



California JPIA Salary and Pay Schedule

Effective July 1, 2024 - June 30, 2025

Position	Bottom of Range (Monthly)	Top of Range (Monthly)
Chief Executive Officer	22,908	32,727
Deputy Executive Office	15,880	22,685
Assistant Executive Officer	15,819	22,599
Chief Administrative Officer	15,819	22,599
Chief Financial Officer	15,819	22,599
Chief Operating Officer	15,819	22,599
Claims and Insurance Director	14,956	21,365
Employment Practices Manager	13,596	19,424
Liability Program Manager	13,182	18,833
Administrative Services Director	13,182	18,833
Communications Director	13,182	18,833
Finance Director	13,182	18,833
Risk Services Director	13,182	18,833
Workers' Compensation Program Manager	13,182	18,833
Technology Projects Manager	10,589	15,127
Business Projects Manager	10,067	14,383
Human Resources Manager	10,067	14,383
Senior Risk Manager	10,067	14,383
Training Manager	10,067	14,383
Insurance Programs Manager	9,813	14,020
Agency Clerk	8,925	12,751
Senior Accountant	8,925	12,751
Senior Training Specialist	8,925	12,751
Assistant to the CEO	7,846	11,209
Data and Underwriting Analyst	7,846	11,209
Management Analyst	7,846	11,209
Training Coordinator	7,132	10,189
Accountant	6,855	9,795
Administrative Analyst	6,855	9,795
Training Specialist	6,855	9,795
Accounting Specialist	5,613	8,020
Administrative Assistant	5,613	8,020
Facilities Specialist	5,613	8,020
Maintenance Worker	5,073	7,247
Accounting Clerk	4,847	6,925
Intern	4,847	6,925
Office Assistant	4,847	6,925



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	9,329
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
Effective July 1, 2023 – 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
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