



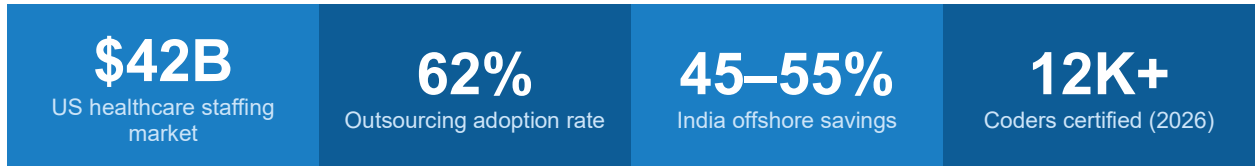
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SALARY  
BENCHMARKS

# Healthcare Professional Salary Guide

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*Medical coders, billers, scribes, and clinical staff rates by experience level.  
Includes US and offshore pricing.*



## Healthcare Professional Salary Landscape

This guide provides comprehensive salary benchmarks for medical coders, billers, scribes, clinical documentation specialists, and revenue cycle management professionals across the US and India. Includes certification impact analysis and regional variations.

### Market Overview

- Medical coding remains one of the fastest-growing offshore verticals
- US demand exceeds domestic supply; offshore model standard in industry
- Certification premiums range 20–35% depending on specialty
- Remote and hybrid roles now 68% of hiring (up from 42% in 2024)
- AI-assisted coding tools increasing junior salary growth (+6–8% baseline)



## MEDICAL CODING SALARIES (USD & INR Annual)

Certification	Junior (USD)	Mid (USD)	Senior (USD)	Junior (INR)	Mid (INR)	Senior (INR)
CPC (Certified Professional Coder)	\$32K–\$42K	\$48K–\$62K	\$65K–\$85K	₹380K–₹420K	₹550K–₹700K	₹800K–₹1M
CCS (Certified Coding Specialist)	\$35K–\$46K	\$52K–\$68K	\$72K–\$95K	₹420K–₹480K	₹650K–₹800K	₹900K–₹1.2M
RHIA (Registered Health Info Admin)	\$42K–\$55K	\$58K–\$75K	\$82K–\$105K	₹480K–₹550K	₹750K–₹900K	₹1M–₹1.3M
RHIT (Registered Health Info Tech)	\$38K–\$48K	\$54K–\$70K	\$75K–\$95K	₹450K–₹500K	₹700K–₹850K	₹950K–₹1.1M
Uncertified/Entry-Level	\$24K–\$32K	\$35K–\$45K	\$48K–\$62K	₹280K–₹320K	₹420K–₹550K	₹600K–₹750K

Salary variation by certification reflects AAPC/AHIMA requirements. US rates include benefits; India rates are annual contractor salary. Exchange rate: 1 USD = ₹83 INR (Q1 2026).



## SPECIALTY CODING PREMIUMS (% Above Base CPC Rate)

Medical Specialty	Premium %	Example Jr Salary	Example Sr Salary	Market Demand
Cardiology	+15–20%	\$37K–\$50K	\$77K–\$102K	Very High
Oncology	+18–25%	\$38K–\$53K	\$80K–\$106K	Very High
Orthopedics	+12–18%	\$36K–\$50K	\$75K–\$101K	High
Psychiatry	+10–15%	\$35K–\$48K	\$71K–\$98K	High
Radiology	+14–19%	\$37K–\$50K	\$76K–\$101K	Very High
Surgery (General)	+16–21%	\$37K–\$51K	\$78K–\$103K	High
Pediatrics	+8–12%	\$34K–\$47K	\$70K–\$95K	Medium
General Practice	Base	\$32K–\$42K	\$65K–\$85K	High volume

Premiums reflect complexity, reimbursement variance, and talent scarcity. Oncology and cardiology most sought after due to higher claim volumes and reimbursement rates.



## MEDICAL BILLING SALARIES

Role	Junior (USD)	Mid-Level (USD)	Senior (USD)	Notes
Medical Biller (Entry)	\$28K–\$36K	\$40K–\$52K	\$58K–\$75K	Claims processing, patient follow-up
Billing Supervisor	\$45K–\$58K	\$62K–\$80K	\$85K–\$110K	Team oversight, quality assurance
AR Specialist (Accounts Receivable)	\$38K–\$48K	\$52K–\$68K	\$75K–\$95K	Collections, follow-up, denials
Denial Management Specialist	\$42K–\$55K	\$60K–\$78K	\$82K–\$105K	Higher complexity, specialized
Prior Authorization Specialist	\$36K–\$46K	\$50K–\$65K	\$72K–\$92K	Insurance pre-approvals

Billing roles typically command 10–15% premium over coding due to collections responsibility and compliance exposure.



## MEDICAL SCRIBES: IN-PERSON vs VIRTUAL

Role Type	Base Salary (USD)	Hourly (USD)	Benefits	Work Model
In-Person Scribe (Clinic)	\$28K–\$36K	\$13–\$17/hr	Basic benefits	On-site, flex hours
In-Person Scribe (Hospital)	\$32K–\$42K	\$15–\$20/hr	Full benefits	Full-time, overnight shifts
Virtual Scribe (US-based)	\$35K–\$48K	\$17–\$23/hr	Health, 401k	Remote, structured hours
Virtual Scribe (Offshore)	N/A USD	\$6–\$9/hr	Minimal	Remote India/Philippines
Scribe Lead/QA	\$45K–\$60K	\$22–\$29/hr	Full benefits	Remote supervision

Virtual scribing grows 35% YoY. Offshore virtual scribes reduce clinic costs 60–70% vs US-based; quality varies. Major EMR vendors (Epic, Cerner) increasingly automate scribe roles.



## CLINICAL DOCUMENTATION IMPROVEMENT (CDI)

Role	Junior (USD)	Senior (USD)	Lead/Manager (USD)	Certification
CDI Specialist (Inpatient)	\$38K–\$50K	\$56K–\$75K	\$75K–\$95K	CCDS preferred
CDI Specialist (Outpatient)	\$35K–\$46K	\$52K–\$68K	\$70K–\$88K	CCDS preferred
CDI Auditor/Reviewer	\$40K–\$52K	\$60K–\$80K	\$82K–\$105K	RHIA/RHIT required
CDI Manager	N/A	\$65K–\$82K	\$90K–\$130K	CCDS + leadership

CCDS (Certified Clinical Documentation Specialist) premium: +15–22% above uncertified CDI roles. CDI roles command higher salaries than base coding due to clinical knowledge requirements.



## REVENUE CYCLE MANAGEMENT (RCM) STAFF

Role	Junior (USD)	Senior (USD)	Manager (USD)	India Equivalent (INR)
AR Analyst	\$38K–\$48K	\$56K–\$72K	\$75K–\$95K	₹450K–₹750K
Denial Management Specialist	\$42K–\$55K	\$62K–\$82K	\$90K–\$120K	₹520K–₹850K
Prior Authorization Coordinator	\$36K–\$46K	\$50K–\$68K	\$72K–\$95K	₹420K–₹700K
Patient Advocate/Access	\$32K–\$42K	\$48K–\$62K	\$65K–\$85K	₹380K–₹650K
RCM Analyst (Full-stack)	\$45K–\$58K	\$68K–\$88K	\$95K–\$130K	₹550K–₹950K

Full-stack RCM analysts manage entire revenue cycle (registration through collections). Highest demand role; often offshore in India with US-based QA oversight.



## TELEHEALTH SUPPORT STAFF RATES

Role	US Salary	Offshore (India)	Offshore (Philippines)	Hourly (US)
Telehealth Scribe	\$32K–\$42K	₹280K–₹420K	₹240K–₹380K	\$15–\$20/hr
Virtual Front Desk (Receptionist)	\$28K–\$36K	₹240K–₹320K	₹200K–₹280K	\$13–\$17/hr
Patient Coordinator	\$35K–\$46K	₹320K–₹480K	₹280K–₹420K	\$17–\$22/hr
Telehealth QA Reviewer	\$42K–\$55K	₹420K–₹650K	₹380K–₹550K	\$20–\$26/hr
Clinical Support (Nurse Aide)	\$38K–\$50K	₹340K–₹500K	₹300K–₹440K	\$18–\$24/hr

Telehealth support is fastest-growing remote healthcare vertical. Offshore pricing 50–65% less than US-based. Quality depends heavily on training and QA rigor.



## US vs INDIA OFFSHORE COST COMPARISON (Annual)

Role	US Salary	India Salary (INR)	India Equiv (USD)	Savings %
Medical Coder (Mid-level)	\$55K	₹650K–₹750K	\$7.8K–\$9K	85–86%
Medical Biller	\$50K	₹500K–₹600K	\$6K–\$7.2K	86–88%
RCM Analyst	\$72K	₹650K–₹850K	\$7.8K–\$10.2K	85–89%
CDI Specialist	\$62K	₹600K–₹750K	\$7.2K–\$9K	85–88%
Scribe (Virtual)	\$42K	₹280K–₹380K	\$3.4K–\$4.6K	89–92%

Offshore model standard: US companies hire India-based teams at ₹400K–₹900K annual cost per FTE. Includes platform fees, management overhead, quality assurance.



## CERTIFICATION IMPACT ON SALARY

Certification	Salary Base	+20% Premium	+35% Premium	Renewal Cost/2yr
CPC (AAPC)	\$38K	+\$7.6K	+\$13.3K	\$250–\$400
CCS (AHIMA)	\$42K	+\$8.4K	+\$14.7K	\$300–\$450
RHIA (AHIMA)	\$48K	+\$9.6K	+\$16.8K	\$300–\$450
RHIT (AHIMA)	\$45K	+\$9K	+\$15.75K	\$250–\$400
CCDS (AHIMA)	\$50K	+\$10K	+\$17.5K	\$300–\$500

Certification ROI: 12–18 months. CPC requires 2 years coding experience + exam; RHIA requires 4-year degree. Premium varies by employer and specialization.



## REGIONAL US SALARY COMPARISON (Top 10 States)

State	Jr Coder Avg	Sr Coder Avg	Cost of Living Adj	Top Metro(s)
California	\$38K–\$50K	\$75K–\$98K	+18%	San Francisco, LA
Texas	\$34K–\$44K	\$62K–\$82K	+2%	Houston, Dallas, Austin
Florida	\$35K–\$46K	\$64K–\$85K	+6%	Miami, Tampa, Jacksonville
New York	\$36K–\$48K	\$68K–\$90K	+12%	NYC, Buffalo, Rochester
Illinois	\$34K–\$44K	\$62K–\$81K	+1%	Chicago
Pennsylvania	\$33K–\$42K	\$60K–\$78K	-5%	Philadelphia, Pittsburgh
Massachusetts	\$37K–\$48K	\$70K–\$92K	+14%	Boston
Georgia	\$33K–\$43K	\$60K–\$79K	-2%	Atlanta
North Carolina	\$32K–\$42K	\$58K–\$76K	-8%	Charlotte, Raleigh
Arizona	\$34K–\$44K	\$61K–\$80K	+1%	Phoenix, Scottsdale

Regional variation primarily driven by healthcare job density, cost of living, and state licensing requirements. Remote roles increasingly ignore geography.



## BENEFITS PACKAGES COMPARISON

Benefit	US Employer	Offshore (India)	Contractor (US)	Contractor (India)
Health Insurance	Yes (70% paid)	Basic only	Employee pays	No
401k/Pension	3–6% match	No	No	No
PTO (Days/Yr)	15–20 days	8–10 days	None	None
Life Insurance	2x salary	No	No	No
Dental/Vision	Yes	Minimal	No	No
Continuing Ed	Often covered	Rare	Employee pays	Employee pays
Total Benefits %	18–22% salary	2–4% salary	Minimal	None

US employer benefits cost typically 18–22% of salary. Offshore contractors expect 0–2% benefits; salary is primary compensation. Contractor markup accounts for benefits gap.



## How to Use This Guide

### For Healthcare Providers

- Use tables to budget recruiting fees and salary bands
- Compare US vs offshore models using cost comparison tables
- Plan certification reimbursement programs with premium data
- Benchmarks support HR negotiation and retention planning

### For Staffing Agencies

- Reference certification and specialization premiums when quoting
- Use regional comparison tables for US market positioning
- Offshore rates inform subcontracting agreements

### For Candidates

- Identify certification ROI using premium tables
- Benchmark regional salary expectations
- Assess remote vs in-person salary tradeoffs



### **Need Healthcare Staffing Support?**

AB7 Solutions recruits and manages healthcare RCM teams across US and India. Let us handle your coding, billing, and documentation staffing challenges.