



# The Dollars and Sense to Hiring a Freelance Paralegal

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# Quality Paralegal Support Isn't Cheap

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- **BOTTOM LINE:** You simply cannot provide your clients with the best legal service without highly qualified support staff.
- Support staff with higher qualifications and more experience are easily recruited by large firms and corporations, but are more challenging for small firms to hire *and retain*.
- Hiring permanent highly qualified paralegal support can eat a significant chunk of a law firm's budget: paying taxes and social security, health insurance, paid vacation, sick leave, personal days, paid holidays, retirement plans, disability, workers' compensation insurance, bonuses, parking, work space, computers, software, etc.
- A highly qualified freelance paralegal provides smaller law offices with the same high quality of support as the large firms, but is considerably more affordable and maintainable.

# By the Numbers

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- The average [2014] salary reported for paralegals *with certificates* was about \$60,000, certificate holders being compensated at a higher level... See the most recent **2015 NALA Salary Survey** results, **Table 4.9.** (<http://utexasparalegal.com/paralegal/faq.html>)
- This average paralegal salary is not only sometimes more than a solo attorney makes per year themselves, but will only continue to grow, making it even more difficult for small law firms to compete in hiring and retaining quality legal support staff.
- Not counting the cost of providing a workspace and employee benefits, an employer can figure at least an extra 10% of the employees base salary just to cover payroll taxes. <http://quickbooks.intuit.com/r/hr-laws-and-regulation/the-true-cost-of-paying-an-employee/>
- Add to that the costs of health insurance, paid vacation, sick leave, personal days, paid holidays, retirement plans, disability, bonuses, parking, work space, computers, software, etc. and highly qualified legal support staff can simply become too expensive for a small firm to dream about.

# The Competition is Fierce

- It is harder for small firms to compete with the salaries and benefits offered by corporations and large firms.
- Support staff salaries continue to grow faster than most small firms can keep up with.
- A freelance paralegal brings the same high quality of support to small firms at a much more affordable price.
- <https://txpd.org/files/file/SalarySurvey/2014%20Salary%20Survey%20Results%20Final.pdf>

2014 Gross Annual Base Salary by Employer Type: All Districts			
Full-Time Employees Only			
Gross Annual Salary	Percentage Responding		
	Corporation/Leg (N = 151)	Law Firm (N = 720)	Government (N = 78)
\$20,000 or less	0.0%	0.7%	0.0%
\$20,001 to \$25,000	0.0%	2.6%	1.3%
\$25,001 to \$30,000	0.0%	3.3%	2.6%
\$30,001 to \$35,000	0.0%	5.7%	5.1%
\$35,001 to \$40,000	0.7%	8.9%	7.7%
\$40,001 to \$45,000	2.6%	11.8%	15.4%
\$45,001 to \$50,000	3.3%	12.6%	20.5%
\$50,001 to \$55,000	7.3%	11.9%	11.5%
\$55,001 to \$60,000	11.9%	10.3%	12.8%
\$60,001 to \$65,000	9.9%	10.1%	11.5%
\$65,001 to \$70,000	8.6%	6.5%	6.4%
\$70,001 to \$75,000	15.9%	4.3%	0.0%
\$75,001 to \$80,000	13.9%	2.6%	2.6%
\$80,001 to \$85,000	7.3%	3.1%	2.6%
\$85,001 to \$90,000	2.6%	1.0%	0.0%
\$90,001 to \$95,000	4.6%	1.7%	0.0%
More than \$95,000	11.3%	2.8%	0.0%
2014 Median Gross Annual Salary	\$71,771	\$51,803	\$49,375
2010 Median Gross Annual Salary	\$66,852	\$48,641	\$45,751
2010 to 2014 Difference	\$4,919	\$3,162	\$3,624

# A J.D. With Over 10 Years of Experience - I'm Your Alternative to Paying a Highly Qualified Paralegal Salary

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“The primary benefits of hiring a freelancer are the flexibility and money savings.

Freelancers not only can work on demand as needed, but businesses also can pick and choose work-ready talents with specific skills, such that training will not be required. Moreover, with payroll being a huge chunk of fixed costs for businesses, hiring freelancers lets businesses convert them into variable costs.”

<http://www.businessnewsdaily.com/6805-freelance-hiring.html#sthash.lpsXeXv2.dpuf>



“When I hire you, I’m hiring more than just work at a certain rate. I’m hiring the ability to go home and have dinner with my family. I’m hiring myself time to attend my son’s softball game.” - solo attorney client feedback

*Contact me anytime to explore the options available  
to you and your firms’ clients.*

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