

STAFFING

As independent non-profit organizations, grantees hire their own staff; grantee staff are not employed by LSC and are not government employees.

In general, legal services attorneys are paid far less than their counterparts in the private sector and significantly less than federal or state government attorneys.

LSC-funded organizations may serve an entire state, a region within a state, or a single city or county. Many grantees maintain multiple offices, while others operate only one office. Some grantees operate part-time satellite offices and run “hotlines” that provide telephone intake, advice, and referral programs to facilitate access to their services over a large geographical area.

2012 Staffing Level with Average and Median Salary & Experience for LSC Grantees²⁵

Position	Full-time	Attorneys	Attorney %	Women	Women %	Men	Men %	Average Years In Profession	Median Years In Profession	Average Salary	Median Salary
Executive Director	134	131	97.8	51	38.1	83	61.9	31.6	33	115,075	109,000
Deputy Director	87	76	87.4	48	55.2	39	44.8	27.6	29	95,185	93,575
Director of Litigation	57	57	100.0	21	36.8	36	63.2	31.5	34	91,519	90,680
Managing Attorney	616	616	100.0	348	56.5	268	43.5	22.5	23	74,707	74,930
Supervising Attorney	445	445	100.0	293	65.8	152	34.2	19.6	20	74,958	72,340
Staff Attorney	2,587	2,587	100.0	1,763	68.1	824	31.9	11.0	7	56,361	52,495
Paralegal	1,410	9	0.6	1,176	83.4	234	16.6	16.8	15	39,656	39,362
Information Technology Staff	120	11	9.2	34	28.3	86	71.7	16.4	14	57,809	55,102
PAI Coordinator	107	33	30.8	92	86.0	15	14.0	17.7	16	52,698	48,906
Training Responsible Person	7	5	71.4	7	100.0	0	0.0	16.1	12	64,517	69,775
Financial Professional	237	4	1.7	179	75.5	58	24.5	24.1	25	60,785	58,608
Management Professional	244	20	8.2	196	80.3	48	19.7	22.6	22	65,259	63,346
Law Clerk	15	2	13.3	8	53.3	7	46.7	2.5	1	32,363	31,900
Administrative Assistant	306	1	0.3	299	97.7	7	2.3	22.4	23	41,311	41,200
Secretarial/Clerical	1,381	3	0.2	1,336	96.7	45	3.3	18.3	16	33,631	31,600
Other Position/Job	303	23	7.6	234	77.2	69	22.8	14.6	12	39,697	36,768
Total / Average	8,056	4,023	49.9	6,085	75.5	1,971	24.5	16.8	14	52,752	47,922

2012 Summary of Program Staffing Levels by Job Classification, Years of Experience in Profession and Average Salary²⁶

Years of Experience	Director		Deputy Director		Director of Litigation		Managing Attorney	
	# of Positions	Average Salary	# of Positions	Average Salary	# of Positions	Average Salary	# of Positions	Average Salary
0-1 YEAR	0	0	0	0	0	0	0	0
2 YEARS	0	0	0	0	0	0	1	67,500
3 YEARS	0	0	0	0	0	0	4	45,281
4 YEARS	0	0	1	57,038	0	0	12	49,769
5 YEARS	0	0	0	0	0	0	1	81,720
6-7 YEARS	1	47,500	0	0	0	0	25	59,985
8-9 YEARS	0	0	1	57,831	0	0	43	62,009
10-14 YEARS	4	103,175	4	80,396	3	63,936	82	66,808
15-19 YEARS	6	92,156	14	81,554	3	93,809	82	73,404
20-24 YEARS	14	112,022	15	98,366	4	74,173	89	76,239
25-29 YEARS	19	114,328	9	94,307	9	103,609	95	78,100
30 OR MORE YEARS	90	118,516	43	101,828	38	92,478	182	83,648
Total Count / Avg. Salary	134	115,075	87	95,185	57	91,519	616	74,707

Years of Experience	Supervising Attorney		Staff Attorney		Paralegal		Information Technology Staff	
	# of Positions	Average Salary	# of Positions	Average Salary	# of Positions	Average Salary	# of Positions	Average Salary
0-1 YEAR	1	61,248	299	42,153	121	26,277	2	37,040
2 YEARS	3	64,367	167	43,863	51	31,542	0	0
3 YEARS	6	58,146	183	47,104	46	29,913	3	35,018
4 YEARS	17	57,150	166	48,625	43	31,728	5	43,928
5 YEARS	10	57,564	205	50,117	51	31,699	3	57,127
6-7 YEARS	25	60,244	322	51,544	99	35,355	5	56,934
8-9 YEARS	31	62,570	186	54,492	71	34,751	12	49,212
10-14 YEARS	68	68,340	308	59,513	194	38,532	36	54,500
15-19 YEARS	60	73,696	244	66,301	167	42,176	13	63,107
20-24 YEARS	71	78,047	162	73,077	178	44,142	15	67,906
25-29 YEARS	62	82,397	145	73,301	126	45,520	13	60,265
30 OR MORE YEARS	91	88,364	200	76,026	263	48,255	13	69,796
Total Count / Avg. Salary	445	74,958	2,587	56,361	1,410	39,656	120	57,809

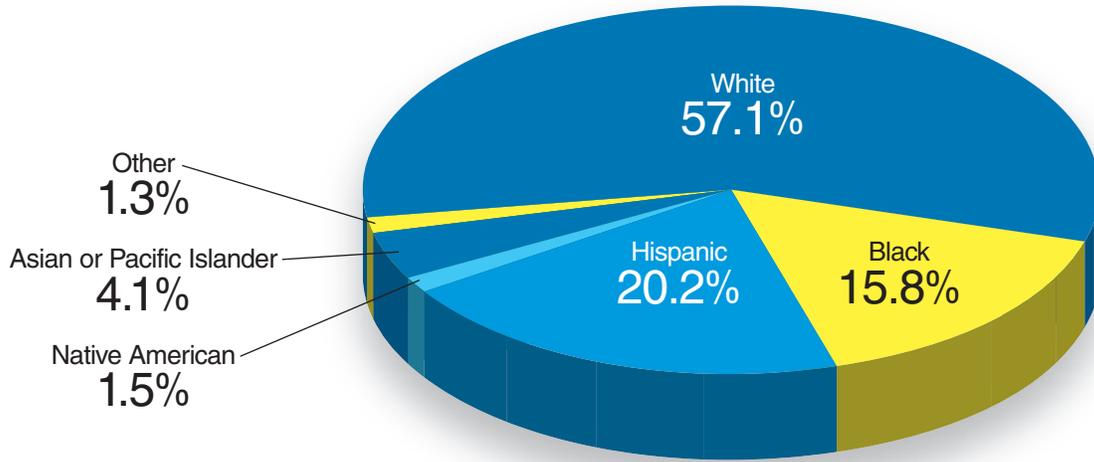
2012 Summary of Program Staffing Levels by Job Classification, Years of Experience in Profession and Average Salary ²⁶								
Years of Experience	PAI Coordinator		Training Responsible Person		Financial Professional		Management Professional	
	# of Positions	Average Salary	# of Positions	Average Salary	# of Positions	Average Salary	# of Positions	Average Salary
0-1 YEAR	5	28,838	1	30,851	3	52,009	5	52,680
2 YEARS	1	28,000	0	0	1	46,000	3	48,543
3 YEARS	5	45,687	0	0	1	43,975	3	44,598
4 YEARS	3	44,798	0	0	2	42,410	2	43,150
5 YEARS	6	41,332	0	0	4	53,317	5	43,637
6-7 YEARS	9	53,635	0	0	9	43,634	9	43,698
8-9 YEARS	4	51,881	1	60,000	6	50,298	14	56,478
10-14 YEARS	14	53,038	2	60,288	32	51,499	32	62,985
15-19 YEARS	13	52,134	1	79,918	24	57,818	32	68,439
20-24 YEARS	15	56,062	0	0	33	62,195	32	64,693
25-29 YEARS	9	52,503	0	0	41	68,916	27	77,534
30 OR MORE YEARS	23	62,247	2	80,138	81	64,862	80	69,033
Total Count / Avg. Salary	107	52,698	7	64,517	237	60,785	244	65,259

Years of Experience	Law Clerk		Administrative Assistant		Secretarial / Clerical		Other	
	# of Positions	Average Salary	# of Positions	Average Salary	# of Positions	Average Salary	# of Positions	Average Salary
0-1 YEAR	10	30,717	8	32,416	46	24,506	25	24,818
2 YEARS	1	29,250	6	28,161	38	24,904	18	26,043
3 YEARS	1	33,610	5	35,048	36	27,000	11	29,863
4 YEARS	0	0	8	33,065	55	27,616	10	43,033
5 YEARS	0	0	5	27,166	54	28,447	15	34,550
6-7 YEARS	2	42,704	13	37,764	96	28,565	23	37,504
8-9 YEARS	0	0	13	36,416	94	29,847	18	46,767
10-14 YEARS	1	30,000	46	37,353	214	32,775	62	43,336
15-19 YEARS	0	0	27	41,715	169	33,213	36	44,799
20-24 YEARS	0	0	31	43,860	147	36,962	23	37,803
25-29 YEARS	0	0	37	45,343	119	36,800	18	40,178
30 OR MORE YEARS	0	0	107	44,775	313	39,475	44	46,939
Total Count / Avg. Salary	15	32,532	306	41,311	1,381	33,631	303	39,697

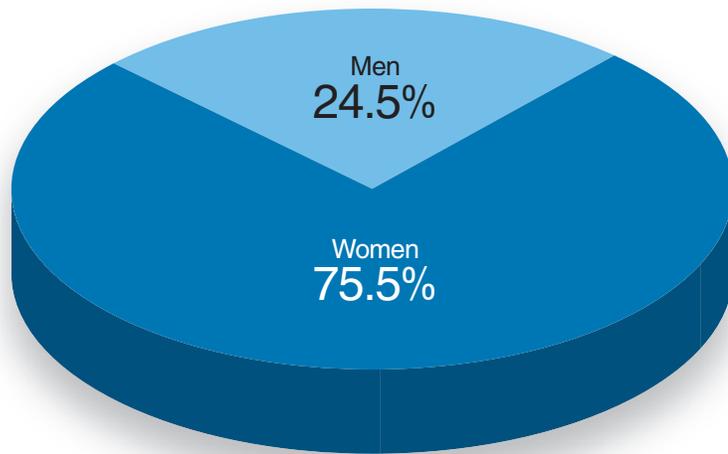
2012 Summary of Staff Positions by Job Classification, Ethnicity and Gender for LSC Grantees²⁷

Staff Position	White				Black				Hispanic				Native American				Asian/Pacific				Other				Total				Total
	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%	
Director	69	51.5%	31	23.1%	8	6.0%	10	7.5%	5	3.7%	5	3.7%	1	0.7%	3	2.2%	0	0.0%	1	0.7%	0	0.0%	1	0.7%	83	61.9%	51	38.1%	134
Deputy Director	31	35.6%	37	42.5%	3	3.4%	5	5.7%	5	5.7%	2	2.3%	0	0.0%	0	0.0%	0	0.0%	3	3.4%	0	0.0%	1	1.1%	39	44.8%	48	55.2%	87
Director of Litigation	34	59.6%	18	31.6%	0	0.0%	2	3.5%	1	1.8%	1	1.8%	1	1.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	36	63.2%	21	36.8%	57
Managing Attorney	206	33.4%	237	38.5%	17	2.8%	59	9.6%	33	5.4%	39	6.3%	0	0.0%	4	0.6%	11	1.8%	7	1.1%	1	0.2%	2	0.3%	268	43.5%	348	56.5%	616
Supervising Attorney	121	27.2%	201	45.2%	12	2.7%	48	10.8%	13	2.9%	31	7.0%	0	0.0%	2	0.4%	5	1.1%	7	1.6%	1	0.2%	4	0.9%	152	34.2%	293	65.8%	445
Staff Attorney	616	23.8%	1,158	44.7%	58	2.2%	230	8.9%	97	3.7%	212	8.2%	5	0.2%	24	0.9%	35	1.4%	106	4.1%	13	0.5%	35	1.4%	824	31.8%	1,765	68.2%	2,589
Paralegal	95	6.7%	533	37.8%	35	2.5%	257	18.2%	79	5.6%	319	22.6%	1	0.1%	20	1.4%	20	1.4%	32	2.3%	4	0.3%	15	1.1%	234	16.6%	1,176	83.4%	1,410
Information Technology Staff	48	40.0%	23	19.2%	10	8.3%	6	5.0%	15	12.5%	2	1.7%	1	0.8%	3	2.5%	11	9.2%	0	0.0%	1	0.8%	0	0.0%	86	71.7%	34	28.3%	120
PAI Coordinator	9	8.4%	54	50.5%	0	0.0%	21	19.6%	4	3.7%	13	12.1%	0	0.0%	0	0.0%	2	1.9%	3	2.8%	0	0.0%	1	0.9%	15	14.0%	92	86.0%	107
Training Responsible Person	0	0.0%	4	57.1%	0	0.0%	3	42.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	100.0%	7
Financial Professional	29	12.2%	106	44.7%	11	4.6%	30	12.7%	9	3.8%	19	8.0%	0	0.0%	6	2.5%	8	3.4%	16	6.8%	1	0.4%	2	0.8%	58	24.5%	179	75.5%	237
Management Professional	30	12.3%	98	40.2%	3	1.2%	50	20.5%	13	5.3%	41	16.8%	1	0.4%	1	0.4%	0	0.0%	4	1.6%	1	0.4%	2	0.8%	48	19.7%	196	80.3%	244
Law Clerk	5	38.5%	5	38.5%	0	0.0%	0	0.0%	2	15.4%	0	0.0%	0	0.0%	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	53.8%	6	46.2%	13
Administrative Assistant	5	1.6%	122	39.9%	1	0.3%	62	20.3%	0	0.0%	99	32.4%	0	0.0%	8	2.6%	1	0.3%	4	1.3%	0	0.0%	4	1.3%	7	2.3%	299	97.7%	306
Secretarial/Clerical	12	0.9%	518	37.5%	8	0.6%	278	20.1%	22	1.6%	460	33.3%	1	0.1%	35	2.5%	2	0.1%	37	2.7%	0	0.0%	8	0.6%	45	3.3%	1,336	96.7%	1,381
Other Position/Job	31	10.2%	118	38.9%	13	4.3%	32	10.6%	19	6.3%	64	21.1%	1	0.3%	3	1.0%	5	1.7%	12	4.0%	0	0.0%	5	1.7%	69	22.8%	234	77.2%	303
Total	1,341	16.6%	3,263	40.5%	179	2.2%	1,093	13.6%	317	3.9%	1,307	16.2%	12	0.1%	110	1.4%	100	1.2%	232	2.9%	22	0.3%	80	1.0%	1,971	24.5%	6,085	75.5%	8,056

2012 Staff Ethnicity and Gender for LSC Grantees²⁸



Ethnic Group	Number of Staff	Percent
White	4,604	57.1%
Black	1,272	15.8%
Hispanic	1,624	20.2%
Native American	122	1.5%
Asian / Pacific Islander	332	4.1%
Other	102	1.3%
Total	8,056	100.0%



Gender	Number of Staff	Percent
Men	1,971	24.5%
Women	6,085	75.5%
Total	8,056	100.0%

LSC Grantees Staffing 2000 - 2012 ²⁹													
Staff	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Attorney	3,727	3,739	3891	3675	3657	3738	3746	3920	4144	4174	4351	4097	3945
Paralegal	1,503	1,496	1573	1483	1460	1448	1469	1526	1582	1577	1614	1447	1410
Others	3,237	3,208	3356	3147	2999	2947	3048	3082	3166	3134	3094	2819	2701
Total	8467	8443	8820	8305	8116	8133	8263	8528	8892	8885	9059	8363	8056