



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 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

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middle 85% of all compensation packages.