PRODIGY
RESOURCES

Salary Guide

Technology & Healthcare IT

Prodigy's 2023 Salary Guide provides you the intelligence you need to stay competitive in the race to attract, hire, and retain the market's leading talent within the technology and healthcare IT space.

The salary and compensation data we include in this guide reflects information gathered nationwide and it has been pulled from multiple sources to provide a wholistic view of the labor market as it stands.

The purpose of this guide is to help you estimate how much a position should pay based upon a worker's actual experience and skill set rather than simply their job title. With that said, it's important to take into account that this compensation data contains estimations, not hard numbers, however these estimations can be considered reliable due to the rigorous methodology that was used to ensure accuracy.

For more information regarding a local market within the United States, please contact us at **hello@prodigyr.com**. We welcome an opportunity to share our perspective — one which is rooted in the numerous conversations we have with hiring managers and candidates on a daily basis.

BASE SALARY:

10th percentile - only 10% of the workforce in the United States across all industries and company sizes is paid below this figure.

Median - only 50% of the workforce in the United States across all industries and company sizes is paid below this figure.

90th percentile - only 10% of the workforce in the United States across all industries and company sizes is paid above this figure.

MEDIAN BASE SALARY BY EXPERIENCE LEVEL:

Entry-level: 0-1 years of experience. **Mid-level:** 2-10 years of experience. **High-level:** 10+ years of experience.

SALARIES:

TECHNOLOGY	BASE SALARY			MEDIAN BASE SALARY BY EXPERIENCE LEVEL		
	10TH PERCENTILE	MEDIAN PERCENTILE	90TH	LOW	AVERAGE	HIGH
AGILE						
Agile Coach	90,048	**120,047**	165,104	94,456	**104,048**	
DevOps Engineer	91,047	**120,008**	164,329	92,024	**118,016**	
Product Owner	80,008	**110,008**	164,088	81,016	**114,130**	
RTE/Release Train Engineer	59,883	**101,795**	160,098	66,024	**110,632**	
Scrum Master	73,000	**108,016**	152,048	74,040	**101,776**	
Value Stream Engineer	79,016	**104,048**	135,048	83,008	**100,832**	
ANALYST						
Applications Systems Analyst	58,008	**90,040**	135,288	70,008	**80,056**	
Business Analyst	69,016	**93,624**	125,656	72,024	**90,048**	
Business Process Consultant	70,008	**104,056**	126,888	85,048	**93,624**	
Business Systems Analyst	62,424	**93,624**	145,656	76,024	**85,048**	
Change Management Specialist	68,024	**77,826**	141,888	70,048	**77,981**	
Data Analyst	62,008	**89,256**	145,016	65,016	**90,016**	
Information Technology Auditor	55,608	**90,040**	111,008	63,384	**80,056**	
Interface Analyst	58,008	**93,624**	135,288	70,008	**92,624**	
DATABASE DEVELOPMENT & ADMINISTRATION & BUSINESS INTELLIGENCE						
Big Data Engineer/Architect	81,520	**117,056**	160,024	87,048	**109,624**	146,056
Business Intelligence Analyst	62,024	**84,024**	120,024	64,504	**80,024**	101,040
Business Intelligence Architect	73,616	**125,040**	156,880	79,208	**119,848**	135,024
Business Intelligence Developer	70,616	**88,430**	126,512	72,048	**90,430**	124,848
Business Intelligence Specialist	51,048	**95,008**	136,112	63,248	**85,096**	125,008
Computer Systems Analyst	53,016	**83,256**	135,288	65,016	**75,000**	85,256
Data Architect	80,056	**120,056**	176,888	95,032	**119,424**	144,856
Data Management Director	100,008	**158,072**	188,873	115,000	**125,048**	165,016

TECHNOLOGY	BASE SALARY			MEDIAN BASE SALARY BY EXPERIENCE LEVEL		
	10TH PERCENTILE	MEDIAN	90TH PERCENTILE	LOW	AVERAGE	HIGH
Data Modeling Analyst	71,024	**109,040**	150,008	79,016	**90,048**	110,040
Data Scientist	74,936	**93,056**	140,088	80,032	**104,008**	130,056
Data Warehouse Manager	80,008	**110,056**	145,656	90,040	**108,024**	114,016
Data Warehouse Programming	70,008	**111,056**	159,520	85,048	**104,040**	113,008
Data Warehouse Specialist	70,008	**104,056**	150,024	85,048	**95,032**	106,056
Database Administration Manager	70,048	**112,088**	140,024	90,040	**100,024**	120,056
Database Administrator	54,520	**90,040**	135,288	76,536	**86,008**	93,624
Database Analyst	57,536	**74,056**	105,288	63,256	**83,624**	94,159
Database Report Writer	57,008	**88,496**	99,032	74,736	**85,040**	90,032
Database Warehouse Analyst	80,048	**106,096**	140,016	93,616	**99,888**	108,208
Management Analyst	65,016	**90,008**	135,096	79,048	**93,624**	105,016
Oracle Database Administrator	74,000	**98,040**	135,288	83,256	**93,624**	125,024
Report Developer	70,024	**82,624**	105,288	76,056	**93,040**	100,056
Reporting Analyst	46,504	**60,040**	89,288	48,008	**65,056**	72,040
Software Developer, Big Data	86,896	**90,040**	116,880	84,416	**89,848**	105,280
SQL Server Database Administrator	70,024	**85,032**	153,288	74,056	**95,040**	114,784

ENTERPRISE SYSTEMS ANALYST & INTEGRATION

CRM Application Administrator	80,016	**113,616**	110,648	80,992	**88,248**	100,616
CRM Application Architect	90,032	**124,848**	167,616	104,048	**120,048**	135,280
CRM Integration Specialist	62,416	**103,536**	176,880	80,048	**93,616**	104,048
CRM Program Director	71,024	**135,024**	173,048	90,032	**130,048**	155,024
ERP Administrator	70,008	**119,536**	150,048	70,016	**103,016**	124,536
ERP Analyst	62,424	**95,032**	106,008	80,056	**85,048**	95,032
ERP Program Manager	100,024	**135,288**	197,624	114,424	**120,056**	140,040
ERP Programmer	72,024	**113,048**	165,288	89,056	**114,048**	140,040
ERP Project Manager	94,008	**118,096**	149,720	100,024	**115,768**	135,032
Operating Systems Programmer	68,008	**103,256**	144,856	70,016	**100,056**	136,304
SAP Basis Consultant	70,008	**107,056**	137,256	90,040	**101,056**	120,056
SAP Program Manager	68,656	**110,256**	166,512	95,024	**93,624**	114,256
SAP Project Manager	90,040	**130,024**	143,720	91,024	**124,424**	136,088
Systems Architect	85,040	**124,848**	187,248	95,024	**110,064**	126,848

TECHNOLOGY

HEALTH IT

	MEDIAN	90TH PERCENTILE		LOW	AVERAGE	HIGH
Ambulatory Systems Analyst	62,992	**98,032**	112,880	77,040	**90,032**	99,032
Ambulatory Systems Architect/Builder	94,816	**124,048**	166,512	96,048	**135,024**	150,048
Ambulatory Systems Project Manager	92,016	**140,016**	160,048	100,016	**111,024**	145,032
Ambulatory Systems Trainer	56,512	**86,016**	105,280	58,016	**70,008**	88,048
Clinical Informaticist	79,747	**106,275**	159,859	85,024	**105,048**	127,040
Clinical Program Manager	85,032	**140,016**	157,616	114,416	**120,048**	145,024
Clinical Project Manager	52,032	**75,032**	90,248	55,016	**73,032**	87,848
Clinical Systems Analyst	60,024	**95,032**	101,656	73,016	**85,048**	96,032
Clinical Systems Architect/Builder	93,747	**120,275**	143,859	97,024	**114,048**	130,040
Clinical Systems Project Manager	85,048	**135,032**	158,120	93,624	**110,016**	137,048
Clinical Systems Trainer	50,024	**79,996**	110,024	51,008	**73,184**	85,024
Configuration Analyst	75,024	**82,624**	105,656	80,056	**89,256**	93,624
FACETS Analyst	62,008	**100,024**	140,024	77,048	**89,400**	100,024
FACETS QA	75,504	**104,048**	135,280	85,040	**99,888**	104,048
Health Information Management (HIM) Project Manager	64,016	**120,048**	180,080	96,048	**103,536**	122,048
HIPAA Security Analyst	72,048	**114,032**	125,744	85,040	**95,024**	119,040

	10TH PERCENTILE	MEDIAN	90TH PERCENTILE	LOW	AVERAGE	HIGH
NASCO Claims Analyst	38,938	**64,896**	97,074	52,024	**56,024**	70,024
Revenue Cycle Analyst	51,016	**93,040**	114,120	58,000	**74,048**	100,624
Revenue Cycle Architect/Builder	93,747	**135,275**	160,859	114,024	**135,048**	148,040
Revenue Cycle Project Manager	90,032	**140,016**	201,016	114,016	**124,328**	176,024
Revenue Cycle Trainer	60,024	**88,056**	160,120	65,016	**83,256**	90,040
Utilization Review	56,024	**78,528**	110,008	66,616	**70,008**	79,936
Utilization Review Analyst	42,024	**87,416**	101,656	68,024	**77,048**	95,416

MANAGEMENT & PROJECT MANAGEMENT

	10TH PERCENTILE	MEDIAN	90TH PERCENTILE	LOW	AVERAGE	HIGH
Chief Information Officer	100,024	**159,056**	205,120	102,000	**157,576**	198,064
Data Center Director	77,048	**140,024**	175,720	95,032	**110,008**	142,016
Director of Engineering	117,496	**161,008**	203,024	121,496	**152,040**	198,024
Information Technology Director	95,032	**145,016**	180,104	98,040	**130,008**	170,040
Information Technology Manager	68,040	**97,024**	139,720	80,040	**103,544**	124,024
IT Program Manager	85,048	**119,048**	161,080	101,056	**110,008**	120,056

TECHNOLOGY	**BASE SALARY**			**MEDIAN BASE SALARY BY EXPERIENCE LEVEL**		
	10TH PERCENTILE	MEDIAN	90TH PERCENTILE	LOW	AVERAGE	HIGH
IT Project Coordinator	84,496	**117,056**	136,888	94,648	**104,056**	118,496
IT Project Manager	70,056	**82,048**	119,056	80,032	**95,024**	110,584
IT Quality Assurance Manager	60,008	**89,009**	135,096	75,056	**93,992**	104,056
Project Engineering Manager	77,032	**90,048**	150,256	80,056	**110,008**	120,056
Project Lead – Application Systems & Programming	87,048	**124,056**	166,520	87,078	**112,024**	140,056
Vice President of Engineering	120,056	**179,056**	233,900	122,056	**167,008**	219,048
Vice President of IT	112,040	**138,056**	210,048	122,042	**155,048**	207,104

MOBILE DEVELOPMENT

	10TH PERCENTILE	MEDIAN	90TH PERCENTILE	LOW	AVERAGE	HIGH
Android Developer	90,016	**114,056**	150,008	99,048	**114,944**	135,424
iOS Developer	81,016	**107,056**	156,024	83,256	**99,896**	128,216

NETWORK/SYSTEMS DESIGN & ADMINISTRATION

	10TH PERCENTILE	MEDIAN	90TH PERCENTILE	LOW	AVERAGE	HIGH
Citrix Administrator	56,024	**91,256**	129,016	68,024	**84,040**	103,256

Cloud Administrator	95,024	**128,048**	150,080	110,256	**124,848**	130,032
Cloud Architect	104,048	**135,280**	182,616	114,416	**129,008**	149,016
Cloud Developer	104,048	**129,008**	140,080	114,416	**124,848**	130,024
Enterprise Infrastructure Architect	90,032	**115,032**	149,248	100,016	**109,416**	130,048
Linux Administrator	78,008	**113,624**	135,288	80,536	**105,256**	124,624
Mail Server Administrator	53,048	**95,048**	105,288	68,024	**80,000**	99,048
Messaging and Collaboration Engineer	89,040	**125,016**	180,896	105,040	**124,032**	140,016
Network Administrator	52,024	**83,000**	106,040	65,016	**72,056**	85,000
Network Architect	90,032	**125,040**	197,616	105,008	**111,280**	144,848
Network Control Center Director	95,016	**117,016**	130,008	98,256	**114,024**	123,016
Network Control Center Manager	84,024	**117,784**	144,120	90,032	**99,048**	119,784
Network Control Technician	42,464	**64,104**	95,048	45,016	**52,024**	80,704
Network Engineer	50,008	**85,048**	125,656	79,016	**86,824**	92,048
Storage Management Specialist	60,024	**94,464**	111,288	72,824	**80,056**	89,464
Systems Engineer	60,824	**80,008**	110,008	65,048	**81,032**	100,008
Systems Administrator	50,008	**68,040**	96,040	65,016	**72,056**	82,040
Telecommunications Analyst	58,008	**70,040**	90,384	60,009	**72,056**	87,040
Telecommunications Technician	35,384	**55,024**	69,416	40,384	**60,000**	67,024
UNIX Administrator	80,024	**99,624**	138,360	90,024	**101,256**	115,624

TECHNOLOGY

BASE SALARY

MEDIAN BASE SALARY BY EXPERIENCE LEVEL

TECHNOLOGY	MEDIAN	90TH PERCENTILE		LOW	AVERAGE	HIGH
SOFTWARE ENGINEERING						
.NET Architect	65,016	**95,024**	154,048	77,520	**93,048**	141,032
.NET Developer	65,024	**100,024**	153,904	76,024	**93,624**	104,056
Applications Development Manager	96,024	**120,424**	146,520	100,040	**122,489**	134,424
Applications Engineer	72,024	**82,808**	116,520	77,048	**86,024**	107,056
Applications Systems Architect	85,040	**107,040**	147,248	95,536	**104,032**	125,040
Client/Server Programmer	61,120	**82,243**	94,538	62,424	**80,056**	89,528
Fullstack Developer	74,008	**110,416**	125,016	80,016	**95,256**	113,116
GIS Analyst	44,304	**56,024**	84,024	51,544	**59,008**	78,024
Java Architect	80,056	**114,424**	166,888	85,032	**114,424**	150,856
Java Developer	60,024	**105,016**	136,024	75,056	**104,456**	124,424
Mainframe Programmer	59,320	**71,256**	95,856	69,008	**83,256**	87,544
Program/Project Manager	63,008	**101,008**	140,008	65,056	**95,008**	126,008
Programmer	55,024	**79,032**	105,856	60,024	**77,048**	95,256
Quality Assurance Specialist	53,016	**85,048**	98,024	62,904	**76,024**	86,048
Release Engineer	82,664	**116,056**	132,520	89,256	**110,896**	123,264
Software Architect	98,040	**130,056**	176,888	108,040	**133,424**	164,576
Software Engineer	71,024	**100,024**	145,120	76,024	**98,040**	144,056

	BASE SALARY			MEDIAN BASE SALARY BY EXPERIENCE LEVEL		
	10TH PERCENTILE	MEDIAN	90TH PERCENTILE	LOW	AVERAGE	HIGH
Software Quality Assurance Analyst	49,040	**65,624**	93,040	49,016	**66,048**	87,624
Software Support Engineer	57,896	**70,024**	98,296	59,056	**69,058**	94,058
User Acceptance Testing Specialist	78,000	**90,016**	110,096	81,568	**91,417**	107,024

SECURITY

Chief Information Security Officer	104,016	**165,112**	251,056	105,008	**157,053**	237,007
Cyber Security Analyst	65,048	**90,528**	121,112	70,040	**86,048**	106,416
Cyber Security Architect	95,008	**130,016**	160,700	109,984	**120,032**	131,022
Data Security Analyst	60,016	**80,992**	111,056	60,080	**82,040**	109,520
Governance Risk & Compliance Auditor	100,226	**124,832**	159,721	100,678	**114,976**	147,792
Information Security Administrator	56,792	**83,733**	120,828	57,401	**79,671**	109,845
Information Security Analyst	60,024	**97,208**	150,008	74,040	**102,256**	130,032
Information Security Director	106,300	**139,869**	183,508	111,158	**141,550**	170,709
Information Security Engineer	79,864	**104,056**	112,042	80,506	**102,297**	120,056
Information Security Manager	101,421	**128,221**	135,556	102,295	**119,221**	130,556

TECHNOLOGY	BASE SALARY			MEDIAN BASE SALARY BY EXPERIENCE LEVEL		
	10TH PERCENTILE	MEDIAN	90TH PERCENTILE	LOW	AVERAGE	HIGH
Information Security Risk Analyst	55,024	**77,314**	94,390	57,189	**78,341**	92,720
Information Security Risk Manager	73,848	**93,867**	119,391	75,101	**98,992**	115,283
Information Security Supervisor	73,827	**111,933**	148,260	74,895	**109,575**	143,001
Information Security Vice President	131,472	**175,350**	207,201	132,480	**164,803**	199,269
Systems/Application Security Analyst	70,055	**90,653**	108,330	71,616	**91,815**	107,632

TECHNICAL SUPPORT

Computer Operator	27,000	**55,016**	65,016	28,504	**49,712**	57,704
Customer Service Representative	22,360	**36,016**	42,024	26,008	**31,144**	38,840
Data Entry Clerk	21,576	**29,496**	43,800	26,008	**29,128**	31,208
Help Desk Manager	41,384	**60,160**	95,048	45,016	**62,024**	90,160
Help Desk Supervisor	35,384	**54,104**	79,256	43,704	**55,008**	74,320
Help Desk Support	39,008	**48,024**	62,056	40,624	**48,024**	60,024

Help Desk Support Assistant	35,016	**42,044**	57,984	37,645	**44,785**	50,024
Installation & Maintenance Technician	29,128	**50,008**	71,096	36,408	**42,008**	55,208
Installation & Maintenance Technician Director	48,016	**72,048**	97,416	56,496	**60,016**	74,016
Installation & Maintenance Technician Supervisor	35,384	**54,008**	79,552	43,704	**52,024**	66,024
LAN Support	57,159	**75,570**	97,563	57,179	**74,204**	94,818
LAN/WAN Administrator	60,164	**83,256**	100,040	62,563	**83,418**	99,422
PC Maintenance Technician	40,169	**55,024**	74,096	40,624	**51,864**	67,024
Sales Engineer	75,467	**95,024**	119,096	77,658	**96,056**	113,832
Technical Recruiter	50,008	**70,008**	88,424	52,024	**65,016**	72,120
Technical Sales Support Specialist	45,016	**89,016**	97,256	56,024	**77,048**	90,040
Technical Support Analyst	57,016	**90,040**	100,384	70,008	**80,056**	93,040

TECHNICAL WRITING

Documentation Specialist	50,008	**72,824**	86,424	60,024	**65,016**	73,624
Editor – Web	40,024	**72,824**	84,856	52,024	**72,824**	80,056
Editor Assistant – Web	33,016	**60,024**	74,216	44,536	**52,024**	64,024
Instructional Technology Specialist	56,421	**78,978**	96,954	69,008	**72,008**	84,016
Technical Trainer	40,808	**65,016**	90,040	43,016	**61,148**	88,024
Technical Writer	46,008	**72,824**	92,376	56,184	**62,424**	74,056

BASE SALARY

	MEDIAN	90TH PERCENTILE		LOW	AVERAGE	HIGH

WEB DEVELOPMENT & ADMINISTRATION

	MEDIAN	90TH PERCENTILE		LOW	AVERAGE	HIGH
Automation Quality Assurance Tester	70,008	**99,896**	124,856	80,056	**93,624**	110,896
Content Engineer	50,875	**95,806**	136,857	51,624	**86,042**	126,024
Content Manager	60,640	**81,032**	101,160	63,256	**80,024**	96,544
Content Specialist	40,024	**65,016**	94,056	50,008	**65,016**	70,008
Front End Developer	65,016	**95,424**	115,656	70,048	**90,056**	114,424
Interaction Designer – Web	72,824	**91,424**	120,008	80,624	**95,180**	114,424
Interaction Designer Director – Web	87,048	**114,016**	159,216	92,016	**111,024**	130,024
Interface Developer	60,544	**77,424**	107,656	62,624	**79,376**	104,424
UX Designer	70,496	**114,416**	136,016	71,032	**90,376**	124,992
Web Application Developer	55,016	**82,040**	124,856	60,024	**80,056**	110,040
Web Software Developer	70,008	**110,424**	121,520	87,544	**104,056**	114,424
Webmaster	40,008	**61,083**	92,024	42,008	**58,008**	82,424