

PRODIGY

RESOURCES

2020

Salary Guide

Technology & Healthcare IT



Prodigy's 2020 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 an up-to-date 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. That being 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. 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 | 128,000 |
| DevOps Engineer | 91,047 | 120,008 | 164,329 | 92,024 | 118,016 | 156,932 |
| Product Owner | 80,008 | 110,008 | 164,088 | 81,016 | 114,130 | 144,030 |
| RTE/Release Train Engineer | 59,883 | 101,795 | 160,098 | 66,024 | 110,632 | 146,250 |
| Scrum Master | 73,000 | 108,016 | 152,048 | 74,040 | 101,776 | 116,086 |
| Value Stream Engineer | 79,016 | 104,048 | 135,048 | 83,008 | 100,832 | 111,048 |
| ANALYST | | | | | | |
| Applications Systems Analyst | 58,008 | 90,040 | 135,288 | 70,008 | 80,056 | 90,040 |
| Business Analyst | 69,016 | 93,624 | 125,656 | 72,024 | 90,048 | 115,624 |
| Business Process Consultant | 70,008 | 104,056 | 126,888 | 85,048 | 93,624 | 105,056 |
| Business Systems Analyst | 62,424 | 93,624 | 145,656 | 76,024 | 85,048 | 94,624 |
| Change Management Specialist | 68,024 | 77,826 | 141,888 | 70,048 | 77,981 | 109,688 |
| Data Analyst | 62,008 | 89,256 | 145,016 | 65,016 | 90,016 | 114,256 |
| Information Technology Auditor | 55,608 | 90,040 | 111,008 | 63,384 | 80,056 | 93,112 |
| Interface Analyst | 58,008 | 93,624 | 135,288 | 70,008 | 92,624 | 104,056 |
| DATABASE DEVELOPMENT, ADMINISTRATION & BI | | | | | | |
| 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 | 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 |
| 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 | | | | | | |
| 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 | | | | | | |
| 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 | | |
|---|-----------------|--------------------------|-----------------|--|--------------------------|---------|
| | 10th Percentile | Median | 90th Percentile | Low | Average | High |
| Programming/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 |

| 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 |

| 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 |