

**VCU Market-Based Salary Ranges - March, 2024**  
**Job Family: Communications**

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
13713Y	Chief Communications Officer 3	225,000	281,300	337,500	393,800	OPEN
13712Y	Chief Communications Officer 2	214,300	267,900	321,400	375,000	428,600
13711Y	Chief Communications Officer 1	203,600	254,500	305,300	356,300	407,200
13613Y	Dep Chief Communications Officer 3	164,900	206,100	247,300	288,500	OPEN
13612Y	Dep Chief Communications Officer 2	157,000	196,300	235,500	274,800	314,000
13611Y	Dep Chief Communications Officer 1	149,200	186,500	223,700	261,100	298,300
13516Y	Sr Communications Officer 3	145,200	181,500	217,800	254,100	OPEN
13515Y	Sr Communications Officer 2	138,300	172,900	207,400	242,000	276,600
13514Y	Sr Communications Officer 1	131,400	164,300	197,000	229,900	262,800
13513Y	Communications Officer 3	125,300	156,600	188,000	219,200	OPEN
13512Y	Communications Officer 2	119,300	149,100	179,000	208,800	238,600
13511Y	Communications Officer 1	113,300	141,600	170,100	198,400	226,700
13416Y	Sr Director CM 3	110,100	137,700	165,200	192,800	220,300
13415Y	Sr Director CM 2	104,900	131,100	157,300	183,600	209,800
13414Y	Sr Director CM 1	99,700	124,500	149,400	174,400	199,300
13413Y	Director CM 3	93,600	117,000	140,400	163,700	187,100
13412Y	Director CM 2	89,100	111,400	133,700	155,900	178,200
13411Y	Director CM 1	84,600	105,800	127,000	148,100	169,300
13336Y	Sr Manager CM 3	84,500	105,600	126,700	147,900	169,100
13335Y	Sr Manager CM 2	80,500	100,600	120,700	140,900	161,000
13334Y	Sr Manager CM 1	76,500	95,600	114,700	133,900	153,000
13333Y	Manager CM 3	72,600	90,700	108,900	126,900	145,100
13332Y	Manager CM 2	69,100	86,400	103,700	120,900	138,200
13331Y	Manager CM 1	65,600	82,100	98,500	114,900	131,300
13916Y	Sr Administrator CM 3	110,100	137,700	165,200	192,800	220,300
13915Y	Sr Administrator CM 2	97,400	121,800	146,100	170,500	194,800
13914Y	Sr Administrator CM 1	84,600	105,800	127,000	148,100	169,300
13913Y	Administrator CM 3	84,500	105,600	126,700	147,900	169,100
13912Y	Administrator CM 2	75,100	93,900	112,600	131,400	150,200
13911Y	Administrator CM 1	65,600	82,100	98,500	114,900	131,300

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13236N	Sr Communications Generalist 3	67,100	83,900	100,700	117,400	134,200
13235N	Sr Communications Generalist 2	63,900	79,900	95,900	111,800	127,800
13234N	Sr Communications Generalist 1	60,700	75,900	91,100	106,200	121,400
13233N	Communications Generalist 3	58,900	73,600	88,400	103,100	117,800
13232N	Communications Generalist 2	56,100	70,100	84,200	98,200	112,200
13231N	Communications Generalist 1	53,300	66,600	80,000	93,300	106,600
13226N	Sr Communications Specialist 3	50,400	63,000	75,600	88,200	100,800
13225N	Sr Communications Specialist 2	48,000	60,000	72,000	84,000	96,000
13224N	Sr Communications Specialist 1	45,600	57,000	68,400	79,800	91,200
13223N	Communications Specialist 3	42,900	53,700	64,500	75,200	85,900
13222N	Communications Specialist 2	40,900	51,100	61,400	71,600	81,800
13221N	Communications Specialist 1	38,900	48,500	58,300	68,000	77,700
13116N	Sr Coordinator CM 3	45,500	56,800	68,300	79,600	90,900
13115N	Sr Coordinator CM 2	43,300	54,100	65,000	75,800	86,600
13114N	Sr Coordinator CM 1	41,100	51,400	61,800	72,000	82,300
13113N	Coordinator CM 3	39,400	49,200	59,000	68,900	78,800
13112N	Coordinator CM 2	37,500	46,900	56,200	65,600	75,000
13111N	Coordinator CM 1	35,600	44,600	53,400	62,300	71,300
13016N	Sr Technician CM 3	35,400	44,200	53,000	62,000	70,800
13015N	Sr Technician CM 2	33,700	42,100	50,500	59,000	67,400
13014N	Sr Technician CM 1	32,000	40,000	48,000	56,100	64,000
13013N	Technician CM 3	30,300	37,900	45,600	53,100	60,700
13012N	Technician CM 2	28,900	36,100	43,400	50,600	57,800
13011N	Technician CM 1	27,500	34,300	41,200	48,100	54,900
12416Y	Sr Events Mgmt Director AX 3	86,100	107,600	129,200	150,700	172,200
12415Y	Sr Events Mgmt Director AX 2	82,000	102,500	123,000	143,500	164,000
12414Y	Sr Events Mgmt Director AX 1	77,900	97,400	116,900	136,300	155,800
12413Y	Events Mgmt Director AX 3	74,900	93,600	112,400	131,000	149,700
12412Y	Events Mgmt Director AX 2	71,300	89,100	107,000	124,800	142,600
12411Y	Events Mgmt Director AX 1	67,700	84,600	101,700	118,600	135,500
12326Y	Sr Events Mgmt Manager AX 3	65,100	81,400	97,700	113,900	130,200
12325Y	Sr Events Mgmt Manager AX 2	62,000	77,500	93,000	108,500	124,000
12324Y	Sr Events Mgmt Manager AX 1	58,900	73,600	88,400	103,100	117,800
12323Y	Events Mgmt Manager AX 3	60,600	75,700	90,800	106,100	121,200
12322Y	Events Mgmt Manager AX 2	57,700	72,100	86,500	101,000	115,400
12321Y	Events Mgmt Manager AX 1	54,800	68,500	82,200	96,000	109,600

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12116N	Sr Events Mgmt Coordinator AX 3	44,600	55,800	66,900	78,100	89,300
12115N	Sr Events Mgmt Coordinator AX 2	42,500	53,100	63,700	74,400	85,000
12114N	Sr Events Mgmt Coordinator AX 1	40,400	50,400	60,500	70,700	80,800
12113N	Events Mgmt Coordinator AX 3	35,800	44,700	53,800	62,700	71,600
12112N	Events Mgmt Coordinator AX 2	34,100	42,600	51,200	59,700	68,200
12111N	Events Mgmt Coordinator AX 1	32,400	40,500	48,600	56,700	64,800

NOTE: As of January 1, 2020, the salary threshold for exemptions to the federal overtime pay requirements under the Fair Labor Standards Act (FLSA) increased from \$23,660 to \$35,568. If there are questions or concerns about employee salary compliance, please contact your assigned HRP.

***Market-based salary ranges and jobs shown here based on data effective January 1, 2024***

**Last Updated: 03/26/2024**