

PAY From Page A7

Decker said the firm's management talked to its associate committee and director of associate development Deidre Mullen before announcing the change a few weeks back. The change will take place when the first-years arrive next month. Second- and third-year associates will receive proportional raises.

As for Cozen O'Connor associates in their fourth year and above, they will be subject to merit raises starting in January. Those raises will be based on quality and quantity of work as well as firm citizenship. The firm credits associates for up to 50 hours of pro bono work toward their billable requirements. Decker said adopting merit-based raises means that a fifth-year associate could conceivably make more than a sixth- or seventh-year associate.

"We want to reward our better performers," Decker said. "We already do it with bonuses, which will continue. And now we'll do it with salaries."

Decker said the criteria for annual bonuses could get tougher. While Decker said the basic plan would be the same, firm management will take a more careful look at associate performance.

"If an associate's performance is just OK, then they might not get \$5,000," Decker said. "They might just get \$2,000 or \$3,000. But if they are a good or great performer, then they will get a sizable bonus."

In the case of the firm's starting salaries, perception did equal reality, as Cozen O'Connor's \$100,000 was

the lowest among the large firm competitors. Cozen O'Connor's move brings it even with Blank Rome, which in February quietly announced that it would be raising salaries from \$105,000 to \$110,000, effective in September. Reed Smith also moved up to \$110,000 this year.

Ballard Spahr Andrews & Ingersoll, Pepper Hamilton and Wolf Block Schorr & Solis-Cohen are currently at \$107,000, while Duane Morris, Montgomery McCracken Walker & Rhoads, Saul Ewing, Schnader Harrison Segal & Lewis, Hangley Aronchick Segal & Pudlin and Buchanan Ingersoll still pay \$105,000.

The latter group of firms is joined by Stradley Ronon Stevens & Young and Dilworth Paxson, both of which decided to move to \$105,000.

Dilworth Paxson was at \$100,000, while Stradley Ronon was at \$102,000. Both firms said they moved up to become more competitive in the marketplace.

When contacted about Cozen O'Connor's salary increase, at least two large firms, Ballard Spahr and Saul Ewing, said they were in the process of discussing what to do with their starting salaries.

According to recent reports, Fox Rothschild lists its starting salary as \$100,000 while Obermayer Rebmann Maxwell & Hippel pays \$95,000. ♦

Jeff Blumenthal reports for the Legal Intelligencer, a Philadelphia affiliate of the Daily Business Review.

'I think law students tend to just look at salary and not bonus,' the managing partner says. 'If they had considered both ... they would have found that we were competitive.'

LEGAL EVENTS From Page A7

18 at the Harbor Beach Marriott Resort & Spa, 3030 Holiday Drive, Fort Lauderdale. Cost: members \$155, non-members \$175, CLA breakfast \$35, installation banquet \$50. Call (800) 433-4352.

Sept. 24

Federal Bar Association: Luncheon meeting, noon to 1:30 p.m., Colony

Hotel, 155 Hammon Ave., Palm Beach. Cost: members \$30, nonmembers and walk-ins \$35. Call (561) 650-7217, Ext. 217. ♦

For an expanded list of South Florida legal events, please visit www.DailyBusinessReview.com.

DISABILITY INSURANCE DENIALS

Law Offices of John J. Spiegel

- DISABILITY INSURANCE CLAIMS, DENIALS & APPEALS.
- Individual and Group (ERISA) policies.
- Contingent fees in most cases.
- Referral and Co-Counsel fees paid.
- 19 years experience.
- All state and federal courts. Cases handled statewide and nationally.
- Practice concentrated on disability cases and Bad Faith Claim Practices.
- John J. Spiegel lectures attorneys on disability insurance developments at legal seminars and meetings.

66 West Flagler Street, 7th Floor
Miami, FL 33130 (305) 539-0700
E-Mail: Jspiegel@Bellsouth.net

Labor/Employment & Administrative

Neil Flaxman

550 Biltmore Way
Suite 780
Miami, Florida 33134
Phone: 305-445-1388
Fax: 305-443-0279
Email: flaxlex@bellsouth.net
www.lawyers.com/neilflaxman



Neil Flaxman

Education: New York University, B.S., 1958
U. of Mia., J.D., 1963
Member: The Florida Bar; Federal Bar Association; American Arbitration Association; American Judges Association; The Association of Trial Lawyers of America. **Board Certified Labor & Employment Lawyer**, FL Bar Board of Legal Specialization & Education; Active in Labor, Employment, Administrative & Government matters.

The hiring of a lawyer is an important decision that should not be based solely upon advertisements. Before you decide, ask us to send you free written information about our qualifications and experience.

17,000+

lawyers are members of Probono.net.

75%

are volunteers from private law firms, both large and small.

98

of the Am Law 100 firms have lawyers using Probono.net to volunteer.

1

lawyer can make a difference.

Volunteer today – join www.probono.net

Probono.net and its partner nonprofit legal organizations wish to thank the following firms for their generous support:

- Arnold & Porter*
- Chadbourne & Parke*
- Cravath, Swaine & Moore*
- Crowell & Moring
- Davis Polk & Wardwell*
- Debevoise & Plimpton*
- Dorsey & Whitney
- Fried, Frank, Harris, Shriver & Jacobson*
- Harris Beach & Wilcox
- Hogan & Hartson
- Kaye Scholer*
- Kramer Levin Naftalis & Frankel*
- Latham & Watkins*
- Morrison & Foerster
- Paul, Weiss, Rifkind, Wharton & Garrison*
- Piper Rudnick
- Schulte Roth & Zabel
- Shearman & Sterling
- Silk, Adler & Colvin
- Skadden, Arps, Slate, Meagher & Flom*
- Stroock & Stroock & Lavan*
- Sullivan & Cromwell*
- Testa, Hurwitz & Thibault
- Weil, Gotshal & Manges*
- White & Case*
- Wilmer Cutler Pickering Hale & Dorr

* Financial Contributors

probono.net
lawyers serving the public good

Probono.net is a national nonprofit that empowers networks of public interest and pro bono lawyers across the country. Probono.net now links hundreds of legal aid and pro bono organizations in 30 regions.

For more information, contact us at info@probono.net or call 212 760 2554

SUBSCRIBE TO THE DAILY BUSINESS REVIEW.

To order your subscription, call (877) 347-6682.
In Miami-Dade, call (305) 347-6676.

AIG
American International Companies®

OCG
OHIO CASUALTY GROUP

THE HARTFORD

ace usa

cbic

The F&D Companies

COURT & FIDUCIARY BONDS

- Admiralty
- Attachment
- Distress of Rent
- Appeal
- Bankruptcy Trustee
- Garnishment



Matson-Charlton Surety Group

Surety & Fidelity Bond Specialists Since 1959

Representing major sureties. High levels of in-house authority and expertise allow us to provide fast and efficient service.

Contact Commercial Surety Department: (305) 662-3852 Fax: (305) 661-9948 Website: www.mcsurety.com

JOHN W. CHARLTON 770 South Dixie Highway • Suite 101 • Coral Gables, Florida 33146 • Toll Free # 1-877-346-3852 D.W. MATSON, III

- Injunction
- Receivers
- Supersedeas
- Probate
- Replevin

The St Paul Surety

CGU

CNA SURETY

Travelers Property Casualty
A member of citigroup

Washington
INTERNATIONAL INSURANCE COMPANY