



The Ezra Penland Actuarial Recruitment
2024 – 2025
ACTUARIAL SALARY SURVEYS

All survey data is derived from industry professional respondents to our salary survey questionnaire, and proprietary data from Ezra Penland Actuarial Recruitment. 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	70-90	72-96					
1	75-97	77-102	81-108	88-117			
2	81-101	84-107	88-119	96-123	111-176		
3	85-107	88-113	93-126	99-134	114-179	116-183	
4	90-112	94-120	97-131	105-143	120-183	124-189	140-241
5	93-114	96-124	100-137	108-157	126-191	130-207	157-260
6		99-129	106-141	113-162	134-199	140-218	165-275
7		103-134	115-150	119-166	139-205	145-233	171-296
8			121-152	129-172	146-212	154-240	179-313
9				136-177	151-221	162-242	186-322
10				139-183	159-229	172-251	194-336
11					165-242	180-260	200-344
12					171-257	186-269	206-359
13					176-273	193-283	211-382
14					180-297	198-311	214-401
15					184-321	203-349	217-440
16					187-345	206-376	221-466
17					191-366	209-398	226-491
18					195-393	213-423	231-526
19					199-426	216-450	237-563
20+ years					202-465	220-513	241-638

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



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	72-93	75-98					
1	77-99	79-104	83-110	91-121			
2	85-104	86-109	90-122	99-127	113-172		
3	88-109	91-116	96-130	103-139	118-177	121-180	
4	92-115	97-125	100-134	109-148	121-187	127-194	153-276
5	96-118	100-129	103-142	112-162	129-195	135-220	161-292
6		103-135	109-146	117-168	138-204	144-226	166-320
7		108-139	119-155	124-172	144-213	149-241	172-328
8			125-157	134-178	151-220	156-247	181-337
9				142-183	156-229	165-250	189-343
10				144-189	166-238	176-257	193-352
11					173-247	183-268	199-363
12					178-255	191-277	201-378
13					182-266	196-291	205-400
14					187-284	202-321	213-421
15					191-297	207-359	218-462
16					197-312	211-386	224-487
17					200-326	214-409	231-523
18					206-359	216-435	237-551
19					207-398	220-462	241-584
20+ years					209-444	228-516	248-625

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



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	71-94	73-100					
1	76-101	79-106	83-113	90-123			
2	82-106	86-112	90-124	98-128	113-176		
3	86-111	90-118	96-131	101-140	117-179	120-179	
4	91-117	96-125	100-136	107-150	123-186	127-196	144-247
5	95-119	98-130	103-143	111-166	127-195	133-215	161-266
6		101-136	109-147	116-171	137-203	144-227	169-279
7		105-141	117-157	122-174	143-210	149-238	175-296
8			124-161	132-182	150-220	158-252	184-312
9				139-187	155-231	166-259	190-320
10				143-193	163-240	176-268	199-330
11					169-254	185-278	206-358
12					174-266	190-290	212-385
13					182-282	199-304	216-413
14					186-303	203-332	222-439
15					189-324	208-370	226-479
16					192-347	211-402	229-502
17					197-358	214-428	236-535
18					200-392	217-454	240-596
19					206-412	222-478	246-602
20+ years					210-476	226-495	251-648

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



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	69-88	71-94					
1	74-95	76-100	78-106	86-114			
2	80-99	82-105	86-117	95-121	108-175		
3	83-105	86-111	91-124	98-131	110-177	115-179	
4	88-110	93-118	95-129	106-139	126-182	122-184	133-239
5	92-112	95-123	98-134	109-152	131-190	128-201	151-256
6		97-128	105-138	111-154	137-197	140-210	156-271
7		101-131	113-144	118-158	141-202	142-228	166-287
8			116-150	124-162	148-209	147-233	172-311
9				130-168	151-215	152-237	177-320
10				133-173	160-225	162-243	182-331
11					171-237	175-255	187-342
12					183-251	187-267	191-352
13					187-269	202-280	209-373
14					190-291	206-304	214-400
15					193-312	210-335	218-435
16					196-329	212-359	226-459
17					202-359	215-380	231-481
18					204-378	218-405	235-512
19					206-418	221-436	240-543
20+ years					209-447	228-502	244-615

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

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