

STATE BAR OF TEXAS

DEPARTMENT OF RESEARCH & ANALYSIS



2013 HOURLY FACT SHEET

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Introduction

This hourly rate report is published periodically about the economics of law practice in Texas. To make such information available to attorneys, the State Bar's Department of Research and Analysis conducted the Texas Attorney Survey – Status 2013 on March 31, 2014. A goal of the survey was to obtain information on hourly rates charged in 2013 by Texas attorneys.

This report presents the data collected on the hourly rates of 4,951, licensed and practicing, full-time private practitioners who provided hourly rate information for the calendar year 2013. The report provides detailed breakdowns of hourly rates by sex, race/ethnicity, age, law firm size, years of experience, area of practice, and region of the state. A comparison to 2011 hourly rates is also provided for select demographics.

The questionnaire was emailed on March 31, 2014 to all active State Bar of Texas attorneys who have not opted out of taking surveys (N = 87,775). The survey's response rate was 12 percent, with a total of 10,347 attorneys responding to at least a portion of the survey. A more detailed description of the methodology and a copy of the questionnaire are included at the end of this report (Appendix A).

This report on hourly rates displays the median hourly rates by category. The median hourly rate is the preferred measure of average hourly rates, rather than the mean, because it more accurately represents the typical rates. Rates are only reported on categories with 6 or more responses.

Summary Findings

Provided below are summary findings from the 2013 survey. Articles will be published in the *Texas Bar Journal* to provide detailed information on notable findings.

All hourly rate information provided in this report is for full-time private practitioners only.

Hourly Rates by Demographic Category

- The median hourly rate reported for all full-time private practitioners increased by 1.7 percent (\$238 to \$242) from 2011 to 2013.
- The median hourly rate reported for women attorneys increased by 2.7 percent (\$222 to \$228) from 2011 to 2013. This compares to a 0.8 percent (\$245 to \$247) increase for men attorneys.
- The median hourly rate reported for racial/ethnic minority attorneys increased by 3.3 percent (\$211 to \$218) from 2011 to 2013. This compares to 1.2 percent (\$242 to \$245) for white attorneys.
- There is a direct relationship between median hourly rates and years of experience, age, and firm size. Information on median hourly rates reported in 2013 for these categories include:
 - Years of experience: Rates increase as attorneys obtain more experience. In 2013, rates increased from \$185 for attorneys who had 2 or less years of experience to \$281 for attorneys who had over 25 years of experience.
 - Age: Rates increase as attorney's age. In 2013, rates increased from \$192 for attorneys who were 26 to 30 years of age to \$279 for attorneys who were more than 65 years of age.
 - Firm size: Rates increase by increasing firm size. In 2013, rates increased from \$230 for attorneys who worked as solo practitioners to \$452 for attorneys who were in firms with 400 or more attorneys.
- Detailed information on hourly rates reported by practice can be found on pages 9-10.

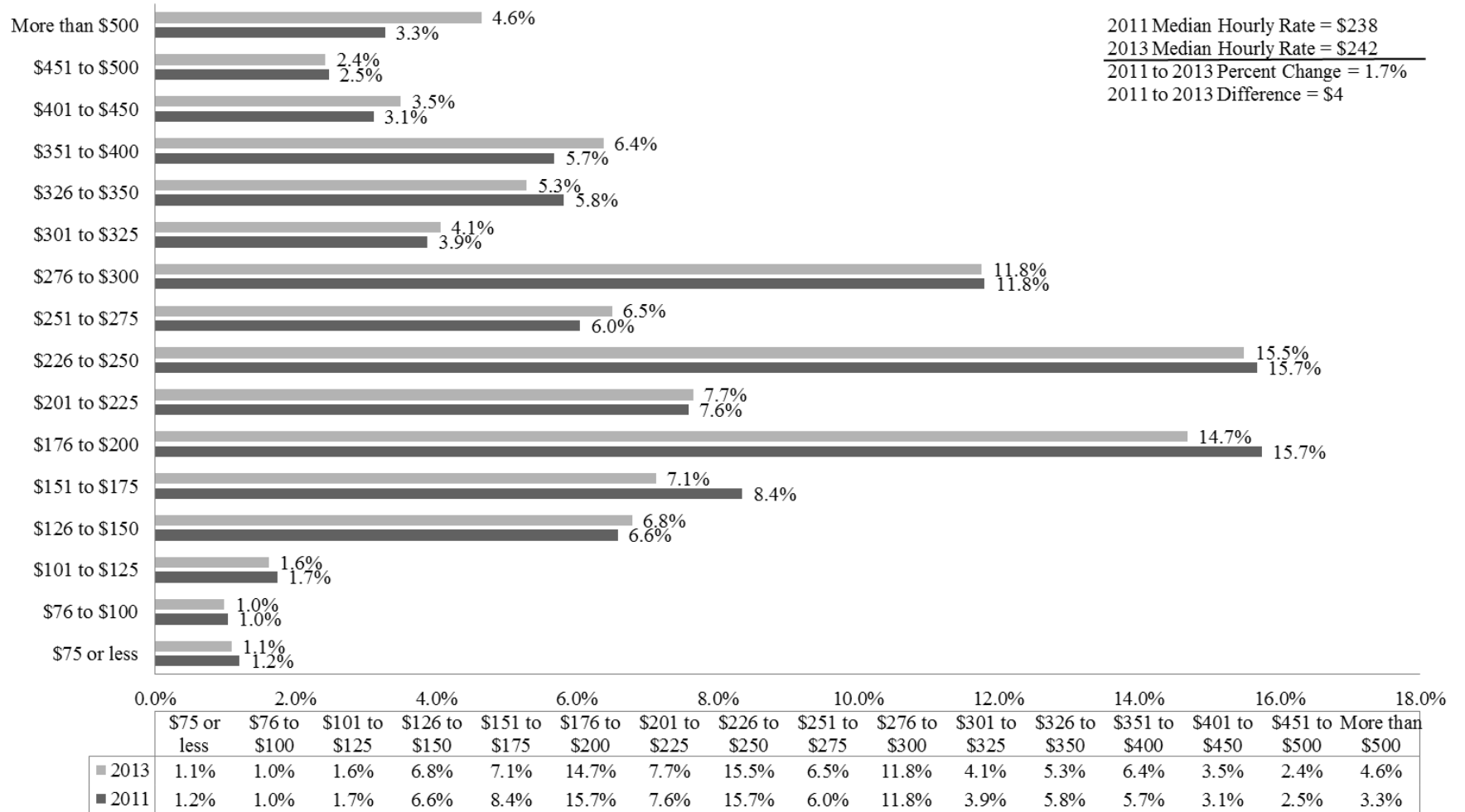
Hourly Rates by Geographic Region

- Overall median hourly rate findings by geographic region include:
 - All metropolitan regions: Rates for attorneys in metropolitan regions increased by 1.3 percent (\$240 to \$243) from 2011 to 2013.
 - Non-metropolitan areas:: Rates for attorneys in non-metropolitan areas increased by 4.6 percent (\$190 to \$199) from 2011 to 2013.
 - Out of state/country: Rates for attorneys out of state/country increased by 15.5 percent (\$233 to \$269) from 2011 to 2013.
- Detailed information on hourly rates by geographic region can be found on pages 8-12.

Table of Contents

Hourly Rates by Demographic Category	1-7
All Full-Time Private Practitioners.....	1-2
Sex	2
Race/Ethnicity.....	2
Years of Experience.....	3
Age	4
Firm Size.....	5
Practice Area.....	6-7
Hourly Rates by Geographic Region	8-12
All Full-Time Private Practitioners by Region	8
Practice Area.....	9-10
Years of Experience.....	11
Firm Size.....	12
Appendix	13-18
Method.....	13
Geographic Regions.....	14-15
Survey Instrument.....	16-18

Hourly Rates by Demographic Category
Overall Median Hourly Rates – All Full-Time Private Practitioners



*Note: If an attorney’s hourly rate varied by area of practice, a simple average was calculated.

Hourly Rates by Demographic Category Continued
2013 Median Hourly Rate by Sex and Race/Ethnicity

	Median Hourly Rates		Change from 2011 to 2013	
	2011	2013	Difference	Percent Change
All Full-Time Private Practitioners				
Full-Time attorneys	\$238 (N = 2,992)	\$242 (N = 4,951)	\$4	1.7%
Sex				
Male	\$245 (N = 1,923)	\$247 (N = 3,271)	\$2	0.8%
Female	\$222 (N = 927)	\$228 (N = 1,458)	\$6	2.7%
Race/Ethnicity				
White	\$242 (N = 2,392)	\$245 (N = 3,958)	\$3	1.2%
All Racial/Ethnic Minorities	\$211 (N = 447)	\$218 (N = 732)	\$7	3.3%
Black/African-American	\$222 (N = 78)	\$220 (N = 132)	-\$2	-0.9%
Hispanic/Latino	\$198 (N = 244)	\$203 (N = 361)	\$5	2.5%
Asian/Pacific Islander	\$228 (N = 64)	\$230 (N = 107)	\$2	0.9%
American Indian or Alaskan Native	\$225 (N = 8)	\$200 (N = 14)	-\$25	-11.1%
Two or More Races	Not Collected in 2011	\$233 (N = 65)	Not Available	Not Available
Other Race	\$213 (N = 53)	\$238 (N = 53)	\$25	11.7%

Hourly Rates by Demographic Category Continued
2013 Median Hourly Rate by Years of Experience

	Median Hourly Rates		Change from 2011 to 2013	
	2011	2013	Difference	Percent Change
Years of Experience				
2 or less years	\$195 (N = 295)	\$185 (N = 590)	-\$10	-5.1%
3 to 6 years	\$205 (N = 406)	\$218 (N = 790)	\$13	6.3%
7 to 10 years	\$221 (N = 266)	\$239 (N = 533)	\$18	8.1%
11 to 15 years	\$239 (N = 314)	\$245 (N = 498)	\$6	2.5%
16 to 20 years	\$246 (N = 409)	\$261 (N = 437)	\$15	6.1%
21 to 25 years	\$268 (N = 335)	\$264 (N = 504)	-\$4	-1.5%
Over 25 years	\$258 (N = 948)	\$281 (N = 1,399)	\$23	8.9%

Note: Years of experience based on year first licensed in any jurisdiction.

Hourly Rates by Demographic Category Continued
2013 Hourly Rate by Age

Age	Median Hourly Rates		Change from 2011 to 2013	
	2011	2013	Difference	Percent Change
21 to 25 years	\$167 (N = 24)	\$150 (N = 26)	-\$17	-10.2%
26 to 30 years	\$190 (N = 257)	\$192 (N = 624)	\$2	1.1%
31 to 35 years	\$216 (N = 337)	\$227 (N = 686)	\$11	5.1%
36 to 40 years	\$230 (N = 336)	\$237 (N = 512)	\$7	3.0%
41 to 45 years	\$240 (N = 304)	\$240 (N = 499)	\$0	0.0%
46 to 50 years	\$241 (N = 300)	\$262 (N = 500)	\$21	8.7%
51 to 55 years	\$253 (N = 372)	\$268 (N = 530)	\$15	5.9%
56 to 60 years	\$265 (N = 390)	\$269 (N = 546)	\$4	1.5%
61 to 65 years	\$248 (N = 283)	\$270 (N = 397)	\$22	8.9%
More than 65 years	\$272 (N = 225)	\$279 (N = 401)	\$7	2.6%

Hourly Rates by Demographic Category Continued
2013 Median Hourly Rates by Firm Size

Firm Size	Median Hourly Rates		Change from 2011 to 2013	
	2011	2013	Difference	Percent Change
Solo Practitioners	\$222 (N = 928)	\$230 (N = 1,539)	\$8	3.6%
2 to 5 attorneys	\$230 (N = 736)	\$237 (N = 1,336)	\$7	3.0%
6 to 10 attorneys	\$234 (N = 255)	\$236 (N = 488)	\$2	0.9%
11 to 24 attorneys	\$227 (N = 262)	\$231 (N = 468)	\$4	1.8%
25 to 40 attorneys	\$241 (N = 154)	\$236 (N = 271)	-\$5	-2.1%
41 to 60 attorneys	\$255 (N = 67)	\$248 (N = 114)	-\$7	-2.7%
61 to 100 attorneys	\$265 (N = 82)	\$266 (N = 129)	\$1	0.4%
101 to 200 attorneys	\$286 (N = 66)	\$304 (N = 117)	\$18	6.3%
201 to 400	\$392 (N = 101)	\$378 (N = 117)	-\$14	-3.6%
Over 400 attorneys	\$418 (N = 187)	\$452 (N = 347)	\$34	8.1%

Hourly Rates by Demographic Category Continued
2013 Hourly Rates by Practice Area

Practice Area	Median Hourly Rates		Change from 2011 to 2013	
	2011	2013	Difference	Percent Change
Administrative and Public	\$235 (N = 85)	\$243 (N = 132)	\$8	3.4%
ADR	\$286 (N = 72)	\$278 (N = 65)	-\$8	-2.8%
Antitrust	\$426 (N = 9)	\$463 (N = 19)	\$37	8.7%
Appellate	\$269 (N = 174)	\$258 (N = 190)	-\$11	-4.1%
Aviation	\$238 (N = 10)	\$230 (N = 11)	-\$8	-3.4%
Bankruptcy	\$262 (N = 164)	\$259 (N = 218)	-\$3	-1.1%
Business	\$247 (N = 581)	\$248 (N = 841)	\$1	0.4%
Construction	\$228 (N = 137)	\$235 (N = 197)	\$7	3.1%
Consumer	\$228 (N = 79)	\$233 (N = 128)	\$5	2.2%
Creditor-Debtor	\$216 (N = 151)	\$211 (N = 200)	-\$5	-2.3%
Criminal	\$196 (N = 438)	\$190 (N = 519)	-\$6	-3.1%
Elder Law	\$217 (N = 48)	\$228 (N = 97)	\$11	5.1%
Entertainment	\$200 (N = 16)	\$307 (N = 15)	\$107	53.5%
Environmental	\$284 (N = 43)	\$321 (N = 59)	\$37	13.0%
Ethics-Legal Malpractice	\$275 (N = 26)	\$279 (N = 29)	\$4	1.5%
Family	\$206 (N = 658)	\$227 (N = 1,071)	\$21	10.2%
Government/Administrative	\$217 (N = 86)	\$196 (N = 143)	-\$21	-9.7%
Health Care	\$239 (N = 96)	\$247 (N = 116)	\$8	3.3%
Immigration	\$231 (N = 63)	\$196 (N = 87)	-\$35	-15.2%

Note: Attorneys could report working in more than one practice area. For example, if an attorney reported working in both family law and criminal law they were counted in both.

2013 HOURLY RATE FACT SHEET

Hourly Rates by Demographic Category Continued
2013 Median Hourly Rates by Practice Area (Continued)

Practice Area	Median Hourly Rates		Change from 2011 to 2013	
	2011	2013	Difference	Percent Change
Insurance	\$202 (N = 199)	\$183 (N = 269)	-\$19	-9.4%
Intellectual Property	\$294 (N = 173)	\$331 (N = 267)	\$37	12.6%
International	\$340 (N = 26)	\$350 (N = 36)	\$10	2.9%
Juvenile	\$187 (N = 55)	\$147 (N = 47)	-\$40	-21.4%
Labor-Employment	\$243 (N = 236)	\$256 (N = 335)	\$13	5.3%
Law Office Management	\$169 (N = 17)	\$241 (N = 15)	\$72	42.6%
Litigation: Commercial	\$255 (N = 883)	\$265 (N = 1,299)	\$10	3.9%
Litigation: Personal Injury	\$205 (N = 59)	\$189 (N = 599)	-\$16	-7.8%
Military	~ (N = 4)	~ (N = 3)	~	~
Oil & Gas	\$243 (N = 226)	\$240 (N = 350)	-\$3	-1.2%
Other	\$238 (N = 192)	\$237 (N = 265)	-\$1	-0.4%
Public Utility Law	\$244 (N = 20)	\$259 (N = 44)	\$15	6.1%
Real Estate	\$236 (N = 475)	\$237 (N = 731)	\$1	0.4%
School Law	\$213 (N = 44)	\$208 (N = 56)	-\$5	-2.3%
Securities Law	\$354 (N = 65)	\$338 (N = 83)	-\$16	-4.5%
Social Security Law	\$188 (N = 14)	\$194 (N = 12)	\$6	3.2%
Taxation	\$297 (N = 102)	\$292 (N = 151)	-\$5	-1.7%
Technology	\$298 (N = 23)	\$290 (N = 30)	-\$8	-2.7%
Wills-Trusts-Probate	\$216 (N = 598)	\$232 (N = 867)	\$16	7.4%

Note: Attorneys could report working in more than one practice area.

Hourly Rates by Geographic Region
2013 Overall Median Hourly Rates by Region

Region	Median Hourly Rates		Change from 2011 to 2013	
	2011	2013	Difference	Percent Change
All Metropolitan Regions	\$240 (N = 2,575)	\$243 (N = 4,234)	\$3	1.3%
Houston-The Woodlands-Sugarland MSA	\$249 (N = 797)	\$249 (N = 1,257)	\$0	0.0%
Dallas-Fort Worth-Arlington MSA	\$245 (N = 808)	\$249 (N = 1,368)	\$4	1.6%
Austin-Round Rock MSA	\$252 (N = 350)	\$259 (N = 574)	\$7	2.8%
San Antonio-New Braunfels MSA	\$229 (N = 233)	\$225 (N = 358)	-\$4	-1.7%
El Paso MSA	\$197 (N = 38)	\$203 (N = 61)	\$6	3.0%
Corpus Christi MSA	\$219 (N = 42)	\$229 (N = 59)	\$10	4.6%
Beaumont-Port Arthur MSA	\$213 (N = 31)	\$218 (N = 46)	\$5	2.3%
Central Texas MSAs	\$182 (N = 32)	\$199 (N = 55)	\$17	9.3%
East & NE Texas MSAs	\$224 (N = 91)	\$225 (N = 162)	\$1	0.4%
South Texas MSAs	\$196 (N = 52)	\$198 (N = 97)	\$2	1.0%
West Texas MSAs	\$203 (N = 101)	\$224 (N = 197)	\$21	10.3%
Non-Metro Areas	\$190 (N = 100)	\$199 (N = 191)	\$9	4.7%
Out of State/Country	\$233 (N = 59)	\$269 (N = 251)	\$36	15.5%

Hourly Rates by Geographic Region Continued

2013 Median Hourly Rates by Practice Area and Region

2013 Hourly Rate Fact Sheet													
Median Hourly Rates by Practice Area and Region													
Practice Area by Region	Houston-The Woodlands-Sugarland MSA	Dallas-Fort Worth-Arlington MSA	Austin-Round Rock MSA	San Antonio-New Braunfels MSA	El Paso MSA	Corpus Christi MSA	Beaumont-Port Arthur MSA	Central Texas MSAs	East & NE Texas MSAs	South Texas MSAs	West Texas MSAs	Non-Metro Areas	Out of State/Country
Administrative and Public	\$200	\$169	\$264	~	~	~	~	~	~	~	~	~	~
	(N = 18)	(N = 16)	(N = 70)	(N = 5)	(N = 1)	(N = 1)	(N = 0)	(N = 1)	(N = 3)	(N = 4)	(N = 1)	(N = 0)	(N = 3)
ADR	\$248	\$263	~	~	~	~	~	~	~	~	~	~	~
	(N = 17)	(N = 23)	(N = 2)	(N = 5)	(N = 1)	(N = 0)	(N = 0)	(N = 2)	(N = 4)	(N = 1)	(N = 2)	(N = 1)	(N = 2)
Antitrust	\$476	\$388	~	~	~	~	~	~	~	~	~	~	~
	(N = 6)	(N = 7)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 1)	(N = 0)	(N = 3)
Appellate	\$295	\$271	\$297	\$238	~	~	~	~	~	~	\$180	~	~
	(N = 51)	(N = 55)	(N = 23)	(N = 12)	(N = 4)	(N = 3)	(N = 3)	(N = 2)	(N = 8)	(N = 3)	(N = 7)	(N = 3)	(N = 5)
Aviation	~	\$200	~	~	~	~	~	~	~	~	~	~	~
	(N = 2)	(N = 8)	(N = 0)	(N = 1)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)
Bankruptcy	\$277	\$263	\$213	\$292	~	~	~	~	\$188	~	\$244	~	\$232
	(N = 59)	(N = 74)	(N = 14)	(N = 10)	(N = 2)	(N = 4)	(N = 1)	(N = 3)	(N = 8)	(N = 4)	(N = 9)	(N = 3)	(N = 15)
Business	\$271	\$254	\$264	\$243	~	\$325	\$300	\$225	\$237	\$234	\$235	\$198	\$250
	(N = 205)	(N = 252)	(N = 98)	(N = 63)	(N = 4)	(N = 8)	(N = 6)	(N = 12)	(N = 34)	(N = 16)	(N = 34)	(N = 27)	(N = 44)
Construction	\$241	\$248	\$238	\$225	\$213	~	~	~	~	~	~	~	\$288
	(N = 56)	(N = 59)	(N = 20)	(N = 24)	(N = 7)	(N = 0)	(N = 1)	(N = 1)	(N = 2)	(N = 2)	(N = 3)	(N = 3)	(N = 7)
Consumer	\$196	\$250	\$234	\$188	~	~	~	~	~	~	~	~	~
	(N = 34)	(N = 48)	(N = 18)	(N = 9)	(N = 2)	(N = 1)	(N = 0)	(N = 1)	(N = 2)	(N = 2)	(N = 4)	(N = 1)	(N = 1)
Creditor-Debtor	\$212	\$225	\$229	\$186	~	~	~	~	\$207	~	\$234	\$185	~
	(N = 54)	(N = 56)	(N = 21)	(N = 12)	(N = 4)	(N = 3)	(N = 1)	(N = 2)	(N = 9)	(N = 4)	(N = 12)	(N = 9)	(N = 5)
Criminal	\$207	\$180	\$181	\$165	\$200	\$191	\$188	\$144	\$188	\$184	\$229	\$192	\$191
	(N = 103)	(N = 95)	(N = 32)	(N = 55)	(N = 14)	(N = 9)	(N = 7)	(N = 12)	(N = 24)	(N = 22)	(N = 36)	(N = 63)	(N = 15)
Elder Law	\$230	\$213	\$238	\$200	~	~	~	~	\$235	~	\$250	\$213	\$238
	(N = 19)	(N = 14)	(N = 6)	(N = 10)	(N = 1)	(N = 3)	(N = 2)	(N = 1)	(N = 7)	(N = 2)	(N = 8)	(N = 15)	(N = 6)
Entertainment	~	~	\$244	~	~	~	~	~	~	~	~	~	~
	(N = 2)	(N = 4)	(N = 7)	(N = 1)	(N = 0)	(N = 1)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)
Environmental	\$384	~	\$269	~	~	~	~	~	~	~	~	~	\$263
	(N = 24)	(N = 3)	(N = 15)	(N = 0)	(N = 0)	(N = 0)	(N = 2)	(N = 0)	(N = 0)	(N = 2)	(N = 0)	(N = 0)	(N = 7)
Ethics-Legal Malpractice	\$338	\$238	\$338	~	~	~	~	~	~	~	~	~	~
	(N = 9)	(N = 11)	(N = 6)	(N = 2)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 1)	(N = 1)	(N = 0)	(N = 0)
Family	\$237	\$234	\$232	\$210	\$197	\$197	\$196	\$190	\$227	\$193	\$213	\$194	\$228
	(N = 238)	(N = 255)	(N = 108)	(N = 96)	(N = 15)	(N = 11)	(N = 9)	(N = 20)	(N = 57)	(N = 26)	(N = 55)	(N = 97)	(N = 21)
Government/Administrative	\$225	\$225	\$255	\$188	~	~	~	~	\$150	~	~	\$138	~
	(N = 24)	(N = 30)	(N = 30)	(N = 13)	(N = 1)	(N = 2)	(N = 1)	(N = 0)	(N = 10)	(N = 5)	(N = 4)	(N = 10)	(N = 4)
Health Care	\$232	\$238	\$309	~	~	~	~	~	~	~	\$213	~	\$232
	(N = 23)	(N = 39)	(N = 22)	(N = 4)	(N = 2)	(N = 1)	(N = 0)	(N = 0)	(N = 2)	(N = 1)	(N = 7)	(N = 1)	(N = 9)
Immigration	\$191	\$231	\$200	\$142	~	~	~	~	~	~	~	~	\$200
	(N = 31)	(N = 22)	(N = 6)	(N = 8)	(N = 2)	(N = 0)	(N = 0)	(N = 1)	(N = 0)	(N = 4)	(N = 2)	(N = 1)	(N = 6)

Note: Attorneys could report working in more than one practice area.

Hourly Rates by Geographic Region Continued

2013 Median Hourly Rates by Practice Area and Region (Continued)

2013 Hourly Rate Fact Sheet													
Median Hourly Rates by Practice Area and Region													
Practice Area by Region	Houston-The Woodlands-Sugarland MSA	Dallas-Fort Worth-Arlington MSA	Austin-Round Rock MSA	San Antonio-New Braunfels MSA	El Paso MSA	Corpus Christi MSA	Beaumont-Port Arthur MSA	Central Texas MSAs	East & NE Texas MSAs	South Texas MSAs	West Texas MSAs	Non-Metro Areas	Out of State
Insurance	\$187 (N = 70)	\$189 (N = 79)	\$196 (N = 28)	\$172 (N = 21)	~ (N = 2)	~ (N = 3)	~ (N = 3)	~ (N = 4)	\$142 (N = 8)	\$169 (N = 7)	~ (N = 5)	~ (N = 3)	\$173 (N = 17)
Intellectual Property	\$321 (N = 65)	\$317 (N = 80)	\$345 (N = 60)	\$250 (N = 10)	~ (N = 0)	~ (N = 1)	~ (N = 1)	~ (N = 0)	~ (N = 4)	~ (N = 0)	~ (N = 2)	~ (N = 0)	\$341 (N = 35)
International	\$356 (N = 18)	\$263 (N = 9)	~ (N = 4)	~ (N = 2)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 4)
Juvenile	~ (N = 5)	\$100 (N = 18)	~ (N = 5)	~ (N = 3)	~ (N = 3)	~ (N = 0)	~ (N = 0)	~ (N = 1)	~ (N = 3)	~ (N = 2)	~ (N = 1)	~ (N = 2)	~ (N = 1)
Labor-Employment	\$267 (N = 80)	\$273 (N = 99)	\$263 (N = 37)	\$269 (N = 27)	\$200 (N = 12)	~ (N = 5)	~ (N = 3)	~ (N = 2)	\$200 (N = 12)	\$188 (N = 12)	\$242 (N = 12)	~ (N = 4)	\$284 (N = 20)
Law Office Management	~ (N = 3)	~ (N = 4)	~ (N = 2)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 1)	~ (N = 1)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 1)
Litigation: Commercial	\$278 (N = 376)	\$281 (N = 403)	\$285 (N = 120)	\$238 (N = 75)	\$225 (N = 16)	\$238 (N = 13)	\$200 (N = 10)	\$225 (N = 12)	\$239 (N = 39)	\$242 (N = 30)	\$230 (N = 52)	\$238 (N = 32)	\$259 (N = 60)
Litigation: Personal Injury	\$190 (N = 168)	\$189 (N = 135)	\$199 (N = 35)	\$170 (N = 41)	\$169 (N = 13)	\$182 (N = 13)	\$209 (N = 18)	\$200 (N = 8)	\$172 (N = 25)	\$195 (N = 26)	\$169 (N = 24)	\$233 (N = 17)	\$193 (N = 34)
Military	~ (N = 1)	~ (N = 1)	~ (N = 1)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)
Oil & Gas	\$247 (N = 111)	\$235 (N = 66)	\$247 (N = 19)	\$200 (N = 26)	~ (N = 0)	~ (N = 4)	~ (N = 2)	~ (N = 1)	\$238 (N = 22)	~ (N = 0)	\$229 (N = 39)	\$207 (N = 27)	\$263 (N = 15)
Other	\$250 (N = 58)	\$241 (N = 69)	\$263 (N = 25)	\$196 (N = 19)	~ (N = 5)	~ (N = 2)	\$265 (N = 6)	\$188 (N = 6)	~ (N = 3)	\$119 (N = 7)	\$232 (N = 9)	\$188 (N = 17)	\$275 (N = 20)
Public Utility Law	\$350 (N = 6)	\$294 (N = 9)	\$250 (N = 12)	\$163 (N = 6)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 1)	~ (N = 0)	~ (N = 2)	~ (N = 0)	~ (N = 2)	~ (N = 1)
Real Estate	\$243 (N = 160)	\$247 (N = 205)	\$245 (N = 71)	\$238 (N = 60)	\$238 (N = 11)	\$235 (N = 15)	\$250 (N = 8)	\$230 (N = 13)	\$209 (N = 20)	\$196 (N = 16)	\$193 (N = 35)	\$193 (N = 51)	\$237 (N = 30)
School Law	\$188 (N = 9)	\$209 (N = 12)	\$213 (N = 14)	~ (N = 2)	~ (N = 1)	~ (N = 1)	~ (N = 1)	~ (N = 0)	~ (N = 2)	~ (N = 5)	~ (N = 2)	~ (N = 2)	~ (N = 1)
Securities Law	\$325 (N = 30)	\$350 (N = 26)	\$325 (N = 6)	~ (N = 3)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	\$413 (N = 11)
Social Security Law	~ (N = 2)	~ (N = 4)	~ (N = 1)	~ (N = 2)	~ (N = 0)	~ (N = 1)	~ (N = 0)	~ (N = 1)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 1)
Taxation	\$282 (N = 46)	\$372 (N = 45)	\$281 (N = 24)	\$292 (N = 8)	~ (N = 0)	~ (N = 1)	~ (N = 0)	~ (N = 1)	~ (N = 2)	~ (N = 0)	~ (N = 4)	~ (N = 4)	\$288 (N = 7)
Technology	\$243 (N = 7)	\$288 (N = 8)	\$342 (N = 10)	~ (N = 3)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 2)
Wills-Trusts-Probate	\$243 (N = 195)	\$238 (N = 204)	\$237 (N = 80)	\$228 (N = 79)	\$197 (N = 13)	\$225 (N = 14)	\$200 (N = 10)	\$213 (N = 16)	\$207 (N = 44)	\$191 (N = 15)	\$228 (N = 54)	\$206 (N = 79)	\$238 (N = 21)

Note: Attorneys could report working in more than one practice area.

Hourly Rates by Geographic Region Continued

2013 Median Hourly Rates by Years of Experience and Region

Region by Years of Experience	2013 Hourly Rate Fact Sheet						
	Median Hourly Rates by Years of Experience and Region						
	2 or less years	3 to 6 years	7 to 10 years	11 to 15 years	16 to 20 years	21 to 25 years	Over 25 years
Houston-The Woodlands-Sugarland MSA	\$194 (N = 186)	\$232 (N = 224)	\$248 (N = 163)	\$259 (N = 115)	\$282 (N = 100)	\$280 (N = 123)	\$290 (N = 345)
Dallas-Fort Worth-Arlington MSA	\$189 (N = 191)	\$222 (N = 248)	\$245 (N = 150)	\$279 (N = 147)	\$283 (N = 119)	\$282 (N = 143)	\$299 (N = 369)
Austin-Round Rock MSA	\$191 (N = 58)	\$227 (N = 111)	\$259 (N = 82)	\$265 (N = 71)	\$295 (N = 56)	\$304 (N = 68)	\$300 (N = 128)
San Antonio-New Braunfels MSA	\$171 (N = 49)	\$199 (N = 66)	\$199 (N = 39)	\$234 (N = 35)	\$253 (N = 31)	\$235 (N = 29)	\$263 (N = 107)
El Paso MSA	~ (N = 3)	\$163 (N = 7)	\$163 (N = 7)	\$234 (N = 6)	\$238 (N = 7)	\$188 (N = 8)	\$223 (N = 23)
Corpus Christi MSA	~ (N = 2)	~ (N = 2)	~ (N = 1)	\$200 (N = 10)	\$250 (N = 6)	\$200 (N = 6)	\$240 (N = 32)
Beaumont-Port Arthur MSA	~ (N = 1)	\$188 (N = 6)	~ (N = 4)	~ (N = 4)	~ (N = 5)	~ (N = 4)	\$234 (N = 22)
Central Texas MSAs	\$188 (N = 8)	\$183 (N = 11)	~ (N = 5)	~ (N = 4)	~ (N = 4)	\$188 (N = 7)	\$245 (N = 16)
East & NE Texas MSAs	\$156 (N = 16)	\$193 (N = 17)	\$182 (N = 11)	\$217 (N = 12)	\$243 (N = 19)	\$235 (N = 21)	\$237 (N = 63)
South Texas MSAs	\$147 (N = 11)	\$191 (N = 7)	\$150 (N = 8)	\$192 (N = 12)	\$213 (N = 16)	\$242 (N = 12)	\$232 (N =)
West Texas MSAs	\$157 (N = 33)	\$196 (N = 31)	\$196 (N = 13)	\$198 (N = 19)	\$241 (N = 17)	\$250 (N = 18)	\$256 (N = 66)
Non-Metro Areas	\$190 (N = 13)	\$188 (N = 18)	\$183 (N = 15)	\$196 (N = 20)	\$229 (N = 13)	\$200 (N = 22)	\$230 (N = 90)
Out of State/Country	\$219 (N = 11)	\$275 (N = 32)	\$271 (N = 29)	\$243 (N = 37)	\$244 (N = 34)	\$282 (N = 31)	\$295 (N = 77)

Hourly Rates by Geographic Region Continued

2013 Median Hourly Rates by Firm Size and Region

2013 Hourly Rate Fact Sheet										
Median Hourly Rates by Firm Size and Region										
Firm Size by Region	Solo Practitioners	2 to 5 attorneys	6 to 10 attorneys	11 to 24 attorneys	25 to 40 attorneys	41 to 60 attorneys	61 to 100 attorneys	101 to 200 attorneys	201 to 400	Over 400
Houston-The Woodlands-Sugarland MSA	\$234 (N = 373)	\$246 (N = 318)	\$239 (N = 113)	\$230 (N = 120)	\$247 (N = 61)	\$230 (N = 25)	\$247 (N = 45)	\$291 (N = 25)	\$363 (N = 33)	\$458 (N = 136)
Dallas-Fort Worth-Arlington MSA	\$237 (N = 364)	\$239 (N = 347)	\$239 (N = 151)	\$241 (N = 125)	\$232 (N = 120)	\$300 (N = 30)	\$282 (N = 39)	\$303 (N = 41)	\$392 (N = 40)	\$420 (N = 103)
Austin-Round Rock MSA	\$237 (N = 144)	\$246 (N = 174)	\$241 (N = 73)	\$253 (N = 49)	\$263 (N = 25)	\$283 (N = 9)	\$275 (N = 10)	\$319 (N = 21)	\$415 (N = 24)	\$456 (N = 43)
San Antonio-New Braunfels MSA	\$209 (N = 141)	\$231 (N = 90)	\$217 (N = 38)	\$190 (N = 43)	~ (N = 4)	\$263 (N = 7)	\$263 (N = 7)	\$275 (N = 10)	\$350 (N = 8)	\$450 (N = 8)
El Paso MSA	\$228 (N = 21)	\$210 (N = 23)	~ (N = 3)	\$188 (N = 7)	~ (N = 3)	~ (N = 2)	~ (N = 0)	~ (N = 1)	~ (N = 0)	~ (N = 0)
Corpus Christi MSA	\$231 (N = 34)	\$213 (N = 9)	~ (N = 4)	\$275 (N = 6)	~ (N = 3)	~ (N = 2)	~ (N = 1)	~ (N = 0)	~ (N = 0)	~ (N = 0)
Beaumont-Port Arthur MSA	\$207 (N = 14)	\$225 (N = 12)	~ (N = 3)	\$230 (N = 7)	\$225 (N = 6)	~ (N = 3)	~ (N = 1)	~ (N = 0)	~ (N = 0)	~ (N = 0)
Central Texas MSAs	\$163 (N = 12)	\$195 (N = 27)	~ (N = 4)	~ (N = 5)	~ (N = 2)	~ (N = 2)	~ (N = 1)	~ (N = 0)	~ (N = 0)	~ (N = 0)
East & NE Texas MSAs	\$227 (N = 63)	\$231 (N = 56)	\$240 (N = 26)	\$180 (N = 11)	~ (N = 4)	~ (N = 0)	~ (N = 0)	~ (N = 1)	~ (N = 0)	~ (N = 0)
South Texas MSAs	\$196 (N = 48)	\$207 (N = 33)	\$188 (N = 7)	\$213 (N = 7)	~ (N = 2)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 0)
West Texas MSAs	\$227 (N = 65)	\$216 (N = 53)	\$213 (N = 18)	\$244 (N = 30)	\$196 (N = 13)	\$200 (N = 14)	~ (N = 2)	~ (N = 0)	~ (N = 0)	~ (N = 0)
Non-Metro Areas	\$195 (N = 101)	\$218 (N = 71)	\$175 (N = 10)	~ (N = 3)	~ (N = 2)	~ (N = 2)	~ (N = 0)	~ (N = 0)	~ (N = 0)	~ (N = 1)
Out of State/Country	\$237 (N = 54)	\$225 (N = 60)	\$325 (N = 20)	\$269 (N = 27)	\$247 (N = 15)	\$269 (N = 11)	\$238 (N = 12)	\$317 (N = 12)	\$300 (N = 6)	\$480 (N = 33)

APPENDIX

Method

Data Collection

Attorney hourly rate information was collected in the Texas Attorney Survey – Status 2013. The questionnaire (Appendix A) was emailed on March 31, 2014 to 87,775 active attorneys licensed by the State Bar of Texas, maintaining active membership in the State Bar of Texas, and who did not opt out of receiving survey mailings.

The survey's results are presented in part by geographic region, which is broken down into 14 economic areas. The metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget. There were 2,440 responding attorneys from the Houston-The Woodlands-Baytown and 2,532 from the Dallas-Fort Worth-Arlington MSAs, 1,356 attorneys from the Austin-Round Rock MSA, 655 attorneys from the San Antonio-New Braunfels MSA, and a total of 2,339 attorneys from the remaining regions.

Response Rate

The cutoff date of the survey was April 21, 2014. As of the deadline there were 10,347 responses to the questionnaire, for an overall response rate of 12 percent. Response rates for each region are shown in the table below. Information below is on respondents who provided information on the county they practiced in. There were 825 respondents who did not provide this information

Regions	2013 Hourly Rate Fact Sheet - Response Rates				
	Active State Bar of Texas Members	% of State Bar Membership	SBOT Survey Respondents	% of Respondents	Response Rate
Houston-The Woodlands-Sugarland MSA	23,836	28.7%	2,440	26.2%	10.2%
Dallas-Fort Worth-Arlington MSA	22,759	27.4%	2,532	27.2%	11.1%
Austin-Round Rock MSA	9,678	11.6%	1,356	14.5%	14.0%
San Antonio-New Braunfels MSA	5,669	6.8%	655	7.0%	11.6%
El Paso MSA	1,107	1.3%	140	1.5%	12.6%
Corpus Christi MSA	956	1.2%	115	1.2%	12.0%
Beaumont-Port Arthur MSA	722	0.9%	71	0.8%	9.8%
Central Texas MSAs	904	1.1%	119	1.3%	13.2%
East & NE Texas MSAs	1,954	2.4%	280	3.0%	14.3%
South Texas MSAs	1,674	2.0%	166	1.8%	9.9%
West Texas MSAs	2,193	2.6%	347	3.7%	15.8%
Non-Metro Areas	2,912	3.5%	330	3.5%	11.3%
Out of State	8,485	10.2%	740	7.9%	8.7%
Out of Country	228	0.3%	31	0.3%	13.6%
	83,077	100.0%	9,322	100.0%	11.2%

*Numbers are based on attorneys who have reported the county they practiced in.

Regions and Counties in Each Region

1 Houston-The Woodlands-Sugar Land MSA

Austin
Brazoria
Chambers
Fort Bend
Galveston
Harris
Liberty
Montgomery
Waller

2 Dallas-Fort Worth-Arlington MSA

Collin
Dallas
Denton
Ellis
Hood
Hunt
Johnson
Kaufman
Parker
Rockwall
Somervell
Tarrant
Wise

3 Austin-Round Rock MSA

Bastrop
Caldwell
Hays
Travis
Williamson

4 San Antonio-New Braunfels MSA

Atascosa
Bandera
Bexar
Comal
Guadalupe
Kendall
Medina
Wilson

5 El Paso MSA

El Paso
Hudspeth

6 Corpus Christi MSA

Aransas
Nueces
San Patricio

7 Beaumont-Port Arthur MSA

Hardin
Jefferson
Newton
Orange

Central Texas MSAs

8 Waco MSA

McLennan
Falls

9 Killeen-Temple MSA

Bell
Coryell
Lampasas

East & NE Texas MSAs

10 College Station-Bryan MSA

Brazos
Burleson
Robertson

11 Longview MSA

Gregg
Rusk
Upshur

12 Sherman-Denison MSA

Grayson

13 Texarkana MSA

Bowie

14 Tyler MSA

Smith

15 Victoria MSA

Goliad
Victoria

16 Wichita Falls MSA

Archer
Clay
Wichita

South Texas MSAs

17 Brownsville-Harlingen MSA

Cameron

18 Laredo MSA

Webb

19 McAllen-Edinburg-Mission MSA

Hidalgo

West Texas MSAs

20 Abilene MSA

Callahan
Jones
Taylor

21 Amarillo MSA

Armstrong
Carson
Oldham
Potter
Randall

22 Lubbock MSA

Crosby
Lubbock
Lynn

23 Midland MSA

Martin
Midland

24 Odessa MSA

Ector

25 San Angelo MSA

Irion
Tom Green

2013 HOURLY RATE FACT SHEET

26 Non-Metropolitan Counties

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



State Bar of Texas Attorney Survey -- Status 2013

Dear Attorney,

The State Bar of Texas needs your help! Complete the 2013 Texas Attorney Survey and you could win a new iPad Air.

The State Bar is conducting the 2013 Texas Attorney Survey to provide you and other Texas attorneys with information about the economics of the practice of law. This survey is conducted every other year.

Reports generated from this survey provide statewide and regional information on current economic trends. The reports feature detailed breakdowns of income and hourly rates by firm size, years of experience, practice area, occupation, race/ethnicity, sex, and metropolitan area. Results of this survey will be made available on the Department of Research and Analysis website.

The survey also includes questions regarding pro bono. This data will be used to highlight how Texas attorneys are doing their part to help low-income people in our state.

Attorneys who participate will be entered in a drawing to win one of two new iPad Airs.

This survey is completely anonymous, and the process is secure. Your email address will be used for the iPad Air drawing and will then be deleted and not associated with your responses.

Completion of the survey should take no more than 3 minutes.

Please complete the survey by 5 p.m. Monday, April 14, 2014.

[Click here to complete the 2013 Texas Attorney Survey.](#) Your participation will help ensure you and other Texas attorneys have the most current economic information available.

If you have any questions please feel free to call us at (800) 204-2222, ext. 1724 or email us at research@texasbar.com. Thank you for your help.

Sincerely,
Cory Squires
State Bar of Texas Department of Research and Analysis

Instructions:

Each question can be answered by simply selecting a response or filling in a blank. These questions are for information related to calendar year 2013.

Completion of the survey should take no more than 3 minutes. **Please complete this questionnaire by 5 p.m. Monday, April 14, 2014.**

Thank you for your participation.

Survey Questions:

1. For 2013, what was your primary occupation?

- | | |
|--|---|
| <input type="checkbox"/> Private law practice | <input type="checkbox"/> Law faculty |
| <input type="checkbox"/> For-profit Corporate/In-House Counsel | <input type="checkbox"/> Other law related |
| <input type="checkbox"/> Non-profit Corporate/In-House Counsel | <input type="checkbox"/> Non-law related |
| <input type="checkbox"/> Full-Time Judge | <input type="checkbox"/> Unemployed/Looking for work |
| <input type="checkbox"/> Other judicial branch | <input type="checkbox"/> Unemployed/Not looking for work |
| <input type="checkbox"/> Retired/Not working | <input type="checkbox"/> Government attorney |
| <input type="checkbox"/> Public Interest Lawyer | <input type="checkbox"/> Was not licensed to practice in 2013 |

2. In calendar year 2011, did you work:

- Full-time Part-time Other

3. What was your approximate gross personal income during calendar year 2013? _____

4. For 2013, 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)*: _____

5. For 2013, 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
_____	_____
_____	_____
_____	_____
_____	_____

6. Did you provide any free legal services to the poor in 2013? *(Do not include cases where your clients failed to pay you.)* Yes No

7. If so, approximately how many total hours did you provide? _____

8. Approximately how many hours were for:

Please note that these categories do not need to sum to the total hours provided.

- Civil Matters
- Criminal Matters
- Unsolicited Court Appointments
- Legal services to a charitable organization for the poor
- Legislative, administrative, or systems advocacy for the poor
- Legal services to simplify or improve quality of legal services to the poor

9. Did you provide any legal services at a substantially reduced fee that benefited the poor in 2013?

(Do not include cases where your clients failed to pay you.)

- Yes No

10. If so, approximately how many total hours did you provide? _____

2013 HOURLY RATE FACT SHEET

11. Approximately how many hours were for:
Please note that these categories do not need to sum to the total hours provided.
 Civil Matters
 Criminal Matters
 Unsolicited Court Appointments
12. Did you pay actual out-of-pocket expenses related to pro bono or legal services to the poor in 2013?
 Yes No

13. If so, what was the approximate total amount of the out-of-pocket expenses that you made in 2013?

Did you make any direct financial contributions related to legal services to the poor in 2013?
 Yes No

14. If so, what was the approximate total amount of the financial contribution made in 2013?

15. If you have any comments or suggestions about pro bono services please provide them below:

16. In which Texas county is your office located (in 2013)? _____

17. Years of experience as an attorney, up to and including calendar year 2013:

- | | |
|--|---|
| <input type="checkbox"/> 2 or less years | <input type="checkbox"/> 3 to 6 years |
| <input type="checkbox"/> 7 to 10 years | <input type="checkbox"/> 11 to 15 years |
| <input type="checkbox"/> 16 to 20 years | <input type="checkbox"/> 21 to 25 years |
| <input type="checkbox"/> Over 25 years | |

18. What is your age?

- | | |
|---|---|
| <input type="checkbox"/> 21 to 25 years | <input type="checkbox"/> 26 to 30 years |
| <input type="checkbox"/> 31 to 35 years | <input type="checkbox"/> 36 to 40 years |
| <input type="checkbox"/> 41 to 45 years | <input type="checkbox"/> 46 to 50 years |
| <input type="checkbox"/> 51 to 55 years | <input type="checkbox"/> 56 to 60 years |
| <input type="checkbox"/> 61 to 65 years | <input type="checkbox"/> More than 65 years |

19. What is your sex?

- Male Female

20. What is your race/ethnicity?

- | | |
|---|--|
| <input type="checkbox"/> White | <input type="checkbox"/> Asian/Pacific Islander |
| <input type="checkbox"/> Black/African-American | <input type="checkbox"/> American Indian or Alaskan Native |
| <input type="checkbox"/> Hispanic/Latino | <input type="checkbox"/> Two or More Races |
| <input type="checkbox"/> Other | |

21. If you have any additional comments regarding the information collected with this survey please provide them below:
