

ACWA JPIA Staff

Pay Schedule

Revision Date: February 13, 2025

Job Title	Exempt/ Non-Exempt	Grade	Annual Salary Range	
			Minimum	Maximum
Chief Executive Officer	Exempt	85	\$ 288,538	\$ 432,806
General Counsel	Exempt	70	199,225	298,837
Director of Finance	Exempt	68	189,626	284,438
Director of Member Outreach	Exempt	68	189,626	284,438
Director of Pooled Programs	Exempt	68	189,626	284,438
Litigation Manager	Exempt	60	155,634	233,452
Employee Benefits Manager	Exempt	58	148,135	222,202
Finance Manager	Exempt	52	127,737	191,605
Human Resources Manager	Exempt	52	127,737	191,605
Liability and Property Claims Manager	Exempt	52	127,737	191,605
Risk Control Manager	Exempt	52	127,737	191,605
Member Education Manager	Exempt	52	127,737	191,605
Workers' Compensation Manager	Exempt	52	127,737	191,605
Information Technology Manager	Exempt	52	127,737	191,605
Lead Risk Control Advisor	Exempt	48	115,723	173,584
Senior Risk Control Advisor South	Exempt	45S	115,723	173,584
Cost Estimator / Valuation Consultant	Exempt	45	107,459	161,190
Senior Risk Control Advisor	Exempt	45	107,459	161,190
Cybersecurity Risk Specialist	Non-exempt	45	107,459	161,190
Lead IT Solution Developer	Non-exempt	45	107,459	161,190
IT Solution Developer	Non-exempt	44	104,839	157,259
Lead Benefits Analyst	Non-exempt	42	99,788	149,681
Lead Member Services Representative	Non-exempt	42	99,788	149,681
Lead Claims Adjuster	Exempt	42	99,788	149,681
Lead Sr. Workers' Compensation Examiner	Exempt	42	99,788	149,681
Claims Adjuster III	Exempt	40	94,979	142,468
Senior Workers' Compensation Examiner	Exempt	40	94,979	142,468
Benefits Specialist	Exempt	38	90,403	135,604
Training Specialist	Non-exempt	38	90,403	135,604
Senior Executive Assistant	Non-exempt	38	90,403	135,604
Senior Accountant	Non-exempt	38	90,403	135,604
System/Network Administrator	Non-exempt	38	90,403	135,604
Human Resource Specialist	Non-exempt	38	90,403	135,604
Communication & Outreach Specialist	Non-exempt	38	90,403	135,604
Risk Control Advisor II	Non-exempt	38	90,403	135,604
Member Services Representative II	Non-exempt	38	90,403	135,604
Claims Adjuster II	Non-exempt	36	81,949	122,924
Benefits System Analyst II	Non-exempt	32	77,953	116,930
Risk Control Advisor	Non-exempt	32	77,953	116,930
Claims Adjuster I	Non-exempt	32	77,953	116,930
Workers' Compensation Examiner	Non-exempt	32	77,953	116,930
Risk and Safety Technician	Non-exempt	28	70,622	105,933
IT Support Specialist	Non-exempt	28	70,622	105,933
Senior Benefits Administrator	Non-exempt	28	70,622	105,933
Administrative Assistant III	Non-exempt	24	63,981	95,970
Benefits Administrator II	Non-exempt	24	63,981	95,970
Claims Specialist	Non-exempt	24	63,981	95,970
Claims Assistant	Non-exempt	24	63,981	95,970
Accountant III	Non-exempt	22	60,897	91,347
Event Planner	Non-exempt	21	59,411	89,118
Accountant II	Non-exempt	20	57,963	86,944
Administrative Assistant II	Non-exempt	20	57,963	86,944
Administrative Assistant I	Non-exempt	18	55,220	82,754
Receptionist/Office Assistant	Non-exempt	11	46,413	69,618
Retired Annuitants			Hourly	Hourly
Project Manager	Non-exempt	Ret An	75	150