

JPA Average Salary	Name	Current Annual					Average
		Salary	CCCSIG*	NBSIA*	RESIG*	SCCSIG***	
Executive Director	Craig Schwikhard	\$235,608	\$228,316	\$231,132	\$241,942	\$220,994	\$230,596
Deputy Director**	Sharon Vishwa	\$169,788	\$0	\$0	\$0	\$175,298	\$175,298
Senior PL Claims Manager	Tasha Lane	\$109,428	\$138,837	\$142,281	\$149,127	\$116,699	\$136,736
Loss Control/WC Manager	Tom Ledda	\$117,228	\$138,837	\$142,281	\$149,127	\$116,699	\$136,736
WC Analyst	Don Freeman	\$81,672	\$104,527	\$109,122	\$105,000	\$0	\$106,216
Loss Control Analyst	Raya Estares	\$85,752	\$0	\$99,629	\$86,383	\$0	\$93,006
Administration Specialist	Sherril Ernest	\$70,536	\$82,874	\$83,735	\$70,821	\$0	\$79,143

**Source: Salary Schedule from individual entities.**

\* Salary averaged from Step 1 to last Step.

\*\* Deputy Director position was not listed on any of the salary schedules mentioned above. We did see one entity (CJPIA), whose deputy director position resulted in average salary of \$231,390.

\*\*\* As requested, we have added Director of Member Services salary to the Deputy Director position above. We have also added Program Manager salary to Senior PL Claims Manager and Loss Control/WC Manager positions above.

Updated: 05/01/2024