



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	258-665

*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