



Legal Technology & Litigation/eDiscovery

SALARY GUIDE

2018

ESP Legal 2018 Salary Guide & Market Insight

About the guide

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

Our 2018 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 2017.

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.

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Legal Technology Staff	Median Low - Median High
Network Engineer-WAN Routers-Large	\$104,250 - \$142,250
Network Engineer-WAN Routers-Mid	\$100,750 - \$127,750
Network Security Engineer-Large	\$121,500 - \$162,250
Exchange Engineer-Large	\$90,750 - \$135,500
Systems Server Engineer-Large	\$101,500 - \$140,750
Systems Server Engineer-Mid	\$93,750 - \$124,750
Systems Network Admin-Large	\$90,500 - \$128,750
Systems Network Admin-Mid	\$80,500 - \$110,000
Systems Network Admin-Small	\$73,500 - \$105,500
Senior Desktop/Applications Engineer-Large	\$95,750 - \$125,500
Senior Desktop/Applications Engineer-Mid	\$92,750 - \$114,750
Application Programmer-Financial Systems-Large	\$91,250 - \$135,000
Financial Systems Analyst-Large	\$86,000 - \$115,000
PC Desktop Technician-Large	\$70,250 - \$85,000
PC Desktop Technician-Mid	\$68,000 - \$80,500
PC Desktop Technician-Small	\$65,500 - \$78,000
Help Desk/Application Support-Large	\$68,750 - \$85,000
Help Desk/Application Support-Mid	\$64,500 - \$78,500
Help Desk/Application Support-Small	\$63,000 - \$75,000
Trainer-Large	\$85,000 - \$101,750
Trainer-Mid	\$78,250 - \$94,000
Web .NET Developer-Large	\$97,500 - \$140,000
Web .NET Developer-Mid	\$90,250 - \$127,250
Web Administrator-Large	\$80,750 - \$110,750
Web Administrator-Mid	\$74,750 - \$103,500
SQL DBA - Large	\$110,000 - \$155,250
SharePoint Developer - Large	\$90,250 - \$135,750

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Legal Technology Leadership	Median Low - Median High
CIO/CTO-Large	\$310,500 - \$505,000
Director of Information Technology-Large	\$230,750 - \$282,000
Director of Information Technology-Mid	\$185,500 - \$221,250
IT Manager-Large	\$140,250 - \$195,000
IT Manager-Mid	\$115,750 - \$140,000
IT Manager-Small	\$99,500 - \$123,500
Infrastructure/Network Manager-Large	\$127,750 - \$158,500
Infrastructure/Network Manager-Mid	\$118,500 - \$142,750
Manager of Support/Help Desk-Large	\$95,000 - \$144,050
Manager of Support/Help Desk-Mid	\$85,000 - \$126,250
Project Manager-Large	\$110,500 - \$135,750
Financial Systems/Billing Manager-Large	\$101,500 - \$132,500
Knowledge Management & Information Governance	Median Low - Median High
Director of KM - Large	\$149,250 - \$201,750
Manager of KM - Large	\$115,250 - \$150,250
Director of Information Governance - Large	\$105,500 - \$190,500
Litigation/Practice Support	Median Low - Median High
Litigation/Practice Support Director	\$215,250 - \$350,250
Litigation/Practice Support Manager	\$129,750 - \$196,000
Litigation Support Coordinator	\$94,500 - \$135,500
Litigation Support Project Manager	\$92,500 - \$125,250
Litigation Support Specialist	\$87,250 - \$112,000
eDiscovery / Litigation Analyst	\$71,500 - \$92,750

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Technology Market Trends

Top 20 Cities for STEM* Jobs³

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

Unemployment rates

Technology: 2.85%¹

Computer Network Architect: 1.1%²

Computer Systems Administrator: 1.4%²

Software Developer: 1.6%²

IT Manager: 2.7%²

Average Salary Increases⁶

Legal Technology Staff: 3.7%

Legal Technology Leadership: 2%

Litigation/eDiscovery: 1.9%

In the minds of IT leaders for 2018⁴

Top concern:

Cybersecurity

Hiring plans:

70% plan to increase workforce in 2018

IT budget:

74% have increased their year-over-year budget

Impact of up-and-coming tech⁵

Digital Security:

- new & hard-to-find skills
- a change to IT culture

Internet of Things:

- new skills
- change to structure of IT
- a new source of funding
- change to IT culture

Artificial Intelligence:

- new & hard-to-find skills
- change to IT culture
- new IT leadership

¹ US Bureau of Labor Statistics, 2017 average

² US News - 10 Best Technology Jobs of 2018

³ Wallet Hub, 2018's Best & Worst Metro Areas for STEM Professionals

*Science, Technology, Engineering, and Math

⁴ 2018 SIM IT Trends Study Comprehensive Report

⁵ 2018 Gartner CIO Agenda

⁶ ESP Legal 2018 Salary Guide

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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.

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