

# ACWA JPIA Staff

## Pay Schedule

Revision Date: March 4, 2024

Job Title	Exempt/ Non-Exempt	Grade	Annual Salary Range	
			Minimum	Maximum
Chief Executive Officer	Exempt	85	\$ 274,798	\$ 412,196
General Counsel	Exempt	70	189,738	284,607
Director of Finance	Exempt	68	180,596	270,893
Director of Member Outreach	Exempt	68	180,596	270,893
Director of Pooled Programs	Exempt	68	180,596	270,893
Litigation Manager	Exempt	60	148,223	222,335
Employee Benefits Manager	Exempt	58	141,081	211,621
Finance Manager	Exempt	52	121,654	182,481
Human Resources Manager	Exempt	52	121,654	182,481
Liability and Property Claims Manager	Exempt	52	121,654	182,481
Risk Control Manager	Exempt	52	121,654	182,481
Training Manager	Exempt	52	121,654	182,481
Workers' Compensation Manager	Exempt	52	121,654	182,481
Lead Risk Control Advisor	Exempt	48	110,212	165,318
Senior Risk Control Advisor South	Exempt	45S	110,212	165,318
Cost Estimator Risk Control Advisor	Exempt	45	102,342	153,514
Cost Estimator / Valuation Consultant	Exempt	45	102,342	153,514
Senior Risk Control Advisor	Exempt	45	102,342	153,514
Lead IT Solution Developer	Non-exempt	45	102,342	153,514
IT Solution Developer	Non-exempt	44	99,847	149,770
Lead Benefits Analyst	Non-exempt	42	95,036	142,553
Lead Member Services Representative	Non-exempt	42	95,036	142,553
Lead Sr. Claims Adjuster	Exempt	42	95,036	142,553
Lead Sr. Workers' Compensation Examiner	Exempt	42	95,036	142,553
Senior Claims Adjuster	Exempt	40	90,456	135,684
Senior Workers' Compensation Examiner	Exempt	40	90,456	135,684
Senior Accountant	Non-exempt	38	86,098	129,147
System/Network Administrator	Non-exempt	38	86,098	129,147
Human Resource Specialist	Non-exempt	38	86,098	129,147
Communication & Outreach Specialist	Non-exempt	38	86,098	129,147
Benefits Specialist	Non-exempt	38	86,098	129,147
Risk Control Advisor II	Non-exempt	38	86,098	129,147
Benefits System Analyst II	Non-exempt	32	74,241	111,362
Risk Control Advisor	Non-exempt	32	74,241	111,362
Claims Adjuster	Non-exempt	32	74,241	111,362
Member Services Representative II	Non-exempt	32	74,241	111,362
Business Data Analyst	Non-exempt	32	74,241	111,362
Executive Assistant	Non-exempt	30	70,664	105,996
IT Support Specialist	Non-exempt	28	67,259	100,889
Senior Benefits Administrator	Non-exempt	28	67,259	100,889
Administrative Assistant III	Non-exempt	24	60,934	91,400
Benefits Administrator II	Non-exempt	24	60,934	91,400
Claims Assistant	Non-exempt	24	60,934	91,400
Accountant III	Non-exempt	22	57,997	86,997
Event Planner	Non-exempt	21	56,582	84,874
Accountant II	Non-exempt	20	55,203	82,804
Administrative Assistant II	Non-exempt	20	55,203	82,804
Receptionist/Office Assistant	Non-exempt	11	44,203	66,303
<b>Retired Annuitants</b>			<b>Hourly</b>	<b>Hourly</b>
Project Manager	Non-exempt	Ret An	75	150