

2024 Senior Administrative Leaders Compensation & Staffing Report (SAL)



The **Senior Administrative Leaders Compensation & Staffing Report (SAL)** provides insights on the base salary and bonus levels for the ‘C-Suite’ and Director-Level Administrative Leaders.

Administrative staffing and compensation information across the different support functions, and Administrative staff discretionary benefits information complete the metrics included within the SAL.

The PwC Law Firm Services staff are committed to providing law firms with exceptional client service and meaningful insights into their business. Survey results facilitate meaningful dialogue that promote goal-setting and a renewed understanding of their market position.

Highlights

- As with last year, the **base participation fee** includes two comparison groups (versus one) as an effort to expand the multiple peer groups participants utilize for their review.
- The base fee also **includes two office-level reports** for benchmarking the Supervisor-level salary and bonus values.



Confidential

Due to the sensitive nature of the information collected, and to abide by all antitrust laws, peer groups are only available with at least 5 Firms.

Participants have the option to ‘suppress’ any, or all, of their individual Firm’s compensation values on their Final Reports.

To Participate

Please go to our website at www.pwc.com/us/lfsurveys to download the SAL participation materials.

For more information, please contact a Survey Staff member at **(703) 918-3077** or via email at us_pwc_law_firm_survey_team@pwc.com

Timing

Data Form Due Date: May 10, 2024
Distribution of Results: Early June 2024

Participants expressed that the #1 reason for participating is the strong participation base. The #2 and #3 reasons for participating are actionable results and good value proposition.



2024 Senior Administrative Leaders Compensation & Staffing Report

Firmwide Senior Administrative Leaders Compensation

Annual Base Salary as of Jan. 1, 2023

	Your Firm		Group		
	Average	Rank / Of	1 st Quartile	Median	3 rd Quartile
Chief Operating Officer (COO)		/ 26	\$956,361	\$622,509	\$454,375
Chief Administrative Officer (CAO)		/ 13	382,500	330,225	275,000
Chief Strategy Officer		/ 13	488,500	360,000	312,750
Chief Financial Officer (CFO)		/ 36	488,500	360,000	312,750
Chief Technology/Infor Officer (CTO/CIO)		/ 39	488,500	360,000	312,750
Chief Talent/People Officer		/ 13	382,500	330,225	275,000
Chief Human Resources Officer (CHRO)		/ 28	404,375	338,000	256,375
Chief Diversity Officer		/ 26	550,000	387,868	311,000
Chief Knowledge Officer (CKO)		/ 13	488,500	360,000	312,750
Chief Business Development Officer		/ 13	382,500	330,225	275,000
Chief Communications Officer (CCO)		/ 36	382,500	330,225	382,500
Chief Marketing Officer (CMO)		/ 39	540,000	425,000	286,000
Chief Real Estate Officer		/ 39	298,750	200,000	170,463
Chief Legal Recruiting and Dev. Officer		/ 39	269,000	212,900	146,266
Executive Director (ED)		/ 39	350,000	325,000	160,517
Director of Strategy		/ 39	235,000	222,000	176,000
Director of Finance/Accounting		/ 22	246,250	197,125	172,300
Director of Pricing		/ 18	298,750	200,000	170,463
Director of Financial Reporting & Analysis		/ 15	269,000	212,900	146,266
Director of Technology/Infor Systems (IS)		/ 32	233,500	189,025	160,517
Director of Diversity		/ 16	270,500	191,750	176,000
Director of Human Resources		/ 30	235,650	206,100	180,175
Director of Communications		/ 21	191,000	179,863	151,400
Director of Marketing		/ 19	250,000	220,000	176,075
Director of Business Development/Marketing		/ 27	255,488	225,000	181,335
Director of Practice Development		/ 14	229,279	213,288	158,638
Director of Knowledge Mgmt/Library Services		/ 30	219,475	184,488	141,500
Director of Attorney Prof. Dev. & Training		/ 24	250,000	196,530	168,844
Director of Prof. Staff Recruiting (PSR)		/ 24	201,685	170,135	142,472
Director of Business Ops/Office Facilities		/ 20	194,324	165,700	154,509
Director of Litigation Support		/ 20	281,250	228,433	198,554
Director of Paralegals		/ 11	187,078	153,300	138,000
Director of Secretarial Services		/ 11	194,324	165,700	154,509
Director of Pro Bono Services		/ 11	281,250	228,433	198,554
Director of Taxation		/ 16	256,885	198,000	138,750
Controller		/ 24	235,250	194,975	157,500



Complimentary
review of results

Discussions and reviews can be scheduled with the Survey Staff to assist participants in their understanding of the Survey results.



Sample report

Please contact a Survey Staff member to better understand the content included in this Report at **(703) 918-3077** or via e mail at us_pwc_law_firm_survey_team@pwc.com