ACWA JPIA Staff

Pay Schedule

Effective Date: June 17, 2026

Job Title	Exempt/ Non-Exempt	Grade	Annual Salary Range Minimum	Maximum
Chief Executive Officer	Exempt	85	$ 297,193	$ 445,790
Deputy Executive Officer	Exempt	76	237,971	356,957
Director of Finance	Exempt	68	195,314	292,971
Director of People and Culture	Exempt	68	195,314	292,971
Litigation Manager	Exempt	60	160,303	240,455
Employee Benefits Manager	Exempt	52	131,568	197,353
Finance Manager	Exempt	52	131,568	197,353
Human Resources Manager	Exempt	52	131,568	197,353
Liability and Property Claims Manager	Exempt	52	131,568	197,353
Risk Control Manager	Exempt	52	131,568	197,353
Member Education Manager	Exempt	52	131,568	197,353
Workers' Compensation Manager	Exempt	52	131,568	197,353
Information Technology Manager	Exempt	52	131,568	197,353
Member Services Manager	Exempt	52	131,568	197,353
Lead Risk Control Advisor	Exempt	48	119,194	178,792
Cost Estimator / Valuation Consultant	Exempt	45	110,684	166,026
Senior Risk Control Advisor	Exempt	45	110,684	166,026
Cybersecurity Risk Specialist	Exempt	45	110,684	166,026
Lead IT Analyst	Non-exempt	45	110,684	166,026
Lead IT Solution Developer	Non-exempt	45	110,684	166,026
IT Solution Developer	Non-exempt	44	107,984	161,976
Claims Adjuster III	Exempt	40	97,828	146,743
Senior Workers' Compensation Examiner	Exempt	40	97,828	146,743
Employee Benefits Specialist	Exempt	38	93,114	139,672
Training Specialist	Non-exempt	38	93,114	139,672
Senior Executive Assistant	Non-exempt	38	93,114	139,672
Senior Accountant	Non-exempt	38	93,114	139,672
System/Network Administrator	Non-exempt	38	93,114	139,672
Human Resource Specialist	Non-exempt	38	93,114	139,672
Risk Control Advisor II	Non-exempt	38	93,114	139,672
Member Services Representative II	Non-exempt	38	93,114	139,672
Communications Specialist II	Non-exempt	36	88,628	132,942
Workers' Compensation Claims Examiner II	Non-exempt	36	88,628	132,942
Claims Adjuster II	Non-exempt	36	88,628	132,942
Business Data Analyst	Non-exempt	32	80,292	120,439
Benefits System Analyst II	Non-exempt	32	80,292	120,439
Claims Adjuster I	Non-exempt	32	80,292	120,439
Risk and Safety Technician	Non-exempt	28	72,741	109,111
Communications and Events Specialist	Non-exempt	28	72,741	109,111
Senior Benefits Administrator	Non-exempt	28	72,741	109,111
Administrative Assistant III	Non-exempt	24	65,900	98,849
Training Coordinator	Non-exempt	24	65,900	98,849
Benefits Administrator II	Non-exempt	24	65,900	98,849
Accountant III	Non-exempt	22	62,724	94,086
Accountant II	Non-exempt	20	59,702	89,553
Human Resources Assistant	Non-exempt	20	59,702	89,553
Administrative Assistant II	Non-exempt	20	59,702	89,553
Retired Annuitants			**Hourly**	**Hourly**
Project Manager	Non-exempt	Ret An	75	150