



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

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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-I and MAS-2 as one exam

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 Ezra Penland Actuarial Recruitment proprietary information.
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 middle 85% of all compensation packages.