

2017

Economics of Law Practice in Michigan  
The 2017 Desktop Reference on the Economics of Law Practice in Michigan



**SBM**  
STATE BAR OF MICHIGAN



# Economics of Law Practice in Michigan

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# Economics of Law Practice in Michigan

The 2017 Desktop Reference of the Economics of Law Practice in Michigan

Please note the survey was conducted in late 2017 with respondents noting 2016 income and 2017 billing rates.

## Introduction

This State Bar of Michigan Economics of Law Practice Report provides current information on the economics of law practice. It is based on a November 2017 survey of the membership and is downloadable online at no charge from the SBM website.

The survey has two primary objectives:

- To provide timely, relevant and accurate information to inform and guide practical management and planning decisions by Michigan attorneys, including private and non-private practitioners including the judiciary and government workers
- To monitor key trends within the legal profession, based on previous survey research and analysis

Similar studies were undertaken over the past two decades. Survey coverage included:

- Attorney demographics
- Attorney income by practice category, gender, field of law, office location, work status (full- versus part-time), years in practice and firm size
- Prevailing average hourly billing rates by practice class, firm size, field of practice, judicial circuit, county and office location
- Time allocated to billable and non-billable professional activities
- Law office management practices, and
- Perceptions regarding current and future economic circumstances related to law practice including law school debt

## Methods and Measures

The 2017 Economics of Law Practice Survey was conducted in late 2017. In 2017 45.3 percent of active members were private practitioners and 54.7 percent were non-private practitioners. Based on the proportions of both groups of active members an electronic survey was emailed to approximately 18,414 private practitioners and 22,236 non-private practice members of the State Bar of Michigan, inviting their participation. 3,843 completed questionnaires were returned by private practitioners (a 20.9 percent response rate) and 2,088 completed questionnaires were returned by non-private practitioners (a 9.4 percent response rate). Questionnaires were tabulated by Dr. James McComb, an independent consultant statistician. The economic data provides measures of central tendency and spread.

## Measures of Central Tendency

The economic data is presented in measures of central tendency (mean and median) and dispersion or spread (percentiles).

The mean (also called the average or arithmetic average) is calculated by adding the values of all responses, then dividing by the number of responses.

Example: Three responses—1, 2 and 3—are reported. The average is calculated by adding their values ( $1 + 2 + 3 = 6$ ), then dividing by the number of responses (3). Thus, the average is  $6 \div 3 = 2$ .

The median is the middle value of a series (distribution) of values, which is initially rank-ordered (from low to high or vice versa). By definition, half the numbers are greater and half are smaller than the median. Both mean and median values are used throughout

this survey report to denote the measure of central tendency. Use of the median as a statistic for central tendency reduces the effect of “outliers” (extremely high or low values, such as 30), while the average does not.

Example: Three responses—1, 2 and 30—are reported. Median is the middle number of the order of distribution (1, 2, 30) or 2. The average of this same distribution is  $33 \div 3 = 11$ .

The dispersion of data around the median (the 50th percentile) is reported in three increments:

**25th percentile (lower quartile):** One-fourth of the values are less and three-fourths are more than this value.

**75th percentile (upper quartile):** Three-fourths of the values are less and one-fourth are more than this value.

**95th percentile:** Ninety-five percent of the values are less and five percent are more than this value.

## Geographic Areas Defined

The survey divided Michigan into geographic areas by greater metropolitan area and sub-portions of Wayne, Oakland and Macomb counties as well as by judicial circuit for aggregation and reporting key statistics generated from the data.

## Interpreting Findings

The survey was conducted in late 2017 and respondents reported income for 2016 and billing rates for 2017. To denote gaps, such as the “gender gap” of reported income, the term “gap” is used on selected exhibits as a proportion calculated as the median value of one group divided by another. Hypothetically, a reported median income of \$85,000 for a group of female attorneys divided by \$100,000 for a like group of male attorneys yields the proportion of .85. This could be interpreted in plain English as this group (cohort) of females earns “85 cents on the dollar” compared against their male cohort.

Despite the use of the median to reduce the effect of extremely high or low values (“outliers”), as noted above, readers should use particular caution in interpreting data when only a small number of responses are available. In such cases, readers are advised to “group up” to a larger geographic area or practice category, where appropriate, in order not to distort reality. Generally, no value is represented if fewer than five responses were reported.

In some instances, an exhibit may list fewer than two responses if the data was deemed important enough, with the understanding that the reader should use care when drawing inferences from such a small sample. Findings should be considered and used only in their entirety to avoid misconstruing the meaning of individual exhibits within this report.

**Comparison of Active Michigan Residents and Survey Respondents<sup>1</sup>**

	Total Members	Percent	Respondents	Percent
Private	16,829	47.8	3,843	64.8
Non-Private	18,369	52.2	2,088	35.2
Total	35,198	100.0	5,931 <sup>2</sup>	100.0

<sup>1</sup> Private practitioners were more likely to respond to the survey than non-private practitioners, it is likely that private practitioners were more interested in the survey results

**Active Michigan Residents in Private Practice and Private Practice Survey Respondents by Geographic Region**

	Total Private Practitioners	Percent	Survey Respondents	Percent
Southeast Michigan <sup>1</sup>	10,814	64.3	2,031	59.8
All Others in State	6,015	35.7	1,367	40.2
Total	16,829	100.0	3,398	100.0

<sup>1</sup> Southeast Michigan includes Wayne, Oakland, Macomb, Washtenaw and Livingston counties

<sup>2</sup> Totals do not include individuals not reporting a primary office location or reporting an office out of state

**Active Michigan Residents in Non-Private Practice and Non-Private Practice Survey Respondents by Geographic Region**

	Total Non-Private Practitioners	Percent	Survey Respondents	Percent
Southeast Michigan <sup>1</sup>	11,301	61.5	851	53.0
Remainder of Michigan	7,068	38.5	756	47.0
Total	18,369	100.0	1,607 <sup>2</sup>	100.0

<sup>1</sup> Southeast Michigan includes Wayne, Oakland, Macomb, Washtenaw and Livingston counties

<sup>2</sup> Totals do not include individuals not reporting a primary office location or reporting an office out of state

**Active Michigan Residents in Private Practice and Survey Respondents in Private Practice by Gender**

	Total Private Practitioners	Percent	Survey Respondents	Percent
Male	12,180	72.4	2,486	67.5
Female	4,649	27.6	1,199	32.5
Total	16,829	100.0	3,685	100.0

**Active Michigan Residents in Non-Private Practice and Survey Respondents in Non-Private Practice by Gender**

	Total Private Practitioners	Percent	Survey Respondents	Percent
Male	10,970	59.7	990	49.1
Female	7,399	40.3	1,026	50.9
Total	18,369	100.0	2,016	100.0

## Characteristics of the Respondents

This section summarizes demographic characteristics of the survey respondents including their practice classification, work status (full- vs. part-time), years in practice and firm size (measured by the number of attorneys).

### Practice Classification for Private Practitioners Responding to the Survey

	Number	Percent
Sole Practitioner, office outside of home	825	23.2
Sole Practitioner, working out of home office	610	17.1
Sole Practitioner, sharing space	197	5.5
Managing Partner	243	6.8
Equity Partner/Shareholder	606	17.0
Non-Equity Partner	181	5.1
Of Counsel	99	2.8
Senior Associate	162	4.6
Associate	439	12.3
Arbitrator/Mediator	13	.4
Assigned Counsel	3	.1
Other	182	5.1
Total	3,560	100.0

### Practice Classification for Non-Private Practitioners Responding to the Survey

	Number	Percent
Academia	87	4.6
Federal Government	195	10.3
Governmental Relations	15	.8
In-House Counsel	480	25.4
Judge	104	5.5
Law School	23	1.2
Legal Service Agency	102	5.4
Local Government	254	13.4
Military	21	1.1
Non-Law Related	122	6.4
Non-Profit Organization	88	4.6
Judiciary, Non-Judge	119	6.3
Retired	84	4.4
State Government	199	10.5
Total	1,893	100.0

### Private Practitioners and Non-Private Practitioners by Full- or Part-Time Work Status and Gender

	Private Number	Private Percent	Non-Private Number	Non-Private Percent
Female Part-Time	296	8.0	944	46.8
Female Full-Time	903	24.5	82	4.1
Male Part-Time	492	13.4	921	45.7
Male Full-Time	1,994	54.1	69	3.4
Total	3,685	100.0	2,016	100.0



**Survey Respondents in Private Practice by Years in Practice**

	<b>Number</b>	<b>Percent</b>
<1	52	1.4
1 to 2	155	4.2
3 to 5	278	7.5
6 to 10	485	13.1
11 to 15	352	9.5
16 to 25	757	20.5
26 to 30	393	10.6
35.00	367	9.9
> 35	861	23.3
Total	3,700	100.0

**Survey Respondents in Private Practice by Firm Size**

	<b>Number</b>	<b>Percent</b>
1	1,722	46.8
2	365	9.9
3	237	6.4
4 to 6	354	9.6
7 to 10	211	5.7
11 to 20	223	6.1
21 to 50	244	6.6
> 50	321	8.7
Total	3,677	100.0

**Law School Attended, Private Practitioners**

	<b>Number</b>	<b>Percent</b>
Ave Maria School of Law	21	.6
Michigan State University College of Law (DCL)	578	15.8
Western Michigan University Cooley Law School	645	17.6
University of Detroit Mercy School of Law	418	11.4
University of Michigan Law School	319	8.7
University of Toledo College of Law	75	2.0
Wayne State University Law School	739	20.2
Other law school	865	23.6
Total	3,660	100.0

**Law School Attended, Non-Private Practitioners**

	<b>Number</b>	<b>Percent</b>
Ave Maria School of Law	9	.4
Michigan State University College of Law (DCL)	323	16.1
Western Michigan University Cooley Law School	367	18.2
University of Detroit Mercy School of Law	218	10.8
University of Michigan Law School	187	9.3
Wayne State University Law School	350	17.4
University of Toledo College of Law	54	2.7
Other law school	504	25.0
Total	2,012	100.0

## Billing Rates for Private Practitioners

### 2017 Hourly Billing Rates by Years in Practice, Private Practitioners

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
<1	52	150	190	197	233	333
1 to 2	155	165	200	209	250	300
3 to 5	278	175	209	219	250	325
6 to 10	485	195	225	239	283	380
11 to 15	352	200	250	275	300	450
16 to 25	757	200	253	279	325	475
26 to 30	393	200	250	278	328	530
31 to 35	367	200	250	275	325	515
>35	861	200	250	284	335	510
Total	3,700	200	250	266	305	473

### 2017 Attorney Hourly Billing Rates by Office Location

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Ann Arbor area	163	213	250	278	315	497
Battle Creek area	30	192	250	235	265	300
Bay City/Midland/Saginaw area	68	175	216	217	250	300
Detroit (not downtown)	155	188	225	237	279	400
Downtown Detroit/ New Center area	145	200	250	286	350	550
Flint area	100	183	216	239	292	433
Grand Rapids area	391	210	275	297	350	550
Jackson area	31	200	217	239	272	385
Kalamazoo area	112	175	233	242	300	430
Lansing area	205	200	227	252	285	410
Livingston County	55	200	225	238	250	317
Mid-Michigan area (not Lansing)	57	190	225	229	260	337
Mount Clemens area	93	200	250	266	300	495
Muskegon area	62	195	218	240	253	505
Northern Michigan Lower Peninsula	85	185	200	217	250	310
Oakland County (north of M-59)	123	200	250	249	295	373
Oakland County (south of M-59)	875	200	275	280	350	470
Other metro areas	52	183	200	221	250	375
Out of state	306	225	300	320	383	600
Out state, Lower Peninsula	59	175	200	213	250	350
Remainder Macomb County	86	200	250	249	300	400
Remainder Wayne County	182	200	225	230	255	350
Southfield	154	220	275	298	350	510
Traverse City area	55	193	225	228	257	350
Upper Peninsula	60	150	196	215	240	400
Total	3,704	200	250	266	305	475

**2017 Hourly Billing Rates by Field of Practice<sup>1</sup>**

	<b>Number</b>	<b>25<sup>th</sup> Percentile</b>	<b>Median</b>	<b>Mean</b>	<b>75<sup>th</sup> Percentile</b>	<b>95<sup>th</sup> Percentile</b>
Administrative Law	88	200	250	270	320	500
Appellate Law	132	195	255	265	325	480
Arbitration/Mediation	102	200	250	269	325	400
Auto (not lemon) Law	30	225	260	318	400	600
Auto no fault	142	160	250	288	400	575
Bankruptcy, Creditor	83	237	275	296	350	510
Bankruptcy, Debtor	157	200	245	243	250	350
Business/Commercial Litigation	379	250	295	304	350	495
Civil Litigation	512	200	250	272	325	450
Civil Rights	70	200	288	290	400	485
Collections, creditor	110	160	208	220	275	355
Collections, debtor	20	193	250	253	298	475
Condemnation Law	9	285	350	376	450	500
Construction Law	59	200	265	300	365	580
Consumer Law (including lemon law)	41	250	300	322	400	600
Contracts	262	200	250	265	325	475
Corporate and business	498	225	275	291	340	530
Criminal (misdemeanor)	363	180	200	234	250	350
Criminal (felony)	355	200	225	250	290	400
Driver License Restoration	27	200	250	254	300	500
Elder Law	229	200	240	250	275	350
Election Law	4	178	228	226	275	275
Employment Law (plaintiff)	77	250	300	313	380	485
Employment Law (defense)	108	200	295	281	350	425
Entertainment Law	20	190	250	295	333	800
Environmental Law	28	243	275	307	375	515
Family Law	769	200	240	235	275	350
Foreclosure, debtor	9	200	250	250	300	500
Foreclosure, lender	20	215	237	257	270	420
General Civil	188	184	225	230	258	350
Health & Hospital Law	64	203	285	316	375	560
Immigration Law	67	185	250	255	300	455
Indian Law	11	150	250	227	300	370
Insurance Law (plaintiff)	46	275	380	379	450	600
Insurance Law (defense)	148	150	168	192	200	320
Intellectual property	144	250	318	334	398	565
Labor and Employment	105	200	275	301	375	550
Landlord/tenant (commercial)	26	160	225	243	300	370
Landlord/tenant (residential)	82	150	200	196	250	275
Libel, slander and defamation	3	375	415	405	425	425
Marijuana Law	20	225	250	273	300	460
Medical malpractice (plaintiff)	43	300	400	448	500	900
Medical malpractice (defendant)	58	175	185	189	200	250
Municipal Law	110	150	165	190	235	330
Veterans and Military Law	5	180	200	220	295	300
Other Civil Law	149	200	250	272	300	570
Other Professional Liability	22	210	300	298	350	425

**2017 Hourly Billing Rates by Field of Practice<sup>1</sup>**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Personal Injury (defendant)	102	150	170	186	200	310
Personal Injury (plaintiff)	186	275	350	362	400	600
Probate litigation	223	200	250	260	300	400
Guardianship/conservatorship	151	186	225	228	250	350
Probate—trust administration	599	200	250	256	295	400
Product liability	32	235	300	320	400	550
Property Damage	10	220	350	323	450	450
Public benefits	8	200	308	380	475	880
Real Estate	591	200	250	261	300	415
Schools and Education	25	175	240	233	285	350
Securities Law	40	250	343	361	485	575
Tax Law	145	250	310	345	400	590
Workers Compensation—employees	21	200	250	251	340	450
Workers Compensation—employer	18	100	120	130	140	275
Total	8,145	200	250	266	300	475

<sup>1</sup> Excludes individuals not reporting a field of practice or an hourly rate

**2017 Attorney Billing Rates by County<sup>1</sup>**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Alcona	3	195	198	198	200	200
Alger	6	150	200	184	200	225
Allegan	83	185	250	264	300	420
Alpena	7	167	198	235	217	550
Antrim	26	185	225	217	250	283
Arenac	0	.	.	.	.	.
Baraga	3	130	150	160	200	200
Barry	19	238	283	284	350	400
Bay	63	183	217	229	250	350
Benzie	21	200	225	235	273	328
Berrien	63	187	240	245	295	430
Branch	20	180	245	223	250	300
Calhoun	60	200	245	244	290	379
Cass	32	168	211	232	263	450
Charlevoix	21	200	225	229	250	333
Cheboygan	11	200	225	221	250	300
Chippewa	11	113	150	150	192	225
Clare	15	200	250	237	300	337
Clinton	84	200	230	231	250	300
Crawford	8	180	193	193	225	250
Delta	12	175	192	202	238	300
Dickinson	11	160	200	291	300	1,101
Eaton	112	198	230	251	266	350
Emmet	28	200	229	249	288	480
Genesee	168	199	235	252	294	500
Gladwin	10	200	223	217	260	275
Gogebic	5	175	225	200	250	300
Grand Traverse	74	193	232	238	257	383

2017 Attorney Billing Rates by County<sup>1</sup>

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Gratiot	16	200	227	228	275	337
Hillsdale	10	200	204	241	300	385
Houghton	16	168	200	204	238	335
Huron	5	167	170	181	195	225
Ingham	243	200	235	260	300	425
Ionia	19	150	217	236	275	450
Iosco	3	125	138	153	195	195
Iron	4	143	163	200	258	350
Isabella	29	230	250	250	300	300
Jackson	56	200	233	237	280	385
Kalamazoo	117	175	240	259	305	450
Kalkaska	4	166	183	179	192	200
Kent	424	218	275	301	355	543
Keweenaw	5	180	200	274	317	525
Lake	7	150	175	195	250	342
Lapeer	48	188	220	246	263	433
Leelanau	36	200	223	223	250	328
Lenawee	48	200	200	220	250	350
Livingston	115	200	250	253	283	400
Luce	5	117	150	145	150	250
Mackinac	11	145	150	215	250	565
Macomb	866	200	250	265	300	425
Manistee	12	197	216	221	262	285
Marquette	31	150	200	201	250	300
Mason	14	150	193	194	250	275
Mecosta	12	217	250	227	250	290
Menominee	5	175	177	369	217	1,101
Midland	56	200	250	269	300	520
Missaukee	2	.	.	.	.	.
Monroe	54	183	200	217	235	340
Montcalm	19	151	200	217	267	400
Montmorency	5	167	175	171	175	198
Muskegon	85	200	250	265	295	520
Newaygo	14	120	200	199	255	300
Oakland	1,544	200	250	275	325	470
Oceana	25	163	200	213	250	350
Ogemaw	7	150	200	218	275	317
Ontonagon	5	200	200	185	225	250
Osceola	6	175	180	186	233	250
Oscoda	1	185	185	185	185	185
Otsego	18	175	200	220	275	350
Ottawa	225	220	270	290	333	520
Presque Isle	3	200	200	206	217	217
Roscommon	9	200	200	215	250	350
Saginaw	81	163	200	218	250	405
Sanilac	14	170	215	211	250	325
Schoolcraft	5	150	150	347	183	1,101

**2017 Attorney Billing Rates by County<sup>1</sup>**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Shiawassee	18	200	225	257	300	567
St. Clair	41	195	250	236	272	350
St. Joseph	21	175	200	213	233	280
Tuscola	20	175	221	219	250	329
Van Buren	60	180	233	245	293	450
Washtenaw	343	200	250	274	317	467
Wayne	1,485	200	250	269	317	467
Wexford	9	175	200	206	233	305
Statewide Practice	31	200	255	265	325	400
Out of State Practice	239	250	310	334	397	600
Total	7,582	200	250	265	300	465

<sup>1</sup> Excludes individuals not reporting a county or an hourly rate

**2017 Attorney Billing Rates by Circuit<sup>1</sup>**

	Circuit	N	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
1 Hillsdale		10	200	204	241	300	385
2 Berrien		63	187	240	245	295	430
3 Wayne		1,485	200	250	269	317	467
4 Jackson		56	200	233	237	280	385
5 Barry		19	238	283	284	350	400
6 Oakland		1,544	200	250	275	325	470
7 Genesee		168	199	235	252	294	500
8 Ionia, Montcalm		38	151	213	227	275	425
9 Kalamazoo		117	175	240	259	305	450
10 Saginaw		81	163	200	218	250	405
11 Alger, Luce, Mackinac, Schoolcraft		27	150	150	219	200	565
12 Baraga, Houghton, Keweenaw		24	158	200	213	238	335
13 Antrim, Grand Traverse, Leelanau		136	192	225	230	250	350
14 Muskegon		85	200	250	265	295	520
15 Branch		20	180	245	223	250	300
16 Macomb		866	200	250	265	300	425
17 Kent		424	218	275	301	355	543
18 Bay		63	183	217	229	250	350
19 Benzie, Manistee		33	200	222	230	273	328
20 Ottawa		225	220	270	290	333	520
21 Isabella		29	230	250	250	300	300
22 Washtenaw		343	200	250	274	317	467
23 Alcona, Arenac, Iosco, Oscoda		25	175	200	208	225	300
24 Sanilac		14	170	215	211	250	325
25 Marquette		31	150	200	201	250	300
26 Alpena, Montmorency		12	167	175	208	199	550
27 Newaygo, Oceana		39	160	200	208	250	350
28 Missaukee, Wexford		11	150	200	203	233	305
29 Clinton, Gratiot		100	200	230	231	250	313
30 Ingham		243	200	235	260	300	425
31 St. Clair		41	195	250	236	272	350
32 Gogebic, Ontonagon		10	175	213	193	250	300

**2017 Attorney Billing Rates by Circuit<sup>1</sup>**

Circuit	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
33 Charlevoix	21	200	225	229	250	333
34 Ogemaw, Roscommon	16	173	200	216	255	350
35 Shiawassee	18	200	225	257	300	567
36 Van Buren	60	180	233	245	293	450
37 Calhoun	60	200	245	244	290	379
38 Monroe	54	183	200	217	235	340
39 Lenawee	48	200	200	220	250	350
40 Lapeer	48	188	220	246	263	433
41 Dickinson, Iron, Menominee	20	163	176	293	300	1,101
42 Midland	56	200	250	269	300	520
43 Cass	32	168	211	232	263	450
44 Livingston	115	200	250	253	283	400
45 St. Joseph	21	175	200	213	233	280
46 Crawford, Kalkaska, Otsego	12	178	185	188	200	250
47 Delta	12	175	192	202	238	300
48 Allegan	83	185	250	264	300	420
49 Mecosta, Osceola	18	175	237	213	250	290
50 Chippewa	11	113	150	150	192	225
51 Lake, Mason	21	150	185	194	250	275
52 Huron	5	167	170	181	195	225
53 Cheboygan, Presque Isle	14	200	208	217	233	300
54 Tuscola	20	175	221	219	250	329
55 Clare, Gladwin	25	200	245	229	260	300
56 Eaton	112	198	230	251	266	350
57 Emmet	28	200	229	249	288	480
Statewide Practice	31	200	255	265	325	400
Out of State Practice	239	250	310	334	397	600
Total	7,582	200	250	265	300	465

<sup>1</sup> Excludes individuals not reporting circuit/county or an hourly billing rates

**Attorney Income 2016**

This section summarizes attorney gross income from the practice of law for the calendar year 2016. Information is displayed by practice category or classification, income group, gender and work status, field of law and firm size.

For 2016, median income reported for all private practitioners (part- and full-time) was \$112,000 and the mean was \$186,924. The median income for non-private practitioners was \$99,870 and the mean was \$132,537.

Forty-one cases where private practitioners reported gross income between 2 million and 40 million dollars were not included in the salary distributions because they were not typical of the population and skewed the distributions.

**2016 Reported Attorney Income by Practice Classification—Private Practitioners<sup>1</sup>**

	N	25th Percentile	Median	Mean	75th Percentile	95th Percentile
Sole Practitioner, office outside of home	825	60,000	109,000	153,358	200,000	400,000
Sole Practitioner, working out of home office	610	10,000	32,000	59,806	75,000	225,000
Sole Practitioner, sharing space	196	50,000	99,323	134,350	182,500	400,000
Managing Partner	223	140,000	250,000	383,733	500,000	1,200,000
Equity Partner/Shareholder	591	155,000	275,000	353,539	450,000	960,000

**2016 Reported Attorney Income by Practice Classification—Private Practitioners<sup>1</sup>**

	<b>N</b>	<b>25<sup>th</sup> Percentile</b>	<b>Median</b>	<b>Mean</b>	<b>75<sup>th</sup> Percentile</b>	<b>95<sup>th</sup> Percentile</b>
Non-Equity Partner	179	130,000	183,500	254,195	290,000	750,000
Of Counsel	99	48,000	100,000	159,191	225,000	489,338
Senior Associate	161	89,000	121,416	156,966	200,000	400,000
Associate	438	53,000	77,000	95,663	110,000	230,000
Arbitrator/Mediator	13	35,000	100,000	192,482	150,000	1,200,000
Assigned Counsel	3	2,000	33,500	33,500	65,000	65,000
Other	182	25,000	87,500	133,055	160,500	560,000
Total	3,520	55,000	112,000	186,924	240,000	600,000

<sup>1</sup> Practice classification is self-reported

**2016 Reported Attorney Income by Practice Classification—Non-Private Practitioners<sup>1</sup>**

	<b>Number</b>	<b>25<sup>th</sup> Percentile</b>	<b>Median</b>	<b>Mean</b>	<b>75<sup>th</sup> Percentile</b>	<b>95<sup>th</sup> Percentile</b>
Academia	87	58,200	75,500	84,578	110,000	160,000
Federal Government	195	94,000	120,000	121,407	150,000	173,795
Governmental Relations	15	76,000	115,000	182,143	145,000	900,000
In-House Counsel	480	95,000	140,000	172,665	195,000	320,000
Judge	104	137,000	140,000	134,687	143,000	183,000
Law School	23	57,000	78,000	122,091	150,000	260,000
Legal Service Agency	102	46,000	57,000	64,194	70,000	125,000
Local Government	254	56,750	80,000	111,314	103,000	130,500
Military	21	73,500	91,000	99,100	124,500	162,500
Non-Law Related	122	60,000	97,750	225,754	166,000	600,000
Non-Profit Org	88	45,000	64,250	82,329	95,000	180,000
Judiciary, Non-Judge	119	61,596	80,676	156,466	96,250	150,000
Retired	84	21,500	110,000	113,543	150,000	285,000
State Government	199	65,000	93,000	90,859	113,500	142,000
Total	1,893	67,000	99,870	132,537	140,000	250,000

<sup>1</sup> Practice Classification is Self-Reported

**2016 Gross Income Reported by Gender, Private and Non-Private Practitioners****Private Practitioners**

	<b>Number</b>	<b>25<sup>th</sup> Percentile</b>	<b>Median</b>	<b>Mean</b>	<b>75<sup>th</sup> Percentile</b>	<b>95<sup>th</sup> Percentile</b>
Female Part-Time	296	10,000	30,000	48,949	65,000	150,000
Female Full-Time	896	62,000	105,000	165,001	200,000	457,500
Male Part-Time	487	11,000	36,400	89,906	100,000	400,000
Male Full-Time	1965	85,000	150,000	237,129	300,000	750,000
Total	3,644	55,000	112,484	187,082	240,000	600,000

**Non-Private Practitioners**

	<b>Number</b>	<b>25<sup>th</sup> Percentile</b>	<b>Median</b>	<b>Mean</b>	<b>75<sup>th</sup> Percentile</b>	<b>95<sup>th</sup> Percentile</b>
Female Full-Time	944	62,967	86,000	115,500	124,000	200,000
Female Part-Time	82	20,000	45,000	51,572	77,500	125,000
Male Full-Time	921	77,000	115,000	151,937	150,000	300,000
Male Part-Time	69	12,000	50,000	68,120	95,000	250,000
Total	2,016	65,000	97,000	129,619	140,000	250,000



**Median Years in Practice and Practice Classification for Private Practitioners**

	<1	1 to 2	3 to 5	6 to 10	11 to 15	16 to 25	26 to 30	31 to 35	> 35
Sole Practitioner, office outside of home	.	40,000	62,000	75,000	98,000	140,000	117,779	120,000	122,671
Sole Practitioner, working out of home office	1,000	25,500	22,000	16,500	30,000	38,500	40,000	38,000	30,000
Sole Practitioner, sharing space	5,000	40,000	42,241	86,000	100,000	97,500	110,000	112,500	145,000
Managing Partner	.	65,000	60,000	113,500	250,000	300,000	400,000	295,000	300,000
Equity Partner/Shareholder	.	91,075	70,000	150,000	242,500	290,000	303,000	285,000	300,000
Non-Equity Partner	.	20,000	130,000	160,000	170,000	200,000	200,000	150,000	200,000
Of Counsel	12,000	.	88,000	185,000	85,000	100,000	100,000	182,000	100,000
Senior Associate	.	.	85,500	120,916	135,000	118,500	120,000	167,500	105,000
Associate	29,000	62,000	80,000	85,000	100,000	62,500	53,000	90,000	100,000
Arbitrator/Mediator	.	.	.	.	.	65,000	.	20,000	114,300
Assigned Counsel	.	.	.	65,000	.	.	.	.	2,000
Other	.	49,500	106,000	79,000	60,000	156,000	117,500	50,000	25,000
Total	18,500	51,500	70,000	97,500	124,000	150,000	135,000	150,000	124,671

**Median Income by Years Since Graduation and Occupational Area for Non-Private Practitioners**

	<1	1 to 2	3 to 5	6 to 10	11 to 15	16 to 25	26 to 30	31 to 35	>35
Academia	10,000	45,000	69,000	62,000	88,000	83,500	80,000	85,000	55,000
Federal Government	.	65,787	79,000	92,639	106,500	140,000	157,700	156,500	140,000
Governmental Relations	.	.	65,000	115,000	85,000	.	135,000	.	.
In-House Counsel	.	70,000	81,000	119,000	150,000	141,500	200,000	169,000	191,657
Judge	.	48,500	60,473	95,000	110,000	139,960	140,000	139,960	141,000
Law School	.	.	50,000	59,000	64,500	78,000	115,000	70,000	250,000
Legal Service Agency	43,000	47,500	47,250	58,500	50,000	65,000	66,000	84,000	92,000
Local Government	46,000	47,150	51,781	69,058	78,000	87,800	91,000	97,000	104,000
Military	.	65,000	54,000	100,000	90,000	124,500	47,000	.	.
Non-Law Related	58,000	101,000	70,700	83,000	94,000	155,000	140,000	250,000	275,000
Non-Profit Org	.	60,000	58,000	47,000	65,000	92,500	70,000	81,500	63,250
Judiciary, Non-Judge	61,000	54,000	73,000	65,000	85,866	83,000	85,000	105,500	109,000
Retired	.	.	.	100	.	105,000	275,000	35,000	110,000
State Government	18,000	54,000	60,000	79,000	99,000	111,000	98,000	103,000	119,000
Total	43,000	55,000	63,000	80,000	100,000	115,145	123,500	125,000	130,000

**Full- and Part-Time Private Practitioners by Years in Practice**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
<1	13	12,000	20,000	35,000	45,000	110,000
1 to 2	125	38,000	52,150	68,266	87,500	150,000
3 to 5	236	42,000	70,000	85,382	101,298	250,000
6 to 10	419	55,000	95,900	135,941	153,000	425,000
11 to 15	297	60,000	125,000	190,567	250,000	587,501
16 to 25	648	80,000	150,000	223,598	290,000	620,000
26 to 30	313	70,000	140,000	243,072	280,000	900,000
31 to 35	313	60,000	150,000	215,648	280,254	675,000
> 35	711	50,000	125,000	201,477	272,000	700,000
Total	3,075	55,000	112,000	186,802	240,000	600,000

**Full-Time Only Private Practitioners' Income by Years in Practice**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
<1	11	12,000	29,000	39,727	50,000	110,000
1 to 2	108	40,000	55,000	73,441	100,000	152,000
3 to 5	207	51,000	75,000	93,000	109,000	250,000
6 to 10	357	67,000	105,000	149,199	160,000	425,000
11 to 15	254	85,000	140,000	209,074	265,000	675,000
16 to 25	546	95,000	180,000	241,572	300,000	640,000
26 to 30	253	100,000	175,000	285,474	343,300	1,000,000
31 to 35	248	100,000	175,000	252,533	315,500	820,000
> 35	454	101,300	181,500	272,579	340,000	800,000
Total	2,438	75,000	135,000	215,131	269,434	655,000

**Part-Time Only Private Practitioners' Income by Years in Practice**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
<1	2	1,000	9,000	9,000	17,000	17,000
1 to 2	16	8,000	25,500	30,728	44,500	85,000
3 to 5	28	9,000	25,000	31,043	40,000	60,000
6 to 10	61	4,000	20,000	59,184	50,000	267,000
11 to 15	40	5,000	35,000	64,217	62,500	247,500
16 to 25	98	15,000	45,500	125,384	150,000	400,000
26 to 30	56	13,000	35,500	62,031	82,500	250,000
31 to 35	65	15,000	38,000	74,915	100,000	300,000
> 35	248	10,500	35,500	73,413	87,093	300,000
Total	614	10,000	35,000	75,562	80,000	280,000

**2016 Attorney Income by Primary Field of Law, Private Practitioners<sup>1</sup>**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Administrative Law	48	41,000	127,500	165,644	267,000	400,000
Appellate Law	52	65,000	125,000	185,564	265,000	575,000
Arbitration/Mediation	40	30,000	82,500	112,077	125,000	260,000
Auto (not lemon) Law	18	140,000	250,000	352,765	350,000	1,500,000
Auto no fault	105	75,000	110,000	276,112	325,000	1,000,000
Bankruptcy, Creditor	20	75,000	150,000	247,191	300,000	800,000
Bankruptcy, Debtor	96	33,443	82,025	160,154	127,500	1,025,000
Business/Commercial Litigation	169	100,000	150,000	204,162	250,000	600,000
Civil Litigation	170	68,000	117,500	183,660	220,000	600,000
Civil Rights	23	66,154	115,000	176,631	250,000	550,000
Collections, creditor	65	50,000	100,000	157,607	210,000	500,000
Collections, debtor	3	250,000	250,000	250,000	250,000	250,000
Condemnation law	5	160,000	217,500	393,750	627,500	1,000,000
Construction Law	18	100,000	240,000	251,575	350,000	600,000
Consumer Law (including lemon law)	15	126,500	199,000	466,073	538,441	1,800,000
Contracts	61	14,000	56,000	148,751	168,956	530,000
Corporate and business	198	68,500	130,000	202,468	260,000	530,000
Criminal (misdemeanor)	106	20,000	47,500	63,901	82,000	200,000
Criminal (felony)	195	40,000	75,000	114,179	140,000	326,000
Driver License Restoration	4	1,500	130,000	209,833	498,000	498,000

**2016 Attorney Income by Primary Field of Law, Private Practitioners<sup>1</sup>**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Elder Law	96	36,000	110,000	179,487	203,820	600,000
Election Law	2	2,000	2,000	2,000	2,000	2,000
Employment Law (plaintiff)	54	100,000	157,500	207,376	275,000	450,000
Employment Law (defense)	50	110,000	180,000	256,734	300,000	710,000
Entertainment Law	10	10,000	10,000	35,000	50,000	100,000
Environmental Law	19	100,000	200,000	344,571	400,000	1,700,000
Family Law	480	53,000	95,000	139,650	180,000	390,000
Foreclosure, debtor	3	73,000	86,500	86,500	100,000	100,000
Foreclosure, lender	6	110,000	210,000	219,500	329,000	358,000
General Civil	51	40,000	76,000	110,900	150,000	350,000
Health & Hospital Law	41	79,000	140,000	228,591	278,000	700,000
Immigration Law	47	35,000	80,000	122,488	160,000	400,000
Indian Law	6	50,000	336,000	314,229	560,000	603,167
Insurance Law (plaintiff)	16	105,000	237,500	245,214	300,000	525,000
Insurance Law (defense)	79	80,000	125,000	208,546	275,000	700,000
Intellectual property	119	105,000	187,000	238,795	329,000	600,000
Labor and Employment	53	80,000	167,500	224,964	322,000	700,000
Landlord/tenant (commercial)	2	19,600	33,800	33,800	48,000	48,000
Landlord/tenant (residential)	23	25,000	57,900	95,336	90,000	400,000
Libel, slander and defamation	1	250,000	250,000	250,000	250,000	250,000
Marijuana Law	11	67,500	92,500	135,625	165,000	400,000
Medical malpractice (plaintiff)	30	105,000	150,000	217,365	222,500	421,000
Medical malpractice (defendant)	42	98,000	140,000	256,829	375,000	828,000
Municipal Law	46	63,000	140,000	222,792	255,000	790,000
Veterans and Military Law	3	65,000	277,243	277,243	489,486	489,486
Other Civil Law	57	30,000	68,500	128,084	150,000	618,483
Other Professional Liability	9	83,500	130,000	162,375	198,500	425,000
Personal Injury (defendant)	24	115,000	175,000	225,869	290,000	455,378
Personal Injury (plaintiff)	127	87,500	225,000	346,374	450,000	1,200,000
Probate litigation	58	75,000	205,000	195,344	250,000	465,000
Guardianship/conservatorship	30	22,000	77,500	114,750	142,500	340,000
Probate—trust administration	285	40,000	100,000	159,961	205,000	500,000
Product liability	5	110,000	160,000	216,300	312,500	430,000
Property Damage	2	35,000	35,000	35,000	35,000	35,000
Public benefits	5	34,000	108,550	132,275	230,550	304,000
Real Estate	204	55,000	123,000	177,700	230,000	585,000
Schools and Education	11	35,000	90,000	123,333	123,000	330,000
Securities Law	13	107,000	290,000	323,364	400,000	900,000
Tax Law	70	71,000	200,000	285,153	371,395	850,000
Workers Compensation—employees	16	30,000	60,000	359,800	650,000	1,600,000
Workers Compensation—employer	15	95,000	300,000	290,364	420,000	812,000
Total	3,632	55,000	113,000	187,265	240,000	600,000

<sup>1</sup> Often partial gross income is produced through the practice of law in secondary fields of law

**Full- and Part-Time Attorney Income by Firm Size, Private Practice**

	<b>Number</b>	<b>25<sup>th</sup> Percentile</b>	<b>Median</b>	<b>Mean</b>	<b>75<sup>th</sup> Percentile</b>	<b>95<sup>th</sup> Percentile</b>
1	1721	30,000	75,000	114,407	150,000	350,000
2	362	70,000	150,000	219,197	275,000	600,000
3	235	75,104	125,000	241,298	277,500	890,000
4 to 6	344	79,600	130,000	226,744	270,000	800,000
7 to 10	204	75,000	125,000	216,751	250,000	700,000
11 to 20	215	100,000	170,000	256,506	300,000	710,000
21 to 50	239	119,000	200,000	255,746	327,500	632,000
> 50	316	128,500	279,000	327,289	450,000	800,000
Total	3,636	55,000	112,000	186,754	240,000	600,000

**Full-Time Only Attorney Income by Firm Size, Private Practice**

	<b>Number</b>	<b>25<sup>th</sup> Percentile</b>	<b>Median</b>	<b>Mean</b>	<b>75<sup>th</sup> Percentile</b>	<b>95<sup>th</sup> Percentile</b>
1	1088	57,000	100,000	147,742	183,000	400,000
2	327	75,000	152,500	229,983	300,000	700,000
3	217	80,000	125,000	246,654	280,000	900,000
4 to 6	318	83,000	134,641	236,091	275,000	820,000
7 to 10	189	75,000	137,500	222,689	250,000	700,000
11 to 20	194	107,000	172,500	248,031	300,000	700,000
21 to 50	216	119,000	200,000	259,501	327,500	650,000
> 50	287	140,000	300,000	343,569	462,500	900,000
Total	2,836	75,000	135,000	214,806	270,000	653,544

**Part-Time Only Attorney Income by Firm Size, Private Practice**

	<b>Number</b>	<b>25<sup>th</sup> Percentile</b>	<b>Median</b>	<b>Mean</b>	<b>75<sup>th</sup> Percentile</b>	<b>95<sup>th</sup> Percentile</b>
1	607	9,090	25,000	49,051	60,000	200,000
2	32	30,000	60,000	104,770	200,000	250,000
3	17	40,000	70,000	160,415	250,000	600,000
4 to 6	24	24,500	67,500	91,050	100,000	275,000
7 to 10	15	56,000	100,000	140,923	150,000	400,000
11 to 20	21	45,000	99,000	334,665	325,000	1,900,000
21 to 50	21	116,000	182,500	218,833	275,000	500,000
> 50	27	60,000	113,000	177,093	200,000	570,000
Total	764	10,000	35,000	75,820	80,000	280,000

## Law Practice Management

This section summarizes a variety of practice management issues. Topics include hours worked in the average workweek, uncollectible fees, and service charge policies.

### Average Hours Worked Per Week, Private Practitioners<sup>1</sup>

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Average Hours	3,620	35	45	41	50	60

<sup>1</sup> Individuals reporting over 80 hours per week were excluded

### Average Hours Worked Per Week on Non-Billable Activities, Private Practitioners<sup>1</sup>

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Average Hours	3,523	5	10	10	15	25

<sup>1</sup> Individuals reporting over 80 hours per week were excluded

### Average Hours Worked Per Week, Non-Private Practitioners<sup>1</sup>

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Average Hours	1,988	40	45	43	50	60

<sup>1</sup> Individuals reporting over 80 hours per week were excluded

## Uncollectible Fees and Service Charge Policies

### Percent of Fees that are Uncollectible, Private Practitioners

	Less than 3%	4-9%	10-15%	More than 15%	Total
Number	1,875	787	532	324	3,518
Percent	53.3	22.4	15.1	9.2	100.0

### Percent of Attorneys Who Sometimes or Always Work on a Contingency Basis, Private Practitioners

	Number	Percent
Yes	1,427	38.8
No	2,248	61.2
Total	3,675	100.0

### Percent of Cases Which Are on a Contingency Basis, Private Practitioners

	Less than 10%	10% to 25%	26% to 50%	51% to 75%	More than 75%	Not applicable	Total
Number	678	221	211	66	298	1,445	2,919
Percent	23.2	7.6	7.2	2.3	10.2	49.5	100.0

### Percent of Individuals That Sometimes or Always Work on a Fixed/Flat Fee Basis, Private Practitioners

	Number	Percent
Yes	2,648	72.2
No	1,020	27.8
Total	3,668	100.0

**Percent of Cases on a Fixed/Flat Fee Basis, Private Practitioners**

	Less than 10%	10% to 25%	26% to 50%	51% to 75%	More than 75%	Not applicable	Total
Number	920	597	409	268	448	706	3,348
Percent	27.5	17.8	12.2	8.0	13.4	21.1	100.0

**Percent of Individuals Providing Limited Scope Representation, Private Practitioners**

	Number	Percent
Yes	1,632	44.9
No	1,999	55.1
Total	3,631	100.0

**Percent of Cases Which are Handled on a Limited Scope Representation, Private Practitioners**

	Less than 10%	10% to 25%	26% to 50%	51% to 75%	More than 75%	Not applicable	Total
Frequency	887	302	126	83	258	1,283	2,939
Valid Percent	30.2	10.3	4.3	2.8	8.8	43.7	100.0

**Percent of Attorneys Who Sometime Offer a Discount to Fees, Private Practitioners**

	Number	Percent
Yes	2,639	72.7
No	993	27.3
Total	3,632	100.0

**Percent of Cases That are Discounted, Private Practitioners**

	Less than 10%	10% to 25%	26% to 50%	51% to 75%	More than 75%	Total
Number	587	1468	366	75	109	2605
Percent	22.5	56.4	14.0	2.9	4.2	100.0

**Attorney-Client Contact, Job Satisfaction, and Expectations****Areas Indicated by Attorneys as One of Their Top Three Sources of Business Generation, Private Practitioners**

Primary Source of Business Generation	Number
Networking	2,089
Online Advertising	481
Print Advertising	184
Pro Bono	168
Public Speaking	338
Referrals from Clients	2,897
Referrals from Lead Generator Platforms	165
Referrals from Other Attorneys	2,208
State Bar of Michigan Lawyer Referral Service	46
Social Media	189
Television/Radio	73
Websites	537

**Attorneys Who Have Updated Their State of Michigan Online Directory Profile, Private Practitioners**

	Yes	No	Do Not Know How	Total
Number	2359	951	360	3,670
Percent	64.3	25.9	9.8	100.0

**Attorneys' Indication of Current Economics Compared to Three Years Ago, Private Practitioners**

	Better	Worse	The same	In practice less than three years	Total
Number	1,491	654	1,307	211	3,663
Percent	40.7	17.9	35.7	5.8	100.0

**Attorneys' Indication of Current Economics Compared to Three Years Ago, Non-Private Practitioners**

	Better	Worse	The same	In occupation less than three years	Total
Number	972	221	706	130	2,029
Percent	47.9	10.9	34.8	6.4	100.0

**Attorney Expectations of Future Economic Circumstances of Their Legal Work, Private Practitioners**

	Better	Worse	The same	I plan to not be practicing in three years	Total
Number	1,468	453	1,438	323	3,682
Percent	39.9	12.3	39.1	8.8	100.0

**Attorney Expectations of Future Economic Circumstances of Their Legal Work, Non-Private Practitioners**

	Better	Worse	The same	Total
Number	786	246	991	2023
Percent	38.9	12.2	49.0	100.0

**Attorney Plans to Retire in the Next Three Years, Private Practitioners**

	Yes	No	Uncertain	Total
Number	424	2,824	431	3,679
Percent	11.5	76.8	11.7	100.0

**Attorney Plans to Retire in the Next Three Years, Non-Private Practitioners**

	Yes	No	Uncertain	Total
Number	184	1656	168	2008
Percent	9.2	82.5	8.4	100.0

**Attorney Likelihood of Changing Occupational Area in the Next Three Years, Non-Private Practitioners**

	Very likely	Somewhat likely	Unlikely	Total
Number	266	504	1247	2017
Percent	13.2	25.0	61.8	100.0

**Degree of Satisfaction Received from the Practice of Law, Private Practitioners**

	A great deal	Enough	Too little	None	Total
Number	1,205	1,679	722	76	3,682
Percent	32.7	45.6	19.6	2.1	100.0

**Degree of Satisfaction Received from Their Current Occupation, Non-Private Practitioners**

	<b>A great deal</b>	<b>Enough</b>	<b>Too little</b>	<b>None</b>	<b>Total</b>
Number	862	854	260	46	2022
Percent	42.6	42.2	12.9	2.3	100.0

**The Degree to Which Various Factors Create Stress, Private Practice**

	<b>A great deal</b>	<b>Some</b>	<b>None</b>	<b>Not applicable</b>	<b>Total</b>
Billable hour requirement					
Number	487	870	788	1,384	3,529
Percent	13.8	24.7	22.3	39.2	100.0

Demands of a second job					
Number	151	258	765	2,297	3,471
Percent	4.4	7.4	22.0	66.2	100.0

Difficult Clients					
Number	657	2,243	523	149	3,572
Percent	18.4	62.8	14.6	4.2	100.0

Family or Personal Issues					
Number	296	1,559	1,339	331	3,525
Percent	8.4	44.2	38.0	9.4	100.0

Insufficient Cash Flow					
Number	741	1,308	1,150	324	3,523
Percent	21.0	37.1	32.6	9.2	100.0

Insufficient Paid Benefits					
Number	538	760	1,444	744	3,486
Percent	15.4	21.8	41.4	21.3	100.0

Insufficient Revenue					
Number	750	1,334	1,106	326	3,516
Percent	21.3	37.9	31.5	9.3	100.0

Insufficient Workload					
Number	339	1,109	1,653	394	3,495
Percent	9.7	31.7	47.3	11.3	100.0

Keeping Up With Technology					
Number	213	1,418	1,667	209	3,507
Percent	6.1	40.4	47.5	6.0	100.0

Too Heavy Workload					
Number	508	1,419	1,249	342	3,518
Percent	14.4	40.3	35.5	9.7	100.0



**The Degree to Which Various Factors Create Stress, Non-Private Practice**

	<b>A great deal</b>	<b>Some</b>	<b>None</b>	<b>Not applicable</b>	<b>Total</b>
<b>Current Salary Concerns</b>					
Number	386	886	687	63	2,022
Percent	19.1	43.8	34.0	3.1	100.0
<b>Demands of a Second Job</b>					
Number	53	181	676	1,103	2,013
Percent	2.6	9.0	33.6	54.8	100.0
<b>Family or Other Personal Issues</b>					
Number	337	1,086	530	69	2,022
Percent	16.7	53.7	26.2	3.4	100.0
<b>Future Salary Concerns</b>					
Number	460	954	553	55	2,022
Percent	22.7	47.2	27.3	2.7	100.0
<b>Insufficient Paid Benefits</b>					
Number	245	543	1,121	109	2,018
Percent	12.1	26.9	55.6	5.4	100.0
<b>Keeping Up With Technology</b>					
Number	109	749	1,105	58	2,021
Percent	5.4	37.1	54.7	2.9	100.0
<b>Lack of Advancement Opportunity</b>					
Number	347	738	799	136	2,020
Percent	17.2	36.5	39.6	6.7	100.0

**Law School Debt****Individuals Graduating from Law School in 2006 or After Who Borrowed for School, Private Practitioners**

	<b>Number</b>	<b>Percent</b>
Yes	922	85.4
No	158	14.6
Total	1,080	100.0

**Individuals Graduating from Law School in 2006 or After Who Borrowed for School, Non-Private Practitioners**

	<b>Number</b>	<b>Percent</b>
Yes	644	86.7
No	99	13.3
Total	743	100.0

**Total Law School Debt for Individuals Graduating from Law School in 2006 or After by Years in Practice, Private Practitioners**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
<1	40	80,000	149,000	134,969	180,000	245,000
1 to 2	128	80,000	125,000	129,383	180,000	250,000
3 to 5	230	66,000	100,000	108,451	150,000	200,000
6 to 10	405	65,000	100,000	105,974	135,000	200,000
10 to 12	56	50,000	72,500	84,804	100,000	200,000
Total	859	65,000	100,000	110,095	150,000	200,000

**Total Law School Debt for Individuals Graduating from Law School in 2006 or After by Years Since Graduation, Non-Private Practitioners**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
<1	20	60,000	107,850	100,000	160,000	200,000
1 to 2	76	64,750	107,217	100,000	150,000	200,000
3 to 5	170	70,926	112,436	100,000	150,000	200,000
6 to 10	276	80,000	114,056	110,000	150,000	200,000
10 to 12	60	64,500	99,367	100,000	125,000	165,000
Total	602	72,000	111,065	100,000	150,000	200,000

**Monthly Law School Debt Payment for Individuals Graduating from Law School in 2006 or After by Years in Practice, Private Practitioners**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
<1	27	500	700	840	1,200	1,800
1 to 2	104	350	568	707	978	1,500
3 to 5	195	380	700	794	1,200	1,900
6 to 10	311	400	700	792	1,100	1,800
10 to 12	43	285	400	546	600	1,500
Total	680	380	644	766	1,053	1,800

**Monthly Law School Debt Payment for Individuals Graduating from Law School in 2006 or After by Years Since Graduation, Non-Private Practitioners**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
<1	18	300	400	709	1,200	1,800
1 to 2	70	237	350	478	550	1,200
3 to 5	146	254	500	627	850	1,500
6 to 10	238	400	600	708	900	1,600
10 to 12	48	385	530	627	875	1,200
Total	520	315	539	647	900	1,500

**Total Law School Debt for Individuals Graduating from Law School in 2006 or After by Income Category, Private Practitioners**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
<40k	139	80,000	120,000	123,853	150,000	250,000
40K-59.9K	103	75,000	115,000	121,631	165,000	210,000
60K-79.9K	116	65,000	100,000	101,534	150,000	185,000
80K-114.9K	140	75,000	100,000	109,443	142,500	195,000
115K-149.9K	76	50,000	89,500	94,496	130,000	200,000

**Total Law School Debt for Individuals Graduating from Law School in 2006 or After by Income Category, Private Practitioners**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
150K-219.9K	62	60,000	100,000	103,429	130,000	200,000
220K +	81	60,000	99,000	104,877	150,000	200,000
Total	717	66,000	100,000	110,088	150,000	200,000

**Total Law School Debt for Individuals Graduating from Law School in 2006 or After by Income Category, Non-Private Practitioners**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
<40k	33	90,000	100,000	118,641	150,000	250,000
40K-59.9K	144	75,000	105,250	117,894	150,000	230,000
60K-79.9K	169	75,000	100,000	109,481	150,000	200,000
80K-114.9K	133	71,765	100,000	108,934	150,000	200,000
115K-149.9K	46	50,000	100,000	94,253	120,000	190,000
150K-219.9K	35	60,000	100,000	102,314	145,000	200,000
220K	8	86,500	107,500	109,625	139,500	165,000
Total	568	71,883	100,000	110,345	150,000	200,000

**Monthly Law School Debt Payment for Individuals Graduating from Law School in 2006 or After by Income Category, Private Practitioners**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
<40k	101	300	550	699	950	2,000
40K-59.9K	91	300	600	634	850	1,400
60K-79.9K	93	450	700	782	1,055	1,600
80K-114.9K	119	400	800	860	1,200	2,000
115K-149.9K	61	300	650	716	1,000	1,500
150K-219.9K	49	350	750	872	1,200	2,000
220K +	58	375	694	814	1,200	1,600
Total	572	354	650	764	1,085	1,800

**Monthly Law School Debt Payment for Individuals Graduating from Law School in 2006 or After by Income Category, Non-Private Practitioners**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
<40k	24	200	350	492	582	1,200
40K-59.9K	137	237	360	491	600	1,400
60K-79.9K	155	330	500	627	800	1,500
80K-114.9K	110	500	700	776	1,000	1,400
115K-149.9K	36	550	650	765	900	1,600
150K-219.9K	22	650	990	1,060	1,500	1,800
220K +	6	410	535	557	650	1,000
Total	490	320	550	645	867	1,500

**Total Law School Debt for Individuals Graduating from Law School in 2006 or After by Work Classification, Private Practitioners**

	<b>Number</b>	<b>25<sup>th</sup> Percentile</b>	<b>Median</b>	<b>Mean</b>	<b>75<sup>th</sup> Percentile</b>	<b>95<sup>th</sup> Percentile</b>
Sole Practitioner, office outside of home	128	75,000	115,000	119,336	150,000	250,000
Sole Practitioner, working out of home office	99	80,000	120,000	126,020	160,000	250,000
Sole Practitioner, sharing space	43	66,000	110,000	115,151	150,000	222,000
Managing Partner	35	72,000	120,000	114,514	150,000	200,000
Equity Partner/Shareholder	66	60,000	99,000	95,711	120,000	175,000
Non-Equity Partner	36	50,000	90,000	93,333	135,000	180,000
Of Counsel	10	90,000	115,000	128,500	150,000	250,000
Senior Associate	69	50,000	85,000	91,141	130,000	185,000
Associate	305	65,000	100,000	109,168	150,000	200,000
Assigned Counsel	1	.	.	.	.	.
Other	35	50,000	100,000	107,417	150,000	250,000
Total	827	65,000	100,000	110,154	150,000	200,000

**Total Law School Debt for Individuals Graduating from Law School in 2006 or After by Work Classification, Non-Private Practitioners**

	<b>Number</b>	<b>25<sup>th</sup> Percentile</b>	<b>Median</b>	<b>Mean</b>	<b>75<sup>th</sup> Percentile</b>	<b>95<sup>th</sup> Percentile</b>
Academia	23	80,000	100,000	121,826	160,000	200,000
Federal Government	55	90,000	135,000	125,818	160,000	200,000
Governmental Relations	7	54,000	70,000	84,857	110,000	200,000
In-House Counsel	145	70,000	105,000	111,113	150,000	200,000
Judge	6	100,000	139,000	140,833	177,000	250,000
Law School	4	88,000	95,000	106,500	125,000	150,000
Legal Service Agency	40	77,500	125,000	125,513	165,000	240,000
Local Government	84	74,500	100,000	109,149	147,500	200,000
Military	7	46,000	75,000	73,714	80,000	150,000
Non-Law Related	43	60,000	100,000	98,372	120,000	165,000
Non-Profit Org	23	80,000	100,000	125,913	200,000	220,000
Judiciary, Non- Judge	42	50,000	90,000	92,590	120,000	180,000
State Government	73	65,000	100,000	109,341	150,000	200,000
Total	552	71,883	100,000	111,232	150,000	200,000

**Monthly Law School Debt Payment for Individuals Graduating from Law School in 2004 or After by Work Classification, Private Practitioners**

	<b>Number</b>	<b>25<sup>th</sup> Percentile</b>	<b>Median</b>	<b>Mean</b>	<b>75<sup>th</sup> Percentile</b>	<b>95<sup>th</sup> Percentile</b>
Sole Practitioner, office outside of home	104	300	500	671	1,000	2,000
Sole Practitioner, working out of home office	70	380	600	847	1,200	2,000
Sole Practitioner, sharing space	30	358	650	695	900	1,500
Managing Partner	32	563	970	913	1,200	1,600
Equity Partner/Shareholder	48	365	725	849	1,200	1,900
Non-Equity Partner	26	253	525	681	1,000	1,800
Of Counsel	5	390	1,000	958	1,400	1,700
Senior Associate	55	350	600	681	980	1,600
Associate	256	400	700	784	1,000	1,660
Assigned Counsel	1	.	.	.	.	.
Other	29	350	500	680	800	1,800
Total	656	378	625	764	1,062	1,800

**Monthly Law School Debt Payment for Individuals Graduating from Law School in 2006 or After by Work Classification, Non-Private Practitioners**

	<b>Number</b>	<b>25<sup>th</sup> Percentile</b>	<b>Median</b>	<b>Mean</b>	<b>75<sup>th</sup> Percentile</b>	<b>95<sup>th</sup> Percentile</b>
Academia	19	564	300	739	867	2,000
Federal Government	49	688	400	684	900	1,200
Governmental Relations	5	575	450	702	900	1,300
In-House Counsel	115	700	469	811	1,100	1,600
Judge	5	625	446	583	625	900
Law School	5	250	224	323	440	500
Legal Service Agency	38	589	230	679	950	1,800
Local Government	80	378	262	512	600	1,356
Military	6	307	250	466	580	1,100
Non-Law Related	30	500	300	580	750	1,200
Non-Profit Org	16	500	288	463	578	950
Judiciary, Non- Judge	36	500	333	614	800	1,500
State Government	67	500	300	627	800	1,600
Total	471	550	314	653	900	1,500

## Appendix

### Field of Practice by Hourly Billing Rates

These are hourly billing rates by office location tables. All zero rates were eliminated. In fields of practice where fewer than two provided information the percentile information is not reported for the field of practice but is included in the total.

#### Hourly Billing Rates by Primary Field of Practice: Downtown Detroit & New Center Area

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Administrative Law	1	.	.	.	.	.
Appellate Law	3	175	200	308	550	550
Auto (not lemon) Law	2	240	345	345	450	450
Auto no fault	5	150	165	208	175	400
Bankruptcy, Debtor	2	.	200	200	250	250
Business/Commercial Litigation	12	290	363	387	458	600
Civil Litigation	8	225	250	243	300	365
Civil Rights	4	238	355	346	455	500
Collections, creditor	.	.	.	.	.	.
Collections, debtor	.	.	.	.	.	.
Condemnation Law	1	.	.	.	.	.
Construction Law	2	300	325	325	350	350
Contracts	2	290	470	470	650	650
Corporate and business	8	223	270	306	375	610
Criminal (misdemeanor)	1	.	.	.	.	.
Criminal (felony)	13	150	240	213	250	300
Employment Law (plaintiff)	3	175	400	325	400	400
Employment Law (defense)	5	310	325	310	325	390
Entertainment Law	1	.	.	.	.	.
Environmental Law	1	.	.	.	.	.
Family Law	9	200	275	258	295	375
Foreclosure, debtor	1	.	.	.	.	.
General Civil	1	.	.	.	.	.
Health & Hospital Law	3	180	190	305	545	545
Immigration Law	2	310	395	395	480	480
Insurance Law (defense)	1	.	.	.	.	.
Intellectual property	1	.	.	.	.	.
Labor and Employment	4	.	260	283	394	462
Landlord/tenant (residential)	1	.	.	.	.	.
Marijuana Law	1	.	.	.	.	.
Medical malpractice (plaintiff)	1	.	.	.	.	.
Medical malpractice (defendant)	4	138	165	164	190	200
Other Civil Law	2	25	113	113	200	200
Other Professional Liability	1	.	.	.	.	.
Personal Injury (defendant)	1	.	.	.	.	.
Personal Injury (plaintiff)	2	450	475	475	500	500
Guardianship/conservatorship	3	225	250	295	410	410
Probate—trust administration	5	235	310	289	330	350
Product liability	1	.	.	.	.	.
Real Estate	5	250	300	317	335	480
Tax Law	3	250	575	483	625	625
Workers Compensation—employees	1	.	.	.	.	.

**Hourly Billing Rates by Primary Field of Practice: Downtown Detroit & New Center Area**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Workers Compensation—employer	1	.	.	.	.	.
Total	128	200	250	289	353	550

**Hourly Billing Rates by Primary Field of Practice: Detroit (not downtown)**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Administrative Law	1	.	.	.	.	.
Appellate Law	1	.	.	.	.	.
Arbitration/Mediation	2	50	150	150	250	250
Auto (not lemon) Law	1	.	.	.	.	.
Auto no fault	5	130	140	157	175	300
Bankruptcy, Debtor	7	250	250	253	250	300
Business/Commercial Litigation	8	220	260	275	333	375
Civil Litigation	8	225	258	292	360	450
Construction Law	1	.	.	.	.	.
Consumer Law (including lemon law)	1	.	.	.	.	.
Contracts	1	.	.	.	.	.
Corporate and business	6	200	225	242	300	350
Criminal (misdemeanor)	5	100	180	161	200	250
Criminal (felony)	7	150	225	257	300	600
Elder Law	1	.	.	.	.	.
Election Law	0	.	.	.	.	.
Employment Law (plaintiff)	3	200	325	308	400	400
Employment Law (defense)	2	295	323	323	350	350
Entertainment Law	1	.	.	.	.	.
Environmental Law	1	.	.	.	.	.
Family Law	13	200	200	221	250	280
General Civil	1	.	.	.	.	.
Health & Hospital Law	1	.	.	.	.	.
Immigration Law	5	100	200	175	225	250
Insurance Law (defense)	1	.	.	.	.	.
Intellectual property	5	175	175	253	310	580
Labor and Employment	3	150	195	215	300	300
Landlord/tenant (commercial)	1	.	.	.	.	.
Medical malpractice (plaintiff)	1	.	.	.	.	.
Medical malpractice (defendant)	1	.	.	.	.	.
Municipal Law	1	.	.	.	.	.
Other Civil Law	1	.	.	.	.	.
Personal Injury (defendant)	2	140	170	170	200	200
Personal Injury (plaintiff)	5	300	300	300	350	350
Probate litigation	3	190	195	212	250	250
Guardianship/conservatorship	2	200	200	200	200	200
Probate—trust administration	7	150	225	211	250	250
Real Estate	15	200	225	234	300	400
Tax Law	3	100	300	323	570	570
Total	133	200	225	239	280	400

**Hourly Billing Rates by Primary Field of Practice: Remainder Wayne County**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Administrative Law	1	.	.	.	.	.
Appellate Law	3	185	195	235	325	325
Arbitration/Mediation	1	.	.	.	.	.
Auto (not lemon) Law	1	.	.	.	.	.
Auto no fault	6	250	325	304	400	400
Bankruptcy, Creditor	1	.	.	.	.	.
Bankruptcy, Debtor	8	175	240	227	293	350
Business/Commercial Litigation	12	223	275	278	325	415
Civil Litigation	10	165	200	182	210	250
Collections, creditor	2	200	210	210	220	220
Construction Law	2	150	180	180	210	210
Consumer Law (including lemon law)	3	300	350	350	400	400
Contracts	4	163	175	175	188	200
Corporate and business	7	175	235	224	260	300
Criminal (misdemeanor)	7	175	200	236	250	500
Criminal (felony)	5	250	250	220	250	300
Driver License Restoration	1	.	.	.	.	.
Elder Law	9	200	200	218	230	325
Employment Law (plaintiff)	1	.	.	.	.	.
Employment Law (defense)	1	.	.	.	.	.
Environmental Law	1	.	.	.	.	.
Family Law	28	210	250	237	275	325
General Civil	3	225	250	242	250	250
Health & Hospital Law	1	.	.	.	.	.
Immigration Law	1	.	.	.	.	.
Insurance Law (defense)	2	125	138	138	150	150
Intellectual property	2	180	260	260	340	340
Labor and Employment	1	.	.	.	.	.
Landlord/tenant (residential)	3	175	200	208	250	250
Medical malpractice (defendant)	4	163	185	183	203	210
Municipal Law	1	.	.	.	.	.
Veterans and Military Law	1	.	.	.	.	.
Other Civil Law	4	225	250	244	263	275
Personal Injury (plaintiff)	1	.	.	.	.	.
Probate litigation	3	250	250	250	250	250
Guardianship/conservatorship	1	.	.	.	.	.
Probate—trust administration	17	200	250	251	250	400
Real Estate	8	175	250	231	273	325
Tax Law	2	200	225	225	250	250
Total	169	200	235	234	275	350



**Hourly Billing Rates by Primary Field of Practice: Oakland County (north of M-59)**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Administrative Law	1	.	.	.	.	.
Appellate Law	1	.	.	.	.	.
Arbitration/Mediation	1	.	.	.	.	.
Auto (not lemon) Law	1	.	.	.	.	.
Auto no fault	2	37	144	144	250	250
Bankruptcy, Creditor	1	.	.	.	.	.
Bankruptcy, Debtor	2	250	263	263	275	275
Business/Commercial Litigation	12	250	295	298	350	425
Civil Litigation	6	250	290	330	350	650
Civil Rights	1	.	.	.	.	.
Collections, creditor	3	225	300	283	325	325
Construction Law	1	.	.	.	.	.
Contracts	4	163	200	191	220	240
Corporate and business	3	200	275	250	275	275
Criminal (misdemeanor)	4	113	200	213	313	375
Criminal (felony)	1	.	.	.	.	.
Elder Law	3	125	240	205	250	250
Employment Law (plaintiff)	2	150	218	218	285	285
Employment Law (defense)	1	.	.	.	.	.
Family Law	20	238	280	268	300	338
Foreclosure, lender	1	.	.	.	.	.
General Civil	2	250	275	275	300	300
Health & Hospital Law	2	150	175	175	200	200
Insurance Law (plaintiff)	1	.	.	.	.	.
Insurance Law (defense)	2	150	175	175	200	200
Intellectual property	4	250	300	300	350	350
Municipal Law	1	.	.	.	.	.
Other Civil Law	1	.	.	.	.	.
Personal Injury (plaintiff)	1	.	.	.	.	.
Guardianship/conservatorship	2	.	188	188	200	200
Probate—trust administration	12	200	238	229	250	300
Real Estate	7	100	200	184	225	295
Tax Law	2	250	275	275	300	300
Total	108	200	250	248	300	350

**Hourly Billing Rates by Primary Field of Practice: Oakland County (south of M-59)**

	Count	Percentile 25	Median	Mean	Percentile 75	Percentile 95
Administrative Law	4	238	313	313	388	400
Appellate Law	11	125	250	210	290	350
Arbitration/Mediation	10	300	300	310	375	400
Auto (not lemon) Law	2	270	310	310	350	350
Auto no fault	39	160	200	277	300	900
Bankruptcy, Creditor	5	275	300	330	400	425
Bankruptcy, Debtor	13	200	250	235	250	350
Business/Commercial Litigation	43	275	325	331	360	465
Civil Litigation	42	200	258	264	325	400
Civil Rights	4	225	275	288	350	400

**Hourly Billing Rates by Primary Field of Practice: Oakland County (south of M-59)**

	Count	Percentile 25	Median	Mean	Percentile 75	Percentile 95
Collections, creditor	14	200	233	252	300	400
Condemnation Law	5	350	400	405	500	500
Construction Law	2	265	283	283	300	300
Consumer Law (including lemon law)	3	350	400	400	450	450
Contracts	14	95	235	225	300	500
Corporate and business	36	238	300	299	338	535
Criminal (misdemeanor)	17	200	200	225	275	350
Criminal (felony)	25	250	300	281	325	425
Elder Law	15	185	250	247	300	450
Election Law	1	.	.	.	.	.
Employment Law (plaintiff)	18	300	325	331	400	500
Employment Law (defense)	17	233	300	278	350	400
Entertainment Law	2	300	300	300	300	300
Environmental Law	1	.	.	.	.	.
Family Law	96	250	283	293	350	450
Foreclosure, debtor	1	.	.	.	.	.
Foreclosure, lender	3	200	215	210	215	215
General Civil	9	200	225	233	250	300
Health & Hospital Law	12	250	333	331	400	500
Immigration Law	10	200	273	250	300	300
Insurance Law (plaintiff)	7	300	450	400	500	500
Insurance Law (defense)	30	150	160	177	175	245
Intellectual property	41	270	340	353	425	510
Labor and Employment	13	185	200	291	389	625
Landlord/tenant (commercial)	1	.	.	.	.	.
Landlord/tenant (residential)	7	125	200	179	250	250
Libel, slander and defamation	1	.	.	.	.	.
Marijuana Law	1	.	.	.	.	.
Medical malpractice (plaintiff)	4	350	450	438	525	600
Medical malpractice (defendant)	8	163	175	180	188	250
Municipal Law	7	130	155	175	180	330
Other Civil Law	9	185	250	262	375	525
Other Professional Liability	5	250	350	316	400	400
Personal Injury (defendant)	12	158	175	180	220	300
Personal Injury (plaintiff)	26	300	350	366	400	500
Probate litigation	14	275	305	308	375	400
Guardianship/conservatorship	10	225	250	259	275	400
Probate—trust administration	53	225	275	280	325	420
Product liability	1	.	.	.	.	.
Property Damage	1	.	.	.	.	.
Real Estate	44	223	250	274	338	430
Schools and Education	3	150	175	188	240	240
Securities Law	5	240	300	348	500	500
Tax Law	13	250	300	332	400	640
Workers Compensation—employees	1	.	.	.	.	.
Workers Compensation—employer	5	95	95	98	100	115
Total	796	200	275	282	350	475

**Hourly Billing Rates by Primary Field of Practice: Southfield**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Appellate Law	3	160	300	313	480	480
Arbitration/Mediation	2	195	240	240	285	285
Auto (not lemon) Law	1	.	.	.	.	.
Auto no fault	10	200	338	386	500	900
Bankruptcy, Creditor	2	395	408	408	420	420
Bankruptcy, Debtor	4	263	280	290	318	350
Business/Commercial Litigation	6	225	260	310	315	595
Civil Litigation	5	250	415	396	450	685
Civil Rights	2	250	300	300	350	350
Collections, creditor	1	.	.	.	.	.
Consumer Law (including lemon law)	2	325	363	363	400	400
Contracts	1	.	.	.	.	.
Corporate and business	8	248	253	291	330	475
Criminal (misdemeanor)	2	250	300	300	350	350
Criminal (felony)	6	175	225	229	250	350
Employment Law (plaintiff)	2	250	368	368	485	485
Environmental Law	1	.	.	.	.	.
Family Law	15	200	250	232	295	325
Health & Hospital Law	1	.	.	.	.	.
Insurance Law (plaintiff)	3	200	275	283	375	375
Insurance Law (defense)	2	200	213	213	225	225
Intellectual property	5	210	250	269	300	385
Labor and Employment	6	190	200	227	250	345
Marijuana Law	1	.	.	.	.	.
Medical malpractice (plaintiff)	4	375	425	471	568	685
Medical malpractice (defendant)	3	185	200	195	200	200
Other Civil Law	3	250	275	283	325	325
Other Professional Liability	2	210	218	218	225	225
Personal Injury (defendant)	2	110	138	138	165	165
Personal Injury (plaintiff)	6	325	350	363	400	450
Probate litigation	3	205	250	247	285	285
Probate—trust administration	8	250	263	266	290	300
Property Damage	1	.	.	.	.	.
Real Estate	5	230.	250	290	250	.
Tax Law	3	350	525	478	560	560
Workers Compensation—employees	1	.	.	.	.	.
Total	132	225	275	301	350	525

**Hourly Billing Rates by Primary Field of Practice: Mount Clemens Area**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Bankruptcy, Debtor	2	200	210	210	220	220
Business/Commercial Litigation	1	.	.	.	.	.
Civil Litigation	4	250	263	313	375	475
Civil Rights	1	.	.	.	.	.
Collections, creditor	1	.	.	.	.	.
Collections, debtor	1	.	.	.	.	.
Contracts	1	.	.	.	.	.

**Hourly Billing Rates by Primary Field of Practice: Mount Clemens Area**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Corporate and business	5	225	250	251	250	325
Criminal (misdemeanor)	3	85	175	153	200	200
Criminal (felony)	2	200	275	275	350	350
Elder Law	3	180	195	250	375	375
Family law	10	150	200	181	225	250
General Civil	1	.	.	.	.	.
Intellectual property	1	.	.	.	.	.
Labor and Employment	1	505	505	505	505	505
Municipal Law	4	.	.	.	.	.
Other Civil law	1	.	.	.	.	.
Personal Injury (plaintiff)	2	200	350	350	500	500
Probate-trust administration	8	200	250	297	383	525
Real Estate	3	200	245	232	250	250
Workers Compensation-employees	1	.	.	.	.	.
Total	56	198	203	238	250	505

**Hourly Billing Rates by Primary Field of Practice: Ann Arbor Area**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Appellate Law	1	.	.	.	.	.
Arbitration/Mediation	5	160	250	253	320	375
Auto no fault	4	153	165	245	338	500
Bankruptcy, Debtor	3	200	200	218	255	255
Business/Commercial Litigation	10	280	313	378	450	800
Civil Litigation	7	250	300	285	340	340
Contracts	1	.	.	.	.	.
Corporate and business	8	238	275	274	308	400
Criminal (misdemeanor)	5	200	225	235	250	350
Criminal (felony)	1	.	.	.	.	.
Elder Law	1	.	.	.	.	.
Employment Law (plaintiff)	3	300	400	367	400	400
Family Law	21	220	250	260	300	350
Foreclosure, debtor	1	.	.	.	.	.
General Civil	3	20	240	170	250	250
Health & Hospital Law	1	.	.	.	.	.
Immigration Law	1	.	.	.	.	.
Insurance Law (plaintiff)	1	.	.	.	.	.
Intellectual property	12	210	300	294	378	495
Labor and Employment	1	.	.	.	.	.
Landlord/tenant (residential)	3	195	195	205	225	225
Marijuana Law	1	.	.	.	.	.
Medical malpractice (plaintiff)	2	750	875	875	1,000	1,000
Medical malpractice (defendant)	2	200	275	275	350	350
Municipal Law	1	.	.	.	.	.
Other Civil Law	7	200	250	289	467	555
Other Professional Liability	1	.	.	.	.	.
Personal Injury (defendant)	3	160	165	165	170	170
Personal Injury (plaintiff)	2	300	400	400	500	500

**Hourly Billing Rates by Primary Field of Practice: Ann Arbor Area**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Probate litigation	7	175	250	210	250	295
Guardianship/conservatorship	2	200	215	215	230	230
Probate—trust administration	12	200	250	252	300	350
Public benefits	1	.	.	.	.	.
Real Estate	13	250	255	272	310	400
Schools and Education	1	.	.	.	.	.
Tax Law	4	223	250	249	275	300
Workers Compensation—employer	1	.	.	.	.	.
Total	153	200	250	280	320	495

**Primary Field of Practice by Hourly Billing Rates: Livingston County**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Administrative Law	1	.	.	.	.	.
Appellate Law	1	.	.	.	.	.
Bankruptcy, Debtor	1	.	.	.	.	.
Business/Commercial Litigation	2	185	243	243	300	300
Civil Litigation	1	.	.	.	.	.
Collections, creditor	1	.	.	.	.	.
Corporate and business	2	175	213	213	250	250
Criminal (misdemeanor)	1	.	.	.	.	.
Criminal (felony)	3	200	225	225	250	250
Elder Law	3	120	295	237	295	295
Family Law	16	225	225	236	250	295
General Civil	1	.	.	.	.	.
Marijuana Law	2	250	325	325	400	400
Municipal Law	2	105	105	105	105	105
Personal Injury (plaintiff)	1	.	.	.	.	.
Probate litigation	2	225	225	225	225	225
Probate-trust administration	6	200	225	233	275	300
Real Estate	4	175	203	201	228	250
Schools and Education	1	.	.	.	.	.
Tax Law	1	.	.	.	.	.
Total	52	200	225	228	250	300

**Hourly Billing Rates by Primary Field of Practice: Battle Creek Area**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Administrative Law	1	.	.	.	.	.
Appellate Law	1	.	.	.	.	.
Auto no fault	1	.	.	.	.	.
Business/Commercial Litigation	2	200	250	250	300	300
Civil Litigation	1	.	.	.	.	.
Criminal (misdemeanor)	1	.	.	.	.	.
Criminal (felony)	2	195	223	223	250	250
Family Law	12	218	250	233	250	275
Immigration Law	1	.	.	.	.	.

**Hourly Billing Rates by Primary Field of Practice: Battle Creek Area**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Municipal Law	1	.	.	.	.	.
Probate-trust administration	6	240	260	250	290	300
Total	29	195	250	240	270	300

**Hourly Billing Rates by Primary Field of Practice: Bay City/Midland/Saginaw Area**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Arbitration/Mediation	1	.	.	.	.	.
Bankruptcy, Creditor	2	175	175	175	175	175
Bankruptcy, Debtor	3	250	250	267	300	300
Civil Litigation	4	200	250	296	393	510
Corporate and business	3	150	250	218	255	255
Criminal (felony)	8	138	175	185	250	300
Elder Law	4	213	225	234	255	285
Employment Law (plaintiff)	1	.	.	.	.	.
Employment Law (defense)	1	.	.	.	.	.
Family Law	10	200	200	210	225	300
General Civil	1	.	.	.	.	.
Insurance Law (defense)	2	125	140	140	155	155
Intellectual property	1	.	.	.	.	.
Labor and Employment	1	.	.	.	.	.
Medical malpractice (defendant)	1	.	.	.	.	.
Municipal Law	3	100	125	125	150	150
Other Civil Law	1	.	.	.	.	.
Personal Injury (plaintiff)	2	200	275	275	350	350
Guardianship/conservatorship	1	.	.	.	.	.
Probate—trust administration	8	163	208	208	255	275
Real Estate	4	250	258	266	283	300
Tax Law	1	.	.	.	.	.
Total	63	175	225	220	250	300

**Hourly Billing Rates by Primary Field of Practice: Jackson Area**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Bankruptcy, Debtor	2	200	200	200	200	200
Business/Commercial Litigation	2	200	250	250	300	300
Corporate and business	2	300	325	325	350	350
Criminal (misdemeanor)	1	.	.	.	.	.
Criminal (felony)	1	.	.	.	.	.
Elder Law	2	205	278	278	350	350
Family Law	6	200	213	219	250	260
General Civil	2	200	200	200	200	200
Intellectual property	2	385	385	385	385	385
Labor and Employment	1	.	.	.	.	.
Other Civil Law	1	.	.	.	.	.
Guardianship/conservatorship	1	.	.	.	.	.
Probate-trust administration	3	225	250	242	250	250

**Hourly Billing Rates by Primary Field of Practice: Jackson Area**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Real Estate	1	.	.	.	.	.
Securities Law	1	.	.	.	.	.
Total	28	200	225	240	280	385

**Hourly Billing Rates by Primary Field of Practice: Traverse City Area**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Appellate Law	2	75	163	163	250	250
Arbitration/Mediation	2	150	200	200	250	250
Bankruptcy, Creditor	2	220	235	235	250	250
Bankruptcy, Debtor	1	.	.	.	.	.
Business/Commercial Litigation	4	175	225	213	250	250
Civil Litigation	4	225	263	294	363	450
Collections, creditor	2	165	220	220	275	275
Corporate and business	2	300	320	320	340	340
Criminal (misdemeanor)	1	.	.	.	.	.
Criminal (felony)	1	.	.	.	.	.
Elder Law	2	100	175	175	250	250
Employment Law (defense)	2	275	290	290	305	305
Environmental Law	3	200	300	292	375	375
Family Law	8	200	200	213	223	275
General Civil	3	200	225	217	225	225
Immigration Law	1	.	.	.	.	.
Insurance Law (plaintiff)	1	.	.	.	.	.
Insurance Law (defense)	1	.	.	.	.	.
Landlord/tenant (residential)	1	.	.	.	.	.
Personal Injury (plaintiff)	2	235	318	318	400	400
Probate litigation	1	.	.	.	.	.
Probate—trust administration	4	213	228	233	253	275
Real Estate	3	195	200	198	200	200
Tax Law	1	.	.	.	.	.
Total	54	200	225	231	275	375

**Hourly Billing Rates by Primary Field of Practice: Kalamazoo Area**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Administrative Law	2	300	300	300	300	300
Arbitration/Mediation	1	.	.	.	.	.
Bankruptcy, Creditor	1	.	.	.	.	.
Bankruptcy, Debtor	3	180	200	207	240	240
Business/Commercial Litigation	1	.	.	.	.	.
Civil Litigation	4	335	368	374	413	450
Collections, creditor	2	100	153	153	205	205
Corporate and business	10	280	313	338	400	515
Criminal (misdemeanor)	5	150	195	204	250	275
Criminal (felony)	5	150	175	174	195	225
Elder Law	3	185	250	243	295	295
Environmental law	1	.	.	.	.	.

**Hourly Billing Rates by Primary Field of Practice: Kalamazoo Area**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Family Law	25	150	200	206	250	350
General Civil	1	.	.	.	.	.
Health & Hospital Law	2	120	123	123	125	125
Immigration Law	2	100	150	150	200	200
Indian Law	1	.	.	.	.	.
Insurance Law (defense)	1	.	.	.	.	.
Intellectual property	1	.	.	.	.	.
Labor and Employment	1	.	.	.	.	.
Municipal Law	2	200	225	225	250	250
Other Civil Law	2	150	358	358	565	565
Personal Injury (plaintiff)	2	275	338	338	400	400
Probate litigation	2	225	258	258	290	290
Guardianship/conservatorship	3	75	100	117	175	175
Probate—trust administration	14	200	225	249	280	430
Real Estate	7	200	250	231	250	280
Workers Compensation—employer	1	.	.	.	.	.
Total	105	175	225	241	290	430

**Hourly Billing Rates by Primary Field of Practice: Muskegon Area**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Bankruptcy, Debtor	2	200	210	210	220	220
Business/Commercial Litigation	1	.	.	.	.	.
Civil Litigation	4	250	263	313	375	475
Civil Rights	1	.	.	.	.	.
Collections, creditor	1	.	.	.	.	.
Collections, debtor	1	.	.	.	.	.
Contracts	1	.	.	.	.	.
Corporate and business	5	225	250	251	250	325
Criminal (misdemeanor)	3	85	175	153	200	200
Criminal (felony)	2	200	275	275	350	350
Elder Law	3	180	195	250	375	375
Family law	10	150	200	181	225	250
General Civil	1	.	.	.	.	.
Immigration law	0	.	.	.	.	.
Intellectual property	1	.	.	.	.	.
Labor and Employment	1	.	.	.	.	.
Municipal Law	4	143	153	156	170	185
Other Civil law	1	.	.	.	.	.
Personal Injury (plaintiff)	2	200	350	350	500	500
Real Estate	3	200	245	232	250	250
Workers Compensation—employees	1	.	.	.	.	.
Total	56	198	203	238	250	505



**Hourly Billing Rates by Primary Field of Practice: Lansing Area**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Administrative Law	11	130	230	233	340	455
Appellate Law	9	250	300	293	400	450
Arbitration/Mediation	2	200	200	200	200	200
Auto no-fault	1	.	.	.	.	.
Bankruptcy, Creditor	3	250	270	273	300	300
Bankruptcy, Debtor	6	175	220	211	225	300
Business/Commercial Litigation	3	295	350	350	405	405
Civil Litigation	6	250	273	302	300	565
Civil Rights	2	200	250	250	300	300
Collections, creditor	3	150	250	233	300	300
Construction law	1	.	.	.	.	.
Contracts	3	150	160	162	175	175
Corporate and business	7	210	300	298	350	450
Criminal (misdemeanor)	11	175	200	262	225	1,000
Criminal (felony)	20	200	225	239	250	413
Elder Law	5	185	240	225	250	300
Election Law	1	.	.	.	.	.
Employment Law (plaintiff)	3	150	225	258	400	400
Environmental Law	1	.	.	.	.	.
Family Law	29	200	230	236	275	300
General Civil	3	200	200	250	350	350
Health & Hospital Law	2	330	340	340	350	350
Immigration Law	1	.	.	.	.	.
Insurance Law (defense)	7	150	170	234	250	570
Labor and Employment	3	145	250	248	350	350
Landlord/tenant (residential)	3	100	175	158	200	200
Marijuana Law	1	.	.	.	.	.
Medical malpractice (defendant)	3	175	185	182	185	185
Municipal Law	2	200	313	313	425	425
Other Civil Law	1	.	.	.	.	.
Personal Injury (plaintiff)	1	.	.	.	.	.
Probate litigation	1	.	.	.	.	.
Guardianship/conservatorship	1	.	.	.	.	.
Probate—trust administration	16	220	230	240	285	325
Real Estate	10	165	200	209	205	335
Schools and Education	2	220	273	273	325	325
Tax Law	3	230	285	308	410	410
Workers Compensation—employer	1	.	.	.	.	.
Total	188	190	225	245	300	410

**Hourly Billing Rates by Primary Field of Practice: Mid-Michigan Area (not Lansing)**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Administrative Law	1	.	.	.	.	.
Arbitration/Mediation	1	.	.	.	.	.
Auto (not lemon) Law	1	.	.	.	.	.
Bankruptcy, Debtor	4	237	244	251	265	280

**Hourly Billing Rates by Primary Field of Practice: Mid-Michigan Area (not Lansing)**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Business/Commercial Litigation	1	.	.	.	.	.
Civil Litigation	1	.	.	.	.	.
Collections, creditor	1	.	.	.	.	.
Corporate and business	3	200	225	275	400	400
Criminal (felony)	7	150	200	221	300	375
Elder Law	6	237	245	234	250	275
Immigration Law	2	310	383	383	455	455
Municipal Law	2	160	230	230	300	300
Other Civil Law	.	.	.	.	.	215
Personal Injury (plaintiff)	.	.	.	.	.	250
Probate litigation	1	.	.	.	.	.
Probate—trust administration	7	200	250	242	300	337
Real Estate	1	.	.	.	.	.
Tax Law	1	.	.	.	.	.
Total	51	175	237	232	260	375

**Hourly Billing Rates by Primary Field of Practice: Other Metro Areas**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Administrative Law	2	250	375	375	500	500
Appellate Law	1	.	.	.	.	.
Arbitration/Mediation	1	.	.	.	.	.
Civil Litigation	1	.	.	.	.	.
Collections, creditor	1	.	.	.	.	.
Contracts	1	.	.	.	.	.
Corporate and business	1	.	.	.	.	.
Criminal (misdemeanor)	1	.	.	.	.	.
Criminal (felony)	7	200	200	217	225	295
Elder Law	1	.	.	.	.	.
Family Law	9	200	200	216	225	300
Health & Hospital Law	1	.	.	.	.	.
Immigration Law	1	.	.	.	.	.
Intellectual property	1	.	.	.	.	.
Other Civil Law	3	110	150	162	225	225
Probate-trust administration	7	195	200	206	225	250
Real Estate	3	100	175	150	175	175
Tax Law	2	250	418	418	585	585
Workers Compensation—employees	1	.	.	.	.	.
Total	45	175	200	225	250	375

**Hourly Billing Rates by Primary Field of Practice: Out State, Lower Peninsula**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Auto (not lemon) Law	1	.	.	.	.	.
Business/Commercial Litigation	1	.	.	.	.	.
Civil Litigation	2	200	233	233	265	265
Contracts	1	.	.	.	.	.
Criminal (misdemeanor)	2	175	188	188	200	200

**Hourly Billing Rates by Primary Field of Practice: Out State, Lower Peninsula**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Criminal (felony)	8	105	175	166	213	300
Elder Law	3	120	150	155	195	195
Family Law	10	195	218	221	235	300
General Civil	2	200	200	200	200	200
Health & Hospital Law	1	.	.	.	.	.
Insurance law (defense)	2	120	135	135	150	150
Medical malpractice (defendant)	1	.	.	.	.	.
Personal Injury (plaintiff)	1	.	.	.	.	.
Probate litigation	1	.	.	.	.	.
Probate—trust administration	6	175	200	204	225	250
Real Estate	9	220	250	273	250	450
Tax Law	1	.	.	.	.	.
Total	52	175	200	214	250	350

**Hourly Billing Rates by Primary Field of Practice: Upper Peninsula**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Bankruptcy, Debtor	1	.	.	.	.	.
Civil Litigation	2	200	200	200	200	200
Collections, creditor	1	.	.	.	.	.
Construction Law	1	.	.	.	.	.
Contracts	1	.	.	.	.	.
Corporate and business	3	200	275	270	335	335
Criminal (misdemeanor)	1	.	.	.	.	.
Criminal (felony)	9	125	175	158	200	250
Elder Law	4	163	213	200	238	250
Environmental Law	1	.	.	.	.	.
Family law	5	150	175	215	200	400
Immigration Law	2	250	300	300	350	350
Indian Law	1	.	.	.	.	.
Insurance Law (defense)	2	135	140	140	145	145
Intellectual property	1	.	.	.	.	.
Medical malpractice (defendant)	1	.	.	.	.	.
Municipal Law	4	153	213	208	263	275
Personal Injury (plaintiff)	2	250	275	275	300	300
Probate—trust administration	4	170	190	235	300	400
Real Estate	9	160	190	181	200	230
Schools and Education	1	.	.	.	.	.
Total	56	160	200	204	250	350

**Hourly Billing Rates by Primary Field of Practice: Northern Michigan, Lower Peninsula**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Administrative Law	3	225	245	257	300	300
Appellate Law	1	.	.	.	.	.
Bankruptcy, Debtor	2	200	225	225	250	250
Business/Commercial Litigation	1	.	.	.	.	.
Civil Litigation	1	.	.	.	.	.

**Hourly Billing Rates by Primary Field of Practice: Northern Michigan, Lower Peninsula**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Collections, creditor	1	.	.	.	.	.
Construction Law	1	.	.	.	.	.
Corporate and business	2	160	268	268	375	375
Criminal (misdemeanor)	3	150	150	167	200	200
Criminal (felony)	11	200	250	224	250	250
Elder Law	4	218	245	240	263	275
Employment Law (defense)	1	.	.	.	.	.
Family Law	18	175	200	185	200	250
General Civil	1	.	.	.	.	.
Health & Hospital Law	1	.	.	.	.	.
Immigration Law	1	.	.	.	.	.
Insurance Law (defense)	1	.	.	.	.	.
Municipal Law	3	165	200	212	270	270
Other Civil Law	4	126	190	176	225	250
Personal Injury (plaintiff)	2	200	275	275	350	350
Probate litigation	1	.	.	.	.	.
Probate—trust administration	5	230	250	247	250	310
Real Estate	7	200	210	212	250	250
Tax Law	2	175	188	188	200	200
Total	77	185	200	217	250	310

**Hourly Billing Rates by Primary Field of Practice: Out of State**

	Number	25 <sup>th</sup> Percentile	Median	Mean	75 <sup>th</sup> Percentile	95 <sup>th</sup> Percentile
Administrative Law	1	.	.	.	.	.
Appellate Law	6	300	350	350	400	450
Arbitration/Mediation	2	250	250	250	250	250
Auto (not lemon) Law	1	.	.	.	.	.
Bankruptcy, Debtor	6	300	325	307	350	350
Business/Commercial Litigation	11	250	310	289	330	470
Civil Litigation	18	200	325	358	400	880
Civil Rights	3	350	400	390	420	420
Collections, creditor	1	.	.	.	.	.
Construction Law	2	165	170	170	175	175
Consumer Law (including lemon law)	3	350	400	433	550	550
Contracts	6	200	288	288	350	400
Corporate and business	28	125	308	297	425	600
Criminal (misdemeanor)	1	.	.	.	.	.
Criminal (felony)	2	300	350	350	400	400
Elder Law	2	250	250	250	250	250
Employment Law (plaintiff)	7	285	325	366	400	600
Employment Law (defense)	6	265	315	299	350	400
Entertainment Law	5	250	350	405	375	1,000
Environmental Law	4	218	263	275	333	375
Family Law	8	200	225	263	325	450
Foreclosure, lender	2	250	350	350	450	450
General Civil	1	.	.	.	.	.
Health & Hospital Law	3	250	355	502	900	900

**Hourly Billing Rates by Primary Field of Practice: Out of State**

	<b>Number</b>	<b>25<sup>th</sup> Percentile</b>	<b>Median</b>	<b>Mean</b>	<b>75<sup>th</sup> Percentile</b>	<b>95<sup>th</sup> Percentile</b>
Immigration Law	5	175	300	285	400	450
Indian Law	3	150	200	200	250	250
Insurance Law (plaintiff)	1	.	.	.	.	.
Insurance Law (defense)	6	135	175	253	450	475
Intellectual property	25	300	350	406	405	850
Labor and Employment	5	300	350	320	350	400
Medical malpractice (defendant)	3	205	220	217	225	225
Municipal Law	3	150	300	250	300	300
Other Civil Law	2	175	230	230	285	285
Personal Injury (defendant)	3	200	265	258	310	310
Personal Injury (plaintiff)	5	250	250	330	400	500
Probate litigation	3	325	325	367	450	450
Probate—trust administration	16	200	263	296	365	565
Product liability	3	230	300	310	400	400
Real Estate	16	200	250	286	350	600
Schools and Education	1	.	.	.	.	.
Securities Law	3	310	320	485	825	825
Tax Law	14	275	368	414	455	1,000
Workers Compensation—employer	1	.	.	.	.	.
Total	247	225	300	324	400	600





Published 2018



**State Bar of Michigan**  
Michael Franck Building  
306 Townsend St.  
Lansing, MI 48933-2012

Phone: (517) 346-6300  
Toll Free: (800) 968-1442  
Fax: (517) 482-6248

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