



The Ezra Penland Actuarial Recruitment
2023 – 2024
ACTUARIAL SALARY SURVEYS

All surveys are derived from
Ezra Penland Actuarial Recruitment proprietary information.
Surveys include all types of actuarial employment, representing the
middle 85% of all compensation packages.



US Health Actuaries, All Employment Types

©2023 EzraPenland.com

Years of Experience	2 Exams	3 Exams	4 - 5 Exams	ASA	FSA
0-1 years	65-86	68-89			
1	73-93	77-94	81-97		
2	76-97	82-99	86-104	91-118	
3	82-102	86-105	90-110	96-127	
4	85-107	92-111	94-116	102-135	119-161
5		96-117	98-122	107-149	124-177
6		101-122	102-127	113-157	131-192
7			107-132	118-166	138-211
8			110-136	122-175	145-237
9				126-184	154-249
10				130-191	162-264
11				136-199	168-278
12				141-208	173-291
13				148-217	178-305
14				155-222	183-316
15				159-228	187-340
16				165-237	193-372
17				172-248	198-405
18				179-269	203-447
19				186-312	208-485
20+ years				193-354	212-514

*Base Salary Plus Paid Bonuses, In US\$thousands



US Health Actuaries, Consulting

©2023 EzraPenland.com

Years of Experience	2 Exams	3 Exams	4 – 5 Exams	ASA	FSA
0-1 years	71-88	73-90			
1	79-95	80-96	83-99		
2	82-103	84-103	89-106	94-122	
3	84-106	90-107	94-113	100-134	
4	89-111	95-116	98-121	107-144	123-166
5		99-123	102-129	114-157	140-184
6		103-129	106-136	120-168	146-203
7			110-144	127-176	154-220
8			114-153	133-183	162-239
9				138-191	169-256
10				143-200	177-271
11				149-218	184-292
12				156-229	191-314
13				165-241	198-335
14				173-253	205-354
15				182-266	213-378
16				190-279	221-399
17				197-292	228-446
18				205-309	237-492
19				214-356	244-553
20+ years				223-404	252-598

*Base Salary Plus Paid Bonuses, In US\$thousands



US Health Actuaries, Excluding Consulting

©2023 EzraPenland.com

Years of Experience	2 Exams	3 Exams	4 -5 Exams	ASA	FSA
0-1 years	64-85	65-87			
1	72-90	77-91	78-94		
2	74-94	80-96	83-100	90-116	
3	78-99	83-101	87-105	94-124	
4	81-103	88-107	91-111	99-129	115-154
5		93-112	96-119	104-142	121-171
6		97-118	99-124	109-152	127-186
7			104-129	115-163	135-204
8			107-133	119-172	143-229
9				124-182	151-242
10				127-189	158-256
11				131-196	165-270
12				138-204	171-285
13				145-212	176-301
14				152-219	181-313
15				156-227	185-334
16				161-234	190-361
17				168-242	195-389
18				173-251	201-434
19				179-290	205-461
20+ years				186-340	210-495

*Base Salary Plus Paid Bonuses, In US\$thousands