

Summary of Paralegal Division Survey Conducted in Fall of 2024

BRIEF HISTORY OF THE PARALEGAL DIVISION

The Paralegal Division of the State Bar of New Mexico (the Division) was created by Supreme Court rule in 1995 to serve the needs of paralegals throughout the state. Requirements for membership in the Division can be found at Rule 24-101.A NMRA.

SURVEY METHODOLOGY & PURPOSE

The Division's goal is to survey its members and other legal staff every five years. The last survey was done in 2019. On October 11, 2024, the Division had a survey with 51 questions sent to its members. The purpose of this survey was to collect statistical and practical information relating to salaries and utilization of paralegals within the legal community in order to better understand the economics of paralegal employment in New Mexico along with information from Division members relating to their relationship with the Division. Members were invited to complete the survey questionnaire and share the survey with other paralegals and legal assistants. The final report with the responses to the survey is provided here along with a summary of the results.

PARTICIPANT ASSOCIATION INFORMATION

The Division received 88 responses to the survey – 72 from active members, 4 from inactives and 12 from non-members. (Q1) 94% of the respondents were employed in positions titled paralegal and 6% were employed in positions titled as legal assistant by their employers (Q3) and 97% indicate they qualify under Rule 24-101.1 NMRA to call themselves a paralegal. (Q4) Of the 17 respondents who were members of a national paralegal association, 15 were members of NALA, 1 is a member of NALS and 3 indicated affiliation with another national association; a majority lived in the larger metropolitan centers of New Mexico with 53% in Albuquerque, 20% in the Santa Fe, Los Alamos or Taos areas, 9% in the Roswell, Clovis and Hobbs areas, 11% were in the Las Cruces area and 6% lived in other locations. (Q6)

EDUCATION

The vast majority of the respondents had higher education with 34% having completed associate degree programs: 45% had bachelor degrees, 11% had master's degrees and 4% had doctoral degrees. (Q7) For education specific to a paralegal program, 22% had a certificate from a paralegal program, 56% had associate degrees, 3% had bachelor degrees, 1% had a master's degree and 6% indicated other paralegal education while 22% responded they had no specific paralegal education. (Q8) Of the 17 respondents who indicated they have completed national paralegal certification examinations, 15 held Certified Paralegal (CP) credentials and 7 held the Advanced Certified Paralegal (ACP) credentials and 2 held other credentials. (Q9)

YEARS OF EXPERIENCE

The majority of the 81 survey participants for the paralegal experience question indicated considerable experience: 9% had 6-10 years, 14% had 11-15 year, 22% had 16-20 years, 15% had 21-25 years and 28% had over 25 years of experience as paralegals. The remaining 12% had under 1 year up to 5 years of experience. (Q10) For years with their current employer, 13% responded with 6-10 years, 11% with 11-15 years, 6% with 16-20 years, 16% with 21-25 or over 25 years with their current employer. The other 55% had been with their current employer for under 1 year up to 5 years. (Q11) Most of the paralegals responding to the survey work in a private law firm setting – 68%. Employment in the public sector or government and non-profit agencies both ran a distant second with 10% each. All other responding paralegals (12%) were divided among the other categories. (Q12)

EMPLOYER DATA & PARALEGAL TO ATTORNEY RATIO

The employers of the responding paralegals ranged in size from 45% with 1-4 attorneys; 23% with 5-10 attorneys; 8% had 11-19 attorneys and 23% had 20 or more attorneys. (Q13) The majority of those (77%) had 1-4 paralegals; 14% had 5-10 paralegals, 1% had 11-19 paralegals and 8% had 20 or more paralegals. (Q14) Those statistics result in a paralegal to attorney ratio of 1 to 1 at 18% of employers, 1 paralegal to 2-3 attorneys at a majority of employers (46%); 1 paralegal to 3-5 attorneys at 18% of employers; 9% with 2 paralegals for every 3-10 attorneys and 8% with other ratios. (Q15)

AREAS OF PRACTICE SUPPORTED & WORK DUTIES

Survey participants reported supporting the full spectrum of practice areas and performed a broad variety of regular duties. (See Q16 and Q17 respectively for the complete details.)

A total of 81 survey respondents assessed their work duties as follows: 7 said 25% of their work was on paralegal tasks; 18 said 50% was on paralegal tasks; 23 indicated 75% of their work was on paralegal tasks and 33 said 90% was on paralegal tasks. (Q18)

PARALEGAL HIRING REQUIREMENTS

As to whether their employers had minimum requirements to hire paralegals, 59% said yes with those requirements varying between a minimum number of years of legal experience, minimum educational requirement or national certification. Other respondents indicated their employers had no minimum requirements or they did not know. (Q19)

HOURLY BILLING RATES & MINIMUM BILLING REQUIREMENTS

Where their employers billed for their work, the hourly rates ranged from below \$80/hour to the highest rate of over \$200/hour with the largest % (23%) at \$91-100/hour. (Q20) A third of responding paralegals (33%) were expected to bill a minimum number of hours a month; 43% did not have minimum billable requirements and 25% said that was not applicable. (Q21) Of the 26

respondents who indicated they had minimum billable hour requirements, 38% said they were expected to bill 104-120 hours per month. The minimum requirements of the other respondents ranged from less than 40 hours per month up to 144-160 hours per month. (Q22)

NUMBER OF HOURS WORKED PER WEEK & OVERTIME OR COMPENSATORY PAY

Most of the survey participants (83%) worked full-time (35 or more hours per week) (Q23) and 59% worked an average of 36-40 hours per week. (Q24). Over half of the respondents (65%) indicated they rarely or sometimes worked in excess of 40 hours per week with 19% indicating they work in excess most of the time or always. (Q25) Of those who work in excess of their normal hours, 43% were paid overtime, 57% were not. (Q26) As to whether they received compensatory time-off if they worked in excess, 39% said yes, 61% said no. (Q27)

PARALEGAL SALARY RANGES BY LOCATION & EMPLOYMENT SECTOR

In an effort to identify how paralegal salaries vary between the urban and rural areas of New Mexico and across employment sectors (private, corporate, public and non-profit), the survey posed questions related to the annual salaries of respondents for full-time work (35 hours per week or more) excluding overtime and bonuses and hourly pay for part-time work (under 35 hours per week) for the Albuquerque, Santa Fe, Los Alamos and Las Cruces areas by employment sector at Questions 28 and 29. Those same questions were asked for survey participants working in areas outside of those areas in Questions 30 and 31. See the corresponding bar graphs in the survey final report for the detailed results.

Question 28 – Annual salary ranges reported for full-time employment (35 hours or more/week) excluding overtime and bonuses in respondents employed in the Albuquerque, Santa Fe, Los Alamos and Las Cruces metropolitan areas by employment sector:

- Private: (36 respondents)
 - Low-end – 11% received between \$40,000 and \$49,999
 - High-end – 9% received between \$90,000 to more than \$130,000
 - Median – 28% received between \$60,000 and \$69,999
- Corporate: (2 respondents)
 - Low-end – 1 received between \$30,000 and \$39,999
 - High-end – 1 received between \$70,000 and \$79,999
- Public: (9 respondents)
 - Low-end – 56% received between \$60,000 and \$69,999
 - High-end – 22% received between \$90,000 to more than \$130,000
 - Median – approximately \$65,000
- Non-Profit: (9 respondents)
 - Low-end – 11% received between \$30,000 and \$39,999
 - High-end – 22% received between \$70,000 and \$79,999
 - Median – 44% received between \$40,000 and \$59,999

Question 29 – Annual salary ranges reported for full-time employment (35 hours or more/week) excluding overtime and bonuses for respondents employed outside of the Albuquerque, Santa Fe, Los Alamos and Las Cruces metropolitan areas by employment sector:

Private: (7 respondents)
Low-end – 14% received between \$50,000 and \$59,999
High-end – 29% received between \$80,000 and \$89,999
Median – 57% received between \$60,000 and \$69,999
Corporate: (1 respondent) received between \$90,000 and \$99,999
Public: (3 respondents) received between \$60,000 and \$69,999
Non-Profit: (2 respondents) received between \$60,000 and \$69,999

Question 30 – Hourly compensation reported for part-time employment (less than 35 hours/week) for respondents employed in the Albuquerque, Santa Fe, Los Alamos and Las Cruces metropolitan areas for the only employment sector reported:

Private: (7 respondents)
Low-end – 14% received between \$20.00 and \$21.99
High-end – 14% received between \$46.00 and \$47.99
Median – 29% received between \$32.00 and \$33.99

Question 31 – Hourly compensation reported for part-time employment (less than 35 hours/week) for respondents employed outside of the Albuquerque, Santa Fe, Los Alamos and Las Cruces metropolitan areas for the only employment sector reported:

Private: (5 respondents)
Low-end – 40% received between \$16.00 and \$17.99
High-end – 20% received over \$50.00
Median – 20% received between \$18.00 and \$19.99

CONTRACT PARALEGALS HOURLY CHARGE

Question 32 asked contract paralegals what they charged their employers per hour. Of the 5 respondents working in private practice, 3 charged \$25-49 per hour and 2 charged \$100-125 per hour. The one public sector respondent indicated an hourly charge of \$100-125. (Q32)

BENEFITS

The majority of responding paralegals (54%) indicated they get 10 or more sick or PTO days per year; 15% received 6-9 days per year; 1% received 3-5 days; 6% received no PTO days and 24% said the question for not applicable for their employment. (Q33) For vacation days, 2% received 1 week per year; 33% received 2 weeks; 17% for 3 weeks; 9% received 4 weeks; 8% received more than 4 weeks; 8% received no vacation days and 24% said the question for not applicable for their employment. (Q34) For paid holidays, 41% of the 75 respondents received 10 or more; 39% received 6-9; 9% received 3-5; 5% received none and 5% said the question was

not applicable for their employment. (Q36) The 49 paralegals responding to question 35 indicated their employers did not differentiate between sick, PTO and vacation days and they received a total of: more than 4 weeks (22%); 3 or 4 weeks (20%); 2 weeks (8%); 1 week (2%); none (2%) and 45% said the question was not applicable for their employment. (Q35) Question 37 requested information regarding fully or partially paid employer benefits to which 77 paralegals responded. The benefits ranged from health, life, dental, vision and disability insurance for the employee or and/or family; retirement contributions, free representation, parking and other benefits. See the bar graphs in the final report below for the details. (Q37)

EMPLOYER-PAID EDUCATIONAL BENEFITS

Employer-paid educational benefits were addressed in question 38 with 71% indicating they received legal continuing education fees; 67% received paid time off to attend CLE; 15% received tuition reimbursement; 8% received reimbursement for books and 18% indicated they didn't get any educational benefits or the question didn't apply. (Q38) Of the 78 paralegals responding to whether their employers offered a flexible work schedule or remote work options, 76% said yes; 21% said no and 4% said the question was not applicable to their employment. (Q39)

Members' Interests & Expectations For Their Division Membership

Questions 40 through 51 addressed various aspects of Paralegal Division members' interest in Division activities as follows:

Q40 – interest in participating in informal PD networking events such as meet-and-greets, coffee meet-ups, happy hours or lunches: of 78 respondents, 56% said yes, 44% said no

Q41 – for topics of interest for PD-sponsored CLEs: of 76 respondents (participants could select more than one topic), 70% were interested in litigation skills; 63% in general office skills including dealing with difficult clients or co-workers; 62% in skills related to specific practice areas; 74% in legal research, brief preparation, proofing & cite-checking; and 8% in other topics

Q42 – interest in assisting with PD-sponsored CLEs: of 78 respondents, 8% were interested in presenting at CLEs; 19% were interested in helping coordinate CLEs and 73% were not interested

Q43 – interest in a member-benefit related to reimbursement of the cost required to sit for national certification examinations: of 77 respondents, 43% were interested and 57% were not

Q44 – interest in assisting with the PD's periodic newsletters: of 78 respondents, 19% were interested and 81% were not

Q45 – interest in running for a PD Board position or serving on a committee: of 71 respondents, 14% were interested in serving on a committee, 8% were interested in running for a Board position and 80% were not

Q46 – when asked if they had suggestions for the PD webpage: of 76 respondents, 4% said yes, 96% said no

Q47 – when asked if they had suggestions for how the PD can encourage members' participation in PD activities: of 72 respondents, 13% said yes, 87% said no

Q48 – what keeps members from participating in PD activities: of 71 respondents, 39% said location; 38% said dates/times offered; 8% said lack of offerings; 4% said lack of information about offerings; 55% said lack of time; 4% said lack of interest and 14% indicated there were other reasons

Q49 – when asked if there was anything else the respondent would like to share with the PD Board: of the 74 respondents, 5% said yes, 92% said no and 3% said other

Q50 – when asked if they had suggestions for anything else the PD might offer members: of the 70 respondents, 10% said yes; 81% said no and 9% checked the suggestions response

Q51 – what members have gained or hope to gain from PD membership: those responses were included in the comments below Q51 with networking, professional development and CLEs being mentioned most frequently.

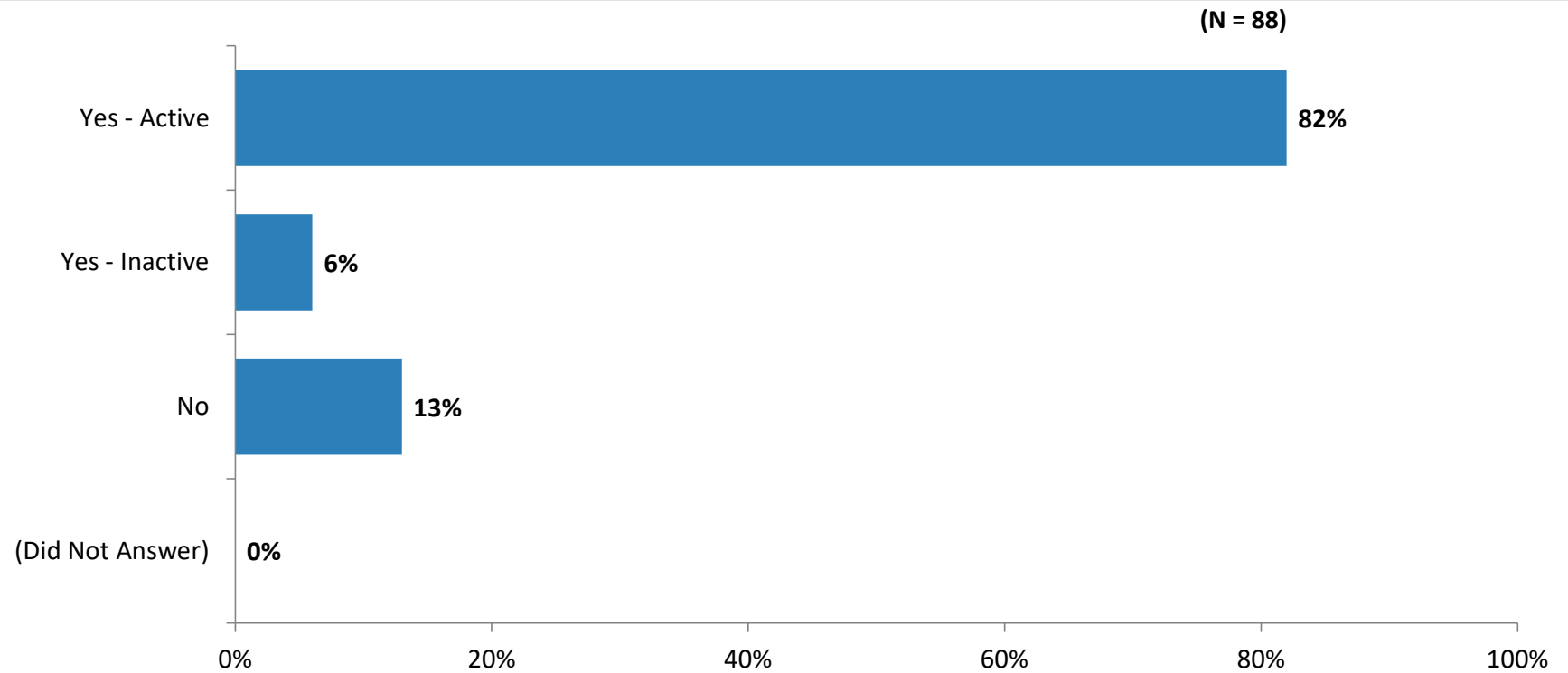
CONCLUSION

In summary, these results provide the Division, Board of Directors and interested others with current statistical information regarding paralegal salaries, benefits and paralegal utilization within the New Mexico legal community. In particular, we hope that information helps paralegal educators recruit prospective students to enter the paralegal profession with current information about the salary, benefits and actual work done by practicing paralegals. The results may also provide working paralegals and employers alike current salary, benefits and utilization data. That may help both evaluate whether the salaries and benefits offered are competitive to hire and retain competent, experienced paralegals in today's employment market. The questions and answers related to members' interests and expectations for their membership will help the Division and the Board of Directors better serve its members and the legal community. The Division thanks the members of the Survey Working Group who helped develop the survey, the respondents and the State Bar staff in the Member Services and IT Departments who facilitated the survey.

Paralegal Division 2024 Paralegal Compensation, Utilization and Benefits Survey

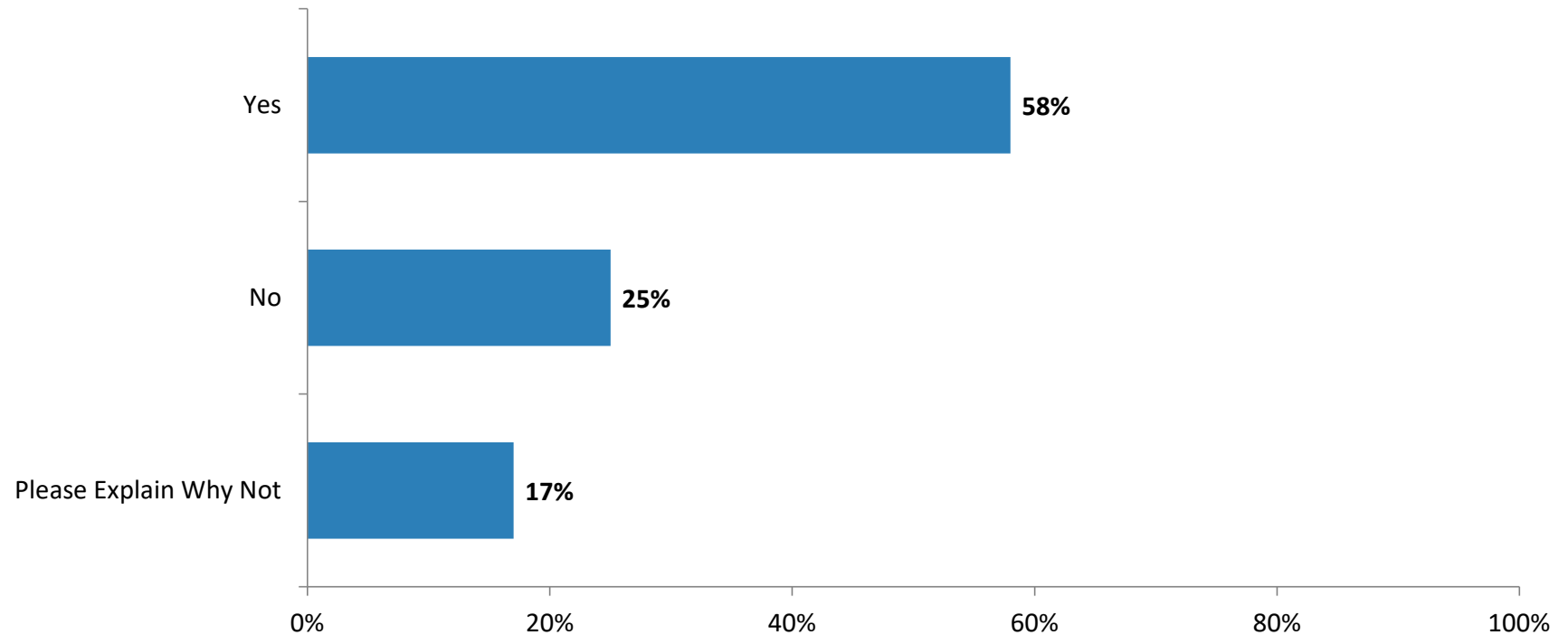
October 2024

1. Are you a member of the State Bar of New Mexico Paralegal Division?



2. If you answered “no” to the above question, have you considered becoming a member? See Rule 24-101.1 NMRA for membership qualifications. If not, please explain why not.

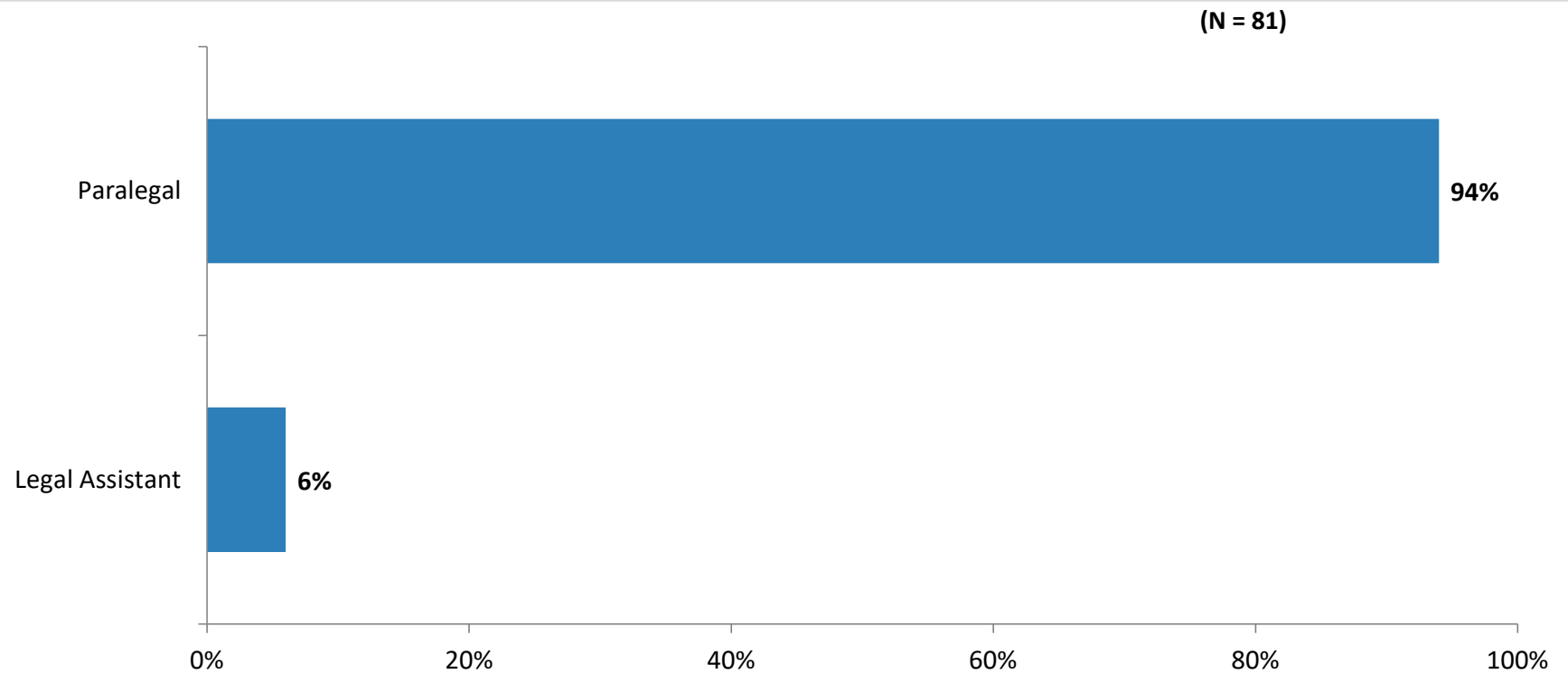
(N = 12)



Please Explain Why Not

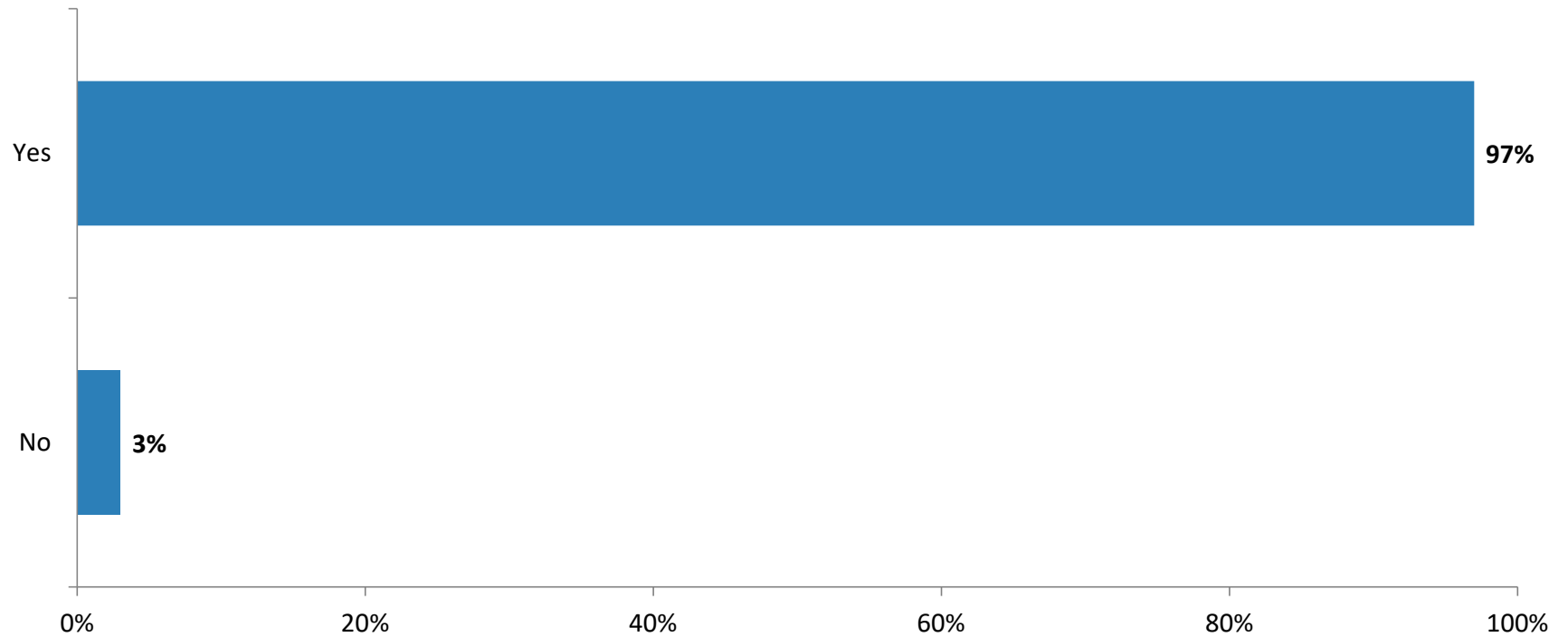
1. Paralegal courses and/or certification requirement
2. No Response Provided

3. What is your title?

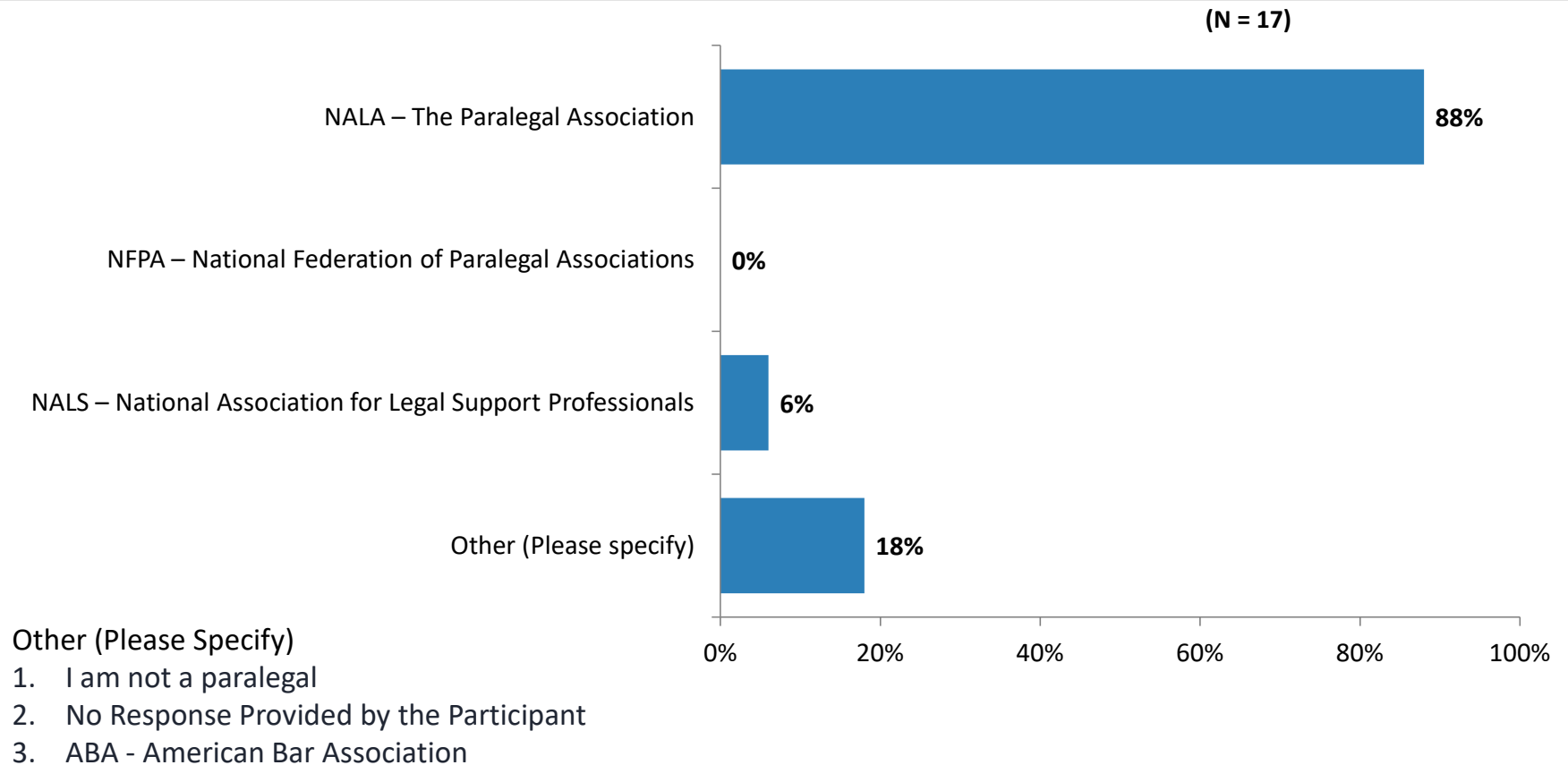


4. Do you qualify under the S.Ct. Rules (Rule 20-115 NMRA) to call yourself a paralegal (even if your title is legal assistant)?

(N = 77)

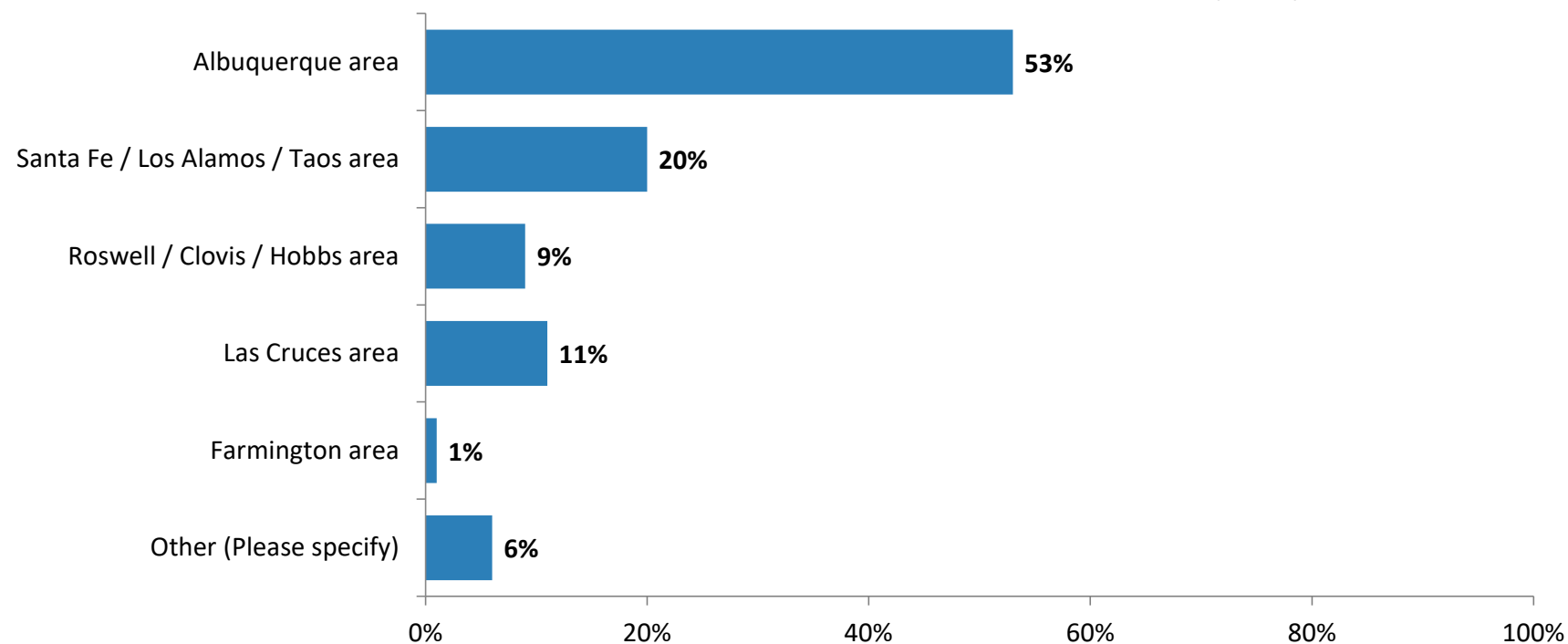


5. Are you currently a member of any of the following national paralegal associations? (Check all that apply)



6. Geographical region of New Mexico where you live:

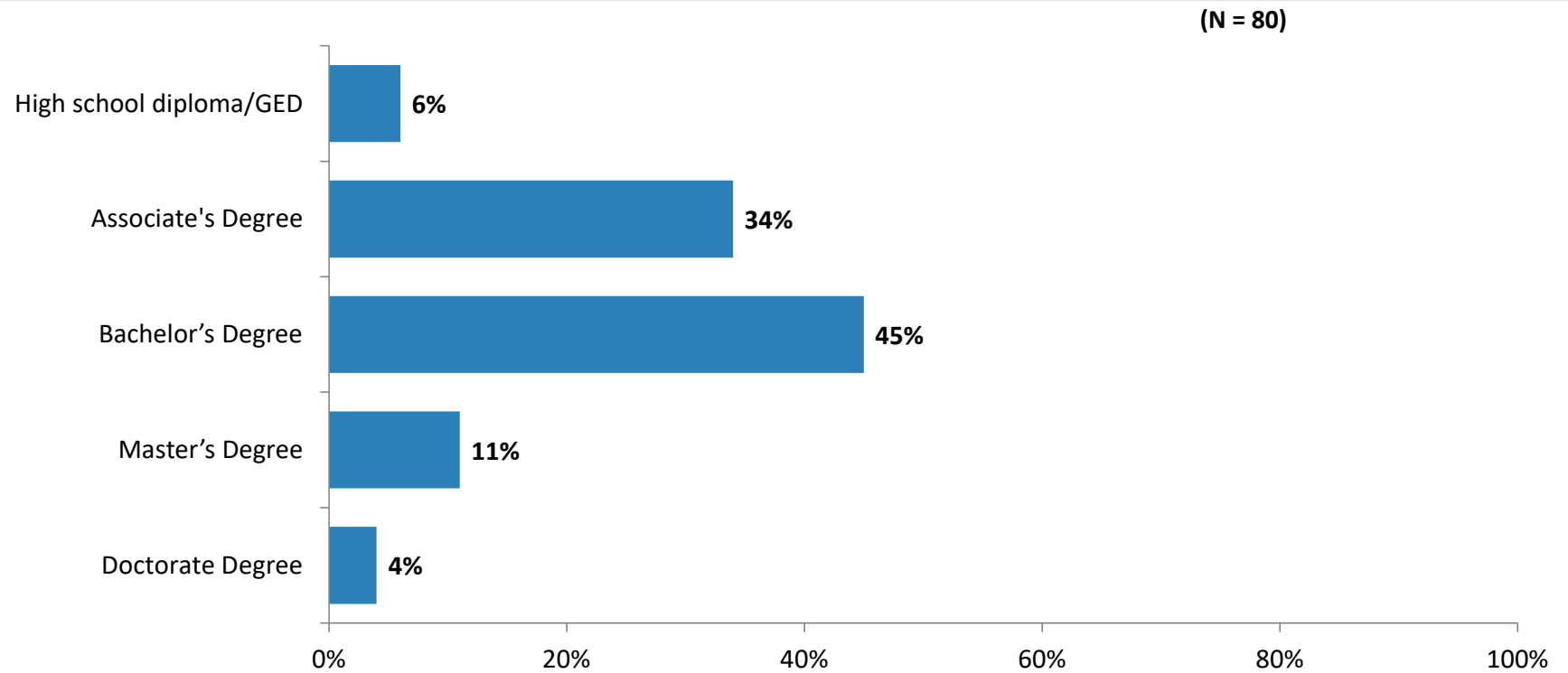
(N = 81)



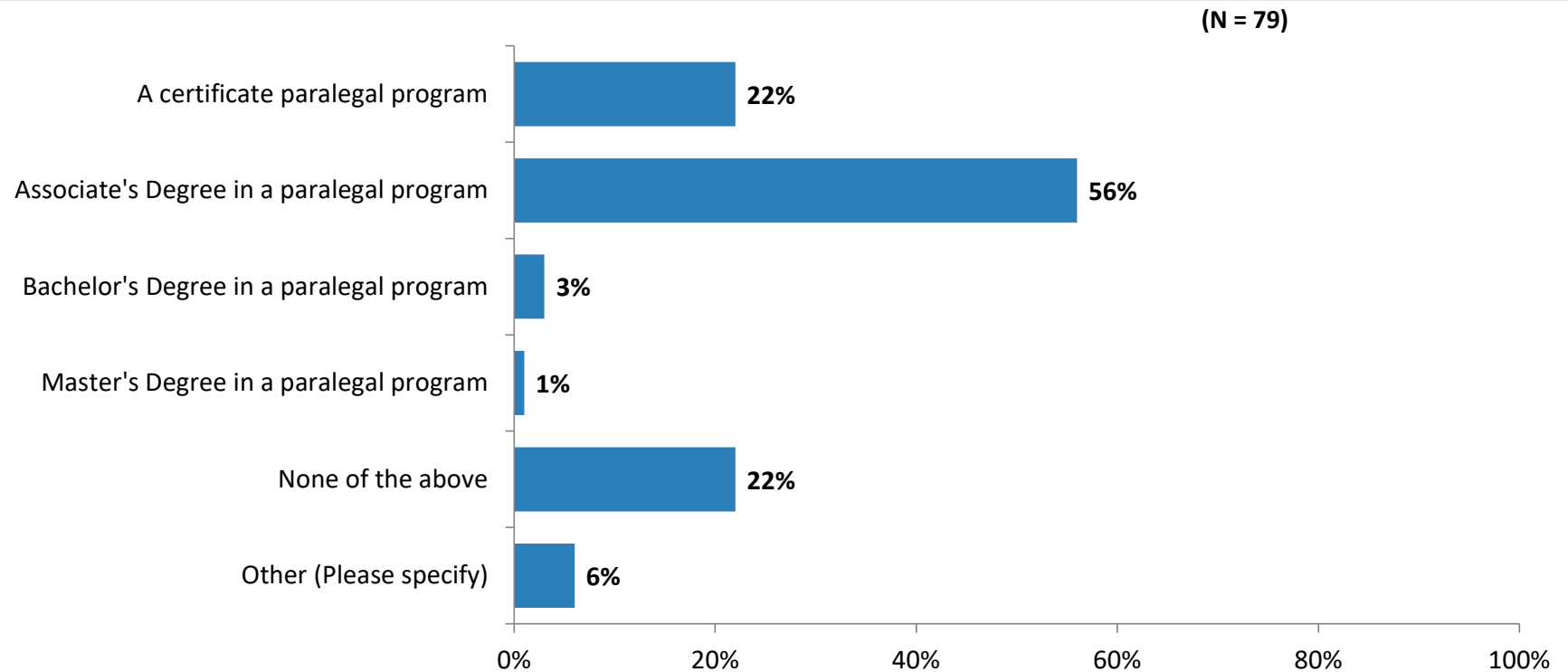
Other (Please Specify)

1. Alamogordo/Ruidoso
2. Rio Rancho
3. Carlsbad
4. Southwest Corner

7. Indicate the highest educational degree you have attained:



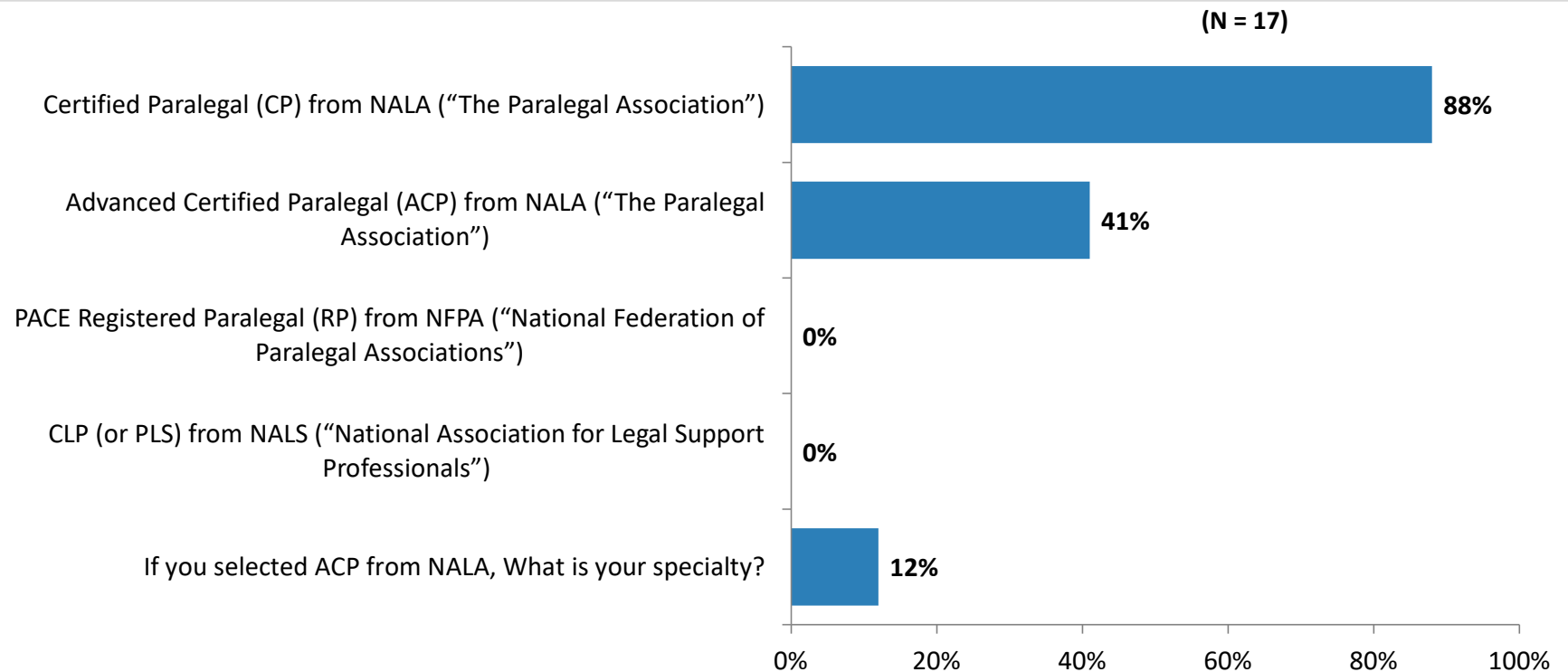
8. Indicate each of the following types of paralegal educational programs you have completed (Check all that apply):



Other (Please Specify)

1. J.D.
2. Office management
3. Hands on work through my employer
4. Bachelor's Political Science
5. 16 years of working under an attorney

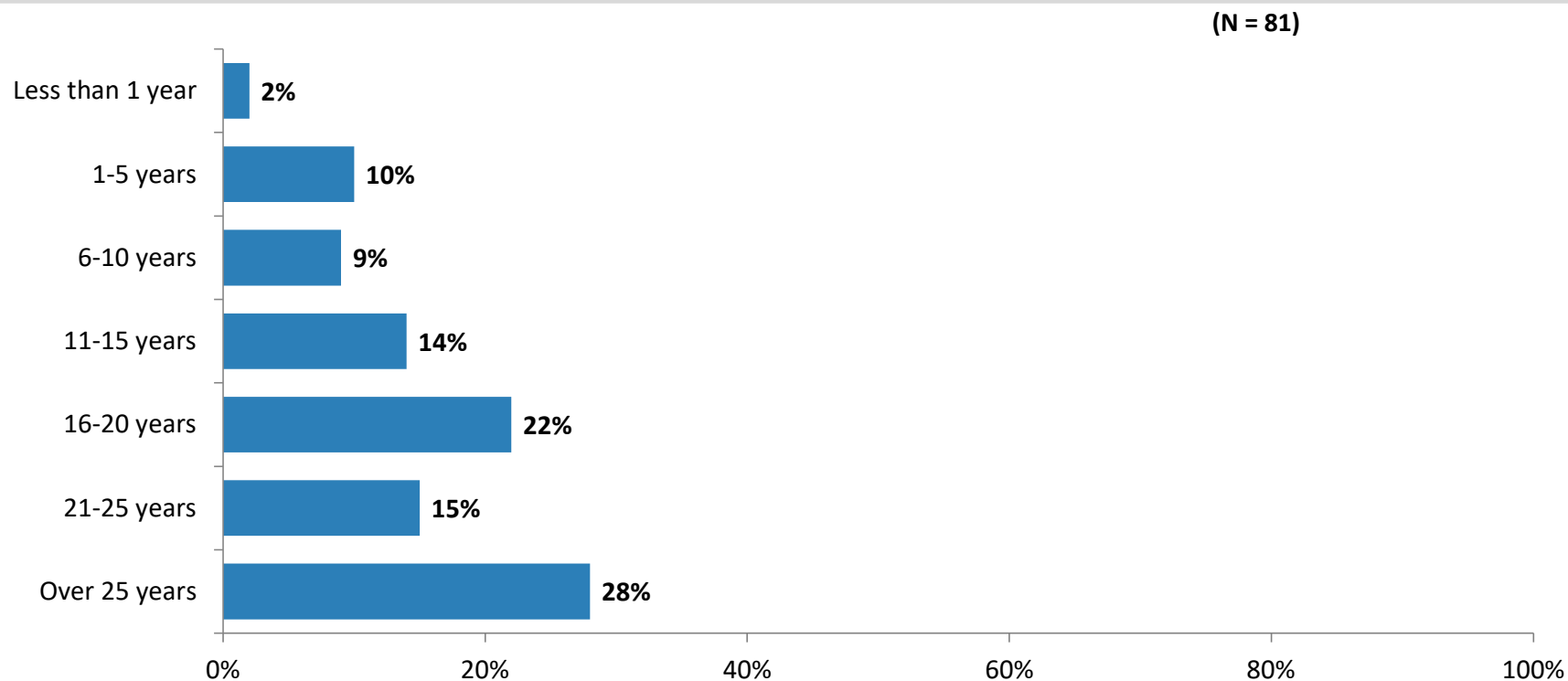
9. Paralegal certification indicates you have successfully completed a national paralegal competency examination. Do you have any of the following certifications: (Check all that apply)



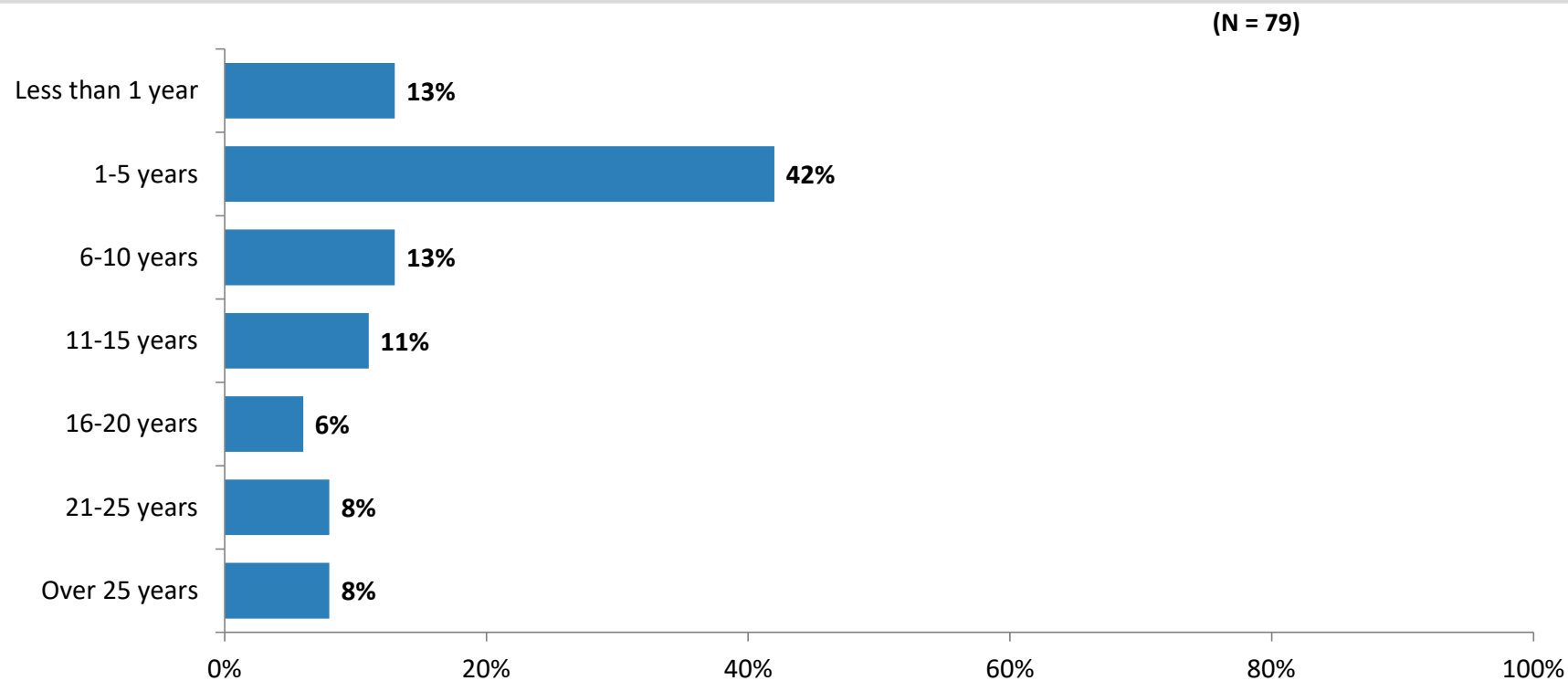
What is your specialty?

1. Domestic Matters
2. Ediscovery, Contract Management, and Real Estate Principles

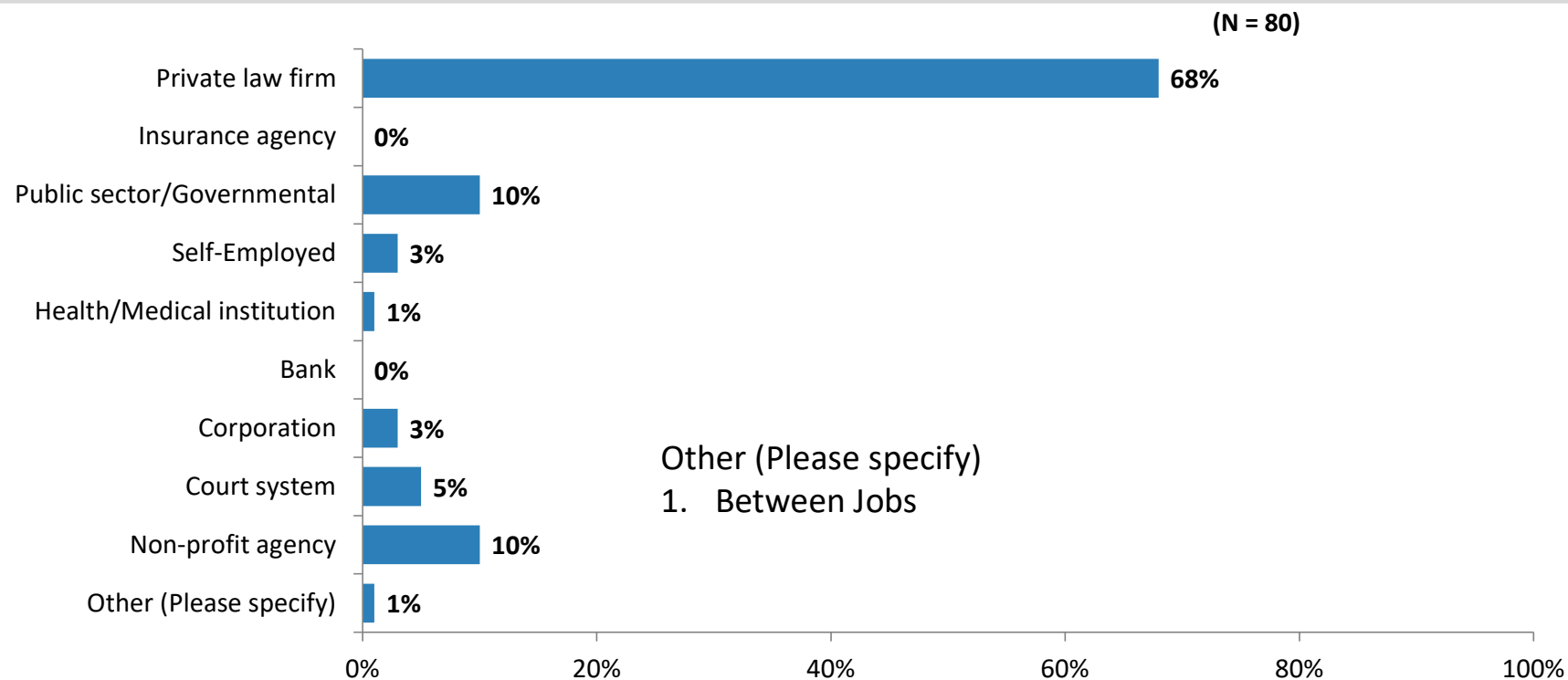
10. Years of paralegal experience:



11. Years with current employer:

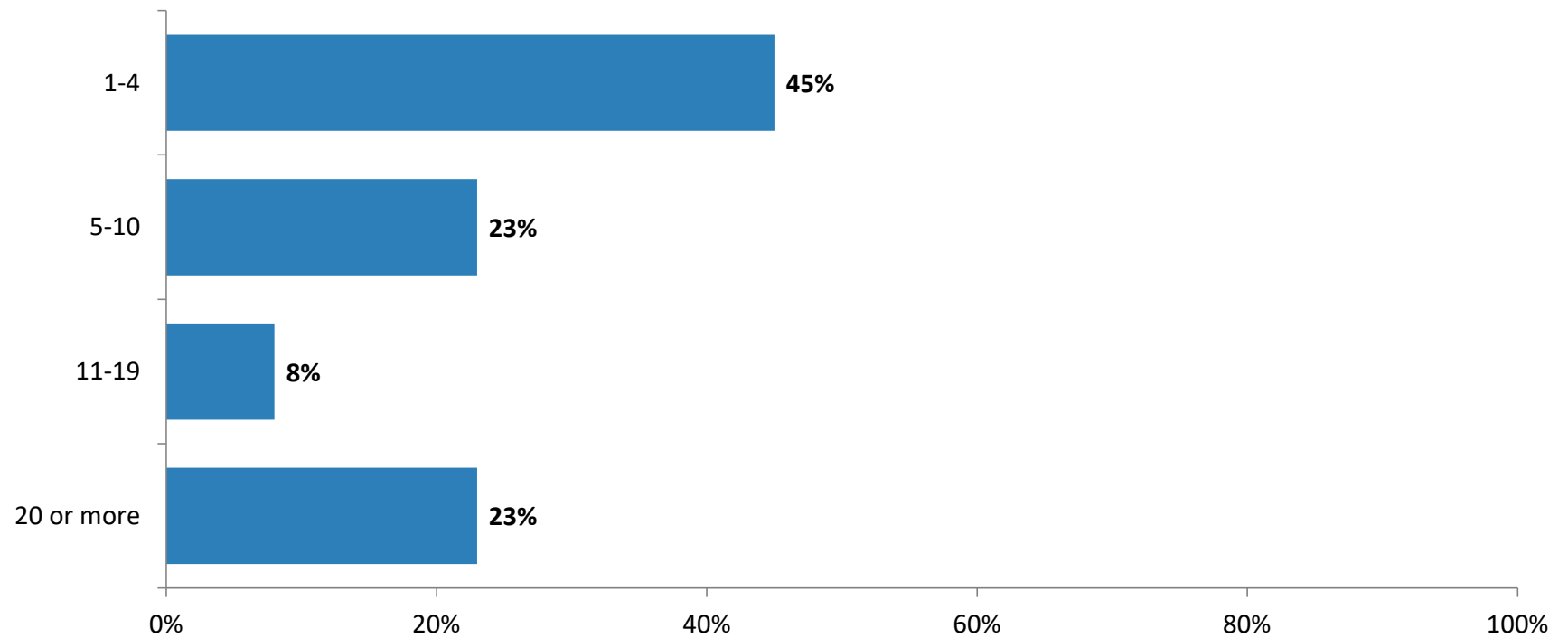


12. Where do you work?

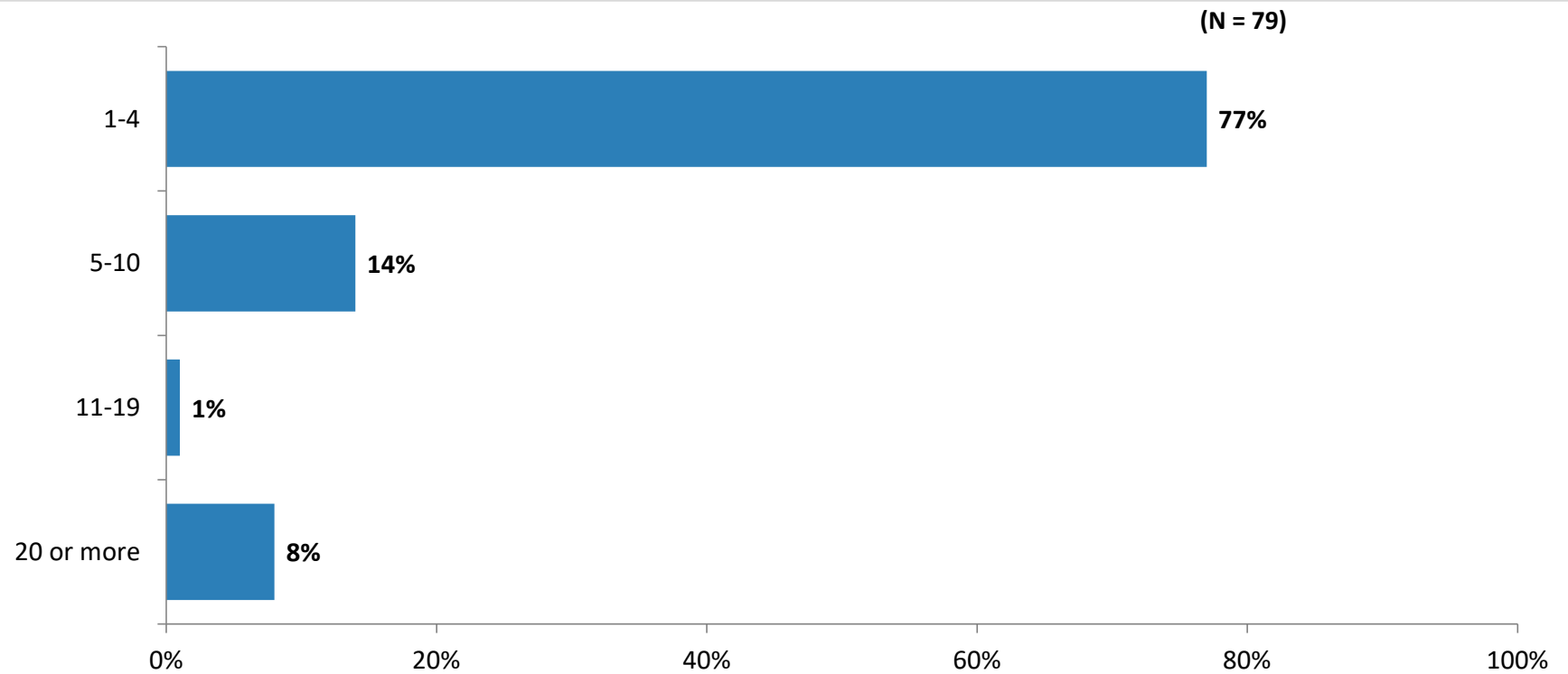


13. Number of attorneys in firm or office?

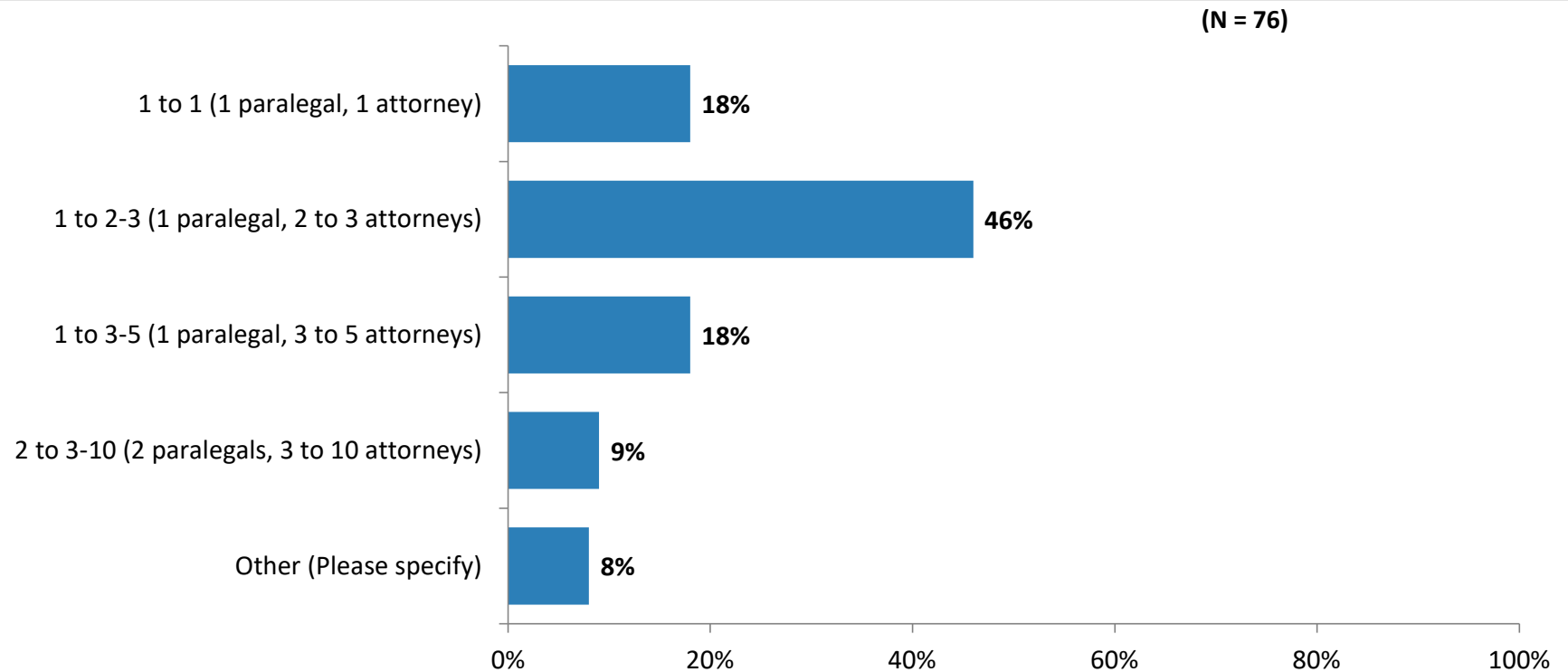
(N = 77)



14. Number of paralegals in firm or office?



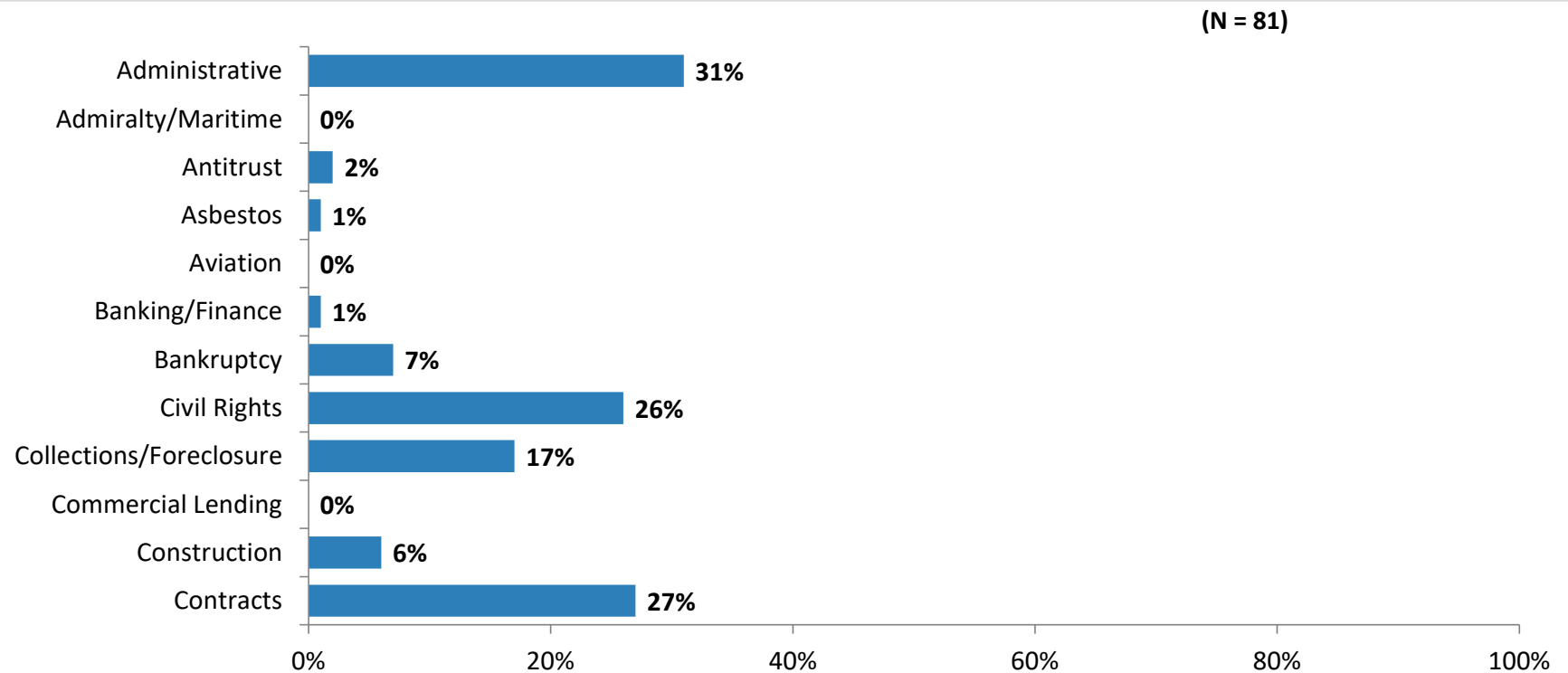
15. Ratio of paralegals to attorneys in firm or office?



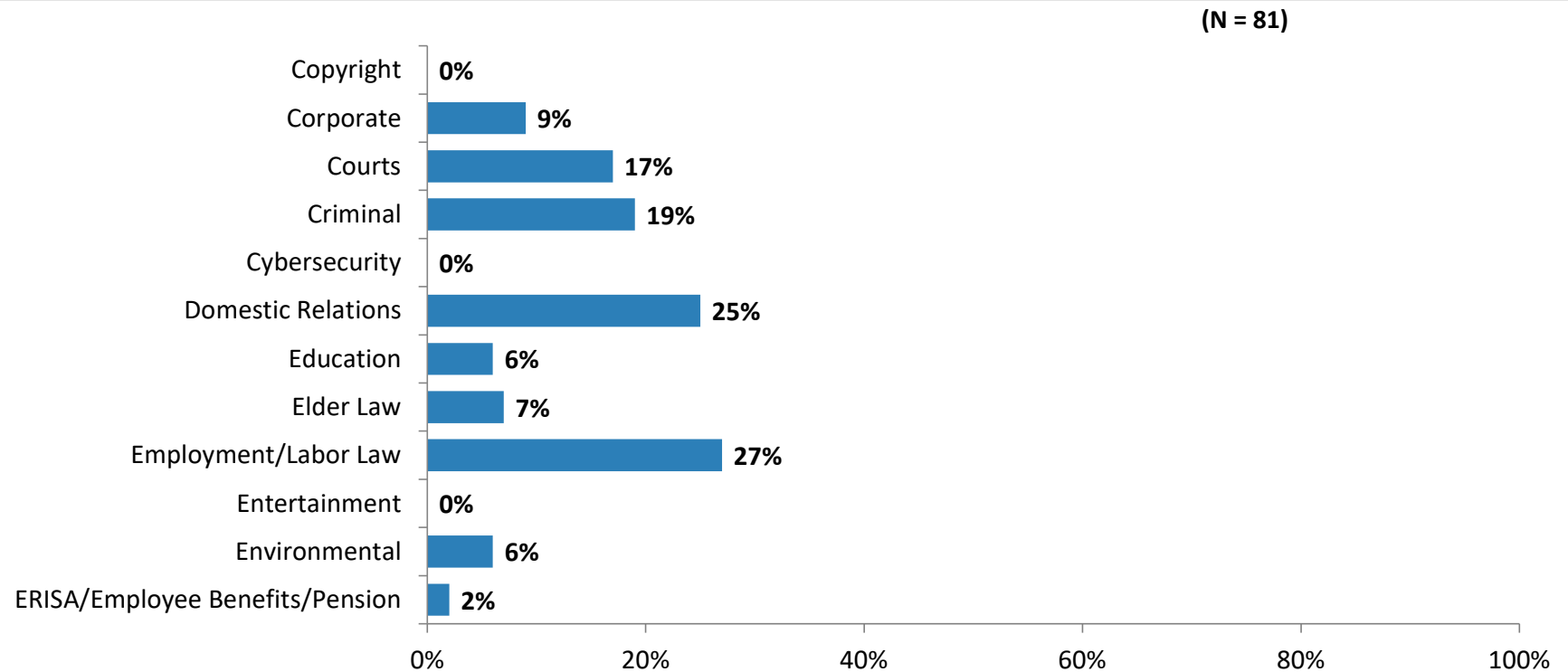
Other (Please Specify)

1. 1-11
2. 1-30
3. 2-12
4. Assigned by area of law
5. 1 to 6 and at one point 1 to 12
6. 4 paralegals, 2 attorneys, 10 judges

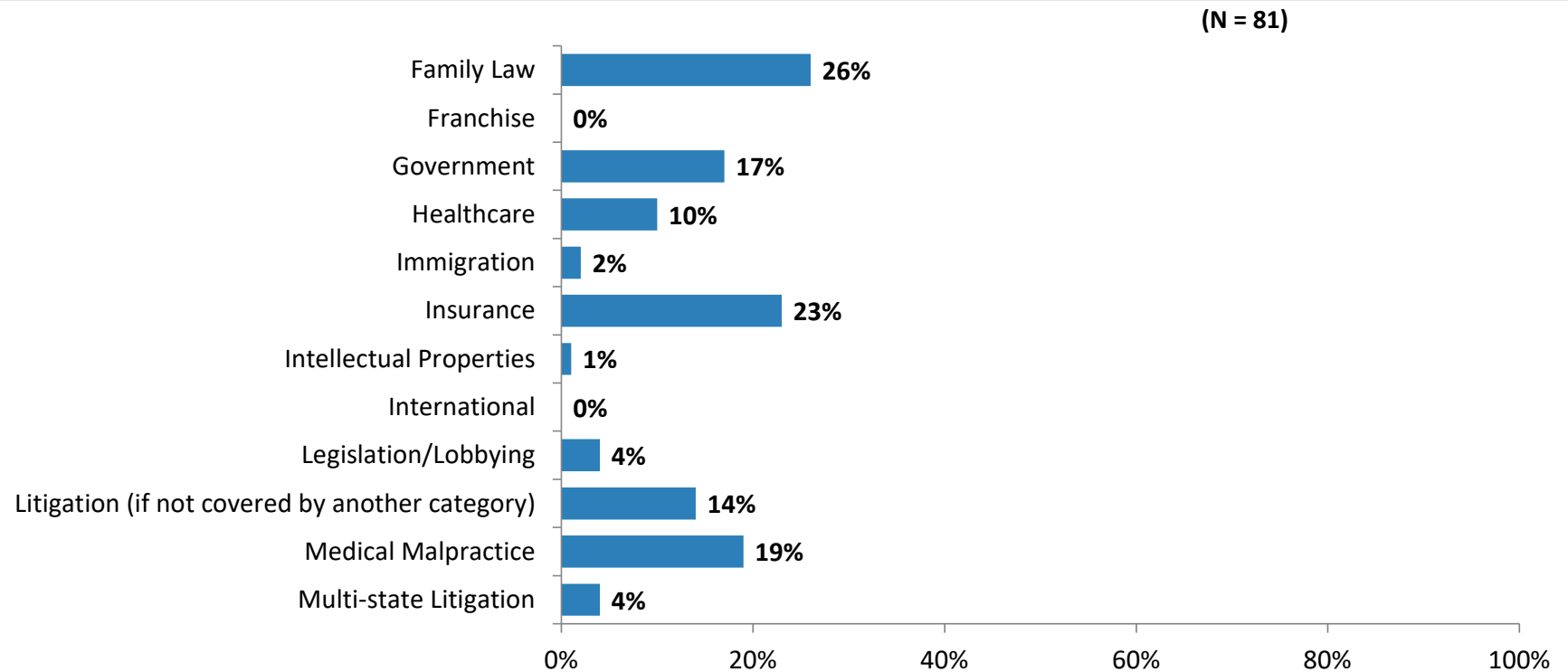
16. Areas of practice (please mark all areas that comprise at least 20% of areas that you support):



16. Areas of practice (please mark all areas that comprise at least 20% of areas that you support): (Continued)

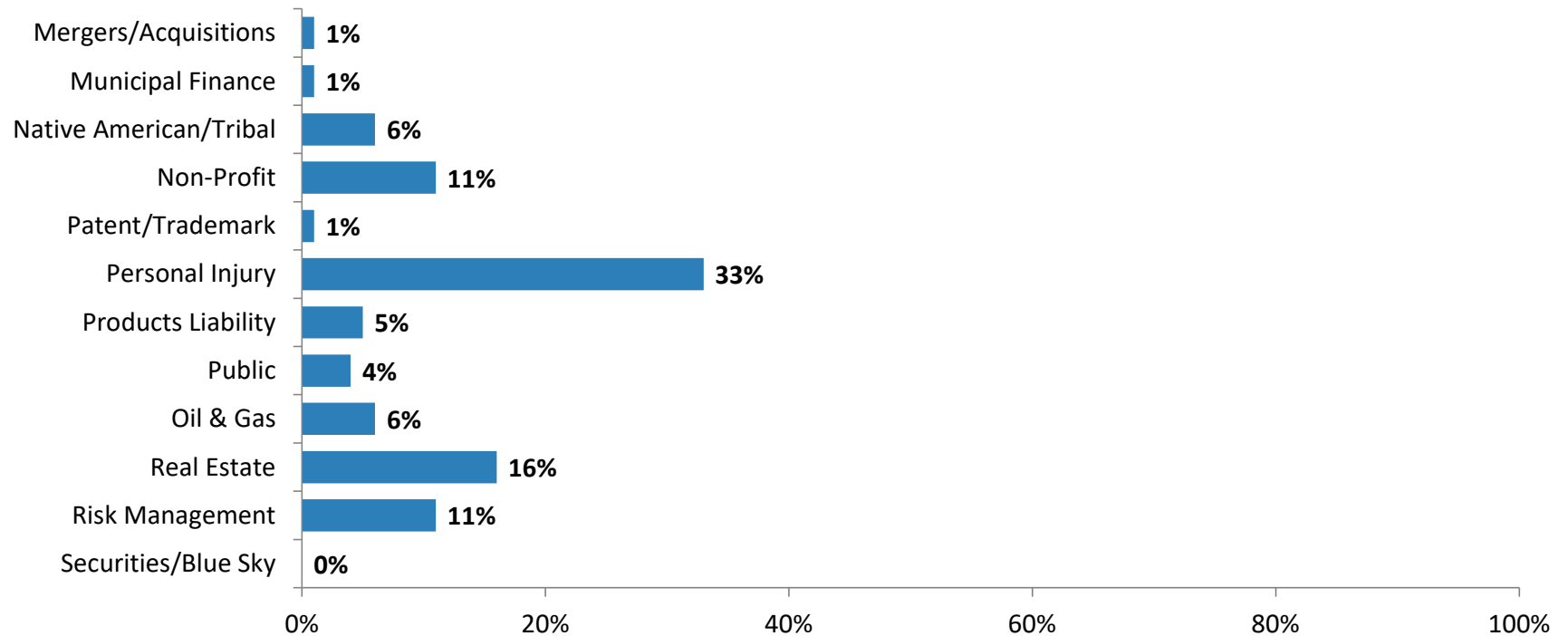


16. Areas of practice (please mark all areas that comprise at least 20% of areas that you support): (Continued)



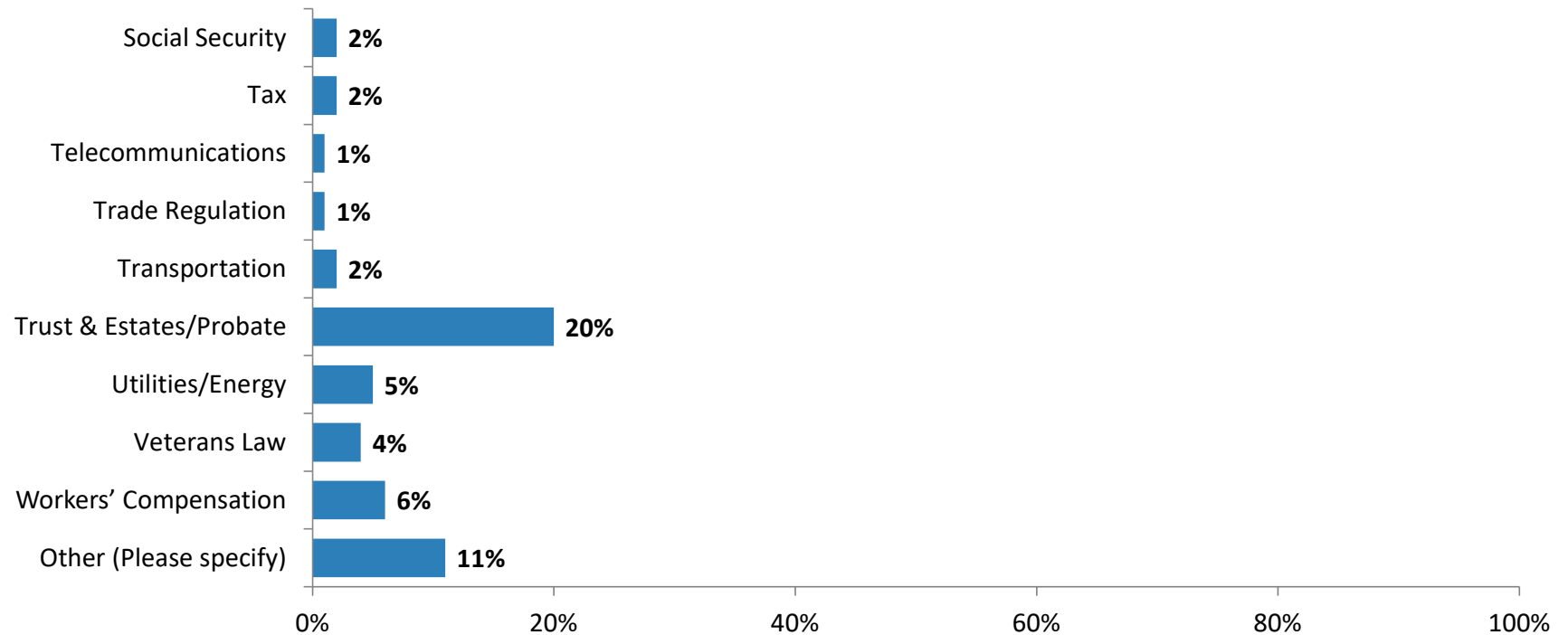
16. Areas of practice (please mark all areas that comprise at least 20% of areas that you support): (Continued)

(N = 81)



16. Areas of practice (please mark all areas that comprise at least 20% of areas that you support): (Continued)

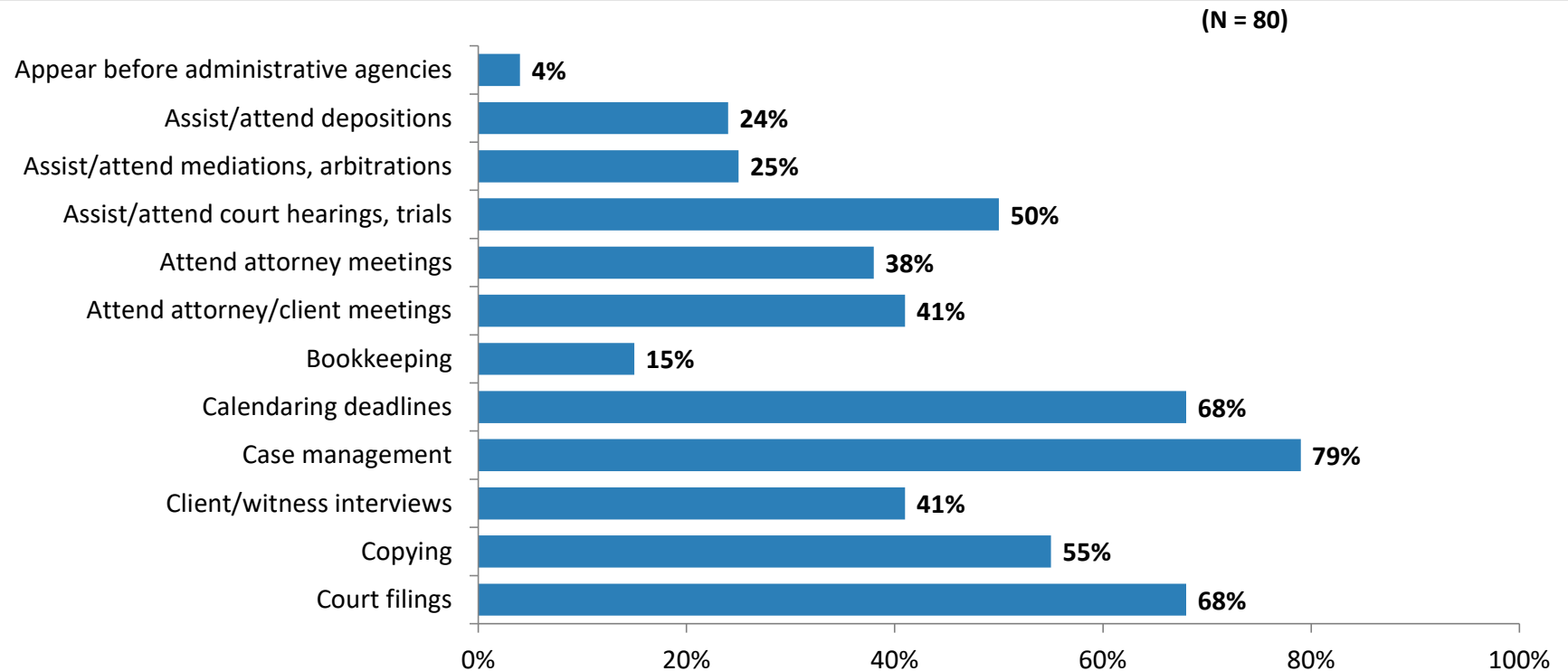
(N = 81)



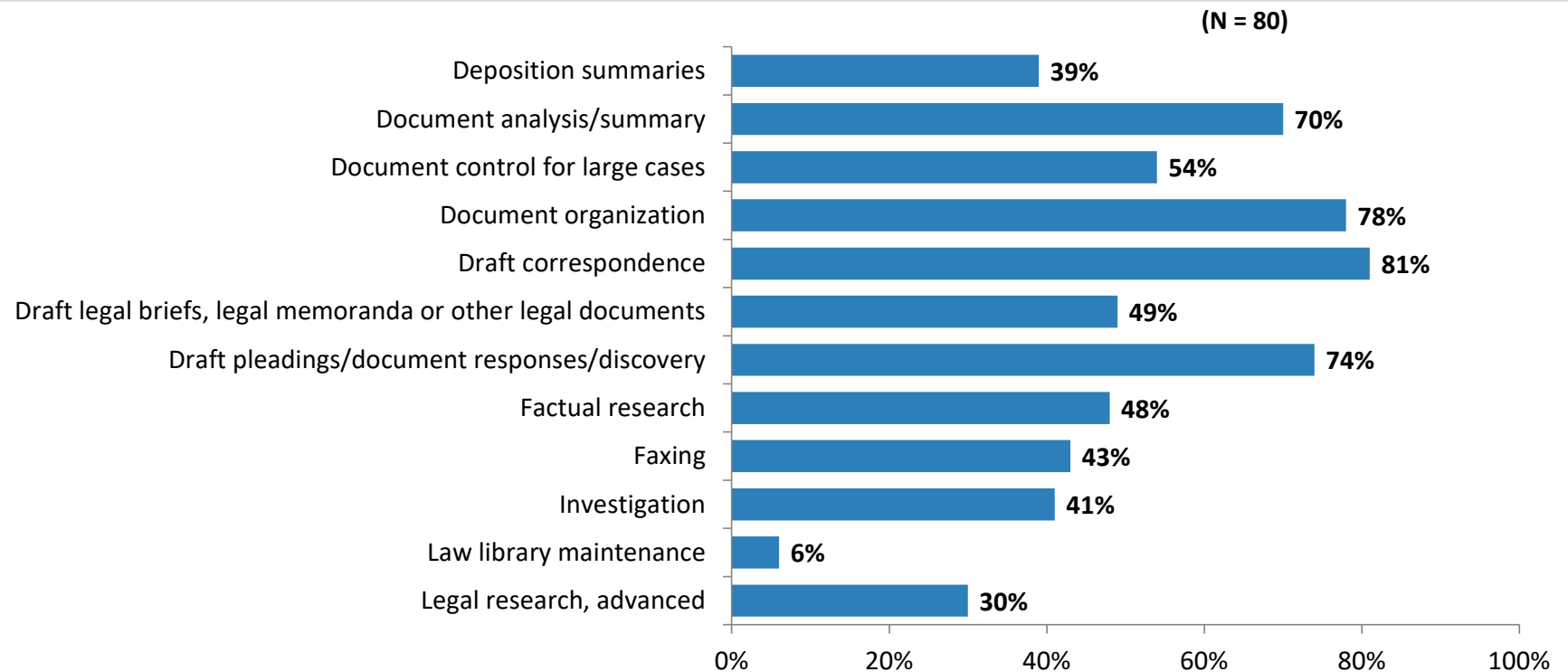
Other (Please Specify)

1. Landlord/Tenant
2. Domestic Violence
3. No Response Provided
4. Housing
5. Landlord/Tenant
6. Public Pension retirement
7. Landlord/Tenant
8. Appellate

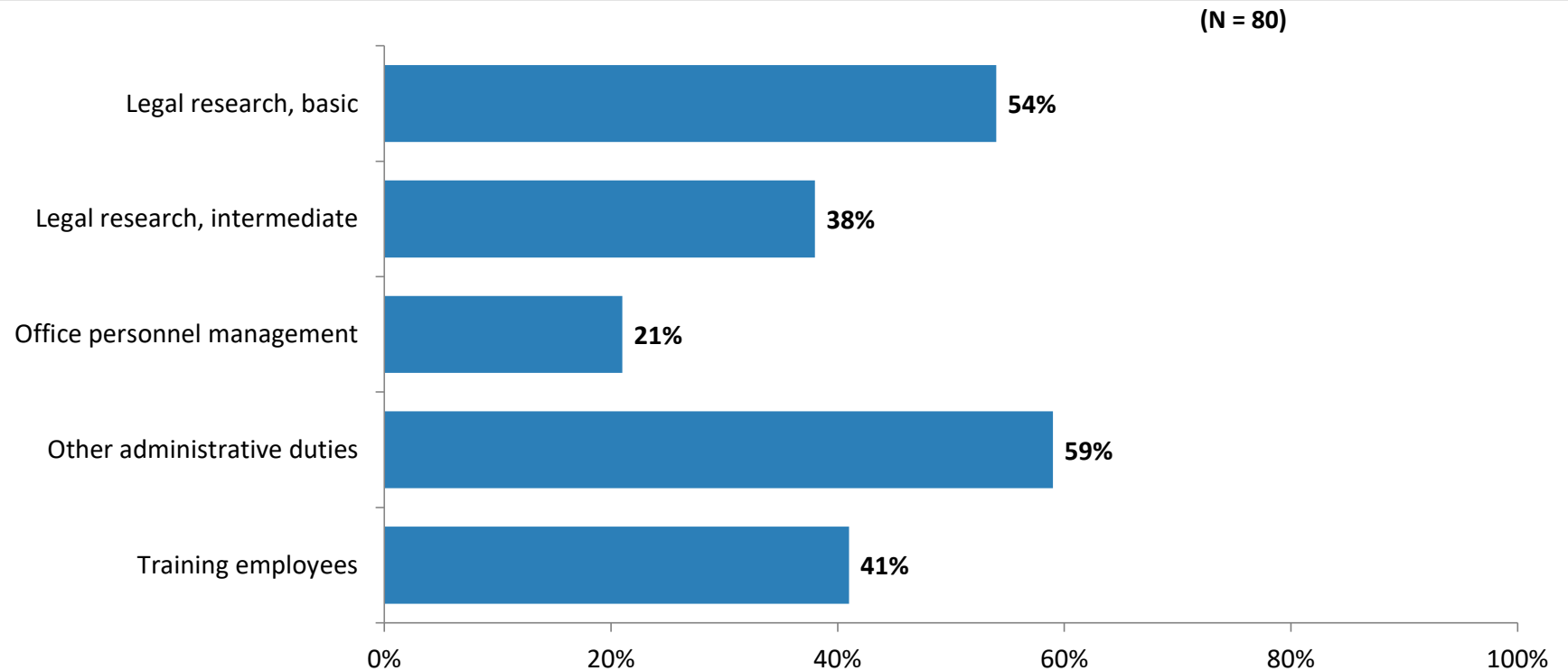
17. What are your regular duties? (please check all that apply)



17. What are your regular duties? (please check all that apply) (Continued)

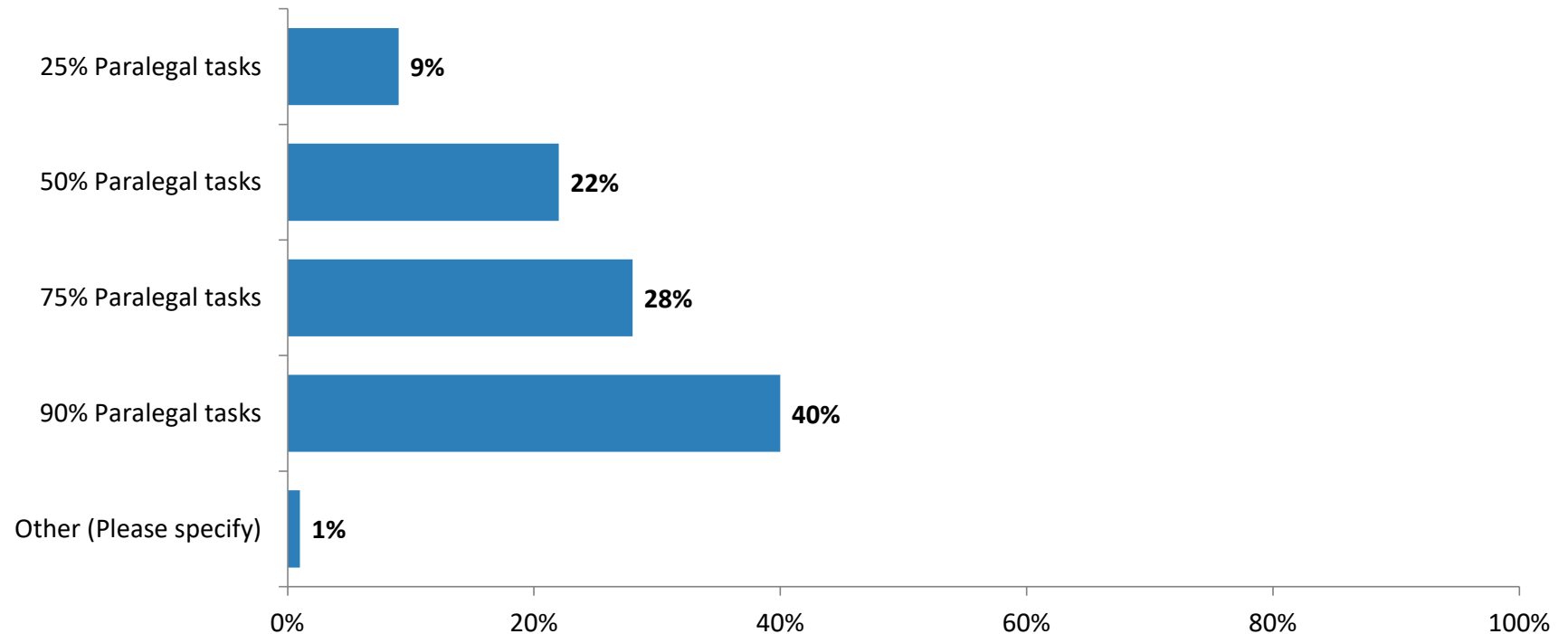


17. What are your regular duties? (please check all that apply) (Continued)



18. Would you say within your position your work consists primarily of:

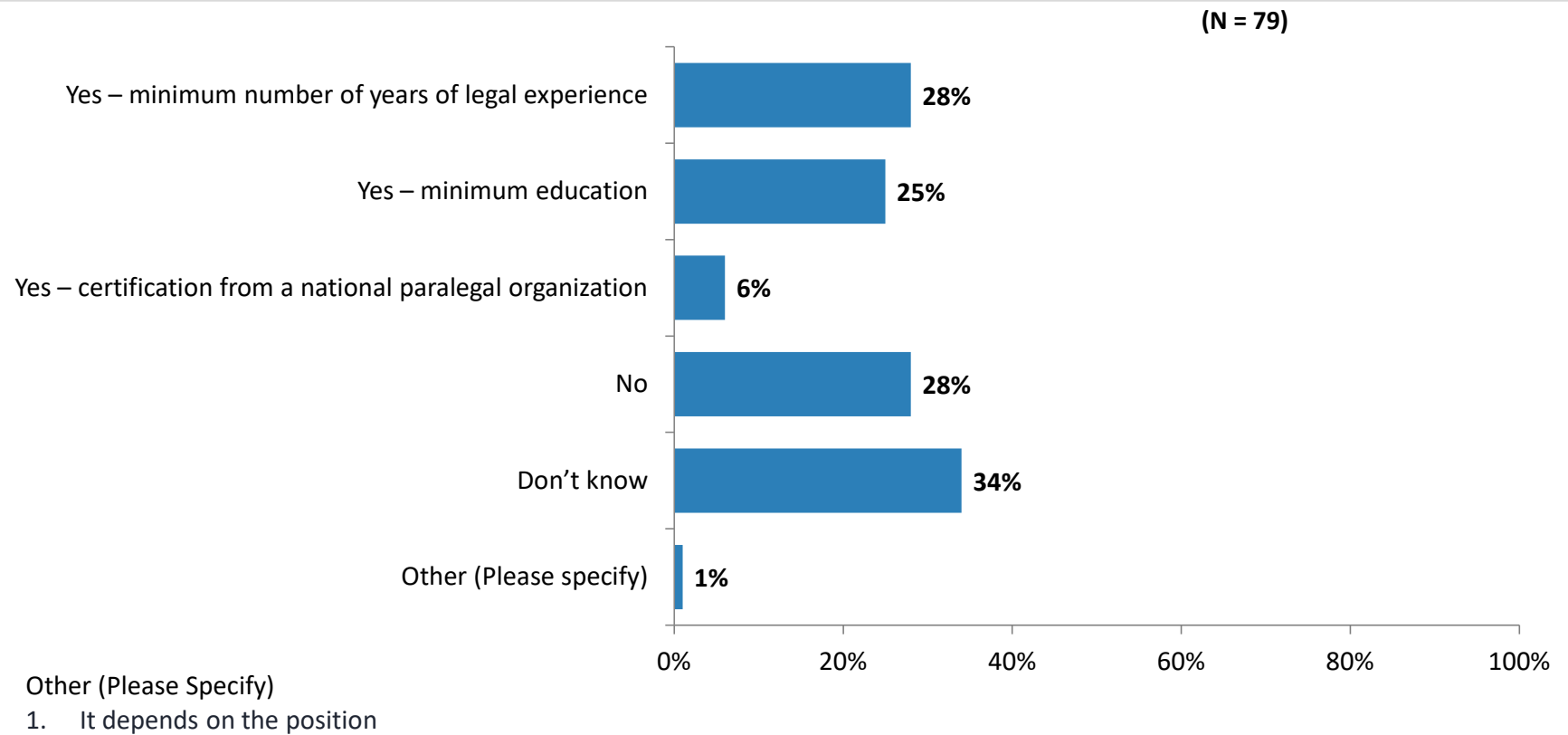
(N = 81)



Other (Please Specify)

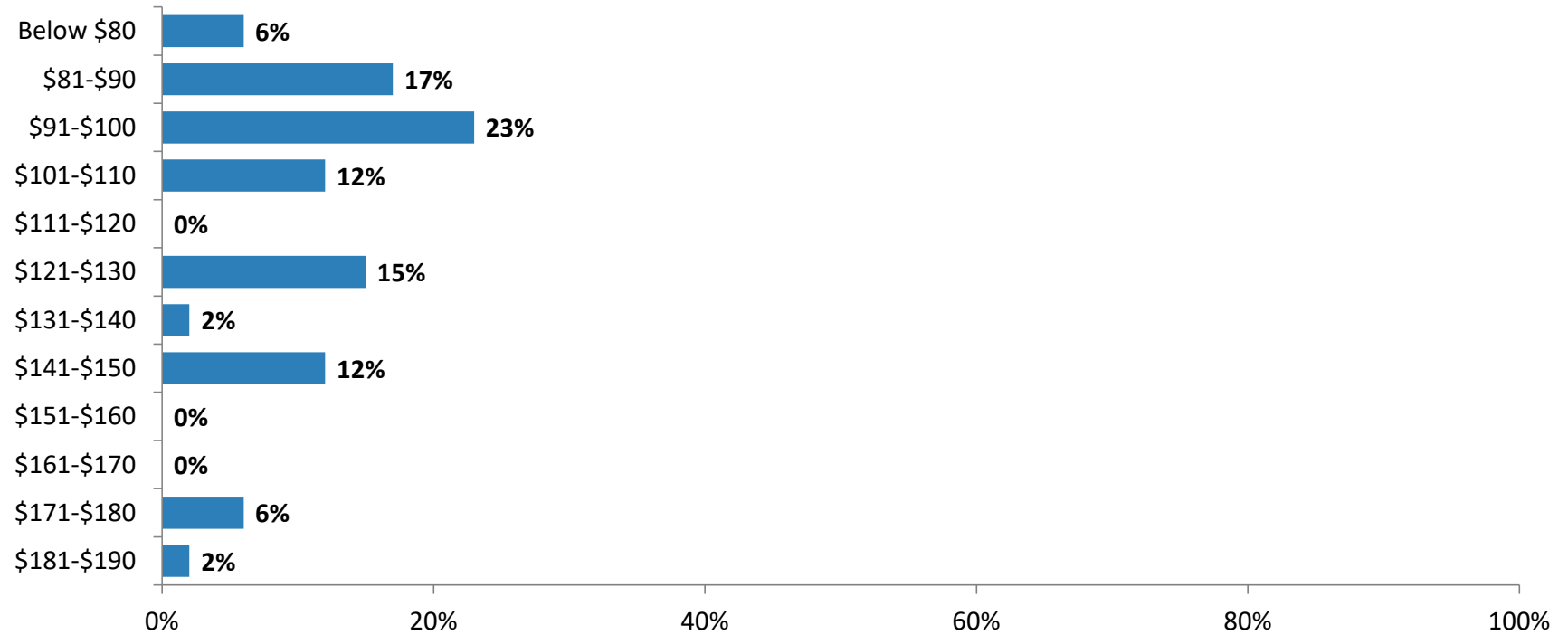
1. I am a mediator for the Court. I am also the Program Coordinator.

19. Does your employer have minimum requirements to hire for a paralegal position? See Rule 20-115 NMRA (Please check all that apply)



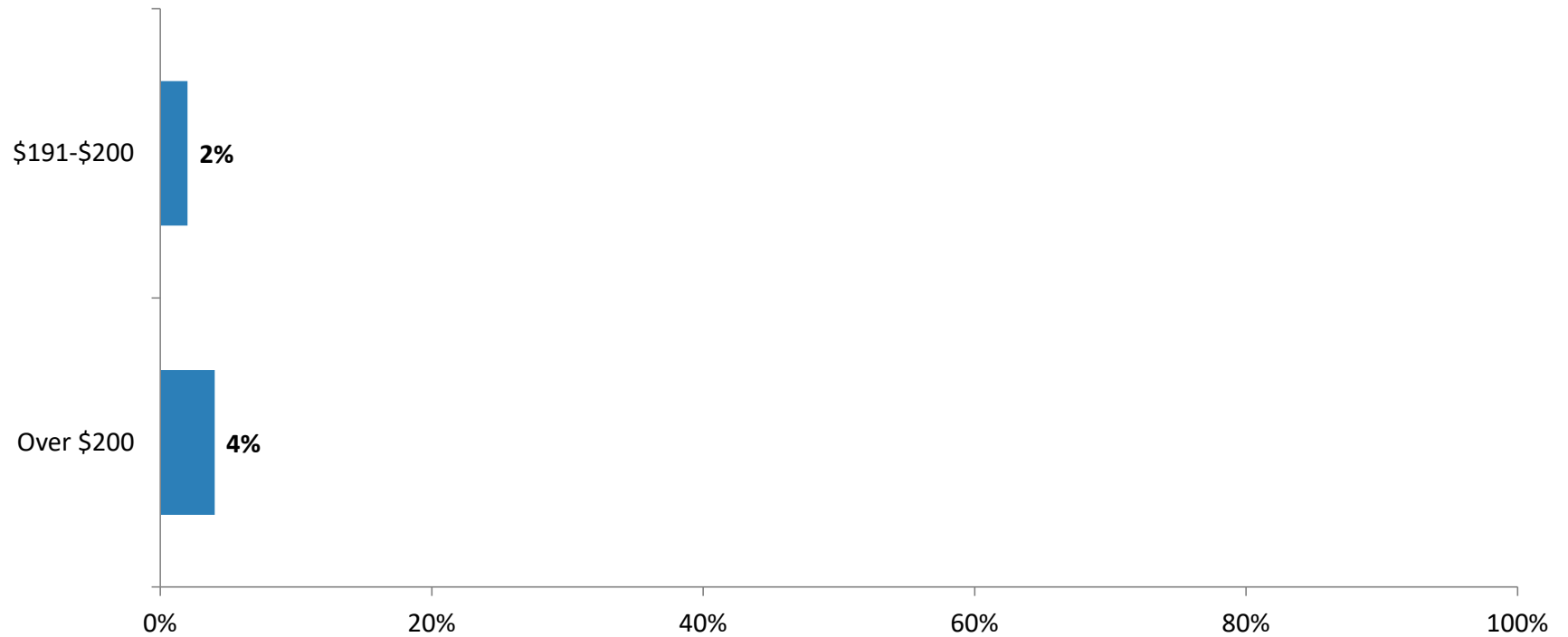
20. If your employer bills clients for your work, what is your current hourly billing rate?

(N = 52)



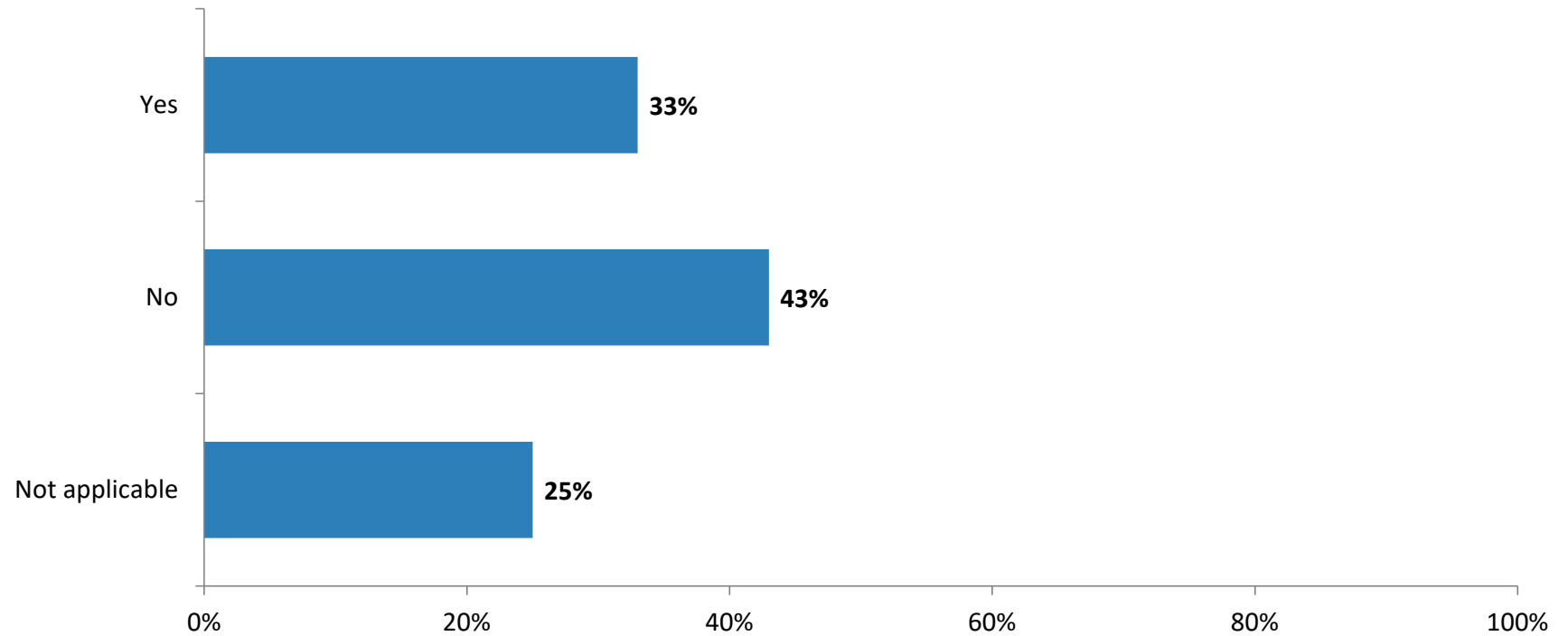
20. If your employer bills clients for your work, what is your current hourly billing rate? (Continued)

(N = 52)

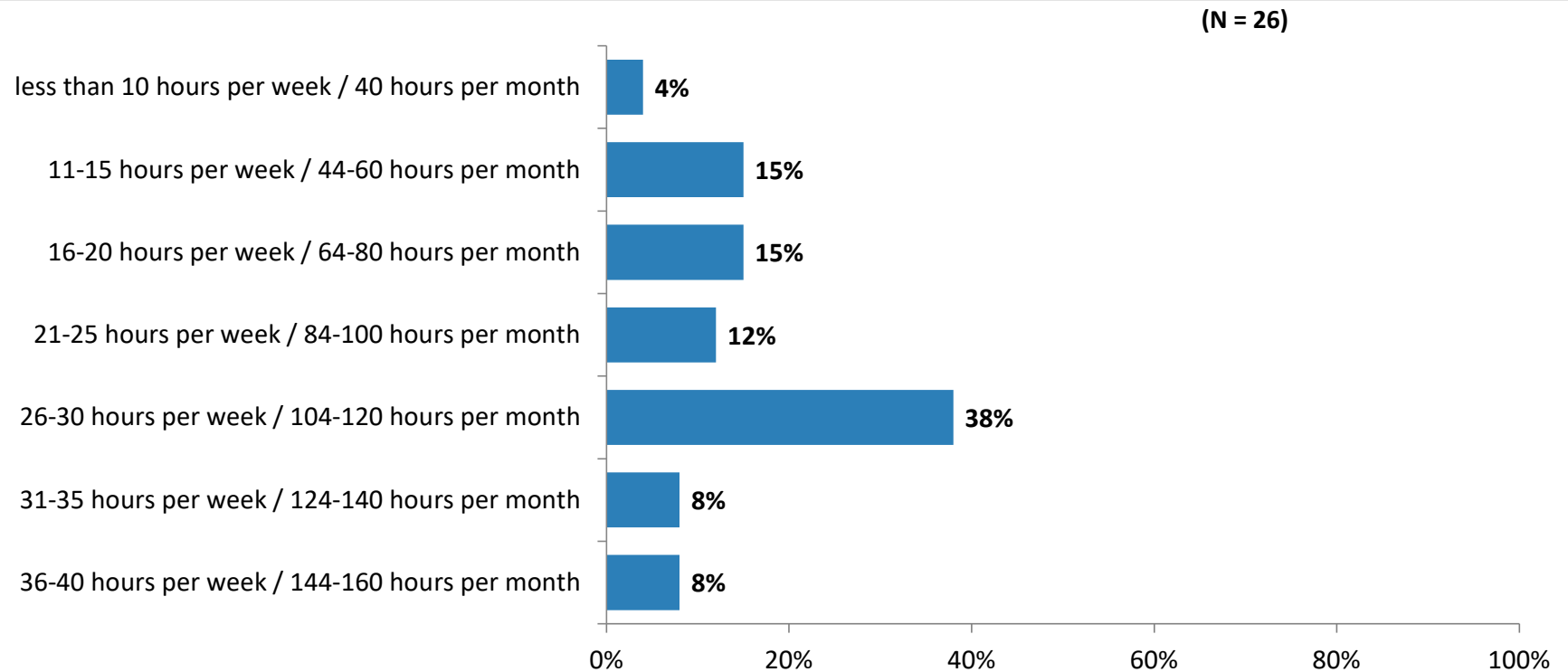


21. Are you expected to produce a set number of billable hours per week/month?

(N = 80)

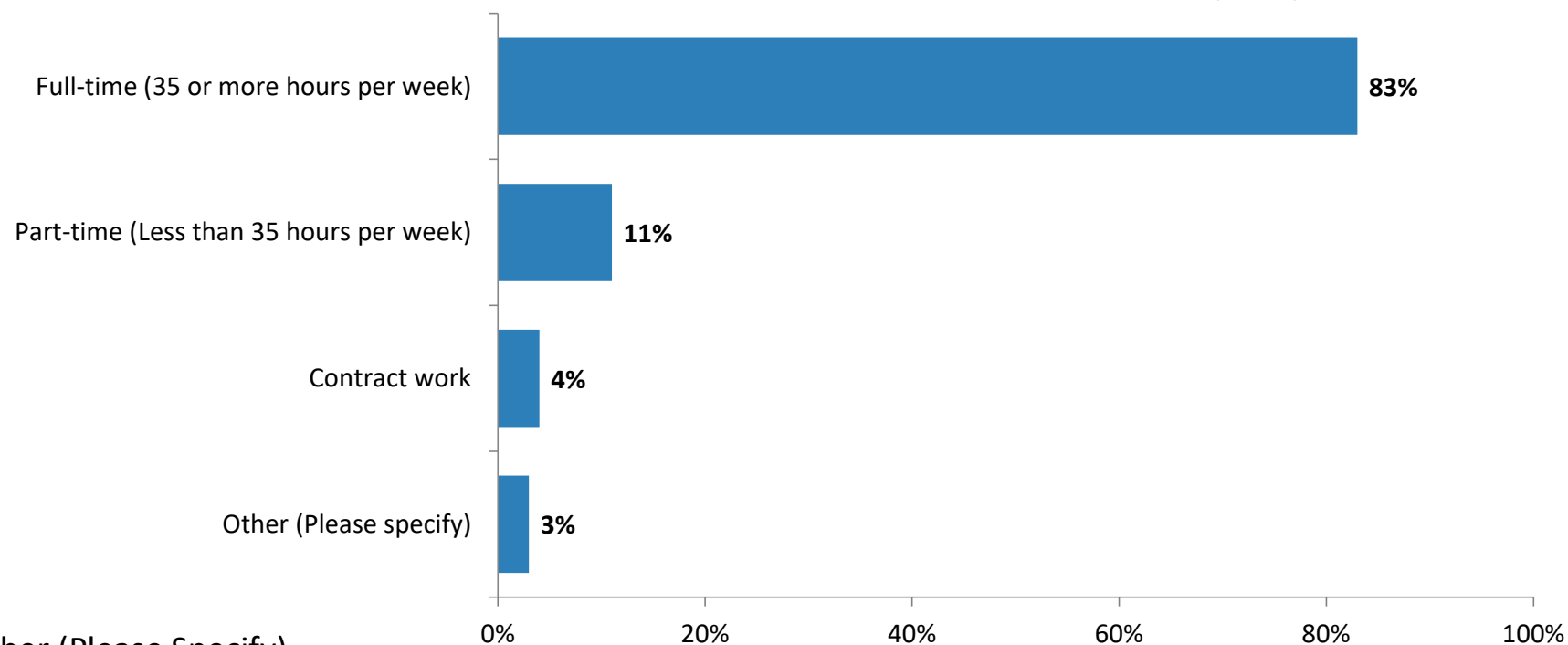


22. If you answered Yes to question 21, what are your billable expectations?



23. Your employment basis can be best described as:

(N = 80)

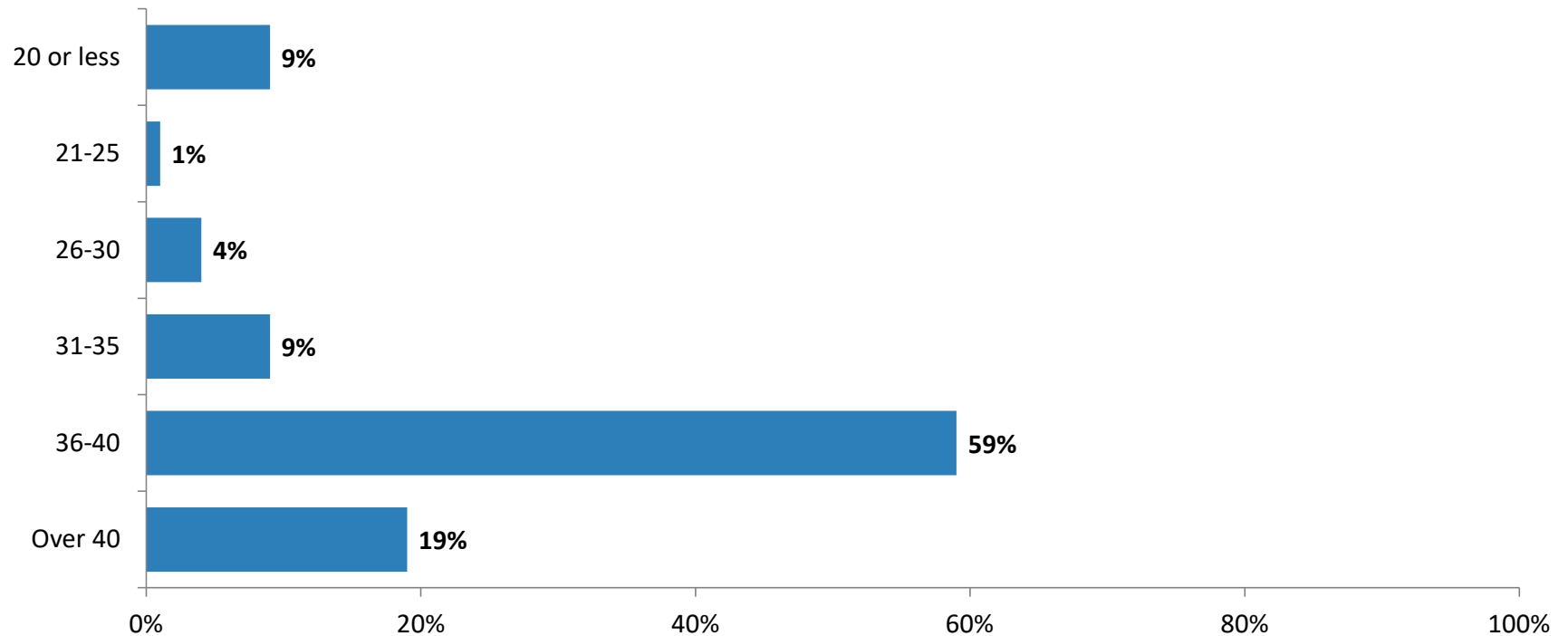


Other (Please Specify)

1. Extended
2. Salaried

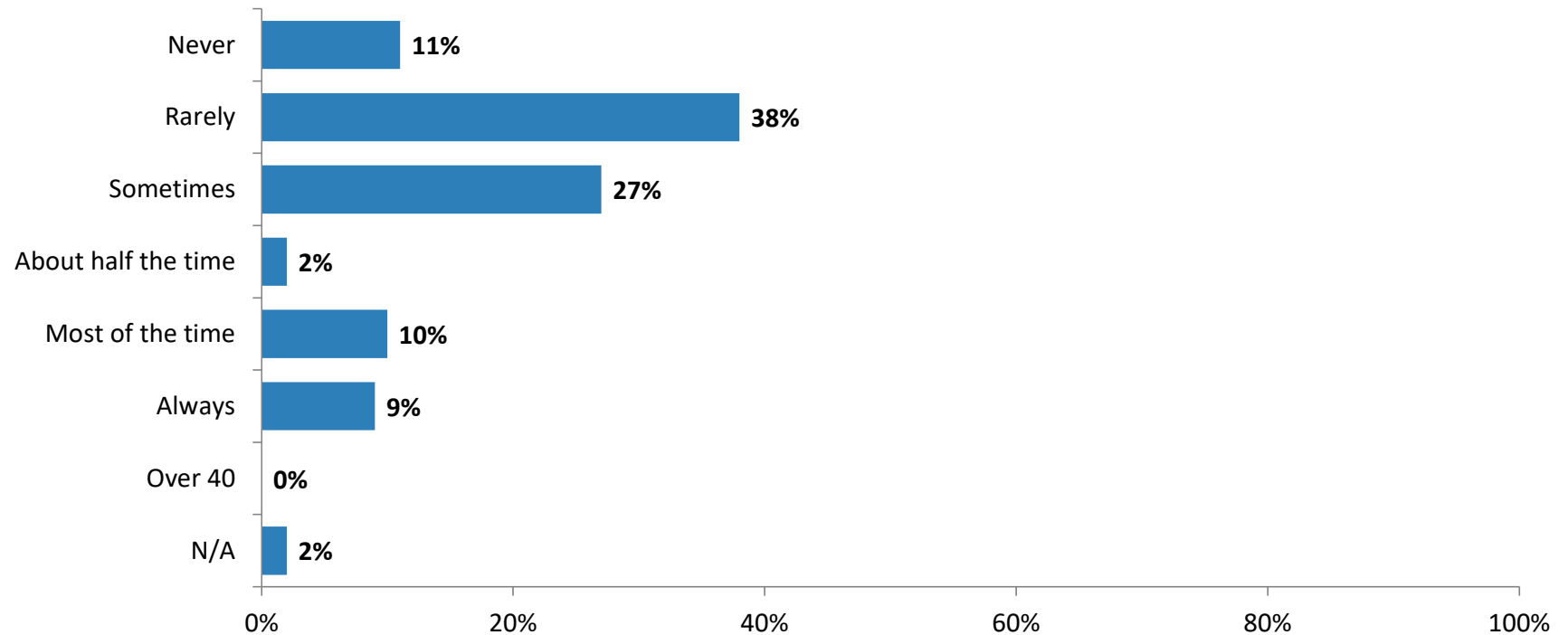
24. What is the average number of hours you work per week?

(N = 81)



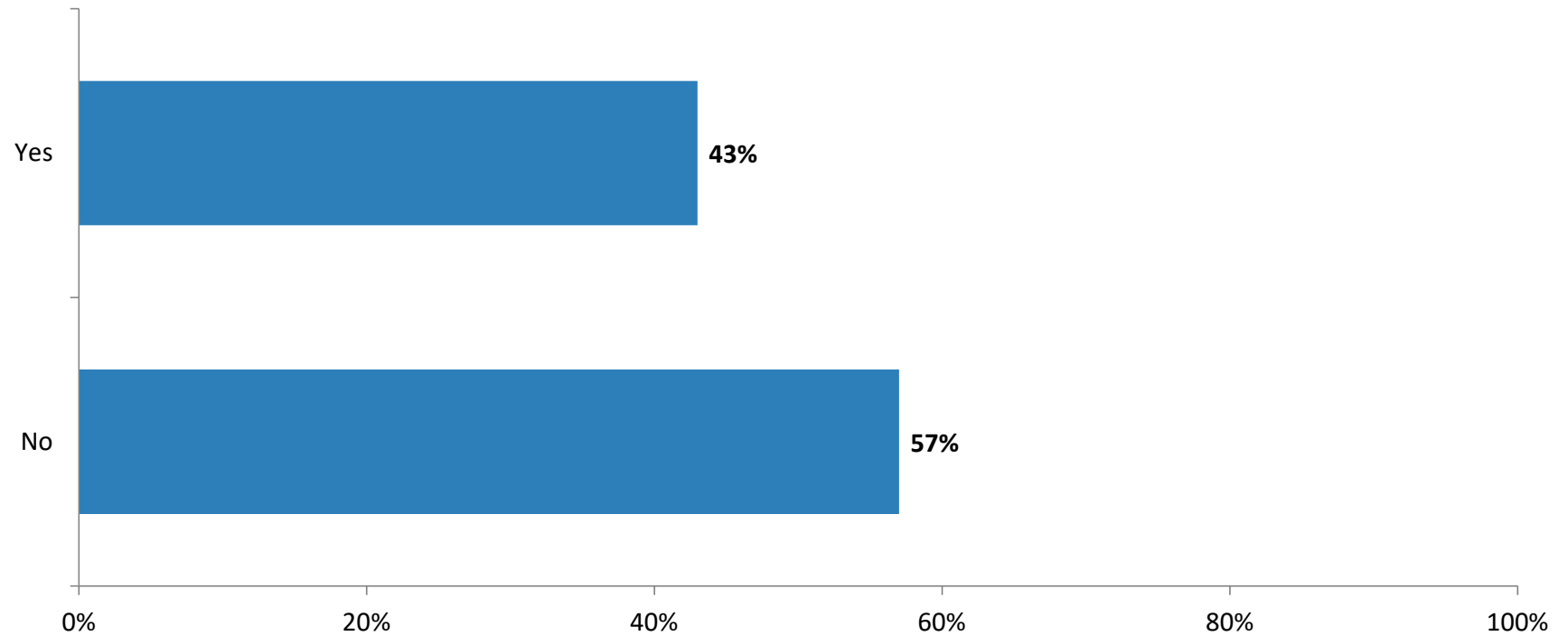
25. How often do you work in excess of your normal working hours?

(N = 81)



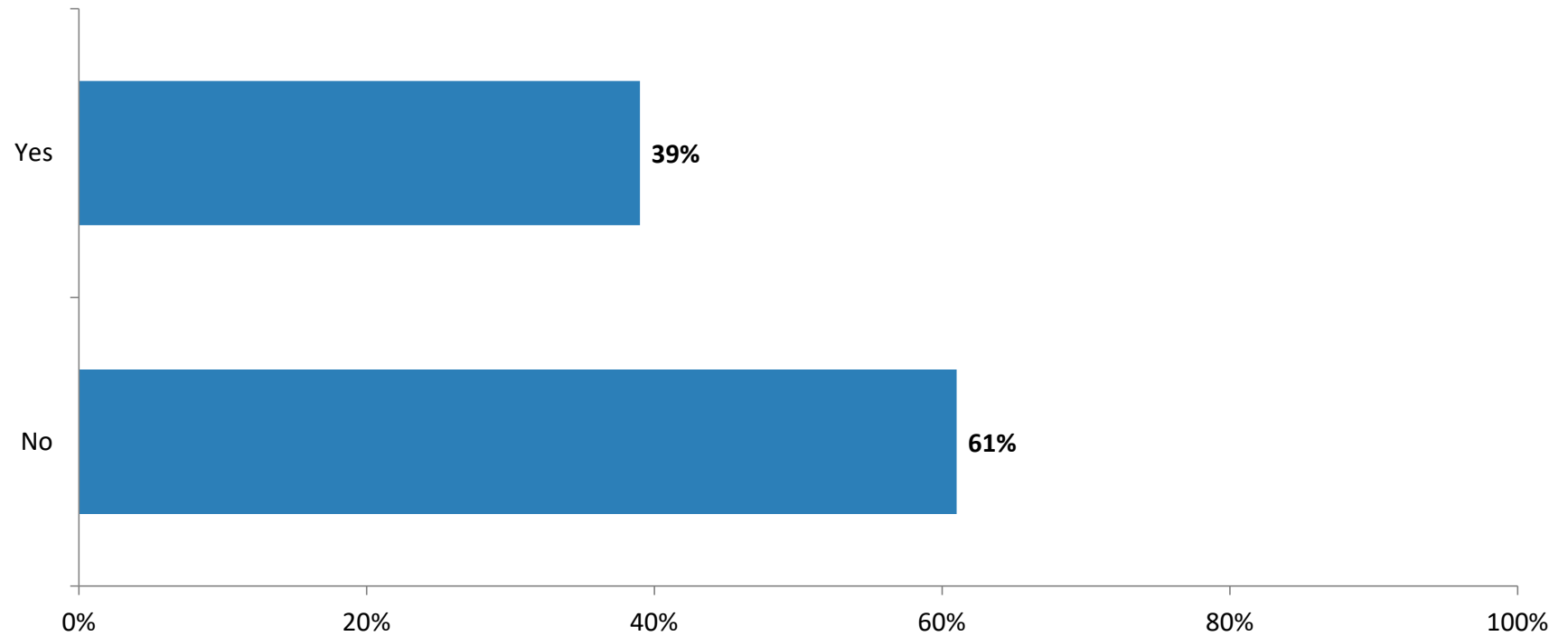
26. If you work in excess, do you get paid overtime?

(N = 75)



27. If you work in excess, do you get comp time?

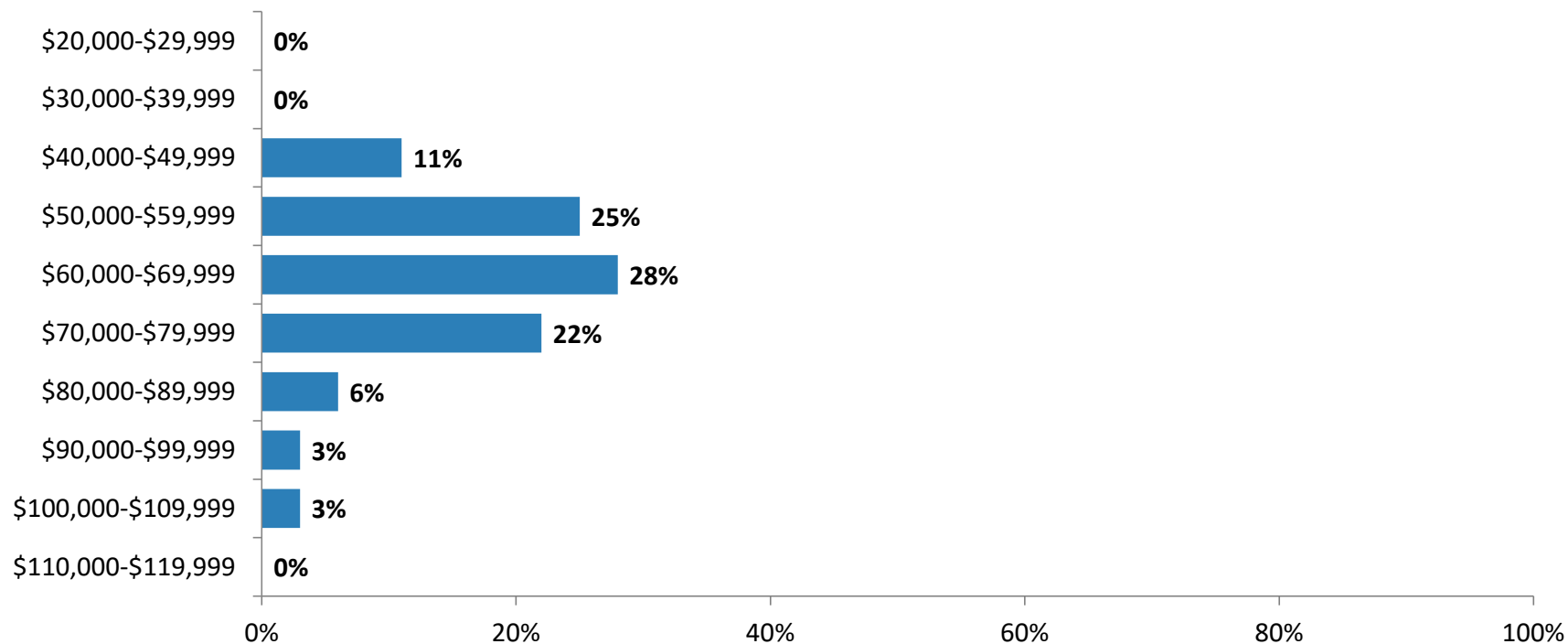
(N = 75)



IF YOU WORK IN THE ALBUQUERQUE, SANTA FE, LOS ALAMOS OR LAS CRUCES AREAS, PLEASE ANSWER THIS QUESTION. IF YOU WORK OUTSIDE THOSE AREAS, GO TO QUESTION 29.

28. If you are a full-time employee (35 or more hours per week), what is your annual compensation, including overtime and any bonuses?:
(Please check your compensation range within the applicable employment sector): PRIVATE

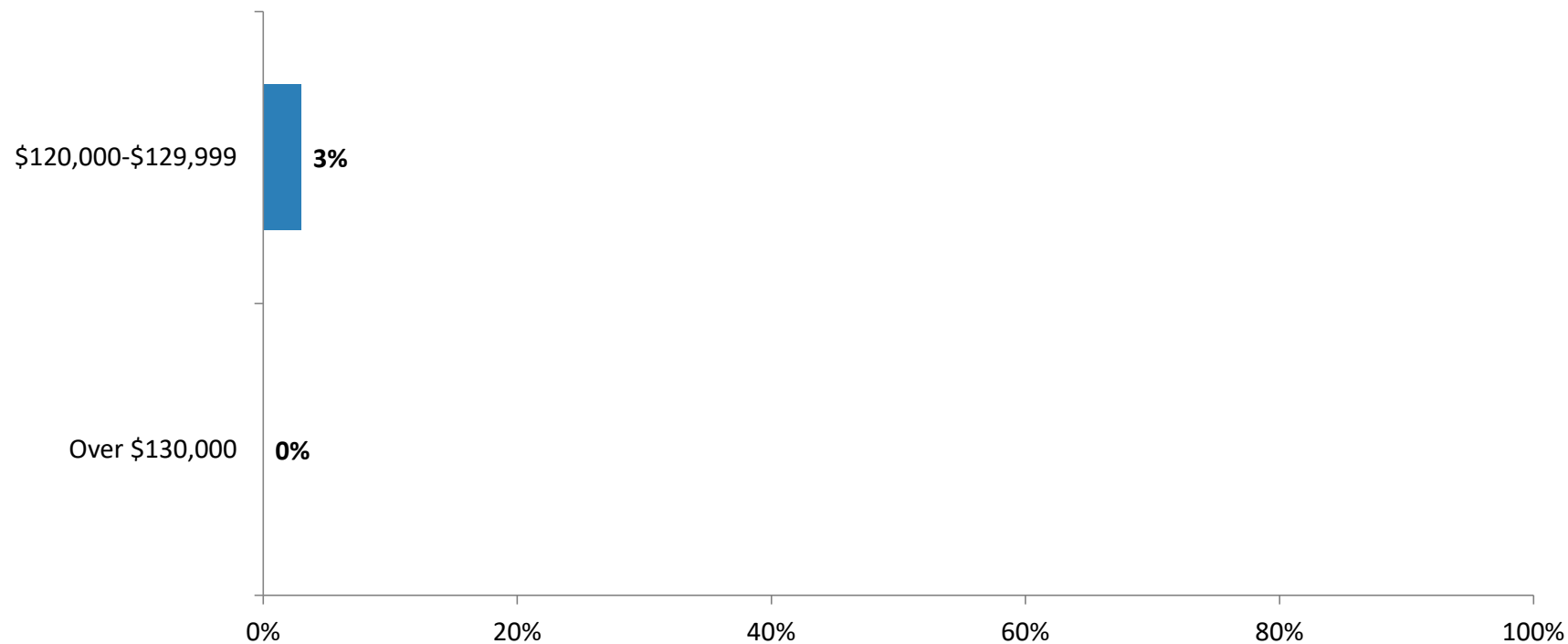
(N = 36)



IF YOU WORK IN THE ALBUQUERQUE, SANTA FE, LOS ALAMOS OR LAS CRUCES AREAS, PLEASE ANSWER THIS QUESTION. IF YOU WORK OUTSIDE THOSE AREAS, GO TO QUESTION 29.

28. If you are a full-time employee (35 or more hours per week), what is your annual compensation, including overtime and any bonuses?: (Please check your compensation range within the applicable employment sector): PRIVATE (Continued)

(N = 36)



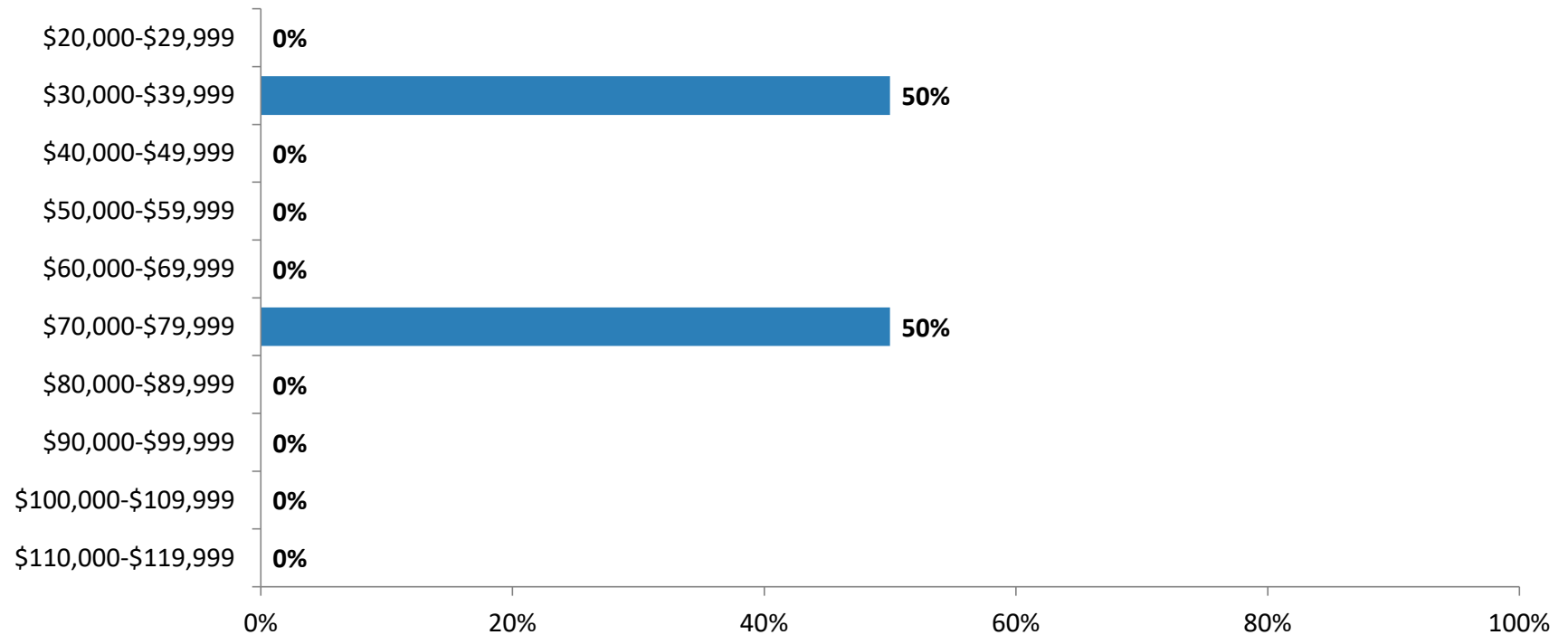
IF YOU WORK IN THE ALBUQUERQUE, SANTA FE, LOS ALAMOS OR LAS CRUCES AREAS, PLEASE ANSWER THIS QUESTION. IF YOU WORK OUTSIDE THOSE AREAS, GO TO QUESTION 29.

28. If you are a full-time employee (35 or more hours per week), what is your annual compensation, including overtime and any bonuses?: (Please check your compensation range within the applicable employment sector): PRIVATE

Response	Count (N)	Percentage (%)
\$20,000-\$29,999	0	0%
\$30,000-\$39,999	0	0%
\$40,000-\$49,999	4	11%
\$50,000-\$59,999	9	25%
\$60,000-\$69,999	10	28%
\$70,000-\$79,999	8	22%
\$80,000-\$89,999	2	6%
\$90,000-\$99,999	1	3%
\$100,000-\$109,999	1	3%
\$110,000-\$119,999	0	0%
\$120,000-\$129,999	1	3%
Over \$130,000	0	0%
Total Responses	36	

28. If you are a full-time employee (35 or more hours per week), what is your annual compensation, including overtime and any bonuses?:
(Please check your compensation range within the applicable employment sector): CORPORATE

(N = 2)

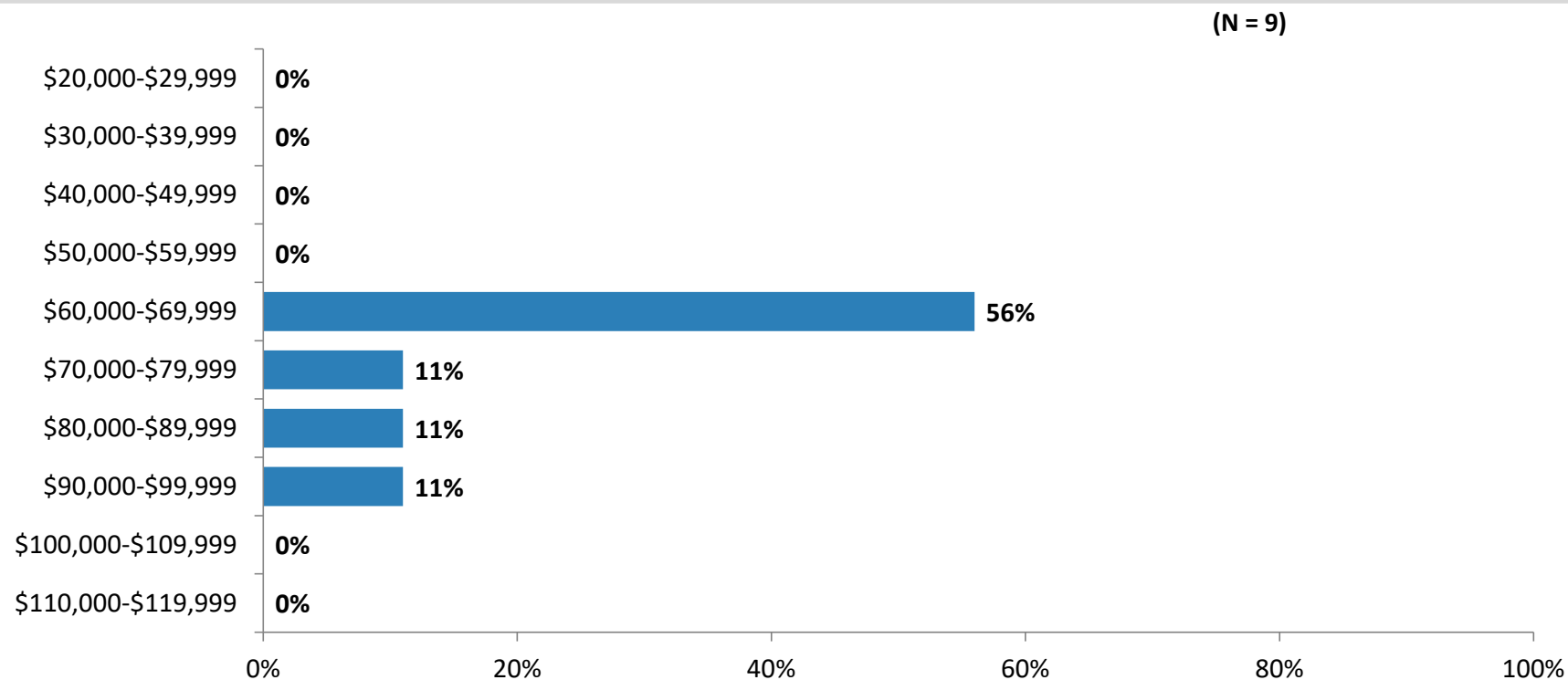


28. If you are a full-time employee (35 or more hours per week), what is your annual compensation, including overtime and any bonuses?:
(Please check your compensation range within the applicable employment sector): CORPORATE

Response	Count (N)	Percentage (%)
\$20,000-\$29,999	0	0%
\$30,000-\$39,999	1	50%
\$40,000-\$49,999	0	0%
\$50,000-\$59,999	0	0%
\$60,000-\$69,999	0	0%
\$70,000-\$79,999	1	50%
\$80,000-\$89,999	0	0%
\$90,000-\$99,999	0	0%
\$100,000-\$109,999	0	0%
\$110,000-\$119,999	0	0%
\$120,000-\$129,999	0	0%
Over \$130,000	0	0%
Total Responses	2	

IF YOU WORK IN THE ALBUQUERQUE, SANTA FE, LOS ALAMOS OR LAS CRUCES AREAS, PLEASE ANSWER THIS QUESTION. IF YOU WORK OUTSIDE THOSE AREAS, GO TO QUESTION 29.

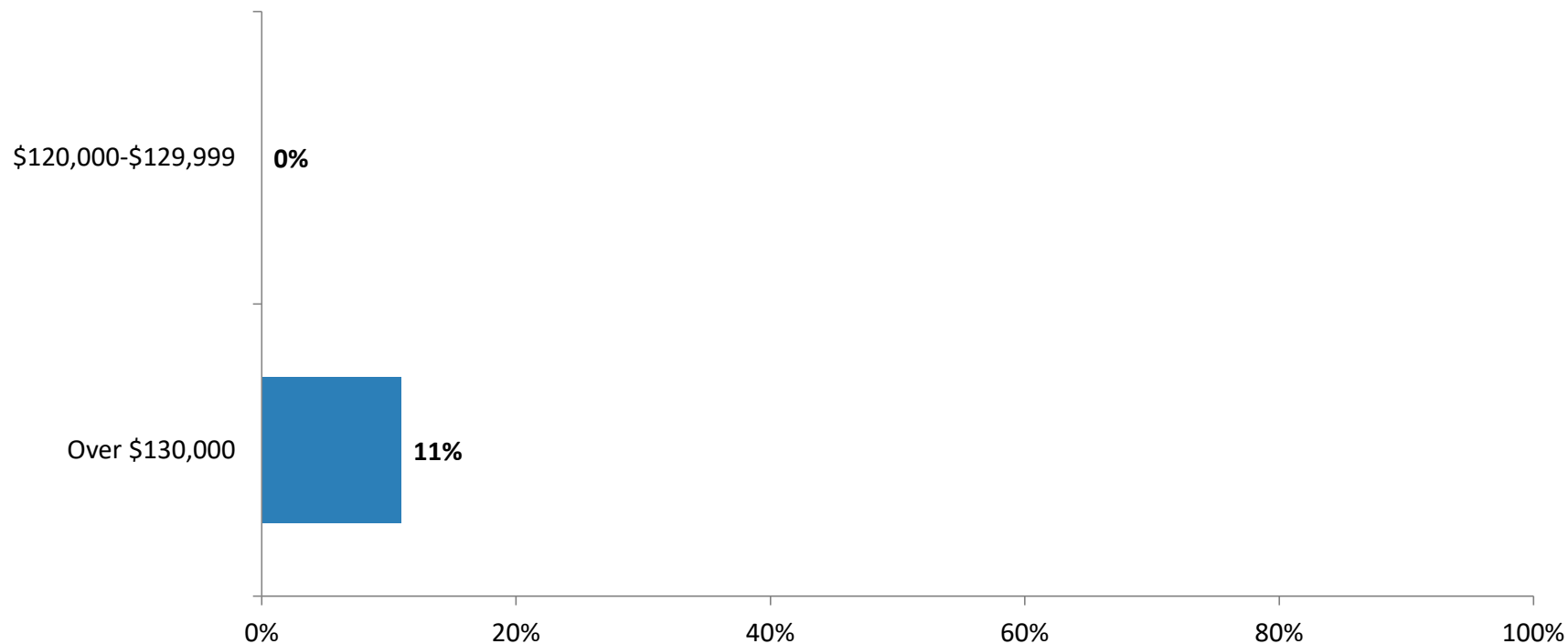
28. If you are a full-time employee (35 or more hours per week), what is your annual compensation, including overtime and any bonuses?:
(Please check your compensation range within the applicable employment sector): PUBLIC (STATE OR FEDERAL GOVERNMENT)



IF YOU WORK IN THE ALBUQUERQUE, SANTA FE, LOS ALAMOS OR LAS CRUCES AREAS, PLEASE ANSWER THIS QUESTION. IF YOU WORK OUTSIDE THOSE AREAS, GO TO QUESTION 29.

28. If you are a full-time employee (35 or more hours per week), what is your annual compensation, including overtime and any bonuses?: (Please check your compensation range within the applicable employment sector): PUBLIC (STATE OR FEDERAL GOVERNMENT) (Continued)

(N = 9)



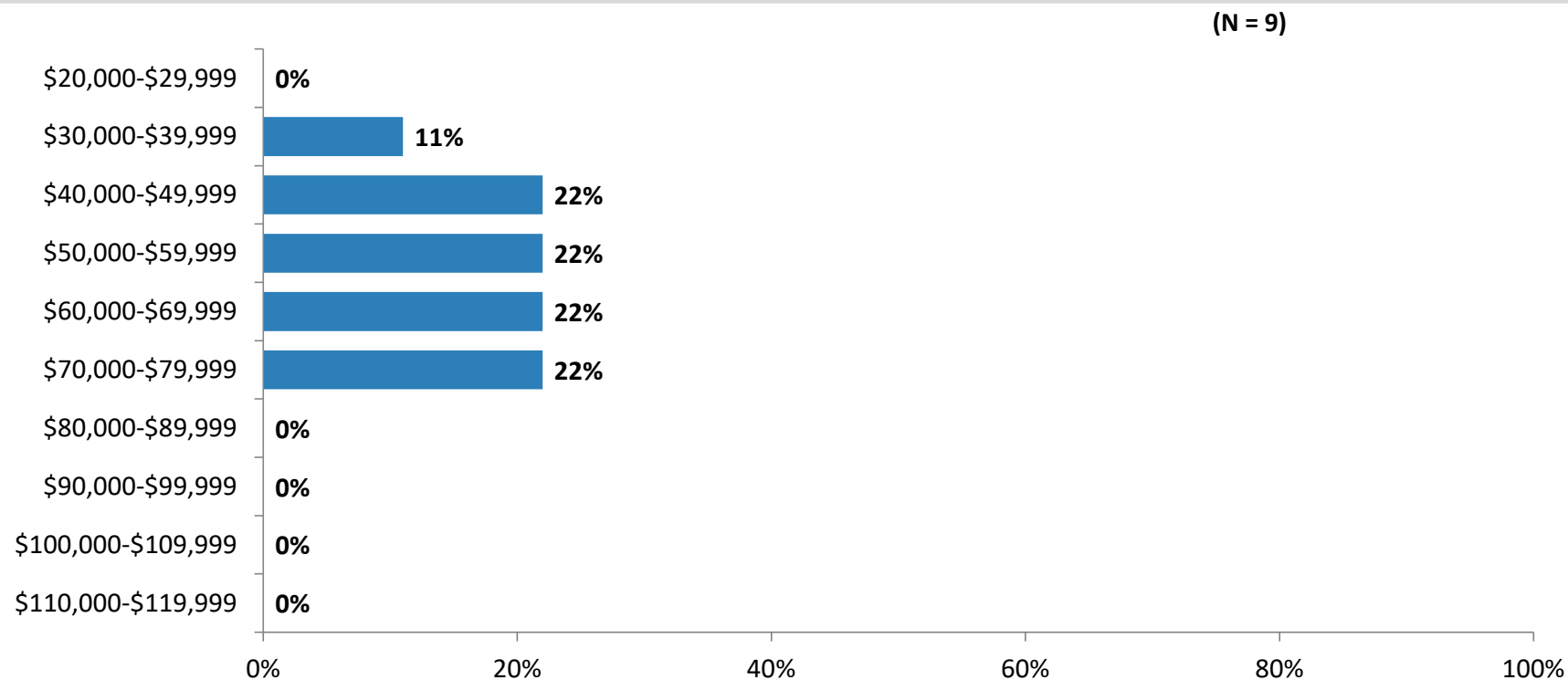
IF YOU WORK IN THE ALBUQUERQUE, SANTA FE, LOS ALAMOS OR LAS CRUCES AREAS, PLEASE ANSWER THIS QUESTION. IF YOU WORK OUTSIDE THOSE AREAS, GO TO QUESTION 29.

28. If you are a full-time employee (35 or more hours per week), what is your annual compensation, including overtime and any bonuses?: (Please check your compensation range within the applicable employment sector): PUBLIC (STATE OR FEDERAL GOVERNMENT)

Response	Count (N)	Percentage (%)
\$20,000-\$29,999	0	0%
\$30,000-\$39,999	0	0%
\$40,000-\$49,999	0	0%
\$50,000-\$59,999	0	0%
\$60,000-\$69,999	5	56%
\$70,000-\$79,999	1	11%
\$80,000-\$89,999	1	11%
\$90,000-\$99,999	1	11%
\$100,000-\$109,999	0	0%
\$110,000-\$119,999	0	0%
\$120,000-\$129,999	0	0%
Over \$130,000	1	11%
Total Responses	9	

IF YOU WORK IN THE ALBUQUERQUE, SANTA FE, LOS ALAMOS OR LAS CRUCES AREAS, PLEASE ANSWER THIS QUESTION. IF YOU WORK OUTSIDE THOSE AREAS, GO TO QUESTION 29.

28. If you are a full-time employee (35 or more hours per week), what is your annual compensation, including overtime and any bonuses?: (Please check your compensation range within the applicable employment sector): NON-PROFIT



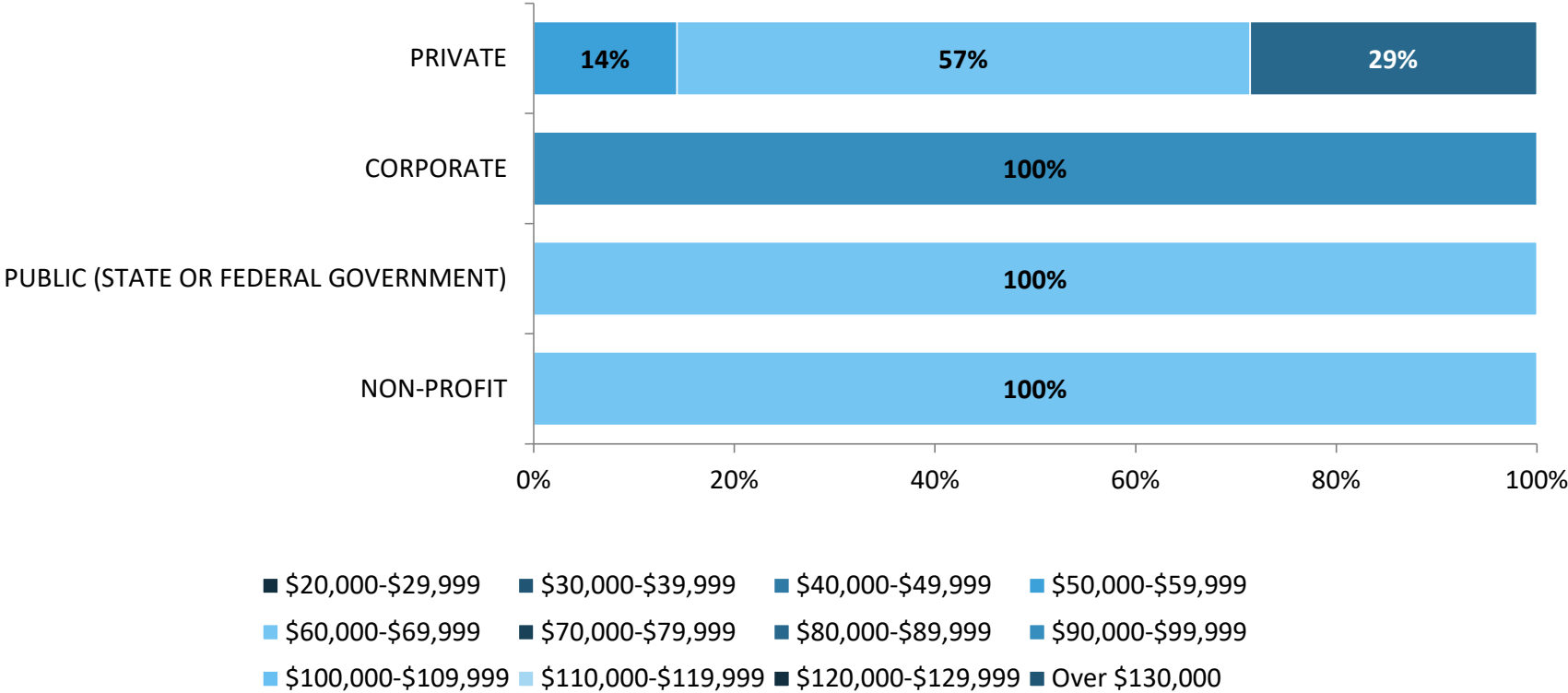
IF YOU WORK IN THE ALBUQUERQUE, SANTA FE, LOS ALAMOS OR LAS CRUCES AREAS, PLEASE ANSWER THIS QUESTION. IF YOU WORK OUTSIDE THOSE AREAS, GO TO QUESTION 29.

28. If you are a full-time employee (35 or more hours per week), what is your annual compensation, including overtime and any bonuses?: (Please check your compensation range within the applicable employment sector): NON-PROFIT

Response	Count (N)	Percentage (%)
\$20,000-\$29,999	0	0%
\$30,000-\$39,999	1	11%
\$40,000-\$49,999	2	22%
\$50,000-\$59,999	2	22%
\$60,000-\$69,999	2	22%
\$70,000-\$79,999	2	22%
\$80,000-\$89,999	0	0%
\$90,000-\$99,999	0	0%
\$100,000-\$109,999	0	0%
\$110,000-\$119,999	0	0%
\$120,000-\$129,999	0	0%
Over \$130,000	0	0%
Total Responses	9	

IF YOU WORK OUTSIDE THE ALBUQUERQUE, SANTA FE, LOS ALAMOS OR LAS CRUCES AREAS, PLEASE ANSWER THIS QUESTION.

29. If you are a full-time employee (35 or more hours per week), what is your annual compensation, including overtime and any bonuses?:
(Please check your compensation range within the applicable employment sector)



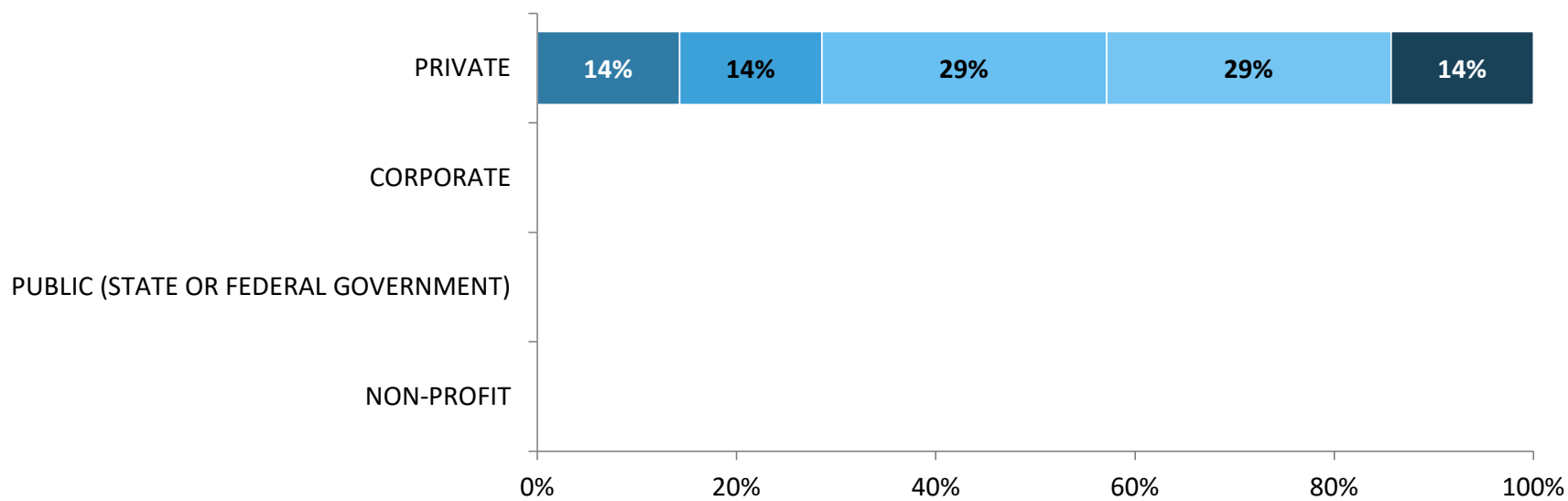
IF YOU WORK OUTSIDE THE ALBUQUERQUE, SANTA FE, LOS ALAMOS OR LAS CRUCES AREAS, PLEASE ANSWER THIS QUESTION.

29. If you are a full-time employee (35 or more hours per week), what is your annual compensation, including overtime and any bonuses?:
(Please check your compensation range within the applicable employment sector)

	\$20,000-\$29,999	\$30,000-\$39,999	\$40,000-	\$50,000-	\$60,000-	\$70,000-	\$80,000-	\$90,000-	\$100,000-	\$110,000-	\$120,000-	Over	Total
PRIVATE	0	0	0	1	4	0	2	0	0	0	0	0	7
	0%	0%	0%	14%	57%	0%	29%	0%	0%	0%	0%	0%	
CORPORATE	0	0	0	0	0	0	0	1	0	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	
PUBLIC (STATE OR	0	0	0	0	3	0	0	0	0	0	0	0	3
	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	
NON-PROFIT	0	0	0	0	2	0	0	0	0	0	0	0	2
	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	

IF YOU WORK IN THE ALBUQUERQUE, SANTA FE, LOS ALAMOS OR LAS CRUCES AREAS, PLEASE ANSWER THIS QUESTION. IF YOU WORK OUTSIDE THOSE AREAS, GO TO QUESTION 31.

30. If you are a part-time employee (less than 35 hours per week), what is your hourly compensation?: (Please check your compensation range within the applicable employment sector)



■ \$16.00-\$17.99 ■ \$18.00-\$19.99 ■ \$20.00-\$21.99 ■ \$22.00-\$23.99 ■ \$24.00-\$25.99 ■ \$26.00-\$27.99
 ■ \$28.00-\$29.99 ■ \$30.00-\$31.99 ■ \$32.00-\$33.99 ■ \$34.00-\$35.99 ■ \$36.00-\$37.99 ■ \$38.00-\$39.99
 ■ \$40.00-\$41.99 ■ \$42.00-\$43.99 ■ \$44.00-\$45.99 ■ \$46.00-\$47.99 ■ \$48.00-\$49.99 ■ Over \$50.00

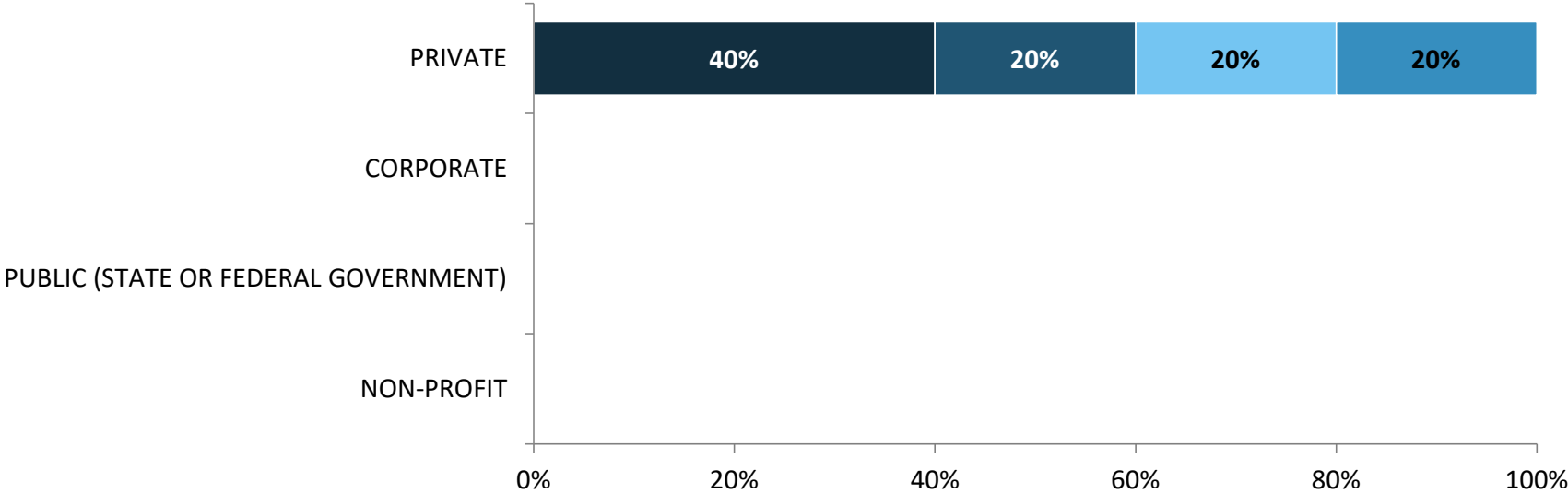
IF YOU WORK IN THE ALBUQUERQUE, SANTA FE, LOS ALAMOS OR LAS CRUCES AREAS, PLEASE ANSWER THIS QUESTION. IF YOU WORK OUTSIDE THOSE AREAS, GO TO QUESTION 31.

30. If you are a part-time employee (less than 35 hours per week), what is your hourly compensation?: (Please check your compensation range within the applicable employment sector) Continued

	\$16.00-\$17.99	\$18.00-\$19.99	\$20.00-	\$22.00-	\$24.00-	\$26.00-	\$28.00-	\$30.00-	\$32.00-	\$34.00-	\$36.00-	\$38.00-	\$40.00-	\$42.00-	\$44.00-	\$46.00-	\$48.00-	Over	Total
PRIVATE	0	0	1	1	0	0	0	0	2	0	0	0	0	0	2	1	0	0	7
	0%	0%	14%	14%	0%	0%	0%	0%	29%	0%	0%	0%	0%	0%	29%	14%	0%	0%	
CORPORATE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
PUBLIC (STATE OR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
NON-PROFIT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	

IF YOU WORK OUTSIDE THE ALBUQUERQUE, SANTA FE, LOS ALAMOS OR LAS CRUCES AREAS, PLEASE ANSWER THIS QUESTION.

31. If you are a part-time employee (less than 35 hours per week), what is your hourly compensation?: (Please check your compensation range within the applicable employment sector)



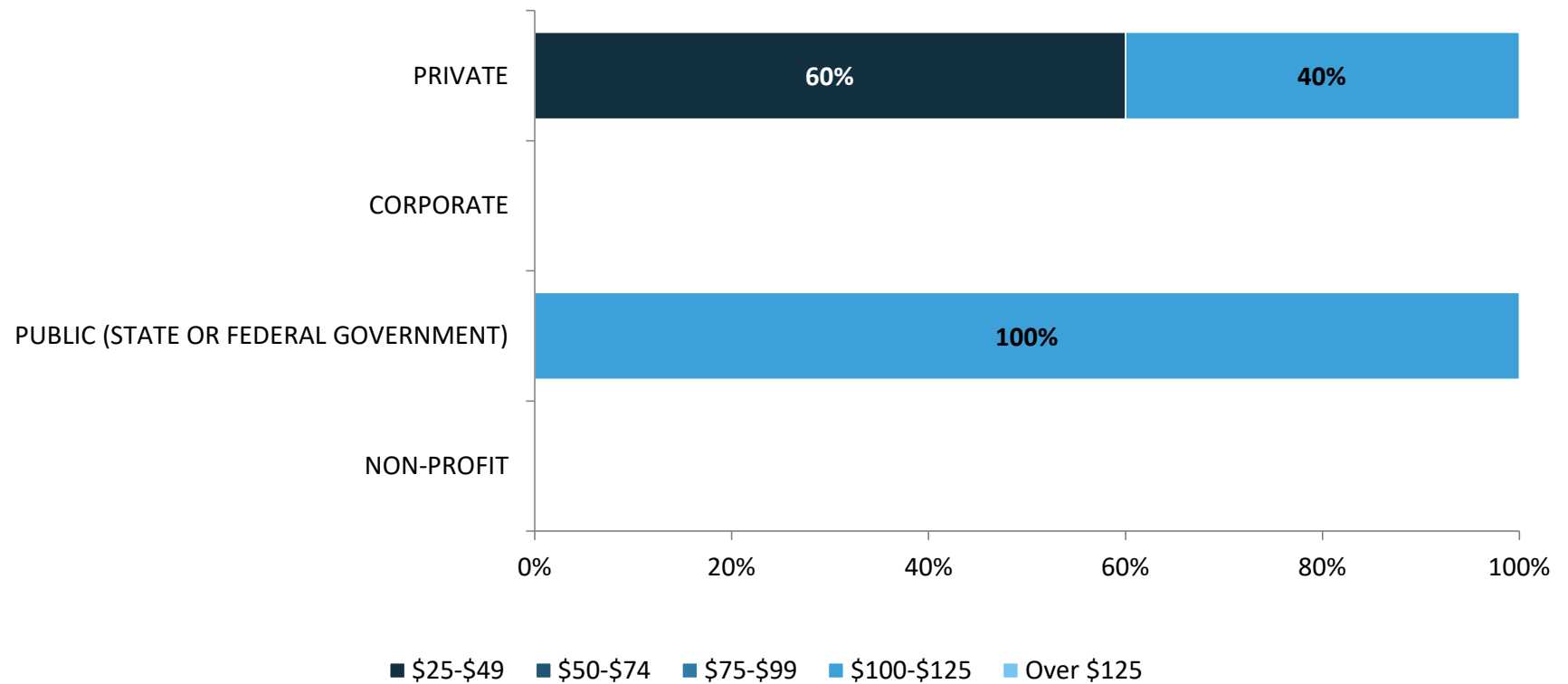
■ \$16.00-\$17.99 ■ \$18.00-\$19.99 ■ \$20.00-\$21.99 ■ \$22.00-\$23.99 ■ \$24.00-\$25.99 ■ \$26.00-\$27.99
■ \$28.00-\$29.99 ■ \$30.00-\$31.99 ■ \$32.00-\$33.99 ■ \$34.00-\$35.99 ■ \$36.00-\$37.99 ■ \$38.00-\$39.99
■ \$40.00-\$41.99 ■ \$42.00-\$43.99 ■ \$44.00-\$45.99 ■ \$46.00-\$47.99 ■ \$48.00-\$49.99 ■ Over \$50.00

IF YOU WORK OUTSIDE THE ALBUQUERQUE, SANTA FE, LOS ALAMOS OR LAS CRUCES AREAS, PLEASE ANSWER THIS QUESTION.

31. If you are a part-time employee (less than 35 hours per week), what is your hourly compensation?: (Please check your compensation range within the applicable employment sector) Continued

	\$16.00-\$17.99	\$18.00-\$19.99	\$20.00-	\$22.00-	\$24.00-	\$26.00-	\$28.00-	\$30.00-	\$32.00-	\$34.00-	\$36.00-	\$38.00-	\$40.00-	\$42.00-	\$44.00-	\$46.00-	\$48.00-	Over	Total
PRIVATE	2	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	5
	40%	20%	0%	0%	20%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	20%	
CORPORATE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
PUBLIC (STATE OR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
NON-PROFIT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	

32. If you work as a contract paralegal, what is your hourly charge (excluding taxes)?: (Please check your hourly charge within the applicable employment sector)

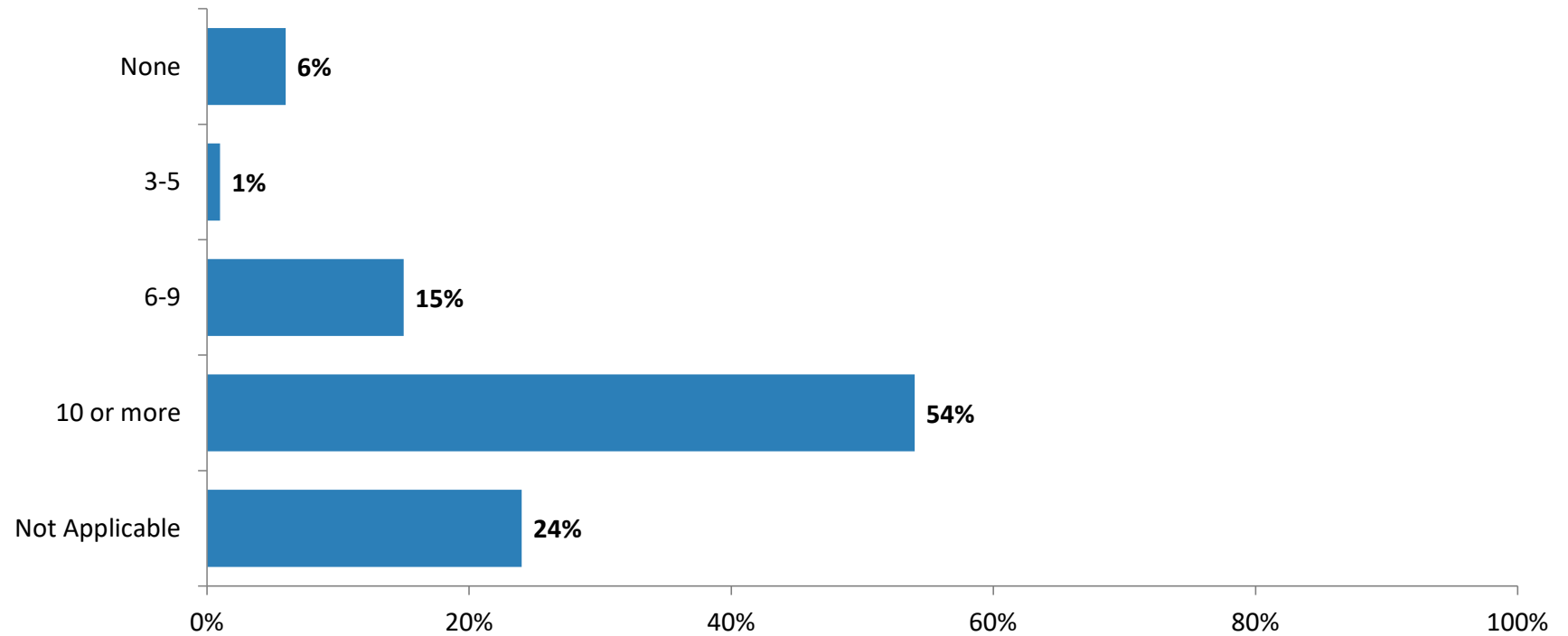


32. If you work as a contract paralegal, what is your hourly charge (excluding taxes)?: (Please check your hourly charge within the applicable employment sector) Continued

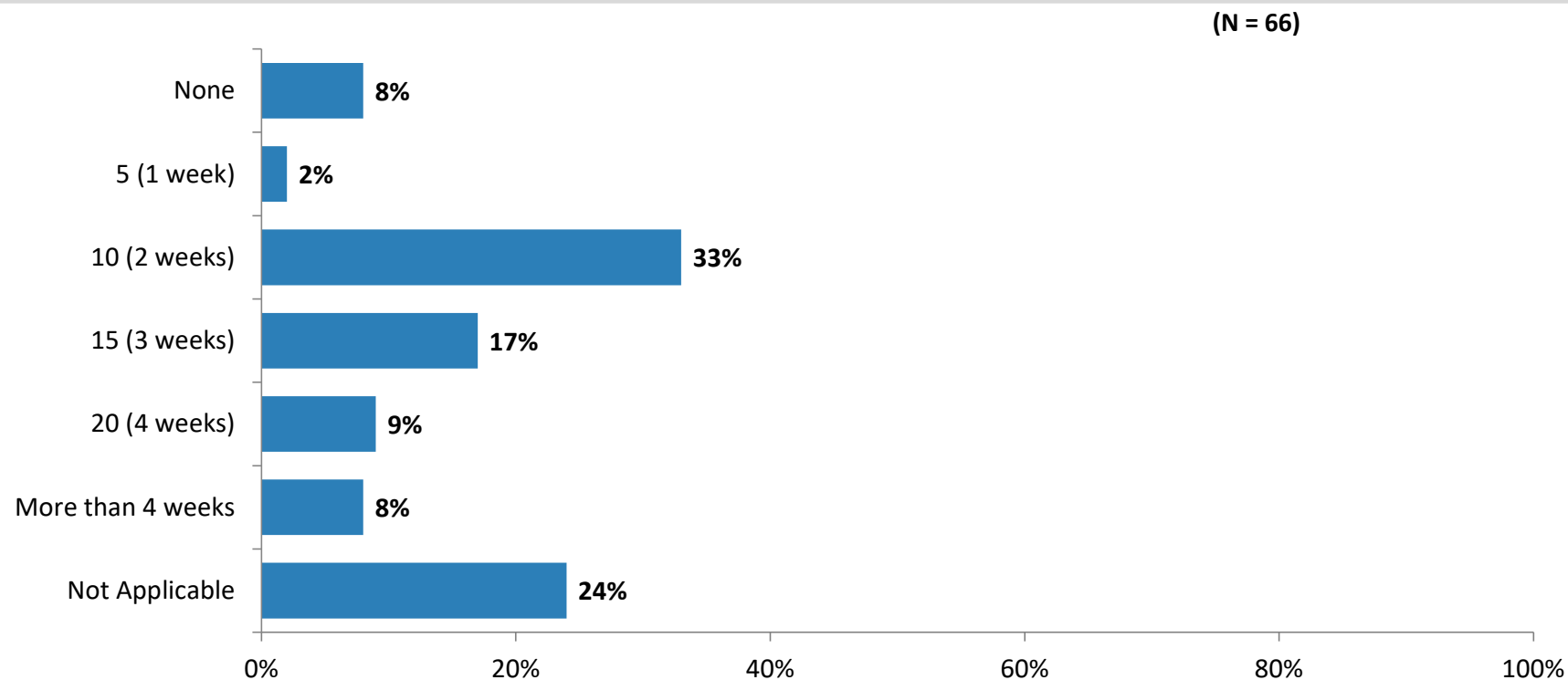
	\$25-\$49	\$50-\$74	\$75-\$99	\$100-	Over \$125	Total
PRIVATE	3	0	0	2	0	5
	60%	0%	0%	40%	0%	
CORPORATE	0	0	0	0	0	0
	0%	0%	0%	0%	0%	
PUBLIC (STATE OR	0	0	0	1	0	1
	0%	0%	0%	100%	0%	
NON-PROFIT	0	0	0	0	0	0
	0%	0%	0%	0%	0%	

33. Number of PTO days (sick, PTO)

(N = 67)

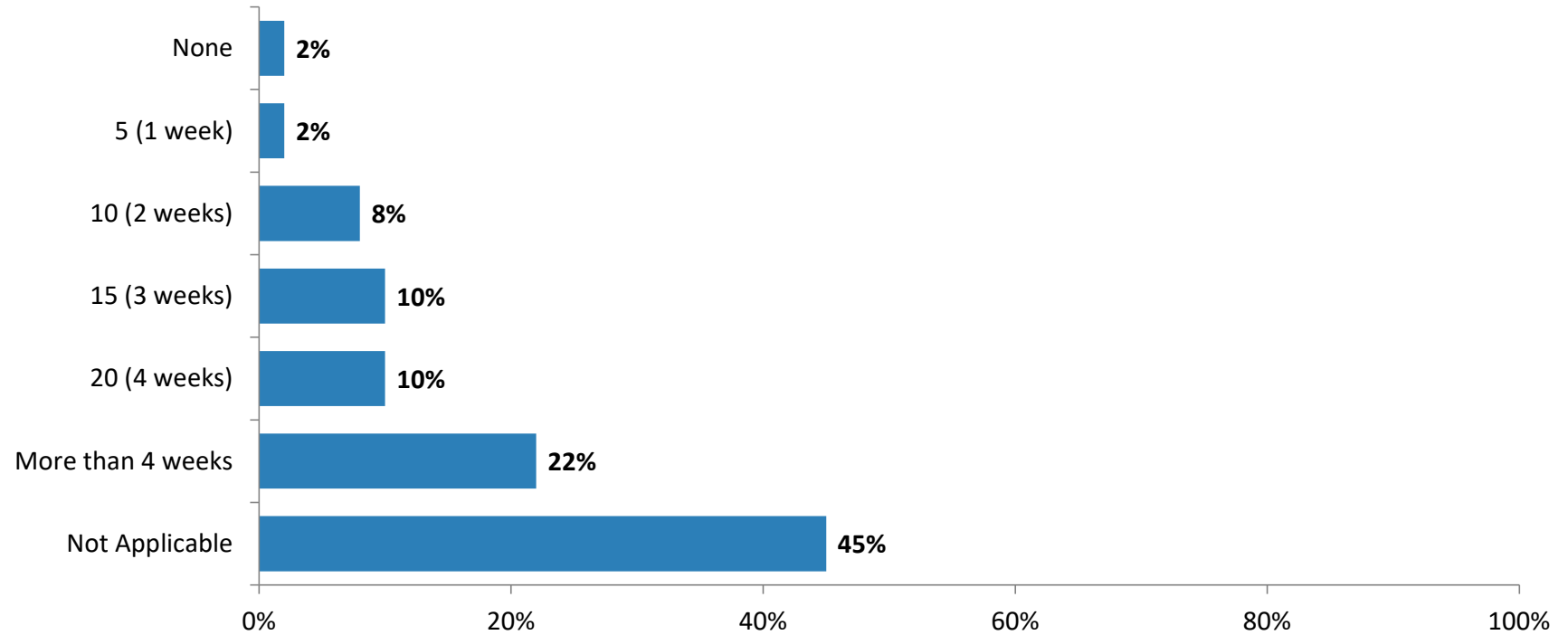


34. Number of vacation days.

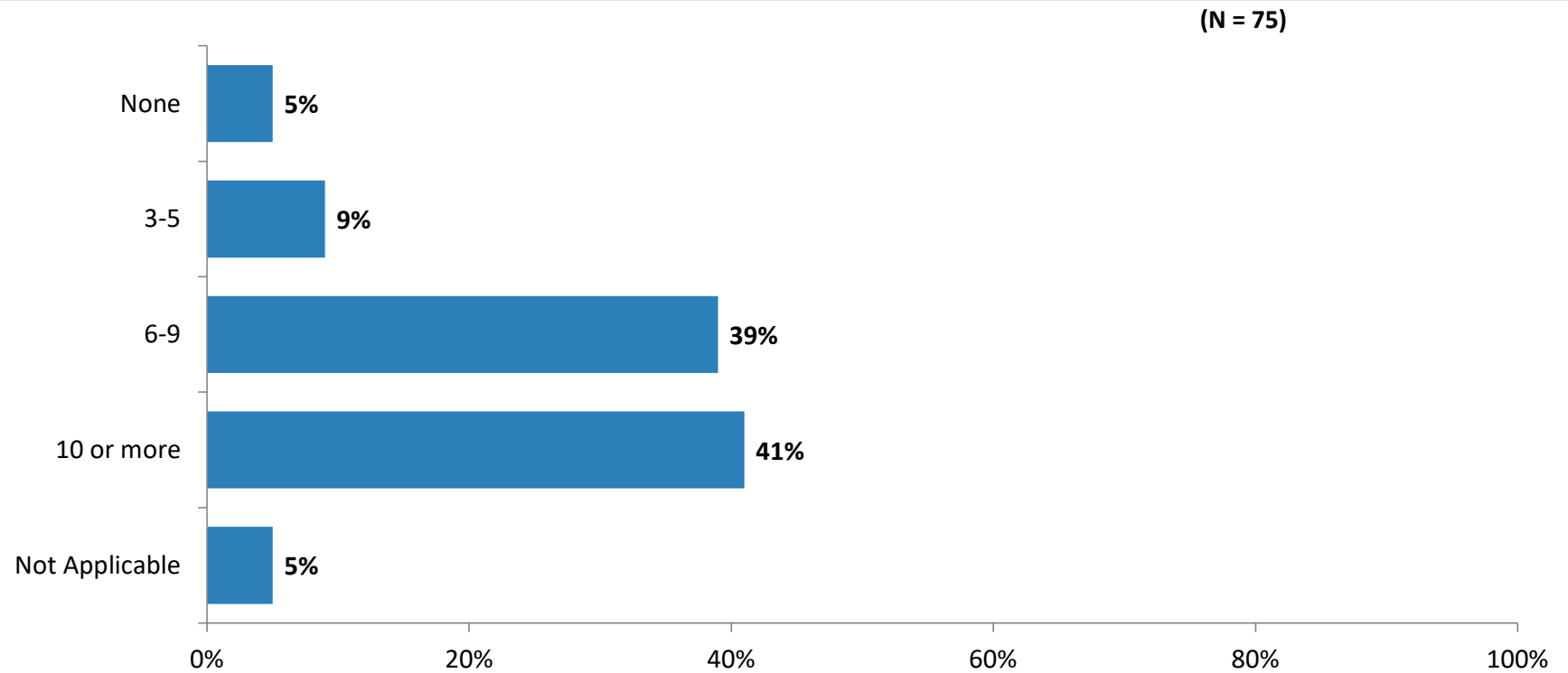


35. My employer does not differentiate between sick, PTO, vacation days. I get

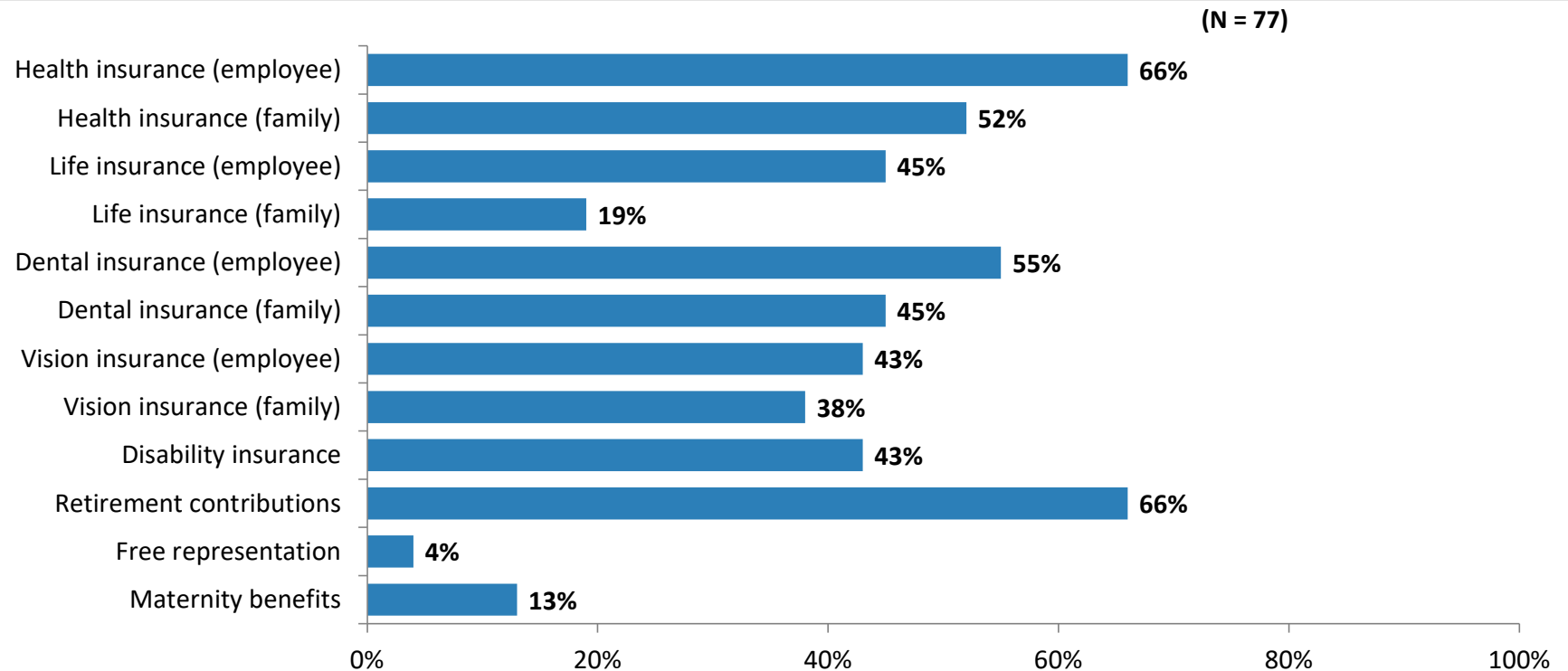
(N = 49)



36. Number of paid holidays.

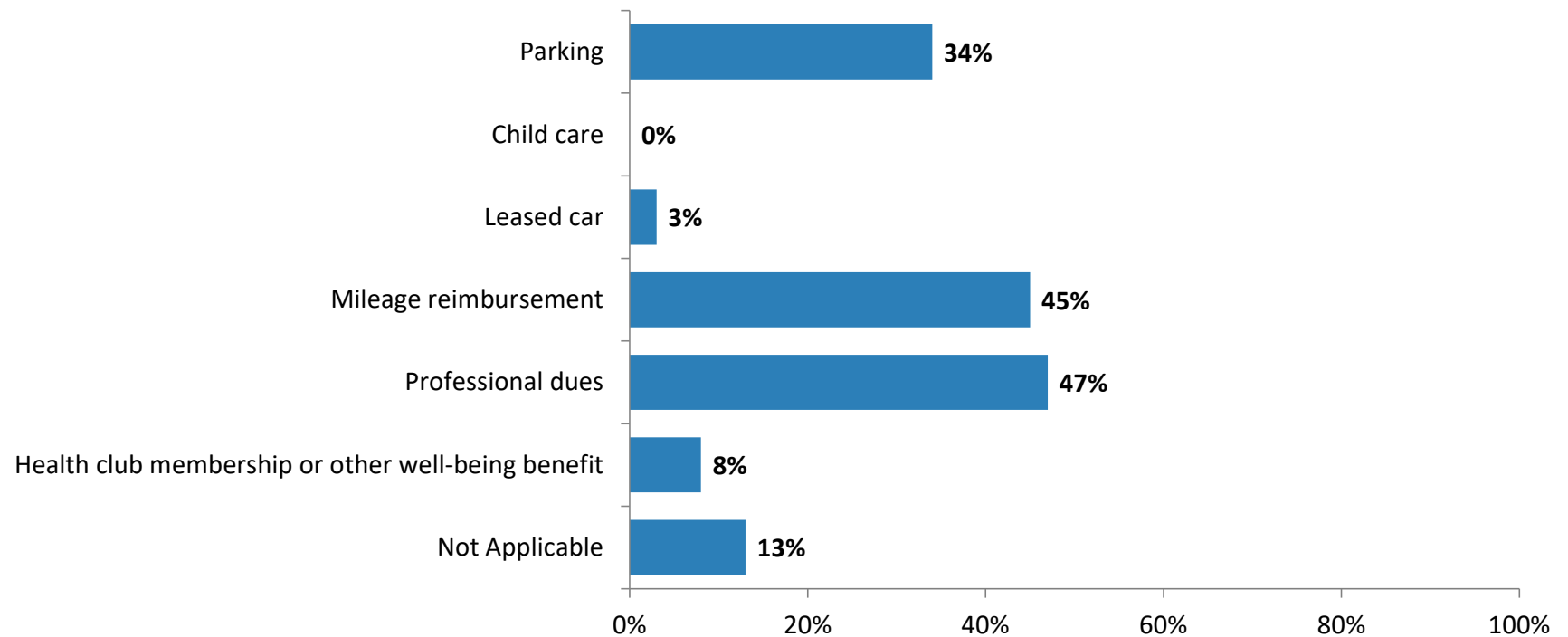


37. Employer-paid benefits offered (partially or fully paid): (Please check all that apply)

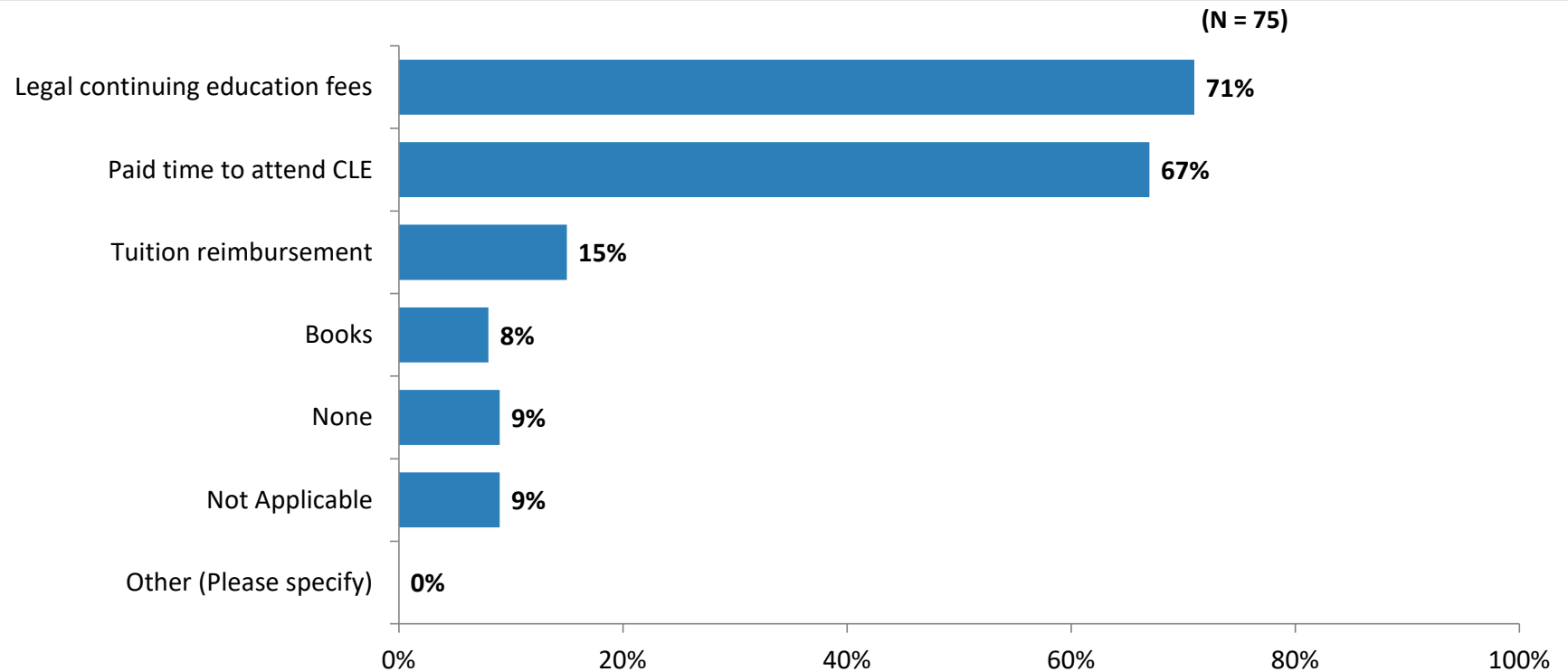


37. Employer-paid benefits offered (partially or fully paid): (Please check all that apply) (Continued)

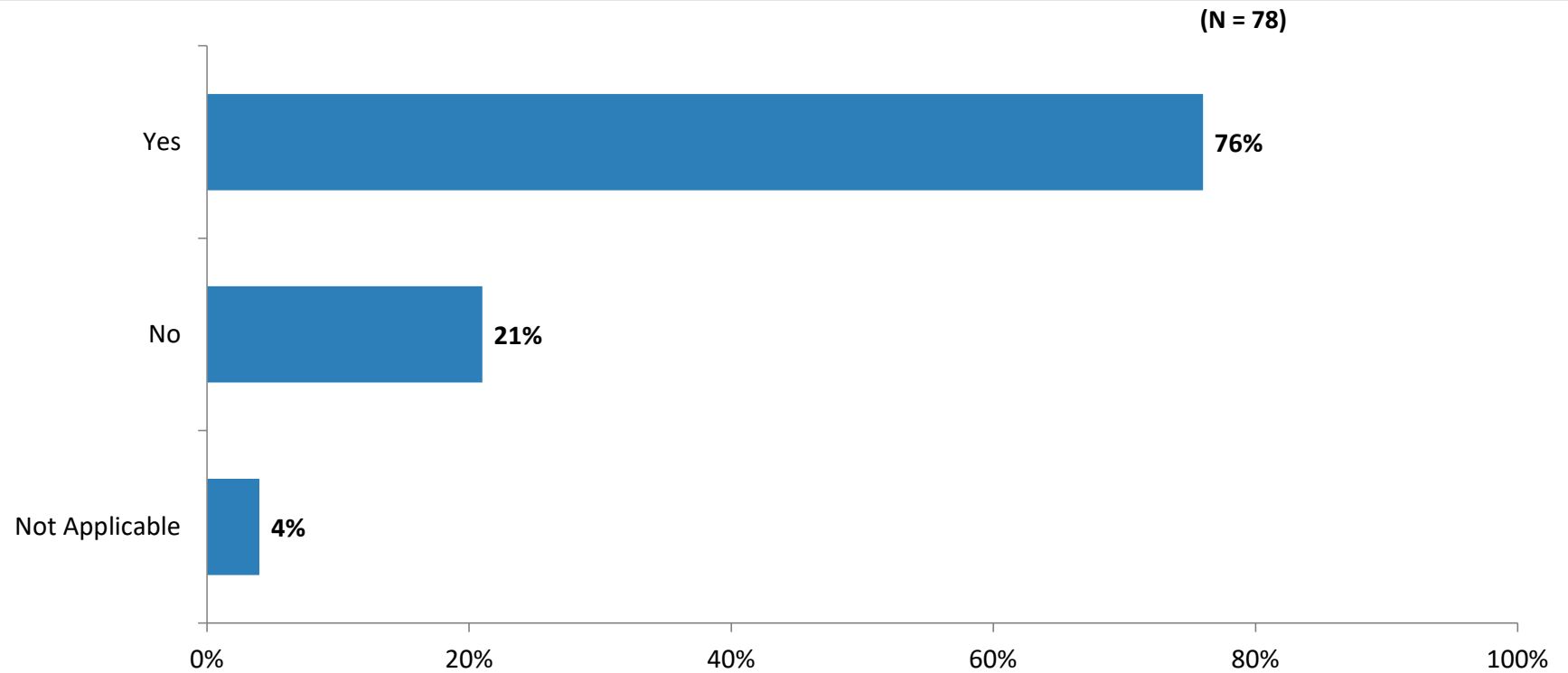
(N = 77)



38. Employer-paid educational benefits offered: (Please check all that apply)

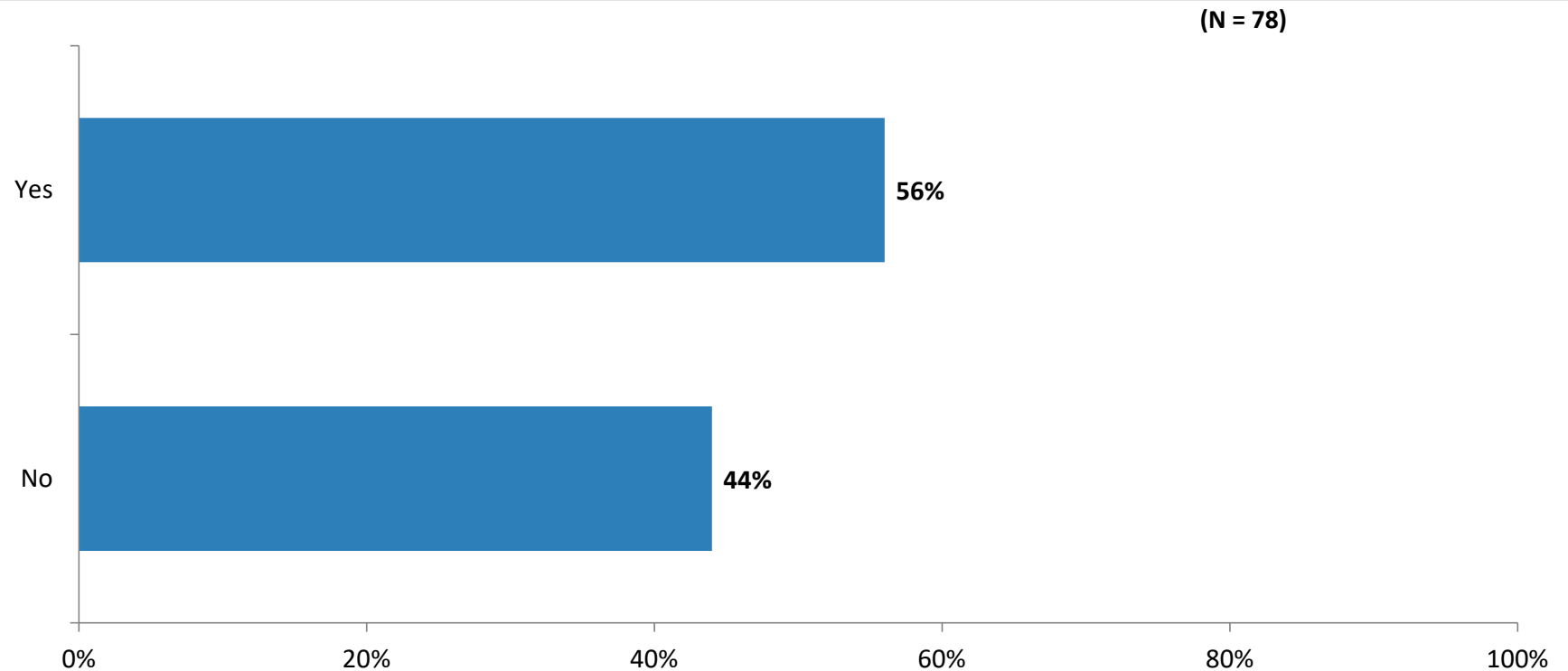


39. Does your employer offer flexible work schedule or remote work options?

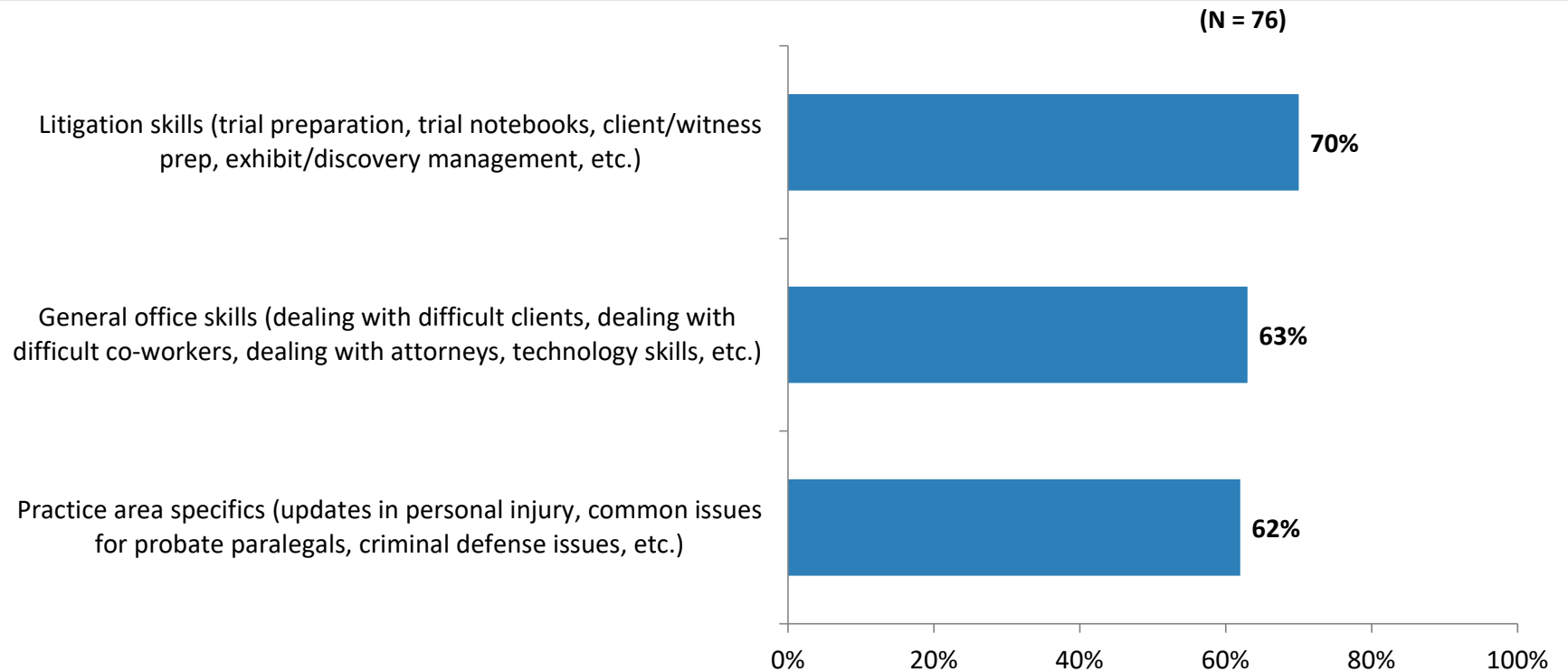


40. Would you be interested in participating in informal PD networking events such as meet-and-greets, coffee meet-ups, happy hours, lunches, etc.?

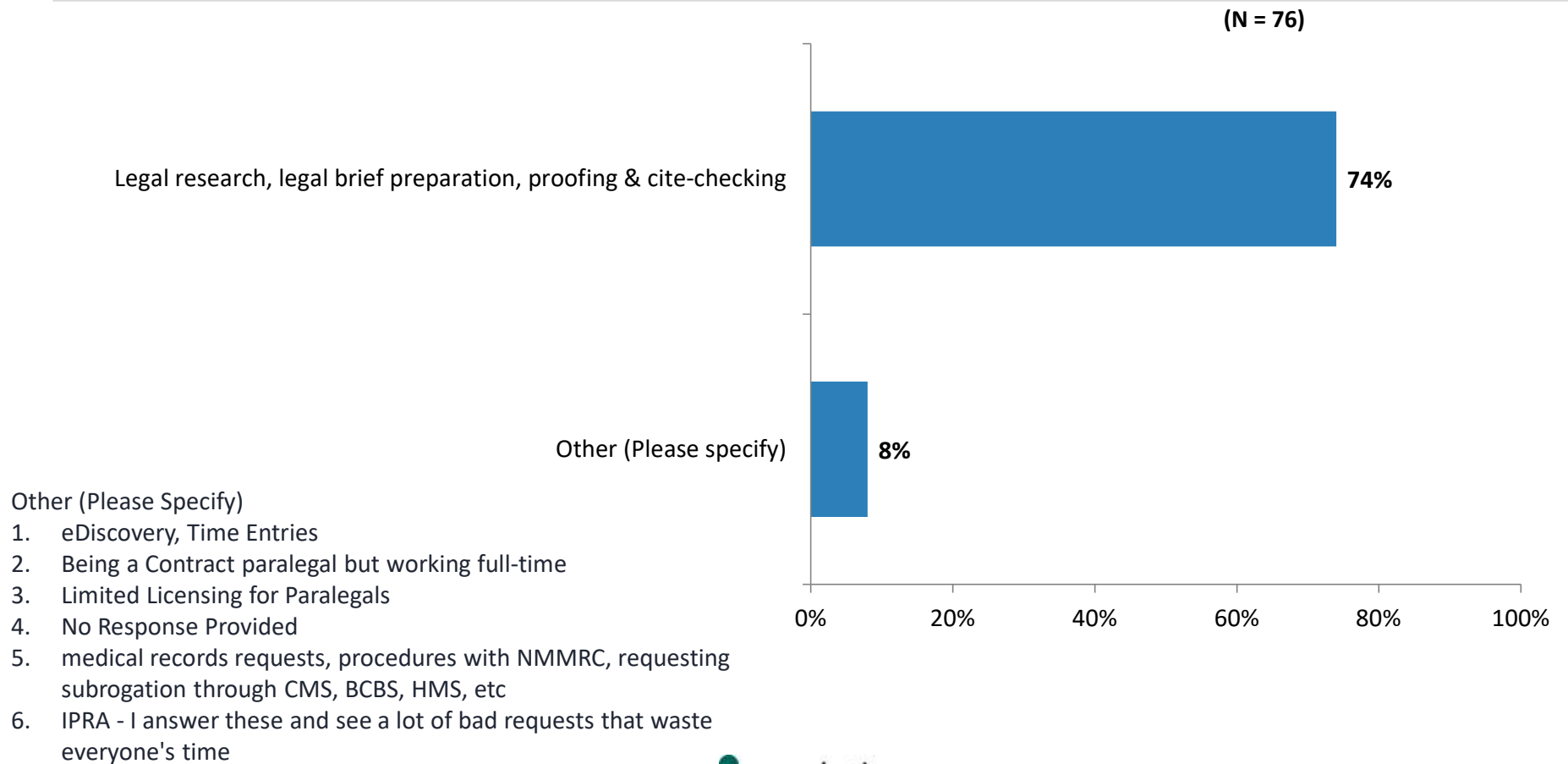
[If yes, please contact us at pd-membership@sbnm.org]



41. What topics would you like to see addressed in PD-sponsored CLE in 2025 (lunch & learn and 3-hour or 6-hour seminars)? (Choose all that apply)



41. What topics would you like to see addressed in PD-sponsored CLE in 2025 (lunch & learn and 3-hour or 6-hour seminars)? (Choose all that apply) (Continued)

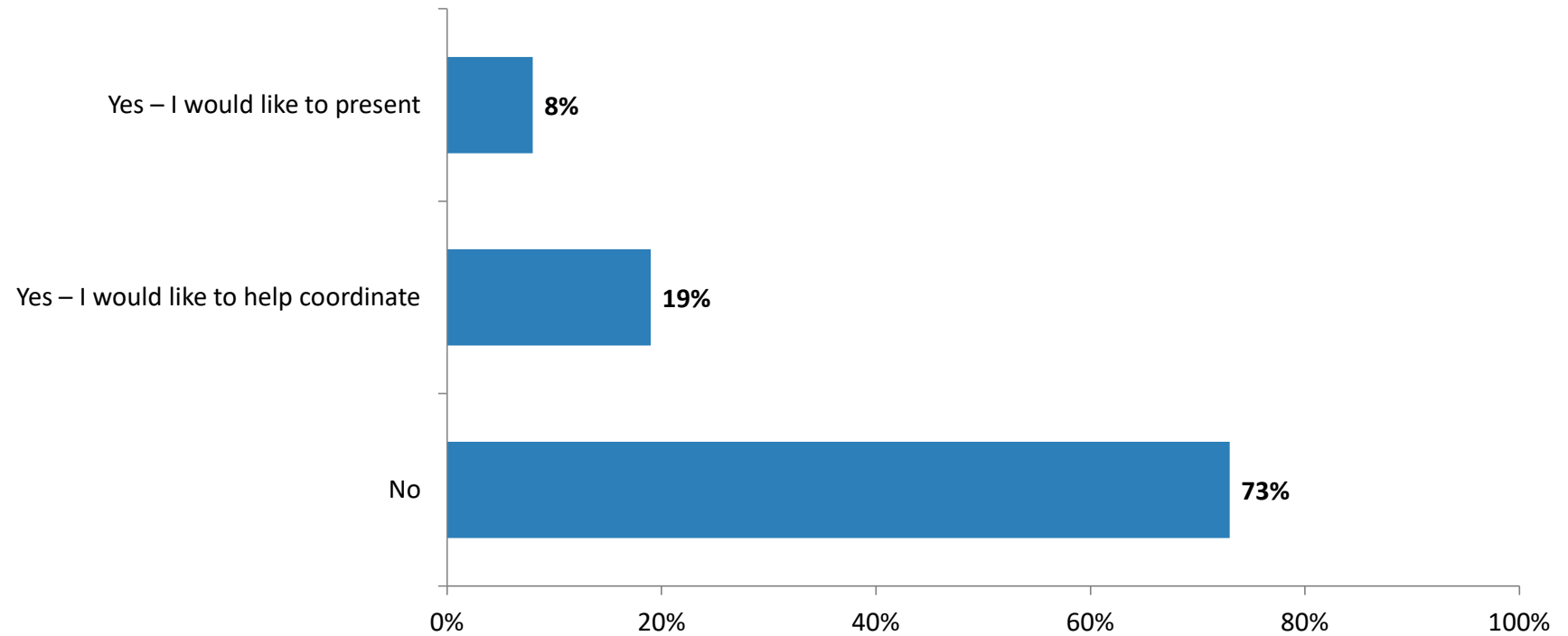


41. What topics would you like to see addressed in PD-sponsored CLE in 2025 (lunch & learn and 3-hour or 6-hour seminars)? (Choose all that apply)

Response	Count (N)	Percentage (%)
Litigation skills (trial preparation, trial notebooks, client/witness prep, exhibit/discovery management, etc.)	53	70%
General office skills (dealing with difficult clients, dealing with difficult co-workers, dealing with attorneys, technology skills, etc.)	48	63%
Practice area specifics (updates in personal injury, common issues for probate paralegals, criminal defense issues, etc.)	47	62%
Legal research, legal brief preparation, proofing & cite-checking	56	74%
Other (Please specify)	6	8%
Total Unique Responses	76	
Total Responses	210	

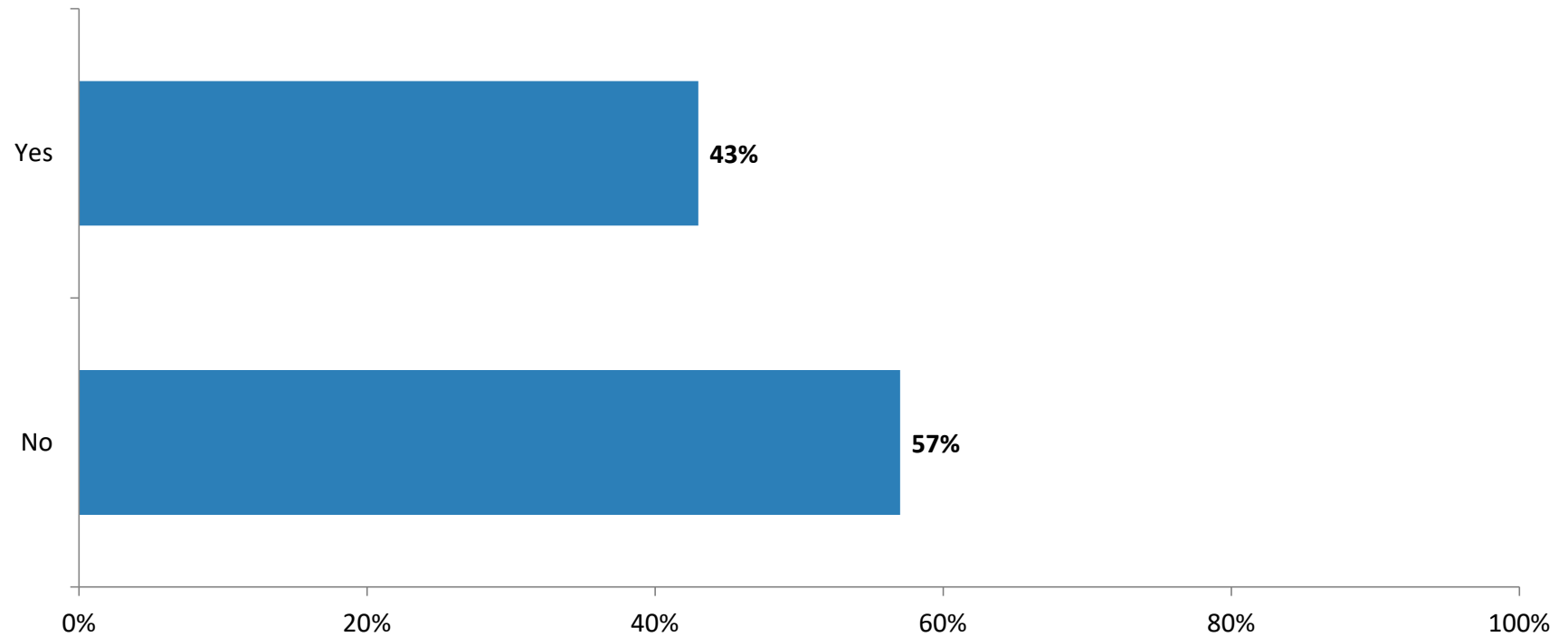
42. Would you be interested in presenting or assisting in coordinating lunch & learn seminars/CLEs? (Please check all that apply)

(N = 78)



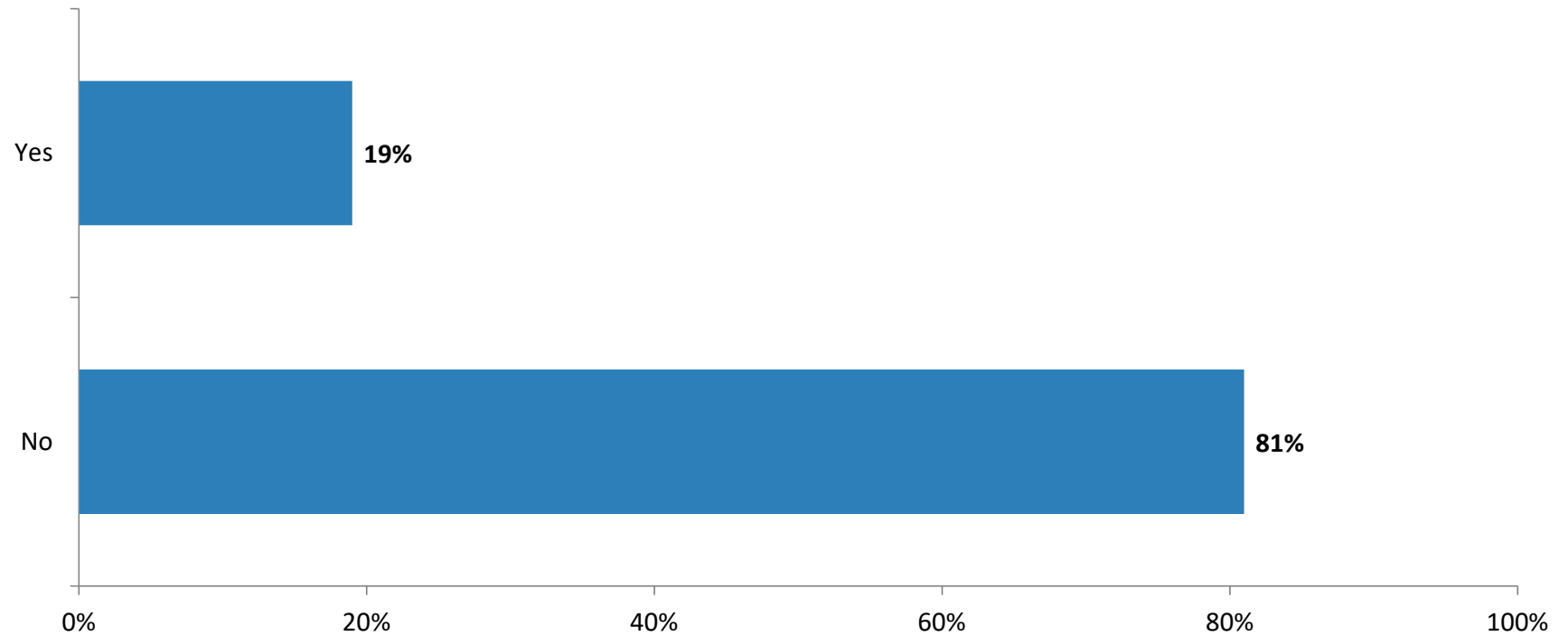
43. Would you be interested in taking advantage of the member benefit approved by the Board of Directors that provides for reimbursement of funds required to sit for a national certification examination?

(N = 77)

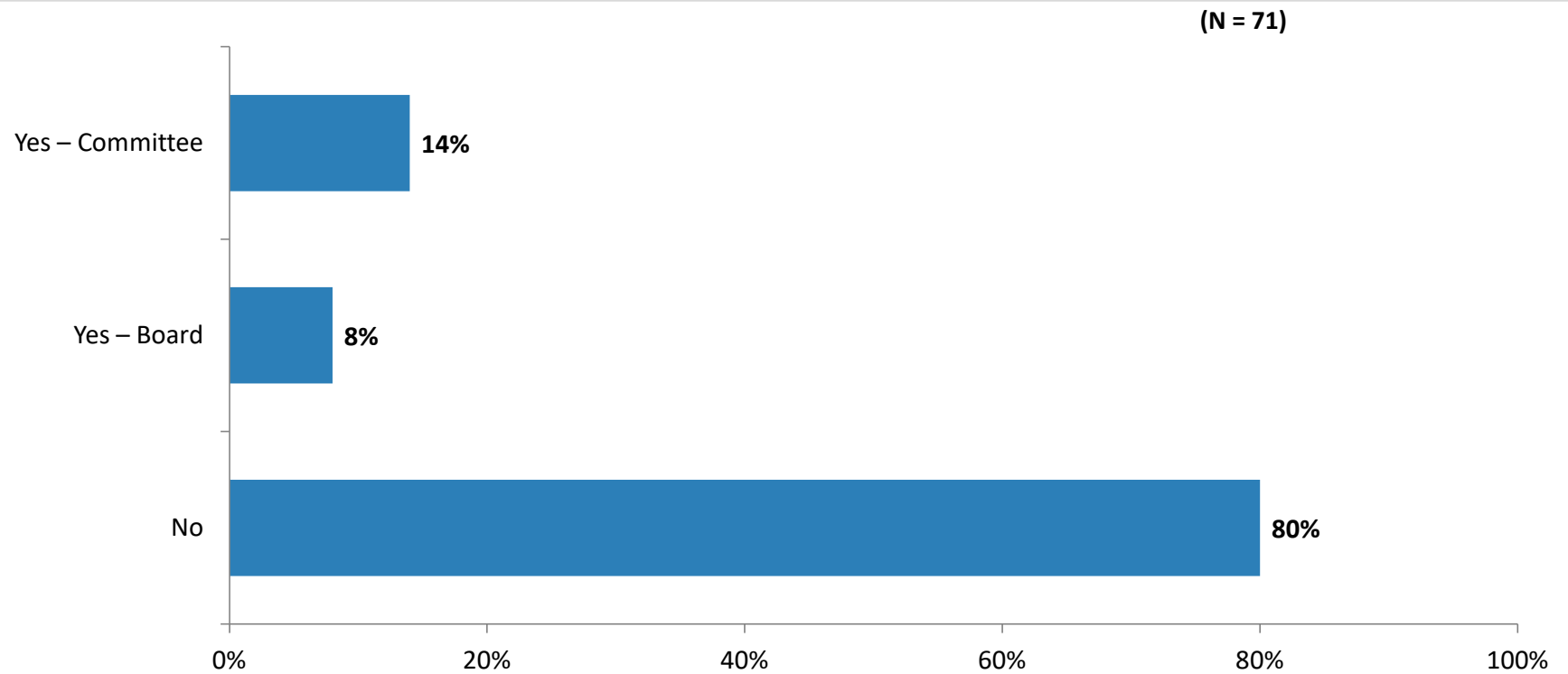


44. The PD endeavors to publish periodic newsletters. Would you be interested in assisting with compiling, drafting, or editing the PD newsletter or authoring an article for the newsletter?

(N = 78)

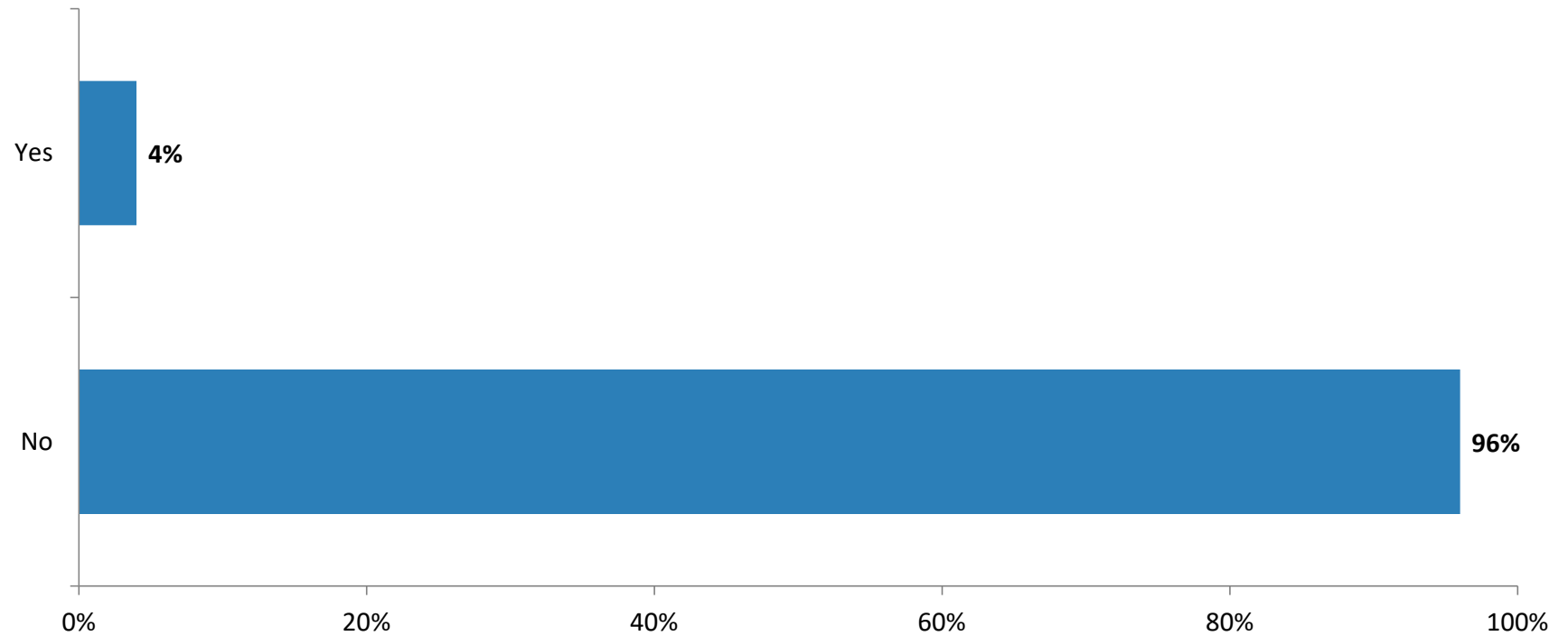


45. If you are not already serving as an officer, board or committee member, are you interested in joining a PD committee or running for a position on the PD Board?



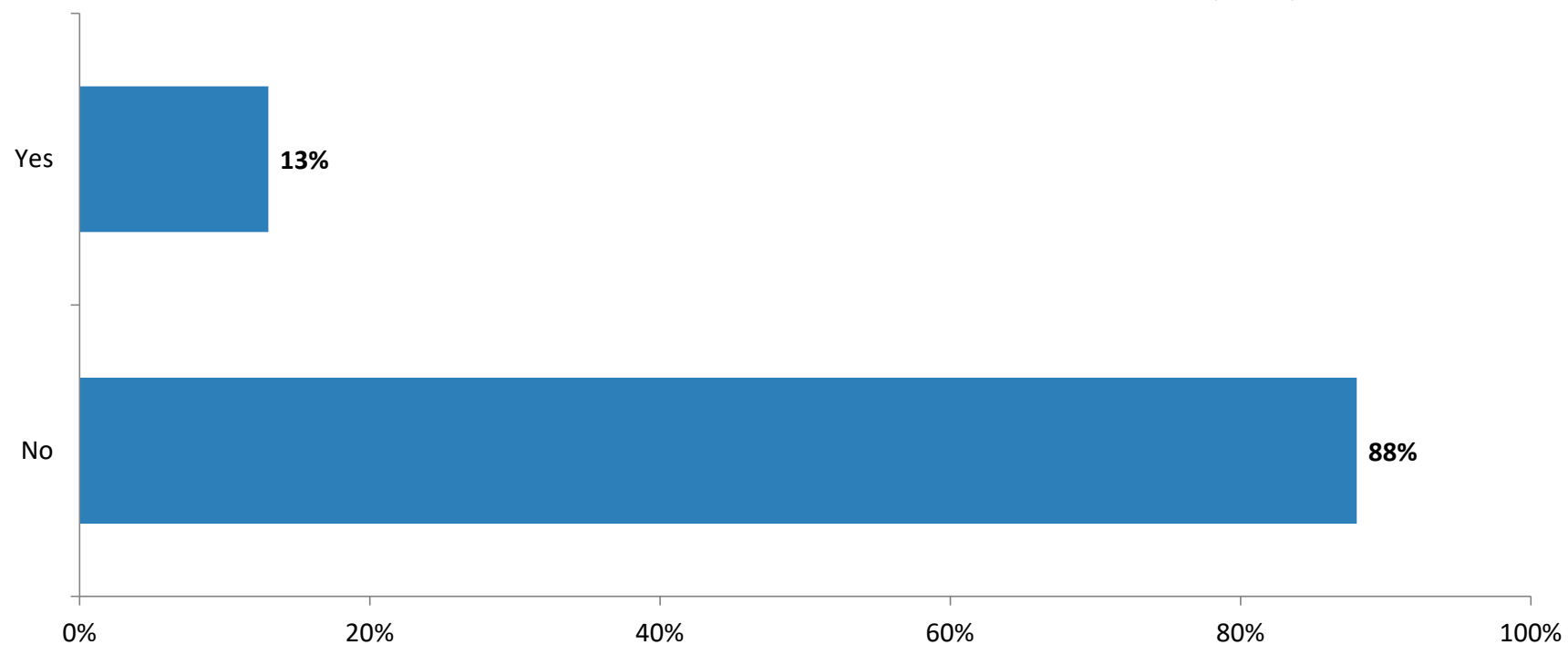
46. Do you have any suggestions for changes or additions to the PD webpage?

(N = 76)

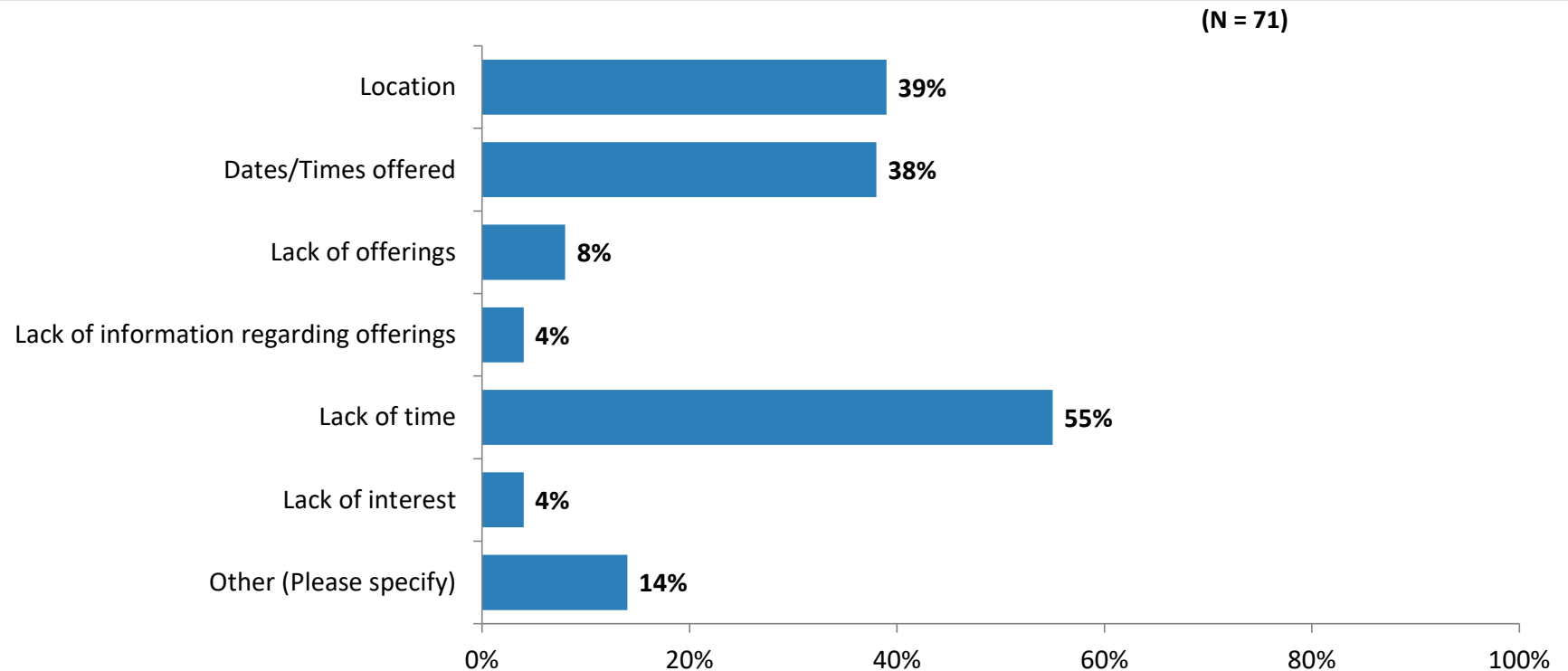


47. Do you have any suggestions for how the PD can encourage current and future members' participation in the PD?

(N = 72)



48. What keeps you from participating in PD events and meetings? (Please check all that apply)

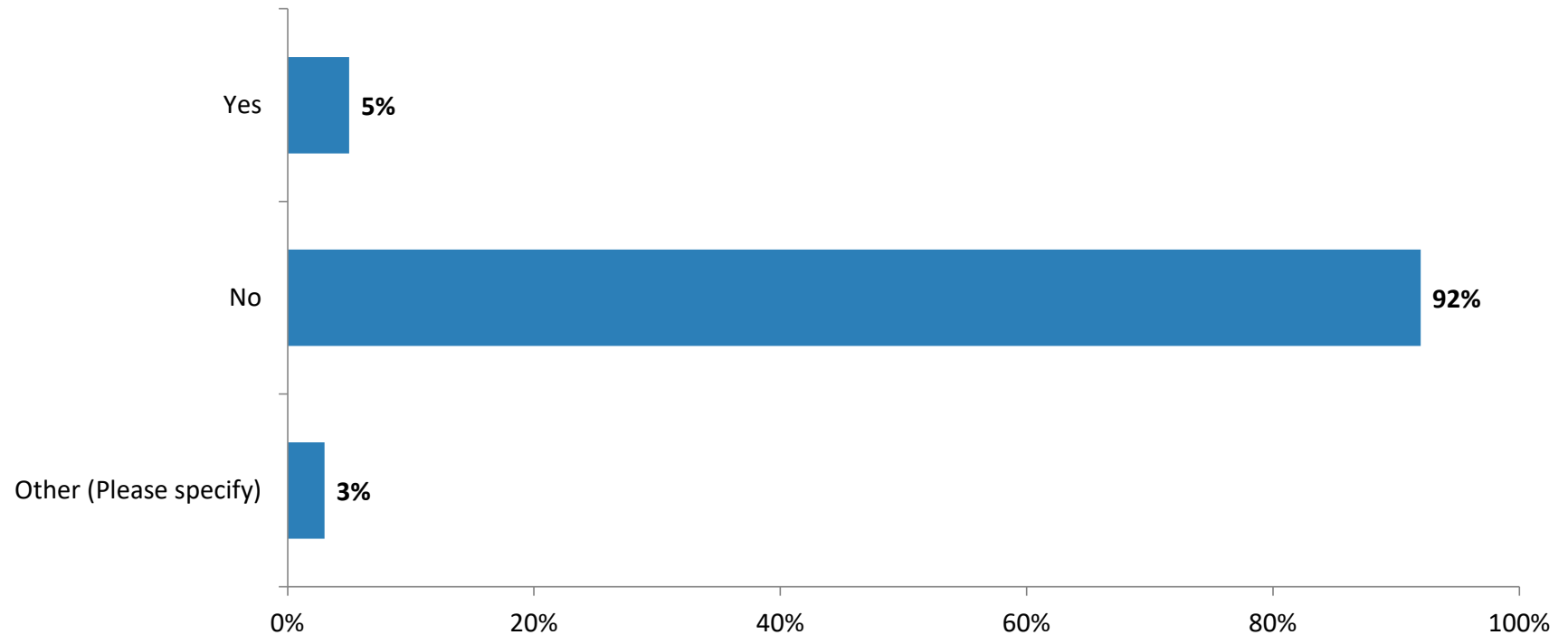


48. Other (Please specify)

1. CLEs are much too basic
2. No Response Provided
3. The meetings need to be short and on point. If they go off topic, then the chair should call the meeting to order.
4. I am a mom of 7
5. I was a board member for many years and participated. Now I would rather let others with different ideas participate on the Board and in committees.
6. I don't think I can participate as an inactive member
7. My work status and job title have changed.
8. I am not a certified paralegal yet
9. Some board members are extremely overpowering and overwhelming
10. Not very appealing events.

49. Is there anything else you'd like to share with the PD Board? Perhaps what you like best about the Division or what you like least about the Division?

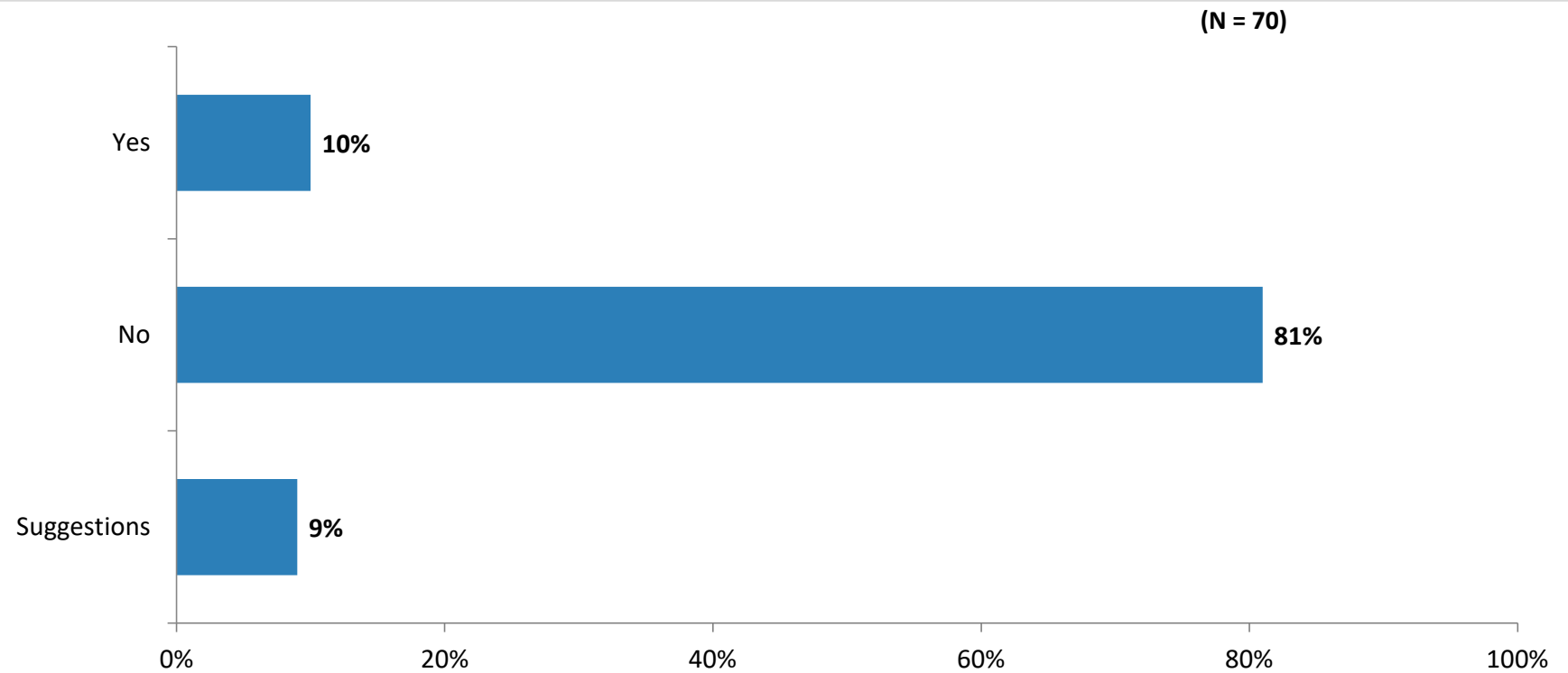
(N = 74)



Other (Please Specify)

1. I appreciate all the work that the board and members do for the division.
2. Networking and continuing to make a difference in the profession and the division.

50. Is there anything else you'd like the PD to offer in the way of professional activities, social gatherings, CLE, member benefits or other?



Suggestions

1. Offer CLEs at varying levels of complexity. All of your CLE is quite basic.
2. CLEs on education law and employment law
3. More Southern NM events
4. We should explore different venues for paralegal day luncheon and the holiday dinner. El Pinto is boring!
5. [No Response Provided By This Participant]
6. Virtual lunch get-togethers for folks to get to know other members.

51. What have you gained and/or what do you hope to gain from your membership in the PD as a professional organization (e.g., professional recognition, better pay, networking, continuing education, etc.)?

1. continuing education
2. The PD has connected me to great networking opportunities and recognition for the affiliation.
3. I have not gained anything. I am considering becoming inactive.
4. Networking, useful info. through the Lunch & Learns, and CLE credits with minimal out of pocket fees
5. Networking - knowing paralegals to contact in my field
6. Professional development and recognition, networking and continuing education.
7. please note that your question about billing rates doesn't reflect that rates are client specific
8. Networking opportunities
9. I enjoy the CLEs and learning new things that can make my work easier, more interesting, new tech.
10. Provides a common network for our profession. Offers CLE credits that are very helpful.
11. I thoroughly enjoy helping with the pro bono events even when I can't get CLE credit for it.
12. CLE, networking, resources
13. Continuing education
14. Networking. Sharing experiences with other paralegals.
15. Networking and a chance to help others.
16. 51 questions is a bit much for a survey. can be overwhelming
17. Better pay, recognized as a professional. continuing education & networking
18. I appreciate the hard work of the officers and board.
19. Being a member of the PD & State Bar has been a matter of pride for me for professional recognition.
20. I own my own paralegal firm and therefore most of these questions didn't apply to me directly. ;(
21. A level of professionalism above just being able to call myself a paralegal. Also networking and CLE
22. Mainly continuing education. Also enjoy meeting and seeing everyone once in a while.
23. Learn from lunchtime presentations
24. I've learned additional skills that are useful in my workplace and have met a few people.
25. The problem I have had with the division is that we are not notified of scheduling to attend events