



California JPIA Salary and Pay Schedule
Effective January 1, 2024 – June 30, 2024

| Position | Bottom of Range (Monthly) | Top of Range (Monthly) |
|---------------------------------------|----------------------------------|-------------------------------|
| Chief Executive Officer | 21,817 | 31,169 |
| Assistant Executive Officer | 15,066 | 21,523 |
| Chief Financial Officer | 15,066 | 21,523 |
| Chief Operating Officer | 15,066 | 21,523 |
| Claims and Insurance Director | 14,244 | 20,348 |
| Employment Practices Manager | 12,949 | 18,499 |
| Liability Program Manager | 12,949 | 18,499 |
| Administrative Services Director | 12,554 | 17,936 |
| Communications Director | 12,554 | 17,936 |
| Finance Director | 12,554 | 17,936 |
| Risk Services Director | 12,544 | 17,936 |
| Workers' Compensation Program Manager | 12,554 | 17,936 |
| Technology Manager | 10,085 | 14,407 |
| Business Projects Manager | 9,588 | 13,698 |
| Human Resources Manager | 9,588 | 13,698 |
| Senior Risk Manager | 9,588 | 13,698 |
| Training Manager | 9,588 | 13,698 |
| Insurance Programs Manager | 9,346 | 13,352 |
| Agency Clerk | 8,500 | 12,144 |
| Senior Accountant | 8,500 | 12,144 |
| Senior Training Specialist | 8,500 | 12,144 |
| Data and Underwriting Analyst | 7,472 | 10,675 |
| Management Analyst | 7,472 | 10,675 |
| Training Coordinator | 6,792 | 9,704 |
| Accountant | 6,529 | 9,704 |
| Administrative Analyst | 6,529 | 9,329 |



California JPIA Salary and Pay Schedule
Effective January 1, 2024 – June 30, 2024

| Position | Bottom of Range (Monthly) | Top of Range (Monthly) |
|--------------------------|--------------------------------------|-----------------------------------|
| Training Specialist | 6,529 | 9,329 |
| Accounting Specialist | 5,346 | 7,638 |
| Administrative Assistant | 5,346 | 7,638 |
| Facilities Specialist | 5,346 | 7,638 |
| Maintenance Worker | 4,831 | 6,902 |
| Accounting Clerk | 4,616 | 6,595 |
| Office Assistant | 4,616 | 6,595 |



California JPIA Salary and Pay Schedule
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| Position | Bottom of Range (Monthly) | Top of Range (Monthly) |
|---------------------------------------|--------------------------------------|-----------------------------------|
| Chief Executive Officer | 21,817 | 31,169 |
| Assistant Executive Officer | 15,066 | 21,523 |
| Chief Financial Officer | 15,066 | 21,523 |
| Chief Operating Officer | 15,066 | 21,523 |
| Employment Practices Manager | 12,949 | 18,499 |
| Liability Program Manager | 12,949 | 18,499 |
| Administrative Services Director | 12,554 | 17,936 |
| Communications Director | 12,554 | 17,936 |
| Finance Director | 12,554 | 17,936 |
| Risk Services Director | 12,544 | 17,936 |
| Workers' Compensation Program Manager | 12,554 | 17,936 |
| Technology Manager | 10,085 | 14,407 |
| Business Projects Manager | 9,588 | 13,698 |
| Human Resources Manager | 9,588 | 13,698 |
| Senior Risk Manager | 9,588 | 13,698 |
| Training Manager | 9,588 | 13,698 |
| Insurance Programs Manager | 9,346 | 13,352 |
| Agency Clerk | 8,500 | 12,144 |
| Senior Accountant | 8,500 | 12,144 |
| Senior Training Specialist | 8,500 | 12,144 |
| Data and Underwriting Analyst | 7,472 | 10,675 |
| Management Analyst | 7,472 | 10,675 |
| Training Coordinator | 6,792 | 9,704 |
| Administrative Analyst | 6,529 | 9,329 |
| Training Specialist | 6,529 | 9,329 |
| Accounting Specialist | 5,346 | 7,638 |



California JPIA Salary and Pay Schedule
Effective July 1, 2023 – June 30, 2024

| Position | Bottom of Range (Monthly) | Top of Range (Monthly) |
|--------------------------|--------------------------------------|-----------------------------------|
| Administrative Assistant | 5,346 | 7,638 |
| Facilities Specialist | 5,346 | 7,638 |
| Maintenance Worker | 4,831 | 6,902 |
| Office Assistant | 4,616 | 6,595 |



California JPIA Salary and Pay Schedule
Effective July 1, 2022 – June 30, 2023

| Position | Bottom of Range (Monthly) | Top of Range (Monthly) |
|---------------------------------------|--------------------------------------|-----------------------------------|
| Chief Executive Officer | 21,080 | 30,115 |
| Assistant Executive Officer | 16,875 | 24,107 |
| Deputy Executive Officer | 15,880 | 22,685 |
| Liability Program Manager | 12,511 | 17,873 |
| Employment Practices Manager | 12,511 | 17,873 |
| Communications Director | 12,130 | 17,329 |
| Finance Director | 12,130 | 17,329 |
| Workers' Compensation Program Manager | 12,130 | 17,329 |
| Administrative Services Director | 10,654 | 15,218 |
| Business Projects Manager | 9,264 | 13,234 |
| Human Resources Manager | 9,264 | 13,234 |
| Senior Risk Manager | 9,264 | 13,234 |
| Training Manager | 9,264 | 13,234 |
| Insurance Programs Manager | 9,030 | 12,900 |
| Agency Clerk | 8,213 | 11,733 |
| Senior Training Specialist | 8,213 | 11,733 |
| Senior Accountant | 8,213 | 11,733 |
| Data Analyst | 7,220 | 10,314 |
| Data and Underwriting Analyst | 7,220 | 10,314 |
| Management Analyst | 7,220 | 10,314 |
| Training Coordinator | 6,564 | 9,376 |
| Administrative Analyst | 6,309 | 9,013 |
| Administrative Assistant | 5,165 | 7,380 |
| Accounting Specialist | 5,165 | 7,380 |
| Training Assistant | 5,165 | 7,380 |
| Maintenance Worker | 4,668 | 6,668 |
| Office Assistant | 4,460 | 6,373 |



California JPIA Salary and Pay Schedule
Effective January 1, 2022 – June 30, 2022

| Position | Bottom of Range (Monthly) | Top of Range (Monthly) |
|---------------------------------------|--------------------------------------|-----------------------------------|
| Chief Executive Officer | 19,308 | 27,583 |
| Assistant Executive Officer | 15,920 | 22,743 |
| Deputy Executive Officer | 14,981 | 21,401 |
| Liability Program Manager | 11,803 | 16,861 |
| Employment Practices Manager | 11,803 | 16,861 |
| Communications Director | 11,443 | 16,348 |
| Finance Director | 11,444 | 16,348 |
| Workers' Compensation Program Manager | 11,444 | 16,348 |
| Administrative Services Director | 10,051 | 14,357 |
| Business Projects Manager | 8,740 | 12,485 |
| Human Resources Manager | 8,740 | 12,485 |
| Senior Risk Manager | 8,740 | 12,485 |
| Training Manager | 8,740 | 12,485 |
| Insurance Programs Manager | 8,519 | 12,170 |
| Agency Clerk | 7,748 | 11,069 |
| Senior Training Specialist | 7,748 | 11,069 |
| Administrative Analyst | 6,811 | 9,730 |
| Data Analyst | 6,811 | 9,730 |
| Data and Underwriting Analyst | 6,811 | 9,730 |
| Management Analyst | 6,811 | 9,730 |
| Senior Accountant | 6,811 | 9,730 |
| Training Coordinator | 6,192 | 8,845 |
| Administrative Assistant | 4,873 | 6,962 |
| Accounting Specialist | 4,873 | 6,962 |
| Training Assistant | 4,873 | 6,962 |
| Maintenance Worker | 4,404 | 6,291 |
| Office Assistant | 4,208 | 6,012 |



California JPIA Salary and Pay Schedule
Effective July 1, 2021 – June 30, 2022

| Position | Bottom of Range (Monthly) | Top of Range (Monthly) |
|---------------------------------------|----------------------------------|-------------------------------|
| Chief Executive Officer | 19,308 | 27,583 |
| Assistant Executive Officer | 15,920 | 22,743 |
| Deputy Executive Officer | 14,981 | 21,401 |
| Communication Director | 11,443 | 16,348 |
| Finance Director | 11,443 | 16,348 |
| Liability Program Manager | 11,803 | 16,861 |
| Employment Practices Manager | 11,803 | 16,861 |
| Workers' Compensation Program Manager | 11,444 | 16,348 |
| Business Projects Manager | 8,740 | 12,485 |
| Human Resources Manager | 8,740 | 12,485 |
| Senior Risk Manager | 8,740 | 12,485 |
| Insurance Programs Manager | 8,519 | 12,170 |
| Training Manager | 8,519 | 12,170 |
| Training Loss Control Specialist | 7,326 | 10,466 |
| Agency Clerk | 7,748 | 11,069 |
| Administrative Analyst | 6,811 | 9,730 |
| Data Analyst | 6,811 | 9,730 |
| Data and Underwriting Analyst | 6,811 | 9,730 |
| Management Analyst | 6,811 | 9,730 |
| Senior Accountant | 6,811 | 9,730 |
| Training Coordinator | 6,192 | 8,845 |
| Administrative Assistant | 4,873 | 6,962 |
| Accounting Specialist | 4,873 | 6,962 |
| Training Assistant | 4,873 | 6,962 |
| Maintenance Worker | 4,404 | 6,291 |
| Office Assistant | 4,208 | 6,012 |



California JPIA Salary and Pay Schedule
Effective July 1, 2020 – June 30, 2021

| Position | Bottom of Range (Monthly) | Top of Range (Monthly) |
|---------------------------------------|----------------------------------|-------------------------------|
| Chief Executive Officer | 18,562 | 26,517 |
| Assistant Executive Officer | 15,349 | 21,927 |
| Chief Financial Officer | 11,693 | 16,704 |
| Liability Program Manager | 11,347 | 16,210 |
| Workers' Compensation Program Manager | 11,001 | 15,716 |
| Administrative Programs Manager | 9,497 | 13,568 |
| Business Projects Manager | 8,402 | 12,003 |
| Senior Risk Manager | 8,402 | 12,003 |
| Insurance Programs Manager | 8,190 | 11,700 |
| Training Manager | 8,190 | 11,700 |
| Risk Manager | 7,449 | 10,641 |
| Financial Analyst | 7,449 | 10,641 |
| Agency Clerk | 7,449 | 10,641 |
| Training Loss Control Specialist | 7,043 | 10,061 |
| Management Analyst | 6,548 | 9,354 |
| Senior Accountant | 6,548 | 9,354 |
| Training Coordinator | 5,952 | 8,504 |
| Administrative Analyst | 5,952 | 8,504 |
| Administrative Assistant | 4,685 | 6,693 |
| Accounting Specialist | 4,685 | 6,693 |
| Maintenance Worker | 4,234 | 6,048 |
| Office Assistant | 4,045 | 5,779 |



California JPIA Salary and Pay Schedule
Effective July 1, 2019 – June 30, 2020

| Position | Bottom of Range (Monthly) | Top of Range (Monthly) |
|---------------------------------------|----------------------------------|-------------------------------|
| Chief Executive Officer | 18,562 | 26,517 |
| Assistant Executive Officer | 15,305 | 21,865 |
| Chief Financial Officer | 11,693 | 16,704 |
| Liability Program Manager | 11,347 | 16,210 |
| Workers' Compensation Program Manager | 11,001 | 15,716 |
| Administrative Programs Manager | 9,497 | 13,568 |
| Business Projects Manager | 8,402 | 12,003 |
| Senior Risk Manager | 8,402 | 12,003 |
| Insurance Programs Manager | 8,190 | 11,700 |
| Training Manager | 8,190 | 11,700 |
| Risk Manager | 7,449 | 10,641 |
| Financial Analyst | 7,449 | 10,641 |
| Training Loss Control Specialist | 7,043 | 10,061 |
| Agency Clerk | 6,548 | 9,354 |
| Senior Accountant | 5,952 | 8,503 |
| Training Coordinator | 5,952 | 8,503 |
| Administrative Analyst | 5,952 | 8,503 |
| Administrative Assistant | 4,685 | 6,693 |
| Accounting Specialist | 4,685 | 6,693 |
| Maintenance Worker | 4,234 | 6,048 |
| Office Assistant | 4,045 | 5,779 |