

**Schedule 1
PRISM
Publicly Available Pay Schedule
Salary Ranges as of July 1, 2025**

| Job Classification | Working Job Title | Salary Grade | No. of Positions | Minimum Monthly Salary | Maximum Monthly Salary | |
|----------------------------------------|--------------------------------------|--------------------------|-------------------------|-------------------------------|-------------------------------|--------|
| Senior Manager: | Chief Executive Officer | 13 | 1 | \$ | 30,000 | |
| | Chief Actuary | 12 | 1 | \$ | 23,050 | |
| | Chief Claims Officer | 11 | 2 | \$ | 17,707 | |
| | Chief Financial Officer | 11 | 1 | \$ | 17,707 | |
| | Chief Information Officer | 11 | 1 | \$ | 17,707 | |
| | Chief Member Services Officer | 11 | 1 | \$ | 17,707 | |
| | Chief Operating Officer | 11 | 1 | \$ | 17,707 | |
| Director: | Director of Employee Benefits | 10 | 1 | \$ | 15,979 | |
| | Director of Financial Operations | 10 | 1 | \$ | 15,979 | |
| | Director of Risk Control | 10 | 1 | \$ | 15,979 | |
| | Director of Human Resources | 10 | 1 | \$ | 15,979 | |
| | Deputy General Counsel | 10 | 1 | \$ | 15,979 | |
| Manager/Attorney: | Actuarial Manager | 9 | 1 | \$ | 13,542 | |
| | Human Resources Manager | 9 | 0 | \$ | 13,542 | |
| | IT Manager | 9 | 3 | \$ | 13,542 | |
| | Liability Claims Manager | 9 | 1 | \$ | 13,542 | |
| | Office Manager | 9 | 1 | \$ | 13,542 | |
| | Risk Control Manager | 9 | 1 | \$ | 13,542 | |
| | Member Services Manager | 9 | 1 | \$ | 13,542 | |
| | Underwriting Manager | 9 | 1 | \$ | 13,542 | |
| | WC Claims Manager | 9 | 1 | \$ | 13,542 | |
| | Sr. Employment Law Attorney | 9 | 1 | \$ | 13,542 | |
| | WC Attorney | 9 | 1 | \$ | 13,542 | |
| | Super Senior Specialists: | Data Scientist | 8 | 1 | \$ | 17,072 |
| Software Architect | | 8 | 1 | \$ | 17,072 | |
| Database Architect | | 10 | 1 | \$ | 16,305 | |
| Supervising Senior Specialists: | Sup. Sr. Accountant | 7 | 1 | \$ | 9,490 | |
| | Sup. Sr. Data & Analytics Specialist | 7 | 2 | \$ | 9,490 | |
| | Sup. Sr. IT Specialist | 7 | 2 | \$ | 9,490 | |
| | Sup. Sr. Liability Claims Specialist | 7 | 2 | \$ | 9,490 | |
| | Sup. Sr. Meeting & Event Planner | 7 | 1 | \$ | 9,490 | |
| | Sup. Sr. Member Svcs Specialist | 7 | 0 | \$ | 9,490 | |
| | Sup. Sr. Risk Control Specialist | 7 | 1 | \$ | 9,490 | |
| | Sup. Sr. WC Claims Specialist | 7 | 3 | \$ | 9,490 | |
| | Senior Specialists: | Sr. Actuarial Specialist | 6 | 1 | \$ | 8,251 |
| Sr. Accountant | | 6 | 1 | \$ | 8,251 | |
| Sr. Data & Analytics Specialist | | 6 | 4 | \$ | 8,251 | |
| Sr. Employee Benefits Specialist | | 6 | 2 | \$ | 8,251 | |
| Sr. Human Resources Specialist | | 6 | 1 | \$ | 8,251 | |
| Sr. IT Specialist | | 6 | 9 | \$ | 8,251 | |
| Sr. Liability Claims Specialist | | 6 | 7 | \$ | 8,251 | |
| Sr. Risk Control Specialist | | 6 | 4 | \$ | 8,251 | |
| Sr. Underwriting Specialist | | 6 | 4 | \$ | 8,251 | |
| Sr. WC Claims Specialist | | 6 | 16 | \$ | 8,251 | |
| Specialists: | Accountant | 5 | 3 | \$ | 6,872 | |
| | Actuarial Specialist | 5 | 1 | \$ | 6,872 | |
| | Communication Specialist | 5 | 1 | \$ | 6,872 | |
| | Data & Analytics Specialist | 5 | 2 | \$ | 6,872 | |
| | Employee Benefits Specialist | 5 | 1 | \$ | 6,872 | |
| | Human Resources Specialist | 5 | 0 | \$ | 6,872 | |
| | IT Specialist | 5 | 3 | \$ | 6,872 | |
| | Liability Claims Specialist | 5 | 3 | \$ | 6,872 | |
| | WC Claims Specialist | 5 | 0 | \$ | 6,872 | |
| | Risk Control Specialist | 5 | 1 | \$ | 6,872 | |
| | Underwriting Specialist | 5 | 1 | \$ | 6,872 | |
| | Executive Operations Specialist | 5 | 1 | \$ | 6,872 | |
| | Support Specialists: | Meeting Planner | 4 | 2 | \$ | 5,462 |
| | Technical Support Assistants: | IT Technician | 3 | 1 | \$ | 4,886 |
| Liability Claims Assistant | | 3 | 2 | \$ | 4,886 | |
| Member Services Technician | | 3 | 1 | \$ | 4,886 | |
| Mtg Planning Assistant | | 3 | 0 | \$ | 4,886 | |
| WC Claims Assistant | | 3 | 3 | \$ | 4,886 | |
| Accounting Assistant | | 3 | 1 | \$ | 4,886 | |
| Clerical Assistants: | Member Services Assistant | 1 | 1 | \$ | 4,027 | |
| | Records Administrator | 1 | 1 | \$ | 4,027 | |
| | Secretary / Receptionist | 1 | 1 | \$ | 4,027 | |
| | Intern - Extra Help | | 4 | \$20/Hour | \$25/Hour | |
| Total Positions | | | 119 | | | |

Please Note:

Actuarial Compensation:

Eligible employees in the Actuarial Department receive additional pay as outlined in the Actuarial Exam Compensation Policy.

All classifications listed in this schedule may also be used in an Extra Help capacity.