



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 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