



The Ezra Penland Actuarial Recruitment  
2024 – 2025  
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 | ACAS    | 7-8 Exams | FCAS    |
|---------------------|---------|---------|---------|---------|---------|-----------|---------|
| 0-1 years           | 70-90   | 72-96   |         |         |         |           |         |
| 1                   | 75-97   | 77-102  | 81-108  | 88-117  |         |           |         |
| 2                   | 81-101  | 84-107  | 88-119  | 96-123  | 111-176 |           |         |
| 3                   | 85-107  | 88-113  | 93-126  | 99-134  | 114-179 | 116-183   |         |
| 4                   | 90-112  | 94-120  | 97-131  | 105-143 | 120-183 | 124-189   | 140-241 |
| 5                   | 93-114  | 96-124  | 100-137 | 108-157 | 126-191 | 130-207   | 157-260 |
| 6                   |         | 99-129  | 106-141 | 113-162 | 134-199 | 140-218   | 165-275 |
| 7                   |         | 103-134 | 115-150 | 119-166 | 139-205 | 145-233   | 171-296 |
| 8                   |         |         | 121-152 | 129-172 | 146-212 | 154-240   | 179-313 |
| 9                   |         |         |         | 136-177 | 151-221 | 162-242   | 186-322 |
| 10                  |         |         |         | 139-183 | 159-229 | 172-251   | 194-336 |
| 11                  |         |         |         |         | 165-242 | 180-260   | 200-344 |
| 12                  |         |         |         |         | 171-257 | 186-269   | 206-359 |
| 13                  |         |         |         |         | 176-273 | 193-283   | 211-382 |
| 14                  |         |         |         |         | 180-297 | 198-311   | 214-401 |
| 15                  |         |         |         |         | 184-321 | 203-349   | 217-440 |
| 16                  |         |         |         |         | 187-345 | 206-376   | 221-466 |
| 17                  |         |         |         |         | 191-366 | 209-398   | 226-491 |
| 18                  |         |         |         |         | 195-393 | 213-423   | 231-526 |
| 19                  |         |         |         |         | 199-426 | 216-450   | 237-563 |
| 20+ years           |         |         |         |         | 202-465 | 220-513   | 241-638 |

\*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 | ACAS    | 7-8 Exams | FCAS    |
|---------------------|---------|---------|---------|---------|---------|-----------|---------|
| 0-1 years           | 72-93   | 75-98   |         |         |         |           |         |
| 1                   | 77-99   | 79-104  | 83-110  | 91-121  |         |           |         |
| 2                   | 85-104  | 86-109  | 90-122  | 99-127  | 113-172 |           |         |
| 3                   | 88-109  | 91-116  | 96-130  | 103-139 | 118-177 | 121-180   |         |
| 4                   | 92-115  | 97-125  | 100-134 | 109-148 | 121-187 | 127-194   | 153-276 |
| 5                   | 96-118  | 100-129 | 103-142 | 112-162 | 129-195 | 135-220   | 161-292 |
| 6                   |         | 103-135 | 109-146 | 117-168 | 138-204 | 144-226   | 166-320 |
| 7                   |         | 108-139 | 119-155 | 124-172 | 144-213 | 149-241   | 172-328 |
| 8                   |         |         | 125-157 | 134-178 | 151-220 | 156-247   | 181-337 |
| 9                   |         |         |         | 142-183 | 156-229 | 165-250   | 189-343 |
| 10                  |         |         |         | 144-189 | 166-238 | 176-257   | 193-352 |
| 11                  |         |         |         |         | 173-247 | 183-268   | 199-363 |
| 12                  |         |         |         |         | 178-255 | 191-277   | 201-378 |
| 13                  |         |         |         |         | 182-266 | 196-291   | 205-400 |
| 14                  |         |         |         |         | 187-284 | 202-321   | 213-421 |
| 15                  |         |         |         |         | 191-297 | 207-359   | 218-462 |
| 16                  |         |         |         |         | 197-312 | 211-386   | 224-487 |
| 17                  |         |         |         |         | 200-326 | 214-409   | 231-523 |
| 18                  |         |         |         |         | 206-359 | 216-435   | 237-551 |
| 19                  |         |         |         |         | 207-398 | 220-462   | 241-584 |
| 20+ years           |         |         |         |         | 209-444 | 228-516   | 248-625 |

\*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 | ACAS    | 7-8 Exams | FCAS    |
|---------------------|---------|---------|---------|---------|---------|-----------|---------|
| 0-1 years           | 71-94   | 73-100  |         |         |         |           |         |
| 1                   | 76-101  | 79-106  | 83-113  | 90-123  |         |           |         |
| 2                   | 82-106  | 86-112  | 90-124  | 98-128  | 113-176 |           |         |
| 3                   | 86-111  | 90-118  | 96-131  | 101-140 | 117-179 | 120-179   |         |
| 4                   | 91-117  | 96-125  | 100-136 | 107-150 | 123-186 | 127-196   | 144-247 |
| 5                   | 95-119  | 98-130  | 103-143 | 111-166 | 127-195 | 133-215   | 161-266 |
| 6                   |         | 101-136 | 109-147 | 116-171 | 137-203 | 144-227   | 169-279 |
| 7                   |         | 105-141 | 117-157 | 122-174 | 143-210 | 149-238   | 175-296 |
| 8                   |         |         | 124-161 | 132-182 | 150-220 | 158-252   | 184-312 |
| 9                   |         |         |         | 139-187 | 155-231 | 166-259   | 190-320 |
| 10                  |         |         |         | 143-193 | 163-240 | 176-268   | 199-330 |
| 11                  |         |         |         |         | 169-254 | 185-278   | 206-358 |
| 12                  |         |         |         |         | 174-266 | 190-290   | 212-385 |
| 13                  |         |         |         |         | 182-282 | 199-304   | 216-413 |
| 14                  |         |         |         |         | 186-303 | 203-332   | 222-439 |
| 15                  |         |         |         |         | 189-324 | 208-370   | 226-479 |
| 16                  |         |         |         |         | 192-347 | 211-402   | 229-502 |
| 17                  |         |         |         |         | 197-358 | 214-428   | 236-535 |
| 18                  |         |         |         |         | 200-392 | 217-454   | 240-596 |
| 19                  |         |         |         |         | 206-412 | 222-478   | 246-602 |
| 20+ years           |         |         |         |         | 210-476 | 226-495   | 251-648 |

\*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 | ACAS    | 7-8 Exams | FCAS    |
|---------------------|---------|---------|---------|---------|---------|-----------|---------|
| 0-1 years           | 69-88   | 71-94   |         |         |         |           |         |
| 1                   | 74-95   | 76-100  | 78-106  | 86-114  |         |           |         |
| 2                   | 80-99   | 82-105  | 86-117  | 95-121  | 108-175 |           |         |
| 3                   | 83-105  | 86-111  | 91-124  | 98-131  | 110-177 | 115-179   |         |
| 4                   | 88-110  | 93-118  | 95-129  | 106-139 | 126-182 | 122-184   | 133-239 |
| 5                   | 92-112  | 95-123  | 98-134  | 109-152 | 131-190 | 128-201   | 151-256 |
| 6                   |         | 97-128  | 105-138 | 111-154 | 137-197 | 140-210   | 156-271 |
| 7                   |         | 101-131 | 113-144 | 118-158 | 141-202 | 142-228   | 166-287 |
| 8                   |         |         | 116-150 | 124-162 | 148-209 | 147-233   | 172-311 |
| 9                   |         |         |         | 130-168 | 151-215 | 152-237   | 177-320 |
| 10                  |         |         |         | 133-173 | 160-225 | 162-243   | 182-331 |
| 11                  |         |         |         |         | 171-237 | 175-255   | 187-342 |
| 12                  |         |         |         |         | 183-251 | 187-267   | 191-352 |
| 13                  |         |         |         |         | 187-269 | 202-280   | 209-373 |
| 14                  |         |         |         |         | 190-291 | 206-304   | 214-400 |
| 15                  |         |         |         |         | 193-312 | 210-335   | 218-435 |
| 16                  |         |         |         |         | 196-329 | 212-359   | 226-459 |
| 17                  |         |         |         |         | 202-359 | 215-380   | 231-481 |
| 18                  |         |         |         |         | 204-378 | 218-405   | 235-512 |
| 19                  |         |         |         |         | 206-418 | 221-436   | 240-543 |
| 20+ years           |         |         |         |         | 209-447 | 228-502   | 244-615 |

\*Base Salary Plus Paid Bonuses, In US\$thousands



## US Life Actuaries, All Employment Types

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| Years of Experience | 2 Exams | 3 Exams | 4-5 Exams | ASA     | FSA     |
|---------------------|---------|---------|-----------|---------|---------|
| 0-1 years           | 66-86   | 69-88   |           |         |         |
| 1                   | 73-93   | 79-96   | 83-107    |         |         |
| 2                   | 77-97   | 82-103  | 85-111    | 95-138  |         |
| 3                   | 80-100  | 87-107  | 88-121    | 98-153  |         |
| 4                   | 84-107  | 92-112  | 94-130    | 103-163 | 126-192 |
| 5                   |         | 95-115  | 96-136    | 105-164 | 130-214 |
| 6                   |         | 96-123  | 97-148    | 110-175 | 132-237 |
| 7                   |         | 97-128  | 100-155   | 116-180 | 135-247 |
| 8                   |         |         | 112-162   | 119-188 | 138-260 |
| 9                   |         |         | 115-168   | 124-195 | 143-281 |
| 10                  |         |         |           | 127-204 | 149-300 |
| 11                  |         |         |           | 134-215 | 155-315 |
| 12                  |         |         |           | 141-222 | 160-329 |
| 13                  |         |         |           | 147-230 | 166-335 |
| 14                  |         |         |           | 151-235 | 172-350 |
| 15                  |         |         |           | 157-249 | 177-358 |
| 16                  |         |         |           | 158-254 | 185-380 |
| 17                  |         |         |           | 163-265 | 190-406 |
| 18                  |         |         |           | 173-284 | 195-437 |
| 19                  |         |         |           | 175-322 | 200-482 |
| 20+ years           |         |         |           | 182-364 | 206-509 |

\*Base Salary Plus Paid Bonuses, In US\$thousands



## US Life Actuaries, Consulting

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| Years of Experience | 2 Exams | 3 Exams | 4-5 Exams | ASA     | FSA     |
|---------------------|---------|---------|-----------|---------|---------|
| 0-1 years           | 69-88   | 71-89   |           |         |         |
| 1                   | 75-95   | 81-99   | 84-109    |         |         |
| 2                   | 79-100  | 84-105  | 87-113    | 98-140  |         |
| 3                   | 83-107  | 90-110  | 91-123    | 102-156 |         |
| 4                   | 86-114  | 94-115  | 96-135    | 106-166 | 129-198 |
| 5                   |         | 98-118  | 101-140   | 112-169 | 133-222 |
| 6                   |         | 100-125 | 104-152   | 115-180 | 134-250 |
| 7                   |         | 104-132 | 107-156   | 122-189 | 137-262 |
| 8                   |         |         | 122-164   | 126-197 | 149-279 |
| 9                   |         |         | 125-172   | 131-207 | 146-294 |
| 10                  |         |         |           | 138-220 | 153-321 |
| 11                  |         |         |           | 147-234 | 165-329 |
| 12                  |         |         |           | 156-246 | 176-341 |
| 13                  |         |         |           | 166-254 | 190-364 |
| 14                  |         |         |           | 174-268 | 197-380 |
| 15                  |         |         |           | 183-286 | 201-385 |
| 16                  |         |         |           | 189-289 | 209-411 |
| 17                  |         |         |           | 198-321 | 215-448 |
| 18                  |         |         |           | 210-336 | 219-481 |
| 19                  |         |         |           | 214-382 | 226-539 |
| 20+ years           |         |         |           | 222-440 | 229-565 |

\*Base Salary Plus Paid Bonuses, In US\$thousands





## US Life Actuaries, Excluding Consulting

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| Years of Experience | 2 Exams | 3 Exams | 4-5 Exams | ASA     | FSA     |
|---------------------|---------|---------|-----------|---------|---------|
| 0-1 years           | 65-83   | 68-86   |           |         |         |
| 1                   | 71-89   | 77-92   | 81-104    |         |         |
| 2                   | 74-96   | 80-99   | 83-106    | 93-137  |         |
| 3                   | 77-99   | 85-105  | 86-117    | 96-149  |         |
| 4                   | 82-105  | 90-109  | 92-127    | 101-160 | 123-189 |
| 5                   |         | 93-113  | 94-133    | 103-162 | 127-205 |
| 6                   |         | 94-120  | 96-145    | 108-171 | 129-226 |
| 7                   |         | 96-124  | 99-153    | 114-178 | 132-238 |
| 8                   |         |         | 110-159   | 116-185 | 135-250 |
| 9                   |         |         | 114-166   | 123-190 | 140-269 |
| 10                  |         |         |           | 126-199 | 145-296 |
| 11                  |         |         |           | 132-213 | 153-309 |
| 12                  |         |         |           | 138-219 | 157-323 |
| 13                  |         |         |           | 144-226 | 164-329 |
| 14                  |         |         |           | 149-233 | 169-344 |
| 15                  |         |         |           | 155-247 | 174-349 |
| 16                  |         |         |           | 156-251 | 183-368 |
| 17                  |         |         |           | 159-258 | 189-394 |
| 18                  |         |         |           | 171-272 | 193-408 |
| 19                  |         |         |           | 173-299 | 199-468 |
| 20+ years           |         |         |           | 176-350 | 202-484 |

\*Base Salary Plus Paid Bonuses, In US\$thousands



## US Health Actuaries, All Employment Types

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| Years of Experience | 2 Exams | 3 Exams | 4-5 Exams | ASA     | FSA     |
|---------------------|---------|---------|-----------|---------|---------|
| 0-1 years           | 67-89   | 70-91   |           |         |         |
| 1                   | 74-94   | 81-95   | 85-104    |         |         |
| 2                   | 77-99   | 86-101  | 89-111    | 94-131  |         |
| 3                   | 83-105  | 90-107  | 93-123    | 99-144  |         |
| 4                   | 87-112  | 96-114  | 97-135    | 105-156 | 134-188 |
| 5                   |         | 100-120 | 101-142   | 109-162 | 137-208 |
| 6                   |         | 103-128 | 105-154   | 115-170 | 142-232 |
| 7                   |         |         | 110-162   | 121-179 | 146-242 |
| 8                   |         |         | 114-169   | 125-188 | 150-256 |
| 9                   |         |         |           | 129-197 | 157-273 |
| 10                  |         |         |           | 133-206 | 164-296 |
| 11                  |         |         |           | 138-217 | 171-318 |
| 12                  |         |         |           | 143-226 | 176-336 |
| 13                  |         |         |           | 150-235 | 181-345 |
| 14                  |         |         |           | 157-242 | 187-356 |
| 15                  |         |         |           | 162-256 | 190-362 |
| 16                  |         |         |           | 167-260 | 197-386 |
| 17                  |         |         |           | 174-271 | 202-412 |
| 18                  |         |         |           | 181-292 | 206-450 |
| 19                  |         |         |           | 188-335 | 212-488 |
| 20+ years           |         |         |           | 195-377 | 216-519 |

\*Base Salary Plus Paid Bonuses, In US\$thousands



## US Health Actuaries, Consulting

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| Years of Experience | 2 Exams | 3 Exams | 4-5 Exams | ASA     | FSA     |
|---------------------|---------|---------|-----------|---------|---------|
| 0-1 years           | 73-91   | 75-92   |           |         |         |
| 1                   | 80-96   | 84-97   | 87-106    |         |         |
| 2                   | 83-104  | 88-105  | 92-113    | 97-135  |         |
| 3                   | 85-108  | 94-109  | 97-126    | 103-151 |         |
| 4                   | 91-116  | 99-119  | 101-140   | 110-165 | 138-193 |
| 5                   |         | 103-126 | 105-149   | 116-170 | 153-215 |
| 6                   |         | 105-135 | 109-163   | 122-179 | 157-243 |
| 7                   |         |         | 113-174   | 130-189 | 162-251 |
| 8                   |         |         | 118-186   | 136-196 | 167-258 |
| 9                   |         |         |           | 141-204 | 172-280 |
| 10                  |         |         |           | 146-215 | 179-303 |
| 11                  |         |         |           | 151-236 | 187-332 |
| 12                  |         |         |           | 158-247 | 194-359 |
| 13                  |         |         |           | 167-273 | 201-375 |
| 14                  |         |         |           | 175-259 | 209-394 |
| 15                  |         |         |           | 185-294 | 216-400 |
| 16                  |         |         |           | 192-302 | 225-413 |
| 17                  |         |         |           | 199-315 | 232-453 |
| 18                  |         |         |           | 207-332 | 240-495 |
| 19                  |         |         |           | 216-379 | 248-556 |
| 20+ years           |         |         |           | 225-427 | 256-603 |

\*Base Salary Plus Paid Bonuses, In US\$thousands



## US Health Actuaries, Excluding Consulting

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| Years of Experience | 2 Exams | 3 Exams | 4-5 Exams | ASA     | FSA     |
|---------------------|---------|---------|-----------|---------|---------|
| 0-1 years           | 66-88   | 67-89   |           |         |         |
| 1                   | 73-91   | 76-92   | 82-101    |         |         |
| 2                   | 75-96   | 84-98   | 86-107    | 93-129  |         |
| 3                   | 79-102  | 87-103  | 90-118    | 97-141  |         |
| 4                   | 83-108  | 92-110  | 94-130    | 102-150 | 130-181 |
| 5                   |         | 97-115  | 99-139    | 106-155 | 134-202 |
| 6                   |         | 99-124  | 102-151   | 111-165 | 138-226 |
| 7                   |         |         | 107-159   | 118-176 | 143-235 |
| 8                   |         |         | 111-166   | 122-186 | 148-248 |
| 9                   |         |         |           | 127-195 | 154-267 |
| 10                  |         |         |           | 130-204 | 160-288 |
| 11                  |         |         |           | 133-214 | 167-310 |
| 12                  |         |         |           | 139-222 | 174-330 |
| 13                  |         |         |           | 147-230 | 179-341 |
| 14                  |         |         |           | 154-239 | 185-353 |
| 15                  |         |         |           | 159-254 | 188-356 |
| 16                  |         |         |           | 163-257 | 194-375 |
| 17                  |         |         |           | 170-265 | 199-396 |
| 18                  |         |         |           | 175-274 | 204-437 |
| 19                  |         |         |           | 181-313 | 209-464 |
| 20+ years           |         |         |           | 188-363 | 214-500 |

\*Base Salary Plus Paid Bonuses, In US\$thousands



## US Pension Actuaries, All Employment Types

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| Years of Experience | 2 Exams | 3 Exams | 4-5 Exams | ASA     | FSA     |
|---------------------|---------|---------|-----------|---------|---------|
| 0-1 years           | 70-83   | 74-87   |           |         |         |
| 1                   | 75-87   | 78-92   | 80-96     |         |         |
| 2                   | 81-92   | 84-97   | 88-104    | 96-127  |         |
| 3                   | 84-98   | 87-104  | 93-110    | 97-134  |         |
| 4                   | 86-101  | 91-111  | 96-117    | 102-137 | 126-164 |
| 5                   | 89-104  | 92-117  | 100-123   | 106-144 | 130-173 |
| 6                   | 91-109  | 94-122  | 103-126   | 112-150 | 136-180 |
| 7                   |         | 96-125  | 107-129   | 117-156 | 141-189 |
| 8                   |         |         | 110-132   | 120-161 | 146-197 |
| 9                   |         |         | 112-136   | 126-167 | 151-202 |
| 10                  |         |         |           | 133-172 | 156-216 |
| 11                  |         |         |           | 138-176 | 169-233 |
| 12                  |         |         |           | 142-182 | 175-251 |
| 13                  |         |         |           | 145-186 | 182-274 |
| 14                  |         |         |           | 149-190 | 191-295 |
| 15                  |         |         |           | 152-197 | 199-311 |
| 16                  |         |         |           | 155-214 | 206-333 |
| 17                  |         |         |           | 159-231 | 211-352 |
| 18                  |         |         |           | 161-253 | 217-367 |
| 19                  |         |         |           | 164-276 | 221-381 |
| 20+ years           |         |         |           | 167-353 | 228-495 |

\*Base Salary Plus Paid Bonuses, In US\$thousands

All surveys are derived from  
Ezra Penland Actuarial Recruitment proprietary information.  
Surveys include all types of actuarial employment, representing the  
middle 85% of all compensation packages.