

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	В	ASE SALAR	Υ	MEDIAN BASE SALARY BY EXPERIENCE LEVEL			
	10TH PERCENTILE	MEDIAN	90TH PERCENTILE	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 & A	DMINISTRAT	ION & BUSI	NESS INTEL	LIGENCE			
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	В	ASE SALAR	Y	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	& INTEGRA	TION					
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	

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90TH PERCENTILE

MEDIAN BASE SALARY BY EXPERIENCE LEVEL

HIGH

HEALTH IT						
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
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 MAN	AGEMENT					
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 Due europe Maine europe	85,048	119,048	161,080	101,056	110,008	120,056	
IT Program Manager	03,040	113,040	101,000	101,030	110,000	120,030	
TECHNOLOGY		BASE SALAR	Y	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							
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 &	ADMINISTR	RATION					
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

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90TH PERCENTILE MEDIAN BASE SALARY BY EXPERIENCE LEVEL

HIGH

TECHNOLOGY

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
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
	I	BASE SALAF	RY	MEDIAN	I BASE SALA	ARY BY
TECHNOLOGY				EXPE	ERIENCE LE	VEL
	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

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

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MEDIAN BASE SALARY BY EXPERIENCE LEVEL

HIGH

TECHNOLOGY

WEB DEVELOPMENT & ADMINIS	TRATION					
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