



LEGAL  
SALARY  
GUIDE

2021

# Contents

- 2** Hiring Trends in the United States
- 12** How to Use Our Salary Tables
- 13** Legal Salaries: U.S.
- 17** Adjusting Salaries for U.S. Cities
- 21** Hiring Trends in Canada
- 22** Legal Salaries: Canada
- 25** Adjusting Salaries for Canadian Cities
- 27** Trends in Benefits and Perks
- 30** Resources
- 31** About Robert Half Legal

## Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us



# Hiring Trends in the United States

Law firms and corporate legal departments are adjusting to new business realities brought on by the COVID-19 crisis, with changes to the way they operate, recruit and offer services.

Robert Half has been reporting on hiring trends and salary forecasts for 70 years. As the world's leading specialized staffing firm, we are an authority on hiring in the legal profession. This guide covers industry trends our recruiters have identified and the starting salaries we expect to see for legal positions in 2021.

## Hiring for critical roles

Law firms and corporate legal departments that reduced staffing levels are reevaluating hiring plans and recruiting for business-critical roles. They seek candidates who possess the specific

skills and experience required for the position and can make immediate contributions with minimal training.

Some hiring managers remain cautious, taking a wait-and-see approach while business conditions remain uncertain. To address gaps in the workflow, they are bringing on more temporary workers.



## 6 in 10 professionals

are more motivated to work at an organization that values its staff during unpredictable times.

Source: Robert Half survey of 573 U.S. workers who said they've had career reconsiderations due to the COVID-19 pandemic

## Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us

## Compensation holding steady

While salary levels are not expected to change significantly, in-demand roles may see a modest increase in the year ahead. But even in an uncertain economy, legal employers will still need to offer competitive compensation since top candidates continue to entertain multiple offers.

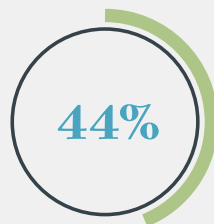
Some firms are using benefits to help offset lower or stagnant wages. This includes wellness perks and more paid time off. A deciding factor for many job seekers is whether they will be allowed to work off-site.

## Larger number of remote workers

Due to the COVID-19 pandemic, remote work has become a widespread practice within the legal profession. Both employers and employees are benefitting from these

arrangements, with reduced office expenses and improved work-life balance, for example.

Another advantage for employers is they can find candidates with in-demand skills who are not available in the organization's primary geographic location. Some companies and law firms are reevaluating pay for remote workers who live in less-expensive areas, though reducing wages can raise potentially thorny issues, such as different labor and taxation laws, and the overall fairness of the policy.



of senior managers say maintaining morale has been challenging during the pandemic.

Source: Robert Half survey of more than 2,800 senior managers in the U.S.

## Sectors Driving Hiring



Banking/finance



Education



Healthcare/pharmaceutical



Insurance



Technology/software

## Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us

## Widening use of digital tools

Law firms are adopting software tools such as Bill4Time, MyCase, ProLaw, Relativity and other applications to facilitate client intake, document review and management, timekeeping, and billing processes. As firms increasingly depend on these systems to ensure the seamless delivery of legal services, they require more stringent data security measures. Job candidates who are proficient with these applications are highly marketable.

## Improving agility through flexible staffing

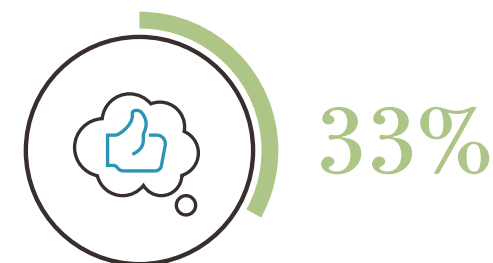
Legal managers recognize that a flexible staffing model is essential to business continuity. When budgets for full-time hires are limited, employers can examine short- and long-term needs to determine the appropriate blend of full-time, temporary and

project employees. Staffing levels can then be expanded to address peak caseloads and special projects such as document review and research. Temporary and project professionals also can support internal teams during staff absences and personnel transitions.

Not only does bringing in interim legal expertise help keep the business moving forward, it also allows employers to evaluate these specialists for future full-time roles.

## Hiring more time-consuming

With an attractive job posting now inviting a flood of resumes, many legal employers may find hiring more time-consuming. And with unemployment rates for lawyers and other legal professionals lower than the national average, hiring managers are still competing for top candidates with in-demand skills.



of workers want to pursue a more meaningful or fulfilling position.

Source: Robert Half survey of 573 U.S. workers who said they've had career reconsiderations due to the COVID-19 pandemic

## Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us

With so many legal positions remote today, law firms and corporate legal departments are conducting virtual job interviews. To streamline and expedite the hiring process, employers also are turning to specialized staffing agencies to find highly skilled personnel.

### Growing focus on specialization

With leaner operations in place, law firms need experienced associates with business development skills and expertise in high-growth specialties. The most marketable candidates have bankruptcy, labor and employment, litigation, healthcare, intellectual property, or insurance law backgrounds; these attorneys are commanding higher salaries and multiple offers in certain markets. In response to the pandemic, many companies repositioned or

launched entirely new products and services. This has heightened demand for experienced corporate counsel to offer legal advice related to business strategy, operations and regulatory compliance.

### Seeking experienced legal support

The most sought-after legal support roles require considerable experience. Contract administration, estate planning and intellectual property expertise are in high demand. Law firms are seeking paralegals with specialized litigation knowledge, such as eDiscovery, class-action lawsuits, patent prosecution and Chapter 11 bankruptcy. Companies are looking for legal support staff with backgrounds in corporate governance, compliance and contracts.



of workers want to work remotely more often after the pandemic.

Source: Robert Half survey of more than 1,000 workers in the U.S.

# Top Skills & Experience

## Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us

## Paralegals & Legal Support Staff

- Bachelor's degree
- Communication skills
- eDiscovery and trial preparation
- English/Spanish bilingualism
- Legal research
- Microsoft 365 tools and case management software

## Lawyers

- 3+ years of experience
- Business development
- Clinical trials experience
- Cybersecurity and data privacy
- Technical proficiency

# In-Demand Practice Areas

## Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us



**Bankruptcy, restructuring and insolvency** — Financially distressed companies are turning to lawyers for assistance with restructuring or other financial protections, and consumers are seeking legal counsel for bankruptcies and foreclosures.



**Contracts** — Contract specialists are helping businesses review agreements, determine obligations, renegotiate leases and reduce risk. With financial institutions transitioning from the London Interbank Offered Rate to a new baseline rate by Dec. 31, 2021, legal teams are needed to help companies revise client contracts.



**Healthcare** — Hospitals, medical providers, insurance companies and drug manufacturers are seeking legal counsel as they tackle litigation, compliance, insurance defense, payment disputes and patient privacy matters.



**Labor and employment** — Businesses need legal advice related to employee health, safety and privacy, office reentry, workplace discrimination, and wrongful terminations, among other issues.



**Litigation** — Many companies are seeking clarification and guidance from outside law firms in areas related to the COVID-19 crisis, such as employment, general liability and insurance matters. Courts that closed during the pandemic are reopening and processing backlogged cases and new filings. Legal professionals with expertise in commercial litigation, labor and employment, family law, insurance defense, and intellectual property are in demand.

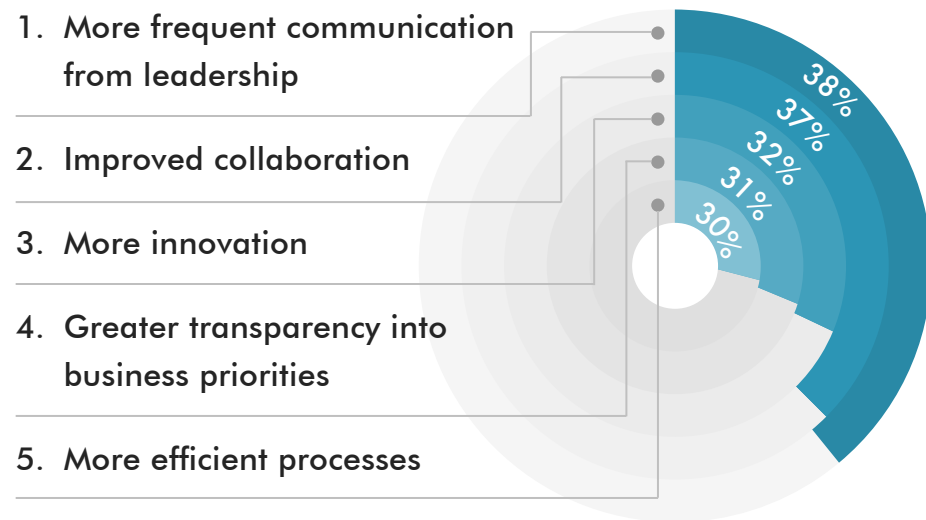


**Privacy, data security and information law** — The EU's General Data Protection Regulation and U.S. state-specific laws, such as the California Consumer Privacy Act, have led to a greater demand for specialists who can help companies navigate these complex regulations. Data security experts are needed to safeguard corporate assets and proprietary information as more employees work remotely.

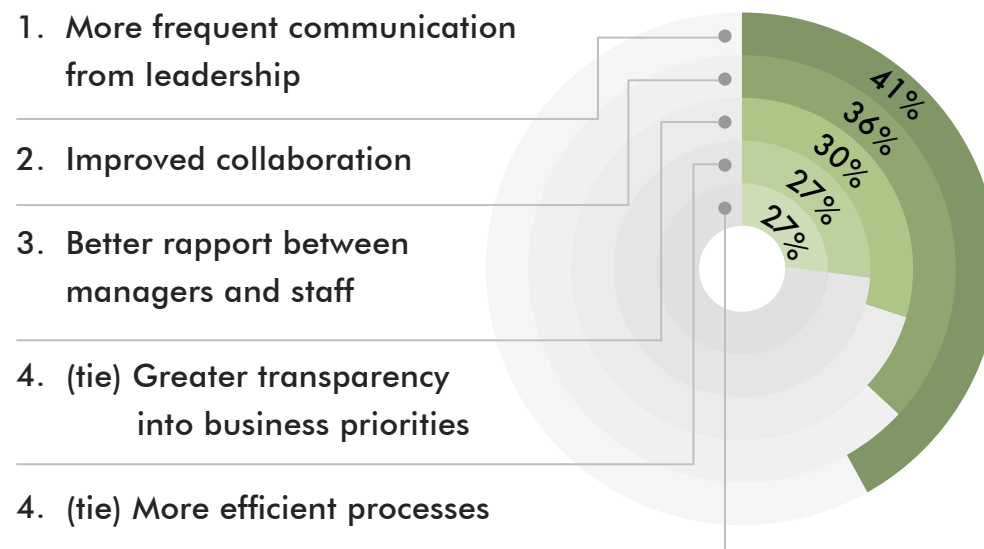


# Top 5 Changes Prompted by Working During COVID-19

## United States



## Canada



Multiple responses were permitted. Top responses are shown.  
Source: Robert Half survey of more than 2,800 senior managers in the U.S. and 600 senior managers in Canada

# Top 3 Hiring Changes Companies Made Because of COVID-19



Conducted remote interviews and onboarding



Shortened the hiring process



Advertised fully remote jobs



Multiple responses were permitted. Top responses are shown.  
Source: Robert Half survey of more than 2,400 senior managers in the U.S. and more than 500 senior managers in Canada

# Why Companies Work With Interim Professionals

## Scale the team as needed



## Evaluate for a full-time role



## Access specialized skills



## Alleviate burden on full-time staff



## Add flexibility during changing economic conditions



## Access support for special projects



Multiple responses were permitted. Top responses are shown.  
Source: Robert Half survey of more than 160 HR managers in the U.S. and more than 100 HR managers in Canada who planned to increase their use of interim professionals

Quick Links

Hiring Trends: U.S.

Using the Salary Tables

Salaries: U.S.

Adjusting Salaries: U.S.

Hiring Trends: Canada

Salaries: Canada

Adjusting Salaries: Canada

Benefits and Perks

Resources

About Us

# More than 8 in 10 managers in the U.S. and in Canada are concerned about retaining valued employees.



## Why managers say they are concerned

Employee morale has suffered.

Employees are managing heavy workloads and face burnout.

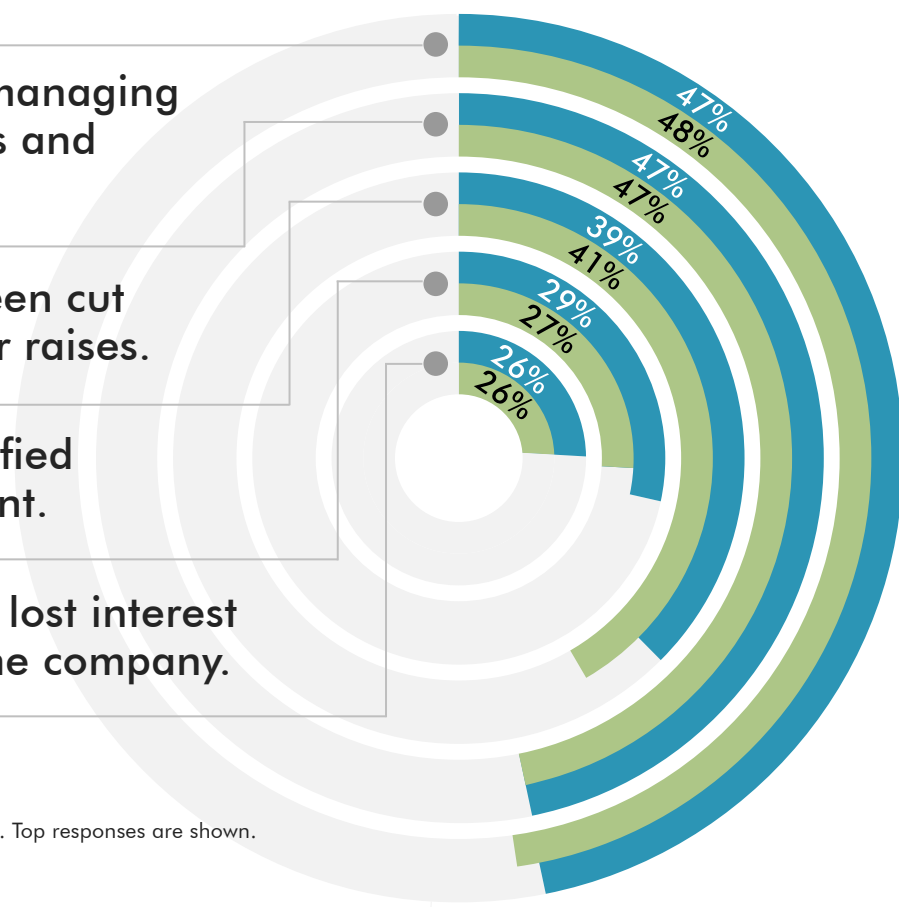
Salaries have been cut with no plans for raises.

Staff are dissatisfied with management.

Employees have lost interest in working for the company.

United States Canada

Multiple responses were permitted. Top responses are shown.



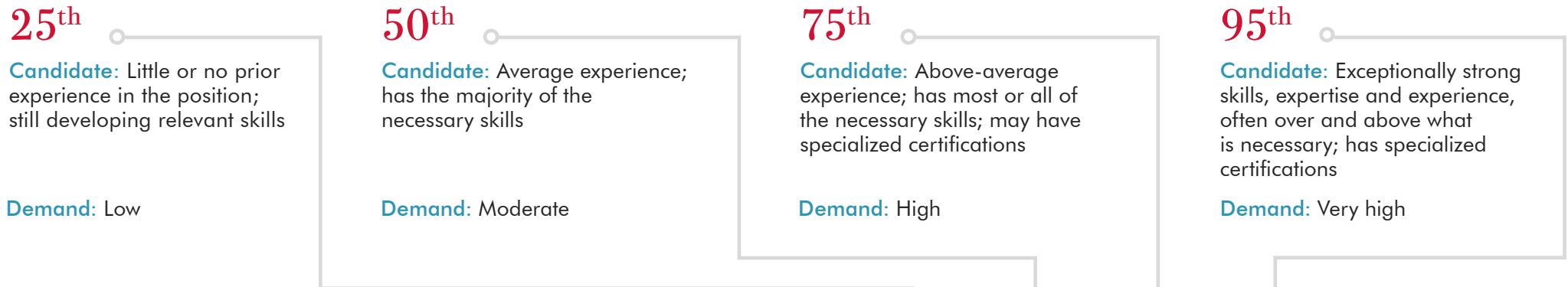
Source: Robert Half survey of more than 2,800 senior managers in the U.S. and 600 senior managers in Canada

© 2020 Robert Half International Inc.

# How to Use Our Salary Tables

Starting salaries for the positions listed in this guide do not include bonuses, benefits and other forms of compensation. We break down starting pay rates into four percentiles to help you customize salary offers for each role. The percentiles account for differences in a candidate's level of experience and skills, professional certifications, demand for the role, and the size and complexity of the company that's hiring.

The 50th percentile represents the midpoint salary. The 95th percentile is typically reserved for candidates who are extremely difficult to find. A Robert Half Legal staffing professional can help you determine where exactly a particular role should fall within the salary percentiles stated in the guide.



	TITLE	25th	50th	75th	95th
Law Firm	Lawyer (10+ years' exp.)	110,750	136,250	157,000	235,000
	Lawyer (4-9 years' exp.)	88,500	113,750	137,500	206,250

# Legal Salaries

## UNITED STATES

	TITLE	25th	50th	75th	95th
<b>Law Firm</b>	Lawyer (10+ years' exp.)	110,750	136,250	157,000	235,000
	Lawyer (4-9 years' exp.)	88,500	113,750	137,500	206,250
	Lawyer (2-3 years' exp.)	76,500	94,000	116,250	167,000
	First-Year Associate	60,750	72,500	93,000	134,000
<b>Corporate (In-House)</b>	General Counsel	140,500	175,250	221,500	321,750
	Associate General Counsel/In-House Counsel (10+ years' exp.)	120,750	146,250	179,750	268,500
	In-House Counsel (4-9 years' exp.)	81,000	115,750	142,000	202,000
	In-House Counsel (0-3 years' exp.)	68,000	95,250	117,500	179,750
<b>Law Firm Administration</b>	Legal Administrator	65,000	79,500	99,250	146,500
	Office Manager	54,500	58,000	66,250	89,250
<b>Legal Support</b>	Paralegal Manager	79,500	87,750	96,500	108,500
	Senior/Supervising Paralegal (7+ years' exp.)	62,000	70,000	87,500	105,000
	Midlevel Paralegal (4-6 years' exp.)	54,500	61,750	71,250	78,750

Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us

# Legal Salaries

## UNITED STATES

	TITLE	25th	50th	75th	95th
<b>Legal Support (continued)</b>	Paralegal (2-3 years' exp.)	41,500	46,250	56,000	67,500
	Case Clerk (0-2 years' exp.)	40,250	44,000	48,750	58,000
	Senior Paralegal/Legal Assistant (Hybrid)	64,500	71,000	77,250	92,500
	Paralegal/Legal Assistant (Hybrid)	43,000	52,000	60,750	75,250
	Senior/Executive Legal Secretary (12+ years' exp.)	61,250	69,500	75,000	85,500
	Legal Secretary (7-11 years' exp.)	51,000	62,250	70,250	74,250
	Legal Secretary (3-6 years' exp.)	47,000	53,000	61,250	69,750
	Legal Secretary (1-2 years' exp.)	36,500	41,500	47,250	57,500
	Administrative Assistant	40,250	48,500	55,750	59,750
<b>Legal Specialist</b>	Law Librarian	53,500	65,750	80,500	116,750
	Patent Agent	69,500	84,250	97,500	145,250
	Records Manager	67,000	76,500	88,250	115,750
	Records Clerk	35,250	40,750	45,000	50,250
	Docket/Calendar Clerk	41,250	47,000	60,000	68,750
	File Clerk	38,500	43,500	50,750	55,000
	Time & Billing Clerk	38,250	43,000	52,750	55,500

Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us

# Legal Salaries

## UNITED STATES

	TITLE	25th	50th	75th	95th
<b>Compliance Administration</b>	Compliance Director (10+ years' exp.)	90,750	126,250	147,500	195,750
	Compliance Manager (7-9 years' exp.)	83,250	98,500	122,000	164,250
	Compliance Analyst (4-6 years' exp.)	67,000	79,250	99,750	121,500
	Compliance Analyst (1-3 years' exp.)	60,000	74,500	80,250	91,000
<b>Contract Administration</b>	Contract Manager (7+ years' exp.)	66,000	79,250	97,500	137,250
	Contract Administrator (4-6 years' exp.)	57,500	71,750	87,250	122,750
	Contract Administrator (1-3 years' exp.)	51,500	62,000	75,750	92,500
<b>Lease Administration</b>	Lease Manager	65,250	79,750	95,000	119,250
	Lease Administrator	54,000	64,750	80,500	96,750
	Lease Assistant	43,500	52,000	56,750	65,250
	Title Closer	33,750	43,000	48,250	52,500

### Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us



# Legal Salaries

## UNITED STATES

	TITLE	25th	50th	75th	95th
<b>Litigation Support/ eDiscovery</b>	Litigation Support/eDiscovery Director (10+ years' exp.)	108,000	132,500	162,750	225,500
	Litigation Support/eDiscovery Manager (7-9 years' exp.)	95,000	115,750	131,750	153,250
	Litigation Support/eDiscovery Manager (3-6 years' exp.)	68,750	93,250	114,000	143,500
	Litigation Support/eDiscovery Specialist/Analyst (1-2 years' exp.)	53,000	65,250	81,250	94,000
	Document Coder	35,500	40,000	50,250	69,500
<b>General Administrative</b>	Legal Word Processor	39,750	51,250	63,250	69,500
	Office Clerk	33,750	35,500	41,000	46,000
	Legal Receptionist	35,250	39,500	45,750	50,500

### Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us

Quick Links

Hiring Trends: U.S.

Using the Salary Tables

Salaries: U.S.

Adjusting Salaries: U.S.

Hiring Trends: Canada

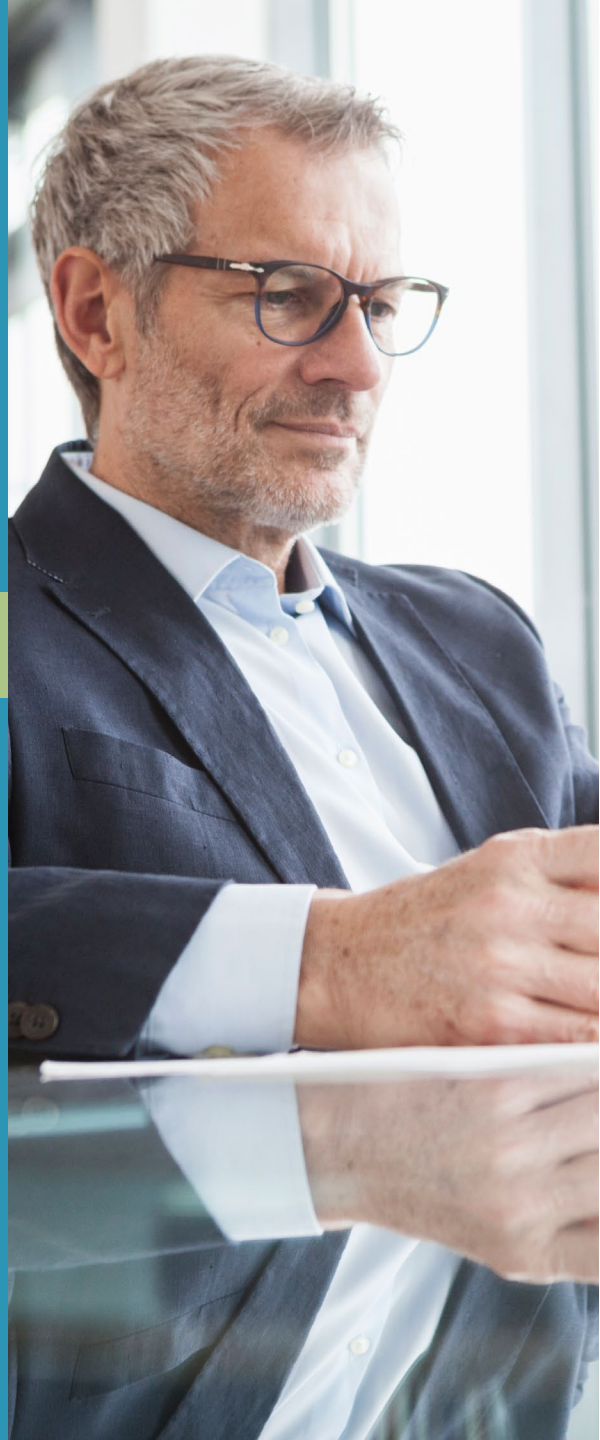
Salaries: Canada

Adjusting Salaries: Canada

Benefits and Perks

Resources

About Us



# Adjusting Salaries for U.S. Cities

Due to cost of living, the availability of talent and other factors, starting salaries vary by market. We place candidates in cities across the United States, and we use what we learn each year to set regional variances to help guide you in determining pay in your area. Simply increase or decrease the national starting salary by the percentage listed for your city.

## Alabama

- Birmingham ..... -5%
- Huntsville..... -5%
- Mobile.....-14%

## Arizona

- Phoenix ..... +17%
- Tucson..... +7%

## Arkansas

- Fayetteville ..... -5%
- Little Rock ..... -5%

## California

- Fresno ..... -8%
- Irvine..... +30%
- Los Angeles ..... +32%
- Monterey ..... +15%
- Oakland..... +34%
- Ontario ..... +20%
- Sacramento ..... +8%
- San Diego ..... +29%
- San Francisco..... +41%
- San Jose..... +40%
- San Rafael ..... +32%

- Santa Barbara..... +27%
- Santa Rosa ..... +22%
- Stockton ..... -13%

## Colorado

- Boulder ..... +19%
- Colorado Springs ... +0%
- Denver ..... +11%
- Fort Collins ..... +0%
- Greeley ..... -11%
- Loveland..... -5%
- Pueblo..... -15%

## Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us

### Connecticut

Hartford ..... +17%  
New Haven..... +12%  
Stamford..... +31%

### Delaware

Wilmington ..... +5%

### District of Columbia

Washington..... +33%

### Florida

Fort Myers ..... -8%  
Jacksonville..... -3.5%  
Melbourne..... -9%  
Miami/  
Fort Lauderdale.... +6%  
Orlando ..... +1%  
St. Petersburg ..... -1.5%  
Tampa..... +0.5%  
West Palm Beach.... +4%

### Georgia

Atlanta ..... +6%  
Macon ..... -18%  
Savannah ..... -13%

### Hawaii

Honolulu ..... +7%

### Idaho

Boise..... -11%

### Illinois

Chicago ..... +24%  
Hoffman Estates ... +12%  
Naperville..... +12%  
Rockford..... -15%

### Indiana

Fort Wayne ..... -16%  
Indianapolis ..... -3%

### Iowa

Cedar Rapids..... -5%  
Davenport ..... -4%  
Des Moines..... +2%  
Sioux City ..... -16%  
Waterloo/  
Cedar Falls..... -12%

### Kansas

Overland Park..... +1%

### Kentucky

Lexington ..... -8.5%  
Louisville..... -8%

### Louisiana

Baton Rouge ..... -1%  
New Orleans ..... -1%

### Maine

Portland..... -5%

### Maryland

Baltimore ..... +3%

### Massachusetts

Boston..... +34%  
Springfield ..... +1%

### Michigan

Ann Arbor..... +1%  
Detroit..... +0%  
Grand Rapids..... -14%  
Kalamazoo ..... -20%  
Lansing..... -15%

### Minnesota

Bloomington ..... +6.5%

Duluth ..... -20.4%  
Minneapolis..... +7%  
Rochester..... +2%  
St. Cloud ..... -14%  
St. Paul ..... +4%

### Missouri

Kansas City..... -0.5%  
St. Joseph ..... -10%  
St. Louis..... +0.5%

### Nebraska

Omaha ..... +0%

### Nevada

Las Vegas ..... +2%  
Reno ..... +1%

### New Hampshire

Manchester..... +12%  
Nashua ..... +14%

### New Jersey

Mount Laurel..... +15%  
Paramus ..... +30%  
Princeton ..... +25%  
Woodbridge..... +26.5%

## Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us

### New Mexico

Albuquerque ..... -8.5%

### New York

Albany ..... -4%

Buffalo ..... -6.5%

Long Island ..... +25%

New York ..... +40.5%

Rochester ..... -6.5%

Syracuse ..... -9.7%

### North Carolina

Charlotte ..... +3.5%

Greensboro ..... +0%

Raleigh ..... +4%

### Ohio

Akron ..... -11%

Canton ..... -18%

Cincinnati ..... -2.5%

Cleveland ..... -4%

Columbus ..... -2%

Dayton ..... -13%

Toledo ..... -14%

Youngstown ..... -24%

### Oklahoma

Oklahoma City ..... -7%

Tulsa ..... -7%

### Oregon

Portland ..... +11%

### Pennsylvania

Harrisburg ..... -5%

Lehigh Valley ..... +0%

Philadelphia ..... +15%

Pittsburgh ..... -2%

Reading ..... -5%

### Rhode Island

Providence ..... +1.5%

### South Carolina

Charleston ..... -4%

Columbia ..... -6%

Greenville ..... -4%

### South Dakota

Sioux Falls ..... -16%

### Tennessee

Chattanooga ..... -11%

Cool Springs ..... +1%

Knoxville ..... -11%

Memphis ..... -4.5%

Nashville ..... +2%

### Texas

Austin ..... +9%

Dallas ..... +11%

El Paso ..... -28%

Fort Worth ..... +10%

Houston ..... +9.5%

Midland/Odessa ..... +8%

San Antonio ..... +1%

### Utah

Salt Lake City ..... +9%

### Virginia

Norfolk/

Hampton Roads... -1.5%

Richmond ..... -1%

Tysons Corner ..... +32%

### Washington

Seattle ..... +27%

Spokane ..... -18%

### Wisconsin

Appleton ..... -15%

Green Bay ..... -13.5%

Madison ..... +1%

Milwaukee ..... +2%

Waukesha ..... +1%

## Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us

# Instantly Calculate Local Salaries

Tailor the listed salaries in this guide to your particular area. Get a custom pay range for more than 550 cities in just a few clicks.

[See Local Salaries](#)

## Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

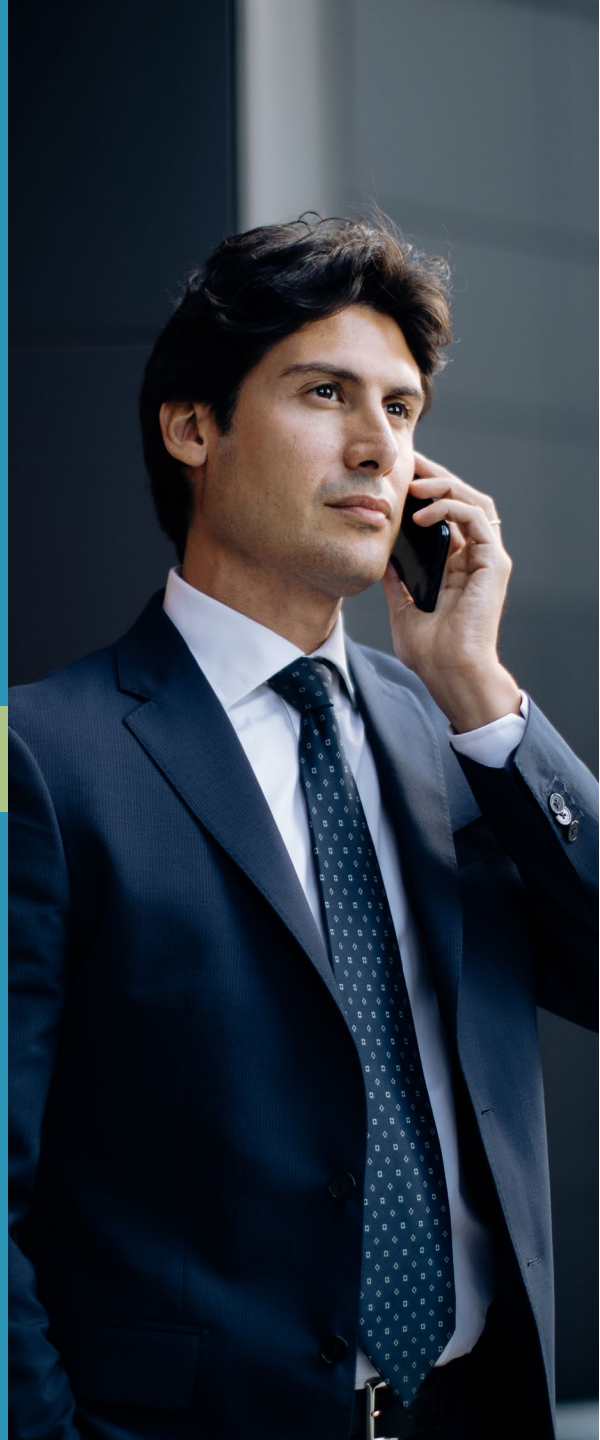
Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us



# Hiring Trends in Canada

Law firms and legal departments are taking a cautious approach to expanding teams in 2021. But even in a conservative environment, employers need skilled legal professionals to support high-demand specialties.

## Specialization driving hiring

Some of the bright spots for employment include commercial real estate and litigation. Lawyers with at least three years of experience are sought by law firms and corporate legal departments. Tech-savvy bilingual law clerks with backgrounds in family, labor and employment, or real estate law have a competitive edge.

Many larger corporate legal departments are bringing due diligence, contract review and other transactions in-house to control costs, while retaining law firms for highly specialized matters. As a result, small to midsize law firms and legal departments are doing much of the hiring.

## Managing a remote legal workforce

Given the success of remote work arrangements amid the COVID-19 pandemic, many law firms and corporate legal departments are managing a mix of off- and on-site teams. They also are upgrading legal software to improve collaboration, case management and client relations, as well as bolstering data protection measures.

Employers are leveraging a flexible staffing model of full-time and interim legal professionals to adjust staffing levels more easily and respond nimbly to changing business conditions, caseloads and client demands. To save time and hiring costs, many managers are working with a specialized staffing firm to bring in the talent they need.

# Legal Salaries

CANADA

	TITLE	25th	50th	75th	95th
<b>Law Firm</b>	Lawyer (10+ years' exp.)	106,500	130,750	161,000	234,500
	Lawyer (4-9 years' exp.)	85,250	102,250	125,750	189,750
	Lawyer (2-3 years' exp.)	74,500	90,250	110,250	161,000
	First-Year Associate	55,750	67,250	81,000	121,500
<b>Corporate (In-House)</b>	General Counsel	141,000	175,500	219,000	309,750
	Associate General Counsel/In-House Counsel (10+ years' exp.)	117,000	141,500	171,250	259,500
	In-House Counsel (4-9 years' exp.)	97,250	119,500	148,000	216,750
	In-House Counsel (0-3 years' exp.)	83,750	101,250	125,250	185,000
<b>Law Firm Administration</b>	Legal Administrator/Office Manager	63,000	76,250	92,750	119,000
<b>Legal Support</b>	Law Clerk Manager	61,250	74,750	91,000	116,500
	Senior/Supervising Law Clerk (7+ years' exp.)	60,750	72,500	85,250	115,000
	Midlevel Law Clerk (4-6 years' exp.)	56,250	63,500	74,250	87,500

All salaries listed on Pages 22-24 are in Canadian dollars.

© 2020 Robert Half International Inc.

Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us

# Legal Salaries

CANADA

	TITLE	25th	50th	75th	95th
<b>Legal Support (continued)</b>	Law Clerk (2-3 years' exp.)	46,250	51,000	56,750	73,250
	Law Clerk (0-1 years' exp.)	36,000	43,250	52,500	59,750
	Senior Law Clerk/Legal Assistant (Hybrid)	59,500	69,250	74,000	94,000
	Law Clerk/Legal Assistant (Hybrid)	41,000	50,000	59,000	80,500
	Senior/Executive Legal Assistant (12+ years' exp.)	47,250	57,250	69,750	87,000
	Legal Assistant (7-11 years' exp.)	40,750	48,000	57,250	75,250
	Legal Assistant (3-6 years' exp.)	37,500	43,250	50,500	65,750
	Legal Assistant (1-2 years' exp.)	34,000	38,750	45,000	59,000
	Administrative Assistant	36,250	42,750	48,500	58,000
	<b>Legal Specialist/ Administrative</b>	Patent Agent	71,250	77,500	104,250
File/Records Clerk		26,750	31,500	34,000	48,000
Time & Billing Clerk		32,250	38,750	46,000	58,750
Legal Word Processor		31,750	47,500	53,750	62,000
Office Clerk		31,250	36,500	41,750	46,500
Legal Receptionist		32,500	35,000	39,500	50,750

## Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us



# Legal Salaries

CANADA

	TITLE	25th	50th	75th	95th
<b>Compliance Administration</b>	Compliance Director (10+ years' exp.)	103,750	114,750	143,250	211,250
	Compliance Manager (7-9 years' exp.)	75,750	83,000	94,250	145,000
	Compliance Analyst (4-6 years' exp.)	64,000	70,500	83,000	126,000
	Compliance Analyst (1-3 years' exp.)	51,750	61,500	75,250	90,000
<b>Contract Administration</b>	Contract Manager (7+ years' exp.)	73,750	89,000	102,750	146,000
	Contract Administrator (4-6 years' exp.)	59,000	71,000	87,250	124,250
	Contract Administrator (1-3 years' exp.)	52,250	62,500	78,000	95,250
<b>Lease Administration</b>	Lease Manager	54,500	63,250	75,000	113,250
	Lease Administrator	50,000	59,500	72,750	97,500
	Lease Assistant	39,750	46,250	56,500	70,750
	Title Closer	37,000	44,000	52,000	57,500
<b>Litigation Support/eDiscovery</b>	Litigation Support/eDiscovery Director (10+ years' exp.)	110,000	131,500	158,000	220,250
	Litigation Support/eDiscovery Manager (7-9 years' exp.)	90,250	109,250	135,250	162,750
	Litigation Support/eDiscovery Manager (3-6 years' exp.)	74,500	89,500	109,000	140,750
	Litigation Support/eDiscovery Specialist/Analyst (1-2 years' exp.)	54,000	65,000	80,000	99,500
	Document Coder	34,000	38,250	47,000	69,750

## Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us

Quick Links

Hiring Trends: U.S.

Using the Salary Tables

Salaries: U.S.

Adjusting Salaries: U.S.

Hiring Trends: Canada

Salaries: Canada

Adjusting Salaries: Canada

Benefits and Perks

Resources

About Us



# Adjusting Salaries for Canadian Cities

Due to cost of living, the availability of talent and other factors, starting salaries vary by market. We place candidates in cities across Canada, and we use what we learn each year to set regional variances to help guide you in determining pay in your area. Simply increase or decrease the national starting salary by the percentage listed for your city.

## Alberta

Calgary ..... +3.2%  
Edmonton ..... +1.5%

## British Columbia

Fraser Valley ..... +0.5%  
Vancouver ..... +3%  
Victoria ..... -1%

## Manitoba

Winnipeg ..... -2.5%

## Ontario

Kitchener/  
Waterloo ..... +0%  
Ottawa ..... +0.5%  
Toronto ..... +3%

## Quebec

Montreal ..... +2%  
Quebec City ..... -4%

## Saskatchewan

Regina ..... -4%  
Saskatoon ..... -3%

## Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us

# The Demand for Skilled Talent

Gain insights to help you attract and keep the best talent, plus learn about labor market data and in-demand positions.

[Get Full Report](#)



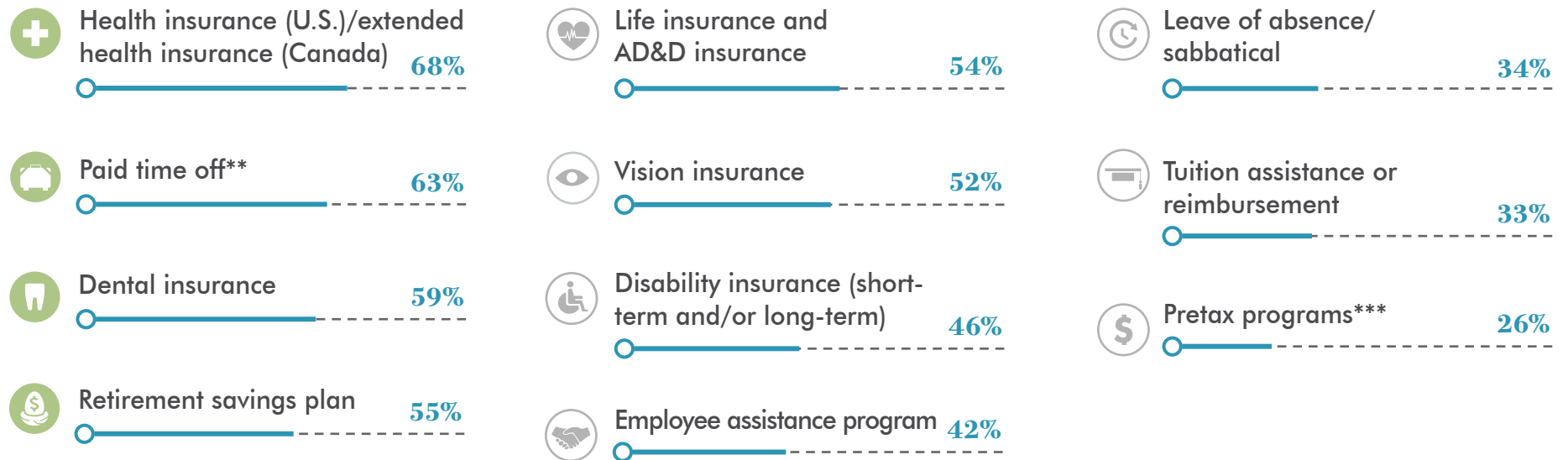
# Trends in Benefits and Perks

Benefits and perks can play as significant a role as salary in your ability to attract and retain top talent. See what other firms offer, and what workers want, so you can keep pace.

## Health insurance tops workers' benefits wish list\*

● Most wanted benefits

■ Percentage of companies offering



Footnotes and survey details are on Page 29.

## Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us

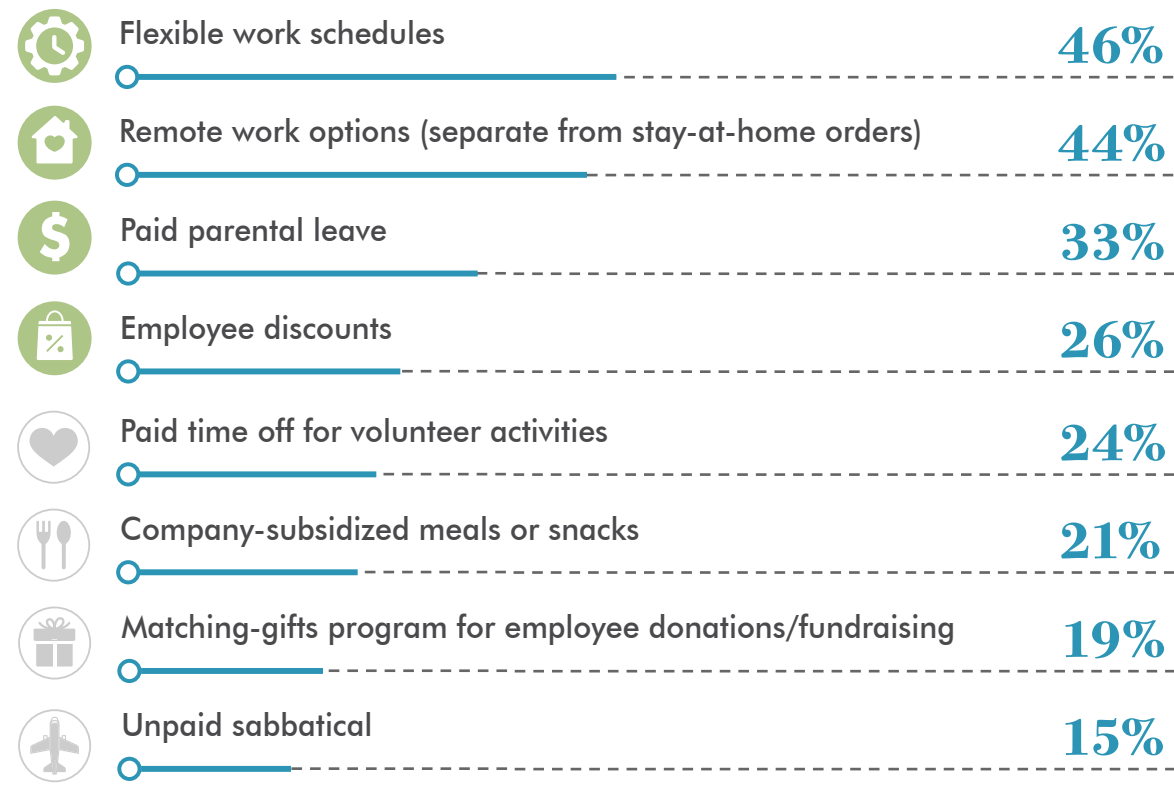
## Employees want to work from home more



Average number of days per week employees prefer to work from home after stay-at-home advisories are lifted

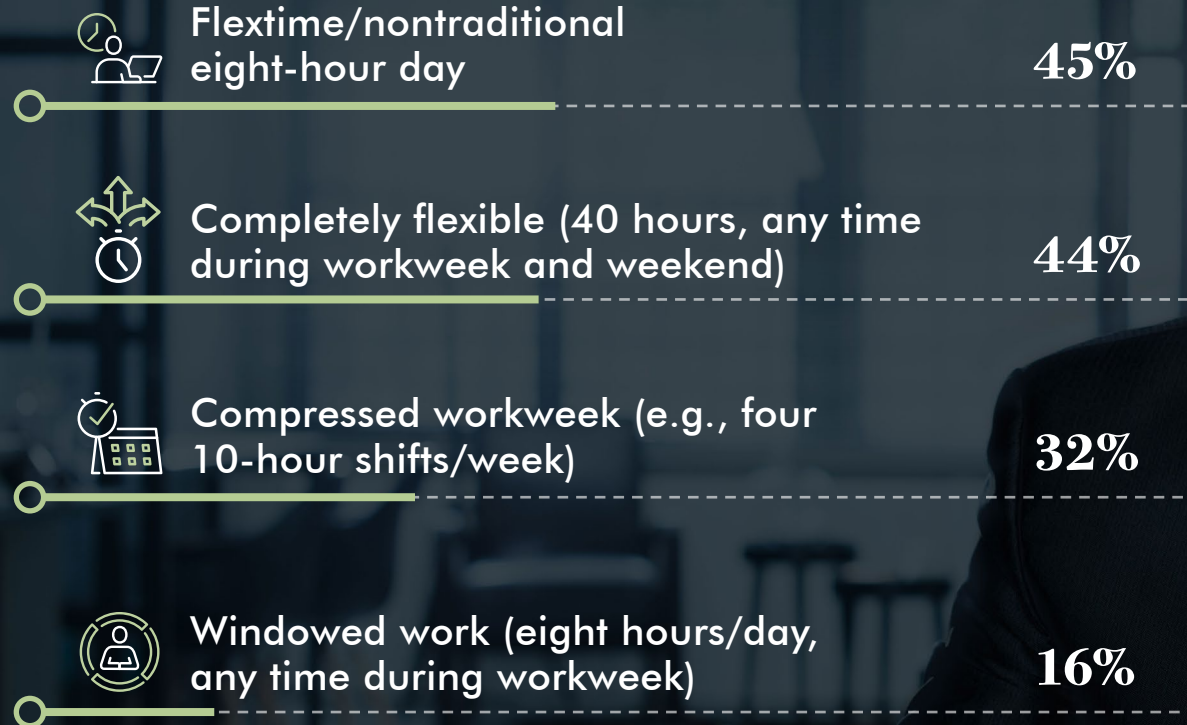
## Flexible schedules most valued perk\*

● Most wanted perks  
■ Percentage of companies offering



Footnotes and survey details are on Page 29.

# Employees' preferred flexible work options\*



\* Multiple responses were permitted. Top responses are shown.

\*\* Paid time off includes vacation, sick days and paid holidays.

\*\*\* Examples of pretax programs include commuter benefits, flexible spending accounts and health savings accounts.

Source: Robert Half survey of 500 HR managers and more than 1,500 workers in the U.S. and Canada

## Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us

# Resources

## Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

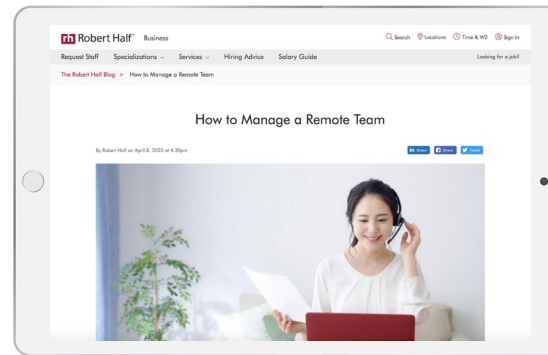
About Us



## 10 Lessons for Managing Your Staff in the COVID-19 Era

Explore 10 of the most important things we've learned about business, the workforce and adapting to change during the pandemic.

[Get the Report](#) →



## Robert Half Legal Blog

Visit our blog for hiring and management tips and for advice that legal professionals can use to find a job or advance professionally.

[Read the Blog](#) →



## A Guide to Business Continuity Management

Protiviti, a Robert Half subsidiary, answers the 15 most frequently asked questions about keeping your business running through unexpected events.

[Get the Report](#) →

## Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us



# About Robert Half Legal

Robert Half Legal is an invaluable resource as law firms and legal departments strive to be more agile during periods of uncertainty. We offer tailored staffing services for firms of any size, but especially smaller organizations that lack the internal resources for recruitment.

It's our business to match legal specialists with companies needing their expertise — wherever each may be located — on a project, temporary or full-time basis. Interim staff are ideal for leave coverage, eDiscovery support and peak seasons, as well as projects for which your organization might not have the niche experience, such as patents or contracts.



Contact your [local office](#)  
or call **1.877.862.2689** for  
assistance.

In addition, Robert Half Legal offers:

- **Salaried Professional Service** — highly skilled legal specialists for recurring or cyclical projects, where staffing continuity is critical.
- **Legal Consulting Solutions** — top-notch consulting and project management with custom-built teams, data hosting capabilities, clean rooms and the latest technology for eDiscovery and document review. We offer additional technical expertise and consulting proficiency through Protiviti, a subsidiary of Robert Half.

With our ability to place on-site or remote candidates, we can draw from a vast, global pool of talent. Our staffing managers blend their industry experience and personalized service with our AI-based matching technology to find the legal professionals with skills to meet your needs.



## Quick Links

Hiring Trends:  
U.S.

Using the  
Salary Tables

Salaries: U.S.

Adjusting  
Salaries: U.S.

Hiring Trends:  
Canada

Salaries: Canada

Adjusting  
Salaries: Canada

Benefits and Perks

Resources

About Us

# Delivering value to you



Single provider for complex projects — strategic plan, project oversight, skilled staff



Consulting solutions from Protiviti



Flexible, cost-effective staffing services that can scale quickly to meet business demands



Your satisfaction guaranteed\*



Remote staffing options — millions of candidates and a seamless setup so they can work securely from anywhere

[Hire Talent Today](#)

\* Contact your local office for more details.

# Locations

## United States

### Arizona

Phoenix

### California

Irvine

Los Angeles

Oakland

Palo Alto

San Diego

San Francisco

San Jose

Westwood

### Colorado

Denver

### District of Columbia

Washington

### Florida

Miami/

Coral Gables

### Georgia

Atlanta

### Illinois

Chicago

### Maryland

Baltimore

### Massachusetts

Boston

### Michigan

Detroit/Southfield

### Minnesota

Minneapolis

### Missouri

St. Louis

### New York

New York

### Ohio

Columbus

### Pennsylvania

Philadelphia

### Texas

Dallas

Houston

### Washington

Seattle

## International

### Belgium

Brussels

### Brazil

São Paulo

### Canada

Toronto

### France

Paris La Défense

### United Arab Emirates

Abu Dhabi

Dubai

### United Kingdom

London



# Achieve more with Robert Half Legal.

1.877.862.2689 | [roberthalflegal.com](https://roberthalflegal.com)



All trademarks contained herein are the property of their respective owners. © 2020 Robert Half International Inc. All Rights Reserved. An Equal Opportunity Employer M/F/Disability/Veterans. RHL-0920  
The Salary Guide is solely for noncommercial use, and the copyright is the exclusive property of Robert Half International Inc. This guide shall not be reproduced or disseminated in any part without Robert Half's written permission. Protiviti is not licensed or registered as a public accounting firm and does not issue opinions on financial statements or offer attestation services. Robert Half is not a law firm and does not provide legal representation. Robert Half project attorneys do not constitute a law firm among themselves.

**rh** Robert Half<sup>®</sup>  
Legal