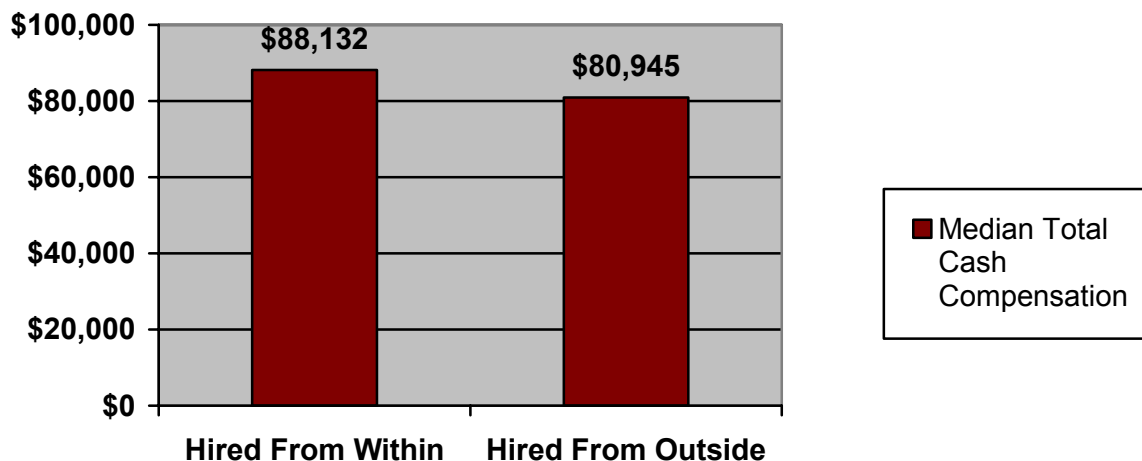


## DO “HOMEGROWN” LAW DEPARTMENT LEGAL ADMINISTRATORS MAKE MORE MONEY THAN THOSE HIRED FROM THE OUTSIDE?

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Do “homegrown” law department legal administrators make more money than those hired from outside the organization?

Yes. According to the *Altman Weil 2003 Law Department Legal Administrator Compensation Survey*, the median total cash compensation for legal administrators hired from within their organizations was over \$7,500 (9.5%) higher than those hired from outside of the organization<sup>1</sup>. One might think that the disparity would be made up in bonuses, but the opposite is true. Bonus awards for legal administrators hired from within were \$4,000 higher, on average, than those hired from outside the organization.

A couple of determining factors should be noted. Homegrown legal administrators are familiar with the organization and have the advantage of already understanding its internal dynamics. This means less time is required to get acclimated to the culture, internal systems and structures of an organization and that there is less of a learning curve. Additionally, those who are already part of the organization have the tenure and experience to warrant a higher bonus. There is no doubt that these factors could be viewed as assets that result in higher total cash compensation.

<sup>1</sup> Total cash compensation is salary plus bonus.