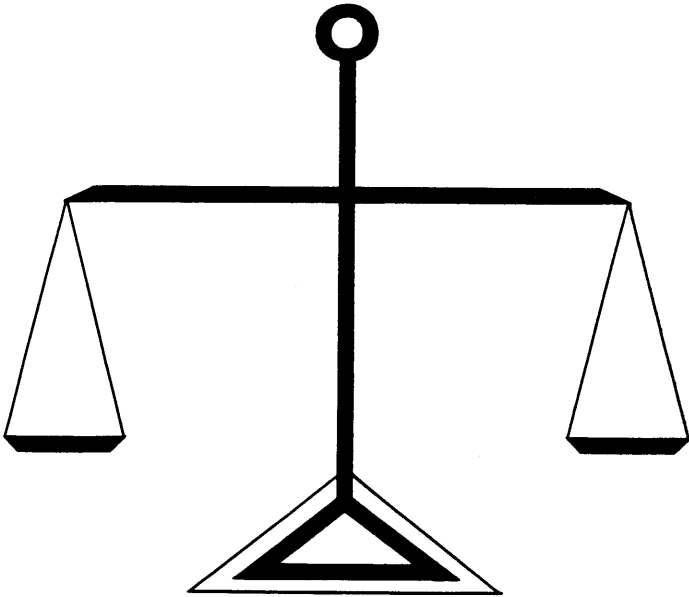


# ALASKA BAR MEMBERSHIP SURVEY



JULY 1, 1989

**ALASKA BAR MEMBERSHIP SURVEY**

Alaska Bar Association  
Alaska Court System  
Alaska Judicial Council

with the cooperation of

Juneau Bar Association  
Tanana Valley Bar Association

July 1, 1989

Prepared by:

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#### ACKNOWLEDGMENTS

The Alaska, Juneau and Tanana Bar Associations, the Alaska Judicial Council and the Alaska Court System have cooperated in a survey of Alaskan attorneys aimed at increasing the information available about the practice of law in Alaska. We would like to thank each attorney who responded to the survey for providing the basic data about the legal profession. Dr. Richard Ender of Policy Analysts Limited has conducted the analysis and written the report; we thank him for the suggestions he made about the structure and content of the survey. Your comments on the report are welcomed and encouraged. Please contact the Alaska Judicial Council or the Alaska Bar Association to share these comments or to obtain more information about the data. For additional copies of the survey, please contact the Alaska Bar Association.

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## **ECONOMIC AND PROFESSIONAL SURVEY OF ALASKA BAR ASSOCIATION MEMBERS**

### **INTRODUCTION**

The Alaska Judicial Council, with the financial assistance and support of the Alaska Bar Association, the Tanana and Juneau Bar Associations, and the Alaska Court System, contracted to survey resident Alaskan members of the Alaska Bar regarding their economic and professional status, firm/institutional level information, and attitudes about and participation in professional activities. This is the first general survey of the legal profession in Alaska, and was designed to provide a baseline of information on as wide a number of subjects as possible. In addition to the general analysis, this report contains three appendices listing the response to each question, as well as responses by conduct and location of practice, and type of practice.

### **METHODOLOGY**

The Alaska Judicial Council contracted with Policy Analysts, Limited (PAL) to conduct a mail survey to all member of the Alaska Bar residing in Alaska. To minimize costs, all members were sent a copy of the final questionnaire with a return envelope and two letters (see Appendix IV), one from the Council's Executive Director and the second from the ABA President. For those not responding within 18 days, about one-half were sent a second copy of the survey and a new letter, and the remainder were sent a reminder letter asking them to complete the original survey.

The questionnaire was based on surveys carried out by other state associations. Sample questionnaires were distributed to participating associations, Council members and representatives of large firms and organizations for comments and suggestions. The feedback was incorporated into a final draft during a series of meetings between Council staff and PAL. The final questionnaire was organized into a 16 page typeset booklet with 13 pages of questions.

The questionnaires were mailed April 7, 1989 using first class postage and respondents were requested to return the survey no later than April 24, 1989. The follow-up mailing was sent April 27, 1989 requesting a response by May 10th. In order to include as many returns as possible, questionnaires received through May 17, 1989 were used in the analysis. Of the 1,953 surveys mailed to the legal community in Alaska, 1,083 were received and processed which produced a return rate of 55.5%. The follow-up mailing increased the completion rate by about 6 percentage points. Considering the length of the instrument, the personal nature of the economic questions, and other factors, the return rate can be considered "good" for a mail survey. On the other hand, those not responding constitute a large enough portion of the whole to cause some concern regarding the overall representativeness of those returning the

survey. Because of limited resources and without a followup study, it is difficult to say exactly to what degree the data may not be representative.

There were few technical problems with the assembling, mailing and processing of this study. There was one significant typographical error in question 24 concerning the range of the second response, but it appeared that few respondents had a problem with the error. Because the questionnaire was xeroxed and not offset printed, the reliability of collating was very high but the quality of the printing was somewhat below that of standard offset. In addition, at least one respondent said that a survey had been returned even though no record could be found of it. In hindsight, it can be seen that some respondents answered questions they probably should not have. Also, a small number of respondents did not complete one or more internal pages and skipped over those questions inadvertently. For some questions, categories were not the most appropriate for the range of responses.

Most problems, however, were perceptual in nature and revolved around the issue of confidentiality. Of some concern to a few respondents was the inclusion of a control number for follow-up and tracking purposes. At least a half dozen surveys were returned not completed because of the personal nature of the instrument and perceptions that the protection of confidentiality was open to abuse. There is no way of knowing how many non-respondents felt the same way. To minimize this problem, the Council's Executive Director worked closely with key representatives of the bar both in public and private organizations to gain support for the survey and address concerns over confidentiality. In addition, PAL was selected as the contractor, in part, due to a successful eight year track record in maintaining confidentiality on past judicial surveys. Finally, the cover letter explained in detail the protections built into the system to insure individual privacy. Those guidelines were followed, and the success of this study in this area may assist any future follow-up studies in obtaining even higher rates of cooperation.

The primary problem from an interpretative perspective involved the survey instrument itself. While the questionnaire met the objectives of the study, it did have a number of limitations. The primary problem was the instrument's requirement to address issues relevant to many different segments of the legal community. Rarely can a questionnaire be all things to all people. In addition, the use of a mail format made it difficult to "tailor" a survey. The differences between those in private versus public practice made many questions inappropriate to some practitioners. Also the interest in individual as well as firm or institutional data led to measurement problems. There was no real way to filter out duplicate responses to organizational responses, or, except on a limited basis, identify which organizations responded. Any future survey work should attempt to create tailored instruments designed to address questions relevant to specific constituencies in the Bar as well as both individual and firm or organizational specific surveys.

## CHARACTERISTICS OF THE RESPONDENTS

The average respondent came from the Third Judicial District, specifically Anchorage, and was a full-time, male partner in a large private firm with a civil law practice. He was about 40 years old, had practiced law about 11 years, most of them in Alaska, and lived in Alaska 16 years. He spent about 45 hours a week working, earned an estimated \$78,300 in 1988 (though his average income hides significant differences among his colleagues), and depended upon the practice of law for over three-quarters of his income.

Table 1 compares the characteristics of the respondents who answered this survey to those responding to the March 1989 survey reviewing applicants for the Anchorage Superior and Juneau District Court vacancies. The latter is a self selection sample of those members of the bar who most likely knew one or more of the candidates, while the current survey is a self selection sample of those wishing to respond to general economic and personal characteristics questions. It should be noted that categorizing sole practitioners in the current study can be done by size of office, as noted in column two, and by the term "sole practitioner" regardless of size of office, as noted in column three. For the remaining analysis, sole practitioner refers to the organization of the office not its size. It should also be noted that the category of public service agency contains some state employees working in the public defender and public advocacy agencies.

While the results are strikingly similar when comparing the two samples, some differences do exist. A smaller proportion of Fourth District members was found in the March survey because of the lack of a vacancy in that district. Out-of-state members of the bar were excluded in the current study while they were included in the March survey. Also, the studies' objectives explain the slightly larger number of "other" practitioners in the current survey.

The most interesting differences are the lower average length of practice and the smaller proportion of large firm private practitioners responding to the current study. This may suggest that vacancy surveys attract a slightly more experienced sample of practitioners since those new to the bar simply have not had the time to get to know possible judicial candidates. In addition, large firms may see a higher stake in court vacancies, particularly at the Superior Court level or higher. Alternatively, the return rate may indicate greater resistance to the current survey by larger private firms. A non-systematic review of return by firms, however, does not indicate any unusual pattern of non-response among any particular large firms. A precise causal interpretation of these differences cannot be made within the scope of this study.

## CAREER PROFILES OF THE BAR MEMBERSHIP

To provide a profile of the bar membership which highlights the major career tracks, table 2 shows nine groupings. These differentiate the membership into public and private attorneys (unemployed, retired and those not employed in the legal field were

**TABLE 1**  
**CHARACTERISTICS OF THE RESPONDENTS**

<b>Type of Practice</b>	<b>April 1989</b> %	<b>May 1989</b> %	<b>May 1989</b> %
Private Practice	67.6	66.9	
sole practitioner	(17.9)	(15.5)	(19.0)
office of 2-5 attorneys	(20.3)	(28.4)	(24.9)
office of 6 or more attorneys	(29.4)	(23.0)	(23.0)
Private corporate employee	2.1	2.1	
State judge or judicial officer	5.5	4.1	
Government	19.6	20.9	
Public service agency or organ.	2.9	4.3	
Other	2.2	1.6	
			Note: Text discusses measurement anomalies.
<b>Years Practicing</b>			
0-5 years	17.8	22.7	
6-10 years	26.1	26.6	
11-15 years	30.8	27.7	
16+ years	25.4	23.0	
Mean	12.3	11.6	
Median	12.0	11.0	
Standard Deviation	7.1	7.9	
<b>Years Lived in Alaska</b>			
0-6 years	16.7	18.9	
7-12 years	29.3	27.1	
13-20 years	28.8	28.3	
21+ years	25.1	25.7	
Mean	15.9	16.0	
Median	13.0	13.0	
Standard Deviation	10.6	11.0	
<b>Types of Cases Handled</b>			
Prosecution	4.4	4.8	
Mainly criminal	4.9	4.3	
Mixed criminal and civil	17.8	15.2	
Mainly civil	70.0	71.0	
Other	2.8	4.6	
<b>Majority of Work Conducted In</b>			
First Judicial District	14.9	14.2	
Second Judicial District	1.9	1.9	
Third Judicial District	74.0	73.1	
Fourth Judicial District	7.9	10.7	
Out-of-State	1.2	NA	



excluded) within four levels of length of practice. The ninth category is both state and federal judges, and judicial officers. This information highlights the progression of two major career paths in law. The information is somewhat incomplete in that movement between the two paths - public and private - does occur, and this study only looks at an individual's current position. With that in mind, the makeup of the groups in terms of their length of practice does change substantially over time. While the ratio of public/private stays fairly constant through 12 years of practice (.45 - .46 to 1.00), it drops dramatically to .28 for practitioners with 13 to 19 years of experience and .09 for those with 20 or more years of experience. This suggests that attorneys with the longest experience are least likely to remain in the public sector.

Looking at where attorneys practice, new private practitioners are found predominantly in Anchorage. This erodes slightly over time so that long time practitioners are 15 percentage points less likely to be working in Anchorage. Public attorneys are more evenly divided between Anchorage and the balance of the state. The newest public practitioners are the most likely to be serving in rural Alaska and the concentration of public attorneys in the First District (i.e., Juneau) increases with length of experience.

The type of practice reflects the dramatic career changes of members. Among private practitioners, the position of an associate is the primary starting point for a career (69.8 percent). Over time, two primary private sector career tracks emerge - partner (if this is achieved, it occurs most often between the seventh and twelfth year), and sole practitioners. One of these two paths appears to be selected in the first six years or so, with some, but not substantial, movement between sole practitioners and partners over time. These two main private tracks can be seen in the size of the firm. The proportion of single lawyer firms increases over time as associates divide between partner, sole practitioner or public career paths. Among public attorneys, general government service, whether state (31 percent) or other (30 percent), employs about three-fifths of the new public practitioners, while the remainder is divided equally between prosecutors and public defenders. After six years of experience, the proportion of those in public defender positions drops significantly, while the proportion in prosecution holds more constant except for those with the longest experience. General state government positions take an increasingly larger share of public lawyers after six years, while other government (including local, federal and non-profits) share declines except for those with the longest experience.

Other differences that arise in the career tracks include gender. Females occupy a smaller proportion of the private bar over time (though 30.7 percent of private practitioners with zero to six years of experience are female). Among the public professions, females are more prevalent with 49.5 percent of new public practitioners being female. Except for those with 20 years of experience, females continue to be strongly represented in the public bar, though their numbers do decline proportionately to males over time. The data suggest that female attorneys have entered the bar in Alaska in increasing numbers in recent years. The lower

number of female graduates two decades ago partly explains the differing attrition rates. However, females clearly move into public sector career paths in numbers much higher than expected, and appear to have higher rates of leaving active practice compared to males.

A review of the average age, length of practice and residence variables finds the patterns expected. Also, income derived from the practice of law increases as expected with time. The selection of a career track, however, clearly influences compensation. Early career public sector attorneys earn on the average \$9,000 a year less than their private sector colleagues. With time, a public sector practitioner can expect his or her income to rise 1.79 times with 15 or so years of experience. This contrasts with a 2.62 times increase in income starting from a higher beginning base for private attorneys with similar experience. The difference between the two paths widens to an estimated \$56,600 annually with private practitioners benefiting substantially more from their experience. Judicial compensation patterns as shown are misleading. This category includes magistrates and other judicial officers, some of whom are part-time. This reduces the average income of this group. Published federal and state scales show that the base pay of federal district judges is \$89,500. The base pay for a State Supreme Court justice is \$85,728, \$79,992 for a Court of Appeals judge, \$77,304 for a Superior Court judge, and \$66,816 for a District Court judge. It should also be noted that the increase in public sector income from 1987 to 1988 can be explained in part by the restoration of state pay cuts. In addition, the entry of new attorneys into the bar in the 0 to 6 years of experience category is the cause of the much greater income change in that range of experience.

The issue of judicial salaries is highlighted by the types of attorneys who gave low salaries as a reason not to apply for a judgeship. Majorities of public attorneys and private practitioners with less than 13 years of experience do not see the issue as important. Since application is more likely to occur after 10 or 12 years of experience, it is interesting that 62.8 percent of private attorneys with 13 to 19 years of experience see salaries as a very or somewhat important problem. It is in just this group that the disparity between judicial and private salaries become obvious. Interestingly, the views of sitting judges reflect even more concern compared to their private counterparts with similar experience. Public/private salary differences which in part reflect career opportunities may partially explain the lower numbers of judicial application of private practitioners applying for judgeships as compared to public attorneys.

On many other measures, public and private attorneys look quite similar. For example, both express about the same levels of personal satisfaction with their profession. One area where differences exist involves participation in professional organizations and activities. Private practitioners are more likely to join their local bar (though highest participation rates for both groups were among those with either the least or most experience). For both groups, participation in ABA meetings and CLE programs

TABLE 2

PROFILES OF CAREER GROUPS

PRIVATE BAR % Working In	Length of Practice in Years			
	0 - 6	7 - 12	13 - 19	20 or more
Anchorage	79.2	73.3	72.9	64.0
Roaded-Ferry	20.8	25.4	25.1	35.1
Rural-Bush	0.0	1.3	2.0	0.9
Sole Pract	13.9	29.9	28.6	44.5
Partner	13.9	45.0	59.3	50.9
Associate	69.8	21.2	8.0	3.6
Corporate	2.5	3.9	4.0	0.9
<b>Gender</b>				
Male	69.3	73.7	95.0	97.3
Female	30.7	26.3	5.0	2.7
<b>Average...</b>				
Age	34.0	38.5	42.9	53.4
Years of Practice	3.8	9.6	15.2	25.4
Years AK Practice	3.6	8.8	14.3	22.6
Years of Residence	12.2	13.3	19.1	26.8
1987 Law Income	\$38,100	\$73,800	\$116,900	\$121,300
1988 Law Income	\$47,600	\$81,500	\$124,700	\$121,200
% Member of Local Bar	77.4	59.3	67.9	78.7
% Applied for Judgeship	0.5	6.9	16.2	37.3
<b>Low Salaries Important Reason</b>				
Very	14.2	14.1	29.1	17.0
Somewhat	33.5	28.8	33.7	38.3
Not	52.3	57.1	37.1	44.7
<b>Size of Firm</b>				
1 Lawyer	14.1	27.0	21.3	35.8
2 - 3	21.2	21.7	26.4	22.9
4 - 9	20.7	21.3	20.8	17.4
10 or more	43.9	30.0	31.5	23.9

**TABLE 2 PROFILES OF CAREER GROUPS continued**

PUBLIC BAR	Length of Practice in Years				Judges
	0 - 6	7 - 12	13 - 19	20 or more	
Ratio - Public/ Private	0.46	0.45	0.28	0.09	
<b>% Working In</b>					
Anchorage	49.5	51.9	48.2	36.8	54.5
Roaded-Ferry	37.6	41.3	46.4	52.6	38.6
Rural-Bush	12.9	6.7	5.4	10.5	6.8
Prosecution	19.4	20.2	19.6	10.5	
Public Def	19.4	12.5	10.7	5.3	
State Other	31.2	44.2	55.4	47.4	
Govt Other- Non-Profit	30.1	23.1	14.3	36.8	
<b>Gender</b>					
Male	50.5	54.8	67.9	94.7	70.5
Female	49.5	45.2	32.1	5.3	29.5
<b>Average...</b>					
Age	34.1	38.1	42.1	51.1	44.8
Years of Practice	3.8	9.5	14.7	23.2	17.5
Years AK Practice	3.5	8.6	12.4	18.3	16.0
Years of Residence	10.6	13.0	15.6	23.3	19.7
1987 Law Income	\$31,800	\$49,700	\$63,000	\$69,000	\$65,600
1988 Law Income	\$38,600	\$53,200	\$68,100	\$69,000	\$67,100
% Member of Local Bar	47.8	34.6	28.6	47.1	54.5
% Applied for Judgeship	5.4	14.4	28.6	44.4	
<b>Low Salaries Important Reason</b>					
Very	6.2	0.0	11.8	12.5	28.6
Somewhat	16.9	26.9	29.4	31.3	45.7
Not	76.9	73.1	58.8	56.3	25.7

tends to increase with experience. Why this occurs, whether an issue of relevance or corporate culture, cannot be addressed within the parameters of this study.

#### **REGIONAL PROFILES OF THE BAR MEMBERSHIP**

As highlighted in appendix II, differences among the regions of the state do exist. While about 15 percent of the respondents from Anchorage are state employees, this increases to over 30 percent in the First and Fourth Districts, as well as in the smaller road/ferry access communities in the Third District. For "bush" Alaska, state employment stands at over 44 percent. Anchorage attorneys are also more likely to have a civil practice compared to the balance of the state, with criminal practice being most prevalent in "bush" Alaska. First District, Fairbanks and smaller road/ferry access communities in the Third District practitioners are older and have more experience by about two years on the average.

Interestingly, First District attorneys are more satisfied with their position and less likely to choose another profession than practitioners elsewhere. Income from the practice of law is discussed in the following section. However, all judicial districts fall below the earnings of those working in the Third District. These differences occur only among private attorneys. For private practitioners, First District attorneys earn about \$20,000 less, and Second and Fourth \$13,000 less on the average compared to Anchorage attorneys.

#### **ECONOMIC AND PRODUCTIVITY MEASURES OF THE BAR**

This section reviews data related to the level of activity and economic rewards of the legal profession. Tables 3 through 5 as well as the appendices are referred to throughout the discussion.

Over 91 percent of the bar is employed full time and about six percent are employed part time either on a regular basis or temporarily. About one percent of each group either had some sabbatical time in the last year or were retired or unemployed. Regular part time work occurs most often among sole practitioners or associates. Full time practitioners work an average of 46.7 hours, while part time and those on maternity/paternity average 23.2 and 25.8 hours respectively.

The average practitioner works about 45 hours a week and charges about 6.3 hours a day. Among private practitioners, partners and associates have significantly longer work weeks compared to sole and corporate practitioners (this computes to 105 to 235 hours annually depending on the comparison). Among public practitioners, prosecutors, public defenders and judges work significantly longer hours relative to other government or non-profit employees. In addition, males average 4.2 work hours more each week in their practice compared to females. This is likely due to the higher proportion of females working part time and

the latter's higher representation among groups which generally work fewer hours.

Length of practice is not an important predictor of hours worked, but age and years of residence show a decrease in hours worked among private and to a lesser extent public practitioners for those over 50 and residing in Alaska more than 30 years. One's satisfaction with his or her profession is somewhat related to hours worked. Those very dissatisfied were also those working the least number of hours. Finally, among private practitioners, large firm lawyers average almost 7 hours more work a week compared to sole practitioners. Also attorneys from multi-city firms and firms with offices outside of Alaska work significantly more hours than others. The hours worked, of course, is one indicator of billable hours and productivity in the profession.

Table 4 supports the logic that the number of hours worked is related to the total chargeable hours worked annually. The numbers in this table are based on midpoint estimates of the intervals checked by the respondents. The reader should be cautious in using the numbers as exact amounts. While the conclusions related to hours worked are applicable to chargeable hours, some additional observations can be made. First, the data are more relevant to private practitioners and a significant portion of public lawyers did not respond to this question. Second, it appears that the number of chargeable hours did increase slightly among many groups between 1987 and 1988. Younger associates and corporate practitioners showed the strongest increase. The lowest number of chargeable hours tended to be found among those with the least and most experience, those dissatisfied with their profession, females, and smaller firms.

In 1988, 32.9 percent of those members responding earned less than \$50,000. This is a seven percentage point drop over 1987. This compares to 36.9 percent whose 1988 earnings were between \$50,000 and \$79,999 (up 4 points over 1987), and 30.2 percent with incomes of \$80,000 and above (3.1 points over 1987). Last year, 9.3 percent of the sample had incomes derived from the practice of law that were \$150,000 or more. Table 5 highlights the differences in adjusted gross income derived from the practice of law. The numbers in this table are based on midpoint estimates of the intervals checked by the respondents. The reader should be cautious in using the numbers as exact amounts. For example, while it is shown that the 1988 average income of the respondents was \$78,300, this is only a "best" estimate. The actual income could be as low as \$74,200 and high as \$82,400. This is based on changing assumptions regarding the interpretation of the intervals provided in the questionnaire. Also, because the distribution of the data is skewed with some very high incomes, there is a significant gap between the mean or average, and the median which is the 50th percentile.

Incomes are significantly higher in the Third District, in particular Anchorage, and lowest in "bush" Alaska. Incomes rose between 1987 and 1988 among virtually all categories. Partners did by far the best with the highest income as a group and the highest absolute improvement from 1987 to 1988. The gap between partners

**TABLE 3**  
**AVERAGE HOURS WORKED WEEKLY**

<b>Average Hours Worked</b>	<b>Total</b>	<b>Private</b>	<b>Public</b>
Total Mean Weekly Hours	44.9	45.5	45.2
Total Median Hours	45.0	45.0	45.0
<b>Location of Office</b>			
Anchorage	44.8	45.7	43.8
Roaded	45.0	45.1	45.2
Rural	44.9	43.1	46.6
<b>Location of Practice</b>			
1st District	43.5	44.3	44.2
3rd District	45.0	45.7	46.0
2nd and 4th District	45.9	45.8	47.0
<b>Private</b>		<b>45.5</b>	
Sole Partner		42.7	
Associate		47.4	
Corporate		46.0	
		43.9	
<b>Public</b>			<b>45.2</b>
Judge			47.5
Prosecution			51.0
Public Defender			49.1
Other State			41.2
Other Government			43.3
<b>Gender</b>			
Male	45.9	46.5	46.3
Female	41.7	41.3	43.6
<b>Age</b>			
30 years or less	47.1	46.7	48.3
31 - 35	43.2	44.3	42.0
36 - 40	44.6	45.1	45.0
41 - 45	46.0	47.0	45.5
46 - 50	47.7	48.0	47.0
51 or more	42.0	42.6	49.1
<b>Years of Residence</b>			
1 - 5 years	46.0	46.4	46.2
6 - 10	44.6	44.9	44.9
11 - 15	45.3	46.1	45.1
16 - 20	45.7	46.5	46.1
21 - 30	45.2	45.8	45.6
31 or more	41.8	43.1	43.1

**TABLE 3 AVERAGE HOURS WORKED WEEKLY continued**

<b>Average Hours Worked</b>	<b>Total</b>	<b>Private</b>	<b>Public</b>
<b>Years of Practice in Alaska</b>			
0 - 3 Years	44.7	46.2	44.1
4 - 6	45.9	46.8	44.9
7 - 9	42.9	42.9	44.6
10 - 12	44.7	45.2	44.5
13 - 15	45.6	46.0	46.3
16 - 19	47.1	46.7	48.5
20 or more	43.8	45.1	47.1
<b>Years of Practice</b>			
0 - 3 Years	44.6	45.8	45.5
4 - 6	45.3	46.5	44.3
7 - 9	43.4	44.6	42.7
10 - 12	44.3	44.6	44.2
13 - 15	46.1	46.5	46.1
16 - 19	47.0	45.9	51.2
20 or more	44.0	45.1	47.0
<b>Satisfaction with Career</b>			
Very Satisfied	45.5	46.5	45.7
Moderately Satisfied	44.9	45.2	45.1
Somewhat Dissatisfied	44.5	44.4	45.1
Very Dissatisfied	35.6	40.2	37.0
<b>Work Status</b>			
Full Time	46.7	47.2	46.0
Part Time	23.2	24.5	25.0
Part Time Due to Maternity/Paternity	25.8	19.7	38.0
Sabbatical Leave	39.0	42.2	46.7
Other	13.3	20.0	30.0
<b>Size of Private Firm</b>			
1 Lawyer		41.1	
2		46.5	
3 - 9		45.2	
10 or more		48.0	
<b>Private Practitioners - Office in Alaskan Cities</b>			
One		44.6	
Two or more		48.3	
<b>Private Practitioners - Office Outside Alaska</b>			
Yes		47.5	
No		44.9	

Note: The Total column includes respondents in categories which are neither public nor private (such as retired, not employed in law) and therefore average somewhat lower than columns 2 and 3).



**TABLE 4**  
**AVERAGE 1987 AND 1988 CHARGEABLE HOURS**

Average Chargeable Hours	1987	1988	Private 1988	Public 1988
Total Mean Hours Billed	1,410	1,450	1,470	1,390
Total Median Hours Billed	1,550	1,550	1,550	1,550
<b>Location of Office</b>				
Anchorage	1,460	1,490	1,510	1,450
Roaded	1,340	1,360	1,390	1,290
Rural	960	1,120	920	900
<b>Location of Practice</b>				
1st District	1,250	1,290	1,330	1,210
3rd District	1,440	1,480	1,490	1,460
2 & 4th District	1,410	1,430	1,450	1,440
<b>Private</b>	<b>1,440</b>	<b>1,470</b>		
Sole	1,280	1,260		
Partner	1,580	1,570		
Associate	1,370	1,510		
Corporate	1,400	1,600		
<b>Public</b>	<b>1,340</b>	<b>1,390</b>		
Judge	1,320	1,320		
Prosecution	1,400	1,510		
Public Defender	1,150	1,120		
Other State	1,380	1,390		
Other Government	1,324	1,420		
<b>Gender</b>				
Male	1,450	1,480	1,500	1,430
Female	1,290	1,340	1,360	1,330
<b>Age</b>				
30 years or less	1,290	1,530	1,560	1,230
31 - 35	1,350	1,430	1,470	1,280
36 - 40	1,440	1,460	1,470	1,460
41 - 45	1,470	1,470	1,510	1,350
46 - 50	1,530	1,520	1,520	1,520
51 or more	1,310	1,280	1,270	1,830
<b>Years of Residence</b>				
1 - 5 years	1,350	1,500	1,590	1,160
6 - 10	1,450	1,490	1,510	1,460
11 - 15	1,440	1,470	1,490	1,430
16 - 20	1,500	1,490	1,480	1,710
21 - 30	1,370	1,360	1,390	950
31 or more	1,330	1,330	1,340	1,380

**TABLE 4 AVERAGE 1987 AND 1988 CHARGEABLE HOURS continued**

<b>Average Chargeable Hours</b>	<b>1987</b>	<b>1988</b>	<b>Private 1988</b>	<b>Public 1988</b>
<b>Years of Practice in Alaska</b>				
0 - 3 Years	1,160	1,370	1,470	1,020
4 - 6	1,450	1,480	1,520	1,420
7 - 9	1,450	1,430	1,440	1,420
10 - 12	1,500	1,510	1,490	1,600
13 - 15	1,440	1,460	1,480	1,410
16 - 19	1,540	1,520	1,530	1,430
20 or more	1,390	1,360	1,360	1,800
<b>Years of Practice</b>				
0 - 3 Years	1,120	1,360	1,440	1,020
4 - 6	1,410	1,460	1,520	1,340
7 - 9	1,470	1,460	1,480	1,430
10 - 12	1,460	1,480	1,470	1,550
13 - 15	1,480	1,500	1,500	1,490
16 - 19	1,530	1,520	1,550	1,290
20 or more	1,383	1,350	1,340	1,670
<b>Satisfaction with Career</b>				
Very Satisfied	1,440	1,500	1,550	1,310
Moderately Satisfied	1,430	1,450	1,450	1,440
Somewhat Dissatisfied	1,340	1,360	1,340	1,660
Very Dissatisfied	1,080	1,070	1,130	1,160
<b>Work Status</b>				
Full Time	1460	1510		
Part Time	800	660		
Part Time Due to Maternity/Paternity	980	920		
Sabbatical Leave	1560	860		
Other	640	600		
<b>Size of Private Firm</b>				
1 Lawyer			1,220	
2			1,320	
3 - 9			1,570	
10 or more			1,670	
<b>Private Practitioners - Office in Alaskan Cities</b>				
One			1,410	
Two or more			1,630	
<b>Private Practitioners - Office Outside Alaska</b>				
Yes			1,650	
No			1,420	

TABLE 5

## AVERAGE 1987 AND 1988 INCOME FROM THE PRACTICE OF LAW

Average Income	1987	1988	Private 1988	Public 1988
Total Mean Income	\$72,400	\$78,300	\$89,700	\$54,600
Total Median Income	55,000	65,000	65,000	55,000
<b>Location of Office</b>				
Anchorage	76,400	83,000	93,500	52,600
Roaded	66,100	69,500	79,400	56,200
Rural	48,300	61,200	75,000	58,500
<b>Location of Practice</b>				
1st District	61,000	64,600	72,900	54,800
3rd District	75,200	82,400	93,200	52,900
2 & 4th District	68,800	70,000	80,100	59,400
<b>Private</b>	<b>82,800</b>	<b>89,700</b>		
Sole	71,100	71,500		
Partner	117,100	127,700		
Associate	45,500	53,700		
Corporate	71,300	76,800		
<b>Public</b>	<b>50,300</b>	<b>54,600</b>		
Judge	65,600	67,000		
Prosecution	50,500	55,900		
Public Defender	43,800	47,500		
Other State	50,900	55,000		
Other Government	43,000	48,800		
<b>Gender</b>				
Male	80,600	86,500	97,000	57,500
Female	47,400	53,300	57,000	50,100
<b>Age</b>				
30 years or less	33,300	42,300	43,900	38,000
31 - 35	46,600	56,700	63,500	43,900
36 - 40	69,300	74,600	86,200	54,600
41 - 45	93,100	98,900	114,800	61,200
46 - 50	96,600	99,800	111,400	64,400
51 or more	92,300	93,300	104,000	74,500
<b>Years of Residence</b>				
1 - 5 years	40,600	51,200	55,900	43,600
6 - 10	57,500	65,100	75,300	50,300
11 - 15	81,900	88,500	100,800	60,000
16 - 20	92,200	96,700	107,600	64,300
21 - 30	78,500	78,900	87,200	57,400
31 or more	88,800	91,700	105,700	60,300

**TABLE 5 AVERAGE 1987 AND 1988 INCOME FROM THE PRACTICE OF LAW  
continued**

<b>Average Income</b>	<b>1987</b>	<b>1988</b>	<b>Private 1988</b>	<b>Public 1988</b>
<b>Years of Practice in Alaska</b>				
0 - 3 Years	30,100	39,600	41,900	36,000
4 - 6	46,600	55,200	59,800	48,300
7 - 9	59,900	64,100	72,300	52,100
10 - 12	77,800	84,000	95,300	57,700
13 - 15	101,900	108,600	125,400	69,300
16 - 19	112,400	115,900	127,800	68,200
20 or more	114,400	112,500	126,800	75,300
<b>Years of Practice</b>				
0 - 3 Years	27,900	37,500	40,500	32,100
4 - 6	41,900	49,400	53,400	43,400
7 - 9	56,300	62,400	69,900	50,700
10 - 12	73,000	79,400	90,000	56,200
13 - 15	99,000	106,100	123,200	67,700
16 - 19	109,000	114,700	127,000	70,300
20 or more	106,000	105,600	121,200	71,200
<b>Satisfaction with Career</b>				
Very Satisfied	82,700	90,600	107,900	56,700
Moderately Satisfied	68,300	74,200	84,200	53,500
Somewhat Dissatisfied	53,500	54,800	56,200	49,800
Very Dissatisfied	52,000	44,000	47,300	51,000
<b>Work Status</b>				
Full Time	75,500	82,500	94,300	55,800
Part Time	36,400	33,200	35,700	36,700
Part Time Due to Maternity/Paternity	32,500	32,400	30,400	36,700
Sabbatical Leave	78,800	50,500	50,000	55,000
Other	25,800	21,900	10,000	22,500
<b>Size of Private Firm</b>				
1 Lawyer			62,700	
2			85,300	
3 - 9			95,800	
10 or more			107,200	
<b>Private Practitioners - Office in Alaskan Cities</b>				
One			85,800	
Two or more			102,100	
<b>Private Practitioners - Office Outside Alaska</b>				
Yes			93,500	
No			80,100	
<b>Private Practitioners Averaging Over \$100,000 in Income</b>				
Admiralty/Marine	Mineral-Natural Resources	Government		
Banking-Savings	Negligence-Def-Plain	Appellate Practice		
Administrative Law	Land Use Law	Securities		

and sole practitioners is about \$56,000, and it is \$74,000 between partners and associates. Except for judges, income for public attorneys is similar to private associates. Keeping in mind the discussion of judicial base salaries noted above, judges' earnings tend to be similar to the average sole or corporate attorney, but substantially below those of a partner.

Income increases with age and length of practice, and peaks among 46 to 50 year olds with about 20 years of experience. After that, incomes from the law tend to decline somewhat. Income is strongly related to the size of the firm and the satisfaction of the attorney with his or her profession. Attorneys with a legal specialization (largely in civil practice) have the highest incomes while general practitioners are likely to have lower incomes. All of these measures tend to be interrelated, since general practitioners are also likely to be sole practitioners in smaller firms. Finally, males earn on the average \$33,000 more compared to their female counterparts. While 71.6 percent of female practitioners earn less than \$60,000, only 40.5 percent of the male lawyers have the same income. This is in contrast to incomes of \$80,000 or more of which 37.5 percent of the male attorneys and 8.3 percent of females receive in gross earnings.

#### **PARTICIPATION IN BAR ASSOCIATION ACTIVITIES**

As a general rule, about 60 percent of the legal community is involved in bar association activities at some level. Private practitioners are on the average more active than the public bar (with the exception of judges). About nine percent participate in the business of the bars at a significant level (100 hours or more a year). Looking specifically at local bar associations, over 60 percent are members. Local membership is highest in Southeast Alaska and Fairbanks, and private practitioners are significantly more likely to join local associations compared to those in public service. While professional reasons are most cited as the reason to join a local association, more than a third place social opportunities above professional. Social reasons appear to be more important outside Anchorage.

An important part of organized activities of a bar is continuing education. Over three-fifths of the sample felt that there should be a minimum number of CLE hours in order to qualify to practice in a specialty, and 51.7 percent stated a minimum number of CLE hours should be required to retain one's license to practice. Support for both of these concepts is lowest in the Second and Fourth Districts and "bush" Alaska, and highest in the First and Third Districts.

Participation in any ABA CLE seminar in the past 12 months is high with 62.7 percent who said yes. Participation is significantly higher among private practitioners (71.5 percent) compared to those working in the public sector (43.5 percent). In addition, Anchorage attorneys participate at a higher rate than other regions in Alaska. The primary reasons for not attending involve issues of relevancy, being too busy and the unavailability of desired programs. A number

of written comments mentioned that taped presentations were less desirable. When assessing the quality of CLE programs, the majority evaluated the programs positively, with 61.7 percent estimating the quality as good or excellent. Only 2.4 percent rated them as poor. For those actually having attended a program, 75.9 percent rated the CLE as excellent or good, and two percent as poor. The fee charged for the CLE program appears to be an issue for some attorneys. About three-fifths state that fees are about right, while 21.3 percent feel they are too high. Differences are correlated with income and position. Three-quarters of those who view the fees as about right have attended a program, while 40.8 percent of those who feel fees are too high have not attended. In terms of the type of CLE program preferred, interest is highest for the occasional 1 to 3 hour and the concentrated 1 or 2 day programs. Anchorage attorneys are somewhat more interested in the 1 to 3 hour occasional program while roaded/ferry areas and especially "bush" areas tend to favor the concentrated format. A mix of these two approaches should draw the highest rates of participation.

Looking at continuing education as part of the midwinter conference, less than 15 percent of those responding attended one or more CLE programs in Hawaii in the past three years. Less than four percent have attended more than one program in the last three years. The most often cited reason for not attending was the high expense (32 percent). This was followed by a lack of interest (18.4 percent) and two time-related issues - schedule conflict and time out of office (10.1 and 10.8 percent respectively). Despite the concern regarding expense, interest in alternative midwinter CLE locations is mixed. Only three percent would definitely attend a CLE program at another location, with an equal number saying probably yes and no. Whether one attended or not had little effect on his or her views on future attendance. The majority of all respondents (56.2 percent) preferred Hawaii, the current site. Alternative sites selected were divided between a variety of Alaska locations (Anchorage being the most cited) and west coast locations. For previous attenders, 76 percent prefer Hawaii, and even 52 percent of those not having attended in the past three years prefer Hawaii for the midwinter CLE meeting site. Changing the location influenced those who noted the expense and location as the primary reason for not attending. However, 42 percent of those citing expense still preferred Hawaii. While it is impossible to predict future attendance, without a great deal of care, it appears that changing the location could lose more attorneys than it gains.

Participation in the ABA annual meeting is higher than the midwinter conference with 36.5 percent having attended at least one meeting in the past three years. Less than 14 percent, however, attended two or more meetings. Participation is highest among Fourth District members and lowest among those from the First District. Judges and private practitioners, except for associates, tend to have the highest participation rates. The most often used reason for not attending was a lack of interest. This was most often cited by those never having attended a meeting during the past three years. The other responses involved time problems and the expense, and were used most often by those who had attended one or more meetings. Why one attended the annual meeting varied,

but educational value was most often cited. For those attending only one meeting in three, location was an important reason (21.4 percent mentioned). When offered a Canadian or Northwestern location for the annual meeting, the plurality (42.7 percent) said they would not attend and only 2.7 percent would definitely attend. A rough estimate of the location change suggests that the ABA would lose four times more attendees than it would gain by moving out of Alaska.

Two professional publications are available to the legal community in Alaska. The Bar Rag appears to be widely read. Over 28 percent stated they read it within 24 hours and 47 percent within a week. Only 6.7 percent recalled reading the Bar Rag almost never. Reading of this publication is fairly even throughout the state and among all types of members. The second publication is the Alaska Law Review. While its frequency of being read is not measured, a rating of its goal to provide substantive articles of interest was. The result was a majority (55.4 percent) who rated the publication adequate, and only 8.7 who said it was doing its job very well. Almost a quarter of those responding (23 percent) felt that it was doing a poor job. Overall, the Alaska Law Review was given a passing grade but not a strong endorsement.

#### **STATE JUDGESHIP APPLICATION**

Replenishing the ranks of the state judiciary is an important need in any state. Sixteen percent of those responding noted that they had applied for a state judgeship. If sitting judges (both state and federal) are removed from the calculation, 15.4 percent stated they had been an applicant. Experience (the amount of time practicing law) is related to application. Applicants, whether current judges or not had just over 17 years of experience practicing law, while those not applying had just over 10 years of experience. Removing judges, public practitioners were 25 percent more likely to say they had applied than private ones. Also, First and Fourth District practitioners were the most likely to apply to the state judiciary, and male attorneys were 50 percent more likely to apply compared to females.

Why one might not apply for a state judicial opening can vary. However, two reasons stand out. As shown in table 6, the plurality, 42.9 percent, felt that the selection process being too political was a very important reason not to apply. This view was found among most groups in the bar but was most strongly felt by private practitioners, especially in Anchorage. Even sitting judges felt this reason was somewhat true. The question lacked the specificity to differentiate between the concern over the politicizing of the Council application and survey process, and the selection process in the governor's office. While all aspects probably bear some criticism, the low concern expressed for the retention process suggests that the latter portion of the process is of greater concern to the bar membership.

The other reason most often cited was the lack of experience (31.6 percent). Excluding sitting judges, those who stated this was

a very important reason had only 6.8 years of experience on the average, compared to 9.8 years for those seeing this as a somewhat important reason, and 15 years for those viewing the issue as not important. The reason which has received a great deal of public attention involves salaries and benefits. This issue ranked fourth with only 15.7 percent seeing it as very important and 52.7 percent feeling the reason was not important. Despite this, the issue is more important to particular groups including sitting judges, partners and corporate attorneys. The concern is also highly related to current income. Excluding sitting judges, the average 1988 legal income of those viewing salary as a very important barrier to applying was \$120,800, while those seeing it as somewhat important averaged \$95,500, and those stating it was not important earned \$63,700.

**TABLE 6**

**RANKING THE IMPORTANCE OF REASONS  
FOR NOT APPLYING FOR A STATE JUDGESHIP**

%	
Very Important	
42.9	Selection Too Political
31.6	Lacks Requisite Experience
16.7	Freedom of Association Too Limiting
15.7	Salaries and Benefits
13.0	Commitments to Others
12.3	Exposure to Survey Potentially Embarrassing
9.3	Retention Too Political
9.2	No Opening of Interest

**SEX BASED DIFFERENCES IN THE BAR MEMBERSHIP**

As noted in tables 3 to 5, female members of the bar appear to have a level of economic activity and compensation below their male counterparts with 1988 earnings averaging \$33,200 less than male attorneys, hours worked averaging 4.2 hours a week less, and billable hours of 140 hours less annually than male practitioners. This gap is most apparent in the private bar with income differences increasing to \$40,000 on the average. Explaining the causes for these differences is not possible within the limited framework of this study, but some analysis can be provided.

First, females comprise a much higher proportion of the public bar (39.4 percent) as opposed to the private bar (18.3 percent). Even in the private sector, females constitute only 9.1 percent of partners but 32.7 percent of associates. These status and job differences play a large role in determining income. However, position is not the only reason for gender differences. As presented in table 7, females earn less within every category of type of practice, with sole practitioners, partners and associates showing the greatest gaps.



**TABLE 7**  
**GENDER DIFFERENCES AMONG LAW PRACTITIONERS**

Categories	All ABA Members		Employed Full-time in Law	
	Females	Males	Females	Males
Age in Years	37.2	41.4	37.1	41.0
Years of Practice	8.1	12.8	7.3	12.4
Years of Alaska Practice	7.3	11.6	7.0	11.3
<b>Estimated Income of...</b>				
Sole Practitioners	\$39,300	\$77,400	\$46,100	\$82,900
Partners	\$104,900	\$129,900	\$113,600	\$131,300
Associates	\$45,500	\$57,800	\$47,500	\$59,000
Corporate	\$74,200	\$77,800	\$74,200	\$77,800
Judges	\$61,900	\$69,300	\$61,700	\$69,300
Prosecutors	\$53,300	\$57,300	\$56,200	\$57,300
Public Defenders	\$43,100	\$50,700	\$43,000	\$50,500
Other State	\$49,900	\$59,700	\$49,900	\$59,900
Other Govt/Non-Profit	\$45,900	\$50,200	\$45,900	\$50,600
<b>Estimated Income with...</b>				
0 - 3 years of exp.	\$38,300	\$38,000	\$39,300	\$39,500
4 - 6 years	\$44,400	\$53,300	\$46,600	\$53,600
7 - 9 years	\$48,600	\$70,400	\$52,300	\$71,600
10 - 12 years	\$73,300	\$82,700	\$80,500	\$85,200
13 - 15 years	\$63,400	\$114,900	\$69,300	\$116,500
16 - 19 years	\$70,600	\$118,900	\$77,100	\$122,900
20 or more years	*	\$112,000	*	\$115,700
<b>Estimated Income of Practitioners With 7 to 15 years of experience</b>				
Partners	\$110,100	\$122,400	\$118,000	\$123,400
Sole Practitioners	\$42,400	\$83,800	\$49,700	\$88,300
Associates	\$49,300	\$66,200	\$56,500	\$68,600
<b>Male - Female Income Differences</b>			<b>Male Income - Female Income</b>	
All Respondents			\$33,200	
Controlling for Location of Office			\$33,500	
Controlling for Full-time - Part-time			\$28,200	
Controlling for Type of Practice			\$15,500	
Controlling for Years of Practice			\$15,200	
Controlling for Full-time/Part-time, Location of Practice, Type of Practice, and Years of Practice			\$4,500	

Note: Small sample size cause some full-time incomes to appear lower than incomes of all respondents.

\* denotes a sample size too small to report.

A second factor which explains differences in gender income is experience. It appears that male and female attorneys begin their profession at similar reward levels, but diverge thereafter with differences averaging almost \$50,000 after 15 years of practice. To provide a sense of these differences, for private attorneys with zero to three years of experience, 59.5 and 62.2 percent of females and males have associate status earning \$40,400 and \$43,600 respectively. For attorneys with seven to 15 years of experience, about 11 percent of both groups are still associates, but only 15.6 percent of females had achieved partner status while 41.9 percent of the males did. Among three key private practice types, the income gap by gender for those with seven to 15 years experience continues. While the gender gap is only \$12,000 for partners, it is substantially higher for sole practitioners and about \$16,000 for associates.

To provide insight into the primary causal factors for gender-related compensation differences, a multiple analysis of variance was carried out. A summary is shown at the bottom of table 7. By looking at the differences between the average male and female incomes under specific constraints, the explanatory role of specific factors can be assessed. Location of office has virtually no role in explaining gender differences, while full-time/part-time status has a moderate influence. Clearly type of practice and length of experience have the most effect on gender differences in income. In a multiple analysis of variance, the role of gender is reduced substantially in predicting income. The \$33,200 difference appears to drop to \$4,500 when such factors, as status, location, and type and length of practice are taken into consideration. While gender-based differences in income do exist, they are significantly less than they appear to be superficially.

Obviously an entire study could be devoted to this topic, but these data highlight some of the more important gender differences that do exist in the bar membership. Females appear to be disadvantaged in two ways. First, a moderate gender gap in compensation does exist for which an immediate explanation is not available. Second, female attorneys, either by internal or external reasons, have a lower success rate in the private bar career paths most likely to lead to higher income. The success rate of females and equality of compensation is more readily apparent in the public sector than the private sector.

#### **INDIVIDUAL RESPONSE OF PRACTICES AND PROCEDURES**

Office or professional practices and procedures vary considerably depending on the type of firm, and private versus public practices. Many of the questions in this area were not appropriate for specific categories of the bar, and the limitations of the last section of questions for which organizational representatives were supposed to respond were already discussed in the methodology section. Despite this, the overall responses begin to paint a picture of the way the legal community conducts its business. Most of the data to be highlighted can be found in the three main appendices.

Somewhat less than one-half of the respondents stated they systematically preserved and indexed memoranda, briefs and opinions. Public attorneys and rural attorneys did this more often than others. It should be noted that a number of those responding stated that they preserved many of these things but did not necessarily index them for systematic access. With regards to sending copies of documents, pleadings and letters to clients, 44.6 percent of private attorneys said they always did this, and 41 percent stated they usually did. Corporate attorneys whose practice seldom include clients external to the corporate employer were more like public attorneys in their responses to these questions.

Most private attorneys were insured (though some do not know) for malpractice (85.5 percent), bodily injury/property damage (88.6 percent), fire and theft (89.2 percent), and files damage/loss (78.3 percent). Corporate employees were least likely to be insured since their potential losses are more likely protected by the corporation. However, there was a significant gap between larger firms and sole practitioners with the latter running about 20 percentage points below larger firms in coverage. For example, about one-third of sole practitioners did not have malpractice insurance.

Computerized legal research has become an increasingly important tool for an attorney. About two-thirds of all attorneys have access to some type of computerized research and one-quarter access two or more systems. Westlaw is preferred over Lexis when only one system is available. Lexis, however, was more often used by sole practitioners, who, with public defenders, had the least access to computerized research (71.4 and 76.3 percent do not have access to a system). Access and options of computerized research is largely an issue of firm size and its resource base.

Fee based record keeping is particularly important among private practitioners. Except for corporate attorneys, the overwhelming majority of private sector lawyers always keep time records for fee-producing time. There is some difference between sole practitioners and firm attorneys with 70 percent of the former and about 88 percent of the latter always maintaining records. Among public attorneys, charge records are more often kept by general government attorneys, probably for interagency chargebacks. For those keeping time records, the primary method is five or six minute intervals (77 percent among private attorneys). Among private practitioners, differences are most apparent for records of non-chargeable time. While only 27.9 percent of sole practitioners keep such records, over one-half (50.7 percent) of partners do, and fully 70.2 percent of associates keep such records. Corporate attorneys rarely record fee or non-chargeable time.

Looking at specialized charges, the recording and charging for long distance calls is almost universal among non-corporate private attorneys. Also, most private attorneys charge for business travel time (though sole practitioners are least likely to charge), but how they do is not consistent. Sole practitioners are more likely to reduce their billing rate compared to firm attorneys. However, a number of written comments indicated that the time of day and activity on the plane dictated the type of charge, if any.

In setting final fees, time spent is clearly the most often used consideration by private attorneys. While all criteria were mentioned, there appears to be a consensus on time expended, followed by responsibility, results and skills required, and the client's ability to pay. Contingent fees are used by a relatively small portion of practitioners. Attorneys feel they usually discuss the basis for their fees with new clients and request a retainer under some circumstances, such as the type of case. Billing for services is done most often on the monthly basis, and over three-quarters of private non-corporate attorneys have a definite follow-up program for nonpayment of billings. Despite the existence of follow-up programs for nonpayment, almost all attorneys noted that at least some of their billings are uncollectible. While very few associates knew this information, 30.9 percent of sole practitioners and 29 percent of partners stated that the percent of total billings considered uncollectible is 20 percent or more of all billings. Only 27 percent of sole practitioners and 4.3 percent of partners felt that uncollectible billings are five percent or less of the total amount. These numbers suggest a substantial cost to the legal community.

Losses on billings, and the cost of operating and maintaining an office are all part of a firm's overhead. This cost of doing business can be high. When comparing sole practitioners and partners, the pattern of response is similar, except that the modal response of the former is an overhead of less than 40 percent (31.7 percent) while 40 to 49 percent is most often mentioned (34.3 percent) by partners. The average overhead for sole practitioners appears to be between 45 and 50 percent, while a partner's overhead is more likely to be 50 to 55 percent.

#### **THE ORGANIZATION AND STAFFING OF FIRMS AND INSTITUTIONS**

Turning to the staffing and organization of an office, firms and public organizations were asked a number of questions. The responses should be considered carefully since the sample was based on individual practitioners not firms or organizations. This creates the possibility of more than one response from a firm or governmental office. In addition, key firms or institutions may not be represented. Even with these limitations, responses to questions regarding the staffing and organization of firms and public institutions provide valuable insights.

Reviewing the hiring of new attorneys, about 18 percent of the sole practitioner offices have hired new law school graduates in the past three years. Among partnership and shareholder firms, almost 56 percent have hired in the past three years with 22.9 percent having hired 3 or more new graduates. The State of Alaska has been a major employer, with new hires exceeding 30 since 1986. Local and federal governmental units acquire new professional staff at a much lower rate, while 80 percent of public service and non-profits organizations have had no new hires. New public sector employees are more likely to be admitted to the Bar at the time of hire, while private sector hires are more evenly split. It may be that

attorneys hired by prosecution and public defender agencies need to appear in court soon after hiring.

The beginning annual salary of a new hire varies considerably both between and within categories of organizations. Sole practitioners pay the lowest with 37.8 percent paying less than \$25,000. On the other hand, 31 percent pay \$35,000 or more. This contrasts with private firms of which 45.1 percent provided \$35,000 to \$44,999 in compensation. The state is most likely to pay \$35,000 to \$39,999, while local government ranges from \$35,000 and up. The federal responses vary and the public service/non-profits tend to be lower on the average.

The level of nonlawyer support for practitioners varies. The greatest difference is found between private and public organizations with private most likely to have 1 to 1.9 employees per lawyer compared to 0 to .9 per public practitioner. In addition, larger private firms as represented by partners/shareholders tend to have higher ratios of support staff to professionals compared to sole practitioners.

Using law students as clerks is an established method for students to receive practical experience as well as provide interim support for professional staff. This type of support is clearly related to the size of organization. The state hires at least some interns each summer and about one-third of the firms do also (the probability of hire goes up with size). Only 7.8 percent of sole practitioners and 14.3 percent of local government units hire summer interns.

Another measure of support is the number of paralegals or legal assistants. A surprisingly large number of respondents noted that they did not have any paralegal assistance (60.6 and 65 percent of private and public organizations respectively). For sole practitioners the proportion with no paralegal support reached 75.5 percent. A majority of partnership/shareholder firms had some paralegal support. Very few governmental organizations hire legal assistants, and only about one-quarter of the private firms have hired a less-experienced assistant in recent years. Firm size in the private sector appears to be related to hiring and using assistants. An estimated one-tenth of sole practitioners hired a legal assistant in the past 15 months while 22 percent of partnership/shareholder firms did. Beginning salaries for legal assistants are most likely to average \$20,000 to \$29,999 among larger private firms and government, and \$15,000 to \$24,999 among sole practitioners. There is little consistency in the top pay for an assistant. The median falls in the \$30,000 to \$34,999 range, but sole practitioners are somewhat lower with little agreement, and assistants hired by government range to over \$40,000 (the highest being those employed by the State). Average pay for a trained legal assistant tends to be in the \$25,000 to \$29,999 range, with the average being somewhat lower for sole practitioners and higher for larger firms and government.

Looking at secretarial support, over two fifths of those responding have not hired a legal secretary without significant

experience. This could mean that turnover is low, but also suggests that many organizations are reluctant to hire secretaries with little experience. Of those who have hired, 52.7 percent of private firms and 46.9 percent of public institutions have hired a secretary within the past 15 months. As an approximate estimate, about one-quarter to one-third of all private firms and public units hire a secretary every 18 to 24 months. The salaries of most recently hired secretaries tend to cluster in the \$18,000 to \$24,999 range with the median being about \$18,000 to \$20,999. The public and private sector pay similar beginning salaries for secretarial support, but there is more differentiation in the private sector with lowest salaries found among smaller firms and sole practitioners.

Secretarial salaries are likely to peak in the \$25,000 to \$29,999 range for public employees, somewhat lower for sole practitioners and somewhat higher for partnership/shareholder firms. The average secretary's salary tends to be in the \$25,000 to \$29,999 for publicly employed secretaries, while private firms show more variation. Sole practitioners' secretaries are most likely to have an average salary in the \$20,000 to \$24,999 range, while partnership/shareholder firms are more likely to pay an average of \$25,000 to \$29,999.

A final support person asked about in the survey was a full-time office administrator. Twenty-three percent of the respondents reported employing administrators. These personnel are most often utilized in the largest private firms and state government.

An organization can offer a number of standard and non-standard benefits to either its professionals or support staff. Question 75 was inadequate in determining the exact participation rates in selected benefits; however, the percent responding does provide a conservative estimate of this. It is clear that on a number of benefits, government employment provides greater security. Only in the area of professional and social memberships does the public sector fall behind the private sector.

Health insurance is the most widely available benefit for both attorneys and non-attorneys with almost complete coverage within government and larger firms. Only among sole practitioners is health insurance not a near universal benefit. Life insurance and retirement programs are also an almost universal benefit for all employees in the public sector. Sole practitioners, however, rarely have life insurance or retirement benefits, while 59.3 and 48.1 percent respectively of larger firms provide these. In addition, while retirement benefits are most likely available to all employees when offered, about one-third of private firms offering life insurance give it to attorneys only.

Profit sharing is rarely used. In the private sector, the firms that do use the concept are likely to make it available to all employees. Parking is widely offered in the public and private sectors and is sensitive to location. Professional memberships are provided by 37.8 percent of sole practitioners, three-quarters of

larger firms and some local, and public service and non-profit agencies. When provided, the benefit is made available about one-half the time to all employees and one-half the time to just attorneys. Social memberships are the least used benefit, with only private sector firms and primarily larger firms (about 29 percent) providing them to their attorneys.

Two final questions were directed at the budgeting of income and expense. Budgeting anticipated expenses is carried out more often by both public and private organizations than budgeting anticipated income. In the private sector, larger firms are more likely to engage in both of these practices than are sole practitioners.

**APPENDIX I**



**APPENDIX I**

**SUMMARY RESPONSES TO THE  
ALASKA BAR ASSOCIATION MEMBERSHIP SURVEY**

1. In which Judicial District is most of your work conducted?  
(check **one** only)

%	N	
14.2	(154)	First Judicial District
1.9	(21)	Second Judicial District
73.1	(792)	Third Judicial District
10.7	(116)	Fourth Judicial District

Location of Practice

%	N	
66.4	(719)	Anchorage
30.3	(328)	Roaded or Ferry Served
3.3	(36)	Rural or "Bush"

2. Of the following, which is your **PRIMARY** legal occupation?  
(check **one** only)

%	N	
15.1	(163)	Sole practitioner (sole proprietor)
3.8	(41)	Sole practitioner engaged in group practice (space sharer)
18.9	(205)	Partner in firm (inc. of counsel)
2.2	(24)	Associate of sole proprietor (full or part salaried)
16.1	(174)	Associate of firm (full or part salaried)
9.6	(104)	Shareholder in professional corporation
1.2	(13)	Non-shareholder professional in professional corporation (full or part salaried)
2.1	(23)	Employee of private "for profit" corporation
0.5	(5)	Federal Judge or Judicial officer
3.6	(39)	State Judge or Judicial officer
1.2	(13)	Federal executive branch employee
16.7	(181)	State executive branch and/or state administrative body, (legislative) employee
3.0	(32)	Borough/municipal and/or local government employee
4.3	(47)	Public service agency or organization (inc. non- profit corp.) (e.g., Alaska Legal Services)
0.6	(7)	Unemployed, not seeking a position (retired)
1.0	(11)	Primary occupation nonlegal (inc. lobbyist and law teacher)
--	(1)	Not Answered

3. The majority of your practice consists of (check **one** only)

%	N	
4.8	(52)	Prosecution
4.3	(47)	Mainly criminal
15.2	(164)	Mixed criminal and civil
71.0	(768)	Mainly civil
4.6	(50)	Other (inc. administration, non-legal occupation retired)
--	(2)	Not Answered

4. Listed below are a number of areas of law practice. If you concentrate your practice in certain areas, please indicate below. (check **no more than one per column**)

AREAS OF CONCENTRATION				
Greatest	2nd	3rd	Total	
%	Greatest	Greatest	%	
%	%	%	%	
5.1	7.8	5.8	6.2	Administrative law
0.6	2.5	2.5	1.8	Admiralty/marine
0.3	--	0.4	0.2	Antitrust
1.0	5.6	5.3	3.7	Appellate Practice
0.2	0.9	1.5	0.8	Aviation
1.3	1.1	2.4	1.5	Banking-Savings and Loan
2.6	3.6	3.0	3.1	Bankruptcy
5.7	7.4	8.3	7.0	Business and Corporate
8.8	11.1	9.1	9.6	Commercial
0.2	0.2	0.1	0.2	Computer Law
0.4	0.3	0.7	0.4	Consumer Law
14.0	4.9	4.6	8.4	Criminal
7.5	6.5	4.2	6.3	Domestic Relations
7.7	7.5	12.7	9.1	General Practice
3.2	2.9	3.8	3.3	Government
2.9	3.4	3.4	3.2	Labor
0.5	1.1	2.1	1.2	Land Use Law
0.3	--	0.8	0.3	Military
4.1	2.5	2.0	3.0	Mineral and Natural Res.
3.1	2.7	0.9	2.4	Municipal-School Districts
6.2	7.8	4.9	6.3	Negligence-Plaintiff
9.7	5.8	2.5	6.4	Negligence-Defendant
1.2	0.5	2.0	1.2	Negligence-about even
3.3	4.9	6.1	4.6	Real Estate
0.2	0.2	0.4	0.3	Securities
1.4	0.8	1.3	1.2	Taxation
0.6	1.0	1.2	0.9	Utilities & Communications
1.2	1.7	3.6	2.0	Wills, Trusts & Estate Planning
7.1	5.1	4.4	5.7	Other (inc. Native, Environmental, Child Law)
(1,036)	(877)	(757)	(2,670)	Number Responding
(47)	(206)	(326)	--	Not Applicable/Not Answered

5. In what year were you born? (Data shown as age in years)

%	N	
7.6	(82)	30 years of age or less
19.1	(206)	31 - 35
31.3	(337)	36 - 40
22.1	(238)	41 - 45
9.6	(103)	46 - 50
10.2	(110)	51 years or more
--	(7)	Not Answered
40.4		Mean
39.0		Median
7.9		Standard Deviation

6. How many years in total have you been practicing law?

%	N	
11.9	(128)	0 - 3 years
16.2	(175)	4 - 6
14.7	(158)	7 - 9
17.6	(190)	10 - 12
16.5	(178)	13 - 15
8.8	(95)	16 - 19
14.2	(153)	20 or more
--	(6)	Not Answered
11.6		Mean
11.0		Median
7.5		Standard Deviation

7. How many years have you practiced law in Alaska?

%	N	
14.9	(160)	0 - 3 years
19.4	(209)	4 - 6
14.4	(155)	7 - 9
17.1	(184)	10 - 12
15.5	(167)	13 - 15
8.0	(86)	16 - 19
10.6	(114)	20 or more
--	(8)	Not Answered
10.5		Mean
10.0		Median
7.0		Standard Deviation

8. How many years have you lived in Alaska?

%	N	
13.6	(146)	1 - 5 years
22.2	(239)	6 - 10
25.4	(273)	11 - 15
13.1	(141)	16 - 20
14.3	(154)	21 - 30
11.4	(123)	31 or more
--	(7)	Not Answered
16.0		Mean
13.0		Median
11.0		Standard Deviation

9. What is your gender?

%	N	
75.4	(817)	Male
24.6	(266)	Female

10. During the past year what would best describe your work status?

%	N	
91.6	(991)	Full time
4.3	(47)	Part time
1.8	(20)	Part time due to maternity/paternity
0.9	(10)	Sabbatical leave
1.3	(14)	Other (specify)
--	(1)	Not Answered

11. All things considered, how satisfied are you with the position you have attained and the development of your career so far?

%	N	
43.1	(464)	Very satisfied
43.0	(463)	Moderately satisfied
11.8	(127)	Somewhat dissatisfied
2.1	(23)	Very dissatisfied
--	(6)	Not Answered

12. Today, if you were back in school choosing a profession or occupation, would you:

%	N	
45.5	(485)	Become a lawyer again without hesitation
42.1	(449)	Want to think twice about becoming a lawyer
12.4	(132)	Choose another profession or occupation
--	(17)	Not Answered

13. Does your office systematically preserve and index, for future use, internally prepared:

Legal memoranda?		Briefs		
%	N	%	N	
48.2	(512)	48.8	(519)	Yes
51.8	(552)	51.2	(545)	No
--	(20)	--	(19)	Not Answered

Opinions?

%	N	
48.6	(517)	Yes
51.4	(546)	No
--	(20)	Not Answered

14. Do you send copies of documents, pleadings and letters to your clients?

%	N	
40.3	(402)	Always
40.0	(399)	Usually
18.2	(182)	Sometimes
1.5	(15)	Never
--	(85)	Not Answered

15. Do you or your firm/office carry liability insurance for:

Professional malpractice		Bodily injury/property damage		
%	N	%	N	
77.2	(722)	80.4	(664)	Yes
22.8	(213)	19.6	(162)	No
--	(148)	--	(257)	Not Answered

Fire and Theft

Files damage/loss

%	N	%	N	
80.4	(648)	69.3	(519)	Yes
19.6	(158)	30.7	(230)	No
--	(277)	--	(334)	Not Answered

16. Does your firm or office have a computerized legal research system? (check all that apply)

%	N	
25.0	(264)	Westlaw
14.5	(153)	Lexis
2.7	(29)	Other
33.5	(354)	None
24.3	(257)	Combination
--	(26)	Not Applicable/Not Answered

17. During an average week, how many hours do you spend practicing law?

%	N	
7.5	(79)	0 - 29 hours
9.1	(96)	30 - 39
37.2	(392)	40 - 49
32.4	(342)	50 - 59
13.9	(174)	60 or more
--	(28)	Not Answered
44.9		Mean
45.0		Median
12.3		Standard Deviation

18. Please estimate how many hours you spent during 1988 (whether or not during office hours) in:

A. Voluntary community service and charitable work, such as religious organizations, United Way, YM-YWCA, Scouts, Heart Fund, library boards, civic associations, etc.

%	N	
20.9	(224)	None
46.5	(499)	1 - 99 hours
16.3	(175)	100 - 199
6.8	(73)	200 - 299
2.4	(26)	300 - 399
1.9	(20)	400 - 499
3.3	(35)	500 - 699
0.9	(10)	700 - 899
0.6	(6)	900 - 1,099
0.5	(5)	1,100 or more
--	(10)	Not Answered

B. Unpaid political work, including service in an unpaid elective office, political organizations, or related activities

%	N	
60.4	(648)	None
31.1	(334)	1 - 99 hours
4.7	(50)	100 - 199
2.1	(23)	200 - 299
0.8	(9)	300 - 399
0.1	(1)	400 - 499
0.5	(5)	500 - 699
0.3	(3)	700 or more
--	(10)	Not Answered

C. Free (unbilled) legal work, including organized pro bono work

%	N	
22.0	(236)	None
53.7	(576)	1 - 99 hours
14.6	(157)	100 - 199
6.2	(66)	200 - 299
1.8	(19)	300 - 399
0.9	(10)	400 - 499
0.4	(4)	500 - 699
0.5	(5)	700 or more
--	(10)	Not Answered

D. Bar association activities (all associations), including committees, boards, task forces and other meetings (excluding CLE seminar attendance)

%	N	
40.6	(436)	None
51.9	(557)	1 - 99 hours
5.0	(54)	100 - 199
1.6	(17)	200 - 299
0.7	(7)	300 - 399
0.2	(2)	400 or more
--	(10)	Not Answered

19. Do you keep time records for fee-producing time?

%	N	
63.3	(656)	Always
11.7	(121)	Sometimes
7.4	(77)	Usually
17.6	(183)	Never
--	(46)	Not Answered

20. What time intervals do you use to indicate the time spent?

%	N	
63.4	(655)	5-6 minutes intervals
6.9	(71)	10 minutes
8.3	(86)	15 minutes
0.7	(7)	30 minutes
1.5	(15)	By the hour
0.0	--	By the day
1.5	(15)	Other
17.8	(184)	I do not keep time records
--	(50)	Not Answered

21. Do you maintain time records for non-chargeable time (e.g., law office management)?

%	N	
40.3	(416)	Yes
59.7	(615)	No
--	(52)	Not Answered/Not Applicable

22. For 1987 and 1988, what was your **Adjusted Gross Income** from the practice of law? For the purpose of this survey, Adjusted Gross Income (AGI) would be defined as all income from the practice of law during calendar years 1987 and 1988, less all deductible costs and expenses attributable to the production of that income for the same period. For those lawyers whose law-related income consists solely of wages, it would be the amount reflected on line 7 of IRS Form 1040. For those lawyers whose law-related income does not consist of wages, it would be that amount reflected on line 31 of Schedule C (IRS Form 1040). (Check **one** for **each** year, please **estimate** if necessary)

1987		1988		
%	N	%	N	
6.4	(67)	3.6	(38)	Less than \$ 10,000
3.4	(36)	3.0	(31)	\$10,000 - \$ 19,999
5.7	(59)	5.4	(56)	\$20,000 - \$ 29,999
11.2	(117)	7.3	(76)	\$30,000 - \$ 39,999
13.2	(138)	13.6	(142)	\$40,000 - \$ 49,999
14.0	(146)	15.3	(160)	\$50,000 - \$ 59,999
10.7	(112)	12.5	(131)	\$60,000 - \$ 69,999
8.2	(86)	9.1	(95)	\$70,000 - \$ 79,999
6.8	(71)	7.5	(78)	\$80,000 - \$ 99,999
7.3	(76)	7.9	(83)	\$100,000 - \$124,999
4.4	(46)	5.5	(57)	\$125,000 - \$149,999
3.4	(36)	3.5	(37)	\$150,000 - \$199,999
2.4	(25)	2.2	(23)	\$200,000 - \$249,999
2.8	(29)	3.6	(38)	\$250,000 or more
--	(39)	--	(38)	Not Answered

23. In 1987 and 1988, what percentage of your total household income (from all sources) was attributable to your adjusted gross income (defined in above) from the practice of law? (Check **one** for **each** year, please **estimate** if necessary)

1987		1988		
%	N	%	N	
6.7	(71)	4.6	(49)	Less than 25%
11.0	(116)	10.8	(114)	25%-49%
23.0	(243)	24.3	(257)	50%-74%
59.2	(625)	60.2	(636)	75%-or more
--	(28)	--	(27)	Not Answered



24. What were your estimated total chargeable hours during 1987 and 1988? (Check **one** for **each** year, please **estimate** if necessary)

1987		1988		
%	N	%	N	
18.8	(153)	15.4	(125)	Less than 1,000
10.3	(84)	11.5	(93)	1,000 - 1,199
9.5	(77)	9.1	(74)	1,200 - 1,399
7.5	(61)	7.4	(60)	1,400 - 1,499
10.8	(88)	12.0	(97)	1,500 - 1,599
8.0	(65)	7.9	(64)	1,600 - 1,699
6.5	(53)	8.3	(67)	1,700 - 1,799
9.1	(74)	8.8	(71)	1,800 - 1,899
6.6	(54)	6.8	(55)	1,900 - 1,999
12.9	(105)	12.9	(105)	2,000 or more
--	(269)	--	(272)	Not Applicable/Not Answered

25. Do you record and charge for long distance telephone charges?

%	N	
75.5	(738)	Yes
24.5	(239)	No
--	(106)	Not Applicable/Not Answered

26. On an average, how many chargeable hours do you estimate you produce a day?

%	N	
15.4	(134)	0 - 4 hours
54.6	(475)	5 - 7
30.0	(261)	8 or more
--	(213)	Not Applicable/Not Answered

6.3 Mean  
7.0 Median  
2.0 Standard Deviation

27. How many Alaska Bar midwinter CLE programs in Hawaii have you attended in the past three years? (Write in number of programs)

%	N	
85.7	(920)	0
10.7	(115)	1
3.0	(32)	2
0.6	(6)	3
--	(10)	Not Answered

0.2 Mean  
0.0 Median  
0.5 Standard Deviation

28. If you have not attended one or more Alaska Bar midwinter CLE meetings in Hawaii in the past three years, what was the primary reason that you did not attend? (Please check only **one** reason)

%	N	
18.4	(178)	Lack of interest
10.1	(98)	Schedule conflict
32.0	(310)	High expense of attending
4.2	(41)	Location
8.4	(81)	Low educational value
10.8	(105)	Time out of office
8.5	(82)	Other
7.5	(73)	Combination
--	(115)	Not Applicable/Not Answered

29. Would you attend a midwinter CLE program if it were held in some other location than Hawaii (e.g. ski resort, major city, Alaska)?

%	N	
3.0	(32)	Definitely Yes
21.1	(225)	Probably Yes
55.0	(586)	Undecided
20.8	(222)	No
--	(18)	Not Answered

30. What location would you prefer for future midwinter CLE programs?

%	N	
56.2	(388)	Hawaii
43.3	(299)	Other
0.4	(3)	Either
--	(393)	Not Answered

31. How many annual meetings of the Alaska Bar Association have you attended in the last three years?

%	N	
63.5	(685)	0
22.8	(246)	1
8.7	(94)	2
5.0	(54)	3
--	(4)	Not Answered
0.6		Mean
0.0		Median
0.9		Standard Deviation

32. If you have not attended an annual Alaska Bar Association meeting in the last three years, what was the primary reason for not attending? (Please check only **one** reason)

%	N	
31.6	(266)	Lack of interest
13.7	(115)	Schedule conflict
12.4	(104)	High expense of attending
2.1	(18)	Registration fee too high
5.1	(43)	Little educational value
0.8	(7)	Little social value
4.6	(39)	Location
15.7	(132)	Too much time away from office
13.2	(111)	Other
0.7	(6)	Combination
--	(242)	Not Answered

33. If you have attended an annual meeting of the Alaska Bar Association in the last three years, what was the primary reason for attending? (Please check only **one** reason)

%	N	
32.0	(117)	Educational value of seminars
13.1	(48)	Section meetings
13.7	(50)	Social events
8.5	(31)	General business meeting
15.3	(56)	Location
15.3	(56)	Other
2.2	(8)	Combination
--	(717)	Not Answered

34. If the annual meeting were held in Canada or in the Northwestern states of Washington, Oregon, Idaho or Montana, would you attend?

%	N	
2.7	(29)	Definitely Yes
13.2	(140)	Probably Yes
41.4	(441)	Undecided
42.7	(454)	No
--	(19)	Not Answered

35. Do you believe that there should be a minimum number of hours of continuing legal education (CLE) in order to qualify to practice in a designated specialty?

%	N	
61.6	(652)	Yes
38.4	(407)	No
--	(24)	Not Answered

36. Do you believe that you should be required to take a minimum number of hours of CLE in order to retain your license to practice?

%	N	
51.7	(546)	Yes
48.3	(511)	No
--	(26)	Not Answered

37. Did you attend any Alaska Bar Association CLE seminars (or video tape presentations) within the past twelve months?

%	N	
62.7	(674)	Yes (skip to ques. 41)
37.3	(401)	No
--	(8)	Not Answered

38. If you did not attend any ABA CLE seminars or video tape presentations, please indicate your primary reason for not attending. (check only **one** reason)

%	N	
16.0	(62)	Desired program was unavailable
9.8	(38)	Too expensive
8.3	(32)	Too far to travel
21.4	(83)	Too busy
22.5	(87)	Not relevant
4.4	(17)	Other attorneys in the firm attended
7.2	(28)	Too much time out of office
4.9	(19)	Do not feel that CLE is necessary
5.4	(21)	Combination
--	(696)	Not Applicable/Not Answered

39. What is your best estimate of the quality of the ABA's CLE programs? (check **one**)

%	N	
7.9	(81)	Excellent
53.8	(551)	Good
21.7	(222)	Average
2.4	(25)	Poor
14.2	(145)	No opinion
--	(59)	Not Answered

40. In your opinion, are the fees charged by the ABA for CLE programs (check **one**):

%	N	
21.3	(224)	Too high
0.4	(4)	Too low
59.0	(621)	About right
19.4	(204)	No opinion
--	(30)	Not Answered

41. What type of CLE program do you most prefer? (check one)

%	N	
3.6	(36)	Several programs of 30-60 minutes in length
46.9	(465)	Occasional programs of 1 to 3 hours in length
43.5	(432)	Concentrated programs of 1 to 2 days in length
5.0	(50)	Programs given at the time of the annual or midwinter convention
0.9	(9)	Combination
--	(91)	Not Answered

42. When you receive the Bar Rag when do you generally read it?

%	N	
28.2	(303)	Within 24 hours
47.0	(504)	Within a week
18.1	(194)	Sometime that month
6.7	(72)	Almost never
--	(10)	Not Answered

43. The Alaska Law Review attempts to provide substantive articles of interest to bar association members. How well do you feel it is fulfilling this function?

%	N	
8.7	(92)	Very well
55.4	(584)	Adequately
23.0	(243)	Poorly
12.9	(136)	No opinion
--	(28)	Not Answered

44. Have you ever applied for a state judgeship?

%	N	
16.1	(173)	Yes
83.9	(903)	No
--	(7)	Not Answered

45. Outlined below are some of the reasons why you might not have applied for a judgeship or caused you concern even if you did. Please indicate the importance of each reason.

Judges' salaries and benefits too low

%	N	
15.7	(141)	Very Important
31.7	(285)	Somewhat Important
52.7	(474)	Not Important
--	(183)	Not Answered

Selection process too political

%	N	
42.9	(393)	Very Important
39.3	(360)	Somewhat Important
17.9	(164)	Not Important
--	(166)	Not Answered

Don't have the requisite experience

%	N	
31.6	(285)	Very Important
24.6	(222)	Somewhat Important
43.8	(395)	Not Important
--	(181)	Not Answered

Commitments to my clients, firm or family won't allow me to apply

%	N	
13.0	(112)	Very Important
24.0	(206)	Somewhat Important
63.0	(541)	Not Important
--	(224)	Not Answered

Retention process is too political

%	N	
9.3	(81)	Very Important
24.3	(212)	Somewhat Important
66.4	(580)	Not Important
--	(210)	Not Answered

Exposure to the bar survey is potentially embarrassing

%	N	
12.3	(109)	Very Important
32.7	(289)	Somewhat Important
55.0	(487)	Not Important
--	(198)	Not Answered

A judge's freedom of association is too limiting

%	N	
16.7	(147)	Very Important
32.2	(283)	Somewhat Important
51.1	(450)	Not Important
--	(203)	Not Answered

There have not been openings for the judicial position I am interested in

%	N	
9.2	(77)	Very Important
15.9	(133)	Somewhat Important
74.9	(625)	Not Important
--	(248)	Not Answered

I'm not interested in a judgeship at this time

%	N	
52.8	(494)	Very Important
20.6	(193)	Somewhat Important
26.5	(248)	Not Important
--	(148)	Not Answered

46. Are you a member of a local bar association?

%	N	
60.8	(650)	Yes
39.2	(419)	No
--	(14)	Not Answered

47. If you belong to a local bar association, what is your most important reason for joining? (check one only)

%	N	
34.1	(215)	Social
53.5	(337)	Professional
11.9	(75)	Other
0.5	(3)	Combination
--	(453)	Not Answered

48. What is the size statewide of your firm, law office or legal department, including yourself, all other partners, associates and staff attorneys?

%	N	
18.2	(187)	1 Lawyer
19.3	(198)	2 or 3
9.3	(95)	4 or 5
7.3	(75)	6 or 7
2.2	(23)	8 or 9
43.6	(447)	10 or more
--	(58)	Not Answered

49. In how many Alaskan communities does your firm have offices?

%	N	
61.1	(619)	1 community
38.9	(394)	2 or more communities
--	(70)	Not Answered

50. Does your firm have office(s) outside Alaska?

%	N	
17.4	(178)	Yes
82.6	(844)	No
--	(61)	Not Answered

51. How do you charge for your business travel time?

%	N	
43.1	(289)	At my regular billing rate
36.7	(246)	At a reduced billing rate
18.6	(125)	Travel time not billed
1.6	(11)	Combination
--	(339)	Does not apply
--	(73)	No Answered

52. In setting a final fee, which of the following considerations (criteria) do you most often use? (Check **one** for most frequent, **one** for 2nd, and **one** for 3rd)

Most Frequent %	2nd Most Frequent %	3rd Most Frequent %	Total %	
73.4	17.9	5.2	34.7	Time expended
0.8	5.2	7.1	4.1	Custom of the community
4.0	35.3	22.7	19.9	Responsibility, results, skills required
1.5	15.1	36.1	16.4	Client's ability to pay
5.7	10.4	11.3	8.9	Contingent fee
13.1	15.0	17.2	14.9	Agreed fee schedule with client
1.4	1.0	0.6	1.0	Other, specify
(647)	(575)	(524)	(1,746)	Number Responding
(12)	(7)	(3)	--	Not responsibility for billing
(424)	(501)	(556)	--	Not Applicable/Not Answered

53. Do you usually discuss your basis for fee with new clients during the initial interview?

%	N	
98.5	(662)	Yes
1.5	(10)	No
--	(331)	Does Not Apply
--	(80)	Not Answered

54. Do you request a retainer under some circumstances or for some types of cases?

%	N	
94.3	(650)	Yes
5.7	(39)	No
--	(345)	Does Not Apply
--	(49)	Not Answered



55. When does your firm or office usually bill clients? (check only one)

%	N	
3.9	(28)	At conclusion of a matter
2.4	(17)	At conclusion of major events or stages
84.5	(603)	Once a month
5.2	(37)	Quarterly
3.4	(24)	Irregularly
0.7	(5)	Combination
--	(14)	Don't Know
--	(297)	Does not apply
--	(58)	Not Answered

56. When clients do not pay your bills promptly, does your firm or office have a definite follow-up program of sending statements or other reminders?

%	N	
76.4	(536)	Yes
17.4	(122)	No
6.3	(44)	Don't Know
--	(322)	Does Not Apply
--	(59)	Not Answered

57. What percentage of the total amount billed to clients in 1988 does your firm or office consider uncollectible? (**estimate** if necessary)

%	N	
4.5	(22)	None
25.5	(126)	1% - 5%
20.2	(100)	6% - 9%
30.2	(149)	10% - 19%
19.6	(97)	20% or more
--	(221)	Don't Know
--	(308)	Does Not Apply
--	(60)	Not Answered

58. What is the percent of overhead (all expenses related to the production of law income) to total gross income of your firm or office? (**estimate** if necessary)

%	N	
21.9	(102)	less than 40%
28.4	(132)	40% - 49%
24.5	(114)	50% - 59%
17.0	(79)	60% - 69%
8.2	(38)	70% or more
--	(252)	Don't Know
--	(293)	Does Not Apply
--	(73)	Not Answered

The following questions are addressed to all lawyers in the following:

- SOLE PROPRIETERS
- EACH LAWYER IN A SPACE SHARING ARRANGEMENT
- THE ADMINISTRATIVE DIRECTOR OR DESIGNEE OF A GOVERNMENT OFFICE/AGENCY
- THE MANAGING PARTNER OR DESIGNEE OF ANY FIRM OF TWO OR MORE LAWYERS

(ONE Manager, Director, or Designated Representative needs to respond for each firm or office regardless of size)

Others, please go to question 81 on page 13. Thank you.

For purposes of answering the salary questions in this section, salary is defined as base pay not including benefits such as health insurance, retirement, profit sharing, parking, etc.)

59. How many recent (no more than 3 three years out of school) law school graduates has your firm or office hired full-time in the years listed below? (Write in exact number; if none, write in 0)

Recent graduates hired in 1986  
 Recent graduates hired in 1987  
 Recent graduates hired in 1988 or 1989

1986 %	1987 %	1988-89 %	Total %	
76.3	79.5	78.1	62.6	0
16.4	13.6	14.6	15.9	1
4.5	5.3	3.8	9.1	2
2.0	0.5	1.8	5.3	3
0.5	0.5	0.5	1.0	4
0.3	0.6	1.3	6.1	5 or more
(396)	(396)	(397)	(396)	Number Responding
(17)	(17)	(16)	(17)	Not Answered
0.3	0.3	0.4	1.0	Mean
0.0	0.0	0.0	0.0	Median
0.7	0.8	1.0	2.3	Standard Deviation

60. Was your most recently hired new graduate admitted or not admitted to the Bar at the time of hire?

%	N	
24.8	(88)	Admitted
22.8	(81)	Not Admitted
52.4	(186)	Did not hire anyone
--	(58)	Not Answered

61. What was the beginning annual salary of your most recently hired new graduate? (estimate if necessary)

%	N	
17.2	(30)	Less than \$25,000
15.5	(27)	\$25,000 - \$29,999
16.7	(29)	\$30,000 - \$34,999
22.4	(39)	\$35,000 - \$39,999
18.4	(32)	\$40,000 - \$44,999
8.6	(15)	\$45,000 - \$54,999
1.1	(2)	\$55,000 or more
--	(162)	Did not hire anyone
--	(77)	Not Answered

62. If your firm or office employed law students as clerks in the summer of 1988, what was the average monthly salary you paid? (estimate if necessary)

%	N	
9.7	(7)	Less than \$1,000
20.8	(15)	\$1,000 - \$1,499
27.8	(20)	\$1,500 - \$1,999
20.8	(15)	\$2,000 - \$2,499
11.1	(8)	\$2,500 - \$2,999
5.6	(4)	\$3,000 - \$3,499
4.2	(3)	\$3,500 or more
--	(244)	Did not employ students
--	(97)	Not Answered

17.4 Percent Responding

63. How many full-time equivalent nonlawyer employees (including secretaries, paralegals, clerks, etc.) do you have per lawyer?

%	N	
39.8	(154)	0 to .9
44.7	(173)	1 to 1.9
10.3	(40)	2 to 2.9
5.2	(20)	3 or more
--	(26)	Not Answered

64. How many full-time paralegals does your firm or office have per lawyer?

%	N	
61.1	(237)	0
26.8	(104)	.1 to .9
9.3	(36)	1 to 1.9
1.5	(6)	2 to 2.9
1.3	(5)	3 or more
--	(25)	Not Answered

65. Does your firm or office typically itemize charges for nonlawyer time or services when billing a client or bill these services as part of your overall hourly rate?

%	N	
51.9	(178)	Itemize these charges
48.1	(165)	Do not itemize these charges
--	(70)	Not Answered

66. What was the most recent year you hired a legal secretary without significant experience?

%	N	
7.1	(27)	Prior to 1985
9.8	(37)	1985 - 1986
11.4	(43)	1987
21.4	(81)	1988
11.1	(42)	1989
39.2	(148)	Have not hired a secretary without significant experience
--	(35)	Not Answered

67. What was the beginning annual salary for your most recently hired, least-experienced legal secretary? (**estimate** if necessary)

%	N	
7.4	(24)	Less than \$12,000
13.5	(44)	\$12,000 - \$14,999
18.2	(59)	\$15,000 - \$17,999
23.4	(76)	\$18,000 - \$20,999
27.4	(89)	\$21,000 - \$24,999
10.2	(33)	\$25,000 or more
--	(88)	Not Answered

68. What is the annual salary of your highest-paid full-time legal secretary? (**estimate** if necessary)

%	N	
3.6	(12)	Less than \$15,000
7.0	(23)	\$15,000 - \$19,999
20.9	(69)	\$20,000 - \$24,999
29.7	(98)	\$25,000 - \$29,999
24.8	(82)	\$30,000 - \$34,999
7.6	(25)	\$35,000 - \$39,999
3.6	(12)	\$40,000 - \$44,999
2.7	(9)	\$45,000 or more
--	(83)	Not Answered

69. What is the approximate average salary for a full-time legal secretary in your office? (**estimate** if necessary)

%	N	
3.6	(12)	Less than \$15,000
10.9	(36)	\$15,000 - \$19,999
36.2	(119)	\$20,000 - \$24,999
32.2	(106)	\$25,000 - \$29,999
10.6	(35)	\$30,000 - \$34,999
6.4	(21)	\$35,000 or more
--	(84)	Not Answered

70. What was the most recent year you a hired less-experienced trained legal assistant?

%	N	
9.9	(9)	Prior to 1985
14.3	(13)	1985 - 1986
17.6	(16)	1987
41.8	(38)	1988
16.5	(15)	1989
--	(77)	Not Answered

72.9 (245) % Did Not Hire

71. What was the beginning annual salary for your most recently hired, least-experienced, trained legal assistant? (**estimate** if necessary)

%	N	
15.8	(18)	Less than \$15,000
18.4	(21)	\$15,000 - \$19,999
29.8	(34)	\$20,000 - \$24,999
25.4	(29)	\$25,000 - \$29,999
9.6	(11)	\$30,000 - \$34,999
0.9	(1)	\$35,000 or more
--	(299)	Not Answered

72. What is the annual salary for your highest-paid trained legal assistant? (**estimate** if necessary)

%	N	
5.6	(8)	Less than \$15,000
7.7	(11)	\$15,000 - \$19,999
11.9	(17)	\$20,000 - \$24,999
16.1	(23)	\$25,000 - \$29,999
18.2	(26)	\$30,000 - \$34,999
22.4	(32)	\$35,000 - \$39,999
12.6	(18)	\$40,000 - \$44,999
5.6	(8)	\$45,000 or more
--	(270)	Not Answered

73. What is the approximate average salary for a trained legal assistant in your office? (**estimate** if necessary)

%	N	
5.3	(7)	Less than \$15,000
5.3	(7)	\$15,000 - \$19,999
22.6	(30)	\$20,000 - \$24,999
25.6	(34)	\$25,000 - \$29,999
27.1	(36)	\$30,000 - \$34,999
14.3	(19)	\$35,000 or more
--	(280)	Not Answered

74. Does your firm have a written partnership agreement?

%	N	
23.2	(66)	Yes
76.8	(219)	No
--	(128)	Not Answered

75. Does your firm or office provide the following benefits to its staff? (check **one** for each benefit)

Health insurance

%	N	
8.9	(24)	Only Attorneys
8.1	(22)	Only Non-Attorney Staff
83.0	(224)	Both
--	(143)	Not Applicable/Not Answered

65.4 Percent Responding

Life insurance

%	N	
26.9	(43)	Only Attorneys
1.3	(2)	Only Non-Attorney Staff
71.9	(115)	Both
--	(253)	Not Applicable/Not Answered

38.7 Percent Responding

Retirement benefits

%	N	
7.4	(11)	Only Attorneys
44.0	(6)	Only Non-Attorney Staff
88.6	(132)	Both
--	(264)	Not Applicable/Not Answered

36.1 Percent Responding

Profit sharing

%	N	
14.0	(14)	Only Attorneys
1.0	(1)	Only Non-Attorney Staff
85.0	(85)	Both
--	(313)	Not Applicable/Not Answered
24.2		Percent Responding

Parking

%	N	
7.3	(19)	Only Attorneys
5.4	(14)	Only Non-Attorney Staff
87.3	(226)	Both
--	(154)	Not Applicable/Not Answered
62.7		Percent Responding

Professional memberships

%	N	
49.8	(100)	Only Attorneys
2.5	(5)	Only Non-Attorney Staff
47.8	(96)	Both
--	(212)	Not Applicable/Not Answered
48.7		Percent Responding

Social memberships (health and other clubs)

%	N	
75.4	(46)	Only Attorneys
1.6	(1)	Only Non-Attorney Staff
23.0	(14)	Both
--	(352)	Not Applicable/Not Answered
14.8		Percent Responding

76. If a Professional Corporation, does your firm have a written shareholder employment agreement?

%	N	
18.3	(59)	Yes
19.2	(62)	No
62.5	(202)	Not a professional corporation
--	(90)	Not Answered

Profit sharing

%	N	
14.0	(14)	Only Attorneys
1.0	(1)	Only Non-Attorney Staff
85.0	(85)	Both
--	(313)	Not Applicable/Not Answered
24.2		Percent Responding

Parking

%	N	
7.3	(19)	Only Attorneys
5.4	(14)	Only Non-Attorney Staff
87.3	(226)	Both
--	(154)	Not Applicable/Not Answered
62.7		Percent Responding

Professional memberships

%	N	
49.8	(100)	Only Attorneys
2.5	(5)	Only Non-Attorney Staff
47.8	(96)	Both
--	(212)	Not Applicable/Not Answered
48.7		Percent Responding

Social memberships (health and other clubs)

%	N	
75.4	(46)	Only Attorneys
1.6	(1)	Only Non-Attorney Staff
23.0	(14)	Both
--	(352)	Not Applicable/Not Answered
14.8		Percent Responding

76. If a Professional Corporation, does your firm have a written shareholder employment agreement?

%	N	
18.3	(59)	Yes
19.2	(62)	No
62.5	(202)	Not a professional corporation
--	(90)	Not Answered



77. How is the division of law practice net income determined?

%	N	
34.5	(80)	No formal system
16.8	(39)	Formula or percentage reviewed annually
9.5	(22)	Formula or percentage reviewed infrequently
6.9	(16)	Committee review but not a specific formula or percentage
10.3	(24)	Salaries negotiated annually
22.0	(51)	Other
--	(181)	Not Applicable/Not Answered

78. Does your firm or office budget anticipated income?

%	N	
42.5	(155)	Yes
57.5	(210)	No
--	(48)	Not Answered

79. Does your firm or office budget anticipated expense?

%	N	
58.5	(216)	Yes
41.5	(153)	No
--	(44)	Not Answered

80. Does your firm or office employ a full-time office administrator or manager to manage the business affairs of your firm?

%	N	
23.0	(88)	Yes
77.0	(295)	No
--	(30)	Not Answered

**FOR ALL RESPONDENTS**

81. Would you appreciate having a survey like this done every year?

%	N	
60.5	(566)	Yes
39.5	(369)	No
--	(148)	Not Answered

If you would like to comment on any issue addressed in this survey or subjects important to the Bar, please use the next page. Thank you very much for completing this survey. Please place the questionnaire in the business reply return envelope and mail to:

Policy Analysts, Limited  
2001 Banbury Circle  
Anchorage, AK 99504

Please write any comments on this page regarding the issues addressed by the survey or subjects important to the Bar.

**APPENDIX II**

## APPENDIX II

This appendix provides a listing of responses broken down by the location of practice and physical location of office. In all but two cases, these two concepts are the same. The location of practice is categorized into three groups - First, Third and Fourth/Second Judicial Districts. The Second and Fourth District practitioners were grouped together due to the small sample size of the Second District.

The second grouping is based on the size of community with Anchorage first, then communities served by road or ferry (including North Star, Matanuska-Susitna and Kenai Boroughs, the First Judicial District, Kodiak, and ferry served communities in the Prince William Sound), and finally rural or "bush" communities (for example: Barrow, Nome, Kotzebue, Bethel, etc.).

The size of each group's potential number of respondents is shown below.

	Questions 1 - 58		Questions 59 - 80	
	Sample Size	%	Sample Size	%
First District	(154)	14.2%	(57)	14.4%
Third District	(793)	73.2%	(289)	72.8%
Fourth-Second District	(136)	12.6%	(51)	12.8%
Anchorage	(719)	66.4%	(249)	62.7%
Roaded-Ferry	(328)	30.3%	(139)	35.0%
Rural-"Bush"	(36)	3.3%	(9)	2.3%

**RESPONSES BY CONDUCT AND LOCATION OF PRACTICE  
ALASKA BAR ASSOCIATION MEMBERSHIP SURVEY**

1. In which Judicial District is most of your work conducted?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
100.0	--	--	--	47.0	--	First Judicial District
--	--	15.4	0.1	--	55.6	Second Judicial District
--	100.0	--	99.7	20.4	22.2	Third Judicial District
--	--	84.6	0.1	32.6	22.2	Fourth Judicial District
(154)	(793)	(136)	(719)	(328)	(36)	Number Responding

2. Of the following, which is your **PRIMARY** legal occupation?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
14.3	14.8	17.6	13.8	18.9	5.6	Sole practitioner (sole proprietor)
1.3	3.9	5.9	3.8	4.0	2.8	Sole practitioner engaged in group practice (space sharer)
14.9	20.8	12.5	21.3	14.9	8.3	Partner in firm (inc. of counsel)
1.9	2.5	0.7	2.6	1.5	--	Associate of sole proprietor
10.4	18.4	8.8	20.2	8.5	2.8	Associate of firm
10.4	10.0	6.6	10.3	8.8	2.8	Shareholder in professional corporation
1.9	1.3	--	1.3	1.2	--	Non-shareholder professional in professional corporation
--	2.8	0.7	3.1	0.3	--	Employee of private "for profit" corporation
--	0.6	--	0.6	0.3	--	Federal Judge or Judicial officer
3.9	3.2	5.9	2.8	4.9	8.3	State Judge or Judicial officer
1.9	1.3	--	1.4	0.9	---	Federal executive branch employee
29.9	12.6	25.7	12.0	25.0	36.1	State executive branch and/or state administrative body, legislative employee
3.9	2.0	7.4	1.7	4.9	11.1	Borough/municipal and/or local government employee
2.6	4.2	7.4	3.6	4.3	19.4	Public service agency or organization (inc. non-profit corp.) (e.g., Alaska Legal Services)
1.3	0.6	--	0.6	0.9	--	Unemployed, not seeking a position (inc. retired)
1.3	1.0	0.7	1.1	0.6	2.8	Primary occupation nonlegal (inc. lobbyist, law teacher)
(154)	(792)	(136)	(718)	(328)	(36)	Number Responding

3. The majority of your practice consists of (check **one** only)

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
2.6	4.3	10.3	3.6	6.1	16.7	Prosecution
4.5	3.8	7.4	3.6	5.2	11.1	Mainly criminal
20.1	13.3	20.6	10.7	22.9	33.3	Mixed criminal and civil
65.6	74.1	59.6	77.7	60.4	36.1	Mainly civil
7.1	4.6	2.2	4.3	5.5	2.8	Other (inc. administration, non-legal occupations, retired)
(154)	(791)	(136)	(717)	(328)	(36)	Number Responding

4. Listed below are a number of areas of law practice. If you concentrate your practice in certain areas, please indicate below.

AREAS OF CONCENTRATION - Greatest

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
8.3	5.0	2.4	5.2	5.2	3.2	Administrative law
--	0.8	--	0.7	0.3	--	Admiralty/marine
0.7	0.3	--	0.3	0.3	--	Antitrust
0.7	1.2	--	1.3	0.3	--	Appellate Practice
--	0.3	--	0.3	--	--	Aviation
--	1.6	0.8	1.7	0.3	--	Banking-Savings and Loan
0.7	3.0	2.4	3.2	1.6	--	Bankruptcy
6.9	5.9	3.2	6.5	4.5	--	Business and Corporate
6.2	9.3	8.7	9.9	7.1	--	Commercial
--	0.1	0.8	0.1	0.3	--	Computer Law
--	0.4	0.8	0.4	0.3	--	Consumer Law
13.1	12.4	24.6	9.9	20.1	45.2	Criminal
7.6	6.7	12.7	6.7	9.1	9.7	Domestic Relations
13.8	6.5	7.9	5.6	12.0	12.9	General Practice
12.4	1.7	1.6	1.3	7.5	3.2	Government
0.7	3.4	2.4	3.7	1.3	--	Labor
--	0.5	0.8	0.6	0.3	--	Land Use Law
--	0.4	--	0.4	--	--	Military
7.6	3.7	2.4	3.9	4.5	3.2	Mineral and Natural Res.
4.1	2.7	4.0	2.3	4.9	3.2	Municipal-School Districts
2.8	6.8	6.3	6.7	5.2	3.2	Negligence-Plaintiff
3.4	11.1	7.9	12.1	5.2	--	Negligence-Defendant
--	1.4	0.8	1.6	0.3	--	Negligence-about even
2.1	3.9	0.8	4.0	1.9	--	Real Estate
--	0.3	--	0.3	--	--	Securities
2.1	1.0	2.4	1.1	1.9	--	Taxation
--	0.8	--	0.9	--	--	Utilities & Communications
0.7	1.4	--	1.6	0.3	--	Wills, Trusts & Estate Planning
6.2	7.5	6.3	7.7	4.9	16.1	Other (inc. Native, Environmental, Child Law)
(145)	(765)	(126)	(697)	(308)	(31)	Number Responding

AREAS OF CONCENTRATION - 2nd Greatest

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
13.1	6.7	8.1	6.6	9.1	23.8	Administrative law
0.8	3.2	--	3.2	1.2	--	Admiralty/marine
6.6	5.8	3.0	5.8	5.5	--	Appellate Practice
0.8	1.1	--	1.0	0.8	--	Aviation
--	1.5	--	1.7	--	--	Banking-Savings and Loan
3.3	3.4	6.1	3.3	4.7	--	Bankruptcy
6.6	7.6	7.1	8.0	6.3	4.8	Business and Corporate
8.2	11.9	9.1	12.5	8.3	4.8	Commercial
--	0.3	--	0.3	--	--	Computer Law
--	0.5	--	0.5	--	--	Consumer Law
6.6	4.4	6.1	4.0	6.7	9.5	Criminal
11.5	5.5	7.1	4.2	11.4	14.3	Domestic Relations
5.7	7.6	9.1	6.8	9.1	9.5	General Practice
7.4	1.8	4.0	2.0	4.3	9.5	Government
3.3	3.0	6.1	3.5	3.5	--	Labor
0.8	1.1	2.0	1.2	0.8	4.8	Land Use Law
1.6	3.0	--	3.2	1.2	--	Mineral and Natural Res.
0.8	2.4	7.1	2.5	3.5	--	Municipal-School Districts
2.5	8.7	8.1	8.6	6.3	--	Negligence-Plaintiff
9.0	5.3	5.1	5.8	6.3	--	Negligence-Defendant
--	0.5	1.0	0.5	0.4	--	Negligence-about even
3.3	5.5	3.0	5.8	3.1	--	Real Estate
--	0.3	--	0.3	--	--	Securities
0.8	0.8	1.0	0.8	0.8	--	Taxation
--	1.4	--	1.5	--	--	Utilities & Communications
0.8	1.7	3.0	1.3	2.0	9.5	Wills, Trusts & Estate Planning
6.6	5.0	4.0	5.1	4.7	9.5	Other (inc. Native, Environmental, Child Law)
(122)	(656)	(99)	(602)	(254)	(21)	Number Responding

AREAS OF CONCENTRATION - 3rd Greatest

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
3.6	5.7	9.2	6.2	4.4	11.1	Administrative law
1.8	2.9	1.1	2.7	2.2	--	Admiralty/marine
0.9	0.4	--	0.4	0.4	--	Antitrust
7.3	4.5	8.0	4.5	6.7	11.1	Appellate Practice
0.9	1.8	--	1.9	0.4	--	Aviation
1.8	2.7	1.1	2.9	1.3	--	Banking-Savings and Loan
0.9	3.8	1.1	3.9	1.3	--	Bankruptcy
5.5	9.1	6.9	9.1	7.1	--	Business and Corporate
6.4	10.2	5.7	10.5	6.7	--	Commercial
0.9	--	--	--	0.4	--	Computer Law
--	0.5	2.3	0.6	0.4	5.6	Consumer Law
6.4	4.1	5.7	3.3	7.6	5.6	Criminal
3.6	4.1	5.7	3.9	4.0	16.7	Domestic Relations
16.4	11.8	13.8	12.3	14.2	5.6	General Practice
3.6	4.3	1.1	4.3	3.1	--	Government
5.5	3.4	1.1	3.5	3.1	5.6	Labor
2.7	1.8	3.4	1.8	3.1	--	Land Use Law
0.9	0.7	1.1	0.8	0.9	--	Military
1.8	2.1	1.1	2.1	1.8	--	Mineral and Natural Res.
0.9	0.9	1.1	1.0	0.4	5.6	Municipal-School Districts
5.5	5.5	--	5.4	4.0	--	Negligence-Plaintiff
5.5	2.1	1.1	2.1	3.6	--	Negligence-Defendant
1.8	1.8	3.4	1.6	2.2	11.1	Negligence-about even
3.6	5.7	11.5	4.9	8.9	5.6	Real Estate
--	0.5	--	0.6	--	--	Securities
1.8	1.3	1.1	1.2	1.8	--	Taxation
--	1.4	1.1	1.6	--	5.6	Utilities & Communications
4.5	2.7	8.0	2.9	4.4	11.1	Wills, Trusts & Estate Planning
5.5	4.3	3.4	4.1	5.3	--	Other (inc. Native, Environmental, Child Law)
(110)	(560)	(87)	(514)	(225)	(18)	Number Responding

5. In what year were you born? (Data shown as age in years)

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
5.2	8.2	6.7	9.0	4.3	11.1	30 years of age or less
19.0	20.0	14.2	20.0	17.8	13.9	31 - 35
27.5	30.9	38.1	30.1	33.5	36.1	36 - 40
22.9	22.2	20.9	22.5	22.2	13.9	41 - 45
10.5	9.6	8.2	10.1	8.3	11.1	46 - 50
15.0	9.0	11.9	8.4	13.8	13.9	51 years or more
(153)	(789)	(134)	(715)	(325)	(36)	Number Responding
42.0	40.0	40.8	39.9	41.5	40.4	Mean
9.2	7.5	8.0	7.4	8.6	8.5	Standard Deviation

6. How many years in total have you been practicing law?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
9.2	12.4	11.9	12.8	9.2	16.7	0 - 3 years
14.4	16.5	17.2	16.8	14.8	19.4	4 - 6
13.7	14.9	14.2	14.7	14.5	16.7	7 - 9
21.6	17.3	14.9	17.3	18.5	16.7	10 - 12
11.1	17.5	17.2	16.8	16.3	13.9	13 - 15
9.2	8.6	9.7	8.8	9.2	5.6	16 - 19
20.9	12.8	14.9	12.8	17.5	11.1	20 or more
(153)	(790)	(134)	(716)	(325)	(36.0)	Number Responding
13.2	11.3	11.9	11.2	12.7	10.3	Mean
8.9	7.0	8.1	7.1	8.3	6.7	Standard Deviation

7. How many years have you practiced law in Alaska?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
9.8	15.7	15.8	15.8	12.1	22.2	0 - 3 years
19.0	19.4	20.3	20.0	17.3	27.8	4 - 6
15.0	14.4	13.5	14.1	15.5	11.1	7 - 9
19.0	17.0	15.8	16.9	18.3	11.1	10 - 12
12.4	16.1	15.8	15.2	16.1	16.7	13 - 15
8.5	7.9	8.3	8.1	8.4	2.8	16 - 19
16.3	9.5	10.5	9.9	12.4	8.3	20 or more
(153)	(789)	(133)	(716)	(323)	(36)	Number Responding
12.3	10.2	10.6	10.2	11.5	8.7	Mean
8.5	6.6	7.3	6.7	7.7	6.2	Standard Deviation

8. How many years have you lived in Alaska?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
9.2	14.7	11.9	15.1	9.3	22.2	1 - 5 years
19.6	23.1	20.1	23.3	19.1	27.8	6 - 10
28.8	25.7	19.4	24.6	27.5	22.2	11 - 15
10.5	12.9	17.2	13.0	13.0	16.7	16 - 20
14.4	14.2	14.9	14.0	15.7	8.3	21 - 30
17.6	9.4	16.4	10.1	15.4	2.8	31 or more
(153)	(789)	(134)	(716)	(324)	(36)	Number Responding
18.5	15.2	17.9	15.2	18.2	12.4	Mean
13.1	10.3	11.4	10.4	12.1	9.4	Standard Deviation



9. What is your gender?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
72.7	75.4	78.7	74.7	76.8	77.8	Male
27.3	24.6	21.3	25.3	23.2	22.2	Female
(154)	(793)	(136)	(719)	(328)	(36)	Number Responding

10. During the past year what would best describe your work status?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
89.0	91.8	93.4	91.5	91.2	97.2	Full time
5.2	4.7	1.5	4.7	4.0	--	Part time
0.6	2.0	2.2	2.2	1.2	--	Part time due to maternity/ paternity
1.3	0.8	1.5	0.8	1.2	--	Sabbatical leave
3.9	0.8	1.5	0.7	2.4	2.8	Other (specify)
(154)	(792)	(136)	(718)	(328)	(36)	Number Responding

11. All things considered, how satisfied are you with the position you have attained and the development of your career so far?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
51.3	43.7	30.4	43.4	42.0	45.7	Very satisfied
38.8	41.9	54.1	42.2	44.2	48.6	Moderately satisfied
8.6	12.0	14.1	12.0	12.0	5.7	Somewhat dissatisfied
1.3	2.4	1.5	2.4	1.8	--	Very dissatisfied
(152)	(790)	(135)	(716)	(326)	(35)	Number Responding

12. Today, if you were back in school choosing a profession or occupation, would you:

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
57.0	43.7	43.4	43.3	50.3	45.7	Become a lawyer again without hesitation
35.6	43.7	40.4	44.4	37.6	37.1	Want to think twice about becoming a lawyer
7.4	12.7	16.2	12.3	12.1	17.1	Choose another profession or occupation
(149)	(781)	(136)	(709)	(322)	(35)	Number Responding

13. Does your office systematically preserve and index, for future use, internally prepared:

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	Legal memoranda?
54.0	47.7	44.4	47.9	46.9	63.9	Yes
46.0	52.3	55.6	52.1	53.1	36.1	No
(150)	(778)	(135)	(707)	(320)	(36)	Number Responding

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	Briefs
52.7	48.4	46.7	48.6	47.8	61.1	Yes
47.3	51.6	53.3	51.4	52.2	38.9	No
(150)	(779)	(135)	(708)	(320)	(36)	Number Responding

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	Opinions?
51.3	47.9	49.6	48.9	47.2	55.6	Yes
48.7	52.1	50.4	51.1	52.8	44.4	No
(150)	(778)	(135)	(707)	(320)	(36)	Number Responding

14. Do you send copies of documents, pleadings and letters to your clients?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
50.0	39.6	33.6	41.0	39.2	35.5	Always
33.8	42.0	34.4	42.9	32.6	45.2	Usually
16.2	16.8	29.5	15.1	25.8	16.1	Sometimes
--	1.6	2.5	1.0	2.4	3.2	Never
(136)	(740)	(122)	(676)	(291)	(31)	Number Responding

15. Do you or your firm/office carry liability insurance for:

Professional malpractice

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
59.7	81.9	68.5	82.4	65.4	73.1	Yes
40.3	18.1	31.5	17.6	34.6	26.9	No
(129)	(695)	(111)	(637)	(272)	(26)	Number Responding

Bodily injury/property damage

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
69.6	82.8	78.1	83.5	74.0	71.4	Yes
30.4	17.2	21.9	16.5	26.0	28.6	No
(115)	(615)	(96)	(559)	(246)	(21)	Number Responding

Fire and Theft

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
67.8	83.6	75.3	84.5	72.3	66.7	Yes
32.2	16.4	24.7	15.5	27.7	33.3	No
(115)	(598)	(93)	(543)	(242)	(21)	Number Responding

Files damage/loss

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
55.7	72.7	64.0	74.2	60.1	47.1	Yes
44.3	27.3	36.0	25.8	39.9	52.9	No
(106)	(554)	(89)	(504)	(228)	(17)	Number Responding

16. Does your firm or office have a computerized legal research system?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
23.8	24.4	29.9	24.5	24.9	34.3	Westlaw
13.6	14.2	17.2	14.7	15.0	5.7	Lexis
0.7	2.3	7.5	2.1	3.5	8.6	Other
42.9	32.1	31.3	30.0	39.6	48.6	None
19.0	27.1	14.2	28.6	16.9	2.9	Combination
(147)	(776)	(134)	(709)	(313)	(35)	Number Responding

17. During an average week, how many hours do you spend practicing law?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
12.5	6.9	4.3	7.0	7.5	5.6	0 - 29 hours
7.6	8.8	11.8	8.5	8.9	19.5	30 - 39
35.2	37.9	35.0	37.9	36.7	27.8	40 - 49
32.4	31.9	35.0	32.6	32.6	27.8	50 - 59
12.5	14.2	13.3	13.3	14.0	19.5	60 or more
(145)	(776)	(134)	(706)	(313)	(36)	Number Responding
43.5	45.0	45.9	44.8	45.0	44.9	Mean
14.2	12.2	10.7	12.3	12.4	12.9	Standard Deviation

18. Please estimate how many hours you spent during 1988 (whether or not during office hours) in:

A. Voluntary community service and charitable work...

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
18.5	22.1	16.2	22.0	20.2	5.6	None
51.7	47.1	37.5	47.6	43.5	52.8	1 - 99 hours
15.9	15.9	19.1	15.1	18.3	22.2	100 - 199
6.6	6.5	8.8	6.6	6.8	11.1	200 - 299
2.0	2.4	2.9	2.7	1.6	5.6	300 - 399
0.7	1.8	3.7	1.8	1.9	2.8	400 - 499
1.3	3.3	5.1	3.4	3.4	--	500 - 699
3.3	1.0	6.6	1.0	4.3	--	700 or more
(151)	(786)	(136)	(715)	(322)	(36)	Number Responding

B. Unpaid political work, including service in an unpaid elective office, political organizations, or related activities

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
54.3	62.8	52.9	62.2	55.6	66.7	None
33.1	29.3	39.7	29.7	35.1	25.0	1 - 99 hours
6.0	4.7	2.9	4.8	4.0	8.3	100 - 199
3.3	1.7	3.7	1.8	3.1	--	200 - 299
3.4	1.5	0.7	1.5	2.1	--	300 or more
(151)	(786)	(136)	(715)	(322)	(36)	Number Responding

C. Free (unbilled) legal work, including organized pro bono work

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
19.2	22.0	25.0	21.3	22.4	33.3	None
58.9	53.2	50.7	54.4	53.1	44.4	1 - 99 hours
13.2	15.0	14.0	14.7	14.9	11.1	100 - 199
4.0	6.4	7.4	6.4	6.2	--	200 - 299
3.3	1.7	0.7	1.5	2.2	2.8	300 - 399
0.7	0.9	1.5	0.8	0.9	2.8	400 - 499
0.7	0.9	0.7	0.8	0.3	5.6	500 or more
(151)	(786)	(136)	(715)	(322)	(36)	Number Responding

D. Bar association activities (all associations), including committees, boards, task forces and other meetings (excluding CLE seminar attendance)

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
34.4	42.6	36.0	42.1	35.7	55.6	None
55.6	50.1	58.1	50.1	56.8	44.4	1 - 99 hours
7.3	4.8	3.7	5.2	5.3	--	100 - 199
2.6	1.4	1.5	1.5	1.9	--	200 - 299
--	1.0	0.7	1.0	0.3	--	300 or more
(151)	(786)	(136)	(715)	(322)	(36)	Number Responding

19. Do you keep time records for fee-producing time?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
61.3	66.0	49.2	68.9	54.5	25.0	Always
10.6	11.5	13.8	10.4	14.5	12.5	Sometimes
9.2	6.3	12.3	5.6	9.0	31.3	Usually
19.0	16.2	24.6	15.1	21.9	31.3	Never
(142)	(765)	(130)	(695)	(310)	(32)	Number Responding

20. What time intervals do you use to indicate the time spent?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
62.7	65.6	51.5	67.1	57.9	37.5	5-6 minutes intervals
7.7	6.7	6.9	7.4	5.8	6.3	10 minutes
6.3	8.0	12.3	7.5	9.7	12.5	15 minutes
0.7	0.7	0.8	0.7	0.6	--	30 minutes
2.1	1.2	2.3	1.0	1.6	9.4	By the hour
0.7	1.6	1.5	1.3	1.6	3.1	Other
19.7	16.3	24.6	15.0	22.7	31.3	I do not keep time records
(142)	(761)	(130)	(692)	(309)	(32)	Number Responding

21. Do you maintain time records for non-chargeable time (e.g., law office management)?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
35.0	43.0	30.8	45.7	30.9	15.2	Yes
65.0	57.0	69.2	54.3	69.1	84.8	No
(140)	(761)	(130)	(691)	(307)	(33)	Number Responding

22. For 1987 and 1988, what was your **Adjusted Gross Income** from the practice of law? For the purpose of this survey, Adjusted Gross Income (AGI) would be defined as all income from the practice of law during calendar years 1987 and 1988, less all deductible costs and expenses attributable to the production of that income for the same period. For those lawyers whose law-related income consists solely of wages, it would be the amount reflected on line 7 of IRS Form 1040. For those lawyers whose law-related income does not consist of wages, it would be that amount reflected on line 31 of Schedule C (IRS Form 1040).

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	1987
5.5	6.8	5.3	7.2	5.2	2.8	Less than \$ 10,000
6.9	3.1	1.5	2.4	5.2	8.3	\$10,000 - \$ 19,999
9.7	4.7	6.8	4.4	7.7	11.1	\$20,000 - \$ 29,999
6.9	11.3	15.2	11.5	9.0	25.0	\$30,000 - \$ 39,999
12.4	13.8	10.6	13.3	12.9	13.9	\$40,000 - \$ 49,999
15.9	14.0	12.1	14.0	14.8	5.6	\$50,000 - \$ 59,999
10.3	10.0	15.2	9.9	11.6	19.4	\$60,000 - \$ 69,999
16.6	6.3	10.6	6.2	13.5	2.8	\$70,000 - \$ 79,999
3.4	7.3	7.6	7.0	6.1	8.3	\$80,000 - \$ 99,999
7.6	7.4	6.1	8.0	6.5	--	\$100,000 - \$124,999
2.1	5.2	2.3	5.6	1.9	2.8	\$125,000 - \$149,999
--	4.3	2.3	4.6	1.3	--	\$150,000 - \$199,999
1.4	2.6	2.3	2.7	1.9	--	\$200,000 - \$249,999
1.4	3.1	2.3	3.2	2.3	--	\$250,000 or more
(145)	(767)	(132)	(698)	(310)	(36)	Number Responding

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	1988
3.4	3.9	2.3	4.0	3.2	--	Less than \$ 10,000
3.4	2.9	3.0	2.9	3.2	2.8	\$10,000 - \$ 19,999
8.3	4.7	6.0	4.6	7.1	5.6	\$20,000 - \$ 29,999
8.3	7.4	5.3	7.3	7.1	8.3	\$30,000 - \$ 39,999
14.5	13.3	14.3	13.2	13.2	25.0	\$40,000 - \$ 49,999
17.2	15.0	15.0	14.6	17.4	11.1	\$50,000 - \$ 59,999
13.8	12.3	12.8	12.6	12.2	13.9	\$60,000 - \$ 69,999
11.0	7.2	18.0	6.9	13.2	16.7	\$70,000 - \$ 79,999
6.2	7.3	9.8	6.9	8.4	11.1	\$80,000 - \$ 99,999
7.6	8.5	5.3	8.7	7.1	--	\$100,000 - \$124,999
2.8	6.4	3.0	6.7	2.6	5.6	\$125,000 - \$149,999
1.4	4.0	3.0	4.3	2.3	--	\$150,000 - \$199,999
0.7	2.6	1.5	2.9	1.0	--	\$200,000 - \$249,999
1.4	4.6	0.8	4.4	2.3	--	\$250,000 or more
(145)	(767)	(133)	(698)	(311)	(36)	Number Responding

23. In 1987 and 1988, what percentage of your total household income (from all sources) was attributable to your adjusted gross income (defined in above) from the practice of law?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	1987
10.1	6.5	4.5	6.7	7.0	5.6	Less than 25%
11.4	11.0	10.6	11.2	9.8	16.7	25%-49%
23.5	23.6	18.9	23.2	23.4	16.7	50%-74%
55.0	58.9	65.9	58.9	59.8	61.1	75%-or more
(149)	(774)	(132)	(703)	(316)	(36)	Number Responding

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	1988
6.7	4.5	3.0	4.7	4.7	2.8	Less than 25%
11.4	10.6	11.3	11.2	9.5	13.9	25%-49%
27.5	23.9	23.3	23.5	27.1	16.7	50%-74%
54.4	61.0	62.4	60.6	58.7	66.7	75%-or more
(149)	(774)	(133)	(703)	(317)	(36)	Number Responding

24. What were your estimated total chargeable hours during 1987 and 1988?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	1987
29.6	17.0	18.2	16.4	22.2	52.9	Less than 1,000
11.1	9.9	12.5	8.9	13.8	11.8	1,000 - 1,199
13.9	9.1	6.8	8.9	11.1	5.9	1,200 - 1,399
6.5	7.8	6.8	8.0	5.8	11.8	1,400 - 1,499
6.5	11.5	11.4	11.7	9.3	--	1,500 - 1,599
8.3	7.6	10.2	7.3	9.8	5.9	1,600 - 1,699
3.7	6.5	10.2	6.8	5.8	5.9	1,700 - 1,799
3.7	10.4	6.8	11.2	4.4	--	1,800 - 1,899
6.5	7.0	4.5	7.2	5.8	--	1,900 - 1,999
10.2	13.4	12.5	13.5	12.0	5.9	2,000 or more
(108)	(618)	(88)	(572)	(225)	(17)	Number Responding

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	1988
25.0	13.5	17.0	13.0	20.0	35.3	Less than 1,000
12.0	11.2	12.5	10.2	14.2	17.6	1,000 - 1,199
13.9	8.6	6.8	8.4	11.1	5.9	1,200 - 1,399
6.5	7.8	5.7	7.7	5.8	17.6	1,400 - 1,499
12.0	12.0	11.4	12.5	11.6	--	1,500 - 1,599
7.4	7.5	11.4	7.0	9.8	11.8	1,600 - 1,699
2.8	9.3	8.0	9.8	4.4	5.9	1,700 - 1,799
5.6	9.4	8.0	9.8	6.7	--	1,800 - 1,899
4.6	7.2	6.8	7.6	5.3	--	1,900 - 1,999
10.2	13.5	12.5	13.9	11.1	5.9	2,000 or more
(108)	(615)	(88)	(569)	(225)	(17)	Number Responding

25. Do you record and charge for long distance telephone charges?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
65.9	77.9	72.3	79.2	68.5	58.3	Yes
34.1	22.1	27.7	20.8	31.5	41.7	No
(138)	(727)	(112)	(667)	(286)	(24)	Number Responding

26. On an average, how many chargeable hours do you estimate you produce a day?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
19.2	14.9	14.6	13.4	20.3	20.0	0 - 4 hours
51.4	54.4	59.5	55.2	52.5	66.7	5 - 7
29.5	30.7	26.0	31.5	27.2	13.3	8 or more
(115)	(659)	(96)	(609)	(246)	(15)	Number Responding
6.0	6.3	6.3	6.4	6.0	5.7	Mean
2.1	2.0	1.8	2.0	2.1	1.6	Standard Deviation

27. How many Alaska Bar midwinter CLE programs in Hawaii have you attended in the past three years?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
90.8	85.4	82.2	85.7	85.6	88.9	0
7.2	10.8	14.1	10.7	10.7	11.1	1
1.3	3.3	3.0	3.4	2.5	--	2
0.7	0.5	0.7	0.3	1.2	--	3
(153)	(785)	(135)	(711)	(326)	(36)	Number Responding
0.1	0.2	0.2	0.2	0.2	0.1	Mean
0.4	0.5	0.5	0.5	0.5	0.3	Standard Deviation

28. If you have not attended one or more Alaska Bar midwinter CLE meetings in Hawaii in the past three years, what was the primary reason that you did not attend?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
14.0	19.6	16.2	20.2	14.4	18.8	Lack of interest
9.1	10.0	12.0	9.0	12.7	9.4	Schedule conflict
40.6	30.4	31.6	30.9	35.3	25.0	High expense of attending
3.5	4.0	6.8	4.0	4.5	6.3	Location
3.5	9.2	9.4	9.3	6.5	6.3	Low Educational Value
11.9	10.6	11.1	10.7	10.3	18.8	Time Spent Out of the Office
9.8	7.9	10.3	7.6	10.6	6.3	Other
7.7	8.3	2.6	8.2	5.8	9.4	Combination
(143)	(708)	(117)	(644)	(292)	(32)	Number Responding



29. Would you attend a midwinter CLE program if it were held in some other location than Hawaii (e.g. ski resort, major city, Alaska)?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
3.3	2.9	3.0	2.7	4.0	--	Definitely Yes
16.4	20.8	28.6	20.8	20.9	30.6	Probably Yes
55.3	54.6	57.1	55.1	54.8	55.6	Undecided
25.0	21.7	11.3	21.5	20.2	13.9	No
(152)	(780)	(133)	(708)	(321)	(36)	Number Responding

30. What location would you prefer for future midwinter CLE programs?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
50.0	57.8	53.5	58.5	50.2	70.0	Hawaii
50.0	41.6	46.5	41.1	49.3	30.0	Other
--	0.6	--	0.4	0.5	--	Either
(92)	(512)	(86)	(455)	(215)	(20)	Number Responding

31. How many annual meetings of the Alaska Bar Association have you attended in the last three years?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
72.1	65.2	43.3	64.6	60.7	66.7	0
15.6	22.9	30.6	23.0	22.1	25.0	1
8.4	7.6	15.7	7.7	11.3	5.6	2
3.9	4.3	10.4	4.7	5.8	2.8	3
(154)	(791)	(134)	(717)	(326)	(36)	Number Responding
0.4	0.5	0.9	0.5	0.6	0.4	Mean
0.8	0.8	1.0	0.8	0.9	0.7	Standard Deviation

32. If you have not attended an annual Alaska Bar Association meeting in the last three years, what was the primary reason for not attending?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
20.5	34.5	27.3	35.4	23.5	25.9	Lack of interest
7.1	14.1	20.5	13.9	13.0	14.8	Schedule conflict
25.2	8.6	20.5	7.8	21.5	25.9	High expense of attending
--	2.7	1.1	2.8	0.8	--	Registration fee too high
3.1	5.9	2.3	6.0	3.6	--	Little educational value
0.8	0.8	1.1	0.9	0.8	--	Little social value
10.2	3.5	4.5	3.5	7.7	--	Location
18.9	15.3	13.6	15.9	15.8	11.1	Too much time away from office
14.2	13.6	9.1	12.9	13.0	22.2	Other
--	1.0	--	0.9	0.4	--	Combination
(127)	(626)	(88)	(567)	(247)	(27)	Number Responding

33. If you have attended an annual meeting of the Alaska Bar Association in the last three years, what was the primary reason for attending?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
26.2	34.0	28.2	33.5	30.6	16.7	Educational value of seminars
11.9	14.2	9.9	15.0	8.3	25.0	Section meetings
14.3	12.3	18.3	12.9	15.7	8.3	Social events
14.3	7.9	7.0	7.7	9.9	8.3	General business meeting
9.5	14.6	21.1	14.2	18.2	8.3	Location
21.4	14.2	15.5	13.7	16.5	33.3	Other
2.4	2.8	--	3.0	0.8	--	Combination
(42)	(253)	(71)	(233)	(121)	(12)	Number Responding

34. If the annual meeting were held in Canada or in the Northwestern states of Washington, Oregon, Idaho or Montana, would you attend?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
1.3	3.0	3.0	2.4	3.7	--	Definitely Yes
20.9	11.6	13.4	11.7	17.2	5.6	Probably Yes
41.2	41.2	43.3	42.5	39.4	38.9	Undecided
36.6	44.3	40.3	43.4	39.7	55.6	No
(153)	(777)	(134)	(703)	(325)	(36)	Number Responding

35. Do you believe that there should be a minimum number of hours of continuing legal education (CLE) in order to qualify to practice in a designated specialty?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
63.3	61.8	58.2	61.0	63.4	55.6	Yes
36.7	38.2	41.8	39.0	36.6	44.4	No
(150)	(775)	(134)	(703)	(320)	(36)	Number Responding

36. Do you believe that you should be required to take a minimum number of hours of CLE in order to retain your license to practice?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
53.6	52.7	43.6	52.1	51.7	42.9	Yes
46.4	47.3	56.4	47.9	48.3	57.1	No
(151)	(773)	(133)	(703)	(319)	(35)	Number Responding

37. Did you attend any Alaska Bar Association CLE seminars (or video tape presentations) within the past twelve months?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
43.8	66.8	60.0	67.7	53.7	44.4	Yes (skip to ques. 41)
56.2	33.2	40.0	32.3	46.3	55.6	No
(153)	(787)	(135)	(713)	(326)	(36)	Number Responding

38. If you did not attend any ABA CLE seminars or video tape presentations, please indicate your primary reason for not attending.

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
22.0	13.0	21.2	12.6	23.3	--	Desired program was unavailabl
7.3	11.1	7.7	10.3	9.6	5.6	Too expensive
15.9	3.2	21.2	2.2	13.0	44.4	Too far to travel
17.1	24.1	15.4	25.1	18.5	--	Too busy
24.4	23.3	15.4	24.2	19.9	22.2	Not relevant
1.2	5.9	1.9	6.7	1.4	--	Other attorneys in the firm attended
6.1	7.9	5.8	7.6	6.2	11.1	Too much time out of office
4.9	5.1	3.8	5.4	4.8	--	Do not feel that CLE is necessary
1.2	6.3	7.7	5.8	3.4	16.7	Combination
(82)	(253)	(52)	(223)	(146)	(18)	Number Responding

39. What is your best estimate of the quality of the ABA's CLE programs?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
5.6	8.8	4.9	8.8	5.6	11.1	Excellent
40.8	55.3	59.8	56.1	48.5	55.6	Good
26.8	20.8	21.3	20.8	23.9	18.5	Average
2.1	2.6	1.6	2.5	2.3	3.7	Poor
24.6	12.5	12.3	11.8	19.7	11.1	No opinion
(142)	(760)	(122)	(692)	(305)	(27)	Number Responding

40. In your opinion, are the fees charged by the ABA for CLE programs

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
15.2	22.6	20.3	21.7	19.9	25.0	Too high
--	0.5	--	0.6	--	--	Too low
57.0	59.4	58.6	60.2	57.7	43.8	About right
27.8	17.4	21.1	17.5	22.4	31.3	No opinion
(151)	(774)	(128)	(704)	(317)	(32)	Number Responding

41. What type of CLE program do you most prefer?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
8.1	2.7	4.1	2.8	5.8	--	Several programs of 30-60 minutes in length
42.6	49.8	33.9	51.3	40.1	16.1	Occasional programs of 1 to 3 hours in length
37.5	43.8	48.8	42.3	43.8	67.7	Concentrated programs of 1 to 2 days in length
9.6	2.9	13.2	2.8	8.9	16.1	Programs given at the time of the annual or midwinter convention
2.2	0.8	--	0.7	1.4	--	Combination
(136)	(735)	(121)	(669)	(292)	(31)	Number Responding

42. When you receive the Bar Rag when do you generally read it?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
28.3	27.9	30.1	28.3	27.2	36.1	Within 24 hours
43.4	48.4	42.6	47.7	45.7	44.4	Within a week
23.0	16.7	20.6	17.0	21.0	13.9	Sometime that month
5.3	7.0	6.6	7.0	6.2	5.6	Almost never
(152)	(785)	(136)	(713)	(324)	(36)	Number Responding

43. The Alaska Law Review attempts to provide substantive articles of interest to bar association members. How well do you feel it is fulfilling this function?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
10.5	8.2	9.8	8.0	10.0	11.4	Very well
63.4	54.2	52.6	54.6	57.9	45.7	Adequately
16.3	24.3	23.3	24.7	18.7	28.6	Poorly
9.8	13.3	14.3	12.6	13.4	14.3	No opinion
(153)	(769)	(133)	(699)	(321)	(35)	Number Responding

44. Have you ever applied for a state judgeship?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
23.4	13.6	22.2	13.4	21.8	16.7	Yes
76.6	86.4	77.8	86.6	78.2	83.3	No
(154)	(787)	(135)	(715)	(325)	(36)	Number Responding

45. Outlined below are some of the reasons why you might not have applied for a judgeship or caused you concern even if you did.

Judges' salaries and benefits too low

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
12.3	16.8	12.4	17.2	13.4	3.3	Very Important
26.3	33.0	29.2	33.9	27.2	23.3	Somewhat Important
61.4	50.2	58.4	48.9	59.4	73.3	Not Important
(114)	(673)	(113)	(616)	(254)	(30)	Number Responding

Selection process too political

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
29.8	45.9	38.8	47.4	34.6	22.6	Very Important
43.8	38.1	41.4	37.7	41.8	48.4	Somewhat Important
26.4	16.0	19.8	14.9	23.6	29.0	Not Important
(121)	(680)	(116)	(623)	(263)	(31)	Number Responding

Don't have the requisite experience

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
26.4	33.3	26.6	33.6	24.9	48.4	Very Important
24.8	24.6	24.8	25.1	24.9	12.9	Somewhat Important
48.8	42.1	48.6	41.4	50.2	38.7	Not Important
(121)	(672)	(109)	(614)	(257)	(31)	Number Responding

Commitments to my clients, firm or family won't allow me to apply

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
16.2	12.1	15.6	12.5	15.0	6.7	Very Important
18.0	25.0	23.9	24.5	22.0	30.0	Somewhat Important
65.8	62.9	60.6	63.0	63.0	63.3	Not Important
(111)	(639)	(109)	(583)	(246)	(30)	Number Responding

Retention process is too political

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
5.4	10.8	4.5	11.3	5.6	--	Very Important
19.6	24.7	26.8	25.1	21.7	30.0	Somewhat Important
75.0	64.6	68.8	63.6	72.7	70.0	Not Important
(112)	(649)	(112)	(594)	(249)	(30)	Number Responding

Exposure to the bar survey is potentially embarrassing

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
10.4	12.5	13.3	11.7	14.9	3.3	Very Important
24.3	33.0	38.9	33.8	29.4	36.7	Somewhat Important
65.2	54.5	47.8	54.5	55.7	60.0	Not Important
(115)	(657)	(113)	(600)	(255)	(30)	Number Responding

A judge's freedom of association is too limiting

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
16.4	16.4	18.8	15.3	19.6	20.0	Very Important
35.3	31.9	30.4	32.1	33.3	23.3	Somewhat Important
48.3	51.7	50.9	52.6	47.1	56.7	Not Important
(116)	(652)	(112)	(595)	(255)	(30)	Number Responding

There have not been openings for the judicial position I am interested in

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
21.1	7.4	7.7	6.5	14.6	17.2	Very Important
18.3	15.9	13.5	15.2	17.9	13.8	Somewhat Important
60.6	76.7	78.8	78.3	67.5	69.0	Not Important
(109)	(622)	(104)	(566)	(240)	(29)	Number Responding

I'm not interested in a judgeship at this time

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
50.8	51.9	60.7	51.8	54.0	64.5	Very Important
15.4	22.5	15.2	22.4	16.9	19.4	Somewhat Important
33.8	25.5	24.1	25.9	29.1	16.1	Not Important
(130)	(693)	(112)	(626)	(278)	(31)	Number Responding

46. Are you a member of a local bar association?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
67.5	58.1	68.9	57.2	69.8	50.0	Yes
32.5	41.9	31.1	42.8	30.2	50.0	No
(154)	(780)	(135)	(708)	(325)	(36)	Number Responding

47. If you belong to a local bar association, what is your most important reason for joining?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
40.2	31.1	41.8	29.7	41.7	35.3	Social
44.1	57.4	45.1	57.9	45.7	52.9	Professional
14.7	11.2	12.1	12.1	11.7	11.8	Other
1.0	0.2	1.1	0.3	0.9	--	Combination
(102)	(437)	(91)	(390)	(223)	(17)	Number Responding

48. What is the size statewide of your firm, law office or legal department, including yourself, all other partners, associates and staff attorneys?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
18.8	17.3	23.4	16.2	23.4	12.5	1 Lawyer
22.9	19.7	12.9	18.3	21.1	25.0	2 or 3
11.1	8.5	12.1	8.3	11.2	12.5	4 or 5
1.4	11.8	4.8	12.5	3.9	--	6 to 9
45.8	42.7	46.8	44.8	40.3	50.0	10 or more
(144)	(757)	(124)	(690)	(303)	(32)	Number Responding

49. In how many Alaskan communities does your firm have offices?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
50.7	65.5	46.3	65.4	54.0	34.4	1 community
49.3	34.5	53.7	34.6	46.0	65.6	2 or more communities
(144)	(746)	(123)	(683)	(298)	(32)	Number Responding

50. Does your firm have office(s) outside Alaska?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
21.2	18.5	6.5	18.9	14.9	9.4	Yes
78.8	81.5	93.5	81.1	85.1	90.6	No
(146)	(752)	(124)	(687)	(303)	(32)	Number Responding

51. How do you charge for your business travel time?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
22.6	31.2	20.3	32.6	22.0	6.3	At my regular billing rate
25.3	24.3	23.6	23.9	27.6	3.1	At a reduced billing rate
13.7	12.7	8.9	12.6	10.9	21.9	Travel time not billed
0.7	1.1	1.6	1.2	0.7	3.1	Combination
37.7	30.8	45.5	29.7	38.8	65.6	Number does not apply
(146)	(741)	(123)	(674)	(304)	(32)	Number Responding

52. In setting a final fee, which of the following considerations (criteria) do you most often use?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	Most Frequent
85.4	71.3	74.2	72.3	76.8	62.5	Time expended
1.2	0.8	--	0.9	0.6	--	Custom of the community
3.7	3.6	7.6	3.3	5.0	25.0	Responsibility, results, skills required
1.2	1.8	--	1.5	1.7	--	Client's ability to pay
1.2	6.8	3.0	6.3	4.4	--	Contingent fee
6.1	14.0	15.2	14.4	10.5	--	Agreed fee schedule w/ client
1.2	1.6	--	1.3	1.1	12.5	Other
(82)	(499)	(66)	(458)	(181)	(8)	Number Responding

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	2nd Most Frequent
10.1	19.2	16.9	19.0	15.2	14.3	Time expended
4.3	4.9	8.5	5.1	5.1	14.3	Community Custom
43.5	34.5	32.2	35.6	35.4	14.3	Responsibility, results, skills required
17.4	14.5	16.9	14.4	15.8	42.9	Client's ability to pay
10.1	9.6	16.9	8.3	15.8	14.3	Contingent fee
14.5	15.9	8.5	16.1	12.7	--	Agreed fee schedule w/ client
--	1.3	--	1.5	--	--	Other
(69)	(447)	(59)	(410)	(158)	(7)	Number Responding

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	3rd Most Frequent
4.8	5.4	3.8	5.7	4.1	--	Time expended
4.8	6.6	13.2	6.7	7.5	14.3	Custom of the community
17.5	24.3	17.0	23.2	20.5	42.9	Responsibility, results, skills required
36.5	34.6	47.2	34.0	41.8	28.6	Client's ability to pay
14.3	11.3	7.5	11.3	11.0	14.3	Contingent fee
22.2	17.2	11.3	18.3	15.1	--	Agreed fee schedule w/ client
--	0.7	--	0.8	--	--	Other
(63)	(408)	(53)	(371)	(146)	(7)	Number Responding

53. Do you usually discuss your basis for fee with new clients during the initial interview?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
98.8	98.5	98.5	98.3	98.9	100.0	Yes
1.2	1.5	1.5	1.7	1.1	--	No
(84)	(522)	(66)	(480)	(183)	(9)	Number Responding



54. Do you request a retainer under some circumstances or for some types of cases?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
98.8	93.3	96.9	93.3	96.7	100.0	Yes
1.2	6.7	3.1	6.7	3.3	--	No
(84)	(540)	(65)	(496)	(184)	(9)	Number Responding

55. When does your firm or office usually bill clients?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
3.5	4.1	3.0	3.7	4.3	12.5	At conclusion of a matter
2.3	2.7	--	2.5	1.6	12.5	At conclusion of major events or stages
90.7	83.6	83.6	84.0	86.6	62.5	Once a month
--	6.1	4.5	6.6	1.6	--	Quarterly
2.3	3.0	7.5	2.7	4.8	12.5	Irregularly
1.2	0.5	1.5	0.6	1.1	--	Combination
(86)	(561)	(67)	(519)	(187)	(8)	Number Responding

56. When clients do not pay your bills promptly, does your firm or office have a definite follow-up program of sending statements or other reminders?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
74.7	77.0	73.5	77.5	74.6	44.4	Yes
20.5	16.9	17.6	15.8	20.4	44.4	No
4.8	6.2	8.8	6.6	5.0	11.1	Don't Know
(83)	(551)	(68)	(512)	(181)	(9)	Number Responding

57. What percentage of the total amount billed to clients in 1988 does your firm or office consider uncollectible?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
6.3	4.7	--	4.6	4.3	--	None
23.8	26.4	20.4	26.9	21.0	42.9	1% - 5%
20.6	20.9	14.3	20.6	18.8	28.6	6% - 9%
27.0	29.8	36.7	30.1	30.4	28.6	10% - 19%
22.2	18.1	28.6	17.8	25.4	--	20% or more
(63)	(382)	(49)	(349)	(138)	(7)	Number Responding

58. What is the percent of overhead (all expenses related to the production of law income) to total gross income of your firm or office?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
29.0	22.1	12.7	21.9	22.7	11.1	less than 40%
41.9	25.3	32.7	25.4	35.5	22.2	40% - 49%
14.5	24.4	36.4	25.7	22.0	22.2	50% - 59%
6.5	19.3	14.5	18.4	12.1	44.4	60% - 69%
8.1	8.9	3.6	8.6	7.8	--	70% or more
(62)	(348)	(55)	(315)	(141)	(9)	Number Responding

59. How many recent (no more than 3 three years out of school) law school graduates has your firm or office hired full-time in the years listed below?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	1986
80.7	75.0	78.4	73.4	80.6	88.9	0
15.8	17.0	13.7	17.3	15.1	11.1	1
1.8	5.6	2.0	6.5	1.4	--	2
--	2.1	3.9	2.4	1.4	--	3
1.8	0.3	2.0	0.4	1.4	--	4 or more
(57)	(288)	(51)	(248)	(139)	(9)	Number Responding
0.3	0.4	0.4	0.4	0.3	0.1	Mean
0.7	0.7	1.0	0.7	0.7	0.3	Standard Deviation

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	1987
86.0	77.8	82.4	75.4	87.1	77.8	0
10.5	14.6	11.8	15.7	9.4	22.2	1
1.8	6.6	2.0	7.7	1.4	--	2
--	0.3	2.0	0.4	0.7	--	3
1.8	0.7	2.0	0.8	1.4	--	4 or more
(57)	(288)	(51)	(248)	(139)	(9)	Number Responding
0.2	0.3	0.4	0.4	0.2	0.2	Mean
0.8	0.7	1.2	0.7	0.9	0.4	Standard Deviation

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	1988-89
82.5	76.1	84.3	74.7	83.5	88.9	0
14.0	16.3	5.9	16.5	11.5	11.1	1
--	4.5	3.9	5.2	1.4	--	2
1.8	1.4	3.9	1.6	2.2	--	3
1.8	1.7	2.0	2.0	1.4	--	4 or more
(57)	(289)	(51)	(249)	(139)	(9)	Number Responding
0.4	0.4	0.4	0.4	0.3	0.1	Mean
1.3	0.9	1.4	0.9	1.2	0.3	Standard Deviation

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	Total All Graduates
70.2	60.8	64.7	58.5	69.1	77.8	0
12.3	17.0	13.7	17.3	13.7	11.1	1
14.0	7.6	11.8	7.7	12.2	--	2
--	6.6	3.9	7.3	1.4	11.1	3
3.6	8.0	5.9	9.2	3.6	--	4 or more
(57)	(288)	(51)	(248)	(139)	(9)	Number Responding
0.8	1.0	1.2	1.1	0.9	0.4	Mean
2.6	1.9	3.4	2.0	2.6	1.0	Standard Deviation

60. Was your most recently hired new graduate admitted or not admitted to the Bar at the time of hire?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
50.0	51.5	57.9	51.3	52.0	100.0	Admitted
50.0	48.5	42.1	48.7	48.0	--	Not Admitted
(20)	(130)	(19)	(117)	(50)	(2)	Number Responding

61. What was the beginning annual salary of your most recently hired new graduate?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
31.6	14.9	19.0	11.8	28.8	33.3	Less than \$25,000
5.3	15.7	23.8	16.0	15.4	--	\$25,000 - \$29,999
31.6	14.9	14.3	15.1	19.2	33.3	\$30,000 - \$34,999
15.8	24.6	14.3	24.4	19.2	--	\$35,000 - \$39,999
15.8	18.7	19.0	21.0	13.5	--	\$40,000 - \$44,999
--	11.2	9.5	11.7	3.8	33.3	\$45,000 or more
(19)	(134)	(21)	(119)	(52)	(3)	Number Responding

62. If your firm or office employed law students as clerks in the summer of 1988, what was the average monthly salary you paid?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
18.2	8.0	9.1	6.5	16.0	--	Less than \$1,000
27.3	16.0	36.4	15.2	28.0	100.0	\$1,000 - \$1,499
27.3	28.0	27.3	26.1	32.0	--	\$1,500 - \$1,999
18.2	24.0	9.1	26.1	12.0	--	\$2,000 - \$2,499
9.1	24.0	18.2	26.0	12.0	--	\$2,500 or more
(11)	(50)	(11)	(46)	(25)	(1)	Number Responding
19.3	17.3	21.6	18.5	18.0	11.1	Percent Responding

63. How many full-time equivalent nonlawyer employees (including secretaries, paralegals, clerks, etc.) do you have per lawyer?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
57.1	36.5	38.8	37.2	42.6	66.7	0 to .9
37.5	45.4	49.0	45.5	44.1	33.3	1 to 1.9
5.4	18.1	12.2	17.4	13.2	--	2 or more
(56)	(282)	(49)	(242)	(136)	(9)	Number Responding

64. How many full-time paralegals does your firm or office have per lawyer?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
83.9	55.5	67.3	54.3	72.1	77.8	0
12.5	30.0	24.5	30.9	20.6	11.1	.1 to .9
3.6	11.0	6.1	10.7	6.6	11.1	1 to 1.9
--	3.6	2.0	4.2	0.7	--	2 or more
(56)	(283)	(49)	(243)	(136)	(9)	Number Responding

65. Does your firm or office typically itemize charges for nonlawyer time or services when billing a client or bill these services as part of your overall hourly rate?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
49.0	52.6	51.3	55.0	47.9	--	Itemize these charges
51.0	47.4	48.7	45.0	52.1	100.0	Do not itemize these charges
(51)	(253)	(39)	(220)	(119)	(4)	Number Responding

66. What was the most recent year you hired a legal secretary without significant experience?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
13.0	10.8	16.1	9.1	16.8	--	Prior to 1985
25.8	14.8	13.0	13.4	21.4	--	1985 - 1986
19.4	16.1	32.3	16.9	21.4	25.0	1987
22.6	42.3	9.7	43.7	21.4	25.0	1988
19.4	16.1	29.0	16.9	19.0	50.0	1989
(31)	(168)	(31)	(142)	(84)	(4)	Number Responding
41.5	38.9	38.0	39.3	38.2	50.0	% Did Not Hire

67. What was the beginning annual salary for your most recently hired, least-experienced legal secretary?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
16.3	4.7	13.0	4.0	13.7	--	Less than \$12,000
4.7	14.0	19.6	11.4	16.2	33.3	\$12,000 - \$14,999
23.3	17.4	17.4	16.3	22.2	--	\$15,000 - \$17,999
23.3	23.3	23.9	25.2	20.5	16.7	\$18,000 - \$20,999
23.3	28.4	26.1	29.7	23.1	33.3	\$21,000 - \$24,999
9.3	12.3	--	13.4	4.3	16.7	\$25,000 or more
(43)	(236)	(46)	(202)	(117)	(6)	Number Responding

68. What is the annual salary of your highest-paid full-time legal secretary?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
7.0	2.9	4.5	2.0	6.0	12.5	Less than \$15,000
7.0	7.0	6.8	6.3	8.5	--	\$15,000 - \$19,999
18.6	20.2	27.3	18.5	25.6	12.5	\$20,000 - \$24,999
46.5	26.3	31.8	24.9	37.6	37.5	\$25,000 - \$29,999
16.3	28.0	15.9	32.2	13.7	--	\$30,000 - \$34,999
4.7	8.2	6.8	9.3	4.3	12.5	\$35,000 - \$39,999
--	7.4	6.8	6.8	4.3	25.0	\$40,000 or more
(43)	(243)	(44)	(205)	(117)	(8)	Number Responding

69. What is the approximate average salary for a full-time legal secretary in your office?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
7.5	2.5	6.7	2.4	5.3	12.5	Less than \$15,000
7.5	11.5	11.1	10.1	13.2	--	\$15,000 - \$19,999
37.5	34.4	44.4	33.3	43.0	12.5	\$20,000 - \$24,999
37.5	33.2	22.2	34.8	27.2	37.5	\$25,000 - \$29,999
5.0	11.5	11.1	13.0	6.1	12.5	\$30,000 - \$34,999
5.0	7.0	4.4	6.3	5.3	25.0	\$35,000 or more
(40)	(244)	(45)	(207)	(114)	(8)	Number Responding

70. What was the most recent year you hired a less-experienced trained legal assistant?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
33.3	4.4	28.6	3.2	25.1	--	Prior to 1985
--	13.2	28.6	14.5	14.3	--	1985 - 1986
11.1	20.6	21.4	21.0	10.7	--	1987
44.4	47.1	14.3	43.5	35.7	100.0	1988
11.1	16.2	21.4	17.7	14.3	--	1989
(9)	(68)	(14)	(62)	(28)	(1)	Number Responding
82.7	71.9	66.7	69.9	77.4	83.3	% Did Not Hire

71. What was the beginning annual salary for your most recently hired, least-experienced, trained legal assistant?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
22.2	12.5	29.4	13.0	20.0	50.0	Less than \$15,000
11.1	20.5	11.8	16.9	20.0	50.0	\$15,000 - \$19,999
44.4	28.4	29.4	27.3	37.1	--	\$20,000 - \$24,999
22.2	25.0	29.4	27.3	22.9	--	\$25,000 - \$29,999
--	13.6	--	15.6	--	--	\$30,000 or more
(9)	(88)	(17)	(77)	(35)	(2)	Number Responding

72. What is the annual salary for your highest-paid trained legal assistant?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
9.1	3.5	17.6	2.9	10.5	50.0	Less than \$15,000
9.1	7.8	5.9	7.8	7.9	--	\$15,000 - \$19,999
18.2	11.3	11.8	9.7	18.4	--	\$20,000 - \$24,999
27.3	15.7	11.8	14.6	21.1	--	\$25,000 - \$29,999
--	21.7	5.9	22.3	7.9	--	\$30,000 - \$34,999
18.2	20.9	35.3	22.3	23.7	--	\$35,000 - \$39,999
18.2	19.1	11.8	20.4	10.5	50.0	\$40,000 or more
(11)	(115)	(17)	(103)	(38)	(2)	Number Responding

73. What is the approximate average salary for a trained legal assistant?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
10.0	2.8	20.0	3.0	12.1	--	Less than \$15,000
10.0	5.6	--	5.1	6.1	--	\$15,000 - \$19,999
40.0	21.3	20.0	19.2	33.3	--	\$20,000 - \$24,999
20.0	25.0	33.3	26.3	24.2	--	\$25,000 - \$29,999
20.0	28.7	20.0	29.3	18.2	100.0	\$30,000 - \$34,999
--	16.7	6.7	17.2	6.1	--	\$35,000 or more
(10)	(108)	(15)	(99)	(33)	(1)	Number Responding

74. Does your firm have a written partnership agreement?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
16.7	26.4	9.1	29.0	12.6	--	Yes
83.3	73.6	90.9	71.0	87.4	100.0	No
(36)	(216)	(33)	(186)	(95)	(4)	Number Responding

75. Does your firm or office provide the following benefits to its staff?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	Health insurance
13.2	8.7	3.6	7.7	11.8	--	Only Attorneys
7.9	7.2	14.3	6.6	9.4	33.3	Only Non-Attorney Staff
78.9	84.1	82.1	85.7	78.8	66.7	Both
(38)	(207)	(28)	(182)	(85)	(6)	Number Responding
66.7	71.6	54.9	73.1	61.2	66.7	Percent Responding

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	Life insurance
36.7	25.4	16.7	26.0	29.6	--	Only Attorneys
--	0.9	11.1	1.0	3.7	--	Only Non-Attorney Staff
63.3	73.7	72.2	73.1	66.7	100.0	Both
(30)	(114)	(18)	(104)	(54)	(4)	Number Responding
52.6	39.4	35.3	41.8	38.8	44.4	Percent Responding

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	Retirement benefits
6.3	9.4	--	9.6	4.9	--	Only Attorneys
12.5	2.6	5.3	1.9	9.8	--	Only Non-Attorney Staff
81.3	88.0	94.7	88.5	85.4	100.0	Both
(16)	(117)	(19)	(104)	(41)	(7)	Number Responding
28.1	40.5	37.3	41.8	29.5	77.8	Percent Responding

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	Profit sharing
9.1	13.8	30.0	11.0	25.9	--	Only Attorneys
--	1.3	--	1.4	--	--	Only Non-Attorney Staff
90.9	85.0	70.0	87.7	74.1	100.0	Both
(11)	(80)	(10)	(73)	(27)	(1)	Number Responding
19.3	27.7	19.6	29.3	19.4	11.1	Percent Responding

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	Parking
19.4	6.0	6.7	5.3	13.9	--	Only Attorneys
9.7	5.0	3.3	5.3	5.6	--	Only Non-Attorney Staff
71.0	89.1	90.0	89.4	80.6	100.0	Both
(31)	(201)	(30)	(188)	(72)	(2)	Number Responding
54.4	69.6	58.8	75.5	51.8	22.2	Percent Responding

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	Professional memberships
76.9	42.1	70.8	41.3	69.4	50.0	Only Attorneys
3.8	2.6	--	2.9	1.6	--	Only Non-Attorney Staff
19.2	55.3	29.2	55.8	29.0	50.0	Both
(26)	(152)	(24)	(138)	(62)	(2)	Number Responding
45.6	52.6	47.1	55.4	44.6	22.2	Percent Responding

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	Social memberships
71.4	75.9	100.0	78.0	66.7	--	Only Attorneys
--	1.9	--	2.0	--	--	Only Non-Attorney Staff
28.6	22.2	--	20.0	33.3	--	Both
(7)	(54)	(1)	(50)	(12)	(0)	Number Responding
12.3	18.7	2.0	20.1	8.6	0.0	Percent Responding

76. If a Professional Corporation, does your firm have a written shareholder employment agreement?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
42.1	52.2	30.0	52.9	37.5	50.0	Yes
57.9	47.8	70.0	47.1	62.5	50.0	No
(19)	(92)	(10)	(87)	(32)	(2)	Number Responding

77. How is the division of law practice net income determined?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
33.3	34.5	36.0	30.9	40.5	50.0	No formal system
16.7	18.7	4.0	20.8	10.1	--	Formula or percentage reviewed annually
16.7	7.6	12.0	6.7	12.7	50.0	Formula or percentage reviewed infrequently
5.6	7.6	4.0	8.7	3.8	--	Committee review but not a specific formula or %
13.9	11.1	--	11.4	8.9	--	Salaries negotiated annually
13.9	20.5	44.0	21.5	24.1	--	Other
(36)	(171)	(25)	(149)	(79)	(4)	Number Responding



78. Does your firm or office budget anticipated income?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
34.5	46.3	28.6	48.3	32.3	33.3	Yes
65.5	53.7	71.4	51.7	67.7	66.7	No
(55)	(268)	(42)	(232)	(127)	(6)	Number Responding

79. Does your firm or office budget anticipated expense?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
47.3	61.3	55.8	62.8	50.8	57.1	Yes
52.7	38.7	44.2	37.2	49.2	42.9	No
(55)	(271)	(43)	(234)	(128)	(7)	Number Responding

80. Does your firm or office employ a full-time office administrator or manager to manage the business affairs of your firm?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
18.5	24.8	17.0	26.5	17.7	--	Yes
81.5	75.2	83.0	73.5	82.3	100.0	No
(54)	(282)	(47)	(245)	(130)	(8)	Number Responding

81. Would you appreciate having a survey like this done every year?

1st Dist	3rd Dist	2-4th Dist	Anchor age	Road Ferry	Rural Bush	
58.7	62.6	50.0	63.8	52.9	60.6	Yes
41.3	37.4	50.0	36.2	47.1	39.4	No
(126)	(697)	(112)	(630)	(272)	(33)	Number Responding

**APPENDIX III**

APPENDIX III

This appendix provides a listing of responses to each question broken down by whether the respondent was a public or private sector attorney at the time of the study. Bar members not currently employed in law or retired are not presented in this appendix. For all questions, the category of private practitioner was subdivided into four types of private attorneys - sole practitioners, partners and shareholders, associates in any private firm, and corporate attorneys.

For public sector attorneys, questions 1 through 58 and 81 were divided into judges (state or federal), attorneys in prosecution (at any level of government), public defenders (at any level of government or public service organization), other state employees, and other public attorneys including local, federal and public service/non-profit agencies. Public defenders were determined by taking any public sector employee whose practice was primarily criminal but was not in prosecution.

It also should be noted that there was evidence that some state employees working in public advocacy or public defender positions classified themselves as public service employees as opposed to state employees. The way the grouping was done, this should not affect the data.

Because of their institutional nature, questions 59 through 80, were grouped by level of government - State of Alaska (only responses from three of the four major legal employment centers were used), local government (any response), federal government (any response including federal judges), and public service organizations or non-profit corporations (excluding responses that represented state agency responses). Note: for questions for which public sector responses were not applicable or would lead to misinterpretation, NA - "Not Applicable" - is shown.

The size of each group's potential number of respondents is shown below.

	Questions 1 - 58		Questions 59 - 80	
	Sample Size	%	Sample Size	%
Private	(749)	70.3%	(350)	94.1%
Sole Practitioner	(204)	19.1%	(193)	51.9%
Partner	(309)	29.0%	(131)	35.2%
Associate	(211)	19.8%	(24)	6.5%
Corporate Employee	(23)	2.2%	(2)	0.5%
Public	(317)	29.7%	(22)	5.9%
Judge	(44)	4.1%		
Prosecutor	(52)	4.9%		
Public Defender	(39)	3.7%		
Other State	(115)	10.8%		
Other Public	(67)	6.3%		
State Government			(3)	0.8%
Local Government			(8)	2.2%
Federal Government			(6)	1.6%
Public Service/ Non-Profit			(5)	1.3%

RESPONSES BY TYPE OF PRACTICE  
ALASKA BAR ASSOCIATION MEMBERSHIP SURVEY

1. In which Judicial District is most of your work conducted?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
11.5	11.8	12.6	10.4	--	20.5	13.6	7.7	15.4	33.0	16.4	First Judicial District
0.7	0.5	0.6	0.9	--	5.0	6.8	7.7	2.6	1.7	9.0	Second Judicial District
78.8	72.5	79.0	83.4	95.7	59.6	68.2	65.4	61.5	53.0	59.7	Third Judicial District
9.1	15.2	7.8	5.2	4.3	14.8	11.4	19.2	20.5	12.2	14.9	Fourth Judicial District
(749)	(204)	(309)	(211)	(23)	(317)	(44)	(52)	(39)	(115)	(67)	

Location of Practice

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
73.3	61.8	73.5	82.0	95.7	49.8	54.5	50.0	51.3	49.6	46.3	Anchorage
25.6	36.8	25.2	17.5	4.3	41.6	38.6	38.5	41.0	47.0	37.3	Roaded or Ferry Served
1.1	1.5	1.3	0.5	--	8.5	6.8	11.5	7.7	3.5	16.4	Rural or "Bush"
(749)	(204)	(309)	(211)	(23)	(317)	(44)	(52)	(39)	(115)	(67)	

3. The majority of your practice consists of

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
--	--	--	--	--	16.4	--	100.0	--	--	--	Prosecution
0.7	2.5	--	--	--	13.2	6.8	--	100.0	--	--	Mainly criminal
13.5	20.6	12.9	9.0	--	19.9	68.2	--	--	18.3	17.9	Mixed criminal and civil
82.8	72.1	85.4	88.6	95.7	44.8	20.5	--	--	71.3	76.1	Mainly civil
3.1	4.9	1.6	2.4	4.3	5.7	4.5	--	--	10.4	6.0	Other (inc. administration, non-legal occupations, retired)
(749)	(204)	(309)	(211)	(23)	(317)	(44)	(52)	(39)	(115)	(67)	Number Responding

4. Listed below are a number of areas of law practice. If you concentrate your practice in certain areas, please indicate below. (check no more than one per column)

AREAS OF CONCENTRATION - Greatest

Private	Sole Pract	Partner	Associate	Corp Employ	Public	Judge	Prosecutor	Public Defend	Other State	Other Public	
3.3	4.4	2.0	4.3	--	10.0	3.8	1.9	--	14.0	18.5	Administrative law
0.8	0.5	1.3	0.5	--	--	--	--	--	--	--	Admiralty/marine
0.1	0.5	--	--	--	0.7	--	1.9	--	0.9	--	Antitrust
0.7	1.0	1.0	--	--	1.7	--	--	2.6	3.7	--	Appellate Practice
0.3	--	--	0.5	4.3	--	--	--	--	--	--	Aviation
1.5	--	2.0	2.4	--	0.3	--	--	--	0.9	--	Banking-Savings and Loan
3.5	4.4	3.0	3.9	--	0.3	3.8	--	--	--	--	Bankruptcy
7.9	6.9	7.6	7.2	26.1	--	--	--	--	--	--	Business and Corporate
11.0	5.9	13.0	14.0	4.3	3.5	3.8	--	5.1	5.6	1.5	Commercial
0.3	0.5	0.3	--	--	--	--	--	--	--	--	Computer Law
0.3	--	0.7	--	--	0.7	--	1.9	--	0.9	--	Consumer Law
4.7	11.8	3.3	0.5	--	37.4	53.8	92.3	92.3	6.5	4.6	Criminal
7.7	16.2	3.7	6.3	--	6.6	15.4	--	--	7.5	10.8	Domestic Relations
10.3	14.2	9.3	9.2	--	1.4	3.8	--	--	0.9	3.1	General Practice
0.4	0.5	0.7	--	--	10.4	--	--	--	15.9	20.0	Government
3.4	2.0	3.7	3.4	13.0	1.7	--	--	--	1.9	4.6	Labor
0.4	0.5	0.7	--	--	0.7	--	--	--	--	3.1	Land Use Law
0.3	--	--	1.0	--	0.3	--	--	--	--	1.5	Military
3.5	0.5	3.7	3.4	30.4	4.8	3.8	--	--	9.3	4.6	Mineral and Natural Res.
3.5	2.5	3.7	4.8	--	2.1	--	--	--	--	9.2	Municipal-School Districts
8.5	8.3	9.6	8.2	--	0.3	--	--	--	--	1.5	Negligence-Plaintiff
12.8	4.9	16.3	16.4	4.3	2.1	--	--	--	4.7	1.5	Negligence-Defendant
1.2	1.0	1.0	1.9	--	1.0	7.7	--	--	--	1.5	Negligence-about even
4.2	5.4	3.3	4.3	4.3	1.0	--	--	--	2.8	--	Real Estate
0.3	--	0.7	--	--	--	--	--	--	--	--	Securities
0.9	2.0	0.7	--	4.3	2.4	--	--	--	5.6	1.5	Taxation
0.4	0.5	0.7	--	--	0.7	--	--	--	--	3.1	Utilities & Communications
1.4	1.5	1.3	1.4	--	0.7	3.8	--	--	0.9	--	Wills, Trusts & Estate Planning
6.4	4.4	7.0	6.3	8.7	9.0	--	1.9	--	17.8	9.2	Other (inc. Native, Environmental, Child Law)
(737)	(204)	(301)	(207)	(23)	(289)	(26)	(52)	(39)	(107)	(65)	Number Responding

AREAS OF CONCENTRATION - 2nd Greatest

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
4.9	1.6	6.1	4.2	22.7	17.3	4.8	--	--	24.1	21.8	Administrative law
3.3	1.1	4.7	3.7	--	--	--	--	--	--	--	Admiralty/marine
--	--	--	--	--	--	--	--	--	--	--	Antitrust
3.6	3.8	1.8	6.3	--	12.8	--	42.1	50.0	8.0	5.5	Appellate Practice
1.2	0.5	1.8	0.5	4.5	--	--	--	--	--	--	Aviation
1.3	--	1.1	3.2	--	0.5	--	--	--	1.1	--	Banking-Savings and Loan
4.1	3.8	4.3	4.8	--	1.5	--	--	--	3.4	--	Bankruptcy
8.9	9.7	8.3	7.4	22.7	2.0	--	--	--	3.4	1.8	Business and Corporate
12.9	9.7	14.7	12.7	18.2	5.1	28.6	--	--	2.3	3.6	Commercial
0.3	--	0.4	0.5	--	--	--	--	--	--	--	Computer Law
0.4	1.1	--	0.5	--	--	--	--	--	--	--	Consumer Law
3.0	4.3	3.2	1.6	--	11.7	9.5	15.8	21.4	10.3	10.9	Criminal
5.8	10.3	4.3	4.2	--	9.2	38.1	--	14.3	4.6	7.3	Domestic Relations
8.4	10.8	7.9	7.9	--	4.1	9.5	5.3	7.1	2.3	3.6	General Practice
0.9	1.6	0.4	0.5	4.5	9.7	4.8	15.8	--	13.8	5.5	Government
3.9	3.2	2.5	6.3	4.5	2.0	--	--	--	3.4	1.8	Labor
0.7	--	0.4	1.6	4.5	2.6	--	--	--	2.3	5.5	Land Use Law
2.1	2.2	1.4	2.1	9.1	4.1	--	5.3	--	5.7	3.6	Mineral and Natural Res.
2.7	1.6	2.9	3.2	4.5	2.6	--	--	--	--	9.1	Municipal-School Districts
9.9	17.8	7.6	6.9	--	0.5	--	--	--	1.1	--	Negligence-Plaintiff
7.0	2.2	9.4	8.5	4.5	1.5	--	5.3	--	1.1	1.8	Negligence-Defendant
0.6	0.5	1.1	--	--	--	--	--	--	--	--	Negligence-about even
5.8	5.4	6.8	5.3	--	2.0	4.8	--	--	1.1	3.6	Real Estate
0.3	--	0.4	0.5	--	--	--	--	--	--	--	Securities
1.0	1.6	0.7	1.1	--	--	--	--	--	--	--	Taxation
1.2	--	1.4	2.1	--	0.5	--	--	--	--	1.8	Utilities & Communications
1.9	4.3	0.7	1.1	--	1.0	--	--	--	--	3.6	Wills, Trusts & Estate Planning
4.0	2.7	5.8	3.2	--	9.2	--	--	--	--	9.1	Other (inc. Native, Environmental, Child Law)
(675)	(185)	(278)	(189)	(22)	(196)	(21)	(19)	(14)	(87)	(55)	Number Responding

AREAS OF CONCENTRATION - 3rd Greatest

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
3.6	1.8	3.6	4.8	9.5	14.2	12.5	9.1	10.0	13.2	18.6	Administrative law
2.3	1.2	2.8	2.4	4.8	3.4	6.3	--	--	4.4	2.3	Admiralty/marine
0.3	--	0.4	0.6	--	0.7	--	--	--	1.5	--	Antitrust
3.6	5.3	2.4	4.2	--	12.2	6.3	36.4	10.0	17.6	--	Appellate Practice
1.8	0.6	3.2	1.2	--	--	--	--	--	--	--	Aviation
3.0	1.2	3.6	4.2	--	--	--	--	--	--	--	Banking-Savings and Loan
3.5	4.1	1.2	6.1	4.8	1.4	--	--	--	2.9	--	Bankruptcy
9.6	10.7	10.5	7.9	4.8	3.4	6.3	9.1	10.0	1.5	2.3	Business and Corporate
10.4	8.9	10.9	11.5	9.5	3.4	12.5	--	--	4.4	--	Commercial
0.2	0.6	--	--	--	--	--	--	--	--	--	Computer Law
0.2	0.6	--	--	--	2.7	--	--	--	1.5	7.0	Consumer Law
4.0	5.9	2.8	4.2	--	7.4	6.3	18.2	20.0	2.9	9.3	Criminal
4.3	6.5	4.4	2.4	--	4.1	6.3	--	--	1.5	4.7	Domestic Relations
14.4	17.2	13.7	13.9	4.8	5.4	12.5	--	--	2.9	9.3	General Practice
1.3	1.2	0.8	2.4	--	13.5	6.3	18.2	--	16.2	14.0	Government
2.8	1.8	2.9	1.2	23.8	6.1	--	--	--	8.8	7.0	Labor
1.3	1.8	0.8	--	14.3	4.7	--	--	--	4.4	9.3	Land Use Law
1.0	1.2	1.6	--	--	--	--	--	--	--	--	Military
2.0	3.0	1.2	1.2	9.5	2.0	--	--	--	1.5	4.7	Mineral and Natural Res.
0.8	--	0.8	1.8	--	1.4	--	--	--	1.5	2.3	Municipal-School Districts
6.1	5.3	8.9	3.6	--	--	--	--	--	--	--	Negligence-Plaintiff
3.0	2.4	3.2	3.6	--	0.7	--	--	--	--	2.3	Negligence-Defendant
1.8	1.2	2.8	1.2	--	2.7	12.5	--	--	2.9	--	Negligence-about even
7.0	7.1	8.9	4.8	--	2.7	6.3	--	--	2.9	2.3	Real Estate
0.5	--	0.8	0.6	--	--	--	--	--	--	--	Securities
1.5	0.6	1.2	1.8	9.5	0.7	--	--	--	1.5	--	Taxation
1.5	1.2	0.8	2.4	4.8	--	--	--	--	--	--	Utilities & Communications
4.0	4.7	2.0	6.7	--	1.4	6.3	--	--	--	2.3	Wills, Trusts & Estate Planning
4.0	4.1	3.6	4.8	--	6.1	--	9.1	30.0	5.9	2.3	Other (inc. Native Law, Environmental, Child Law)
(603)	(169)	(248)	(165)	(21)	(148)	(16)	(11)	(10)	(68)	(43)	Number Responding

5. In what year were you born? (Data shown as age in years)

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
7.9	2.5	1.0	23.3	8.7	7.3	2.3	11.5	15.8	1.7	11.9	30 years of age or less
18.6	11.8	14.4	31.4	13.0	20.6	4.5	23.1	26.3	18.3	29.9	31 - 35
29.2	27.1	31.5	27.6	34.8	36.7	27.3	38.5	36.8	44.3	28.4	36 - 40
23.0	25.6	29.8	10.0	30.4	20.3	29.5	13.5	13.2	25.2	14.9	41 - 45
10.5	13.3	12.8	4.3	13.0	7.9	11.4	9.6	7.9	4.3	10.4	46 - 50
10.8	19.7	10.5	3.3	--	7.3	25.0	3.8	--	6.1	4.5	51 years or more
(743)	(203)	(305)	(210)	(23)	(316)	(44)	(52)	(38)	(115)	(67)	Number Responding
40.7	43.8	42.0	35.8	39.5	39.3	44.8	38.0	36.4	39.6	38.0	Mean
8.1	8.7	7.1	6.7	5.2	6.6	7.7	6.1	5.3	5.8	6.4	Standard Deviation

6. How many years in total have you been practicing law?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
12.0	3.9	0.7	36.7	8.7	11.4	2.3	13.5	23.7	9.6	11.9	0 - 3 years
15.2	9.9	8.5	30.5	13.0	19.0	4.5	21.2	23.7	15.7	29.9	4 - 6
13.3	15.3	12.4	12.4	13.0	17.7	4.5	19.2	26.3	16.5	22.4	7 - 9
17.9	18.7	21.6	11.0	26.1	17.7	13.6	21.2	7.9	23.5	13.4	10 - 12
16.8	16.7	25.5	4.3	17.4	16.5	25.0	17.3	10.5	20.9	6.0	13 - 15
9.9	11.3	13.1	3.3	17.4	6.6	13.6	3.8	5.3	6.1	6.0	16 - 19
14.9	24.1	18.3	1.9	4.3	11.1	36.4	3.8	2.6	7.8	10.4	20 or more
(744)	(203)	(306)	(210)	(23)	(316)	(44)	(52)	(38)	(115)	(67)	Number Responding
11.9	14.2	14.4	6.1	11.3	10.7	17.4	9.1	7.4	10.8	9.2	Mean
7.6	7.6	6.9	5.2	5.1	6.6	7.6	5.3	5.0	5.7	6.2	Standard Deviation

7. How many years have you practiced law in Alaska?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
14.6	6.5	2.0	41.4	8.7	15.5	9.1	17.3	23.7	12.2	19.4	0 - 3 years
17.9	12.9	11.4	31.9	21.7	23.1	4.5	25.0	26.3	23.5	31.3	4 - 6
12.8	16.4	12.1	9.0	21.7	18.4	6.8	23.1	26.3	16.5	20.9	7 - 9
17.7	16.9	23.5	9.0	26.1	16.5	6.8	19.2	7.9	24.3	11.9	10 - 12
16.2	18.9	23.5	3.8	8.7	14.2	25.0	13.5	10.5	13.9	10.4	13 - 15
9.3	12.4	11.1	3.3	13.0	5.4	20.5	1.9	2.6	4.3	1.5	16 - 19
11.6	15.9	16.3	1.4	--	7.0	27.3	--	2.6	5.2	4.5	20 or more
(742)	(201)	(306)	(210)	(23)	(316)	(44)	(52)	(38)	(115)	(67)	Number Responding
10.9	12.8	13.4	5.5	9.3	9.4	16.0	7.8	7.1	9.4	7.6	Mean
7.1	7.2	6.6	4.6	4.6	6.2	7.6	4.3	4.7	5.4	5.4	Standard Deviation

8. How many years have you lived in Alaska?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
12.8	6.9	5.6	29.0	13.0	15.8	4.5	21.2	26.3	9.6	23.9	1 - 5 years
19.4	14.9	18.3	23.3	34.8	29.1	9.1	23.1	42.1	33.9	31.3	6 - 10
26.2	27.2	30.1	19.0	34.8	23.7	27.3	23.1	15.8	26.1	22.4	11 - 15
14.4	17.3	15.4	11.0	8.7	10.1	25.0	9.6	7.9	9.6	3.0	16 - 20
15.2	20.3	16.0	10.0	8.7	12.0	22.7	11.5	7.9	9.6	11.9	21 - 30
12.0	13.4	14.7	7.6	--	9.2	11.4	11.5	--	11.3	7.5	31 or more
(743)	(202)	(306)	(210)	(23)	(316)	(44)	(52)	(38)	(115)	(67)	Number Responding
16.5	18.6	18.4	12.4	10.7	14.3	19.7	14.6	9.7	14.6	12.7	Mean
11.0	10.3	11.4	10.1	5.9	10.2	10.8	11.7	5.8	9.7	10.1	Standard Deviation

9. What is your gender?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
81.7	83.8	90.9	67.3	73.9	60.6	70.5	65.4	56.4	53.0	65.7	Male
18.3	16.2	9.1	32.7	26.1	39.4	29.5	34.6	43.6	47.0	34.3	Female
(749)	(204)	(309)	(211)	(23)	(317)	(44)	(52)	(39)	(115)	(67)	Number Responding



10. During the past year what would best describe your work status?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
92.2	87.3	96.1	91.5	100.0	93.7	97.7	98.1	94.9	88.7	95.5	Full time
4.9	8.3	2.3	5.7	--	1.9	--	--	2.6	3.5	1.5	Part time
1.9	3.4	0.6	1.9	--	1.9	--	--	--	4.3	1.5	Part time due to maternity/ paternity
0.7	0.5	1.0	0.5	--	1.3	2.3	--	2.6	0.9	1.5	Sabbatical leave
0.3	0.5	--	0.5	--	1.3	--	1.9	--	2.6	--	Other (specify)
(748)	(204)	(308)	(211)	(23)	(317)	(44)	(52)	(39)	(115)	(67)	Number Responding

11. All things considered, how satisfied are you with the position you have attained and the development of your career so far?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
42.1	31.4	52.1	39.7	30.4	44.9	53.5	40.4	33.3	45.2	49.3	Very satisfied
42.3	47.1	39.4	39.2	60.9	45.3	46.5	44.2	59.0	40.9	44.8	Moderately satisfied
13.4	18.6	6.8	19.1	4.3	8.2	--	11.5	7.7	11.3	6.0	Somewhat dissatisfied
2.1	2.9	1.6	1.9	4.3	1.6	--	3.8	--	2.6	--	Very dissatisfied
(745)	(204)	(307)	(209)	(23)	(316)	(43)	(52)	(39)	(115)	(67)	Number Responding

12. Today, if you were back in school choosing a profession or occupation, would you:

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
46.3	50.7	50.0	37.7	39.1	43.8	52.3	39.2	35.9	43.9	46.3	Become a lawyer again without hesitation
42.7	35.3	40.7	51.2	52.2	41.6	38.6	45.1	41.0	41.2	41.8	Want to think twice about becoming a lawyer
11.0	13.9	9.3	11.1	8.7	14.6	9.1	15.7	23.1	14.9	11.9	Choose another profession or occupation
(735)	(201)	(302)	(207)	(23)	(315)	(44)	(51)	(39)	(114)	(67)	Number Responding

13. Does your office systematically preserve and index, for future use, internally prepared:

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	Legal memoranda?
45.6	48.5	44.5	44.0	47.8	54.1	50.0	43.1	41.0	65.2	53.8	Yes
54.4	51.5	55.5	56.0	52.2	45.9	50.0	56.9	59.0	34.8	46.2	No
(746)	(204)	(308)	(209)	(23)	(307)	(40)	(51)	(39)	(112)	(65)	Number Responding

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	Briefs
45.4	47.5	45.8	44.5	30.4	56.5	37.5	51.0	59.0	71.4	45.5	Yes
54.6	52.5	54.2	55.5	69.6	43.5	62.5	49.0	41.0	28.6	54.5	No
(746)	(204)	(308)	(209)	(23)	(308)	(40)	(51)	(39)	(112)	(66)	Number Responding

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	Opinions?
40.1	39.2	37.8	44.5	39.1	69.2	67.5	64.7	48.7	89.3	51.5	Yes
59.9	60.8	62.2	55.5	60.9	30.8	32.5	35.3	51.3	10.7	48.5	No
(745)	(204)	(307)	(209)	(23)	(308)	(40)	(51)	(39)	(112)	(66)	Number Responding

14. Do you send copies of documents, pleadings and letters to your clients?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
44.6	45.1	48.1	41.0	30.4	26.6	37.5	16.7	34.3	25.3	29.2	Always
41.0	35.8	41.6	44.8	43.5	37.3	37.5	2.4	45.7	48.4	40.0	Usually
14.2	19.1	10.1	14.3	21.7	31.1	12.5	57.1	17.1	26.4	30.8	Sometimes
0.3	--	0.3	--	4.3	5.0	12.5	23.8	2.9	--	--	Never
(747)	(204)	(308)	(210)	(23)	(241)	(8)	(42)	(35)	(91)	(65)	Number Responding

15. Do you or your firm/office carry liability insurance for:

Professional malpractice

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
85.5	66.8	93.8	97.1	40.0							Yes
14.5	33.2	6.2	2.9	60.0			NA				No
(733)	(202)	(305)	(204)	(20)							Number Responding

Bodily injury/property damage

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
88.6	75.9	95.5	95.3	70.0							Yes
11.4	24.1	4.5	4.7	30.0			NA				No
(656)	(195)	(289)	(150)	(20)							Number Responding

Fire and Theft

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
89.2	76.9	96.8	95.7	63.2							Yes
10.8	23.1	3.2	4.3	36.8			NA				No
(639)	(195)	(282)	(141)	(19)							Number Responding

Files damage/loss

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
78.3	60.3	88.1	90.7	42.1							Yes
21.7	39.7	11.9	9.3	57.9			NA				No
(594)	(184)	(260)	(129)	(19)							Number Responding

16. Does your firm or office have a computerized legal research system?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
19.9	5.4	26.3	23.4	30.4	39.1	53.1	64.0	10.5	45.0	19.7	Westlaw
17.0	15.3	17.9	16.3	30.4	7.1	3.1	2.0	5.3	0.9	24.2	Lexis
2.7	4.4	2.3	1.9	--	2.7	--	2.0	5.3	3.6	1.5	Other
33.6	71.4	21.1	15.8	26.1	32.0	34.4	28.0	76.3	16.2	34.8	None
26.8	3.4	32.5	42.6	13.0	19.2	9.4	4.0	2.6	34.2	19.7	Combination
(745)	(203)	(308)	(209)	(23)	(297)	(32)	(50)	(38)	(111)	(66)	Number Responding

17. During an average week, how many hours do you spend practicing law?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose Public cutor	Defend	Other State	Other Public	
5.3	10.6	1.6	5.9	--	7.3	3.0	--	5.2	14.4	7.6	0 - 29 hours
10.6	17.8	10.2	5.4	8.6	5.4	2.4	2.0	2.6	7.2	9.2	30 - 39
35.5	32.6	33.5	39.8	34.7	42.9	50.1	28.9	23.7	48.6	50.7	40 - 49
34.6	25.0	39.7	36.4	34.7	28.8	31.0	40.4	39.5	21.6	24.6	50 - 59
13.3	13.8	14.7	11.0	13.0	15.1	16.7	29.8	28.9	8.1	7.6	60 or more
(732)	(196)	(302)	(209)	(23)	(308)	(42)	(52)	(38)	(111)	(65)	Number Responding
45.5	42.7	47.4	46.0	43.9	45.2	47.5	51.0	49.8	41.2	43.3	Mean
11.2	13.5	9.7	9.2	14.4	11.8	7.2	7.8	12.5	13.5	10.7	Standard Deviation

18. Please estimate how many hours you spent during 1988 (whether or not during office hours) in:

A. Voluntary community service and charitable work, such as religious organizations, United Way, YM-YWCA, Scouts, Heart Fund, library boards, civic associations, etc.

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose Public cutor	Defend	Other State	Other Public	
21.1	18.8	17.0	29.5	21.7	20.7	11.4	25.0	30.8	21.2	16.7	None
44.7	40.1	44.8	50.0	39.1	50.0	65.9	46.2	41.0	48.7	50.0	1 - 99 hours
17.0	17.8	19.6	11.4	21.7	15.3	9.1	15.4	17.9	16.8	15.2	100 - 199
6.6	6.4	9.5	2.4	8.7	7.3	6.8	9.6	5.1	4.4	12.1	200 - 299
2.7	4.0	2.9	1.0	4.3	1.6	--	--	--	2.7	3.0	300 - 399
2.0	3.0	2.3	1.0	--	1.6	--	1.9	2.6	1.8	1.5	400 - 499
3.6	5.0	2.9	2.9	4.3	2.5	6.8	1.9	2.6	2.7	--	500 - 699
2.3	5.0	1.0	1.9	--	1.0	--	--	--	1.8	1.5	700 or more
(743)	(202)	(306)	(210)	(23)	(314)	(44)	(52)	(39)	(113)	(66)	Number Responding

B. Unpaid political work, including service in an unpaid elective office, political organizations, or related activities

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose Public cutor	Defend	Other State	Other Public	
56.8	47.0	57.5	64.8	65.2	68.5	95.5	63.5	69.2	62.8	63.6	None
33.2	40.1	32.4	28.6	30.4	26.4	4.5	30.8	28.2	31.9	27.3	1 - 99 hours
5.5	6.9	6.5	3.3	--	2.5	--	3.8	2.6	2.7	3.0	100 - 199
2.6	3.5	20.0	1.9	--	1.3	--	--	--	1.8	3.0	200 - 299
1.9	2.5	1.7	1.4	4.3	1.3	--	1.9	--	0.9	3.0	300 or more
(743)	(202)	(306)	(210)	(23)	(314)	(44)	(52)	(39)	(113)	(66)	Number Responding

C. Free (unbilled) legal work, including organized pro bono work

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose Public cutor	Defend	Other State	Other Public	
7.3	5.0	2.6	12.4	39.1	56.1	86.4	61.5	74.4	48.7	33.3	None
60.8	46.5	65.0	70.5	47.8	37.6	11.4	34.6	20.5	47.8	50.0	1 - 99 hours
19.8	27.2	20.3	12.9	13.0	2.5	2.3	1.9	--	2.7	4.5	100 - 199
8.2	13.9	8.5	3.3	--	1.6	--	--	--	--	7.6	200 - 299
2.0	4.0	2.0	0.5	--	0.6	--	--	2.6	0.9	--	300 - 399
1.2	2.0	1.3	0.5	--	0.3	--	1.9	--	--	--	400 - 499
0.6	1.5	0.3	--	--	1.3	--	--	2.6	--	4.5	500 or more
(743)	(202)	(306)	(210)	(23)	(314)	(44)	(52)	(39)	(113)	(66)	Number Responding

D. Bar association activities (all associations), including committees, boards, task forces and other meetings (excluding CLE seminar attendance)

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose Public	Public Defend	Other State	Other Public	
37.3	34.7	39.2	37.6	34.8	47.1	31.8	50.0	53.8	54.0	39.4	None
54.0	57.4	50.3	55.7	56.5	48.7	63.6	50.0	41.0	39.8	57.6	1 - 99 hours
5.5	5.4	6.2	3.8	8.7	3.8	4.5	--	2.6	6.2	3.0	100 - 199
2.0	1.5	2.0	2.9	--	0.3	--	--	2.6	--	--	200 - 299
1.1	1.0	2.3	--	--	--	--	--	--	--	--	300 or more
(743)	(202)	(306)	(210)	(23)	(314)	(44)	(52)	(39)	(113)	(66)	Number Responding

19. Do you keep time records for fee-producing time?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose Public	Public Defend	Other State	Other Public	
80.3	70.3	86.9	88.9	8.7	20.5	6.3	4.0	8.8	27.2	35.9	Always
12.8	22.8	9.8	7.2	8.7	8.1	6.3	--	--	12.6	12.5	Sometimes
3.2	4.5	1.6	2.4	21.7	18.7	6.3	6.0	23.5	26.2	20.3	Usually
3.6	2.5	1.6	1.4	60.9	52.7	81.3	90.0	67.6	34.0	31.3	Never
(741)	(202)	(306)	(208)	(23)	(283)	(32)	(50)	(34)	(103)	(64)	Number Responding

20. What time intervals do you use to indicate the time spent?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose Public	Public Defend	Other State	Other Public	
77.1	72.1	78.8	86.3	17.4	29.7	3.1	8.0	11.8	49.5	37.5	5-6 minutes intervals
6.5	7.0	7.2	5.4	4.3	7.8	3.1	2.0	2.9	11.7	10.9	10 minutes
9.4	13.9	9.2	4.4	13.0	5.3	6.3	--	5.9	2.9	12.5	15 minutes
0.8	1.0	1.0	0.5	--	0.4	--	--	--	1.0	--	30 minutes
0.5	1.0	0.3	--	4.3	3.9	6.3	--	11.8	1.0	6.3	By the hour
1.8	1.5	2.0	2.0	--	0.7	3.1	--	--	--	1.6	Other
3.9	3.5	1.6	1.5	60.9	52.3	78.1	90.0	67.6	34.0	31.3	I do not keep time records
(737)	(201)	(306)	(205)	(23)	(283)	(32)	(50)	(34)	(103)	(64)	Number Responding

21. Do you maintain time records for non-chargeable time (e.g., law office management)?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose Public	Public Defend	Other State	Other Public	
48.8	27.9	50.7	70.2	13.0	19.9	12.5	4.2	5.9	21.6	39.4	Yes
51.2	72.1	49.3	29.8	87.0	80.1	87.5	95.8	94.1	78.4	60.6	No
(736)	(201)	(302)	(208)	(23)	(282)	(32)	(48)	(34)	(102)	(66)	Not Answered

22. For 1987 and 1988, what was your Adjusted Gross Income from the practice of law? For the purpose of this survey, Adjusted Gross Income (AGI) would be defined as all income from the practice of law during calendar years 1987 and 1988, less all deductible costs and expenses attributable to the production of that income for the same period. For those lawyers whose law-related income consists solely of wages, it would be the amount reflected on line 7 of IRS Form 1040. For those lawyers whose law-related income does not consist of wages, it would be that amount reflected on line 31 of Schedule C (IRS Form 1040).

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	1987 Income
6.1	6.2	1.3	11.3	13.0	5.5	2.3	7.8	5.4	5.4	7.6	Less than \$ 10,000
3.6	7.3	2.0	3.0	--	3.2	--	2.0	2.7	2.7	4.5	\$10,000 - \$ 19,999
5.4	8.8	1.7	8.4	--	6.1	2.3	--	6.3	6.3	12.1	\$20,000 - \$ 29,999
9.3	13.5	3.0	15.8	--	15.5	2.3	17.6	13.5	13.5	22.7	\$30,000 - \$ 39,999
13.2	11.4	5.7	27.1	4.3	13.6	7.0	13.7	10.8	10.8	15.2	\$40,000 - \$ 49,999
10.2	6.7	7.7	17.2	8.7	22.3	18.6	27.5	26.1	26.1	16.7	\$50,000 - \$ 59,999
7.8	6.2	8.4	7.9	13.0	17.8	23.3	17.6	20.7	20.7	13.6	\$60,000 - \$ 69,999
6.7	9.8	6.7	2.0	21.7	12.0	34.9	9.8	11.7	11.7	4.5	\$70,000 - \$ 79,999
8.3	8.3	10.7	3.4	221.7	3.6	7.0	3.9	2.7	2.7	3.0	\$80,000 - \$ 99,999
10.6	10.4	15.8	2.5	17.4	--	--	--	--	--	--	\$100,000 - \$124,999
6.3	2.6	12.8	1.0	--	0.3	2.3	--	--	--	--	\$125,000 - \$149,999
5.0	3.6	9.7	--	--	--	--	--	--	--	--	\$150,000 - \$199,999
3.5	1.6	7.4	--	--	--	--	--	--	--	--	\$200,000 - \$249,999
4.0	3.6	7.0	0.5	--	--	--	--	--	--	--	\$250,000 or more
(719)	(193)	(298)	(203)	(23)	(309)	(43)	(51)	(38)	(111)	(66)	Number Responding

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	1988 Income
3.5	8.3	0.3	2.5	8.7	1.3	--	2.0	--	2.7	--	Less than \$ 10,000
3.5	6.7	1.0	3.9	--	1.9	--	3.9	5.3	0.9	1.5	\$10,000 - \$ 19,999
4.7	11.9	1.0	3.4	4.3	6.8	2.3	--	10.5	8.1	10.6	\$20,000 - \$ 29,999
6.3	3.6	3.0	14.2	--	9.4	2.3	3.9	13.2	7.2	19.7	\$30,000 - \$ 39,999
12.2	11.4	4.4	26.0	--	17.2	--	21.6	23.7	14.4	25.8	\$40,000 - \$ 49,999
12.2	10.4	7.7	20.6	13.0	23.0	23.3	29.4	28.9	21.6	16.7	\$50,000 - \$ 59,999
9.2	7.3	6.4	15.2	8.7	20.7	25.6	17.6	13.2	26.1	15.2	\$60,000 - \$ 69,999
6.4	7.8	5.0	5.4	21.7	15.5	37.2	19.6	2.6	14.4	7.6	\$70,000 - \$ 79,999
9.0	10.9	10.4	3.9	21.7	4.2	9.3	2.0	2.6	4.5	3.0	\$80,000 - \$ 99,999
11.5	11.4	17.4	2.9	13.0	--	--	--	--	--	--	\$100,000 - \$124,999
7.9	2.6	15.8	1.5	8.7	--	--	--	--	--	--	\$125,000 - \$149,999
5.1	2.6	10.7	--	--	--	--	--	--	--	--	\$150,000 - \$199,999
3.2	1.0	7.0	--	--	--	--	--	--	--	--	\$200,000 - \$249,999
5.3	4.1	9.7	0.5	--	--	--	--	--	--	--	\$250,000 or more
(720)	(193)	(298)	(204)	(23)	(309)	(43)	(51)	(38)	(111)	(66)	Number Responding

23. In 1987 and 1988, what percentage of your total household income (from all sources) was attributable to your adjusted gross income (defined in above) from the practice of law?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	1987 Percentage
6.0	6.6	2.7	10.3	4.3	5.8	--	5.9	7.7	8.0	4.6	Less than 25%
10.0	13.1	8.0	10.8	4.3	13.5	11.6	13.7	7.7	15.0	15.4	25%-49%
24.0	22.2	20.9	30.9	21.7	21.2	23.3	11.8	23.1	23.9	21.5	50%-74%
59.9	58.1	68.4	48.0	69.6	59.5	65.1	68.6	61.5	53.1	58.5	75%-or more
(728)	(198)	(301)	(204)	(23)	(311)	(43)	(51)	(39)	(113)	(65)	Number Responding

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	1988 Percentage
3.8	6.6	1.7	3.9	4.3	3.2	2.3	2.0	2.6	6.2	--	Less than 25%
10.2	14.1	6.6	11.7	4.3	12.5	11.6	11.8	2.6	16.8	12.3	25%-49%
24.3	25.3	18.9	32.7	13.0	25.4	23.3	19.6	38.5	23.0	27.7	50%-74%
61.7	54.0	72.8	51.7	78.3	58.8	62.8	66.7	56.4	54.0	60.0	75%-or more
(729)	(198)	(301)	(205)	(23)	(311)	(43)	(51)	(39)	(113)	(65)	Number Responding

24. What were your estimated total chargeable hours during 1987 and 1988?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	1987 Hours
16.6	22.9	7.2	24.2	18.8							Less than 1,000
10.4	16.6	9.6	6.8	--							1,000 - 1,199
10.4	12.6	11.0	7.9	6.3							1,200 - 1,399
7.7	8.6	7.9	6.8	6.3							1,400 - 1,499
11.4	13.7	11.3	10.0	6.3		NA					1,500 - 1,599
7.9	5.7	8.2	8.9	12.5							1,600 - 1,699
6.8	2.9	8.2	8.4	6.3							1,700 - 1,799
9.2	5.1	10.0	11.6	12.5							1,800 - 1,899
6.5	4.6	7.2	6.8	12.5							1,900 - 1,999
13.1	7.4	19.2	8.4	18.8							2,000 or more
(674)	(175)	(291)	(190)	(16)							Number Responding

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	1988 Hours
13.2	24.6	7.2	11.1	13.3							Less than 1,000
11.9	17.1	9.3	12.1	--							1,000 - 1,199
9.7	11.4	11.0	6.3	6.7							1,200 - 1,399
7.1	7.4	7.6	6.3	6.7							1,400 - 1,499
12.4	14.3	12.1	11.6	6.7		NA					1,500 - 1,599
7.9	5.1	9.0	8.4	13.3							1,600 - 1,699
8.9	4.6	9.0	13.2	6.7							1,700 - 1,799
9.1	4.0	8.3	14.2	20.0							1,800 - 1,899
6.8	2.9	9.7	6.3	6.7							1,900 - 1,999
12.9	8.6	16.9	10.5	20.0							2,000 or more
(672)	(175)	(290)	(190)	(15)							Number Responding

25. Do you record and charge for long distance telephone charges?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
92.5	88.6	96.7	98.1	5.3	23.0	30.8	14.0	14.7	21.7	37.5	Yes
7.5	11.4	3.3	1.9	94.7	77.0	69.2	86.0	85.3	78.3	62.5	No
(734)	(201)	(304)	(208)	(19)	(230)	(13)	(43)	(34)	(92)	(48)	Number Responding

26. On an average, how many chargeable hours do you estimate you produce a day?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose Public	Defend	Other State	Other Public	
14.5	28.2	9.5	8.9	11.8	15.5	--	17.4	8.3	19.7	12.8	0 - 4 hours
56.8	60.3	57.6	54.4	41.1	46.6	50.0	30.4	33.3	56.1	43.6	5 - 7
28.6	11.4	32.8	36.8	47.1	37.9	50.0	52.2	58.4	24.2	43.6	8 or more
(709)	(184)	(302)	(204)	(17)	(148)	(8)	(23)	(12)	(66)	(39)	Number Responding
6.3	5.3	6.6	6.8	6.5	6.3	7.6	6.3	6.8	5.8	6.7	Mean
1.8	1.7	1.7	1.6	2.6	2.4	1.1	3.1	2.5	2.3	1.9	Standard Deviation

27. How many Alaska Bar midwinter CLE programs in Hawaii have you attended in the past three years?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose Public	Defend	Other State	Other Public	
85.0	83.6	81.2	91.8	87.0	87.3	88.4	92.3	87.2	87.0	83.1	0
10.8	12.4	13.3	5.3	13.0	10.5	9.3	7.7	12.8	11.3	10.8	1
3.5	2.5	5.2	2.4	--	1.9	2.3	--	--	1.7	4.6	2
0.7	1.5	0.3	0.5	--	0.3	--	--	--	--	1.5	3
(742)	(201)	(308)	(208)	(23)	(314)	(43)	(52)	(39)	(115)	(65)	Number Responding
0.2	0.2	0.2	0.1	0.1	0.2	0.1	0.1	0.1	0.1	0.2	Mean
0.5	0.6	0.6	0.4	0.3	0.4	0.4	0.3	0.3	0.4	0.6	Standard Deviation

28. If you have not attended one or more Alaska Bar midwinter CLE meetings in Hawaii in the past three years, what was the primary reason that you did not attend?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose Public	Defend	Other State	Other Public	
19.8	18.3	24.5	12.6	42.9	15.2	15.8	6.1	12.1	16.7	21.7	Lack of interest
10.3	12.8	11.9	7.0	--	9.9	13.2	10.2	9.1	9.8	8.3	Schedule conflict
28.5	36.1	17.5	34.7	38.1	39.7	28.9	42.9	36.4	42.2	41.7	High expense of attending
4.5	4.4	5.9	2.5	4.8	3.9	2.6	6.1	3.0	2.0	6.7	Location
9.8	6.7	11.2	12.1	--	5.3	--	2.0	6.1	6.9	8.3	Low educational value
11.9	8.9	16.4	10.1	--	8.9	13.2	16.3	18.2	4.9	1.7	Time out of office
8.0	7.2	7.8	9.5	4.8	9.2	7.9	12.2	9.1	10.8	5.0	Other
7.2	5.6	4.8	11.6	9.5	7.8	18.4	4.1	6.1	6.9	6.7	Combination
(671)	(180)	(269)	(199)	(21)	(282)	(38)	(49)	(33)	(102)	(60)	Number Responding

29. Would you attend a midwinter CLE program if it were held in some other location than Hawaii (e.g. ski resort, major city, Alaska)?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose Public	Defend	Other State	Other Public	
3.7	5.1	2.0	4.8	4.3	1.6	--	1.9	5.1	1.8	--	Definitely Yes
21.3	21.8	20.0	23.4	17.4	20.5	23.3	21.2	15.4	17.5	26.6	Probably Yes
53.9	50.8	53.8	56.5	60.9	58.0	55.8	53.8	69.2	60.5	51.6	Undecided
21.1	22.3	24.3	15.3	17.4	19.9	20.9	23.1	10.3	20.2	21.9	No
(736)	(197)	(305)	(209)	(23)	(312)	(43)	(52)	(39)	(114)	(64)	Number Responding

30. What location would you prefer for future midwinter CLE programs?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose Public Defend	Public Defend	Other State	Other Public	
57.6	53.8	59.7	59.1	50.0	53.9	73.3	56.4	56.0	46.0	47.1	Hawaii
42.0	45.5	39.8	40.9	50.0	45.5	26.7	41.0	44.0	54.0	52.9	Other
0.4	0.7	0.5	--	--	0.5	--	2.6	--	--	--	Either
(490)	(143)	(201)	(132)	(14)	(191)	(30)	(39)	(25)	(63)	(34)	Number Responding

31. How many annual meetings of the Alaska Bar Association have you attended in the last three years?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose Public Defend	Public Defend	Other State	Other Public	
62.1	58.1	59.3	70.5	60.9	67.2	40.9	75.0	79.5	73.0	61.2	0
23.6	24.6	25.4	20.0	26.1	20.2	27.3	21.2	10.3	17.4	25.4	1
9.3	12.3	8.8	7.1	8.7	7.9	22.7	1.9	7.7	4.3	9.0	2
5.0	4.9	6.5	2.4	4.3	4.7	9.1	1.9	2.6	5.2	4.5	3
(745)	(203)	(307)	(210)	(23)	(317)	(44)	(52)	(39)	(115)	(67)	Number Responding
0.6	0.6	0.6	0.4	0.6	0.5	1.0	0.3	0.3	0.4	0.6	Mean
0.9	0.9	0.9	0.7	0.8	0.8	1.0	0.6	0.7	0.8	0.8	Standard Deviation

32. If you have not attended an annual Alaska Bar Association meeting in the last three years, what was the primary reason for not attending?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose Public Defend	Public Defend	Other State	Other Public	
32.8	35.4	39.1	22.4	25.0	29.7	31.0	28.6	32.4	26.5	34.0	Lack of interest
14.1	16.5	12.9	13.3	18.8	12.5	24.1	14.3	14.7	6.1	15.1	Schedule conflict
10.8	13.3	6.4	15.2	6.3	16.4	10.3	19.0	5.9	21.4	15.1	High expense of attending
1.0	2.5	--	1.2	--	4.7	3.4	--	2.9	8.2	3.8	Registration fee too high
5.4	1.3	6.0	6.7	18.8	3.9	3.4	4.8	2.9	6.1	--	Little educational value
0.9	--	0.9	1.2	6.3	0.8	--	--	--	2.0	--	Little social value
4.0	7.0	2.6	3.6	--	5.9	6.9	2.4	2.9	9.2	3.8	Location
17.3	10.8	21.9	17.6	12.5	12.5	6.9	19.0	17.6	11.2	9.4	Too much time away from office
12.7	12.0	9.9	17.6	12.5	13.3	10.3	11.9	20.6	9.2	18.9	Other
0.9	1.3	0.4	1.2	--	0.4	3.4	--	--	--	--	Combination
(573)	(158)	(233)	(165)	(16)	(256)	(29)	(42)	(34)	(98)	(53)	Number Responding

33. If you have attended an annual meeting of the Alaska Bar Association in the last three years, what was the primary reason for attending?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose Public Defend	Public Defend	Other State	Other Public	
33.0	32.1	31.0	39.7	25.0	28.9	18.2	33.3	22.2	37.9	28.0	Educational value
11.9	7.7	13.8	12.1	25.0	17.5	9.1	16.7	33.3	10.3	28.0	Section meetings
13.0	16.7	13.8	6.9	12.5	14.4	22.7	25.0	22.2	13.8	--	Social events
8.8	6.4	12.9	5.2	--	7.2	13.6	8.3	--	6.9	4.0	General business meeting
17.2	24.4	11.2	20.7	--	10.3	--	16.7	22.2	10.3	12.0	Location
13.4	12.8	13.8	12.1	25.0	20.6	36.4	--	--	20.7	24.0	Other
2.7	--	3.4	3.4	12.5	1.0	--	--	--	--	4.0	Combination
(261)	(78)	(116)	(58)	(8)	(97)	(22)	(12)	(9)	(29)	(25)	Number Responding



34. If the annual meeting were held in Canada or in the Northwestern states of Washington, Oregon, Idaho or Montana, would you attend?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
3.1	4.5	4.0	1.0	--	1.6	2.3	--	--	2.6	1.5	Definitely Yes
14.0	11.9	16.3	12.0	18.2	11.5	20.5	19.6	8.1	6.1	10.6	Probably Yes
42.2	39.3	39.9	49.8	27.3	40.3	29.5	39.2	48.6	40.9	42.4	Undecided
40.7	44.3	39.9	37.3	54.5	46.6	47.7	41.2	43.2	50.4	45.5	No
(735)	(201)	(301)	(209)	(22)	(313)	(44)	(51)	(37)	(115)	(66)	Number Responding

35. Do you believe that there should be a minimum number of hours of continuing legal education (CLE) in order to qualify to practice in a designated specialty?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
61.2	59.1	62.3	61.8	56.5	62.5	74.4	67.3	51.4	62.5	56.9	Yes
38.8	40.9	37.7	38.2	43.5	37.5	25.6	32.7	48.6	37.5	43.1	No
(735)	(198)	(305)	(207)	(23)	(309)	(43)	(52)	(37)	(112)	(65)	Number Responding

36. Do you believe that you should be required to take a minimum number of hours of CLE in order to retain your license to practice?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
51.9	48.7	50.0	57.7	52.2	51.3	54.5	51.9	42.1	52.6	51.6	Yes
48.1	51.3	50.0	42.3	47.8	48.7	45.5	48.1	57.9	47.4	48.4	No
(732)	(195)	(304)	(208)	(23)	(310)	(44)	(52)	(38)	(114)	(62)	Number Responding

37. Did you attend any Alaska Bar Association CLE seminars (or video tape presentations) within the past twelve months?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
71.5	71.1	67.6	79.3	56.5	43.5	43.2	38.5	28.2	40.0	63.1	Yes (skip to ques. 41)
28.5	28.9	32.4	20.7	43.5	56.5	56.8	61.5	71.8	60.0	36.9	No
(743)	(204)	(306)	(208)	(23)	(315)	(44)	(52)	(39)	(115)	(65)	Number Responding

38. If you did not attend any ABA CLE seminars or video tape presentations, please indicate your primary reason for not attending.

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
16.0	22.8	10.9	13.0	40.0	15.6	20.8	15.6	17.9	18.2	--	Desired program unavailable
7.8	12.3	6.5	6.5	--	12.1	12.5	6.3	7.1	16.7	13.0	Too expensive
7.3	1.8	8.7	13.0	--	9.8	4.2	18.8	10.7	7.6	8.7	Too far to travel
26.2	24.6	20.7	34.8	40.0	16.8	12.5	21.9	21.4	13.6	17.4	Too busy
15.5	8.8	21.7	10.9	20.0	30.1	37.5	18.8	21.4	37.9	26.1	Not relevant
6.8	--	12.0	6.5	--	1.2	--	3.1	--	1.5	--	Other attorneys in the firm attended
8.7	14.0	6.5	8.7	--	5.8	4.2	12.5	7.1	1.5	8.7	Too much time out of office
7.3	7.0	9.8	4.3	--	1.7	--	--	--	1.5	8.7	Do not feel that CLE is necessary
4.4	8.8	3.3	2.2	--	6.9	8.3	3.1	14.3	1.5	17.4	Combination
(206)	(57)	(92)	(46)	(10)	(173)	(24)	(32)	(28)	(66)	(23)	Number Responding

39. What is your best estimate of the quality of the ABA's CLE programs?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
10.1	14.6	9.2	7.8	4.3	2.7	5.1	3.8	--	1.9	3.3	Excellent
55.9	50.5	57.3	58.8	52.2	79.5	56.4	44.2	40.0	43.4	65.6	Good
22.0	21.4	19.5	26.0	26.1	20.8	15.4	23.1	11.4	31.1	9.8	Average
2.4	2.1	2.7	2.5	--	2.4	--	--	5.7	1.9	4.9	Poor
9.7	11.5	11.3	4.9	17.4	24.6	23.1	28.8	42.9	21.7	16.4	No opinion
(714)	(192)	(293)	(204)	(23)	(293)	(39)	(52)	(35)	(106)	(61)	Number Responding

40. In your opinion, are the fees charged by the ABA for CLE programs:

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
19.1	27.6	11.4	22.1	13.6	26.1	23.3	28.8	37.1	25.7	20.3	Too high
0.4	1.0	--	0.5	--	0.3	--	--	--	--	1.6	Too low
65.0	57.3	73.5	60.6	63.6	45.3	46.5	38.5	34.3	47.8	51.6	About right
15.5	14.1	15.1	16.8	22.7	28.3	30.2	32.7	28.6	26.5	26.6	No opinion
(729)	(199)	(298)	(208)	(22)	(307)	(43)	(52)	(35)	(113)	(64)	Number Responding

41. What type of CLE program do you most prefer?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
3.8	6.4	3.6	2.0	--	3.1	--	2.0	--	3.8	6.7	Several programs of 30-60 minutes in length
49.1	47.9	47.8	53.2	36.4	42.2	41.0	44.0	47.1	42.5	38.3	Occasional programs of 1 to 3 hours in length
43.1	41.5	43.2	42.3	63.6	44.3	30.8	50.0	41.2	46.2	46.7	Concentrated programs of 1 to 2 days in length
3.5	3.2	5.4	1.5	--	8.7	23.1	4.0	8.8	6.6	6.7	Programs given at the time of the annual or mid-winter convention
0.6	1.1	--	1.0	--	1.7	5.1	--	2.9	0.9	1.7	Combination
(691)	(188)	(278)	(201)	(22)	(289)	(39)	(50)	(34)	(106)	(60)	Number Responding

42. When you receive the Bar Rag when do you generally read it?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
27.9	32.5	23.3	32.9	4.3	29.6	34.1	29.4	38.5	25.7	28.4	Within 24 hours
49.3	42.4	53.4	47.1	78.3	40.4	40.9	43.1	41.0	42.5	34.3	Within a week
16.6	16.3	17.0	15.7	17.4	22.3	18.2	23.5	17.9	26.5	19.4	Sometime that month
6.3	8.9	6.2	4.3	--	7.6	6.8	3.9	2.6	5.3	17.9	Almost never
(743)	(203)	(305)	(210)	(23)	(314)	(44)	(51)	(39)	(113)	(67)	Number Responding

43. The Alaska Law Review attempts to provide substantive articles of interest to bar association members. How well do you feel it is fulfilling this function?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
8.2	9.0	8.0	8.3	4.5	9.6	18.6	11.5	10.8	6.1	7.7	Very well
54.8	47.5	55.5	60.5	59.1	57.6	46.5	55.8	51.4	68.4	50.8	Adequately
25.0	28.0	25.8	22.0	13.6	17.4	11.6	13.5	18.9	19.3	20.0	Poorly
12.0	15.5	10.7	9.3	22.7	15.4	23.3	19.2	18.9	6.1	21.5	No opinion
(728)	(200)	(299)	(205)	(22)	(311)	(43)	(52)	(37)	(114)	(65)	Number Responding

44. Have you ever applied for a state judgeship?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
12.4	16.7	15.4	4.3	4.3	24.4	75.0	21.2	15.4	16.7	11.9	Yes
87.6	83.3	84.6	95.7	95.7	75.6	25.0	78.8	84.6	83.3	88.1	No
(743)	(203)	(305)	(210)	(23)	(316)	(44)	(52)	(39)	(114)	(67)	Number Responding

45. Outlined below are some of the reasons why you might not have applied for a judgeship or caused you concern even if you did.

Judges' salaries and benefits too low

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
18.8	13.8	26.0	11.7	26.3	8.4	28.6	6.5	3.3	6.0	4.0	Very Important
33.1	28.2	35.7	34.6	31.6	27.6	45.7	39.1	10.0	24.0	22.0	Somewhat Important
48.1	58.0	38.3	53.7	42.1	64.0	25.7	54.3	86.7	70.0	74.0	Not Important
(626)	(174)	(269)	(162)	(19)	(261)	(35)	(46)	(30)	(100)	(50)	Number Responding

Selection process too political

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
45.4	51.7	43.4	42.3	40.0	36.6	27.8	42.6	38.7	37.3	34.6	Very Important
37.8	34.8	37.2	42.3	35.0	42.9	55.6	44.7	35.5	42.2	38.5	Somewhat Important
16.8	13.5	19.3	15.3	25.0	20.5	16.7	12.8	25.8	20.6	26.9	Not Important
(637)	(178)	(274)	(163)	(20)	(268)	(36)	(47)	(31)	(102)	(52)	Number Responding

Don't have the requisite experience

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
31.0	24.2	14.7	62.1	31.6	33.2	20.0	34.8	34.4	32.0	40.4	Very Important
24.2	26.7	23.0	23.6	26.3	26.0	26.7	23.9	18.8	28.0	28.1	Somewhat Important
44.8	49.1	62.3	14.4	42.1	40.8	53.3	41.3	46.9	40.0	31.6	Not Important
(625)	(165)	(265)	(174)	(19)	(265)	(30)	(46)	(32)	(100)	(57)	Number Responding

Commitments to my clients, firm or family won't allow me to apply

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
16.1	12.2	23.0	9.7	11.1	5.6	12.9	4.5	6.5	3.1	6.0	Very Important
28.1	27.4	29.6	25.3	33.3	15.1	16.1	15.9	12.9	17.7	10.0	Somewhat Important
55.8	60.4	47.5	64.9	55.6	79.4	71.0	79.5	80.6	79.2	84.0	Not Important
(595)	(164)	(257)	(154)	(18)	(252)	(31)	(44)	(31)	(96)	(50)	Number Responding

Retention process is too political

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
8.7	11.6	6.5	8.4	11.1	10.3	16.2	13.0	9.7	9.3	6.0	Very Important
23.7	22.6	22.9	25.3	33.3	26.4	40.5	30.4	29.0	17.5	28.0	Somewhat Important
67.7	65.9	70.6	66.2	55.6	63.2	43.2	56.5	61.3	73.2	66.0	Not Important
(600)	(164)	(262)	(154)	(18)	(261)	(37)	(46)	(31)	(97)	(50)	Number Responding

Exposure to the bar survey is potentially embarrassing

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
11.9	19.7	9.2	7.1	21.1	13.8	13.9	15.6	6.5	12.2	19.6	Very Important
30.6	34.7	28.7	30.8	15.8	37.9	41.7	37.8	48.4	40.8	23.5	Somewhat Important
57.4	45.7	62.1	62.2	63.2	48.3	44.4	46.7	45.2	46.9	56.9	Not Important
(611)	(173)	(261)	(156)	(19)	(261)	(36)	(45)	(31)	(98)	(51)	Number Responding

A judge's freedom of association is too limiting

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
18.0	24.1	20.0	9.2	--	14.2	13.9	13.3	20.0	16.3	7.7	Very Important
32.9	34.7	31.7	32.9	33.3	30.7	47.2	31.1	36.7	21.4	32.7	Somewhat Important
49.1	41.2	48.3	57.9	66.7	55.2	38.9	55.6	43.3	62.2	59.6	Not Important
(607)	(170)	(265)	(152)	(18)	(261)	(36)	(45)	(30)	(98)	(52)	Number Responding

There have not been openings for the judicial position I am interested in

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
8.8	11.9	9.5	4.8	5.6	10.2	--	20.0	10.0	7.3	12.2	Very Important
15.1	15.1	14.6	15.0	16.7	18.0	32.0	15.6	23.3	14.6	16.3	Somewhat Important
76.1	73.0	75.9	80.3	77.8	71.8	68.0	64.4	66.7	78.1	71.4	Not Important
(578)	(159)	(253)	(147)	(18)	(245)	(25)	(45)	(30)	(96)	(49)	Number Responding

I'm not interested in a judgeship at this time

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
55.9	51.9	54.2	62.5	60.0	45.1	25.0	42.6	69.7	43.7	44.1	Very Important
20.4	21.4	22.3	14.8	30.0	22.2	16.7	23.4	12.1	23.3	27.1	Somewhat Important
23.7	26.7	23.4	22.7	10.0	32.7	58.3	34.0	18.2	33.0	28.8	Not Important
(658)	(187)	(273)	(176)	(20)	(266)	(24)	(47)	(33)	(103)	(59)	Number Responding

46. Are you a member of a local bar association?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
69.4	65.3	67.3	75.1	78.3	41.1	54.5	36.5	38.5	35.1	47.7	Yes
30.6	34.7	32.7	24.9	21.7	58.9	45.5	63.5	61.5	64.9	52.3	No
(739)	(202)	(303)	(209)	(23)	(314)	(44)	(52)	(39)	(114)	(65)	Number Responding

47. If you belong to a local bar association, what is your most important reason for joining?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
32.0	29.9	32.8	31.0	50.0	42.1	54.2	16.7	35.7	52.6	37.5	Social
55.1	52.0	52.8	61.3	44.4	46.8	29.2	83.3	64.3	28.9	53.1	Professional
12.5	17.3	13.8	7.7	5.6	10.3	12.5	--	--	18.4	9.4	Other
0.4	0.8	0.5	--	--	0.8	4.2	--	--	--	--	Combination
(497)	(127)	(195)	(155)	(18)	(126)	(24)	(18)	(14)	(38)	(32)	Number Responding

48. What is the size statewide of your firm, law office or legal department, including yourself, all other partners, associates and staff attorneys?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
23.3	79.2	0.3	1.9	21.7	3.2	--	2.0	--	1.9	9.0	1 Lawyer
23.0	15.8	30.4	20.2	17.4	9.7	38.9	2.0	13.9	3.8	14.9	2 or 3
9.3	2.5	12.2	9.6	30.4	9.4	5.6	3.9	2.8	4.8	25.4	4 or 5
8.8	2.5	9.6	12.0	26.1	3.6	--	5.9	--	2.9	6.0	6 or 7
2.3	--	2.6	3.8	4.3	2.2	5.6	2.0	2.8	2.9	--	8 or 9
33.2	--	44.9	52.4	--	71.8	50.0	84.3	80.6	83.8	44.8	10 or more
(738)	(202)	(303)	(208)	(23)	(277)	(18)	(51)	(36)	(105)	(67)	Number Responding

49. In how many Alaskan communities does your firm have offices?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
75.0	91.1	71.3	64.1	80.0							1 community
25.0	8.9	28.7	35.9	20.0		NA					2 or more communities
(736)	(202)	(303)	(209)	(20)							Number Responding

50. Does your firm have office(s) outside Alaska?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
19.8	1.0	20.7	34.0	45.5							Yes
80.2	99.0	79.3	66.0	54.5		NA					No
(738)	(201)	(304)	(209)	(22)							Number Responding

51. How do you charge for your business travel time?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
38.0	25.0	44.0	46.3	--							At my regular billing rate
32.9	42.5	35.0	23.6	--							At a reduced billing rate
14.4	21.5	11.7	13.3	--		NA					Travel time not billed
1.5	1.5	2.7	--	--							Combination
13.2	9.5	6.7	16.7	100.0							Does not apply
(727)	(200)	(300)	(203)	(22)							Number Responding

52. In setting a final fee, which of the following considerations (criteria) do you most often use?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	Most Frequent
73.8	70.2	76.4	73.6	50.0							Time expended
0.8	0.5	1.1	0.7	--							Custom of the community
4.2	5.2	3.5	3.4	50.0		NA					Responsibility, results, skills required
1.6	2.6	1.1	1.4	--							Client's ability to pay
5.9	6.3	6.0	5.4	--							Contingent fee
13.1	14.7	11.6	14.2	--							Agreed fee schedule with client
0.6	0.5	0.4	1.4	--							Other
(626)	(191)	(284)	(148)	(2)							Number Responding

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	2nd Most Frequent
17.8	17.3	17.3	19.1	50.0							Time expended
5.3	4.0	4.3	8.4	50.0							Custom of the community
35.1	31.2	35.3	40.5	--		NA					Responsibility, results, skills required
15.3	21.4	13.7	10.7	--							Client's ability to pay
10.5	10.4	12.5	6.9	--							Contingent fee
15.1	15.6	14.9	14.5	--							Agreed fee schedule with client
0.9	--	2.0	--	--							Other
(562)	(173)	(255)	(131)	(2)							Number Responding

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	3rd Most Frequent
5.3	6.7	4.3	5.4	--							Time expended
7.0	6.1	7.7	7.2	--							Custom of the community
23.0	23.2	26.4	14.4	50.0		NA					Responsibility, results, skills required
36.1	36.6	35.3	36.9	50.0							Client's ability to pay
11.1	11.6	11.5	9.9	--							Contingent fee
17.2	15.2	14.5	26.1	--							Agreed fee schedule with client
0.4	0.6	0.4	--	--							Other
(513)	(164)	(235)	(111)	(2)							Number Responding

53. Do you usually discuss your basis for fee with new clients during the initial interview?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
98.5	99.0	98.3	98.8	75.0							Yes
1.5	1.0	1.7	1.2	25.0			NA				No
(660)	(194)	(293)	(167)	(4)							Number Responding

54. Do you request a retainer under some circumstances or for some types of cases?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
86.5	93.4	95.6	96.1	33.3							Yes
4.9	6.6	4.4	3.9	66.7			NA				No
(741)	(196)	(297)	(180)	(3)							Number Responding

55. When does your firm or office usually bill clients?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
3.4	3.6	3.6	2.6	50.0							At conclusion of a matter
2.4	5.1	1.3	1.0	--							At conclusion of major events or stages
85.1	82.1	84.2	90.2	50.0			NA				Once a month
5.2	2.6	7.2	4.6	--							Quarterly
3.3	5.1	3.3	1.5	--							Irregularly
0.6	1.5	0.3	--	--							Combination
(697)	(196)	(304)	(194)	(2)							Number Responding

56. When clients do not pay your bills promptly, does your firm or office have a definite follow-up program of sending statements or other reminders?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
77.9	74.5	80.1	78.1	100.0							Yes
17.3	24.5	19.3	7.1	--			NA				No
4.8	1.1	0.7	14.8	--							Don't Know
(683)	(188)	(296)	(196)	(2)							Number Responding

57. What percentage of the total amount billed to clients in 1988 does your firm or office consider uncollectible?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Judge	Prose cutor	Public Defend	Other State	Other Public	
4.2	7.3	3.0	4.8	50.0							None
26.0	19.7	1.3	25.8	--							1% - 5%
20.6	13.5	31.1	19.4	--			NA				6% - 9%
29.7	28.7	26.1	35.5	50.0							10% - 19%
19.5	30.9	29.0	14.5	--							20% or more
(481)	(178)	(238)	(62)	(2)							Number Responding

58. What is the percent of overhead (all expenses related to the production of law income) to total gross income of your firm or office?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public cutor	Other Defend	Other State	Other Public	
22.0	31.7	15.2	11.8	--							Less than 40%
28.6	23.7	34.3	17.6	--							40% - 49%
24.8	22.0	25.2	38.2	--		NA					50% - 59%
16.2	14.5	17.8	14.7	--							60% - 69%
8.4	8.1	7.4	17.6	--							70% or more
(451)	(186)	(230)	(34)	(0)							Not Answered

59. How many recent (no more than 3 three years out of school) law school graduates has your firm or office hired full-time in the years listed below?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	1986
77.4	90.2	60.3	65.2	100.0	60.0	33.3	57.1	60.0	80.0	0
15.2	8.8	24.4	17.4	--	30.0	--	42.9	40.0	20.0	1
5.2	0.5	11.5	8.7	--	--	--	--	--	--	2
1.7	0.5	3.8	--	--	5.0	33.3	--	20.0	--	3
0.3	--	--	8.6	--	5.0	33.3	--	--	--	4 or more
(349)	(193)	(131)	(23)	(2)	(20)	(3)	(7)	(5)	(5)	Number Responding
0.3	0.1	0.6	0.7	0.0	0.7	2.3	0.4	0.4	0.2	Mean
0.7	0.4	0.8	1.4	0.0	1.1	2.1	0.5	0.5	0.4	Standard Deviation

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	1987
80.8	92.2	68.7	52.2	100.0	60.0	--	71.4	60.0	80.0	0
13.2	7.8	19.8	21.7	--	25.0	--	28.6	40.0	20.0	1
4.9	--	9.2	21.7	--	10.0	66.7	--	--	--	2
0.3	--	0.8	--	--	--	--	--	--	--	3
0.9	--	1.5	4.3	--	5.0	33.3	--	--	--	4 or more
(349)	(193)	(131)	(23)	(2)	(20)	(3)	(7)	(5)	(5)	Number Responding
0.3	0.1	0.5	1.0	0.0	0.7	3.0	0.3	0.4	0.2	Mean
0.6	0.3	0.8	1.7	0.0	1.2	1.1	0.5	0.5	0.4	Standard Deviation

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	1988-89
80.6	93.3	64.9	66.7	50.0	50.0	33.3	42.9	40.0	80.0	0
13.4	6.2	23.7	12.5	50.0	35.0	--	42.9	60.0	20.0	1
3.1	0.5	7.6	--	--	5.0	33.3	--	--	--	2
1.4	--	2.3	8.3	--	--	--	--	--	--	3
1.5	--	1.6	12.6	--	10.0	33.3	14.3	--	--	4 or more
(350)	(193)	(131)	(24)	(2)	(20)	(3)	(7)	(5)	(5)	Number Responding
0.3	0.7	0.5	1.2	0.5	1.1	3.7	1.0	0.6	0.2	Mean
0.9	0.3	0.9	2.4	0.7	2.1	4.7	1.4	0.5	0.4	Standard Deviation



Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	Total All Graduates
64.8	81.9	44.3	39.1	50.0	35.0	--	28.6	20.0	80.0	0
16.0	11.4	21.4	21.7	50.0	15.0	--	14.3	40.0	--	1
8.3	5.2	11.5	17.4	--	20.0	33.3	28.6	20.0	--	2
4.6	1.6	9.2	4.3	--	15.0	--	14.3	20.0	20.0	3
6.3	--	13.7	17.4	--	15.0	66.7	14.3	--	--	4 or more
(349)	(193)	(131)	(23)	(2)	(20)	(3)	(7)	(5)	(5)	Number Responding
0.9	0.3	1.6	2.8	0.5	2.5	9.0	1.7	1.4	0.6	Mean
2.1	0.6	2.2	5.1	0.7	4.1	8.2	1.5	1.1	1.3	Standard Deviation

60. Was your most recently hired new graduate admitted or not admitted to the Bar at the time of hire?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	
48.9	60.5	43.8	41.2	100.0	78.6	66.7	100.0	75.0	50.0	Admitted
51.1	39.5	56.3	58.8	--	21.4	33.3	--	25.0	50.0	Not Admitted
(141)	(43)	(80)	(17)	(1)	(14)	(3)	(5)	(4)	(2)	Number Responding

61. What was the beginning annual salary of your most recently hired new graduate?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	
18.8	37.8	7.5	22.2	--	7.1	--	--	--	50.0	Less than \$25,000
15.3	15.6	17.5	5.6	--	14.3	--	--	50.0	--	\$25,000 - \$29,999
17.4	15.6	18.8	16.7	--	21.4	33.3	--	25.0	50.0	\$30,000 - \$34,999
19.4	17.8	21.3	16.7	--	28.6	66.7	40.0	--	--	\$35,000 - \$39,999
20.1	11.1	23.8	27.8	--	21.4	--	40.0	25.0	--	\$40,000 - \$44,999
9.0	2.2	11.3	11.1	100.0	7.1	--	20.0	--	--	\$45,000 or more
(144)	(45)	(80)	(18)	(1)	(14)	(3)	(5)	(4)	(2)	Number Responding

62. If your firm or office employed law students as clerks in the summer of 1988, what was the average monthly salary you paid?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	
8.1	26.7	2.3	--	--	25.0	--	100.0	--	50.0	Less than \$1,000
17.7	20.0	15.9	33.3	--	25.0	66.7	--	--	--	\$1,000 - \$1,499
27.4	20.0	29.5	33.3	--	37.5	--	--	100.0	50.0	\$1,500 - \$1,999
24.2	26.7	25.0	--	--	--	--	--	--	--	\$2,000 - \$2,499
22.6	6.7	27.3	33.3	--	12.5	33.3	--	--	--	\$2,500 or more
(62)	(15)	(44)	(3)	(0)	(8)	(3)	(1)	(2)	(2)	Number Responding
17.7	7.8	33.6	12.5	0.0	40.0	100.0	14.3	40.0	40.0	Percent Responding

63. How many full-time equivalent nonlawyer employees (including secretaries, paralegals, clerks, etc.) do you have per lawyer?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	
37.9	41.5	34.1	25.0	100.0	65.0	66.7	57.1	60.0	80.0	0 to .9
46.6	46.3	44.2	66.7	--	25.0	33.3	28.6	40.0	--	1 to 1.9
15.5	12.2	21.7	8.4	--	10.0	--	14.3	--	20.0	2 or more
(343)	(188)	(129)	(24)	(2)	(20)	(3)	(7)	(5)	(5)	Number Responding

64. How many full-time paralegals does your firm or office have per lawyer?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	
60.6	75.5	42.0	45.8	50.0	75.0	66.7	100.0	40.0	80.0	0
27.2	15.4	41.2	41.7	50.0	10.0	--	--	40.0	--	.1 to .9
9.3	6.9	13.0	8.3	--	15.0	33.3	--	20.0	20.0	1 to 1.9
2.9	2.1	3.9	4.2	--	--	--	--	--	--	2 or more
(345)	(188)	(131)	(24)	(2)	(20)	(3)	(7)	(5)	(5)	Number Responding

65. Does your firm or office typically itemize charges for nonlawyer time or services when billing a client or bill these services as part of your overall hourly rate?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	
54.4	47.6	63.0	60.9	--	9.1	33.3	--	--	--	Itemize these charges
45.6	52.4	37.0	39.1	100.0	90.9	66.7	100.0	100.0	100.0	Do not itemize these charges
(320)	(168)	(127)	(23)	(2)	(12)	(3)	(4)	(2)	(3)	Number Responding

66. What was the most recent year you hired a legal secretary without significant experience?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	
10.7	11.2	12.5	--	--	16.7	--	25.0	--	33.3	Prior to 1985
17.6	16.8	21.3	6.3	--	8.3	--	25.0	--	--	1985 - 1986
19.0	17.8	20.0	18.8	50.0	16.7	--	25.0	--	33.3	1987
35.6	41.1	28.8	31.3	50.0	33.3	--	25.0	66.7	33.3	1988
17.1	13.1	17.5	43.8	--	13.6	100.0	--	33.3	--	1989
(205)	(107)	(80)	(16)	(2)	(12)	(2)	(4)	(3)	(3)	Number Responding
39.0	41.2	38.9	23.8	--	33.3	33.3	33.3	25.0	40.0	% Did Not Hire

67. What was the beginning annual salary for your most recently hired, least-experienced legal secretary?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	
8.0	11.5	4.2	5.0	--	--	--	--	20.0	--	Less than \$12,000
14.6	16.9	13.6	5.0	--	5.9	--	--	--	--	\$12,000 - \$14,999
17.0	14.2	21.2	15.0	--	35.3	--	33.3	40.0	66.7	\$15,000 - \$17,999
23.3	25.7	20.3	25.0	--	23.5	66.7	16.7	--	33.3	\$18,000 - \$20,999
26.7	23.6	27.1	40.0	100.0	23.5	33.3	33.3	20.0	--	\$21,000 - \$24,999
10.4	8.1	13.6	10.0	--	11.8	--	16.7	20.0	--	\$25,000 or more
(288)	(148)	(118)	(20)	(2)	(17)	(3)	(6)	(5)	(3)	Number Responding

68. What is the annual salary of your highest-paid full-time legal secretary?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	
3.8	6.8	0.8	--	--						Less than \$15,000
7.2	9.5	5.6	--	--						\$15,000 - \$19,999
21.5	32.0	11.2	10.5	--						\$20,000 - \$24,999
28.3	27.2	28.8	36.8	--		NA				\$25,000 - \$29,999
24.9	15.6	33.6	31.6	100.0						\$30,000 - \$34,999
7.8	4.1	12.0	10.5	--						\$35,000 - \$39,999
6.5	4.7	8.0	10.6	--						\$40,000 or more
(293)	(147)	(125)	(19)	(2)						Number Responding

69. What is the approximate average salary for a full-time legal secretary in your office?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	
3.7	7.5	--	--	--	6.3	--	--	20.0	--	Less than \$15,000
11.2	12.9	11.2	--	--	12.5	--	--	40.0	--	\$15,000 - \$19,999
35.0	42.9	26.4	35.0	--	37.5	66.7	33.3	--	100.0	\$20,000 - \$24,999
32.0	23.8	38.4	50.0	50.0	37.5	33.3	50.0	40.0	--	\$25,000 - \$29,999
11.2	8.2	13.6	15.0	50.0	--	--	--	--	--	\$30,000 - \$34,999
6.8	4.8	10.4	--	--	6.3	--	16.7	--	--	\$35,000 or more
(294)	(147)	(125)	(20)	(2)	(16)	(3)	(6)	(5)	(2)	Number Responding

70. What was the most recent year you hired a less-experienced trained legal assistant?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	
7.2	9.1	4.8	--	--	42.9	--	--	--	--	Prior to 1985
13.3	18.2	7.1	28.6	--	14.3	--	--	--	100.0	1985 - 1986
19.3	24.2	16.7	14.3	--	--	--	--	--	--	1987
43.4	27.3	57.1	42.9	--	28.6	100.0	--	--	--	1988
16.9	21.2	9.7	14.3	--	14.3	--	--	--	--	1989
(83)	(33)	(42)	(7)	(0)	(7)	(1)	(2)	(1)	(2)	Number Responding
72.3	78.4	66.4	63.2	100.0	86.7	66.7	100.0	100.0	66.7	% Did Not Hire

71. What was the beginning annual salary for your most recently hired, least-experienced, trained legal assistant?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	
16.2	22.5	11.8	12.5	--	20.0	--	--	--	50.0	Less than \$15,000
19.2	25.0	17.6	--	--	--	--	--	--	--	\$15,000 - \$19,999
29.3	27.5	27.5	50.0	--	40.0	--	100.0	100.0	--	\$20,000 - \$24,999
23.2	17.5	25.5	37.5	--	40.0	100.0	--	--	50.0	\$25,000 - \$29,999
12.1	7.5	17.7	--	--	--	--	--	--	--	\$30,000 or more
(99)	(40)	(51)	(8)	(0)	(5)	(1)	(1)	(1)	(2)	Number Responding

72. What is the annual salary for your highest-paid trained legal assistant?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	
6.2	12.8	2.8	--	--	--	--	--	--	--	Less than \$15,000
8.5	14.9	5.6	--	--	--	--	--	--	--	\$15,000 - \$19,999
11.6	14.9	9.9	10.0	--	16.7	--	--	--	33.3	\$20,000 - \$24,999
17.1	12.8	16.9	40.0	--	--	--	--	--	--	\$25,000 - \$29,999
18.6	12.8	23.9	10.0	--	16.7	--	--	100.0	--	\$30,000 - \$34,999
20.2	19.1	21.1	20.0	--	50.0	--	100.0	--	66.7	\$35,000 - \$39,999
17.8	12.7	19.8	20.0	100.0	16.7	100.0	--	--	--	\$40,000 or more
(129)	(47)	(71)	(10)	(1)	(6)	(1)	(1)	(1)	(3)	Number Responding

73. What is the approximate average salary for a trained legal assistant in your office?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	
5.8	12.2	2.9	--	--	--	--	--	--	--	Less than \$15,000
5.8	4.9	7.4	--	--	--	--	--	--	--	\$15,000 - \$19,999
24.2	29.3	20.6	30.0	--	--	--	--	--	--	\$20,000 - \$24,999
24.2	26.8	20.6	40.0	--	40.0	--	--	100.0	50.0	\$25,000 - \$29,999
25.8	17.1	32.4	20.0	--	40.0	100.0	--	--	50.0	\$30,000 - \$34,999
14.2	9.8	16.2	10.0	100.0	20.0	--	100.0	--	--	\$35,000 or more
(120)	(41)	(68)	(10)	(1)	(5)	(1)	(1)	(1)	(2)	Number Responding

74. Does your firm have a written partnership agreement?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	
24.8	4.7	47.4	27.8	--						Yes
75.2	95.3	52.6	72.2	100.0			NA			No
(262)	(128)	(114)	(18)	(2)						Number Responding

75. Does your firm or office provide the following benefits to its staff?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	Health insurance
10.5	20.2	5.1	4.2	--	--	--	--	--	--	Only Attorneys
9.6	17.9	5.1	4.2	--	--	--	--	--	--	Only Non-Attorney Staff
79.8	61.9	89.8	91.7	100.0	100.0	100.0	100.0	100.0	100.0	Both
(228)	(84)	(118)	(24)	(2)	(22)	(3)	(8)	(6)	(5)	Number Responding
65.1	43.5	90.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	Percent Responding
Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	Life insurance
34.7	43.3	33.3	28.6	--	--	--	--	--	--	Only Attorneys
2.4	6.7	--	7.1	--	--	--	--	--	--	Only Non-Attorney Staff
62.9	50.0	66.7	64.3	100.0	100.0	100.0	100.0	100.0	100.0	Both
(124)	(30)	(78)	(14)	(2)	(19)	(1)	(8)	(5)	(5)	Number Responding
35.4	15.5	59.5	58.3	100.0	86.4	33.3	100.0	83.0	100.0	Percent Responding

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	Retirement benefits
10.7	25.0	3.2	9.1	--	--	--	--	--	--	Only Attorneys
5.4	8.3	4.8	--	--	--	--	--	--	--	Only Non-Attorney Staff
83.9	66.7	92.1	90.9	100.0	100.0	100.0	100.0	100.0	100.0	Both
(112)	(36)	(63)	(11)	(2)	(19)	(3)	(8)	(6)	(2)	Number Responding
32.0	18.7	48.1	45.8	100.0	86.4	100.0	100.0	100.0	40.0	Percent Responding

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	Profit sharing
15.2	21.4	10.9	33.3	--						Only Attorneys
1.0	--	1.6	--	--		NA				Only Non-Attorney Staff
83.8	78.6	87.5	66.7	100.0						Both
(99)	(28)	(64)	(6)	(1)						Number Responding
28.3	14.5	25.0	50.0	50.0						Percent Responding

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	Parking
8.1	11.3	4.3	9.1	100.0	--	--	--	--	--	Only Attorneys
5.5	11.3	0.9	4.5	--	7.1	50.0	--	--	--	Only Non-Attorney Staff
86.4	77.3	94.8	86.4	--	92.9	50.0	100.0	100.0	100.0	Both
(236)	(97)	(116)	(22)	(1)	(14)	(2)	(3)	(5)	(4)	Number Responding
67.4	50.3	88.5	91.7	50.0	63.6	66.7	37.5	83.3	80.0	Percent Responding

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	Professional memberships
50.5	53.6	49.5	45.0	50.0	44.4	--	50.0	--	33.3	Only Attorneys
2.7	4.3	1.0	5.0	--	--	--	--	--	--	Only Non-Attorney Staff
46.8	42.0	49.5	50.0	50.0	55.6	--	50.0	--	66.7	Both
(188)	(69)	(97)	(20)	(2)	(9)	(0)	(6)	(0)	(3)	Number Responding
53.7	37.8	74.0	83.3	100.0	40.9	0.0	75.0	0.0	60.0	Percent Responding

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	Social memberships
75.8	68.4	76.3	100.0	--	--	--	--	--	--	Only Attorneys
1.6	5.3	--	--	--	--	--	--	--	--	Only Non-Attorney Staff
22.6	26.3	23.7	--	--	--	--	--	--	--	Both
(62)	(19)	(38)	(5)	(0)	(0)	(0)	(0)	(0)	(0)	Number Responding
17.7	9.8	29.0	20.8	0.0	0.0	0.0	0.0	0.0	0.0	Percent Responding

76. If a Professional Corporation, does your firm have a written shareholder employment agreement?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	
49.6	24.2	58.7	63.6	--						Yes
50.4	75.8	41.3	36.4	--		NA				No
(119)	(33)	(75)	(11)	(0)						Number Responding

77. How is the division of law practice net income determined?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	
35.6	53.2	25.6	26.7	--					--	No formal system
16.2	--	26.4	13.3	--					--	Formula or percentage reviewed annually
9.9	6.5	12.4	6.7	--					--	Formula or percentage reviewed infrequently
7.2	--	10.9	13.3	--		NA			--	Committee review but not a specific formula or %
9.9	13.0	7.0	20.0	--					66.7	Salaries negotiated annually
21.2	27.3	17.8	20.0	--					33.3	Other
(222)	(77)	(129)	(15)	(0)					(3)	Number Responding

78. Does your firm or office budget anticipated income?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	
42.8	34.5	53.3	45.5	50.0	33.3	100.0	20.0	--	60.0	Yes
57.2	65.5	46.7	54.5	50.0	66.7	--	80.0	100.0	40.0	No
(334)	(174)	(135)	(22)	(2)	(15)	(1)	(5)	(4)	(5)	Number Responding

79. Does your firm or office budget anticipated expense?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	
56.1	48.9	65.4	59.1	50.0	81.3	100.0	85.7	66.7	80.0	Yes
43.9	51.1	34.6	40.9	50.0	18.8	--	14.3	33.3	20.0	No
(335)	(174)	(136)	(22)	(2)	(16)	(1)	(7)	(3)	(5)	Number Responding

80. Does your firm or office employ a full-time office administrator or manager to manage the business affairs of your firm?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	State Govt	Local Govt	Federl Govt	Service Non-Prof	
20.8	7.3	36.5	34.8	--	36.8	100.0	14.3	33.3	33.3	Yes
79.2	92.7	63.5	65.2	100.0	63.2	--	85.7	66.7	66.7	No
(342)	(179)	(137)	(23)	(2)	(19)	(3)	(7)	(3)	(6)	Number Responding

81. Would you appreciate having a survey like this done every year?

Private	Sole Pract	Part ner	Assoc iate	Corp Employ	Public	Prose Judge	Public Defend	Other State	Other Public		
61.6	51.6	63.7	70.1	52.9	58.2	59.0	54.3	64.5	55.4	61.9	Yes
38.4	48.4	36.3	29.9	47.1	41.8	41.0	45.7	35.5	44.6	38.1	No
(643)	(188)	(259)	(177)	(17)	(28)	(39)	(46)	(31)	(101)	(63)	Number Responding

**APPENDIX IV**



# alaska judicial council

1031 W. Fourth Avenue, Suite 301, Anchorage, Alaska 99501 (907) 279-2526  
FAX (907) 276-5046

EXECUTIVE DIRECTOR  
Harold M. Brown

NON-ATTORNEY MEMBERS  
Hilbert J. Henrickson, M.D.  
Renee Murray  
Leona Okakok

April 7, 1989

ATTORNEY MEMBERS  
Daniel L. Callahan  
William T. Council  
James D. Gilmore

CHAIRMAN, EX OFFICIO  
Warren W. Matthews  
Chief Justice  
Supreme Court

Dear Member of the Alaska Bar Association:

Attached is the Alaska Bar Membership survey. The format of the survey has been designed to facilitate ease of response. Please take the few minutes necessary to complete this questionnaire.

A control number has been affixed to the last page of the survey. The purpose of this "control number" is to provide a basis for a further mailing if a follow-up survey is required. That is, if the response rate is insufficient for statistical purposes, a second survey instrument, as a reminder, will be mailed to those who have not yet responded. For those who have responded, the control number on the survey document is stripped and after the data is placed in the computer by the contractor's coders, the survey document itself is destroyed. The process has been designed to insure the confidentiality of each member's response.

The Council encourages narrative comments. Space for comment has been provided at the end of the survey. If this is not sufficient, please attach separate pages as needed.

We ask that you complete and return the survey form no later than April 24, 1989 to Policy Analysts, Ltd., 2001 Banbury Circle, Anchorage, Alaska 99504. We appreciate all the cooperation that members of the Bar have given to make this survey possible and look forward to sharing the results with you.

Sincerely,

A handwritten signature in black ink, appearing to read "Harold M. Brown", with a long horizontal line extending to the right.

Harold M. Brown  
Executive Director



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# ALASKA BAR

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A S S O C I A T I O N

April 7, 1989

Dear Colleagues:

Enclosed is a questionnaire from the Alaska Judicial Council. I urge each of you to respond.

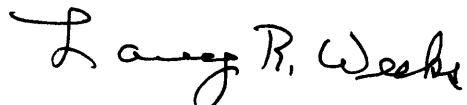
This survey is being sent to every active member of the Alaska Bar Association and is designed to provide you with a demographic profile of your colleagues and a summary of practical information about legal economics. The questionnaire was developed after extensive consultation with the legal community, including local bar associations.

The study will be conducted by Policy Analysts, Limited, which has carried out judicial selection surveys since 1980. A major consideration in the selection of PAL was its excellent record in handling and reporting sensitive information. A process to insure the confidentiality of each member's response has been developed together with guidelines to protect against the identification of individuals and firms by their responses. These protocols will be strictly observed in the manner in which survey results are reported.

The results of the survey will be available to all members of the Alaska Bar Association and, consistent with concerns for confidentiality, will be broken out by judicial district. A special presentation will be made by the Judicial Council at the next annual meeting of the Bar Association which, as you know, is scheduled to take place in Juneau on June 8th, 9th and 10th of this year. The Alaska Bar Association is proud to join with the Juneau & Tanana Valley Bar Associations, and the Alaska Judicial Council in the sponsoring of this survey.

The ultimate success of this survey is dependent upon the cooperation of all members of the Bar. Your response will help us better serve you.

Sincerely,



Larry R. Weeks  
President



# alaska judicial council

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James D. Gilmore

CHAIRMAN, EX OFFICIO  
Warren W. Matthews  
Chief Justice  
Supreme Court

April 25, 1989

Dear Colleague:

As of this date, your membership survey questionnaire has not been received by Policy Analysts, Ltd. If you have already completed and returned the questionnaire, please accept our sincere thanks. If not, please complete the questionnaire and return it in the self-addressed stamped envelope directly to Policy Analysts, Ltd. at 2001 Banbury Circle, Anchorage, Alaska 99504. Surveys must be mailed by May 10, 1989 to be included in the evaluation.

We urge you to respond. This survey includes life-style and special-interest questions which, along with the economic questions, will provide useful information that will be available to all members of the Alaska Bar Association, consistent with concerns for confidentiality. If you do not wish to complete the entire survey, please complete those parts that you feel comfortable with. A partial response is still beneficial.

If you have any questions concerning this survey, please call collect at 279-2526.

Sincerely,

A handwritten signature in black ink, appearing to read "H. M. Brown", with a horizontal line extending to the right.

Harold M. Brown  
Executive Director



# alaska judicial council

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CHAIRMAN, EX OFFICIO  
Warren W. Matthews  
Chief Justice  
Supreme Court

April 25, 1989

Dear Colleague:

Accompanying this letter is another copy of the Bar Membership survey. As of this date, your membership survey questionnaire has not been received by Policy Analysts, Ltd. This is a duplicate copy of that questionnaire in case the original was lost in the mail or is not available. Please complete the questionnaire and return it in the self-addressed stamped envelope directly to Policy Analysts, Ltd. at 2001 Banbury Circle, Anchorage, Alaska 99504. Surveys must be mailed by May 10, 1989 to be included in the evaluation.

We urge you to respond. This survey includes life-style and special-interest questions which, along with the economic questions, will provide useful information that will be available to all members of the Alaska Bar Association, consistent with concerns for confidentiality. If you do not wish to complete the entire survey, please complete those parts that you feel comfortable with. A partial response is still beneficial.

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Sincerely,

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Harold M. Brown  
Executive Director

Enclosure