

VCU Market-Based Salary Ranges - March, 2024
Job Family: Facilities Management

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
17713Y	Chief Facilities Mgmt Officer 3	203,100	253,900	304,600	355,400	OPEN
17712Y	Chief Facilities Mgmt Officer 2	193,400	241,800	290,100	338,500	386,800
17711Y	Chief Facilities Mgmt Officer 1	183,700	229,700	275,600	321,600	367,500
17613Y	Deputy Chief Facilities Mgmt Officer 3	148,300	185,300	222,400	259,500	OPEN
17612Y	Deputy Chief Facilities Mgmt Officer 2	141,200	176,500	211,800	247,100	282,400
17611Y	Deputy Chief Facilities Mgmt Officer 1	134,100	167,700	201,200	234,700	268,300
17616Y	Chief Capital Assets & Real Estate 3	173,400	216,700	260,100	303,300	OPEN
17615Y	Chief Capital Assets & Real Estate 2	165,100	206,400	247,700	288,900	330,200
17614Y	Chief Capital Assets & Real Estate 1	156,800	196,100	235,300	274,500	313,700
17406Y	Sr Director Sustainability FM 3	97,700	122,100	146,500	170,900	195,300
17405Y	Sr Director Sustainability FM 2	93,000	116,300	139,500	162,800	186,000
17404Y	Sr Director Sustainability FM 1	88,400	110,500	132,500	154,700	176,700
17403Y	Director Sustainability FM 3	83,400	104,300	125,100	146,000	166,700
17402Y	Director Sustainability FM 2	79,400	99,300	119,100	139,000	158,800
17401Y	Director Sustainability FM 1	75,400	94,300	113,100	132,100	150,900
17416Y	Sr Director FM 3	125,800	157,300	188,700	220,200	251,600
17415Y	Sr Director FM 2	119,800	149,800	179,700	209,700	239,600
17414Y	Sr Director FM 1	113,800	142,300	170,700	199,200	227,600
17413Y	Director FM 3	109,400	136,800	164,100	191,500	218,800
17412Y	Director FM 2	104,200	130,300	156,300	182,400	208,400
17411Y	Director FM 1	99,000	123,800	148,500	173,300	198,000
17356Y	Sr Asst Director FM 3	97,100	121,400	145,700	170,000	194,300
17355Y	Sr Asst Director FM 2	92,500	115,600	138,800	161,900	185,000
17354Y	Sr Asst Director FM 1	87,900	109,800	131,900	153,800	175,800
17353Y	Asst Director FM 3	84,500	105,600	126,700	147,900	169,100
17352Y	Asst Director FM 2	80,500	100,600	120,700	140,900	161,000
17351Y	Asst Director FM 1	76,500	95,600	114,700	133,900	153,000
17346Y	Sr Manager FM 3	74,700	93,300	111,900	130,600	149,300
17345Y	Sr Manager FM 2	71,100	88,900	106,600	124,400	142,200
17344Y	Sr Manager FM 1	67,500	84,500	101,300	118,200	135,100
17343Y	Manager FM 3	64,900	81,200	97,300	113,600	129,800
17342Y	Manager FM 2	61,800	77,300	92,700	108,200	123,600
17341Y	Manager FM 1	58,700	73,400	88,100	102,800	117,400

Last Updated: 7/21/2025

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
17916Y	Sr Administrator FM 3	125,800	157,300	188,700	220,200	251,600
17915Y	Sr Administrator FM 2	106,900	133,600	160,300	187,100	213,800
17914Y	Sr Administrator FM 1	87,900	109,800	131,900	153,800	175,800
17913Y	Administrator FM 3	84,500	105,600	126,700	147,900	169,100
17912Y	Administrator FM 2	71,600	89,500	107,400	125,300	143,200
17911Y	Administrator FM 1	58,700	73,400	88,100	102,800	117,400
17336N	Sr Supervisor FM 3	58,300	72,900	87,400	102,000	116,600
17335N	Sr Supervisor FM 2	55,500	69,400	83,200	97,100	111,000
17334N	Sr Supervisor FM 1	52,700	65,900	79,000	92,200	105,500
17333N	Supervisor FM 3	49,500	61,800	74,200	86,500	98,900
17332N	Supervisor FM 2	47,100	58,900	70,700	82,400	94,200
17331N	Supervisor FM 1	44,700	56,000	67,200	78,300	89,500
17246Y	Sr Engineer FM 3	76,200	95,300	114,300	133,500	152,500
17245Y	Sr Engineer FM 2	72,600	90,800	108,900	127,100	145,200
17244Y	Sr Engineer FM 1	69,000	86,300	103,500	120,700	137,900
17243Y	Engineer FM 3	59,500	74,400	89,400	104,200	119,100
17242Y	Engineer FM 2	56,700	70,900	85,100	99,200	113,400
17241Y	Engineer FM 1	53,900	67,400	80,800	94,200	107,700
17236N	Sr Engineering Technician FM 3	53,400	66,800	80,200	93,600	106,900
17235N	Sr Engineering Technician FM 2	50,900	63,600	76,400	89,100	101,800
17234N	Sr Engineering Technician FM 1	48,400	60,400	72,600	84,600	96,700
17233N	Engineering Technician FM 3	42,200	52,800	63,300	73,900	84,400
17232N	Engineering Technician FM 2	40,200	50,300	60,300	70,400	80,400
17231N	Engineering Technician FM 1	38,200	47,800	57,300	66,900	76,400
17226Y	Sr Project Manager FM 3	76,800	96,000	115,200	134,300	153,500
17225Y	Sr Project Manager FM 2	73,100	91,400	109,700	127,900	146,200
17224Y	Sr Project Manager FM 1	69,400	86,800	104,200	121,500	138,900
17223Y	Project Manager FM 3	60,600	75,700	90,800	106,100	121,200
17222Y	Project Manager FM 2	57,700	72,100	86,500	101,000	115,400
17221Y	Project Manager FM 1	54,800	68,500	82,200	96,000	109,600
17216N	Sr Compliance Specialist FM 3	56,400	70,500	84,500	98,700	112,800
17215N	Sr Compliance Specialist FM 2	53,700	67,100	80,500	94,000	107,400
17214N	Sr Compliance Specialist FM 1	51,000	63,700	76,500	89,300	102,000
17213N	Compliance Specialist FM 3	44,900	56,200	67,400	78,600	89,900
17212N	Compliance Specialist FM 2	42,800	53,500	64,200	74,900	85,600
17211N	Compliance Specialist FM 1	40,700	50,800	61,000	71,200	81,300

Last Updated: 7/21/2025

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
17146N	Sr Quality Inspector FM 3	37,300	46,600	56,000	65,200	74,600
17145N	Sr Quality Inspector FM 2	35,500	44,400	53,300	62,100	71,000
17144N	Sr Quality Inspector FM 1	33,700	42,200	50,600	59,000	67,500
17143N	Quality Inspector FM 3	32,000	40,000	48,100	56,100	64,100
17142N	Quality Inspector FM 2	30,500	38,100	45,800	53,400	61,000
17141N	Quality Inspector FM 1	29,000	36,200	43,500	50,700	58,000
17136N	Sr Coordinator FM 3	38,300	47,900	57,500	67,100	76,700
17135N	Sr Coordinator FM 2	36,500	45,600	54,800	63,900	73,000
17134N	Sr Coordinator FM 1	34,700	43,300	52,100	60,700	69,400
17133N	Coordinator FM 3	33,400	41,800	50,100	58,500	66,800
17132N	Coordinator FM 2	31,800	39,800	47,700	55,700	63,600
17131N	Coordinator FM 1	30,200	37,800	45,300	52,900	60,400
17126N	Sr Trades Specialist FM 3	44,400	55,500	66,600	77,700	88,800
17125N	Sr Trades Specialist FM 2	42,300	52,900	63,400	74,000	84,600
17124N	Sr Trades Specialist FM 1	40,200	50,200	60,200	70,300	80,400
17123N	Trades Specialist FM 3	36,200	45,300	54,300	63,400	72,500
17122N	Trades Specialist FM 2	34,500	43,100	51,700	60,400	69,000
17121N	Trades Specialist FM 1	32,800	40,900	49,100	57,400	65,600
17116N	Sr Operations Specialist FM 3	43,300	54,100	64,900	75,700	86,500
17115N	Sr Operations Specialist FM 2	41,200	51,500	61,800	72,100	82,400
17114N	Sr Operations Specialist FM 1	39,100	48,900	58,700	68,500	78,300
17113N	Operations Specialist FM 3	33,300	41,600	50,000	58,300	66,600
17112N	Operations Specialist FM 2	31,700	39,600	47,600	55,500	63,400
17111N	Operations Specialist FM 1	30,100	37,600	45,200	52,700	60,200
17026N	Sr Trades Technician FM 3	42,400	53,000	63,600	74,200	84,800
17025N	Sr Trades Technician FM 2	40,400	50,500	60,600	70,700	80,800
17024N	Sr Trades Technician FM 1	38,400	48,000	57,600	67,200	76,800
17023N	Trades Technician FM 3	35,400	44,200	53,100	62,000	70,800
17022N	Trades Technician FM 2	33,700	42,100	50,600	59,000	67,400
17021N	Trades Technician FM 1	32,000	40,000	48,100	56,100	64,000
17016N	Sr Trades Worker FM 3	33,300	41,600	50,000	58,300	66,600
17015N	Sr Trades Worker FM 2	31,700	39,600	47,600	55,500	63,400
17014N	Sr Trades Worker FM 1	30,100	37,600	45,200	52,700	60,200
17013N	Trades Worker FM 3	29,700	37,200	44,500	52,000	59,400
17012N	Trades Worker FM 2	28,300	35,400	42,400	49,500	56,600
17011N	Trades Worker FM 1	26,900	33,600	40,300	47,000	53,800

Last Updated: 7/21/2025

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
17156N	Sr Electrical Instrumentation & Control Tech FM3	60,500	75,600	90,700	105,800	121,000
17155N	Sr Electrical Instrumentation & Control Tech FM2	57,600	72,000	86,400	100,800	115,200
17154N	Sr Electrical, Instrumentation, and Control [EI&C] Technician FM1	54,700	68,400	82,000	95,800	109,400
17153N	Electrical Instrumentation & Control Tech FM3	52,600	65,700	78,900	92,100	105,200
17152N	Electrical Instrumentation & Control Tech FM2	50,100	62,600	75,100	87,700	100,200
17151N	Electrical Instrumentation & Control Tech FM1	47,600	59,500	71,300	83,300	95,200
17106N	Sr Steamfitter/Industrial Mechanic FM 3	47,300	59,100	70,900	82,700	94,500
17105N	Sr Steamfitter/Industrial Mechanic FM 2	45,000	56,300	67,500	78,800	90,000
17104N	Sr Steamfitter/Industrial Mechanic FM 1	42,800	53,500	64,100	74,900	85,500
17103N	Steamfitter/Industrial Mechanic FM 3	41,100	51,300	61,600	71,800	82,100
17102N	Steamfitter/Industrial Mechanic FM 2	39,100	48,900	58,700	68,400	78,200
17101N	Steamfitter/Industrial Mechanic FM 1	37,100	46,500	55,800	65,000	74,300
17096N	Sr Boiler Operator/Stationary Engineer FM 3	43,500	54,400	65,200	76,100	86,900
17095N	Sr Boiler Operator/Stationary Engineer FM 2	41,400	51,800	62,100	72,500	82,800
17094N	Sr Boiler Operator/Stationary Engineer FM 1	39,300	49,200	59,000	68,900	78,700
17093N	Boiler Operator/Stationary Engineer FM 3	37,800	47,300	56,700	66,200	75,600
17092N	Boiler Operator/Stationary Engineer FM 2	36,000	45,000	54,000	63,000	72,000
17091N	Boiler Operator/Stationary Engineer FM 1	34,200	42,800	51,300	59,900	68,400
17086N	Sr Locksmith FM 3	42,300	52,900	63,500	74,000	84,600
17085N	Sr Locksmith FM 2	40,300	50,400	60,500	70,500	80,600
17084N	Sr Locksmith FM 1	38,300	47,900	57,500	67,000	76,600
17083N	Locksmith FM 3	36,900	46,100	55,200	64,500	73,700
17082N	Locksmith FM 2	35,100	43,900	52,600	61,400	70,200
17081N	Locksmith FM 1	33,300	41,700	50,000	58,300	66,700
17076N	Sr Carpenter FM 3	45,700	57,100	68,500	79,900	91,400
17075N	Sr Carpenter FM 2	43,500	54,400	65,200	76,100	87,000
17074N	Sr Carpenter FM 1	41,300	51,700	61,900	72,300	82,700
17073N	Carpenter FM 3	41,100	51,300	61,500	71,800	82,100
17072N	Carpenter FM 2	39,100	48,900	58,600	68,400	78,200
17071N	Carpenter FM 1	37,100	46,500	55,700	65,000	74,300
17066N	Sr Plumber FM 3	50,100	62,600	75,100	87,700	100,200
17065N	Sr Plumber FM 2	47,700	59,600	71,500	83,500	95,400
17064N	Sr Plumber FM 1	45,300	56,600	67,900	79,300	90,600
17063N	Plumber FM 3	43,600	54,500	65,300	76,200	87,200
17062N	Plumber FM 2	41,500	51,900	62,200	72,600	83,000
17061N	Plumber FM 1	39,400	49,300	59,100	69,000	78,900

Last Updated: 7/21/2025

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
17056N	Sr HVAC FM 3	53,600	67,000	80,300	93,800	107,100
17055N	Sr HVAC FM 2	51,000	63,800	76,500	89,300	102,000
17054N	Sr HVAC FM 1	48,500	60,600	72,700	84,800	96,900
17053N	HVAC FM 3	42,300	52,900	63,400	74,000	84,600
17052N	HVAC FM 2	40,300	50,400	60,400	70,500	80,600
17051N	HVAC FM 1	38,300	47,900	57,400	67,000	76,600
17046N	Sr Electrician FM 3	47,700	59,600	71,500	83,500	95,300
17045N	Sr Electrician FM 2	45,400	56,800	68,100	79,500	90,800
17044N	Sr Electrician FM 1	43,100	54,000	64,700	75,500	86,300
17043N	Electrician FM 3	41,900	52,400	62,800	73,300	83,800
17042N	Electrician FM 2	39,900	49,900	59,800	69,800	79,800
17041N	Electrician FM 1	37,900	47,400	56,800	66,300	75,800
17036N	Sr Groundskeeper FM 3	29,100	36,300	43,700	50,900	58,200
17035N	Sr Groundskeeper FM 2	27,700	34,600	41,600	48,500	55,400
17034N	Sr Groundskeeper FM 1	26,300	32,900	39,500	46,100	52,600
17033N	Groundskeeper FM 3 *	25,813	31,300	37,500	43,800	50,000
17032N	Groundskeeper FM 2 *	25,813	29,800	35,700	41,700	47,600
17031N	Groundskeeper FM 1 *	25,813	28,300	33,900	39,600	45,200
29236N	Sr Supervisor Parking Enforcement 3	41,000	51,200	61,400	71,700	81,900
29235N	Sr Supervisor Parking Enforcement 2	39,000	48,800	58,500	68,300	78,000
29234N	Sr Supervisor Parking Enforcement 1	37,100	46,400	55,600	64,900	74,100
29233N	Supervisor Parking Enforcement 3	36,600	45,800	55,000	64,200	73,300
29232N	Supervisor Parking Enforcement 2	34,900	43,600	52,400	61,100	69,800
29231N	Supervisor Parking Enforcement 1	33,200	41,400	49,800	58,000	66,300
29226N	Sr Parking Ambassador 3	31,800	39,800	47,700	55,700	63,600
29225N	Sr Parking Ambassador 2	30,300	37,900	45,400	53,000	60,600
29224N	Sr Parking Ambassador 1	28,800	36,000	43,100	50,400	57,600
29223N	Parking Ambassador 3	27,400	34,200	41,200	48,000	54,800
29222N	Parking Ambassador 2	26,100	32,600	39,200	45,700	52,200
29221N	Parking Ambassador 1 *	25,813	31,000	37,200	43,400	49,600
50136N	Sr Housekeeper FM 3	30,800	38,400	46,100	53,900	61,500
50135N	Sr Housekeeper FM 2	29,300	36,600	43,900	51,300	58,600
50134N	Sr Housekeeper FM 1	27,800	34,800	41,700	48,700	55,700
50133N	Housekeeper FM 3	26,400	33,000	39,500	46,100	52,700
50132N	Housekeeper FM 2 *	25,813	31,400	37,600	43,900	50,200
50131N	Housekeeper FM 1 *	25,813	29,800	35,700	41,700	47,700

Last Updated: 7/21/2025

* Range updated to reflect Virginia's minimum wage of \$12.41 per hour effective 1/1/2025.

NOTE: The salary threshold for exemptions to the federal overtime pay requirements under the Fair Labor Standards Act (FLSA) is \$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: 7/21/2025