant)	6	150	175	172	220	255
Criminal (Public Defendant)	3					
Employment Litigation (Defendant)	2					
Employment Litigation (Plaintiff)	2					
Environmental law	1					
Family Law	10	175	200	203	240	265
Foreclosure, Lender	1					
General Practice	14	175	208	215	250	300
Immigration Law	2					
Insurance Law	1					
Intellectual Property/Trade Secrets	1					
Landlord/Tenant (Commercial)	2					
Landlord/Tenant (Residential)	3					
Other Civil Law	12	185	270	247	303	365
Personal Injury (Defendant)	4					
Personal Injury (Plaintiff)	1					
Probate, administration, decedent's estates, guardianship & conservatorship.	7					
Probate litigation, decedent's estates, guardianship & conservatorship.	2					
Probate, Trust Administration	5	230	250	239	275	280
Public Benefits	1					
Real Estate	9	175	200	216	225	365

Field of Practice by Hourly Billing Rate**Kalamazoo Area**

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Securities Law	1					
Tax Law	2					
Workers' Compensation, Employee	2					
Workers' Compensation, Employer	2					
Total	123	150	200	214	275	350

Field of Practice by Hourly Billing Rate**Lansing Area**

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Administrative Law	16	190	255	266	288	475
Alternative Dispute Resolution	3					
Appellate Law	13	250	275	298	350	475
Auto (not lemon) Law	3					
Bankruptcy, Creditor	4					
Bankruptcy, Debtor	7	150	210	219	275	300
Business Planning	20	160	215	213	250	318
Civil Rights	4					
Collections, Creditor	4					
Condemnation Law	1					
Construction Law	8	183	233	221	250	290
Consumer Law (including lemon law)	3					
Criminal (Private Defendant)	19	175	200	218	250	350
Criminal (Public Defendant)	11	45	150	119	175	225
Employment Litigation (Defendant)	4					
Employment Litigation (Plaintiff)	2					
Environmental law	6	180	268	265	300	425
Family Law	38	170	200	204	250	300
Foreclosure, Debtor	1					
Foreclosure, Lender	2					
General Practice	27	150	200	213	250	350
Health & Hospital Law	5	200	200	222	240	320
Immigration Law	3					
Insurance Law	4					
Intellectual Property/Trade Secrets	3					
Labor Law (Defendant)	2					
Labor Law (Plaintiff)	4					
Landlord/Tenant (Commercial)	2					
Landlord/Tenant (Residential)	3					
Medical Malpractice (Plaintiff)	2					
Medical Malpractice (Defendant)	4					
Other Civil Law	26	150	263	260	350	445
Other Professional Liability	1					
Personal Injury (Defendant)	2					
Personal Injury (Plaintiff)	9	200	250	304	400	600
Probate, administration, decedent's estates, guardianship & conservatorship.	25	150	180	184	215	300
Probate litigation, decedent's estates, guardianship & conservatorship.	3					

Field of Practice by Hourly Billing Rate	Lansing Area					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Probate, Trust Administration	8	165	220	209	250	300
Probate, Trust Litigation	1					
Public Benefits	1	320	320	320	320	320
Public Corporation Law (including city, municipal and village)	7	150	190	194	225	260
Real Estate	14	145	160	166	200	250
Securities Law	1					
Tax Law	8	198	280	248	300	375
Workers' Compensation, Employee	2					
Workers' Compensation, Employer	1					
Total	337	150	200	223	260	415

Field of Practice by Hourly Billing Rate	Livingston County					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Appellate Law	1					
Bankruptcy, Creditor	2					
Bankruptcy, Debtor	1					
Business Planning	5	225	225	217	225	250
Civil Rights	2					
Collections, Creditor	3					
Construction Law	1					
Consumer Law (including lemon law)	1					
Criminal (Private Defendant)	2					
Criminal (Public Defendant)	1					
Employment Litigation (Defendant)	1					
Employment Litigation (Plaintiff)	1					
Family Law	11	150	175	185	200	250
Foreclosure, Debtor	1					
General Practice	5	200	225	205	225	225
Intellectual Property/Trade Secrets	1					
Labor Law (Plaintiff)	1					
Landlord/Tenant (Residential)	3					
Personal Injury (Defendant)	1					
Probate, administration, decedent's estates, guardianship & conservatorship.	3					
Probate litigation, decedent's estates, guardianship & conservatorship.	2					
Probate, Trust Administration	7	185	225	219	245	250
Probate, Trust Litigation	1					
Product Liability	0					
Public Benefits	1					
Public Corporation Law (including city, municipal and village)	1					
Real Estate	7	185	200	198	225	225
Securities Law	1					
Total	67	175	200	201	225	250

Field of Practice by Hourly Billing Rate	Macomb County					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Administrative Law	2					
Alternative Dispute Resolution	3					
Appellate Law	2					
Auto (not lemon) Law	1					
Bankruptcy, Creditor	2					
Bankruptcy, Debtor	13	195	200	220	250	350
Business Planning	14	175	235	230	275	325
Civil Rights	5	220	300	269	300	325
Collections, Creditor	4					
Construction Law	3	200	300	267	300	300
Consumer Law (including lemon law)	1					
Criminal (Private Defendant)	32	150	200	204	250	300
Criminal (Public Defendant)	17	50	125	113	150	200
Employment Litigation (Defendant)	1					
Employment Litigation (Plaintiff)	4					
Family Law	40	163	200	197	225	300
Foreclosure, Debtor	1					
Foreclosure, Lender	1					
General Practice	40	175	200	200	220	290
Health & Hospital Law	1					
Immigration Law	2					
Insurance Law	6	145	148	186	250	300
Intellectual Property/Trade Secrets	3					
Labor Law (Defendant)	2					
Labor Law (Plaintiff)	1					
Landlord/Tenant (Commercial)	2					
Landlord/Tenant (Residential)	1					
Medical Malpractice (defendant)	3					
Other Civil Law	11	150	200	212	250	325
Other Professional Liability	1					
Personal Injury (Defendant)	7	145	150	156	175	200
Personal Injury (Plaintiff)	20	200	250	256	300	450
Probate, administration, decedent's estates, guardianship & conservatorship.	31	175	200	210	250	300
Probate litigation, decedent's estates, guardianship & conservatorship.	10	200	225	231	250	300
Probate, Trust Administration	6	200	225	253	250	425
Probate, Trust Litigation	3					
Product Liability	1					
Public Benefits	1					
Public Corporation Law (including city, municipal and village)	1					
Real Estate	15	200	225	233	275	325
Tax Law						
Workers' Compensation, Employee	4					
Total	321	175	200	212	250	325

Field of Practice by Hourly Billing Rate	Muskegon/Mid-Michigan					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Administrative Law	2					
Alternative Dispute Resolution	3					
Bankruptcy, Debtor	3					
Business Planning	14	150	195	194	220	325
Civil Rights	1					
Collections, Creditor	4					
Criminal (Private Defendant)	5	175	175	179	195	300
Criminal (Public Defendant)						
Employment Litigation (Plaintiff)	1					
Family Law	15	160	180	189	200	300
General Practice	12	155	178	180	205	225
Health & Hospital Law	1					
Immigration Law	1					
Intellectual Property/Trade Secrets	1	250	250	250	250	250
Labor Law (Defendant)	2					
Labor Law (Plaintiff)	1					
Landlord/Tenant (Residential)	1					
Medical Malpractice (Plaintiff)	1					
Other Civil Law	5	175	225	216	235	345
Other Professional Liability	1					
Personal Injury (Defendant)	1					
Personal Injury (Plaintiff)	5	150	250	217	250	400
Probate, administration, decedent's estates, guardianship & conservatorship.	6	160	193	191	200	250
Probate litigation, decedent's estates, guardianship & conservatorship.	2					
Probate, Trust Administration	2					
Probate, Trust Litigation	1					
Public Corporation Law (including city, municipal and village)	3					
Real Estate	9	165	220	207	225	325
Tax Law	3	200	225	222	240	240
Workers' Compensation, Employee	1	125	125	125	125	125
Total	111	150	195	192	225	325

Field of Practice by Hourly Billing Rate	Oakland County					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Administrative Law	18	150	200	243	345	430
Alternative Dispute Resolution	17	230	300	294	350	450
Appellate Law	39	185	250	260	340	450
Auto (not lemon) Law	37	150	350	401	500	900
Bankruptcy, Creditor	24	175	200	222	253	330
Bankruptcy, Debtor	34	175	200	218	270	330
Business Planning	102	210	250	269	300	400
Civil Rights	17	230	325	306	350	450
Collections, Creditor	50	165	198	194	250	255
Collections, Debtor	3					
Condemnation Law	5	250	300	356	600	600

Field of Practice by Hourly Billing Rate Oakland County

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Construction Law	35	195	225	232	265	350
Consumer Law (including lemon law)	13	300	320	341	375	695
Criminal (Private Defendant)	46	185	218	228	250	400
Criminal (Public Defendant)	17	50	150	162	225	500
Employment Litigation (Defendant)	34	195	250	251	300	430
Employment Litigation (Plaintiff)	29	250	295	297	375	500
Environmental law	14	225	293	303	350	460
Family Law	93	185	200	224	250	350
Foreclosure, Debtor	8	150	193	214	263	350
Foreclosure, Lender	17	175	190	194	200	250
General Practice	114	195	225	225	250	325
Health & Hospital Law	16	218	300	293	375	420
Immigration Law	7	200	250	240	295	300
Insurance Law	67	140	225	282	345	850
Intellectual Property/Trade Secrets	43	200	265	287	375	450
Labor Law (Defendant)	17	230	300	293	360	485
Labor Law (Plaintiff)	7	150	150	160	200	200
Landlord/Tenant (Commercial)	15	200	250	242	295	385
Landlord/Tenant (Residential)	15	175	180	192	225	300
Medical Malpractice (Plaintiff)	29	300	400	387	450	600
Medical Malpractice (Defendant)	18	140	153	158	170	265
Other Civil Law	115	200	250	281	340	515
Other Professional Liability	13	175	225	237	250	400
Personal Injury (Defendant)	52	140	150	166	180	305
Personal Injury (Plaintiff)	102	300	350	382	450	600
Probate, administration, decedent's estates, guardianship & conservatorship.	72	183	225	232	273	350
Probate litigation, decedent's estates, guardianship & conservatorship.	33	210	250	254	290	410
Probate, Trust Administration	38	200	255	258	285	400
Probate, Trust Litigation	13	275	275	295	300	410
Product Liability	23	200	240	248	315	350
Public Benefits	5	150	175	185	250	250
Public Corporation Law (including city, municipal and village)	12	115	130	144	150	225
Real Estate	118	200	250	253	295	385
Securities Law	15	245	275	278	315	355
Tax Law	40	250	283	295	333	460
Workers' Compensation, Employee	7	200	300	257	350	350
Workers' Compensation, Employer	6	100	103	113	135	150
Total	1667	190	250	261	300	485

Field of Practice by Hourly Billing Rate Other Metro Areas

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Administrative Law	1					
Appellate Law	2					
Bankruptcy, Creditor	1					

Field of Practice by Hourly Billing Rate	Other Metro Areas					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Bankruptcy, Debtor	1					
Business Planning	3					
Collections, Creditor	1					
Construction Law	1					
Criminal (Private Defendant)	5	175	180	170	195	200
Criminal (Public Defendant)	4					
Family Law	10	175	188	189	200	300
General Practice	5	200	210	211	220	250
Insurance Law	2					
Labor Law (Plaintiff)	1					
Other Civil Law	2					
Personal Injury (Defendant)	1					
Probate, administration, decedent's estates, guardianship & conservatorship.	9	150	175	173	200	250
Probate litigation, decedent's estates, guardianship & conservatorship.	1					
Probate, Trust Administration	1					
Public Corporation Law (including city, municipal and village)	1					
Real Estate	3					
Total	55	150	180	177	220	250

Field of Practice by Hourly Billing Rate	Out-State Lower Peninsula					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Administrative Law	1					
Alternative Dispute Resolution						
Appellate Law	1					
Bankruptcy, Creditor	1					
Bankruptcy, Debtor	4					
Business Planning	10	185	225	227	250	350
Civil Rights	1					
Collections, Creditor	4					
Collections, Debtor	1					
Construction Law	1					
Consumer Law (including lemon law)	1					
Criminal (Private Defendant)	20	150	175	175	198	250
Criminal (Public Defendant)	14	55	113	124	190	225
Employment Litigation (Defendant)	1					
Employment Litigation (Plaintiff)	4					
Environmental law	2					
Family Law	42	150	175	177	195	225
Foreclosure, Lender	1	170	170	170	170	170
General Practice	42	165	175	179	195	225
Health & Hospital Law	1					
Immigration Law	3					
Insurance Law	3					
Intellectual Property/Trade Secrets	2					

Field of Practice by Hourly Billing Rate	Out-State Lower Peninsula					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Landlord/Tenant (Residential)	3					
Medical Malpractice (Plaintiff)	1					
Other Civil Law	13	165	180	208	225	420
Other Professional Liability	0					
Personal Injury (Defendant)	1					
Personal Injury (Plaintiff)	9	200	250	244	275	300
Probate, administration, decedent's estates, guardianship & conservatorship.	30	150	175	200	225	400
Probate litigation, decedent's estates, guardianship & conservatorship.	8	150	185	183	210	225
Probate, Trust Administration	12	200	210	239	250	420
Probate, Trust Litigation	1					
Public Benefits	3					
Public Corporation Law (including city, municipal and village)	10	125	138	148	175	195
Real Estate	25	175	200	195	225	250
Securities Law	1					
Tax Law	2					
Workers' Compensation, Employee	4					
Workers' Compensation, Employer	1					
Total	286	150	180	189	220	275

Field of Practice by Hourly Billing Rate	Traverse City Area					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Alternative Dispute Resolution	7	175	185	194	250	250
Appellate Law	1					
Bankruptcy, Creditor	2					
Bankruptcy, Debtor	1					
Business Planning	9	200	200	205	215	250
Civil Rights	1					
Collections, Creditor	7	150	180	184	205	300
Criminal (Private Defendant)	5	175	180	173	185	200
Criminal (Public Defendant)	5	60	70	90	125	150
Employment Litigation (Defendant)	2					
Employment Litigation (Plaintiff)	1					
Environmental law	4					
Family Law	18	170	183	186	200	300
General Practice	13	175	200	211	250	325
Health & Hospital Law	2					
Immigration Law	1					
Insurance Law	3					
Intellectual Property/Trade Secrets	3					
Labor Law (Defendant)	1					
Medical Malpractice (Plaintiff)	2					
Other Civil Law	7	150	175	176	200	215
Personal Injury (Defendant)	1					
Personal Injury (Plaintiff)	5	225	250	285	300	450

Field of Practice by Hourly Billing Rate	Traverse City Area					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Probate, administration, decedent's estates, guardianship & conservatorship.	16	148	190	171	200	250
Probate litigation, decedent's estates, guardianship & conservatorship.	3					
Probate, Trust Administration	7	185	200	200	200	250
Probate, Trust Litigation	1					
Public Benefits	1					
Public Corporation Law (including city, municipal and village)	2					
Real Estate	15	175	210	213	250	325
Tax Law	2					
Workers' Compensation, Employer	1					
Total	149	170	200	194	215	300

Field of Practice by Hourly Billing Rate	Upper Peninsula					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Alternative Dispute Resolution	1					
Appellate Law	1					
Bankruptcy, Creditor	1					
Bankruptcy, Debtor	1					
Business Planning	4					
Collections, Creditor	1					
Collections, Debtor	1					
Construction Law	1					
Criminal (Private Defendant)	6	145	175	170	200	200
Criminal (Public Defendant)	6	55	103	106	125	200
Employment Litigation (Defendant)	1					
Employment Litigation (Plaintiff)	2					
Family Law	13	125	150	153	175	200
Foreclosure, Lender	1					
General Practice	10	125	150	169	200	390
Insurance Law	3					
Other Civil Law	3					
Personal Injury (Defendant)	1					
Personal Injury (Plaintiff)	3					
Probate, administration, decedent's estates, guardianship & conservatorship.	7	50	150	115	160	175
Probate, Trust Administration	2					
Public Benefits	1					
Public Corporation Law (including city, municipal and village)	4					
Real Estate	8	138	163	153	188	200
Securities Law	1					
Workers' Compensation, Employee	2					
Total	85	125	150	152	175	200

Field of Practice by Hourly Billing Rate	Wayne County					
	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Administrative Law	8	213	233	249	250	420
Alternative Dispute Resolution	9	200	250	279	340	500
Appellate Law	24	160	198	232	305	455
Auto (not lemon) Law	9	135	225	244	355	450
Bankruptcy, Creditor	25	220	290	319	430	525
Bankruptcy, Debtor	27	175	200	205	250	300
Business Planning	27	205	250	260	285	450
Civil Rights	9	220	300	285	350	545
Collections, Creditor	16	175	195	228	298	460
Collections, Debtor	4	213	250	241	270	290
Construction Law	15	175	225	220	250	375
Consumer Law (including lemon law)	6	250	283	257	300	300
Criminal (Private Defendant)	36	150	200	196	250	350
Criminal (Public Defendant)	13	50	75	93	125	200
Employment Litigation (Defendant)	23	250	275	310	375	495
Employment Litigation (Plaintiff)	5	200	250	235	250	300
Environmental law	10	225	278	323	430	525
Family Law	55	150	195	187	225	300
Foreclosure, Debtor	1					
Foreclosure, Lender	6	245	263	293	295	460
General Practice	55	150	200	199	225	300
Health & Hospital Law	10	170	223	239	255	500
Immigration Law	7	150	225	225	265	460
Insurance Law	17	150	165	218	285	455
Intellectual Property/Trade Secrets	15	200	300	308	400	560
Labor Law (Defendant)	12	258	300	328	435	545
Labor Law (Plaintiff)	7	125	165	171	225	250
Landlord/Tenant (Commercial)	5	200	255	245	300	320
Landlord/Tenant (Residential)	7	150	175	182	200	250
Medical Malpractice (Plaintiff)	5	350	500	460	500	650
Medical Malpractice (defendant)	19	135	145	151	150	200
Other Civil Law	77	185	250	269	310	515
Other Professional Liability	6	175	325	328	485	490
Personal Injury (Defendant)	17	135	150	194	195	530
Personal Injury (Plaintiff)	24	190	288	308	350	500
Probate, administration, decedent's estates, guardianship & conservatorship.	43	150	200	188	220	275
Probate litigation, decedent's estates, guardianship & conservatorship.	15	200	225	232	250	410
Probate, Trust Administration	15	200	240	237	250	305
Probate, Trust Litigation	3					
Product Liability	14	225	318	319	400	530
Public Benefits	1					
Public Corporation Law (including city, municipal and village)	8	200	250	272	353	450
Real Estate	50	200	250	261	300	465
Securities Law	5	300	300	334	355	515
Tax Law	11	210	250	279	300	510

Field of Practice by Hourly Billing Rate**Wayne County**

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Workers' Compensation, Employee	3					
Workers' Compensation, Employer	4					
Total	783	175	220	240	290	470



State Bar of Michigan
Michael Franck Building
306 Townsend St.
Lansing, MI 48933-2012

Phone: (517) 346-6300
Toll Free: (800) 968-1442
Fax: (517) 482-6248

www.michbar.org