
STATE BAR OF TEXAS
DEPARTMENT OF RESEARCH & ANALYSIS



HOURLY RATES IN 2005 REPORT

PUBLISHED SEPTEMBER 21, 2006

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Table of Contents

Introduction..... 1

2005 Hourly Rates of Full-Time Private Practitioners..... 2

 2005 Overall Hourly Rate: Distribution Statistics 2

 2005 Overall Hourly Rate: Ranges (n=1,054) 3

 2005 Hourly Rates by Years of Experience: Average (Mean) and Median Graph (n=1,047) 4

 2005 Hourly Rates by Years of Experience: Distribution Statistics..... 5

 2005 Hourly Rates by Years of Experience: Ranges..... 6

 2005 Hourly Rates by Law Firm Size: Average (Mean) and Median Graph (n=1,054) 7

 2005 Hourly Rates by Law Firm Size: Distribution Statistics..... 8

 2005 Hourly Rates by Law Firm Size: Ranges..... 9

 2005 Hourly Rates by Years of Experience and Law Firm Size 10

 2005 Hourly Rates by Area of Practice: Distribution Statistics 11

 2005 Hourly Rates by Area of Practice: Ranges 17

Regional Results..... 23

 Survey Sampling Regions and Counties in Each Region 23

 2005 Hourly Rates by Region: Average (Mean) and Median Graph (n=1,045) 25

 2005 Hourly Rates by Region: Distribution Statistics..... 26

 2005 Hourly Rates by Region: Ranges..... 28

 2005 Hourly Rates by Region and Years of Experience 30

 2005 Hourly Rates by Region and Law Firm Size 31

 2005 Hourly Rates by Region and Area of Practice..... 32

Hourly Rates in 2005 Report

2005 Billable Hours	34
2005 Average Weekly Billable Hours of Full-Time Private Practitioners: Distribution Statistics	34
2005 Average Weekly Billable Hours: Graph of Percentages of Full-Time Private Practitioners by Billable Hours	35
2005 Average Weekly Billable Hour Ranges of Full-Time Private Practitioners.....	36
2005 Average Weekly Billable Hours by Years of Experience: Distribution Statistics.....	37
2005 Average Weekly Billable Hours by Years of Experience: Billable Hour Ranges.....	38
2005 Average Weekly Billable Hours by Law Firm Size: Distribution Statistics	39
2005 Average Weekly Billable Hours by Law Firm Size: Billable Hour Ranges.....	40
2005 Average Weekly Billable Hours by Position: Distribution Statistics	41
2005 Average Weekly Billable Hours by Position: Billable Hour Ranges	42
Method	44
Data Collection and Sampling Procedures	44
Weighting Procedures.....	47
Appendices	48
Appendix A: The Texas Attorney Survey – Status 2005.....	48
Appendix B: List of Possible Practice Areas	53

Hourly Rates in 2005 Report

Introduction

This report is part of a set of reports published periodically about the economics of law practice in Texas. These reports can be a valuable competitive tool in today's environment, with the many practice areas and the wide variety of geographical locations that define Texas. To make such information available to attorneys, the State Bar's Department of Research and Analysis conducted the Texas Attorney Survey – Status 2005 in February of 2006. A goal of the survey was to obtain information on income earned in 2005 by Texas attorneys. Four reports on compensation were to be prepared: Private Practitioner 2005 Income Report, Hourly Rates in 2005 Report, Corporate/In-House Counsel 2005 Income Report, and Government Attorney 2005 Income Report. This document is the Hourly Rates in 2005 Report.

This report presents the data collected on hourly rates of 1,054 full-time private practitioners who were licensed and practicing law in Texas, and who provided hourly rate information for the calendar year 2005. The report provides detailed breakdowns of rates by law firm size, years of experience in private practice, area of practice, and region of the state. In addition, information on average billable hours is presented.

A written questionnaire was mailed on February 22, 2006 to a random sample of 7,000 Texas attorneys stratified into 12 geographical and economic regions¹ of the state. The survey's response rate was 34.5 percent, with a total of 2,414 attorneys responding. A more detailed description of the survey's method and a copy of the questionnaire are included at the end of this report (pages 44-47 describe the method, and the questionnaire is Appendix A).

This report on hourly rates includes both medians (50th percentile values) and averages (means). The median is the midpoint of a distribution of values. The average (mean) can differ from the median if the values below the median are not symmetrically matched by values above the median. Salaries are typically positively skewed: this means that some of the salaries that are higher than the median are further away from the median than values below the median. For example, including a millionaire's salary in a survey of a group of individuals can increase the average salary reported, even though most surveyed do not make at all as much as the millionaire. However, in this report on hourly rates, it was found that hourly rates were not as much positively skewed as were salaries. The average (mean) hourly rate is \$234 compared to the median (50th percentile value) rate of \$215. Therefore the mean hourly rate is only nine percent higher than the median. In contrast, the average (mean) salary of private practitioners, \$192,340, is 60 percent higher than the median salary of \$120,192.

Note that in tables showing percentages that the entries for a column may not add up to exactly 100 percent because of rounding.

¹ The state was broken down into 12 economic regions based on metropolitan and non-metropolitan areas defined by the U.S. Bureau of the Census. The regions and the counties included in each region appear on pages 23-24 of this report

2005 Overall Hourly Rate²: Distribution Statistics

The hourly rates of attorneys are described using the following methods:

1. The primary focus is on rates for the calendar year 2005. The part of the table that has the 2005 statistics is labeled “2005 Hourly Rate”.
 - a. The table will have column headings identifying groups of attorneys (with the number of attorneys who responded to the survey in parentheses).
 - b. This *distribution statistics* table shows the following statistics of 2005 hourly rates:
 - i. The **mean (average)** value of reported hourly rates.
 - ii. The **75th percentile**, the rate that 75 percent of attorneys charge less than².
 - iii. The **median (50th percentile)**, the hourly rate charged by the person at the midpoint of a rank ordering of attorneys’ rates (50 percent of attorneys charge less than the median²).
 - iv. The **25th percentile**, the rate that 25 percent of attorneys charge less than². Note that some of the later tables involving two-way cross-tabulation will not show all statistics, but will only show the medians.
 - v. Additionally, the above statistics are complemented by the inclusion of the **low** and **high** hourly rate values.
2. In addition, when possible, the 2003 hourly rate medians are shown following a gray heading labeled “2003 Hourly Rate”.
3. Following the 2003 hourly rates will be a comparison with 2005 median hourly rates, showing first, the dollar difference in rates, and second, the percent change from 2003 to 2005. This comparison will always be indicated by a grid-like left margin in the table.
4. Another type of data presentation is the *hourly rate ranges* graph or table. These will show the percentages of attorneys per rate range. A graph of rate ranges is shown on the next page.
5. A fifth type of presentation is a graph that shows medians and means.

2005 Hourly Rate	
	Private Practitioners (n= 1,054)
Average (Mean)	\$234
75th Percentile	\$275
Median (50th Percentile)	\$215
25th Percentile	\$165
Low	\$25
High	\$700

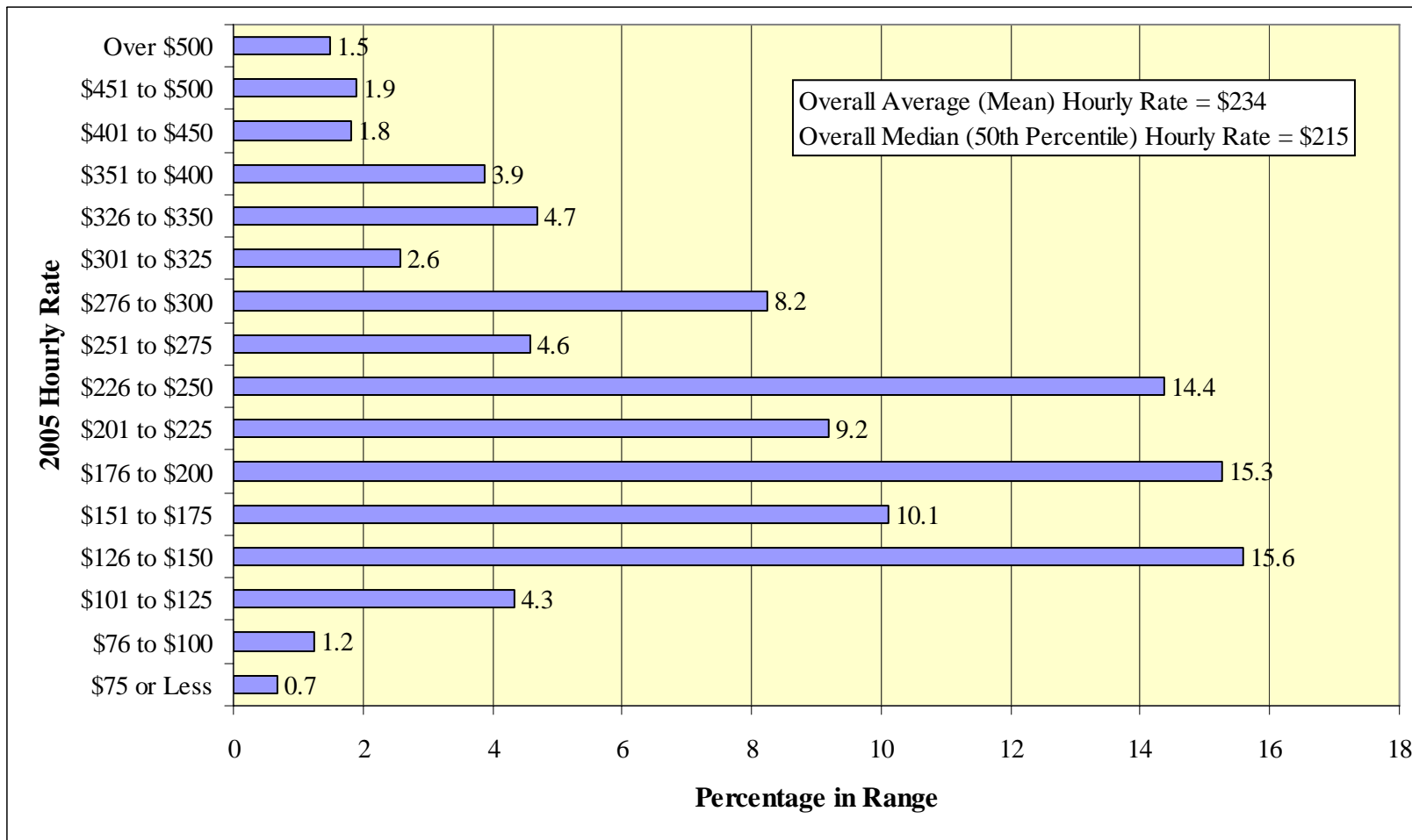
2003 Hourly Rate	
Median	\$200
Increase or decrease in medians (2005 - 2003)	\$15
Percent change in medians (2005 - 2003) / 2003	8%

² If an attorney’s hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Note that two definitions of percentiles exist. A percentile value is the level that “P% of values are below” versus “P% of values are at or below”. We will adopt the first definition because we are providing point estimates of percentile values. See Paul Barret (2002). Percentiles and Percentile Ranks - Confused or What? Retrieved August 1, 2006, from <http://www.pbmetrix.com/techpapers/percentile.pdf>

Hourly Rates in 2005 Report

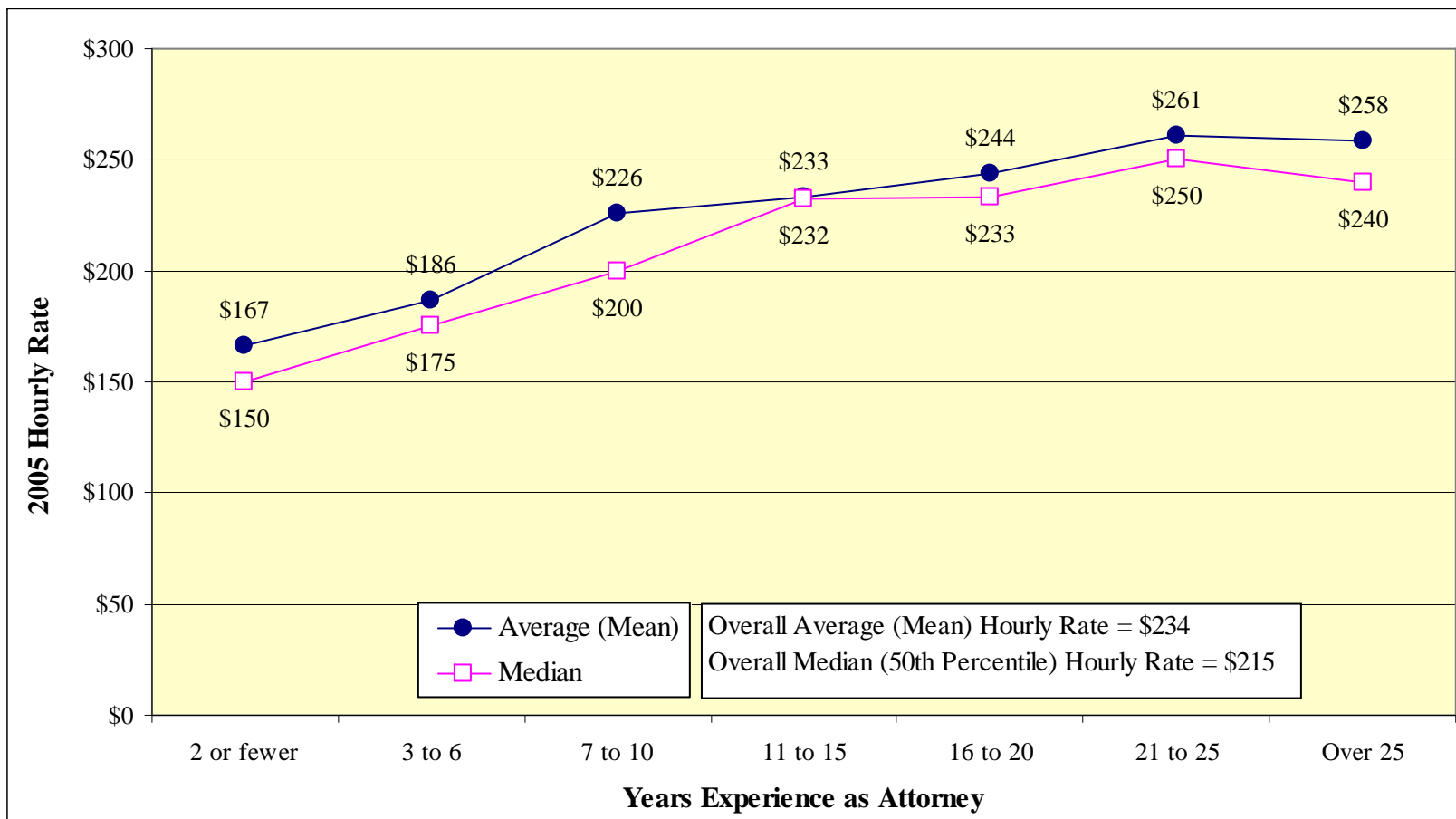
2005 Overall Hourly Rate¹: Ranges (n=1,054)



¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Years of Experience²: Average (Mean) and Median Graph (n=1,047)



¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate and those who did not report year first licensed.

² Based on year first licensed in any jurisdiction.

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Years of Experience²: Distribution Statistics

2005 Hourly Rate		Years of Experience						
		2 or fewer (n= 97)	3 to 6 (n= 115)	7 to 10 (n= 128)	11 to 15 (n= 120)	16 to 20 (n= 139)	21 to 25 (n= 132)	Over 25 (n= 315)
Average (Mean)		\$167	\$186	\$226	\$233	\$244	\$261	\$258
75th Percentile		\$198	\$200	\$279	\$262	\$298	\$341	\$300
Median (50th Percentile)		\$150	\$175	\$200	\$232	\$233	\$250	\$240
25th Percentile		\$140	\$150	\$175	\$175	\$181	\$197	\$181
Low		\$65	\$60	\$90	\$80	\$25	\$25	\$55
High		\$310	\$330	\$500	\$533	\$550	\$475	\$700

2003 Hourly Rate								
Median		\$175	\$175	\$175	\$220	\$225	\$200	\$225
Increase or decrease in medians (2005 – 2003)		(\$25)	\$0	\$25	\$12	\$8	\$50	\$15
Percent change in medians (2005 – 2003) / 2003		-14%	0%	14%	5%	4%	25%	7%

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate and those who did not report year first licensed.

² Based on year first licensed in any jurisdiction.

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Years of Experience²: Ranges

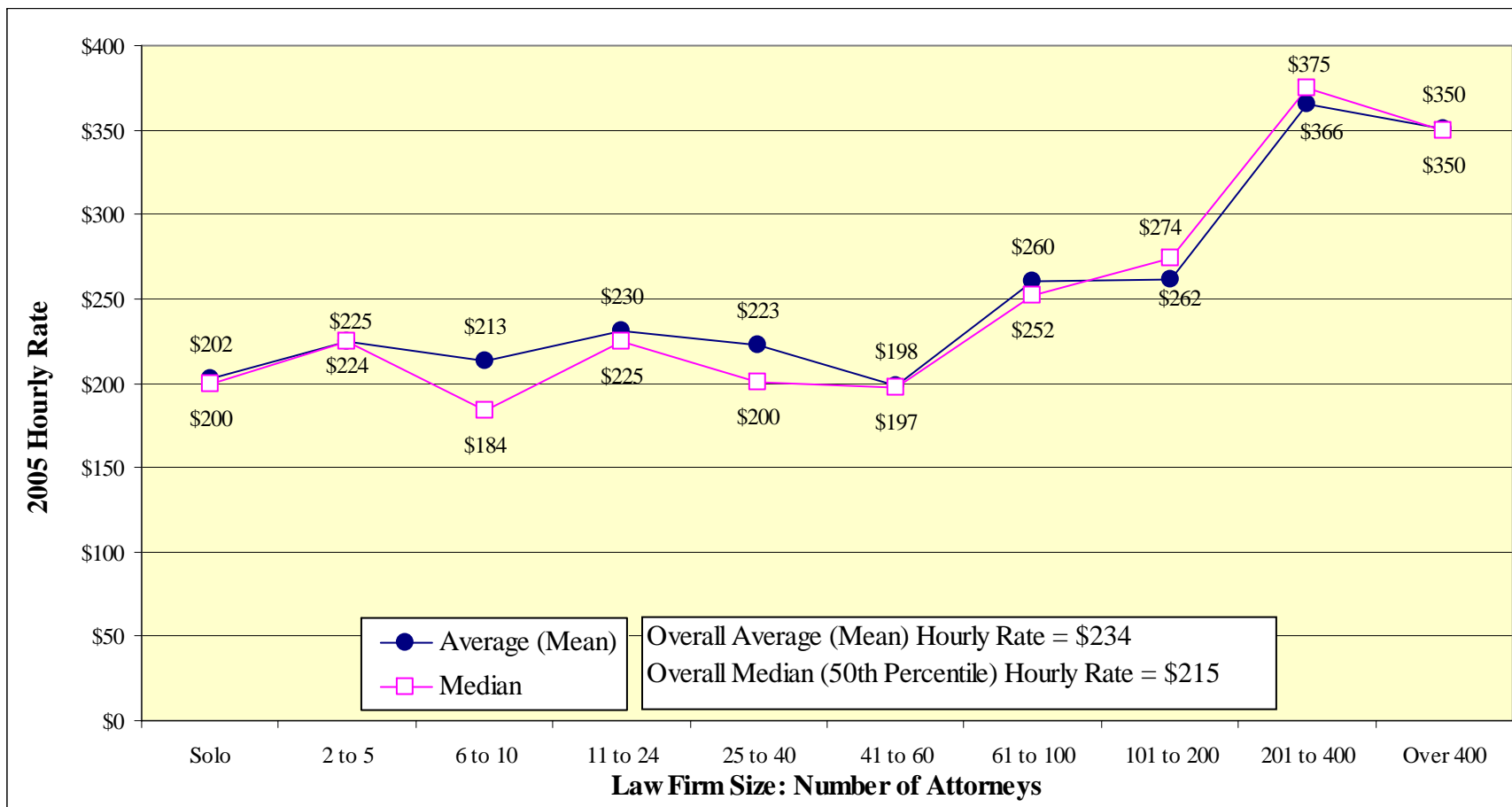
2005 Hourly Rate	Percentage in Hourly Rate Range by Years of Experience						
	2 or fewer (n= 97)	3 to 6 (n= 115)	7 to 10 (n= 128)	11 to 15 (n= 120)	16 to 20 (n= 139)	21 to 25 (n= 132)	Over 25 (n= 315)
\$75 or Less	1	2	0	0	3	1	<1
\$76 to \$100	1	<1	<1	3	4	<1	<1
\$101 to \$125	10	6	7	4	<1	2	4
\$126 to \$150	49	31	12	9	9	5	11
\$151 to \$175	13	12	9	11	8	13	9
\$176 to \$200	8	26	23	15	13	12	13
\$201 to \$225	14	3	9	6	8	9	11
\$226 to \$250	0	9	11	26	23	16	13
\$251 to \$275	0	3	3	7	3	6	7
\$276 to \$300	4	3	9	8	10	9	10
\$301 to \$325	1	3	5	1	3	1	3
\$326 to \$350	0	1	5	1	3	16	4
\$351 to \$400	0	0	3	7	5	8	4
\$401 to \$450	0	0	2	0	2	0	4
\$451 to \$500	0	0	<1	0	5	3	3
Over \$500	0	0	0	3	1	0	4
Median	\$150	\$175	\$200	\$232	\$233	\$250	\$240

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate and those who did not report year first licensed.

² Based on year first licensed in any jurisdiction.

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Law Firm Size²: Average (Mean) and Median Graph (n=1,054)



¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate and those who did not report law firm size.

² Number of attorneys in all offices/branches.

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Law Firm Size²: Distribution Statistics

2005 Hourly Rate	Law Firm Size									
	Solo (n= 314)	2 to 5 (n= 292)	6 to 10 (n= 101)	11 to 24 (n= 89)	25 to 40 (n= 62)	41 to 60 (n= 20)	61 to 100 (n= 23)	101 to 200 (n= 32)	201 to 400 (n= 50)	Over 400 (n= 70)
Average (Mean)	\$202	\$224	\$213	\$230	\$223	\$198	\$260	\$262	\$366	\$350
75th Percentile	\$250	\$250	\$265	\$287	\$267	\$250	\$300	\$338	\$442	\$470
Median (50th Percentile)	\$200	\$225	\$184	\$225	\$200	\$197	\$252	\$274	\$375	\$350
25th Percentile	\$150	\$175	\$143	\$160	\$175	\$155	\$185	\$187	\$265	\$224
Low	\$55	\$25	\$115	\$113	\$100	\$125	\$135	\$25	\$175	\$80
High	\$450	\$500	\$500	\$450	\$375	\$335	\$700	\$475	\$600	\$600

2003 Hourly Rate										
Median	\$175	\$196	\$175	\$207	\$200	\$190	\$270	\$308	\$324	\$335
Increase or decrease in medians (2005 – 2003)	\$25	\$29	\$9	\$18	\$0	\$7	(\$18)	(\$34)	\$51	\$15
Percent change in medians (2005 – 2003) / 2003	14%	15%	5%	9%	0%	4%	-7%	-11%	16%	4%

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate and those who did not report law firm size.

² Number of attorneys in all offices/branches.

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Law Firm Size²: Ranges

2005 Hourly Rate	Percentage in Hourly Rate Range by Law Firm Size									
	Solo (n= 314)	2 to 5 (n= 292)	6 to 10 (n= 101)	11 to 24 (n= 89)	25 to 40 (n= 62)	41 to 60 (n= 20)	61 to 100 (n= 23)	101 to 200 (n= 32)	201 to 400 (n= 50)	Over 400 (n= 70)
\$75 or Less	1	<1	0	0	0	0	0	9	0	0
\$76 to \$100	3	<1	0	0	<1	0	0	0	0	5
\$101 to \$125	9	3	8	<1	<1	2	0	0	0	0
\$126 to \$150	18	14	34	19	7	19	8	14	0	4
\$151 to \$175	10	10	7	14	22	26	13	0	3	0
\$176 to \$200	16	21	9	14	20	27	13	7	6	5
\$201 to \$225	12	10	7	4	10	2	6	9	8	10
\$226 to \$250	19	18	7	18	11	10	12	4	3	5
\$251 to \$275	2	6	6	5	11	0	0	10	9	0
\$276 to \$300	7	8	7	11	10	7	28	3	0	13
\$301 to \$325	1	2	3	3	2	0	12	14	10	2
\$326 to \$350	3	4	4	8	0	7	6	12	10	7
\$351 to \$400	1	4	5	<1	6	0	0	6	10	15
\$401 to \$450	<1	0	0	3	0	0	0	9	20	4
\$451 to \$500	0	<1	3	0	0	0	0	3	13	13
Over \$500	0	0	0	0	0	0	2	0	8	16
Median	\$200	\$225	\$184	\$225	\$200	\$197	\$252	\$274	\$375	\$350

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate and those who did not report law firm size.

² Number of attorneys in all offices/branches.

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Years of Experience² and Law Firm Size³

2005 Median Hourly Rate								
Years of Experience	Law Firm Size							Median (per Years of Experience) ⁵
	Solo	2 to 5	6 to 10	11 to 24	25 to 40	41 to 200 ⁴	Over 200 ⁴	
2 or fewer	\$150 (n= 19)	\$150 (n= 18)	\$135 (n= 11)	\$140 (n= 10)	** (n= 4)	\$150 (n= 11)	\$218 (n= 24)	\$150 (n= 97)
3 to 6	\$150 (n= 20)	\$175 (n= 36)	\$142 (n= 11)	\$194 (n= 12)	** (n= 4)	\$185 (n= 16)	\$265 (n= 16)	\$175 (n= 115)
7 to 10	\$190 (n= 32)	\$200 (n= 35)	\$175 (n= 18)	\$246 (n= 8)	\$200 (n= 12)	\$315 (n= 13)	\$375 (n= 10)	\$200 (n= 128)
11 to 15	\$225 (n= 38)	\$210 (n= 37)	\$260 (n= 12)	\$160 (n= 8)	** (n= 5)	\$267 (n= 7)	\$293 (n= 14)	\$232 (n= 120)
16 to 20	\$224 (n= 47)	\$225 (n= 26)	\$237 (n= 17)	\$228 (n= 11)	\$175 (n= 10)	\$265 (n= 13)	\$459 (n= 15)	\$233 (n= 139)
21 to 25	\$213 (n= 38)	\$250 (n= 49)	\$248 (n= 11)	\$350 (n= 10)	\$190 (n= 9)	** (n= 2)	\$393 (n= 13)	\$250 (n= 132)
Over 25	\$200 (n= 117)	\$225 (n= 88)	\$243 (n= 21)	\$245 (n= 30)	\$265 (n= 18)	\$300 (n= 13)	\$500 (n= 28)	\$240 (n= 315)
Median (per Law Firm Size) ⁵	\$200 (n= 314)	\$225 (n= 292)	\$184 (n= 101)	\$225 (n= 89)	\$200 (n= 62)	\$240 (n= 75)	\$350 (n= 120)	Overall Median: \$215 (n= 1,054)

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate and those who did not report year first licensed or law firm size.

² Based on year first licensed in any jurisdiction.

³ Number of attorneys in all offices/branches.

⁴ These Law Firm Size categories each combine two or more size categories to obtain sufficient cases to report data.

⁵ The row and column medians are computed separately, so that the total number of cases sometimes exceeds the sum of cell cases (because missing data for Law Firm Size does not affect Years of Experience totals, and vice versa, when row and column totals are computed).

** Insufficient cases (n<6)

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Area of Practice²: Distribution Statistics

2005 Hourly Rate						
	Area of Practice					
	Administrative & Governmental (n= 30)	Alternative Dispute Resolution (n= 13)	Appellate (n= 43)	Banking (n= 19)	Bankruptcy: Business (n= 23)	Bankruptcy: Not Specified (n= 42)
Average (Mean)	\$282	\$222	\$282	\$186	\$345	\$263
75th Percentile	\$357	\$284	\$375	\$185	\$450	\$322
Median (50th Percentile)	\$240	\$263	\$275	\$175	\$350	\$250
25th Percentile	\$211	\$147	\$185	\$150	\$250	\$185
Low	\$75	\$100	\$150	\$125	\$150	\$120
High	\$600	\$325	\$600	\$385	\$600	\$485

2003 Hourly Rate						
Median	\$200	\$325	\$300	\$256	\$142	\$240
Increase or decrease in medians (2005 – 2003)	\$40	(\$62)	(\$25)	(\$81)	\$208	\$10
Percent change in medians (2005 – 2003) / 2003	20%	-19%	-8%	-32%	146%	4%

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Areas accounting for 25% or more of time practicing law. Only areas of practice with at least 6 reporting attorneys are included in this report. Some 31 out of a possible 49 categories are reported. See Appendix B.

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Area of Practice²: Distribution Statistics (continued)

2005 Hourly Rate	Area of Practice				
	Business (n= 176)	Construction (n= 23)	Consumer - DTPA (n= 17)	Creditor - Debtor (n= 22)	Criminal (n= 72)
Average (Mean)	\$238	\$216	\$192	\$220	\$207
75th Percentile	\$260	\$275	\$250	\$250	\$250
Median (50th Percentile)	\$225	\$200	\$175	\$200	\$175
25th Percentile	\$185	\$164	\$150	\$175	\$150
Low	\$120	\$135	\$125	\$100	\$20
High	\$525	\$300	\$250	\$350	\$500

2003 Hourly Rate					
Median	\$225	\$200	\$241	N/A³	\$150
Increase or decrease in medians (2005 – 2003)	\$0	\$0	(\$66)	N/A ³	\$25
Percent change in medians (2005 – 2003) / 2003	0%	0%	-27%	N/A ³	17%

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Areas accounting for 25% or more of time practicing law. Only areas of practice with at least 6 reporting attorneys are included in this report. Some 31 out of a possible 49 categories are reported. See Appendix B.

³ "Creditor – Debtor" was not included in the 2003 hourly rates report.

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Area of Practice²: Distribution Statistics (continued)

2005 Hourly Rate	Area of Practice				
	Environmental & Natural Resources (n= 21)	Family (n= 259)	General Practice (n= 15)	Health (n= 15)	Immigration & Naturalization (n= 12)
Average (Mean)	\$226	\$199	\$218	\$324	\$221
75th Percentile	\$261	\$250	\$263	\$400	\$300
Median (50th Percentile)	\$210	\$200	\$196	\$345	\$192
25th Percentile	\$200	\$150	\$140	\$200	\$150
Low	\$150	\$50	\$100	\$150	\$100
High	\$450	\$450	\$550	\$450	\$350

2003 Hourly Rate					
Median	\$175	\$180	N/A³	\$225	\$175
Increase or decrease in medians (2005 – 2003)	\$35	\$20	N/A ³	\$120	\$17
Percent change in medians (2005 – 2003) / 2003	20%	11%	N/A ³	53%	10%

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Areas accounting for 25% or more of time practicing law. Only areas of practice with at least 6 reporting attorneys are included in this report. Some 31 out of a possible 49 categories are reported. See Appendix B.

³ "General Practice" was not included in the 2003 hourly rates report.

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Area of Practice²: Distribution Statistics (continued)

2005 Hourly Rate	Area of Practice				
	Insurance (n= 61)	Intellectual Property (n= 40)	Juvenile (n= 12)	Labor - Employment (n= 70)	Litigation: General Civil (n= 283)
Average (Mean)	\$164	\$341	\$120	\$266	\$236
75th Percentile	\$175	\$435	\$177	\$345	\$281
Median (50th Percentile)	\$150	\$350	\$100	\$275	\$235
25th Percentile	\$139	\$232	\$89	\$190	\$175
Low	\$110	\$120	\$80	\$75	\$20
High	\$290	\$700	\$200	\$475	\$700

2003 Hourly Rate					
Median	\$150	\$335	N/A³	\$230	\$213
Increase or decrease in medians (2005 – 2003)	\$0	\$15	N/A ³	\$45	\$22
Percent change in medians (2005 – 2003) / 2003	0%	4%	N/A ³	20%	10%

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Areas accounting for 25% or more of time practicing law. Only areas of practice with at least 6 reporting attorneys are included in this report. Some 31 out of a possible 49 categories are reported. See Appendix B.

³ "Juvenile" was not included in the 2003 hourly rates report.

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Area of Practice²: Distribution Statistics (continued)

2005 Hourly Rate	Area of Practice				
	Litigation: Personal Injury - Defense (n= 37)	Litigation: Personal Injury - Not Specified (n= 55)	Litigation: Not Specified (n= 66)	Maritime - Admiralty (n= 11)	Oil & Gas (n= 30)
Average (Mean)	\$177	\$176	\$237	\$200	\$266
75th Percentile	\$200	\$200	\$253	\$290	\$272
Median (50th Percentile)	\$175	\$165	\$200	\$185	\$238
25th Percentile	\$147	\$141	\$165	\$125	\$199
Low	\$118	\$30	\$25	\$125	\$125
High	\$300	\$360	\$600	\$290	\$525

2003 Hourly Rate					
Median	\$150	\$175	\$200	\$193	\$206
Increase or decrease in medians (2005 – 2003)	\$25	(\$10)	\$0	(\$8)	\$32
Percent change in medians (2005 – 2003) / 2003	17%	-6%	0%	-4%	16%

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Areas accounting for 25% or more of time practicing law. Only areas of practice with at least 6 reporting attorneys are included in this report. Some 31 out of a possible 49 categories are reported. See Appendix B.

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Area of Practice²: Distribution Statistics (continued)

2005 Hourly Rate	Area of Practice				
	Public Utility (n= 7)	Real Estate (n= 142)	School (n= 7)	Taxation (n= 37)	Wills - Trusts - Probate (n= 186)
Average (Mean)	\$241	\$214	\$171	\$324	\$224
75th Percentile	\$283	\$250	\$210	\$404	\$250
Median (50th Percentile)	\$275	\$200	\$158	\$308	\$215
25th Percentile	\$184	\$173	\$151	\$245	\$175
Low	\$183	\$100	\$125	\$110	\$25
High	\$300	\$400	\$225	\$500	\$450

2003 Hourly Rate					
Median	\$234	\$200	N/A³	\$290	\$180
Increase or decrease in medians (2005 – 2003)	\$41	\$0	N/A ³	\$18	\$35
Percent change in medians (2005 – 2003) / 2003	18%	0%	N/A ³	6%	19%

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Areas accounting for 25% or more of time practicing law. Only areas of practice with at least 6 reporting attorneys are included in this report. Some 31 out of a possible 49 categories are reported. See Appendix B.

³ "School" was not included in the 2003 hourly rates report.

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Area of Practice²: Ranges

2005 Hourly Rate	Percentage in Hourly Rate Range by Area of Practice					
	Administrative & Governmental (n= 30)	Alternative Dispute Resolution (n= 13)	Appellate (n= 43)	Banking (n= 19)	Bankruptcy: Business (n= 23)	Bankruptcy: Not Specified (n= 42)
\$75 or Less	2	0	0	0	0	0
\$76 to \$100	2	22	0	0	0	0
\$101 to \$125	2	0	0	2	0	2
\$126 to \$150	8	0	10	34	16	9
\$151 to \$175	2	18	10	35	0	12
\$176 to \$200	8	3	20	15	2	12
\$201 to \$225	22	2	0	2	0	8
\$226 to \$250	15	5	4	2	16	11
\$251 to \$275	9	28	13	0	2	9
\$276 to \$300	5	11	8	5	7	11
\$301 to \$325	0	11	0	0	0	2
\$326 to \$350	0	0	6	0	17	9
\$351 to \$400	5	0	24	5	16	9
\$401 to \$450	5	0	0	0	0	0
\$451 to \$500	8	0	2	0	12	7
Over \$500	8	0	3	0	12	0
Median	\$240	\$263	\$275	\$175	\$350	\$250

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Areas accounting for 25% or more of time practicing law. Only areas of practice with at least 6 reporting attorneys are included in this report. Some 31 out of a possible 49 categories are reported. See Appendix B.

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Area of Practice²: Ranges (continued)

2005 Hourly Rate	Percentage in Hourly Rate Range by Area of Practice				
	Business (n= 176)	Construction (n= 23)	Consumer - DTPA (n= 17)	Creditor - Debtor (n= 22)	Criminal (n= 72)
\$75 or Less	0	0	0	0	6
\$76 to \$100	0	0	0	2	5
\$101 to \$125	1	0	7	0	8
\$126 to \$150	10	21	25	15	29
\$151 to \$175	11	15	29	17	9
\$176 to \$200	24	17	1	19	11
\$201 to \$225	11	1	9	0	<1
\$226 to \$250	17	18	29	35	11
\$251 to \$275	6	10	0	0	0
\$276 to \$300	6	18	0	0	2
\$301 to \$325	4	0	0	0	0
\$326 to \$350	3	0	0	13	4
\$351 to \$400	2	0	0	0	10
\$401 to \$450	2	0	0	0	0
\$451 to \$500	0	0	0	0	4
Over \$500	4	0	0	0	0
Median	\$225	\$200	\$175	\$200	\$175

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Areas accounting for 25% or more of time practicing law. Only areas of practice with at least 6 reporting attorneys are included in this report. Some 31 out of a possible 49 categories are reported. See Appendix B.

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Area of Practice²: Ranges (continued)

2005 Hourly Rate	Percentage in Hourly Rate Range by Area of Practice				
	Environmental & Natural Resources (n= 21)	Family (n= 259)	General Practice (n= 15)	Health (n= 15)	Immigration & Naturalization (n= 12)
\$75 or Less	0	1	0	0	0
\$76 to \$100	0	2	1	0	2
\$101 to \$125	0	7	5	0	0
\$126 to \$150	5	23	25	2	36
\$151 to \$175	15	14	0	0	13
\$176 to \$200	27	19	30	24	6
\$201 to \$225	24	7	0	0	6
\$226 to \$250	7	13	12	0	2
\$251 to \$275	0	4	18	0	0
\$276 to \$300	14	5	2	19	24
\$301 to \$325	7	1	0	0	0
\$326 to \$350	0	4	0	10	12
\$351 to \$400	0	0	0	25	0
\$401 to \$450	2	<1	0	19	0
\$451 to \$500	0	0	0	0	0
Over \$500	0	0	6	0	0
Median	\$210	\$200	\$196	\$345	\$192

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Areas accounting for 25% or more of time practicing law. Only areas of practice with at least 6 reporting attorneys are included in this report. Some 31 out of a possible 49 categories are reported. See Appendix B.

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Area of Practice²: Ranges (continued)

2005 Hourly Rate	Percentage in Hourly Rate Range by Area of Practice				
	Insurance (n= 61)	Intellectual Property (n= 40)	Juvenile (n= 12)	Labor - Employment (n= 70)	Litigation: General Civil (n= 283)
\$75 or Less	0	0	0	1	1
\$76 to \$100	0	0	73	0	<1
\$101 to \$125	14	4	1	3	1
\$126 to \$150	42	0	3	13	15
\$151 to \$175	21	0	0	7	9
\$176 to \$200	8	17	23	15	14
\$201 to \$225	7	4	0	1	9
\$226 to \$250	6	15	0	9	22
\$251 to \$275	0	1	0	7	2
\$276 to \$300	2	4	0	18	9
\$301 to \$325	0	4	0	2	2
\$326 to \$350	0	7	0	12	8
\$351 to \$400	0	16	0	5	6
\$401 to \$450	0	7	0	4	<1
\$451 to \$500	0	12	0	4	<1
Over \$500	0	10	0	0	<1
Median	\$150	\$350	\$100	\$275	\$235

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Areas accounting for 25% or more of time practicing law. Only areas of practice with at least 6 reporting attorneys are included in this report. Some 31 out of a possible 49 categories are reported. See Appendix B.

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Area of Practice²: Ranges (continued)

2005 Hourly Rate	Percentage in Hourly Rate Range by Area of Practice				
	Litigation: Personal Injury - Defense (n= 37)	Litigation: Personal Injury - Not Specified (n= 55)	Litigation: Not Specified (n= 66)	Maritime - Admiralty (n= 11)	Oil & Gas (n= 30)
\$75 or Less	0	6	<1	0	0
\$76 to \$100	0	0	6	0	0
\$101 to \$125	19	6	1	33	6
\$126 to \$150	14	35	14	0	4
\$151 to \$175	31	10	18	0	12
\$176 to \$200	17	21	13	33	20
\$201 to \$225	10	9	8	0	8
\$226 to \$250	0	3	17	0	27
\$251 to \$275	0	0	0	0	1
\$276 to \$300	9	3	7	33	0
\$301 to \$325	0	7	0	0	0
\$326 to \$350	0	0	4	0	0
\$351 to \$400	0	1	5	0	10
\$401 to \$450	0	0	0	0	0
\$451 to \$500	0	0	4	0	0
Over \$500	0	0	4	0	12
Median	\$175	\$165	\$200	\$185	\$238

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Areas accounting for 25% or more of time practicing law. Only areas of practice with at least 6 reporting attorneys are included in this report. Some 31 out of a possible 49 categories are reported. See Appendix B.

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Area of Practice²: Ranges (continued)

2005 Hourly Rate	Percentage in Hourly Rate Range by Area of Practice				
	Public Utility (n= 7)	Real Estate (n= 142)	School (n= 7)	Taxation (n= 37)	Wills - Trusts - Probate (n= 186)
\$75 or Less	0	0	0	0	<1
\$76 to \$100	0	4	0	0	<1
\$101 to \$125	0	2	6	<1	5
\$126 to \$150	0	13	20	1	17
\$151 to \$175	0	17	43	1	8
\$176 to \$200	43	24	10	6	19
\$201 to \$225	0	8	21	15	15
\$226 to \$250	0	10	0	4	14
\$251 to \$275	38	6	0	2	5
\$276 to \$300	19	8	0	21	5
\$301 to \$325	0	3	0	10	2
\$326 to \$350	0	4	0	15	2
\$351 to \$400	0	2	0	0	1
\$401 to \$450	0	0	0	15	5
\$451 to \$500	0	0	0	10	0
Over \$500	0	0	0	0	0
Median	\$275	\$200	\$158	\$308	\$215

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Areas accounting for 25% or more of time practicing law. Only areas of practice with at least 6 reporting attorneys are included in this report. Some 31 out of a possible 49 categories are reported. See Appendix B.

Hourly Rates in 2005 Report

Survey Sampling Regions and Counties in Each Region¹

1 Houston- Sugar Land-Baytown MSA

Austin
Brazoria
Chambers
Fort Bend
Galveston
Harris
Liberty
Montgomery
San Jacinto
Waller

Kendall
Medina
Wilson

5 El Paso MSA

El Paso

6 Corpus Christi MSA

Aransas
Nueces
San Patricio

2 Dallas-Fort Worth-Arlington MSA

Collin
Dallas
Delta
Denton
Ellis
Hunt
Johnson
Kaufman
Parker
Rockwall
Tarrant
Wise

7 Beaumont-Port Arthur MSA

Hardin
Jefferson
Orange

8 Central Texas MSAs

Waco MSA
McLennan
Killeen-Temple-Fort Hood MSA
Bell
Coryell
Lampasas

3 Austin-Round Rock MSA

Bastrop
Caldwell
Hays
Travis
Williamson

9 East & NE Texas MSAs

College Station-Bryan MSA
Brazos
Burleson
Robertson
Longview MSA
Gregg
Rusk
Upshur
Sherman-Denison MSA
Grayson
Texarkana MSA
Bowie

4 San Antonio MSA

Atascosa
Bandera
Bexar
Comal
Guadalupe

Tyler MSA

Smith

Victoria MSA

Callhoun
Goliad
Victoria

Wichita Falls MSA

Archer
Clay
Wichita

10 South Texas MSAs

Brownsville-Harlingen MSA
Cameron
Laredo MSA
Webb
McAllen-Edinburg-Pharr MSA
Hidalgo

11 West Texas MSAs

Abilene MSA
Callahan
Jones
Taylor
Amarillo MSA
Armstrong
Carson
Potter
Randall
Lubbock MSA
Crosby
Lubbock
Midland MSA
Midland
Odessa MSA
Ector
San Angelo MSA
Irion
Tom Green

¹Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

Hourly Rates in 2005 Report

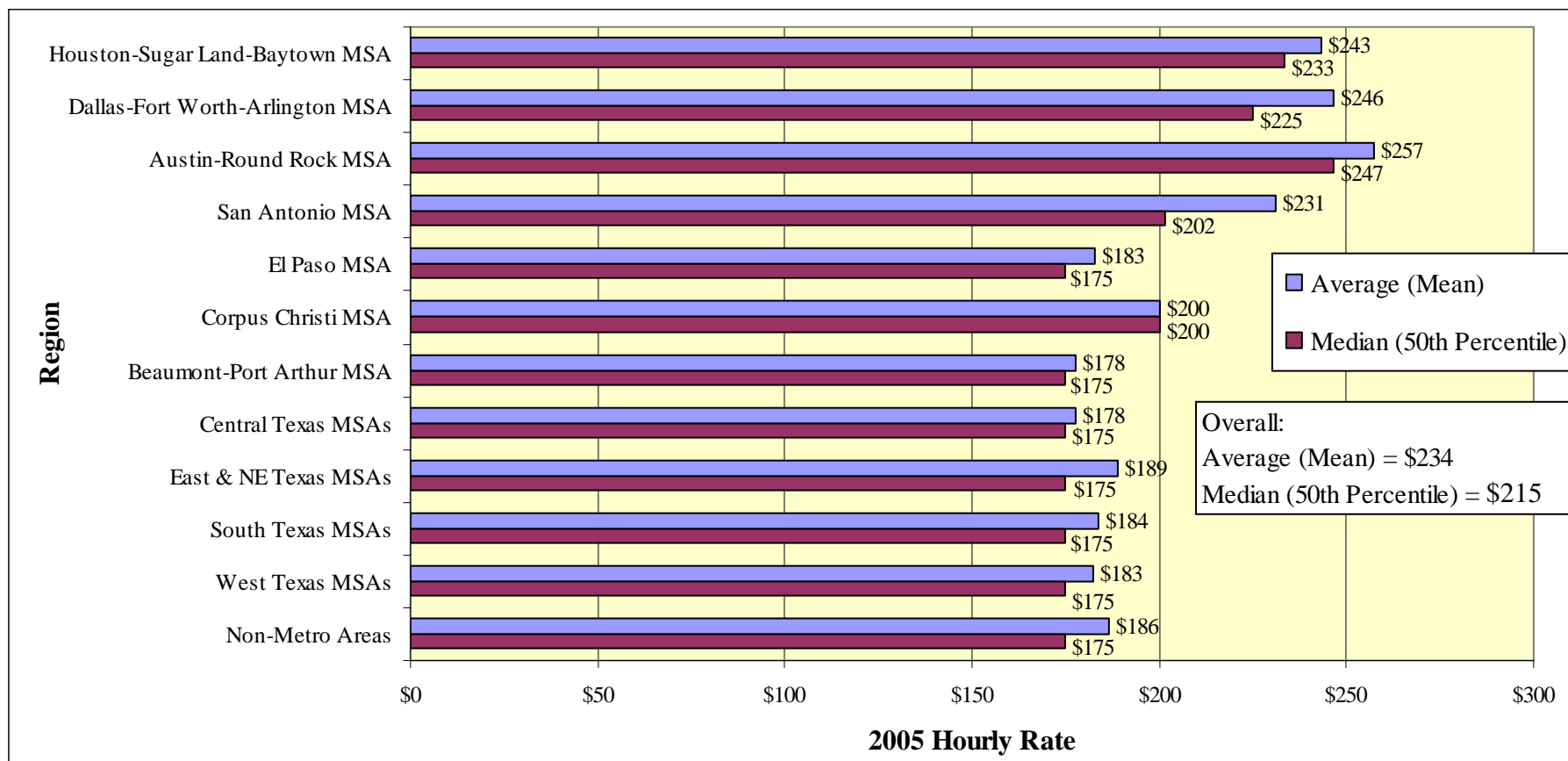
Survey Sampling Regions and Counties in Each Region¹ (continued)

12 Non-Metropolitan Counties	Dimmit	Hudspeth	Milam	Sterling
	Donley	Hutchinson	Mills	Stonewall
Anderson	Duval	Jack	Mitchell	Sutton
Andrews	Eastland	Jackson	Montague	Swisher
Angelina	Edwards	Jasper	Moore	Terrell
Bailey	Erath	Jeff Davis	Morris	Terry
Baylor	Falls	Jim Hogg	Motley	Throckmorton
Bee	Fannin	Jim Wells	Nacogdoches	Titus
Blanco	Fayette	Karnes	Navarro	Trinity
Borden	Fisher	Kenedy	Newton	Tyler
Bosque	Floyd	Kent	Nolan	Upton
Brewster	Foard	Kerr	Ochiltree	Uvalde
Briscoe	Franklin	Kimble	Oldham	Val Verde
Brooks	Freestone	King	Palo Pinto	Van Zandt
Brown	Frio	Kinney	Panola	Walker
Burnet	Gaines	Kleberg	Parmer	Ward
Camp	Garza	Knox	Pecos	Washington
Cass	Gillespie	Lamar	Polk	Wharton
Castro	Glasscock	Lamb	Presidio	Wheeler
Cherokee	Gonzales	La Salle	Rains	Wilbarger
Childress	Gray	Lavaca	Reagan	Willacy
Cochran	Grimes	Lee	Real	Winkler
Coke	Hale	Leon	Red River	Wood
Coleman	Hall	Limestone	Reeves	Yoakum
Collingsworth	Hamilton	Lipscomb	Refugio	Young
Colorado	Hansford	Live Oak	Roberts	Zapata
Comanche	Hardeman	Llano	Runnels	Zavala
Concho	Harrison	Loving	Sabine	
Cooke	Hartley	Lynn	San Augustine	
Cottle	Haskell	Madison	San Saba	
Crane	Hemphill	Marion	Schleicher	
Crockett	Henderson	Martin	Scurry	
Culberson	Hill	Mason	Shackelford	
Dallam	Hockley	Matagorda	Shelby	
Dawson	Hood	Maverick	Sherman	
Deaf Smith	Hopkins	McCulloch	Somervell	
De Witt	Houston	McMullen	Starr	
Dickens	Howard	Menard	Stephens	

¹Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Region²: Average (Mean) and Median Graph (n=1,045)



¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Region²: Distribution Statistics

2005 Hourly Rate	Region					
	Houston-Sugar Land-Baytown MSA (n= 97)	Dallas-Fort Worth-Arlington MSA (n= 111)	Austin-Round Rock MSA (n= 78)	San Antonio MSA (n= 87)	El Paso MSA (n= 86)	Corpus Christi MSA (n= 85)
Average (Mean)	\$243	\$246	\$257	\$231	\$183	\$200
75th Percentile	\$290	\$300	\$300	\$275	\$200	\$225
Median (50th Percentile)	\$233	\$225	\$247	\$202	\$175	\$200
25th Percentile	\$175	\$167	\$206	\$175	\$150	\$175
Low	\$80	\$25	\$60	\$113	\$90	\$55
High	\$575	\$600	\$600	\$550	\$325	\$400

2003 Hourly Rate						
Median	\$205	\$230	\$200	\$182	\$175	\$180
Increase or decrease in medians (2005 – 2003)	\$28	(\$5)	\$47	\$20	\$0	\$20
Percent change in medians (2005 – 2003) / 2003	14%	-2%	24%	11%	0%	11%

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Region²: Distribution Statistics (continued)

2005 Hourly Rate						
	Region					
	Beaumont-Port Arthur MSA (n= 71)	Central Texas MSAs (n= 81)	East & NE Texas MSAs (n= 97)	South Texas MSAs (n= 59)	West Texas MSAs (n= 95)	Non-Metro Areas (n= 98)
Average (Mean)	\$178	\$178	\$189	\$184	\$183	\$186
75th Percentile	\$200	\$200	\$225	\$209	\$200	\$200
Median (50th Percentile)	\$175	\$175	\$175	\$175	\$175	\$175
25th Percentile	\$147	\$150	\$150	\$150	\$150	\$150
Low	\$25	\$90	\$65	\$55	\$100	\$60
High	\$375	\$307	\$400	\$300	\$300	\$700

2003 Hourly Rate						
Median	\$168	\$165	\$173	\$175	\$155	\$150
Increase or decrease in medians (2005 – 2003)	\$7	\$10	\$2	\$0	\$20	\$25
Percent change in medians (2005 – 2003) / 2003	4%	6%	1%	0%	13%	17%

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Region²: Ranges

2005 Hourly Rate	Percentage in Hourly Rate Range by Region					
	Houston-Sugar Land-Baytown MSA (n= 97)	Dallas-Fort Worth- Arlington MSA (n= 111)	Austin-Round Rock MSA (n= 78)	San Antonio MSA (n= 87)	El Paso MSA (n= 86)	Corpus Christi MSA (n= 85)
\$75 or Less	0	1	1	0	0	2
\$76 to \$100	1	2	0	0	3	2
\$101 to \$125	4	4	1	8	2	4
\$126 to \$150	13	14	8	14	27	13
\$151 to \$175	7	9	5	13	21	11
\$176 to \$200	13	14	9	15	27	27
\$201 to \$225	9	7	19	8	5	19
\$226 to \$250	15	16	15	16	13	11
\$251 to \$275	7	3	6	3	0	6
\$276 to \$300	10	8	13	8	1	5
\$301 to \$325	3	3	5	1	1	0
\$326 to \$350	5	5	9	6	0	0
\$351 to \$400	7	3	3	3	0	1
\$401 to \$450	0	5	1	1	0	0
\$451 to \$500	1	4	3	2	0	0
Over \$500	2	2	1	1	0	0
Median	\$233	\$225	\$247	\$202	\$175	\$200

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Region²: Ranges (continued)

2005 Hourly Rate	Percentage in Hourly Rate Range by Region					
	Beaumont-Port Arthur MSA (n= 71)	Central Texas MSAs (n= 81)	East & NE Texas MSAs (n= 97)	South Texas MSAs (n= 59)	West Texas MSAs (n= 95)	Non-Metro Areas (n= 98)
\$75 or Less	3	0	2	5	0	1
\$76 to \$100	3	5	0	0	4	1
\$101 to \$125	3	7	5	7	5	8
\$126 to \$150	32	22	28	19	18	34
\$151 to \$175	17	20	18	22	24	18
\$176 to \$200	21	31	16	22	28	22
\$201 to \$225	4	4	8	12	6	4
\$226 to \$250	13	7	14	2	12	2
\$251 to \$275	3	1	4	5	1	1
\$276 to \$300	0	0	3	7	1	2
\$301 to \$325	0	2	0	0	0	2
\$326 to \$350	0	0	0	0	0	0
\$351 to \$400	1	0	1	0	0	2
\$401 to \$450	0	0	0	0	0	0
\$451 to \$500	0	0	0	0	0	1
Over \$500	0	0	0	0	0	1
Median	\$175	\$175	\$175	\$175	\$175	\$175

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Region² and Years of Experience³

2005 Median Hourly Rate Region	Years of Experience						
	2 or fewer	3 to 6	7 to 10	11 to 15	16 to 20	21 to 25	Over 25
Houston-Sugar Land-Baytown MSA	\$155 (n= 13)	\$193 (n= 10)	\$225 (n= 15)	\$250 (n= 11)	\$250 (n= 12)	\$300 (n= 13)	\$225 (n= 23)
Dallas-Fort Worth-Arlington MSA	\$150 (n= 11)	\$175 (n= 12)	\$213 (n= 16)	\$250 (n= 12)	\$225 (n= 15)	\$240 (n= 12)	\$270 (n= 32)
Austin-Round Rock MSA	** (n= 3)	\$195 (n= 13)	** (n= 5)	\$228 (n= 10)	\$250 (n= 15)	\$325 (n= 7)	\$281 (n= 23)
San Antonio MSA	\$150 (n= 7)	\$175 (n= 9)	** (n= 3)	\$230 (n= 9)	\$200 (n= 11)	\$250 (n= 13)	\$250 (n= 34)
El Paso MSA	** (n= 1)	\$150 (n= 9)	\$158 (n= 13)	\$175 (n= 13)	\$175 (n= 10)	\$150 (n= 11)	\$194 (n= 29)
Corpus Christi MSA	** (n= 3)	\$206 (n= 6)	** (n= 5)	\$175 (n= 12)	\$196 (n= 10)	\$200 (n= 12)	\$225 (n= 37)
Beaumont-Port Arthur MSA	\$135 (n= 7)	** (n= 4)	\$150 (n= 7)	\$155 (n= 10)	\$175 (n= 10)	\$157 (n= 12)	\$223 (n= 20)
Central Texas MSAs	** (n= 5)	\$140 (n= 11)	** (n= 4)	\$160 (n= 7)	\$185 (n= 7)	\$175 (n= 8)	\$197 (n= 38)
East & NE Texas MSAs	** (n= 2)	\$150 (n= 12)	\$150 (n= 8)	\$150 (n= 10)	** (n= 5)	\$200 (n= 19)	\$200 (n= 41)
South Texas MSAs	** (n= 1)	\$161 (n= 6)	\$175 (n= 11)	\$185 (n= 7)	\$172 (n= 12)	\$175 (n= 8)	\$225 (n= 13)
West Texas MSAs	\$125 (n= 7)	** (n= 5)	\$175 (n= 8)	\$175 (n= 10)	\$195 (n= 11)	\$200 (n= 17)	\$185 (n= 37)
Non-Metro Areas	** (n= 4)	\$150 (n= 8)	** (n= 5)	\$150 (n= 15)	\$175 (n= 9)	\$187 (n= 10)	\$175 (n= 46)

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

³ Based on year first licensed in any jurisdiction.

** Insufficient cases (n<6)

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Region² and Law Firm Size³

2005 Median Hourly Rate							
Region	Law Firm Size						
	Solo	2 to 5	6 to 10	11 to 24	25 to 40	41 to 200 ⁴	Over 200 ⁴
Houston-Sugar Land-Baytown MSA	\$225 (n= 25)	\$237 (n= 30)	\$168 (n= 8)	\$287 (n= 7)	\$200 (n= 9)	** (n= 5)	\$320 (n= 13)
Dallas-Fort Worth-Arlington MSA	\$200 (n= 28)	\$225 (n= 27)	\$150 (n= 15)	\$228 (n= 11)	** (n= 4)	\$275 (n= 8)	\$413 (n= 18)
Austin-Round Rock MSA	\$225 (n= 20)	\$225 (n= 16)	\$275 (n= 9)	\$185 (n= 7)	** (n= 3)	\$233 (n= 12)	\$350 (n= 11)
San Antonio MSA	\$200 (n= 37)	\$212 (n= 18)	** (n= 5)	** (n= 4)	\$201 (n= 8)	\$310 (n= 9)	\$330 (n= 6)
El Paso MSA	\$175 (n= 40)	\$194 (n= 21)	** (n= 5)	\$171 (n= 10)	** (n= 3)	\$213 (n= 6)	** (n= 0)
Corpus Christi MSA	\$200 (n= 35)	\$204 (n= 20)	** (n= 4)	\$200 (n= 21)	** (n= 3)	** (n= 1)	** (n= 0)
Beaumont-Port Arthur MSA	\$175 (n= 13)	\$188 (n= 20)	\$175 (n= 6)	\$154 (n= 10)	\$183 (n= 7)	\$165 (n= 15)	** (n= 0)
Central Texas MSAs	\$150 (n= 29)	\$178 (n= 30)	** (n= 5)	\$180 (n= 12)	** (n= 2)	** (n= 3)	** (n= 0)
East & NE Texas MSAs	\$175 (n= 39)	\$200 (n= 34)	\$170 (n= 11)	\$210 (n= 12)	** (n= 0)	** (n= 1)	** (n= 0)
South Texas MSAs	\$156 (n= 24)	\$200 (n= 19)	** (n= 3)	\$161 (n= 6)	\$219 (n= 6)	** (n= 1)	** (n= 0)
West Texas MSAs	\$175 (n= 36)	\$177 (n= 32)	\$175 (n= 9)	\$175 (n= 8)	** (n= 4)	** (n= 4)	** (n= 1)
Non-Metro Areas	\$150 (n= 47)	\$175 (n= 45)	** (n= 2)	** (n= 0)	** (n= 1)	** (n= 1)	** (n= 2)

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

³ Number of attorneys in all offices/branches

⁴ These Law Firm Size categories each combine two or more size categories to obtain sufficient cases to report data.

** Insufficient cases (n<6)

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Region² and Area of Practice³

2005 Median Hourly Rate					
Region	Area of Practice				
	Business	Family	Litigation: General Civil	Real Estate	Wills - Trusts - Probate
Houston-Sugar Land-Baytown MSA	\$200 <i>(n= 19)</i>	\$200 <i>(n= 23)</i>	\$250 <i>(n= 30)</i>	\$200 <i>(n= 13)</i>	\$213 <i>(n= 14)</i>
Dallas-Fort Worth- Arlington MSA	\$250 <i>(n= 21)</i>	\$186 <i>(n= 28)</i>	\$240 <i>(n= 25)</i>	\$225 <i>(n= 10)</i>	\$250 <i>(n= 19)</i>
Austin-Round Rock MSA	\$213 <i>(n= 8)</i>	\$225 <i>(n= 10)</i>	\$248 <i>(n= 22)</i>	\$210 <i>(n= 11)</i>	\$225 <i>(n= 10)</i>
San Antonio MSA	\$250 <i>(n= 14)</i>	\$175 <i>(n= 21)</i>	\$225 <i>(n= 23)</i>	\$213 <i>(n= 12)</i>	\$220 <i>(n= 18)</i>
El Paso MSA	\$200 <i>(n= 11)</i>	\$175 <i>(n= 23)</i>	\$188 <i>(n= 16)</i>	\$193 <i>(n= 14)</i>	\$175 <i>(n= 18)</i>
Corpus Christi MSA	\$225 <i>(n= 16)</i>	\$175 <i>(n= 14)</i>	\$200 <i>(n= 23)</i>	\$203 <i>(n= 16)</i>	\$200 <i>(n= 17)</i>

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

³ Areas accounting for 25% or more of time practicing law. Only areas of practice with at least 100 reporting attorneys are included in this section of the report. Some 5 out of a possible 49 categories are reported. See Appendix B.

Hourly Rates in 2005 Report

2005 Hourly Rates¹ by Region² and Area of Practice³ (continued)

2005 Median Hourly Rate					
Region	Area of Practice				
	Business	Family	Litigation: General Civil	Real Estate	Wills - Trusts - Probate
Beaumont-Port Arthur MSA	** <i>(n= 4)</i>	\$188 <i>(n= 12)</i>	\$200 <i>(n= 18)</i>	** <i>(n= 3)</i>	\$155 <i>(n= 12)</i>
Central Texas MSAs	\$200 <i>(n= 9)</i>	\$200 <i>(n= 28)</i>	\$175 <i>(n= 21)</i>	\$165 <i>(n= 14)</i>	\$175 <i>(n= 27)</i>
East & Northeast Texas MSAs	\$195 <i>(n= 9)</i>	\$175 <i>(n= 25)</i>	\$213 <i>(n= 26)</i>	\$188 <i>(n= 19)</i>	\$195 <i>(n= 25)</i>
South Texas MSAs	\$185 <i>(n= 11)</i>	\$175 <i>(n= 13)</i>	\$180 <i>(n= 20)</i>	\$200 <i>(n= 14)</i>	\$156 <i>(n= 10)</i>
West Texas MSAs	\$200 <i>(n= 13)</i>	\$165 <i>(n= 32)</i>	\$175 <i>(n= 27)</i>	\$175 <i>(n= 11)</i>	\$175 <i>(n= 24)</i>
Non-Metro Counties	\$150 <i>(n= 11)</i>	\$165 <i>(n= 47)</i>	\$200 <i>(n= 24)</i>	\$163 <i>(n= 31)</i>	\$175 <i>(n= 34)</i>

¹ If an attorney's hourly rate varied by area of practice, a simple average rate was calculated. Excludes respondents who reported no 2005 hourly rate.

² Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

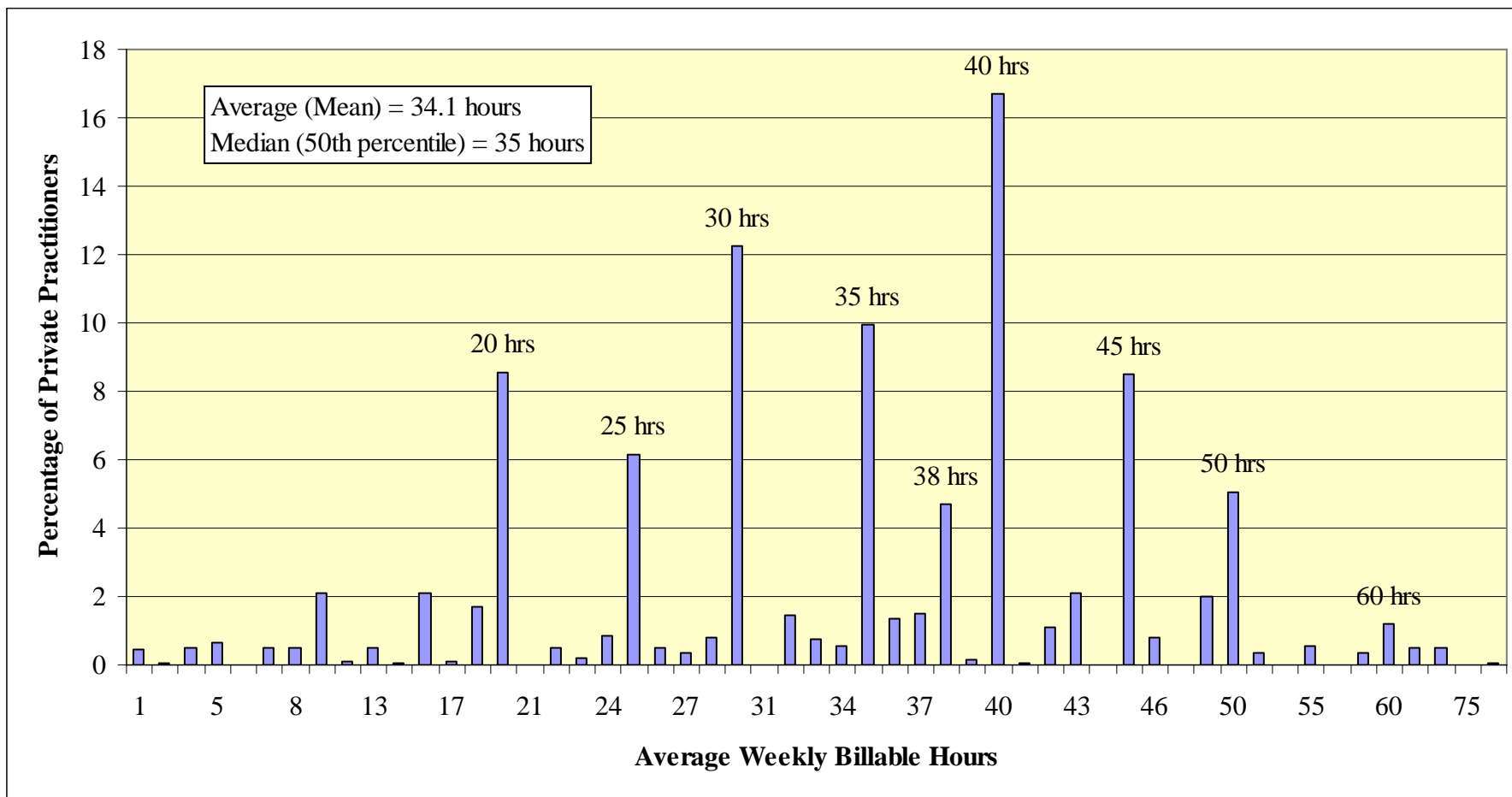
³ Areas accounting for 25% or more of time practicing law. Only areas of practice with at least 100 reporting attorneys are included in this section of the report. Some 5 out of a possible 49 categories are reported. See Appendix B.

2005 Average Weekly Billable Hours of Full-Time Private Practitioners: Distribution Statistics

2005 Average Number of Weekly Billable Hours	
	Private Practitioners (n= 1,282)*
Percentage reporting average weekly billable hours	63%
Average (Mean)	34.1
95th Percentile	50
90th Percentile	48
75th Percentile	40
Median (50th Percentile)	35
25th Percentile	25
10th Percentile	20
5th Percentile	13
Low	1
High	100

* Count includes all full-time private practitioners, including those who did not provide average weekly billable hours information. Some 63 percent (805 out of 1,282) of private practitioners provided this data. The remaining statistics in the table reflect only attorneys who provided billable hours information.

2005 Average Weekly Billable Hours: Graph of Percentages of Full-Time Private Practitioners by Billable Hours



2005 Average Weekly Billable Hour Ranges of Full-Time Private Practitioners

2005 Average Weekly Billable Hours	
	Percentage of Private Practitioners in Billable Hour Range (n= 805)*
1 to 5 Hours	2
6 to 10 Hours	3
11 to 15 Hours	3
16 to 20 Hours	10
21 to 25 Hours	8
26 to 30 Hours	14
31 to 35 Hours	13
36 to 40 Hours	24
41 to 45 Hours	12
46 to 50 Hours	8
51 to 55 Hours	1
Over 55 Hours	3

* Count includes only full-time private practitioners who reported average weekly billable hours. Percentages in the above table are of the 805 private practitioners who provided this information.

Hourly Rates in 2005 Report

2005 Average Weekly Billable Hours by Years of Experience: Distribution Statistics

2005 Average Number of Weekly Billable Hours							
	Years of Experience						
	2 or fewer (n= 87)*	3 to 6 (n= 91)*	7 to 10 (n= 96)*	11 to 15 (n= 96)*	16 to 20 (n= 93)*	21 to 25 (n= 96)*	Over 25 (n= 240)*
Category percentage reporting average weekly billable hours	76%	64%	65%	63%	53%	59%	63%
Average (Mean)	40	36	32	34	35	36	31
75th Percentile	45	40	42	43	40	43	38
Median (50th Percentile)	40	38	35	35	38	35	32
25th Percentile	35	30	25	25	30	30	25

* Counts are of all full-time private practitioners in each category, including just those who did provide average weekly billable hours information. The percentage of private practitioners providing this data in each category is shown in the above table. The statistics in the table reflect only attorneys who provided billable hours information.

Hourly Rates in 2005 Report

2005 Average Weekly Billable Hours by Years of Experience: Billable Hour Ranges

2005 Average Number of Weekly Billable Hours							
	Percentage in Billable Hour Ranges by Years of Experience						
	2 or fewer (n= 87)*	3 to 6 (n= 91)*	7 to 10 (n= 96)*	11 to 15 (n= 96)*	16 to 20 (n= 93)*	21 to 25 (n= 96)*	Over 25 (n= 240)*
1 to 5 Hours	0	1	5	4	0	<1	2
6 to 10 Hours	0	1	10	4	<1	2	3
11 to 15 Hours	5	1	<1	2	<1	3	5
16 to 20 Hours	7	12	8	11	17	4	12
21 to 25 Hours	5	1	7	8	7	12	9
26 to 30 Hours	5	11	15	12	13	18	18
31 to 35 Hours	8	6	14	11	13	13	17
36 to 40 Hours	27	43	15	22	26	22	22
41 to 45 Hours	24	18	14	13	9	15	2
46 to 50 Hours	10	2	12	8	14	7	6
51 to 55 Hours	0	0	0	3	<1	0	2
Over 55 Hours	8	3	1	1	<1	4	2

* Counts include only full-time private practitioners who reported average weekly billable hours. Percentages in the above table are of the private practitioners in each category who provided this information.

Hourly Rates in 2005 Report

2005 Average Weekly Billable Hours by Law Firm Size: Distribution Statistics

2005 Average Number of Weekly Billable Hours					
	Law Firm Size				
	Solo (n= 200)*	2 to 5 (n= 213)*	6 to 10 (n= 81)*	11 to 24 (n= 71)*	25 to 40 (n= 63)*
Category percentage reporting average weekly billable hours	49%	57%	62%	73%	90%
Average (Mean)	25	31	40	38	42
75th Percentile	30	38	45	40	45
Median (50th Percentile)	25	30	40	37	40
25th Percentile	18	24	30	35	36

2005 Average Number of Weekly Billable Hours					
	Law Firm Size				
	41 to 60 (n= 21)*	61 to 100 (n= 23)*	101 to 200 (n= 27)*	201 to 400 (n= 44)*	Over 400 (n= 64)*
Category percentage reporting average weekly billable hours	94%	76%	76%	89%	91%
Average (Mean)	42	38	38	40	44
75th Percentile	45	45	45	45	45
Median (50th Percentile)	40	42	40	38	43
25th Percentile	38	35	35	35	40

* Counts are of all full-time private practitioners in each category, including just those who did provide average weekly billable hours information. The percentage of private practitioners providing this data in each category is shown in the above table. The statistics in the table reflect only attorneys who provided billable hours information.

Hourly Rates in 2005 Report

2005 Average Weekly Billable Hours by Law Firm Size: Billable Hour Ranges

2005 Average Number of Weekly Billable Hours										
	Percentage in Billable Hours Ranges by Law Firm Size									
	Solo (n= 200)*	2 to 5 (n= 213)*	6 to 10 (n= 81)*	11 to 24 (n= 71)*	25 to 40 (n= 63)*	41 to 60 (n= 21)*	61 to 100 (n= 23)*	101 to 200 (n= 27)*	201 to 400 (n= 44)*	Over 400 (n= 64)*
1 to 5 Hours	6	1	0	0	0	0	0	0	0	0
6 to 10 Hours	8	4	0	1	0	0	0	0	0	0
11 to 15 Hours	5	4	4	0	1	0	0	0	0	0
16 to 20 Hours	24	14	3	1	0	0	12	0	0	0
21 to 25 Hours	13	14	6	<1	0	0	0	4	0	0
26 to 30 Hours	20	20	14	9	3	7	12	12	7	1
31 to 35 Hours	4	9	8	36	20	3	12	28	34	8
36 to 40 Hours	16	23	15	31	40	40	13	31	29	37
41 to 45 Hours	1	5	27	13	14	36	47	1	9	29
46 to 50 Hours	2	6	11	2	16	12	2	24	14	18
51 to 55 Hours	0	<1	4	4	0	1	0	0	0	0
Over 55 Hours	<1	1	8	3	6	1	2	0	6	6

* Counts include only full-time private practitioners who reported average weekly billable hours. Percentages in the above table are of the private practitioners in each category who provided this information.

Hourly Rates in 2005 Report

2005 Average Weekly Billable Hours by Position: Distribution Statistics

2005 Average Number of Weekly Billable Hours						
	Position					
	First-Year Associate (n= 19)*	Second-Year Associate (n= 50)*	Third-Year Associate (n= 19)*	Fourth-Year Associate (n= 27)*	Fifth-Year Associate (n= 10)*	Sixth Year Associate (n= 19)*
Category percentage reporting average weekly billable hours	65%	75%	62%	84%	53%	79%
Average (Mean)	40	40	44	40	36	41
75th Percentile	45	45	45	43	42	40
Median (50th Percentile)	40	40	45	40	37	39
25th Percentile	40	35	40	35	30	38

2005 Average Number of Weekly Billable Hours						
	Position					
	Seventh-Year Associate (n= 12)*	Eighth-Year Associate (n= 19)*	Of Counsel (n= 32)*	Non-Equity Partner (n= 33)*	Equity Partner (n= 313)*	Sole Practitioner (n= 220)*
Category percentage reporting average weekly billable hours	98%	86%	86%	70%	69%	48%
Average (Mean)	37	38	33	38	35	26
75th Percentile	45	45	38	40	40	35
Median (50th Percentile)	35	40	35	38	35	25
25th Percentile	30	35	30	30	30	20

* Counts are of all full-time private practitioners in each category, including just those who did provide average weekly billable hours information. The percentage of private practitioners providing this data in each category is provided in the above table. The statistics in the table reflect only attorneys who provided billable hours information.

Hourly Rates in 2005 Report

2005 Average Weekly Billable Hours by Position: Billable Hour Ranges

2005 Average Number of Weekly Billable Hours						
	Percentage in Billable Hours Ranges by Position					
	First-Year Associate (n= 19)*	Second-Year Associate (n= 50)*	Third-Year Associate (n= 19)*	Fourth-Year Associate (n= 27)*	Fifth-Year Associate (n= 10)*	Sixth Year Associate (n= 19)*
1 to 5 Hours	0	2	0	1	0	0
6 to 10 Hours	0	0	0	0	0	0
11 to 15 Hours	2	7	0	0	0	0
16 to 20 Hours	0	0	0	0	0	0
21 to 25 Hours	2	8	0	0	0	2
26 to 30 Hours	4	4	0	11	42	0
31 to 35 Hours	3	13	2	17	6	1
36 to 40 Hours	47	23	24	29	22	77
41 to 45 Hours	39	20	53	25	29	1
46 to 50 Hours	2	10	21	6	0	19
51 to 55 Hours	0	0	0	0	0	0
Over 55 Hours	0	13	0	10	0	0

* Counts include only full-time private practitioners who reported average weekly billable hours. Percentages in the above table are of the private practitioners in each category who provided this information.

Hourly Rates in 2005 Report

2005 Average Weekly Billable Hours by Position: Billable Hour Ranges (continued)

2005 Average Number of Weekly Billable Hours						
	Percentage in Billable Hours Ranges by Position					
	Seventh-Year Associate (n= 12)*	Eighth-Year Associate (n= 19)*	Of Counsel (n= 32)*	Non-Equity Partner (n= 33)*	Equity Partner (n= 313)*	Sole Practitioner (n= 220)*
1 to 5 Hours	0	0	0	0	0	5
6 to 10 Hours	0	0	0	1	2	8
11 to 15 Hours	0	0	0	2	2	4
16 to 20 Hours	0	2	12	4	7	25
21 to 25 Hours	0	2	1	1	11	10
26 to 30 Hours	28	15	28	20	11	21
31 to 35 Hours	34	24	26	15	18	4
36 to 40 Hours	12	24	22	32	26	15
41 to 45 Hours	24	15	11	8	10	3
46 to 50 Hours	2	19	0	4	9	4
51 to 55 Hours	0	0	0	9	2	0
Over 55 Hours	0	0	0	4	3	<1

* Counts include only full-time private practitioners who reported average weekly billable hours. Percentages in the above table are of the private practitioners in each category who provided this information.

Method

Data Collection and Sampling Procedures

Private practitioner hourly rate information was collected in the Texas Attorney Survey – Status 2005. The written questionnaire (Appendix A) was mailed on February 22, 2006 to a sample of 7,000 attorneys licensed by the State Bar of Texas who were residing in-state, maintaining active membership in the State Bar of Texas, and who were not exempt from MCLE requirements. Two reminder postcards were sent, on March 1, and on March 15, 2006 to the attorneys who had not responded by those dates. Finally, email reminders were sent between April 3 and April 5, 2006 and again between May 8 and May 10, 2006 to the remaining attorneys who had not responded by those dates.

Because the survey's results were to be presented in part by geographic region, the sample was stratified, or sub-grouped, into 12 economic areas that were based on metropolitan and non-metropolitan areas. The metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. The definitions were retrieved October 8th, 2004, from their web page¹. A sample size of 7,000—850 attorneys from the Houston-Sugar Land-Baytown and Dallas-Fort Worth-Alrington MSAs, 700 attorneys from the Austin-Round Rock MSA, 600 attorneys from the San Antonio MSA, and 500 attorneys from each remaining region—was set based on budget constraints, the need to have adequate samples from the less populous regions of the state, an aspirational response rate of 50 percent, and the knowledge that some attorneys would have to be dropped from the sample due to bad addresses, refusals to participate, and related factors. Results reported for all respondents and results broken out by any factor other than region were weighted so that the regional breakdown of respondents matched the regional distribution of Texas attorneys who met the sampling criteria. Weighting procedures are described in more detail below.

¹ Texas State Data Center and Office of the State Demographer. *Texas County Cross-Reference* (Online), http://www.txsdcenter.utsa.edu/reference/georef/county_master.php, San Antonio, TX: Texas State Data Center and Office of the State Demographer, Institute for Demographic and Socioeconomic Research, University of Texas at San Antonio, October 8, 2004.

Data Collection and Sampling Procedures (continued)

Response Rate

Twenty six attorneys were dropped from the sample due to bad addresses that could not be resolved, and eight were deceased or infirm and unable to participate. The cutoff date of April 3, 2006 was extended to June 1st to allow all surveys that were returned to be received. As of June 1, 2006 there were 2,414 completed questionnaires returned to the State Bar of Texas, for an overall response rate of 34.5 percent. Response rates for each sampling region are shown in the table below.

Hourly Rates in 2005 Report

Method (continued)

Response Rates by Sampling Region					
Sampling Region	Original Sample	Dropped Due to Bad Addresses	Refusals/Deceased	Number of Responses	Response Rate
Houston-Sugar Land-Baytown MSA	850	4	2	201	23.6%
Dallas-Fort Worth-Arlington MSA	850	1	1	244	28.7%
Austin-Round Rock MSA	700	2	0	202	28.9%
San Antonio MSA	600	2	0	186	31.0%
El Paso MSA	500	2	0	197	39.4%
Corpus Christi MSA	500	4	0	174	34.8%
Beaumont-Port Arthur MSA	500	2	0	149	29.8%
Central Texas MSAs	500	2	1	197	39.4%
East & Northeast Texas MSAs	500	0	1	186	37.2%
South Texas MSAs	500	3	1	144	28.8%
West Texas MSAs	500	3	0	195	39.0%
Non-Metro Counties	500	1	2	212	42.4%
Region Unknown	0	0	0	127	N/A
Total	7,000	26	8	2,414	34.5%

Hourly Rates in 2005 Report

Method (continued)

Weighting Procedures

All results presented for the state as a whole or broken down by any factor other than region were weighted to reflect the known geographic distribution of attorneys who met the sampling criteria. The coding of a respondent's sampling region was based on their response to the question, "In which Texas county is your office located?" The weighting factors are shown in the table below.

Weighting Factors					
Sampling Region	Number of Attorneys in Region and as a Percent of In-State Total (n=69,672)		Number and Percent of Total Attorneys Responding Where Region Known (n=2,287)		Weighting Factor (% In-State / % Total Responses)
Houston-Sugar Land-Baytown MSA	22,057	31.7%	201	8.8%	3.6037
Dallas-Fort Worth-Arlington MSA	20,970	30.1%	244	10.7%	2.8223
Austin-Round Rock MSA	8,631	12.4%	202	8.8%	1.4032
San Antonio MSA	5,323	7.6%	186	8.1%	0.9398
El Paso MSA	1,100	1.6%	197	8.6%	0.1834
Corpus Christi MSA	1,042	1.5%	174	7.6%	0.1967
Beaumont-Port Arthur MSA	852	1.2%	149	6.5%	0.1878
Central Texas MSAs	852	1.2%	197	8.6%	0.1420
East and Northeast Texas MSAs	2,046	2.9%	186	8.1%	0.3612
South Texas MSAs	1,604	2.3%	144	6.3%	0.3633
West Texas MSAs	2,184	3.1%	195	8.5%	0.3678
Non-Metropolitan Counties	3,011	4.3%	212	9.3%	0.4664
Unknown/Missing	N/A	N/A	127	N/A	N/A

Appendices

Appendix A: The Texas Attorney Survey – Status 2005



State Bar of Texas Attorney Survey -- Status 2005

Instructions: Please return this questionnaire by April 3, 2006. These questions are for information related to *calendar year 2005*. Each question can be answered by simply checking a response or filling in a blank. If a question is unclear or incompletely stated for your situation, please feel free to write a comment on the questionnaire. Your responses will be kept anonymous. In addition, all responses will be summarized so that no report can be used to identify any individual attorney.

Thank you for your participation. This information will provide summary demographic information about law practice in Texas. Your participation will also give the State Bar useful feedback about how the State Bar of Texas can better serve Texas lawyers. The previous survey provided valuable information for recommendations that are currently being implemented by State Bar staff to improve member services and communications about those services.

Demographic Information

1. For 2005, what was your primary occupation?

- | | |
|--|---|
| a___ Private law practice | k___ Law faculty |
| b___ For-profit Corporate/In-House Counsel | l___ Other law related (<i>Please specify:</i>) _____ |
| c___ Non-profit Corporate/In-House Counsel | m___ Non-law related (<i>Please specify:</i>) _____ |
| d___ Full-Time Judge | n___ Unemployed/Looking for work |
| e___ Other judicial branch (<i>Please specify:</i>) _____ | o___ Unemployed/Not looking for work |
| | p___ Retired/Not working |
| f___ Government attorney (<i>Please indicate what kind:</i>) | |
| g___ City | h___ County |
| i___ State | j___ Federal |

2. For 2005, if you were in private law practice, how many attorneys, including yourself, worked in your firm? (*Please include attorneys at all locations of your firm in the total.*)

Number of attorneys (*can be approximate*): _____

3. For 2005, if you worked as a private law practitioner, please list the areas of practice that account for 25 percent or more of the time you spent practicing law and the typical hourly rate (*if applicable*) you charged in each area.

Practice Area	Hourly Rate	or <i>Check here</i> <i>if no hourly billing</i>
a_____	_____	<input type="checkbox"/>
b_____	_____	<input type="checkbox"/>
c_____	_____	<input type="checkbox"/>
d_____	_____	<input type="checkbox"/>

4. Do you carry legal malpractice insurance? a___ Yes b___ No c___ Not applicable

5. In which Texas county is your office located (in 2005)? _____

6. In which year were you first licensed to practice law in any jurisdiction? _____

7. In which year were you born? _____

8. Are you: a___ Male b___ Female

9. What is your race/ethnicity?

- | | |
|--|--|
| a___ White (not Hispanic) | d___ Asian/Pacific Islander |
| b___ African-American/Black (not Hispanic) | e___ American Indian or Alaskan Native |
| c___ Hispanic | |

(Over please)



State Bar of Texas Attorney Survey -- Status 2005

10. If you belonged to one or more State Bar Sections in 2005, how many did you belong to? _____
11. What was your approximate net income (including any bonus) before taxes derived from your primary occupation as an attorney during calendar year 2005?
- | | | |
|---------------------------|-----------------------------|---------------------------------|
| a___ None | j___ \$80,000 to \$89,999 | s___ \$400,000 to \$499,999 |
| b___ \$1 to \$9,999 | k___ \$90,000 to \$99,999 | t___ \$500,000 to \$749,999 |
| c___ \$10,000 to \$19,999 | l___ \$100,000 to \$124,999 | u___ \$750,000 to \$999,999 |
| d___ \$20,000 to \$29,999 | m___ \$125,000 to \$149,999 | v___ \$1,000,000 to \$1,499,999 |
| e___ \$30,000 to \$39,999 | n___ \$150,000 to \$174,999 | w___ \$1,500,000 to \$1,999,999 |
| f___ \$40,000 to \$49,999 | o___ \$175,000 to \$199,999 | x___ \$2,000,000 to \$2,999,999 |
| g___ \$50,000 to \$59,999 | p___ \$200,000 to \$249,999 | y___ \$3,000,000 to \$3,999,999 |
| h___ \$60,000 to \$69,999 | q___ \$250,000 to \$299,999 | z___ \$4,000,000 or more |
| i___ \$70,000 to \$79,999 | r___ \$300,000 to \$399,999 | |

12. If you received a bonus for 2005, what was it? _____

13. In calendar year 2005, did you work:

a___ Full-time (*entire year*) b___ Part-time (*entire year*) c___ Other (*Please specify:*) _____

14. Position in calendar year 2005 (*if private practice*):

a___ First-Year Associate	e___ Fifth-Year Associate	i___ Of Counsel
b___ Second-Year Associate	f___ Sixth-Year Associate	j___ Non-Equity Partner
c___ Third-Year Associate	g___ Seventh-Year Associate	k___ Equity Partner
d___ Fourth-Year Associate	h___ Eighth-Year Associate	l___ Sole practitioner
m___ Other (<i>Please specify:</i>) _____		

15. Years of experience as an attorney, up to and including calendar year 2005: _____

16. Average number of hours *per week* in 2005 in primary occupation as an attorney: _____

17. *If applicable*, average number of *billable* hours *per week* in 2005, as an attorney: _____

18. How satisfied were you in 2005 with working in the legal profession?

Degree of satisfaction: a___ Very High b___ High c___ Average d___ Low e___ Very Low

19. What factors *increased* your satisfaction? _____

(Please use additional paper if needed)

20. What factors *decreased* your satisfaction? _____

(Please use additional paper if needed)



State Bar of Texas Attorney Survey -- Status 2005

Present-day (not just for 2005) opinion about the services and activities of the State Bar of Texas:

21. For each of the State Bar's services or activities, please indicate if you are familiar with it, by checking the box in the "Familiar With?" column, and then indicating how valuable you think it is, by checking the box in the column with the appropriate value rating.

Service/Activity	Familiar With?	Value Rating – how valuable is each to you? (if no opinion, just leave blank)				
		Very High	High	Average	Low	Very Low
Professionalism, Discipline/Grievance, Compliance						
a) Texas Lawyers' Assistance Program	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
b) Client-Attorney Assistance Program	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
c) Grievance/Discipline System	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
d) Ethics Helpline	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
e) Professionalism Enhancement Program	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
f) Minimum Continuing Legal Education	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
g) Advertising Review Program	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
Information/Communication to Members						
h) Texas Bar Journal	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
i) State Bar website (TexasBar.com, MyBarPage)	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
Professional Education/Development						
j) TexasBarCLE	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
k) Civil practice manuals, pattern jury charges, and treatises by TexasBarBooks (formerly Books and Systems)	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
l) Law Practice Management Program	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
m) State Bar College	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
Participation and Networking						
n) State Bar Annual Meeting	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
o) Minority Affairs Program	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
p) State Bar Committees	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
q) State Bar Sections	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
Public Service						
r) Client Security Fund	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
s) Texas Lawyers Care	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL



State Bar of Texas Attorney Survey -- Status 2005

(Over please)

Service/Activity	Familiar With?	Value Rating – how valuable is each to you? (if no opinion, just leave blank)				
		Very High	High	Average	Low	Very Low
Public Service (continued)						
t) Governmental Relations/State Bar Legislative Program	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
u) Lawyer Referral Information Service	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
v) Pro Bono College	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL
w) Annual Voluntary Reporting of Pro Bono Activities	<input type="checkbox"/>	<input type="checkbox"/> VH	<input type="checkbox"/> H	<input type="checkbox"/> A	<input type="checkbox"/> L	<input type="checkbox"/> VL

22. What can the leadership and staff of the State Bar do that is not being done, that would be helpful for you? _____

23. Do you have any additional comments about the State Bar, what it does well, or where it could improve? _____

(Please use additional paper if needed)

Thank you. Please return this questionnaire by April 3 in the postage-paid return envelope, or mail to:

State Bar of Texas,
 Department of Research and Analysis,
 P.O. Box 12487, Austin, TX 78711.

Appendix B: List of Possible Practice Areas

Identified Practice Areas (Used in analysis of *Texas Attorney Survey – Status 2005*)

Private practitioners were asked to list areas of practice that accounted for 25 percent or more of the time spent practicing law. The 31 (out of 49) areas listed below in bold font were identified by at least 6 attorneys out of 1,054 (i.e., roughly one-half of a percent of the responding attorneys). These were the areas that were analyzed in this report.

- | | |
|--|---|
| 1 Administrative & Governmental | 26 Immigration & Naturalization |
| 2 Alternative Dispute Resolution | 27 Indian Law |
| 3 Agriculture | 28 Individual Rights |
| 4 Animal | 29 Insurance |
| 5 Antitrust | 30 Intellectual Property |
| 6 Appellate | 31 International |
| 7 Aviation | 32 Juvenile |
| 8 Banking | 33 Labor-Employment |
| 9 Bankruptcy: Business | 34 Litigation: General Civil-Commercial |
| 10 Bankruptcy: Consumer | 35 Litigation: Personal Injury Defense |
| 11 Bankruptcy: Not specified | 36 Litigation: Personal Injury Plaintiff |
| 12 Business | 37 Litigation: Personal Injury Not Specified |
| 13 Computer-Technology | 38 Litigation: Not Specified |
| 14 Construction | 39 Maritime-Admiralty |
| 15 Consumer-DTPA | 40 Military |
| 16 Creditor-Debtor | 41 Oil & Gas |
| 17 Criminal | 42 Poverty |
| 18 Disability/Workers Comp | 43 Public Utility |
| 19 Elder Law | 44 Real Estate |
| 20 Entertainment & Sports | 45 School |
| 21 Environment-Natural Resources | 46 Sexual Orientation-Gender Identification |
| 22 Ethics-Legal Malpractice | 47 Taxation |
| 23 Family | 48 Wills-Trust-Probate |
| 24 General Practice | 49 Other. |
| 25 Health | |