

**Schedule 1
Presented for Adoption June 5, 2026**

**PRISM
Publicly Available Pay Schedule
Salary Ranges as of July 1, 2026**

Job Classification	Working Job Title	Salary Grade	Minimum Monthly Salary	Maximum Monthly Salary	
Senior Manager:	Chief Executive Officer	13	\$	35,000	
	Chief Actuary	12	\$	23,511	
	Chief Claims Officer	11	\$	18,061	
	Chief Employee Benefits Officer	11	\$	18,061	
	Chief Financial Officer	11	\$	18,061	
	Chief Information Officer	11	\$	18,061	
	Chief Member Services Officer	11	\$	18,061	
	Chief Operating Officer	11	\$	18,061	
Director:	Director of Financial Operations	10	\$	16,298	
	Director of Risk Control	10	\$	16,298	
	Director of Human Resources	10	\$	16,298	
	Deputy General Counsel	10	\$	16,298	
	Director of Underwriting	10	\$	16,298	
Manager:	Data & Analytics Manager	9	\$	13,814	
	IT Manager	9	\$	13,814	
	Liability Claims Manager	9	\$	13,814	
	Office Manager	9	\$	13,814	
	Risk Control Manager	9	\$	13,814	
	Member Services Manager	9	\$	13,814	
	WC Claims Manager	9	\$	13,814	
Advanced	Data Scientist	8	\$	17,413	
	Software Architect	8	\$	17,413	
Professional Specialists:	Sr. Employment Law Attorney	9	\$	13,814	
	WC Attorney	9	\$	13,814	
	Advanced Human Resources Professional	9	\$	14,096	
	Database Architect	10	\$	16,631	
	Advanced Government Affairs Professional	10	\$	16,631	
Supervising	Sup. Sr. Accountant	7	\$	9,680	
	Sup. Sr. Data & Analytics Specialist	7	\$	9,680	
Senior Specialists:	Sup. Sr. IT Specialist	7	\$	9,680	
	Sup. Sr. Liability Claims Specialist	7	\$	9,680	
	Sup. Sr. Meeting & Event Planner	7	\$	9,680	
	Sup. Sr. Member Svcs Specialist	7	\$	9,680	
	Sup. Sr. Risk Control Specialist	7	\$	9,680	
	Sup. Sr. WC Claims Specialist	7	\$	9,680	
	Sup. Sr. Underwriting Specialist	7	\$	9,680	
Senior Specialists:	Sr. Actuarial Specialist	6	\$	8,416	
	Sr. Accountant	6	\$	8,416	
	Sr. Data & Analytics Specialist	6	\$	8,416	
	Sr. Employee Benefits Specialist	6	\$	8,416	
	Sr. Human Resources Specialist	6	\$	8,416	
	Sr. IT Specialist	6	\$	8,416	
	Sr. Liability Claims Specialist	6	\$	8,416	
	Sr. Risk Control Specialist	6	\$	8,416	
	Sr. Underwriting Specialist	6	\$	8,416	
	Sr. WC Claims Specialist	6	\$	8,416	
	Sr. Medical Malpractice Claims Specialist	6	\$	8,416	
Specialists:	Accountant	5	\$	7,009	
	Actuarial Specialist	5	\$	7,009	
	Communication Specialist	5	\$	7,009	
	Data & Analytics Specialist	5	\$	7,009	
	Employee Benefits Specialist	5	\$	7,009	
	Human Resources Specialist	5	\$	7,009	
	IT Specialist	5	\$	7,009	
	Liability Claims Specialist	5	\$	7,009	
	WC Claims Specialist	5	\$	7,009	
	Risk Control Specialist	5	\$	7,009	
	Underwriting Specialist	5	\$	7,009	
	Executive Operations Specialist	5	\$	7,009	
Support Specialists:	Meeting Planner	4	\$	5,571	
Technical	IT Technician	3	\$	4,983	
Support Assistants:	Liability Claims Assistant	3	\$	4,983	
	Member Services Technician	3	\$	4,983	
	Mtg Planning Assistant	3	\$	4,983	
	WC Claims Assistant	3	\$	4,983	
	Accounting Assistant	3	\$	4,983	
	HR Technician	3	\$	4,983	
Clerical Assistants:	Member Services Assistant	1	\$	4,108	
	Records Administrator	1	\$	4,108	
	Secretary / Receptionist	1	\$	4,108	
	Intern - Extra Help			\$20/Hour	
			\$25/Hour		
	Total Positions	131			

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.



**PUBLIC RISK INNOVATION, SOLUTIONS, AND MANAGEMENT
(PRISM)**

**Board of Directors
Actuarial Exam Compensation Policy
July 1, 2024**

This policy applies to employees within the Actuarial Department who are taking courses to obtain their Associate of the Casualty Actuarial Society (ACAS) and/or the Fellow of the Casualty Actuarial Society (FCAS) designations.

The compensation increases resulting from passing exams are part of the employee's overall compensation and will be reported as special compensation to CalPERS under the category of Educational Incentive. Educational Incentive pay is earned through the year and may be prorated based on employment status.

Employee's will begin to receive Educational Incentive Pay the pay period following the employee receiving notification that they have passed the exam and upon submitting such notification to the Chief Actuary and Human Resources. All compensation increases are subject to the approval of the Chief Actuary once they have verified the documentation submitted. Educational Incentive Pay pursuant to this policy is outlined below.

All compensation increases must follow the guidelines of PRISM's Performance Incentive Pay parameters. Therefore, the total of the compensation increase as the result of passing exams and any merit pay cannot exceed 10% within a fiscal year. Promotions and position upgrades related to achieving ACAS or FCAS designations are not part of this policy.

Educational Incentive Pay pursuant to this policy is outlined below in the Exam Compensation Schedule.

Exam Compensation Schedule (may be changed in the future based on input from the Chief Actuary and Chief Executive Officer and upon approval of PRISM's governing body.)

Associateship Exams

	Educational Incentive (each annual amount below will be prorated to a per pay period amount)
Exam 1	\$2,000
Exam 2	\$2,000
DISC Data Analytics	\$500
DISC Risk Management & Insurance	\$500
DISC Insurance Acctg. Coverage & Law	\$500
MAS-I	\$2,500
MAS – II	\$2,500
Exam 5	\$3,000
Exam 6	\$3,000
VEE Accounting and Finance	\$500
VEE Economics	\$500
ACAS Designation	\$3,000

Fellowship Exams

Exam 7	\$4,000
Exam 8	\$4,000
Exam 9	\$4,000
FCAS Designation	\$4,000