

# ACWA JPIA Staff

## Pay Schedule

January 23, 2023

| Job Title                                    | Exempt/<br>Non-Exempt | Grade | Annual Salary Range |            |
|--|-----------------------|-------|---------------------|------------|
|  |                       |       | Minimum             | Maximum    |
| Chief Executive Officer                      | Exempt                | 85    | \$ 261,712          | \$ 392,568 |
| Assistant Executive Officer                  | Exempt                | 76    | 209,560             | 314,340    |
| Director of Finance                          | Exempt                | 68    | 171,996             | 257,993    |
| Director of Human Resources & Administration | Exempt                | 68    | 171,996             | 257,993    |
| Director of Member Outreach                  | Exempt                | 68    | 171,996             | 257,993    |
| Director of Pooled Programs                  | Exempt                | 68    | 171,996             | 257,993    |
| General Counsel                              | Exempt                | 68    | 171,996             | 257,993    |
| Employee Benefits Manager                    | Exempt                | 58    | 134,363             | 201,544    |
| Finance Manager                              | Exempt                | 52    | 115,861             | 173,791    |
| Human Resources Manager                      | Exempt                | 52    | 115,861             | 173,791    |
| Liability and Property Claims Manager        | Exempt                | 52    | 115,861             | 173,791    |
| Risk Control Manager                         | Exempt                | 52    | 115,861             | 173,791    |
| Training Manager                             | Exempt                | 52    | 115,861             | 173,791    |
| Workers' Compensation Manager                | Exempt                | 52    | 115,861             | 173,791    |
| Lead Risk Control Advisor South              | Exempt                | 48S   | 113,035             | 169,552    |
| Senior Risk Control Advisor South            | Exempt                | 45S   | 104,964             | 157,446    |
| Cost Estimator Risk Control Advisor          | Exempt                | 45    | 97,469              | 146,204    |
| Senior Risk Control Advisor                  | Exempt                | 45    | 97,469              | 146,204    |
| Lead IT Solution Developer                   | Non-exempt            | 45    | 97,469              | 146,204    |
| IT Solution Developer                        | Non-exempt            | 44    | 95,092              | 142,638    |
| Lead Benefits Analyst                        | Non-exempt            | 42    | 90,510              | 135,765    |
| Lead Member Services Representative          | Non-exempt            | 42    | 90,510              | 135,765    |
| Lead Sr. Claims Adjuster                     | Exempt                | 42    | 90,510              | 135,765    |
| Lead Sr. Workers' Compensation Examiner      | Exempt                | 42    | 90,510              | 135,765    |
| Senior Claims Adjuster                       | Exempt                | 40    | 86,149              | 129,223    |
| Senior Workers' Compensation Examiner        | Exempt                | 40    | 86,149              | 129,223    |
| Senior Accountant                            | Non-exempt            | 38    | 81,998              | 122,997    |
| System/Network Administrator                 | Non-exempt            | 38    | 81,998              | 122,997    |
| Human Resource Specialist                    | Non-exempt            | 38    | 81,998              | 122,997    |
| Communication & Outreach Specialist          | Non-exempt            | 38    | 81,998              | 122,997    |
| Benefits Specialist                          | Non-exempt            | 38    | 81,998              | 122,997    |
| Risk Control Advisor II                      | Non-exempt            | 38    | 81,998              | 122,997    |
| Benefits System Analyst II                   | Non-exempt            | 32    | 70,706              | 106,059    |
| Risk Control Advisor                         | Non-exempt            | 32    | 70,706              | 106,059    |
| Claims Adjuster                              | Non-exempt            | 32    | 70,706              | 106,059    |
| Member Services Representative II            | Non-exempt            | 32    | 70,706              | 106,059    |
| Business Data Analyst                        | Non-exempt            | 32    | 70,706              | 106,059    |
| Executive Assistant                          | Non-exempt            | 30    | 67,299              | 100,949    |
| Benefits Analyst II                          | Non-exempt            | 28    | 64,056              | 96,085     |
| Benefits System Analyst                      | Non-exempt            | 28    | 64,056              | 96,085     |
| IT Support Specialist                        | Non-exempt            | 28    | 64,056              | 96,085     |
| Administrative Assistant III                 | Non-exempt            | 24    | 58,032              | 87,048     |
| Benefits Administrator II                    | Non-exempt            | 24    | 58,032              | 87,048     |
| Benefits Analyst I                           | Non-exempt            | 24    | 58,032              | 87,048     |
| Claims Assistant                             | Non-exempt            | 24    | 58,032              | 87,048     |
| Accountant III                               | Non-exempt            | 22    | 55,236              | 82,854     |
| Accountant II                                | Non-exempt            | 20    | 52,574              | 78,861     |
| Administrative Assistant II                  | Non-exempt            | 20    | 52,574              | 78,861     |
| Receptionist/Office Assistant                | Non-exempt            | 11    | 42,098              | 63,146     |