



Legal Technology & Litigation/eDiscovery

SALARY GUIDE

2019

ESP Legal 2019 Salary Guide & Market Insight

About the guide

With twenty-three years of legal technology staffing expertise, ESP continues to monitor and analyze hiring trends, including compensation and benefits in this rapidly changing market.

Our 2019 salary guide presents data gathered and analyzed from law firms ranging from small law firms with up to 100 attorneys and a single technology professional to large international firms with hundreds of technology staff. We compared our numbers, using actual salaries from our recent placements, with other national resources and determined the base salary rates from 2018.

The salary ranges shown are median low (25th percentile) to median high (75th percentile) salaries and reflect differences based on years of experience and skill sets. Our survey also divides salary range based on law firm size where applicable. We qualify a small law firm, as one with 1-100 attorneys, Mid as one with 101-499 attorneys, and Large as a law firm with more than 500 attorneys.

Salaries shown are base salaries for permanent employees and do not include discretionary bonuses.

ESP Legal 2019 Salary Guide & Market Insight

Legal Technology Staff	Median Low - Median High
Network Engineer-WAN Routers-Large	\$106,750 - \$145,750
Network Engineer-WAN Routers-Mid	\$102,500 - \$131,000
Network Security Engineer-Large	\$125,250 - \$165,000
Exchange Engineer-Large	\$91,750 - \$137,500
Systems Server Engineer-Large	\$103,750 - \$144,000
Systems Server Engineer-Mid	\$94,500 - \$126,250
Systems Network Admin-Large	\$91,000 - \$130,250
Systems Network Admin-Mid	\$82,500 - \$113,750
Systems Network Admin-Small	\$78,000 - \$110,250
Senior Desktop/Applications Engineer-Large	\$100,250 - \$130,750
Senior Desktop/Applications Engineer-Mid	\$94,500 - \$117,250
Application Programmer-Financial Systems-Large	\$100,500 - \$148,500
Financial Systems Analyst-Large	\$88,000 - \$117,250
PC Desktop Technician-Large	\$71,000 - \$86,500
PC Desktop Technician-Mid	\$70,250 - \$82,500
PC Desktop Technician-Small	\$66,000 - \$79,000
Help Desk/Application Support-Large	\$69,500 - \$86,750
Help Desk/Application Support-Mid	\$65,250 - \$80,250
Help Desk/Application Support-Small	\$64,000 - \$76,750
Trainer-Large	\$85,500 - \$105,000
Trainer-Mid	\$80,000 - \$95,250
Web .NET Developer-Large	\$101,250 - \$145,750
Web .NET Developer-Mid	\$92,500 - \$130,250
Web Administrator-Large	\$81,000 - \$111,500
Web Administrator-Mid	\$75,500 - \$104,500
SQL DBA - Large	\$110,500 - \$160,250
SharePoint Developer - Large	\$92,750 - \$138,750

ESP Legal 2019 Salary Guide & Market Insight

Legal Technology Leadership	Median Low - Median High
CIO/CTO-Large	\$325,750 - \$520,750
Director of Information Technology-Large	\$235,750 - \$290,250
Director of Information Technology-Mid	\$190,500 - \$225,750
IT Manager-Large	\$143,750 - \$198,500
IT Manager-Mid	\$120,250 - \$145,750
IT Manager-Small	\$101,250 - \$127,750
Infrastructure/Network Manager-Large	\$130,500 - \$164,500
Infrastructure/Network Manager-Mid	\$122,250 - \$146,500
Manager of Support/Help Desk-Large	\$98,750 - \$149,250
Manager of Support/Help Desk-Mid	\$87,750 - \$129,500
Project Manager-Large	\$111,250 - \$136,000
Financial Systems/Billing Manager-Large	\$103,750 - \$137,500
Knowledge Management & Information Governance	Median Low - Median High
Director of KM - Large	\$155,750 - \$210,500
Manager of KM - Large	\$140,500 - \$165,000
Director of Information Governance - Large	\$145,500 - \$190,500
Litigation/Practice Support	Median Low - Median High
Litigation/Practice Support Director	\$200,500 - \$350,500
Litigation/Practice Support Manager	\$130,250 - \$198,500
Litigation Support Coordinator	\$96,500 - \$139,500
Litigation Support Project Manager	\$94,250 - \$134,500
Litigation Support Specialist	\$87,500 - \$113,250
Litigation/eDiscovery Analyst	\$72,750 - \$94,750

ESP Legal 2019 Salary Guide & Market Insight

Technology Market Trends

Top 20 Cities for STEM* Jobs³

1. Seattle, WA
2. Boston, MA
3. Pittsburgh, PA
4. Austin, TX
5. San Francisco, CA
6. Madison, WI
7. Atlanta, GA
8. Salt Lake City, UT
9. Minneapolis, MN
10. Cincinnati, OH
11. San Diego, CA
12. Columbus, OH
13. Hartford, CT
14. Springfield, MA
15. Worcester, MA
16. Orlando, FL
17. Chicago, IL
18. Sacramento, CA
19. San Jose, CA
20. Raleigh, NC

Top Reasons for Leaving Employers⁶

1. Higher Compensation
2. Better Working Conditions
3. More Responsibility

Unemployment rates

Technology: 2.3%¹

Computer Network Architect: 1.9%²

Computer Systems Administrator: 1.0%²

Software Developer: 1.9%²

IT Manager: 2.4%²

In the minds of IT leaders for 2019⁴

Top concern:

Cybersecurity

Hiring plans:

75% plan to increase FTEs in 2019

Average Salary Increases⁵

Legal Technology Staff: 2.4%

Legal Technology Leadership: 2.8%

Litigation/eDiscovery: 2.1%

Most Desirable Benefits⁶

1. Paid Training and Education
2. Remote Work and Flex Hours
3. Stock Programs
4. 401(k) Matching
5. Paid Sick Time

¹ US Bureau of Labor Statistics, 2018 average

² US News - 10 Best Technology Jobs of 2019

³ Wallet Hub, 2019's Best & Worst Metro Areas for STEM Professionals

*Science, Technology, Engineering, and Math

⁴ 2019 SIM IT Trends Study Comprehensive Report

⁵ ESP Legal 2019 Salary Guide

⁶ Dice Tech Salary Report 2019

ESP Legal 2019 Salary Guide & Market Insight

Experienced. Personal. ESP Legal.

ESP Legal focuses on matching top legal technology talent with the best law firm opportunities in direct hire, contract and contract-to-hire placements. Clients and candidates rely on ESP for our experience with law firm technology professionals; they work with us because of our proven commitment to quality and the long-term relationships we've built on integrity, confidentiality and trust.

With nearly 1,000 success stories in the market — so far — ESP has proven results in both candidate depth and legal connections. ESP's knowledge of legal IT and litigation professionals has evolved with the industry, and we remain the first choice for both law firms and the professionals we place.

We've placed people first since 1996 and we're confident we'll find you the perfect fit.