

**VCU Market-Based Salary Ranges - March, 2024**  
**Job Family: Environmental Safety & Risk Management**

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
16516Y	Chief Env Safety Risk Mgmt Officer 3	167,900	209,900	251,800	293,800	OPEN
16515Y	Chief Env Safety Risk Mgmt Officer 2	159,900	199,900	239,800	279,800	319,800
16514Y	Chief Env Safety Risk Mgmt Officer 1	151,900	189,900	227,800	265,800	303,800
16513Y	Deputy Chief Env Safety Risk Mgmt Officer ES 3	142,700	178,400	214,000	249,700	OPEN
16512Y	Deputy Chief Env Safety Risk Mgmt Officer ES 2	135,900	169,900	203,800	237,800	271,800
16511Y	Deputy Chief Env Safety Risk Mgmt Officer ES 1	129,100	161,400	193,600	225,900	258,200
16416Y	Sr Director ES 3	132,800	166,000	199,300	232,500	265,700
16415Y	Sr Director ES 2	126,500	158,100	189,800	221,400	253,000
16414Y	Sr Director ES 1	120,200	150,200	180,300	210,300	240,400
16413Y	Director ES 3	114,800	143,400	172,100	200,900	229,500
16412Y	Director ES 2	109,300	136,600	163,900	191,300	218,600
16411Y	Director ES 1	103,800	129,800	155,700	181,700	207,700
16336Y	Sr Manager ES 3	101,100	126,400	151,600	176,900	202,200
16335Y	Sr Manager ES 2	96,300	120,400	144,400	168,500	192,600
16334Y	Sr Manager ES 1	91,500	114,400	137,200	160,100	183,000
16333Y	Manager ES 3	97,900	122,300	146,800	171,300	195,700
16332Y	Manager ES 2	93,200	116,500	139,800	163,100	186,400
16331Y	Manager ES 1	88,500	110,700	132,800	154,900	177,100
16916Y	Sr Administrator ES 3	132,800	166,000	199,300	232,500	265,700
16915Y	Sr Administrator ES 2	118,300	147,900	177,500	207,000	236,600
16914Y	Sr Administrator ES 1	103,800	129,800	155,700	181,700	207,700
16913Y	Administrator ES 3	101,100	126,400	151,600	176,900	202,200
16912Y	Administrator ES 2	94,800	118,500	142,200	165,900	189,600
16911Y	Administrator ES 1	88,500	110,700	132,800	154,900	177,100
16326N	Sr Supervisor ES 3	75,400	94,300	113,100	132,000	150,800
16325N	Sr Supervisor ES 2	71,800	89,800	107,700	125,700	143,600
16324N	Sr Supervisor ES 1	68,200	85,300	102,300	119,400	136,400
16323N	Supervisor ES 3	64,300	80,300	96,400	112,500	128,500
16322N	Supervisor ES 2	61,200	76,500	91,800	107,100	122,400
16321N	Supervisor ES 1	58,100	72,700	87,200	101,700	116,300

Last Updated: 09/09/2024

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
16236N	Sr Fire Safety Engineer ES 3	70,200	87,800	105,400	123,000	140,500
16235N	Sr Fire Safety Engineer ES 2	66,900	83,600	100,400	117,100	133,800
16234N	Sr Fire Safety Engineer ES 1	63,600	79,400	95,400	111,200	127,100
16233N	Fire Safety Engineer ES 3	61,100	76,400	91,700	107,000	122,200
16232N	Fire Safety Engineer ES 2	58,200	72,800	87,300	101,900	116,400
16231N	Fire Safety Engineer ES 1	55,300	69,200	82,900	96,800	110,600
16226N	Sr Safety Officer ES 3	67,400	84,300	101,100	118,000	134,800
16225N	Sr Safety Officer ES 2	64,200	80,300	96,300	112,400	128,400
16224N	Sr Safety Officer ES 1	61,000	76,300	91,500	106,800	122,000
16223N	Safety Officer ES 3	58,800	73,500	88,200	102,900	117,600
16222N	Safety Officer ES 2	56,000	70,000	84,000	98,000	112,000
16221N	Safety Officer ES 1	53,200	66,500	79,800	93,100	106,400
16216N	Sr Specialist ES 3	57,100	71,400	85,700	100,000	114,200
16215N	Sr Specialist ES 2	54,400	68,000	81,600	95,200	108,800
16214N	Sr Specialist ES 1	51,700	64,600	77,500	90,400	103,400
16213N	Specialist ES 3	47,700	59,600	71,500	83,500	95,300
16212N	Specialist ES 2	45,400	56,800	68,100	79,500	90,800
16211N	Specialist ES 1	43,100	54,000	64,700	75,500	86,300
16016N	Sr Lab Safety Technician ES 3	42,900	53,700	64,500	75,200	85,900
16015N	Sr Lab Safety Technician ES 2	40,900	51,100	61,400	71,600	81,800
16014N	Sr Lab Safety Technician ES 1	38,900	48,500	58,300	68,000	77,700
16013N	Lab Safety Technician ES 3	37,000	46,200	55,400	64,700	73,900
16012N	Lab Safety Technician ES 2	35,200	44,000	52,800	61,600	70,400
16011N	Lab Safety Technician ES 1	33,400	41,800	50,200	58,500	66,900
16026N	Sr Fire Safety Technician ES 3	42,900	53,700	64,400	75,200	85,900
16025N	Sr Fire Safety Technician ES 2	40,900	51,100	61,300	71,600	81,800
16024N	Sr Fire Safety Technician ES 1	38,900	48,500	58,200	68,000	77,700
16023N	Fire Safety Technician ES 3	34,500	43,200	51,900	60,500	69,100
16022N	Fire Safety Technician ES 2	32,900	41,100	49,400	57,600	65,800
16021N	Fire Safety Technician ES 1	31,300	39,000	46,900	54,700	62,500

NOTE: As of July 1, 2024, the salary threshold for exemptions to the federal overtime pay requirements under the Fair Labor Standards Act (FLSA) increased from \$35,568 to \$43,888. 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: 09/09/2024