



The Ezra Penland Actuarial Recruitment
2025 – 2026
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	6 Exams	ACAS	7-8 Exams	FCAS
0-1 years	71-92	74-99						
1	77-100	79-105	83-110	91-120				
2	83-104	86-110	90-122	99-126	108-144	114-180		
3	87-109	90-115	95-129	102-138	112-147	117-183		
4	93-114	96-123	100-135	107-147	117-150	123-188	128-194	143-248
5	96-117	99-127	102-141	110-160	123-162	129-195	133-213	162-267
6		101-132	109-145	116-167	130-170	138-204	143-224	170-281
7		106-137	118-154	122-170	134-175	142-211	149-239	174-302
8			124-156	132-177	140-180	149-217	157-246	183-321
9				139-182	145-188	154-227	166-249	190-330
10				142-187	151-196	163-236	177-257	199-344
11					155-206	169-248	185-268	206-352
12						175-264	191-276	212-366
13						181-279	198-291	217-393
14						185-305	203-319	220-412
15						189-327	208-359	222-452
16						191-354	210-386	226-478
17						196-375	214-409	231-502
18						200-403	218-432	236-537
19						205-438	221-462	243-575
20+ years						206-474	226-524	248-655

*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	6 Exams	ACAS	7-8 Exams	FCAS
0-1 years	74-96	77-100						
1	79-101	81-106	85-112	93-124				
2	88-107	88-112	92-125	101-130	110-141	116-177		
3	90-111	93-119	98-133	105-142	115-145	122-182		
4	94-118	99-129	102-137	112-152	118-154	124-192	130-200	157-284
5	98-121	103-132	106-146	114-167	125-169	132-199	139-225	166-298
6		106-139	112-150	120-171	134-178	142-209	148-232	171-328
7		111-142	122-159	128-177	139-185	148-218	153-247	177-337
8			129-162	137-182	146-192	155-226	159-252	185-346
9				146-187	150-200	160-235	169-257	194-353
10				147-194	158-207	170-244	180-264	198-360
11					163-216	177-254	187-275	204-372
12						183-262	196-283	206-387
13						187-272	200-298	210-411
14						191-290	207-329	218-432
15						195-303	212-370	224-475
16						202-321	217-394	229-498
17						206-335	219-420	237-534
18						211-368	220-445	242-563
19						212-408	224-476	247-597
20+ years						214-454	234-526	254-642

*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	6 Exams	ACAS	7-8 Exams	FCAS
0-1 years	73-96	75-102						
1	78-103	81-109	85-116	92-126				
2	84-109	88-115	92-128	100-131	110-144	116-180		
3	88-114	92-121	98-134	104-143	114-147	120-184		
4	93-120	99-128	102-139	110-154	120-158	126-191	130-201	148-254
5	98-122	100-133	105-146	114-170	123-172	130-200	137-220	166-274
6		104-139	112-151	118-175	132-180	140-209	147-232	173-286
7		107-144	120-161	125-179	138-186	147-216	153-244	179-303
8			127-165	135-186	144-194	153-226	162-259	189-320
9				143-192	149-204	159-237	170-266	194-328
10				147-197	155-211	167-245	180-275	204-340
11					159-224	173-260	189-285	211-366
12						179-272	195-296	218-396
13						186-290	204-310	222-422
14						190-309	208-339	228-451
15						194-333	214-380	231-489
16						197-356	217-411	234-514
17						202-368	220-437	242-549
18						206-402	223-464	246-598
19						211-423	228-490	253-619
20+ years						214-488	232-509	258-666

*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	6 Exams	ACAS	7-8 Exams	FCAS
0-1 years	71-91	73-97						
1	76-97	78-103	80-108	88-117				
2	82-101	84-108	88-119	97-124	105-143	111-179		
3	85-107	88-114	93-127	101-135	107-145	112-181		
4	90-113	96-121	98-132	109-142	122-149	129-187	130-189	137-244
5	95-114	98-126	100-137	112-156	128-162	135-195	136-206	155-262
6		99-131	107-142	114-159	131-168	140-203	143-216	160-277
7		104-134	116-147	121-162	135-172	144-207	146-235	170-294
8			119-154	127-167	142-178	151-215	153-240	176-318
9				134-172	146-184	155-221	156-242	181-327
10				136-177	152-192	164-231	166-248	187-338
11					161-201	175-242	180-261	192-349
12						187-256	191-274	200-362
13						192-276	206-288	216-384
14						195-299	210-311	219-411
15						197-319	215-342	224-446
16						200-338	218-366	233-473
17						206-366	220-391	237-493
18						208-386	224-416	241-527
19						211-430	227-446	246-557
20+ years						213-457	234-515	249-631

*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	68-88	71-90			
1	75-95	81-98	85-109		
2	79-99	84-106	87-113	104-156	
3	82-102	89-110	90-124	109-168	
4	86-109	95-115	96-133	111-175	127-198
5		97-117	98-140	113-177	141-220
6		99-126	100-152	115-185	143-243
7		100-131	102-159	119-189	145-253
8			115-166	120-194	147-267
9			118-172	125-200	151-288
10				128-209	155-306
11				135-221	159-323
12				142-227	164-338
13				148-235	169-345
14				152-242	173-359
15				158-256	178-367
16				159-260	187-388
17				164-270	192-415
18				174-291	196-448
19				176-330	201-493
20+ years				183-372	208-520

*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	71-91	73-92			
1	77-98	83-102	86-112		
2	81-103	86-108	90-116	101-143	
3	85-110	92-112	94-127	104-160	
4	88-117	96-118	98-138	108-170	132-203
5		101-121	103-144	115-174	136-227
6		103-128	107-155	118-184	138-257
7		107-135	110-159	125-194	140-270
8			125-168	129-202	146-287
9			128-176	134-211	149-301
10				142-225	157-329
11				150-239	169-337
12				159-253	181-348
13				171-261	195-372
14				179-274	202-391
15				188-294	206-393
16				193-297	215-421
17				203-328	221-458
18				216-344	224-495
19				220-390	231-554
20+ years				227-451	234-579

*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	67-85	70-88			
1	73-91	79-94	83-107		
2	76-99	82-102	85-109	104-155	
3	79-102	87-107	88-120	109-164	
4	84-108	92-112	94-130	112-171	135-190
5		95-116	96-136	114-175	139-206
6		96-123	98-149	117-182	142-228
7		98-127	101-158	119-186	145-238
8			112-162	121-190	147-251
9			117-170	125-195	151-271
10				127-205	154-297
11				132-219	158-312
12				138-224	162-325
13				145-231	165-336
14				149-240	170-345
15				156-254	176-355
16				156-258	184-370
17				159-264	191-395
18				171-279	195-408
19				174-307	200-470
20+ years				177-359	203-485

*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	67-90	70-91			
1	74-95	81-96	85-105		
2	77-99	87-102	90-112	95-138	
3	84-106	90-107	93-124	99-149	
4	88-112	96-115	98-136	105-158	135-198
5		100-120	101-143	109-167	139-223
6		104-129	106-155	115-176	144-244
7			111-163	121-185	147-252
8			114-170	125-196	150-265
9				130-207	158-283
10				133-217	164-305
11				138-228	172-328
12				143-238	177-347
13				150-252	183-360
14				158-263	188-372
15				163-277	192-383
16				167-281	198-399
17				175-289	204-416
18				181-302	207-441
19				189-337	212-467
20+ years				196-379	217-504

*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	73-92	75-93			
1	80-96	85-98	88-106		
2	83-105	88-105	93-114	97-150	
3	85-109	95-110	98-127	104-161	
4	92-117	100-119	101-140	111-171	139-225
5		104-127	106-150	117-177	155-235
6		105-136	109-163	122-188	158-252
7			114-175	131-198	163-262
8			119-187	137-210	168-273
9				142-218	173-290
10				147-229	179-306
11				151-245	189-332
12				160-257	195-362
13				167-268	202-376
14				176-281	210-396
15				186-297	217-401
16				194-303	227-416
17				200-315	234-454
18				207-333	242-496
19				217-381	250-558
20+ years				225-440	258-608

*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	67-90			
1	74-91	76-93	82-101		
2	76-97	84-99	87-108	96-139	
3	79-102	87-103	90-118	101-148	
4	84-109	93-111	95-131	104-157	131-207
5		97-115	100-140	107-165	140-208
6		100-125	102-152	112-172	144-233
7			108-160	118-181	148-242
8			111-166	123-191	151-255
9				128-203	155-275
10				131-213	161-297
11				134-223	168-319
12				140-233	175-340
13				147-245	179-351
14				155-259	187-364
15				159-274	190-367
16				164-284	195-386
17				170-291	201-408
18				176-299	206-450
19				183-314	210-478
20+ years				190-364	216-515

*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	70-85	75-89			
1	75-89	79-95	81-99		
2	82-94	85-99	88-106	96-141	
3	84-101	88-106	94-113	97-147	
4	87-104	92-113	96-120	102-150	126-185
5		93-119	100-126	107-157	130-194
6		95-125	103-129	112-163	137-201
7			108-132	118-171	142-207
8			110-135	121-177	146-215
9				127-184	152-220
10				134-189	157-231
11				138-192	170-243
12				143-196	176-258
13				145-200	183-281
14				150-205	192-301
15				153-211	201-319
16				156-218	208-341
17				160-236	212-361
18				161-259	219-377
19				164-283	223-392
20+ years				168-363	229-527

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middle 85% of all compensation packages.