



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

<b>Position</b>	<b>Bottom of Range (Monthly)</b>	<b>Top of Range (Monthly)</b>
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**

<b>Position</b>	<b>Bottom of Range (Monthly)</b>	<b>Top of Range (Monthly)</b>
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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<b>Position</b>	<b>Bottom of Range (Monthly)</b>	<b>Top of Range (Monthly)</b>
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**

<b>Position</b>	<b>Bottom of Range (Monthly)</b>	<b>Top of Range (Monthly)</b>
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**

<b>Position</b>	<b>Bottom of Range (Monthly)</b>	<b>Top of Range (Monthly)</b>
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**

<b>Position</b>	<b>Bottom of Range (Monthly)</b>	<b>Top of Range (Monthly)</b>
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**

<b>Position</b>	<b>Bottom of Range (Monthly)</b>	<b>Top of Range (Monthly)</b>
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**

<b>Position</b>	<b>Bottom of Range (Monthly)</b>	<b>Top of Range (Monthly)</b>
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**

<b>Position</b>	<b>Bottom of Range (Monthly)</b>	<b>Top of Range (Monthly)</b>
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