

The Ezra Penland Actuarial Recruitment 2024 – 2025 ACTUARIAL SALARY SURVEYS

Ezra Penland Actuarial Recruitment / actuaries@EzraPenland.com / 800-580-3972

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

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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

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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	136-210	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	169-255	187-342
12					183-251	177-267	191-352
13					198-269	182-280	194-373
14					205-291	186-304	199-400
15					210-312	190-335	204-435
16					214-329	192-359	212-459
17					222-359	195-380	215-481
18					227-378	198-405	221-512
19					233-418	201-436	225-543
20+ years					221-447	208-502	272-615

*Base Salary Plus Paid Bonuses, In US$thousands



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	66-86	69-88			
1	73-93	79-96	83-107		
2	77-97	82-103	85-111	95-138	
3	80-100	87-107	88-121	98-153	
4	84-107	92-112	94-130	103-163	126-192
5		95-115	96-136	105-164	130-214
6		96-123	97-148	110-175	132-237
7		97-128	100-155	116-180	135-247
8			112-162	119-188	138-260
9			115-168	124-195	143-281
10				127-204	149-300
11				134-215	155-315
12				141-222	160-329
13				147-230	166-335
14				151-235	172-350
15				157-249	177-358
16				158-254	185-380
17				163-265	190-406
18				173-284	195-437
19				175-322	200-482
20+ years				182-364	206-509

*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	69-88	71-89			
1	75-95	81-99	84-109		
2	79-100	84-105	87-113	98-140	
3	83-107	90-110	91-123	102-156	
4	86-114	94-115	96-135	106-166	129-198
5		98-118	101-140	112-169	133-222
6		100-125	104-152	115-180	134-250
7		104-132	107-156	122-189	137-262
8			122-164	126-197	149-279
9			125-172	131-207	146-294
10				138-220	153-321
11				147-234	165-329
12				156-246	176-341
13				166-254	190-364
14				174-268	197-380
15				183-286	201-385
16				189-289	209-411
17				198-321	215-448
18				210-336	219-481
19				214-382	226-539
20+ years				222-440	229-565

*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	65-83	68-86			
1	71-89	77-92	81-104		
2	74-96	80-99	83-106	93-137	
3	77-99	85-105	86-117	96-149	
4	82-105	90-109	92-127	101-160	123-189
5		93-113	94-133	103-162	127-205
6		94-120	96-145	108-171	129-226
7		96-124	99-153	114-178	132-238
8			110-159	116-185	135-250
9			114-166	123-190	140-269
10				126-199	145-296
11				132-213	153-309
12				138-219	157-323
13				144-226	164-329
14				149-233	169-344
15				155-247	174-349
16				156-251	183-368
17				159-258	189-394
18				171-272	193-408
19				173-299	199-468
20+ years				176-350	202-484

*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	67-89	70-91			
1	74-94	81-95	85-104		
2	77-99	86-101	89-111	94-131	
3	83-105	90-107	93-123	99-144	
4	87-112	96-114	97-135	105-156	134-188
5		100-120	101-142	109-162	137-208
6		103-128	105-154	115-170	142-232
7			110-162	121-179	146-242
8			114-169	125-188	150-256
9				129-197	157-273
10				133-206	164-296
11				138-217	171-318
12				143-226	176-336
13				150-235	181-345
14				157-242	187-356
15				162-256	190-362
16				167-260	197-386
17				174-271	202-412
18				181-292	206-450
19				188-335	212-488
20+ years				195-377	216-519

*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	73-91	75-92			
1	80-96	84-97	87-106		
2	83-104	88-105	92-113	97-135	
3	85-108	94-109	97-126	103-151	
4	91-116	99-119	101-140	110-165	138-193
5		103-126	105-149	116-170	153-215
6		105-135	109-163	122-179	157-243
7			113-174	130-189	162-251
8			118-186	136-196	167-258
9				141-204	172-280
10				146-215	179-303
11				151-236	187-332
12				158-247	194-359
13				167-273	201-375
14				175-259	209-394
15				185-294	216-400
16				192-302	225-413
17				199-315	232-453
18				207-332	240-495
19				216-379	248-556
20+ years				225-427	256-603

*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	66-88	67-89			
1	73-91	76-92	82-101		
2	75-96	84-98	86-107	93-129	
3	79-102	87-103	90-118	97-141	
4	83-108	92-110	94-130	102-150	130-181
5		97-115	99-139	106-155	134-202
6		99-124	102-151	111-165	138-226
7			107-159	118-176	143-235
8			111-166	122-186	148-248
9				127-195	154-267
10				130-204	160-288
11				133-214	167-310
12				139-222	174-330
13				147-230	179-341
14				154-239	185-353
15				159-254	188-356
16				163-257	194-375
17				170-265	199-396
18				175-274	204-437
19				181-313	209-464
20+ years				188-363	214-500

*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	70-83	74-87			
1	75-87	78-92	80-96		
2	81-92	84-97	88-104	96-127	
3	84-98	87-104	93-110	97-134	
4	86-101	91-111	96-117	102-137	126-164
5	89-104	92-117	100-123	106-144	130-173
6	91-109	94-122	103-126	112-150	136-180
7		96-125	107-129	117-156	141-189
8			110-132	120-161	146-197
9			112-136	126-167	151-202
10				133-172	156-216
11				138-176	169-233
12				142-182	175-251
13				145-186	182-274
14				149-190	191-295
15				152-197	199-311
16				155-214	206-333
17				159-231	211-352
18				161-253	217-367
19				164-276	221-381
20+ years				167-353	228-495

*Base Salary Plus Paid Bonuses, In US$thousands

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.