esp Legal

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2024 SALARY GUIDE Legal Technology

Since 1996 ESP Legal has served the technology staffing needs of top law firms nationwide. We monitor and analyze hiring trends, including compensation and benefits in this rapidly changing market, as a service to our clients and job seekers.

Our 2024 salary guide presents data gathered and analyzed from law firms ranging from small law firms with 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 2023.

The salary ranges shown are median low (25th percentile) to median high (75th percentile) salaries and reflect differences based on years of experience and skillsets.

As most of our clients are in the larger major metropolitan areas (LA, San Francisco, NY, D.C., Chicago), the salaries shown are reflective of those markets. These ranges are 24% to 38% higher than if your firm is in a smaller market. Contact an ESP Recruiter to help you adjust for your local area.

Salary Changes

AM 100/200 Law Firms

3.1% increase in legal technology salaries

6.7% increase in technology executive leadership & key management salaries

1.1% increase in eDiscovery and litigation support salaries

Small & Mid-size Law Firms

1.7% increase in legal technology and litigation support salaries

Our survey also divides salary ranges based on law firm size. AM 100 and AM 200 firms are listed together and salary ranges for positions at small to mid-sized firms are on a separate page. Small to mid-sized firms still tend to have IT staff fill multiple roles and then outsource some of the services that are kept in-house at the large firms. We also see more levels of management in the AM 100/200 firms.

Salaries shown are base salaries for permanent employees and do not include discretionary bonuses. In 2023 law firms offered bonus potential ranging from 3-15%.

	Title	Median Low		Median High
Executive Leadership	CIO/CTO	$402,500	-	$760,750
	Chief Information Security Officer	$210,500	-	$350,500
	Chief Knowledge/Innovation Officer	$220,000	-	$325,250
	Chief Governance & Compliance Officer	$220,500	-	$305,500
Key Management	Director of Information Technology	$275,500	-	$360,250
	Director/Manager of Infrastructure/Operations	$155,750	-	$255,750
	Director/Manager of Security	$195,250	-	$254,750
	Director/Manager of Software Development	$190,000	-	$222,250
	Director/Manager of Information Governance	$148,000	-	$255,500
	Director of Support & Training	$168,750	-	$225,000
	Help Desk Manager	$145,000	-	$201,250
	Training Manager	$130,500	-	$190,500
	Director/Manager of Financial Systems	$145,000	-	$185,000
	Manager of KM	$185,250	-	$224,500
	Project Manager	$130,000	-	$185,000

	Title	Median Low		Median High
Systems, Network & Infrastructure	Infrastructure Architect	$160,500	-	$225,500
	Network Engineer	$148,750	-	$197,750
	Systems Engineer	$135,500	-	$185,750
	Systems/Network Administration	$120,500	-	$158,250
	Security Engineer	$160,000	-	$225,500
	Security Analyst/Administration	$138,500	-	$195,000
	Information Governance Analyst	$90,250	-	$142,500
	Cloud Engineer	$138,750	-	$187,500
	MS365 Engineer	$136,500	-	$181,000
	Enterprise Application Engineer	$124,500	-	$179,500
	Desktop Application Engineer	$127,500	-	$178,750
Data & Financial Systems	SQL Programmer	$138,000	-	$189,500
	SQL Database Administrator	$135,500	-	$185,750
	Business Analyst	$110,000	-	$158,500
	Data Analyst/Scientist	$125,500	-	$210,500
	Business Intelligence Analyst	$115,750	-	$175,250
	Report Writer/Analyst	$106,750	-	$164,000
	CRM Administrator	$117,500	-	$149,500
	Financial Systems Developer	$120,500	-	$178,000
	Financial Systems Analyst	$105,500	-	$152,750

AM 100/200 Level Firms

Title	Median Low	Median High
Programming & Web		
Applications Developer	$124,500	$189,000
AI Developer	$106,000	$157,500
Web Administrator	$102,250	$159,750
Web Graphics Designer	$95,500	$152,500
Full Stack Web Developer	$135,000	$197,500
QA Analyst	$96,500	$139,500
Support Services		
PC Desktop Technician	$75,500	$96,500
Help Desk/Applications Specialist	$77,750	$110,500
Trainer	$95,500	$135,500
Documentation & Technical Writer	$100,250	$140,500
Telecom Specialist	$84,500	$105,000
Litigation/ eDiscovery		
Litigation/eDiscovery Director	$236,250	$425,500
Litigation/eDiscovery Manager	$157,250	$230,750
Litigation/eDiscovery Coordinator	$117,500	$180,000
Litigation/eDiscovery Project Manager	$115,250	$160,750
Litigation/eDiscovery Specialist	$98,500	$135,000

Small to Mid-size Firms

	Title	Median Low		Median High
Leadership	IT Director	$162,000	-	$235,500
	IT Manager	$125,500	-	$190,000
Systems/ Network	Systems/Network Engineer	$125,500	-	$171,250
	Systems/Network Administration	$105,750	-	$145,250
Support Services	PC Desktop Technician	$76,500	-	$105,000
	Help Desk	$75,750	-	$106,750
	Trainer	$95,500	-	$132,750
Litigation/ eDiscovery	Litigation/eDiscovery Project Manager	$120,750	-	$165,500
	Litigation/eDiscovery Analyst	$95,250	-	$141,750

Market Trends

Retention & Attraction

2023 did not bring the anticipated recession, but layoffs and slow hiring trends led to some hesitation among legal technology professionals to leave the security of their current positions and seek new roles. According to recent Dice surveys, however, job security and salary dissatisfaction could lead to more turnover this year: 29% of those surveyed by Dice are actively looking for a job[1] and 60% said they will likely change employers this year[2].

For employers seeking to attract ideal candidates and retain their best talent, offering higher pay, a sign-on bonus, and remote work flexibility, especially for positions with low unemployment rates and high demand, continues to be important. While employers continue to attempt to draw employees back to the office, the majority of technology professionals still prefer remote work. 73% of the tech professionals surveyed by Dice said

it is "extremely" or "very" important that their next role includes the option to work remotely at least three days a week.[2] We continue to advise both employers and employees to evaluate the "why" behind employees' desires to work remotely and identify when and how they can be flexible. Law firms can use that knowledge to develop attractive policies and incentives for in-office work (which may include increasing compensation).

Highest Demand Technology Jobs at Law Firms

- User & Desktop Support
- Systems & Network Engineers
- Leadership: CIOs, IT Directors & Managers
- Software Developers
- Security Analysts/Engineers
- Information Governance

Unemployment rates[3]

Web Developer: 1%
Information Security Analyst: 1.2%
Software Developer: 1.4%
IT Manager: 1.4%
Computer Network Architect: 1.6%

Bar chart values: 1%, 1.2%, 1.4%, 1.4%, 1.6%
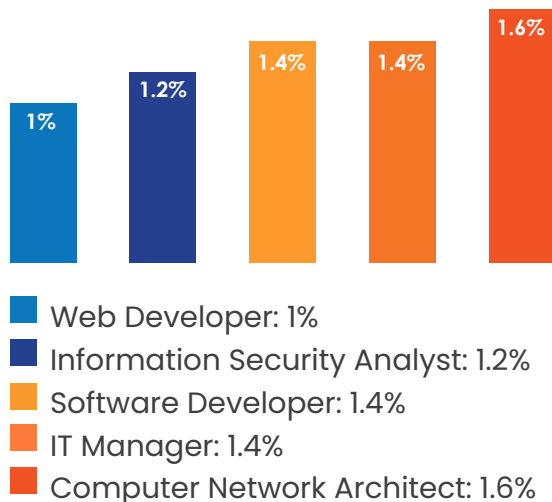
Tech Employee Views on Remote Work[2]

Benefits
- 75% More cost-effective
- 70% More productive
- 69% More flexibility/control of schedule/hours worked

Shortcomings
- 39% Harder to develop or maintain relationships
- 31% Working more hours
- 31% Difficulty separating work from personal life

1 Dice, The Dice Tech Salary Report, 2024 Edition
2 Dice, 2023 Tech Sentiment Report
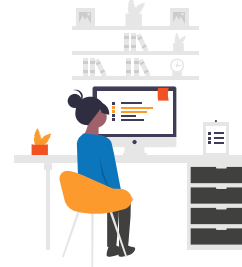3 U.S. News, U.S. News' Best Technology Jobs of 2024

Benefits Snapshot

Benefits continue to be an essential factor for legal technology professionals' decisions about employment. Medical benefits are always highly important. While many technology employees receive healthcare benefits, the quality of these benefits does not always meet employee expectations. Law firms that are able to keep premium costs low while providing good medical coverage will stand out from the crowd when a legal technology professional is considering a new role.

Another highly valued benefit is paid time off; a generous amount of vacation time is important to legal tech professionals, and many are unlikely to want to take a step backward when switching employers. But just as important as offering several weeks of vacation time (in addition to sick days) is creating a culture that actually encourages employees to use their PTO, including vacation, sick days, and parental leaves. While company policies may be in place to encourage this (ex. "use it or lose it" PTO), manager encouragement and support of their direct reports' use of PTO are critical for creating a culture that respects their employees' needs and well-being.
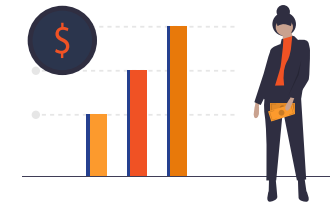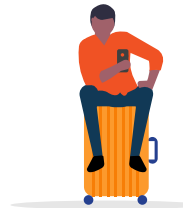
Benefits Legal Tech Professionals Value

- remote work 3–5 days a week
- low family medical premium costs
- 4 weeks of paid vacation /PTO
- 10%+ bonus potential
- 401K with 7%+ profit–sharing contribution
- training and education
- flexible schedule
- paid maternity/paternity leave

71% of tech professionals report that their company culture encourages taking their time off.[1]

There remains gaps between what employees want and what employers are offering for benefits. In addition to remote work, gaps also remain for work-from-home stipends (35% gap), stock programs (29%), training and education (24% gap), and commuter assistance (22% gap).[1] While each of these benefits are a financial expense for law firms, they may potentially be less expensive than pay raises or bonuses, and yet could serve as a differentiator for potential hires and retention. In addition, 71% ranked the value of a flexible schedule, 57% ranked the importance of wellness programs, and 34% valued child/elder care options as benefits.[1]

1 Dice, The Dice Tech Salary Report, 2024 Edition

Legal Technology 20 24 SALARY GUIDE

Pay Satisfaction & Pay Transparency

Less raises and the continued strain of inflation has left 54% of tech professionals saying they are underpaid.[1] While pay increases were higher in 2023 and 2024, averaging 4.8% and anticipated to be 4.5% respectively[4], just 55% of tech professionals said they received a raise in 2023[1]. Employees are 50% more likely to leave their job if they feel they are underpaid.[4]

Many cities and states have passed pay transparency laws in the last few years requiring salaries to be included on job postings and/or that salaries be transparent among a company's staff. The aim of these laws, for the most part, is gender and racial pay equity as the laws force organizations to come up with a justifiable salary range for each role at their company.

In 2024, 60% of organizations surveyed by Payscale now say they publish salary ranges in job ads. While only 25% of employees are currently impacted by state legislated pay transparency, it is impacting awareness and job seeking behavior more significantly[4]:

54% of tech professionals say they are underpaid.[1]

60% of organizations say they publish salary ranges in job ads.[4]

27% of organizations say employees are asking more questions about pay.[4]

14% of organizations say they have experienced talent loss due to employees seeing postings with higher ranges.[4]

11% of organizations say that employees have realized through job postings that they are underpaid.[4]

The benefits of pay transparency aren't only for employees. Pay transparency on job descriptions leads to more applicants for your openings, saves you time, closes wage gaps and promotes a more diverse work place, and can help you know what to pay and budget.

58% of workers are much more likely to apply for a job with a salary range provided.[5]

85% of Gen Z are less likely to apply for a job if the company does not include the salary range in the job posting.[6]

Work-Life Balance & Corporate Culture

Work-life balance remains important to employees, with many willing to switch employers in order to receive remote and flexible work schedules, better PTO, a four-day work week, and/or to work for an organization that values and promotes a reasonable work week and supports after hours being off limits for work calls and tasks.
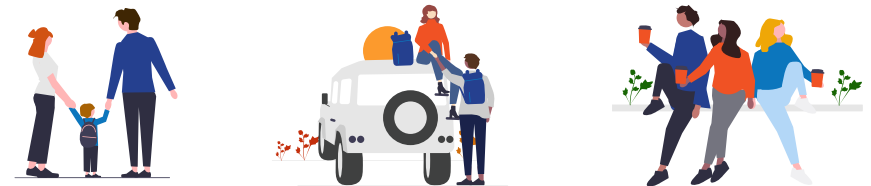
Corporate culture—which means more than free food or a casual dress code—also continues to be important. An employee's alignment with their law firm's values is correlated with job satisfaction and loyalty to their law firm. In addition, well-thought out mission, vision, and values—that are actually practiced by leadership and peers—that coincide with an employee's values contribute significantly to job happiness.

1 Dice Tech Salary Report, 2024 Edition
4 Payscale, 2024 Compensation Best Practices Report
5 2022 Resume Builder Survey
6 2023 Adobe's Future Workforce Study

Clients and candidates rely on ESP Legal for our decades of 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 1,200+ success stories in the market, ESP Legal has proven results in both candidate depth and legal connections. ESP Legal's knowledge of legal IT has evolved with the industry, and we remain the first choice for both law firms and the technology professionals we place.

Why Choose ESP Legal?
Just Tech. Just Legal.

Connections
We're connected to both seasoned and up-and-coming technology leaders and professionals ready to make an impact.

Perspective
A great culture fit is as much our priority as finding the individual with the technical and leadership skills needed for a position.

Know-how
We understand the unique challenges and opportunities law firms and legal IT professionals face and we know how to find the perfect fit.

Advancing legal technology careers and helping law firms innovate since 1996.

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