



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 Property and Casualty Actuaries, All Employment Types

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Years of Experience	2 Exams	3 Exams	4 Exams	5 Exams	ACAS	7-8 Exams	FCAS
0-1 years	67-87	69-92					
1	72-93	74-98	77-103	85-110			
2	78-97	81-103	84-112	92-116	105-158		
3	82-103	85-109	89-119	96-126	110-162		
4	87-108	90-115	93-124	101-135	116-173	122-185	136-214
5	89-110	92-119	98-129	105-149	121-182	128-203	153-231
6		95-124	104-133	111-154	129-190	136-212	158-240
7		99-129	112-140	117-158	135-197	141-229	164-251
8			115-145	126-164	142-203	148-235	172-261
9				131-170	146-211	156-237	178-283
10				134-176	154-220	166-246	183-306
11					161-229	174-255	187-325
12					166-236	181-264	190-355
13					170-243	186-278	194-378
14					173-262	190-305	202-397
15					177-281	194-342	206-438
16					181-298	196-369	211-462
17					186-311	199-391	214-489
18					189-342	202-415	220-522
19					190-379	205-441	224-556
20+ years					194-423	209-465	227-582

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

** for the purpose of our survey, we count MAS-1 and MAS-2 as one exam



US Property and Casualty Actuaries, Consulting

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Years of Experience	2 Exams	3 Exams	4 Exams	5 Exams	ACAS	7-8 Exams	FCAS
0-1 years	69-90	72-94					
1	74-95	76-101	79-106	88-114			
2	82-100	83-105	86-115	95-120	109-164		
3	85-106	88-112	92-123	99-131	114-168		
4	89-111	93-120	96-128	105-140	120-179	126-192	141-222
5	93-114	96-124	101-134	109-154	125-188	133-211	159-240
6		99-129	107-138	115-160	134-197	141-220	164-249
7		103-134	116-145	121-164	140-205	146-238	170-261
8			119-150	131-170	147-212	153-244	178-271
9				136-176	151-220	162-246	185-294
10				139-183	160-229	172-255	190-318
11					167-238	180-264	194-338
12					172-245	187-274	197-367
13					176-153	193-288	202-395
14					180-272	197-317	210-413
15					184-292	201-356	214-455
16					181-309	205-383	219-480
17					193-323	206-406	222-517
18					196-355	210-431	228-542
19					198-394	213-458	232-573
20+ years					201-440	217-483	236-605

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

** for the purpose of our survey, we count MAS-1 and MAS-2 as one exam



US Property and Casualty Actuaries, Reinsurance

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Years of Experience	2 Exams	3 Exams	4 Exams	5 Exams	ACAS	7-8 Exams	FCAS
0-1 years	68-91	70-96					
1	73-97	76-102	79-108	87-116			
2	79-102	83-108	86-117	94-121	107-163		
3	83-107	87-114	92-124	98-132	113-169		
4	88-113	92-120	96-130	103-142	119-181	125-194	140-225
5	91-115	94-126	101-135	108-158	124-192	131-213	157-242
6		97-131	107-139	114-163	132-201	140-223	162-257
7		101-136	114-147	120-166	139-208	145-234	168-269
8			118-154	129-174	146-214	152-246	177-280
9				134-180	150-223	160-253	182-296
10				138-186	158-234	170-262	188-324
11					165-245	179-272	193-345
12					169-253	185-285	196-369
13					176-260	192-297	199-396
14					179-279	195-324	210-427
15					183-297	199-361	215-468
16					186-316	201-392	219-492
17					192-332	204-418	224-523
18					194-358	206-443	229-558
19					197-403	211-467	235-591
20+ years					202-460	215-491	237-634

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

** for the purpose of our survey, we count MAS-1 and MAS-2 as one exam



US Property and Casualty Actuaries, Excluding Consulting and Reinsurance

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Years of Experience	2 Exams	3 Exams	4 Exams	5 Exams	ACAS	7-8 Exams	FCAS
0-1 years	66-85	68-90					
1	71-91	73-96	76-100	83-108			
2	77-95	79-101	82-110	90-114	103-155		
3	80-101	83-107	87-117	94-123	108-159		
4	85-106	89-113	91-121	99-132	114-170	119-181	132-209
5	88-108	91-118	95-126	103-146	119-178	125-198	150-226
6		93-122	102-130	108-151	126-186	133-207	154-236
7		97-126	110-136	114-155	132-193	138-224	160-247
8			113-141	123-161	138-199	144-230	169-259
9				128-167	143-207	152-231	174-274
10				132-172	151-216	162-240	178-297
11					158-224	169-252	183-319
12					163-231	177-259	186-343
13					167-238	182-272	189-368
14					170-256	186-293	194-395
15					173-275	190-324	198-429
16					176-291	192-356	206-453
17					182-304	195-375	211-477
18					184-335	198-395	215-506
19					186-371	201-429	220-538
20+ years					189-415	204-456	224-570

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

** for the purpose of our survey, we count MAS-1 and MAS-2 as one exam



US Life Actuaries, All Employment Types

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Years of Experience	2 Exams	3 Exams	4 – 5 Exams	ASA	FSA
0-1 years	64-83	67-86			
1	72-92	75-95	79-100		
2	76-95	78-101	82-104	91-125	
3	79-97	83-105	85-108	94-136	
4	82-102	88-109	90-111	98-142	111-165
5		91-112	92-116	101-148	117-183
6		93-117	94-121	107-162	121-197
7		94-122	97-125	112-167	127-216
8			98-129	116-174	133-234
9			101-135	121-182	140-257
10				124-189	147-268
11				131-197	152-275
12				137-204	157-284
13				144-212	163-295
14				148-215	168-308
15				153-221	174-336
16				156-231	181-366
17				161-242	186-399
18				167-261	192-434
19				173-303	196-471
20+ years				180-336	202-504

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



US Life Actuaries, Consulting

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Years of Experience	2 Exams	3 Exams	4 – 5 Exams	ASA	FSA
0-1 years	67-85	69-87			
1	74-94	77--98	80-102		
2	78-98	80-103	84-106	94-127	
3	82-104	86-108	88-110	98-139	
4	84-109	90-112	94-116	101-145	114-171
5		94-115	98-120	108-153	120-191
6		97-119	101-125	112-167	123-211
7		101-126	104-129	118-176	129-231
8			108-134	123-183	135-253
9			111-138	128-194	143-270
10				135-205	151-289
11				144-216	162-296
12				152-228	174-312
13				163-236	187-324
14				171-248	193-338
15				179-258	198-363
16				187-266	205-397
17				196-298	211-441
18				204-313	216-478
19				212-363	222-528
20+ years				220-412	225-560

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



US Life Actuaries, Excluding Consulting

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Years of Experience	2 Exams	3 Exams	4 – 5 Exams	ASA	FSA
0-1 years	63-80	66-84			
1	70-88	73-91	77-97		
2	73-93	76-97	80-99	89-124	
3	76-96	81-103	83-104	92-132	
4	80-100	86-106	88-108	96-139	108-162
5		89-110	91-113	99-146	114-174
6		91-114	93-118	105-158	118-186
7		93-118	96-123	110-165	124-207
8			98-126	113-171	130-224
9			100-133	120-178	137-245
10				123-184	143-264
11				129-195	150-269
12				134-201	154-278
13				141-208	161-289
14				146-213	165-302
15				151-219	171-327
16				152-226	179-354
17				157-235	185-387
18				165-249	190-405
19				171-286	195-457
20+ years				174-322	198-479

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



US Health Actuaries, All Employment Types

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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

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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

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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



US Pension Actuaries, All Employment Types

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Years of Experience	2 Exams	3 Exams	4-5 Exams	ASA	FSA
0-1 years	61-74	65-78			
1	66-78	69-83	71-87		
2	72-84	75-88	79-94	87-119	
3	75-91	78-95	83-100	92-126	
4	78-94	81-102	86-108	99-130	116-155
5	80-97	83-108	90-115	102-134	120-164
6	82-102	85-112	93-118	106-141	126-172
7		87-116	98-120	111-147	129-179
8			101-122	117-151	136-187
9			103-125	122-156	142-195
10				126-160	149-209
11				129-164	156-227
12				133-167	162-246
13				136-171	168-263
14				139-175	172-276
15				141-179	177-289
16				144-183	180-307
17				148-187	184-322
18				151-203	187-338
19				153-256	191-352
20+ years				155-327	193-376

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

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 middle 85% of all compensation packages.