

2025 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

- **Leverage Ratios** based on HR Staff & Finance/Accounting Staff are now included.
- Additional **C-Suite & Director-Level** titles have been added.
- 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 **(201) 566-2100** or via email at us_pwc_law_firm_survey_team@pwc.com



Timing

Data Form Due Date: May 9, 2025

Distribution of Results: Early June 2025

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.**

2025 Senior Administrative Leaders Compensation & Staffing Report

Firmwide Senior Administrative Leaders Compensation

Annual Base Salary as of Jan. 1, 2024

	Your Firm		Group		
	Average	Rank / Of	1 st Quartile	Median	3 rd Quartile
Chief Operating Officer (COO)		/ 29 ‡	\$1,575,000	\$1,000,000	\$665,000
Chief Administrative Officer (CAO)		/ 10 ‡	521,250	445,000	373,125
Chief Strategy Officer		/ 9 ‡	950,000	630,000	485,000
Chief Financial Officer (CFO)		/ 35	702,500	595,000	500,000
Chief Technology/Info Officer (CTO/CIO)		/ 37	660,000	540,000	450,000
Chief Talent/People Officer		/ 13 ‡	775,000	425,000	400,000
Chief Human Resources Officer (CHRO)		/ 19 ‡	612,500	500,000	420,912
Chief Diversity Officer		/ 15 ‡	567,500	450,000	370,250
Chief Knowledge Officer (CKO)		/ 11 ‡	600,000	500,000	404,615
Chief Business Development Officer		/ 12 ‡	611,250	537,500	440,000
Chief Marketing Officer (CMO)		/ 21 ‡	725,000	520,000	475,000
Chief Legal Recruiting and Dev. Officer		/ 12 ‡	587,500	410,000	363,875
Executive Director (ED)		/ 19 ‡	341,725	290,400	223,892
Director of Finance		/ 28 ‡	352,500	277,838	255,071
Director of Pricing		/ 23 ‡	338,900	281,271	252,500
Director of Financial Reporting & Analysis		/ 22 ‡	299,627	269,088	224,660
Director of Technology/Info Systems (IS)		/ 30 ‡	314,672	272,413	222,022
Director of Information Security		/ 28 ‡	314,452	260,944	219,281
Director of Conflicts & Docketing		/ 20 ‡	269,712	225,075	192,695
Director of Billings & Collections		/ 22 ‡	270,375	226,825	192,500
Director of Client Service/Accounting		/ 9 ‡	275,400	242,186	190,500
Director of Client Value/Relationships		/ 10 ‡	280,439	264,000	246,250
Director of Diversity		/ 21 ‡	302,000	265,330	243,600
Director of Human Resources		/ 34	311,222	250,138	200,000
Director of Communications		/ 28 ‡	301,250	260,777	235,171
Director of Marketing		/ 22 ‡	310,154	279,561	232,750
Director of Business Development		/ 29 ‡	325,000	285,411	247,300
Director of Practice Development		/ 18 ‡	306,260	264,302	237,375
Director of Practice Applications/Technologies		/ 14 ‡	289,694	277,350	230,350
Director of Knowledge Mgmt/Library Services		/ 27 ‡	264,274	223,727	178,150
Director of Attorney Prof Dev. & Training		/ 31 ‡	313,500	278,513	221,200
Director of Prof Staff Recruiting (PSR)		/ 27 ‡	307,380	250,979	210,290
Director of Business Ops/Office Facilities		/ 26 ‡	319,000	258,700	214,375
Director of Litigation Support		/ 18 ‡	363,750	283,108	242,170
Director of Paralegals		/ 16 ‡	284,875	250,591	210,932
Director of Pro Bono Services		/ 10 ‡	366,250	300,007	200,075
Director of Taxation		/ 14 ‡	323,260	298,500	230,243
Director of Risk Management		/ 14 ‡	264,270	225,000	198,130
Director of Benefits		/ 20 ‡	287,812	254,875	194,988
Director of Records Management		/ 14 ‡	260,371	198,600	151,883
Controller		/ 26 ‡	301,518	268,654	209,750

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 **(201) 566-2100** or via e mail at us_pwc_law_firm_survey_team@pwc.com