



State Bar of N

### Constant Contact Survey Results

**Survey Name:** Young Lawyers Section Compensation Survey 2015

**Response Status:** Partial & Completed

**Filter:** None

1/13/2016 4:44 PM PST

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**TextBlock:**

Please take the time to fill out the Young Lawyers Section's biennial Young Lawyers Compensation Survey. Survey results will be posted on the State Bar of Nevada's website. Prior results can be found at: <http://nvbar.org/content/young-lawyers-section>. All individual results will remain confidential. Please answer the following questions regarding your salary.












What was your base salary (not including bonuses) in 2014?

Answer	0%	100%	Number of Response(s)	Response Ratio
0-\$25,000			13	8.1 %
\$25,001-50,000			3	1.8 %
\$50,001-60,000			21	13.1 %
\$60,001-70,000			12	7.5 %
\$70,001-80,000			22	13.7 %
\$80,001-90,000			15	9.3 %
\$90,001-100,000			15	9.3 %
\$100,001-110,000			12	7.5 %
\$110,001-120,000			19	11.8 %
\$120,001-130,000			8	5.0 %
\$130,001-140,000			4	2.5 %
\$140,001-150,000			4	2.5 %
\$150,001-160,000			4	2.5 %
\$160,001-170,000			3	1.8 %
\$170,001-180,000			0	0.0 %
\$180,001-190,000			1	<1 %
\$190,001-200,000			2	1.2 %
More than \$200,000			1	<1 %
No Response(s)			1	<1 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

Do you expect your base salary (not including bonuses) to change in 2015?

Answer	0%	100%	Number of Response(s)	Response Ratio
My base salary will increase less than \$2,000.			21	13.1 %
My base salary will increase from \$2,000.01-3,000			15	9.3 %
My base salary will increase from \$3,000.01-4,000			12	7.5 %
My base salary will increase from \$4,000.01-5,000			24	15.0 %
My base salary will increase more than \$5,000			58	36.2 %
My base salary will remain the same in 2015.			25	15.6 %
My base salary will decrease in 2015 (please explain).			3	1.8 %
No Response(s)			2	1.2 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

Please state the total amount of all monetary bonuses received in 2014.

Answer	0%	100%	Number of Response(s)	Response Ratio
I did not receive a monetary bonus in 2014.			63	39.3 %
\$1-1,000			20	12.5 %
\$1,001-2,000			9	5.6 %
\$2,001-3,000			9	5.6 %
\$3,001-4,000			4	2.5 %
\$4,001-5,000			4	2.5 %
\$5,001-6,000			4	2.5 %
\$6,001-7,000			1	<1 %
\$7,001-8,000			5	3.1 %
\$8,001-9,000			1	<1 %
\$9,001-10,000			5	3.1 %
More than \$10,000			33	20.6 %
No Response(s)			2	1.2 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

**TextBlock:**

Please answer the following questions regarding your work schedule.

What is your annual billable hour requirement?

Answer	0%	100%	Number of Response(s)	Response Ratio
I do not have a billable hour requirement			79	49.3 %
0-500			0	0.0 %
501-1000			1	<1 %
1001-1500			4	2.5 %
1501-1600			1	<1 %
1601-1700			4	2.5 %
1701-1750			2	1.2 %
1751-1800			10	6.2 %
1801-1850			13	8.1 %
1851-1900			9	5.6 %
1901-1950			13	8.1 %
1951-2000			13	8.1 %
2001-2100			4	2.5 %
2101-2200			0	0.0 %
More than 2200			3	1.8 %
No Response(s)			4	2.5 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

Do you work full time or on a reduced hours or part-time schedule?

Answer	0%	100%	Number of Response(s)	Response Ratio
Full-time			150	93.7 %
Reduced hours or part-time schedule			6	3.7 %
If you work on a reduced hours or part-time schedule, please describe.			0	0.0 %
No Response(s)			4	2.5 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

**TextBlock:**

Please answer the following questions regarding your practice setting.

Describe your practice setting.

Answer	0%	100%	Number of Response(s)	Response Ratio
Solo Practitioner			7	4.3 %
Law firm (2-9 attorneys)			46	28.7 %
Law firm (10-19 attorneys)			16	10.0 %
Law firm (20-29 attorneys)			6	3.7 %
Law firm (30-50 attorneys)			9	5.6 %
Law firms (51+ attorneys)			28	17.5 %
Government (District attorney)			7	4.3 %
Government (Public defender)			3	1.8 %
Government (Attorney General)			5	3.1 %
Government (Other)			8	5.0 %
Judicial Clerkship			7	4.3 %
In-house counsel/corporation			7	4.3 %
Public interest/non-profit/legal services			3	1.8 %
Academic			2	1.2 %
Non-legal			0	0.0 %
No Response(s)			6	3.7 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

(For law firm members - more than 50%) Is your law firm's main office in Nevada?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			0	0.0 %
No			27	16.8 %
Other			0	0.0 %
No Response(s)			133	83.1 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

Have you changed employers in the last two years?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			70	43.7 %
No			82	51.2 %
Other			1	<1 %
No Response(s)			7	4.3 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

### How did you find your present employer?

Answer	0%	100%	Number of Response(s)	Response Ratio
Law School			29	18.1 %
Online Posting			39	24.3 %
Legal Recruiter			2	1.2 %
Family/Friend			63	39.3 %
Other			20	12.5 %
No Response(s)			7	4.3 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

### TextBlock:

Please answer the following questions regarding your benefits.

### Who pays for your health-related benefits?

1 = Employer pays, 2 = I pay, 3 = Employer and I share cost, 4 = I'm covered by spouse/partner's insurance, 5 = Don't know

Answer	1	2	3	4	5	Number of Response(s)	Rating Score*
Medical insurance						144	2.3
Dental insurance						140	2.4
Vision insurance						141	2.4
Dependent health insurance						132	2.9
Long-term disability insurance						133	2.6
Life insurance						136	2.3

\*The Rating Score is the weighted average calculated by dividing the sum of all weighted ratings by the number of total responses.

### Does your employer provide certain health-related benefits to same-sex couples?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			44	27.5 %
No			10	6.2 %
I don't know.			88	55.0 %
No Response(s)			18	11.2 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

Does your employer contribute to a retirement account?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			103	64.3 %
No			34	21.2 %
I don't know.			7	4.3 %
No Response(s)			16	10.0 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

Who pays for your attorney-related expenses?

1 = Employer pays, 2 = I pay, 3 = Employer and I share cost, 4 = Don't know

Answer	1	2	3	4	Number of Response(s)	Rating Score*
Professional liability (malpractice) insurance					141	1.4
State Bar membership dues					143	1.2
Payment for Continuing Legal Education					142	1.3
State Bar Trial Academy					140	2.8

\*The Rating Score is the weighted average calculated by dividing the sum of all weighted ratings by the number of total responses.

Does your employer have a pro bono requirement?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			16	10.0 %
No			115	71.8 %
I don't know.			6	3.7 %
Other			5	3.1 %
No Response(s)			18	11.2 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

How much paid maternity leave does your employer provide?

Answer	0%	100%	Number of Response(s)	Response Ratio
More than 12 weeks			6	3.7 %
11 to 12 weeks			14	8.7 %
9 to 10 weeks			1	<1 %
7 to 8 weeks			2	1.2 %
5 to 6 weeks			3	1.8 %
3 to 4 weeks			2	1.2 %
1 to 2 weeks			5	3.1 %
Don't know			109	68.1 %
No Response(s)			18	11.2 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

How much paid paternity (non-birth parent) leave does your employer provide?

Answer	0%	100%	Number of Response(s)	Response Ratio
More than 12 weeks			2	1.2 %
11 to 12 weeks			3	1.8 %
9 to 10 weeks			0	0.0 %
7 to 8 weeks			1	<1 %
5 to 6 weeks			2	1.2 %
3 to 4 weeks			6	3.7 %
1 to 2 weeks			10	6.2 %
Don't know			117	73.1 %
No Response(s)			19	11.8 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

How much paid leave does your employer provide for adoptive parents?

Answer	0%	100%	Number of Response(s)	Response Ratio
More than 12 weeks			2	1.2 %
11 to 12 weeks			2	1.2 %
9 to 10 weeks			0	0.0 %
7 to 8 weeks			1	<1 %
5 to 6 weeks			1	<1 %
3 to 4 weeks			1	<1 %
1 to 2 weeks			3	1.8 %
Don't know			133	83.1 %
No Response(s)			17	10.6 %
<b>Totals</b>			<b>160</b>	<b>100%</b>



How many vacation days does your employer provide annually?

Answer	0%	100%	Number of Response(s)	Response Ratio
1 week			6	3.7 %
2 weeks			38	23.7 %
3 weeks			26	16.2 %
4 weeks			10	6.2 %
More than 4 weeks			4	2.5 %
My employer does not provide vacation days			15	9.3 %
My employer does not have a policy for vacation days			44	27.5 %
No Response(s)			17	10.6 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

**TextBlock:**

Please answer the following questions regarding your student loans.

How much was your student loan debt upon graduating from law school (not counting debt for undergraduate or other degrees)?

Answer	0%	100%	Number of Response(s)	Response Ratio
0			14	8.7 %
\$1-20,000			8	5.0 %
\$20,001-40,000			8	5.0 %
\$40,001-50,000			1	<1 %
\$50,001-60,000			8	5.0 %
\$60,001-70,000			10	6.2 %
\$70,001-80,000			6	3.7 %
\$80,001-90,000			8	5.0 %
\$90,001-100,000			11	6.8 %
\$100,001-110,000			6	3.7 %
\$110,001-120,000			5	3.1 %
\$120,001-130,000			8	5.0 %
\$130,001-140,000			4	2.5 %
\$140,001-150,000			6	3.7 %
\$150,001-160,000			12	7.5 %
\$160,001-180,000			10	6.2 %
\$180,001-200,000			8	5.0 %
More than \$200,000			11	6.8 %
No Response(s)			16	10.0 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

Are you presently paying off your student loan debt?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes, full monthly payment			59	36.8 %
Yes, income-driven payment			50	31.2 %
Yes, another repayment option			10	6.2 %
No			11	6.8 %
I don't know.			0	0.0 %
No Response(s)			30	18.7 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

### How concerned are you about law school debt?

Answer	0%	100%	Number of Response(s)	Response Ratio
Very concerned			49	30.6 %
Moderately concerned			30	18.7 %
Somewhat concerned			16	10.0 %
Not concerned			34	21.2 %
No Response(s)			31	19.3 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

### What law school did you attend?

Answer	0%	100%	Number of Response(s)	Response Ratio
UNLV (Boyd)			61	38.1 %
Pacific (McGeorge)			5	3.1 %
California Western			2	1.2 %
Thomas Jefferson			4	2.5 %
BYU			3	1.8 %
Other			68	42.5 %
No Response(s)			17	10.6 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

### TextBlock:

Please answer the following demographic questions.

### Where do you primarily work?

Answer	0%	100%	Number of Response(s)	Response Ratio
District 1: Clark County			90	56.2 %
District 2: White Pine, Elko, Eureka, Churchill, Lander, Humboldt, Lyon, Lincoln, Douglas, Mineral, Nye, Esmerelda, Pershing and Storey counties			7	4.3 %
District 3: Carson City			12	7.5 %
District 4: Washoe County			26	16.2 %
Other			9	5.6 %
No Response(s)			16	10.0 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

How many years have you been licensed in Nevada?

Answer	0%	100%	Number of Response(s)	Response Ratio
Less than 1			47	29.3 %
2			36	22.5 %
3			13	8.1 %
4			10	6.2 %
5			12	7.5 %
6			7	4.3 %
7			5	3.1 %
8			4	2.5 %
More than 8			10	6.2 %
No Response(s)			16	10.0 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

Are you licensed to practice in other states?

Answer	0%	100%	Number of Response(s)	Response Ratio
I am only licensed to practice in Nevada			78	48.7 %
California			40	25.0 %
Arizona			4	2.5 %
Utah			2	1.2 %
Other			19	11.8 %
No Response(s)			17	10.6 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

Did you attend a Nevada high school?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			74	46.2 %
No			67	41.8 %
No Response(s)			19	11.8 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

### What is your gender?

Answer	0%	100%	Number of Response(s)	Response Ratio
Female			64	40.0 %
Male			79	49.3 %
Transgender			0	0.0 %
Decline to answer			1	<1 %
Other			0	0.0 %
No Response(s)			16	10.0 %
<b>Totals</b>			<b>160</b>	<b>100%</b>










### How old are you?

Answer	0%	100%	Number of Response(s)	Response Ratio
24 or younger			0	0.0 %
25-27			19	11.8 %
28-30			32	20.0 %
31-33			47	29.3 %
34-36			26	16.2 %
37 or older			18	11.2 %
Decline to answer			1	<1 %
No Response(s)			17	10.6 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

### What is your marital status?

Answer	0%	100%	Number of Response(s)	Response Ratio
Single			42	26.2 %
Married			80	50.0 %
Separated			1	<1 %
Divorced			7	4.3 %
Widowed			0	0.0 %
In a committed relationship			12	7.5 %
Decline to answer			2	1.2 %
No Response(s)			16	10.0 %
<b>Totals</b>			<b>160</b>	<b>100%</b>

What is your race?

Answer	0%	100%	Number of Response(s)	Response Ratio
White			101	63.1 %
Hispanic or Latino			4	2.5 %
Black or African American			8	5.0 %
American Indian or Alaska Native			0	0.0 %
Asian			9	5.6 %
Native Hawaiian or Other Pacific Islander			3	1.8 %
Two or more races			12	7.5 %
Other			2	1.2 %
Decline to answer			4	2.5 %
No Response(s)			17	10.6 %
<b>Totals</b>			<b>160</b>	<b>100%</b>