

VCU Market-Based Salary Ranges - March, 2024
Job Family: Financial Services

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
18713Y	Sr VP for Finance & Administration/CFO 3	386,500	483,100	579,800	676,400	OPEN
18712Y	Sr VP for Finance & Administration/CFO 2	368,100	460,100	552,200	644,200	736,200
18711Y	Sr VP for Finance & Administration/CFO 1	349,700	437,100	524,600	612,000	699,400
18613Y	Sr Assoc VP Finance 3	192,900	241,100	289,300	337,600	OPEN
18612Y	Sr Assoc VP Finance 2	183,700	229,600	275,500	321,500	367,400
18611Y	Sr Assoc VP Finance 1	174,500	218,100	261,700	305,400	349,000
18516Y	Assoc VP Finance 3	174,200	217,800	261,300	304,800	OPEN
18515Y	Assoc VP Finance 2	165,900	207,400	248,900	290,300	331,800
18514Y	Assoc VP Finance 1	157,600	197,000	236,500	275,800	315,200
18513Y	Asst VP Finance 3	142,300	177,900	213,500	249,000	OPEN
18512Y	Asst VP Finance 2	135,500	169,400	203,300	237,100	271,000
18511Y	Asst VP Finance 1	128,700	160,900	193,100	225,200	257,500
18523Y	Treasurer FS 3	200,600	250,700	300,800	351,000	OPEN
18522Y	Treasurer FS 2	191,000	238,800	286,500	334,300	382,000
18521Y	Treasurer FS 1	181,500	226,900	272,200	317,600	362,900
18416Y	Sr Director FS 3	123,800	154,800	185,600	216,600	247,600
18415Y	Sr Director FS 2	117,900	147,400	176,800	206,300	235,800
18414Y	Sr Director FS 1	112,000	140,000	168,000	196,000	224,000
18413Y	Director FS 3	97,800	122,200	146,600	171,000	195,500
18412Y	Director FS 2	93,100	116,400	139,600	162,900	186,200
18411Y	Director FS 1	88,400	110,600	132,600	154,800	176,900
18326Y	Sr Manager FS 3	85,200	106,500	127,700	149,000	170,300
18325Y	Sr Manager FS 2	81,100	101,400	121,600	141,900	162,200
18324Y	Sr Manager FS 1	77,000	96,300	115,500	134,800	154,100
18323Y	Manager FS 3	69,600	87,000	104,400	121,800	139,200
18322Y	Manager FS 2	66,300	82,900	99,400	116,000	132,600
18321Y	Manager FS 1	63,000	78,800	94,400	110,200	126,000
18916Y	Sr Administrator FS 3	123,800	154,800	185,600	216,600	247,600
18915Y	Sr Administrator FS 2	106,100	132,600	159,100	185,700	212,200
18914Y	Sr Administrator FS 1	88,400	110,600	132,600	154,800	176,900
18913Y	Administrator FS 3	85,200	106,500	127,700	149,000	170,300
18912Y	Administrator FS 2	73,400	91,800	110,100	128,500	146,800
18911Y	Administrator FS 1	63,000	78,800	94,400	110,200	126,000

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Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
18346Y	Sr Chief Business Officer FS 3	113,000	141,200	169,500	197,700	226,000
18345Y	Sr Chief Business Officer FS 2	107,600	134,500	161,400	188,300	215,200
18344Y	Sr Chief Business Officer FS 1	102,200	127,800	153,300	178,900	204,400
18343Y	Chief Business Officer FS 3	99,100	123,900	148,700	173,500	198,200
18342Y	Chief Business Officer FS 2	94,400	118,000	141,600	165,200	188,800
18341Y	Chief Business Officer FS 1	89,700	112,100	134,500	156,900	179,400
18336Y	Sr Dept Business Officer FS 3	83,500	104,400	125,300	146,100	167,000
18335Y	Sr Dept Business Officer FS 2	79,500	99,400	119,300	139,100	159,000
18334Y	Sr Dept Business Officer FS 1	75,500	94,400	113,300	132,100	151,100
18333Y	Dept Business Officer FS 3	62,500	78,100	93,800	109,300	125,000
18332Y	Dept Business Officer FS 2	59,500	74,400	89,300	104,100	119,000
18331Y	Dept Business Officer FS 1	56,500	70,700	84,800	98,900	113,100
18316N	Sr Supervisor FS 3	62,300	77,800	93,300	109,000	124,500
18315N	Sr Supervisor FS 2	59,300	74,100	88,900	103,800	118,600
18314N	Sr Supervisor FS 1	56,300	70,400	84,500	98,600	112,700
18313N	Supervisor FS 3	52,900	66,200	79,400	92,600	105,800
18312N	Supervisor FS 2	50,400	63,000	75,600	88,200	100,800
18311N	Supervisor FS 1	47,900	59,900	71,800	83,800	95,800
18256N	Sr Financial Mgmt Analyst 3	82,700	103,400	124,100	144,800	165,500
18255N	Sr Financial Mgmt Analyst 2	78,800	98,500	118,200	137,900	157,600
18254N	Sr Financial Mgmt Analyst 1	74,900	93,600	112,300	131,000	149,700
18253N	Financial Mgmt Analyst 3	72,600	90,700	108,900	126,900	145,100
18252N	Financial Mgmt Analyst 2	69,100	86,400	103,700	120,900	138,200
18251N	Financial Mgmt Analyst 1	65,600	82,100	98,500	114,900	131,300
18246N	Sr Financial Analyst 3	65,800	82,300	98,700	115,200	131,700
18245N	Sr Financial Analyst 2	62,700	78,400	94,000	109,700	125,400
18244N	Sr Financial Analyst 1	59,600	74,500	89,300	104,200	119,100
18243N	Financial Analyst 3	51,900	64,900	77,800	90,800	103,700
18242N	Financial Analyst 2	49,400	61,800	74,100	86,500	98,800
18241N	Financial Analyst 1	46,900	58,700	70,400	82,200	93,900
18236N	Sr Accountant FS 3	56,400	70,500	84,500	98,700	112,800
18235N	Sr Accountant FS 2	53,700	67,100	80,500	94,000	107,400
18234N	Sr Accountant FS 1	51,000	63,700	76,500	89,300	102,000
18233N	Accountant FS 3	47,000	58,800	70,600	82,300	94,100
18232N	Accountant FS 2	44,800	56,000	67,200	78,400	89,600
18231N	Accountant FS 1	42,600	53,200	63,800	74,500	85,100

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Human Resources

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
18216N	Sr Financial Specialist 3	52,600	65,700	79,000	92,100	105,200
18215N	Sr Financial Specialist 2	50,100	62,600	75,200	87,700	100,200
18214N	Sr Financial Specialist 1	47,600	59,500	71,400	83,300	95,200
18213N	Financial Specialist 3	47,300	59,100	70,900	82,700	94,500
18212N	Financial Specialist 2	45,000	56,300	67,500	78,800	90,000
18211N	Financial Specialist 1	42,800	53,500	64,100	74,900	85,500
18116N	Sr Financial Technician 3	39,300	49,100	58,900	68,800	78,500
18115N	Sr Financial Technician 2	37,400	46,800	56,100	65,500	74,800
18114N	Sr Financial Technician 1	35,500	44,500	53,300	62,200	71,100
18113N	Financial Technician 3	32,300	40,400	48,500	56,600	64,700
18112N	Financial Technician 2	30,800	38,500	46,200	53,900	61,600
18111N	Financial Technician 1	29,300	36,600	43,900	51,200	58,500
18016N	Sr Financial Assistant 3	42,700	53,400	64,100	74,800	85,500
18015N	Sr Financial Assistant 2	40,700	50,900	61,000	71,200	81,400
18014N	Sr Financial Assistant 1	38,700	48,400	58,000	67,600	77,300
18013N	Financial Assistant 3	33,900	42,400	50,800	59,300	67,800
18012N	Financial Assistant 2	32,300	40,400	48,400	56,500	64,600
18011N	Financial Assistant 1	30,700	38,400	46,000	53,700	61,400
18276N	Sr Treasury Specialist FS 3	102,000	127,500	153,000	178,400	203,900
18275N	Sr Treasury Specialist FS 2	97,100	121,400	145,700	169,900	194,200
18274N	Sr Treasury Specialist FS 1	92,200	115,300	138,400	161,400	184,500
18273N	Treasury Specialist FS 3	85,400	106,700	128,000	149,400	170,700
18272N	Treasury Specialist FS 2	81,300	101,600	121,900	142,300	162,600
18271N	Treasury Specialist FS 1	77,200	96,500	115,800	135,200	154,500
12426Y	Sr Director AX 3	103,100	128,900	154,700	180,500	206,200
12425Y	Sr Director AX 2	98,200	122,800	147,300	171,900	196,400
12424Y	Sr Director AX 1	93,300	116,700	139,900	163,300	186,600
12423Y	Director AX 3	83,300	104,100	125,000	145,700	166,500
12422Y	Director AX 2	79,300	99,100	119,000	138,800	158,600
12421Y	Director AX 1	75,300	94,100	113,100	131,900	150,700
12346Y	Sr Manager AX 3	69,300	86,600	104,000	121,300	138,600
12345Y	Sr Manager AX 2	66,000	82,500	99,000	115,500	132,000
12344Y	Sr Manager AX 1	62,700	78,400	94,100	109,700	125,400
12343Y	Manager AX 3	59,400	74,300	89,100	104,100	118,900
12342Y	Manager AX 2	56,600	70,800	84,900	99,100	113,200
12341Y	Manager AX 1	53,800	67,300	80,700	94,100	107,500

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Human Resources

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12916Y	Sr Administrator AX 3	103,100	128,900	154,700	180,500	206,200
12915Y	Sr Administrator AX 2	89,300	111,600	133,900	156,300	178,600
12914Y	Sr Administrator AX 1	75,300	94,100	113,100	131,900	150,700
12913Y	Administrator AX 3	69,300	86,600	104,000	121,300	138,600
12912Y	Administrator AX 2	61,600	77,000	92,400	107,800	123,200
12911Y	Administrator AX 1	53,800	67,300	80,700	94,100	107,500
12226N	Sr Analyst AX 3	53,900	67,300	80,900	94,300	107,700
12225N	Sr Analyst AX 2	51,300	64,100	77,000	89,800	102,600
12224N	Sr Analyst AX 1	48,700	60,900	73,200	85,300	97,500
12223N	Analyst AX 3	47,800	59,700	71,700	83,600	95,600
12222N	Analyst AX 2	45,500	56,900	68,300	79,600	91,000
12221N	Analyst AX 1	43,200	54,100	64,900	75,600	86,500
12216N	Sr Specialist AX 3	49,900	62,400	74,800	87,300	99,800
12215N	Sr Specialist AX 2	47,500	59,400	71,200	83,100	95,000
12214N	Sr Specialist AX 1	45,100	56,400	67,600	78,900	90,300
12213N	Specialist AX 3	41,800	52,300	62,700	73,200	83,600
12212N	Specialist AX 2	39,800	49,800	59,700	69,700	79,600
12211N	Specialist AX 1	37,800	47,300	56,700	66,200	75,600
30236N	Sr Analyst PC 3	56,200	70,200	84,300	98,300	112,400
30235N	Sr Analyst PC 2	53,500	66,900	80,300	93,600	107,000
30234N	Sr Analyst PC 1	50,800	63,600	76,300	88,900	101,700
30233N	Analyst PC 3	46,300	57,900	69,400	81,100	92,600
30232N	Analyst PC 2	44,100	55,100	66,100	77,200	88,200
30231N	Analyst PC 1	41,900	52,300	62,800	73,300	83,800
30246N	Sr Category Manager 3	84,700	105,900	127,200	148,300	169,500
30245N	Sr Category Manager 2	80,700	100,900	121,100	141,200	161,400
30244N	Sr Category Manager 1	76,700	95,900	115,000	134,100	153,300
30243N	Category Manager 3	68,000	85,100	102,100	119,100	136,100
30242N	Category Manager 2	64,800	81,000	97,200	113,400	129,600
30241N	Category Manager 1	61,600	77,000	92,300	107,700	123,100
30216N	Sr Buyer PC 3	52,400	65,500	78,500	91,700	104,800
30215N	Sr Buyer PC 2	49,900	62,400	74,800	87,300	99,800
30214N	Sr Buyer PC 1	47,400	59,300	71,100	82,900	94,800
30213N	Buyer PC 3	42,900	53,700	64,500	75,200	85,900
30212N	Buyer PC 2	40,900	51,100	61,400	71,600	81,800
30211N	Buyer PC 1	38,900	48,500	58,300	68,000	77,700

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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

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