

# 2023

## 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@prodigy.com](mailto:hello@prodigy.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	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 & 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

Age Group	Percentage
18-24	10%
25-34	20%
35-44	25%
45-54	20%
55-64	15%
65-74	10%
75-84	5%
85+	5%

TECHNOLOGY	BASE SALARY			MEDIAN BASE SALARY BY EXPERIENCE LEVEL		
	10TH PERCENTILE	MEDIAN	90TH PERCENTILE	LOW	AVERAGE	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 MANAGEMENT						
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





Storage Management Specialist	60,024	<b>94,464</b>	111,288	72,824	<b>80,056</b>	89,464
Systems Engineer	60,824	<b>80,008</b>	110,008	65,048	<b>81,032</b>	100,008
Systems Administrator	50,008	<b>68,040</b>	96,040	65,016	<b>72,056</b>	82,040
Telecommunications Analyst	58,008	<b>70,040</b>	90,384	60,009	<b>72,056</b>	87,040
Telecommunications Technician	35,384	<b>55,024</b>	69,416	40,384	<b>60,000</b>	67,024
UNIX Administrator	80,024	<b>99,624</b>	138,360	90,024	<b>101,256</b>	115,624

TECHNOLOGY	BASE SALARY			MEDIAN BASE SALARY BY EXPERIENCE LEVEL		
	10TH PERCENTILE	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
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





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

Technology	Base Salary			Median Base Salary by Experience Level		
	10th Percentile	Median	90th Percentile	Low	Average	High
Web Development & Administration						
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