



**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



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

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



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

Position	Bottom of Range	Top of Range
	Monthly	Monthly
Chief Executive Officer	16,996	24,280
Assistant Executive Officer	13,347	19,066
Liability Program Manager	9,990	14,272
Workers' Compensation Program Manager	9,328	13,325
Finance Manager	9,310	13,299
Administrative Programs Manager	8,282	11,831
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	3,362	4,803