



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 |



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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 |



California JPIA Salary and Pay Schedule
Effective July 1, 2018 – June 30, 2019

| Position | Bottom of Range (Monthly) | Top of Range (Monthly) |
|---------------------------------------|----------------------------------|-------------------------------|
| Chief Executive Officer | 18,021 | 25,745 |
| Assistant Executive Officer | 14,859 | 21,228 |
| Chief Financial Officer | 11,352 | 16,217 |
| Liability Program Manager | 11,016 | 15,738 |
| Workers' Compensation Program Manager | 10,681 | 15,259 |
| Administrative Programs Manager | 9,221 | 13,172 |
| Business Projects Manager | 8,157 | 11,653 |
| Senior Risk Manager | 8,157 | 11,653 |
| Insurance Programs Manager | 7,951 | 11,359 |
| Training Manager | 7,951 | 11,359 |
| Risk Manager | 7,232 | 10,331 |
| Financial Analyst | 7,232 | 10,331 |
| Training Loss Control Specialist | 6,838 | 9,768 |
| Agency Clerk | 6,357 | 9,081 |
| Senior Accountant | 5,779 | 8,256 |
| Training Coordinator | 5,779 | 8,256 |
| Administrative Analyst | 5,779 | 8,256 |
| Administrative Assistant | 4,549 | 6,498 |
| Accounting Specialist | 4,549 | 6,498 |
| Maintenance Worker | 4,110 | 5,872 |
| Office Assistant | 3,928 | 5,611 |



California JPIA Salary Schedule
Effective July 1, 2017 – June 30, 2018

| Position | Bottom of Range (Monthly) | Top of Range (Monthly) |
|---------------------------------------|--------------------------------------|-----------------------------------|
| Chief Executive Officer | 17,370 | 24,814 |
| Assistant Executive Officer | 14,322 | 20,460 |
| Chief Financial Officer | 10,942 | 15,631 |
| Liability Program Manager | 10,618 | 15,169 |
| Workers' Compensation Program Manager | 10,295 | 14,707 |
| Administrative Programs Manager | 8,887 | 12,696 |
| Business Projects Manager | 7,863 | 11,232 |
| Senior Risk Manager | 7,846 | 11,208 |
| Insurance Programs Manager | 7,664 | 10,948 |
| Training Manager | 7,664 | 10,948 |
| Risk Manager | 6,970 | 9,958 |
| Financial Analyst | 6,970 | 9,958 |
| Training Loss Control Specialist | 6,591 | 9,415 |
| Senior Accountant | 5,570 | 7,957 |
| Training Coordinator | 5,570 | 7,957 |
| Administrative Analyst | 5,570 | 7,957 |
| Administrative Assistant | 4,384 | 6,264 |
| Accounting Specialist | 4,384 | 6,264 |
| Maintenance Worker | 3,962 | 5,660 |
| Office Assistant | 3,786 | 5,408 |



**California JPIA Salary and Pay Schedule
Effective November 1, 2016 – June 30, 2017**

| Position | Bottom of Range | Top of Range |
|---------------------------------------|-----------------|--------------|
| | Monthly | Monthly |
| Chief Executive Officer | 16,996 | 24,280 |
| Assistant Executive Officer | 14,014 | 20,020 |
| Chief Financial Officer | 10,707 | 15,295 |
| Liability Program Manager | 10,390 | 14,843 |
| Workers' Compensation Program Manager | 10,074 | 14,391 |
| Administrative Programs Manager | 8,696 | 12,423 |
| Business Projects Manager | 7,693 | 10,990 |
| Senior Risk Manager | 7,676 | 10,966 |
| Insurance Programs Manager | 7,499 | 10,713 |
| Training Manager | 7,499 | 10,713 |
| Risk Manager | 6,820 | 9,743 |
| Financial Analyst | 6,820 | 9,743 |
| Training Loss Control Specialist | 6,448 | 9,212 |
| Senior Accountant | 5,450 | 7,786 |
| Training Coordinator | 5,450 | 7,786 |
| Administrative Analyst | 5,450 | 7,786 |
| Administrative Assistant | 4,290 | 6,129 |
| Accounting Specialist | 4,290 | 6,129 |
| Maintenance Worker | 3,877 | 5,538 |
| Office Assistant | 3,705 | 5,292 |