

ACWA JPIA Staff

Pay Schedule

Effective Date: October 1, 2026

Job Title	Exempt/ Non-Exempt	Grade	Annual Salary Range	
			Minimum	Maximum
Chief Executive Officer	Exempt	85	\$ 306,109	\$ 459,164
Deputy Executive Officer	Exempt	76	245,110	367,665
Director of Finance	Exempt	68	201,173	301,760
Director of People and Culture	Exempt	68	201,173	301,760
Litigation Manager	Exempt	60	165,112	247,669
Underwriting Manager - Employee Benefits	Exempt	52	135,515	203,273
Finance Manager	Exempt	52	135,515	203,273
Human Resources Manager	Exempt	52	135,515	203,273
Liability and Property Claims Manager	Exempt	52	135,515	203,273
Risk Control Manager	Exempt	52	135,515	203,273
Member Education Manager	Exempt	52	135,515	203,273
Workers' Compensation Manager	Exempt	52	135,515	203,273
Information Technology Manager	Exempt	52	135,515	203,273
Underwriting Manager - Property & Casualty	Exempt	52	135,515	203,273
Lead Risk Control Advisor	Exempt	48	122,770	184,155
Property Risk and Valuation Consultant	Exempt	45	114,004	171,007
Senior Risk Control Advisor	Exempt	45	114,004	171,007
Cybersecurity Risk Specialist	Exempt	45	114,004	171,007
Lead IT Analyst	Non-exempt	45	114,004	171,007
Lead IT Solution Developer	Non-exempt	45	114,004	171,007
IT Solution Developer	Non-exempt	44	111,224	166,836
Claims Adjuster III	Exempt	40	100,763	151,145
Senior Workers' Compensation Examiner	Exempt	40	100,763	151,145
Employee Benefits Specialist	Exempt	38	95,908	143,862
Training Specialist	Non-exempt	38	95,908	143,862
Senior Executive Assistant	Non-exempt	38	95,908	143,862
Senior Accountant	Non-exempt	38	95,908	143,862
System/Network Administrator	Non-exempt	38	95,908	143,862
Human Resource Specialist	Non-exempt	38	95,908	143,862
Risk Control Advisor II	Non-exempt	38	95,908	143,862
Underwriting Specialist II	Non-exempt	38	95,908	143,862
Communications Specialist II	Non-exempt	36	91,287	136,930
Workers' Compensation Claims Examiner II	Non-exempt	36	91,287	136,930
Claims Adjuster II	Non-exempt	36	91,287	136,930
Business Data Analyst	Non-exempt	32	82,701	124,052
Benefits System Analyst II	Non-exempt	32	82,701	124,052
Claims Adjuster I	Non-exempt	32	82,701	124,052
Communications and Events Specialist	Non-exempt	28	74,923	112,385
IT Support Specialist	Non-exempt	28	74,923	112,385
Senior Benefits Administrator	Non-exempt	28	74,923	112,385
Administrative Assistant III	Non-exempt	24	67,877	101,815
Training Coordinator	Non-exempt	24	67,877	101,815
Benefits Administrator II	Non-exempt	24	67,877	101,815
Accountant III	Non-exempt	22	64,606	96,909
Accountant II	Non-exempt	20	61,493	92,239
Administrative Assistant II	Non-exempt	20	61,493	92,239
Retired Annuitants			Hourly	Hourly
Project Manager	Non-exempt	Ret An	75	150