

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

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
19613Y	Deputy Chief Officer Administration 3	212,700	266,000	319,100	372,300	OPEN
19612Y	Deputy Chief Officer Administration 2	202,600	253,300	303,900	354,600	405,200
19611Y	Deputy Chief Officer Administration 1	192,500	240,600	288,700	336,900	384,900
19823Y	Chief of Staff President's Office 3	209,500	261,900	314,200	366,600	OPEN
19822Y	Chief of Staff President's Office 2	199,500	249,400	299,200	349,100	399,000
19821Y	Chief of Staff President's Office 1	189,500	236,900	284,200	331,600	379,100
19816Y	Sr Advisor to Leadership GA 3	169,400	211,700	254,100	296,400	OPEN
19815Y	Sr Advisor to Leadership GA 2	161,300	201,600	242,000	282,300	322,600
19814Y	Sr Advisor to Leadership GA 1	153,200	191,500	229,900	268,200	306,500
19513Y	Chief of Staff Exec Ldrshp GA 3	167,600	209,500	251,400	293,300	OPEN
19512Y	Chief of Staff Exec Ldrshp GA 2	159,600	199,500	239,400	279,300	319,200
19511Y	Chief of Staff Exec Ldrshp GA 1	151,600	189,500	227,400	265,300	303,200
19426Y	Sr Strategic Planning Director 3	132,400	165,500	198,700	231,700	264,800
19425Y	Sr Strategic Planning Director 2	126,100	157,600	189,200	220,700	252,200
19424Y	Sr Strategic Planning Director 1	119,800	149,700	179,700	209,700	239,600
19423Y	Strategic Planning Director 3	110,100	137,700	165,200	192,800	220,300
19422Y	Strategic Planning Director 2	104,900	131,100	157,300	183,600	209,800
19421Y	Strategic Planning Director 1	99,700	124,500	149,400	174,400	199,300
19416Y	Sr Director Administration 3	105,500	131,900	158,200	184,700	211,100
19415Y	Sr Director Administration 2	100,500	125,600	150,700	175,900	201,000
19414Y	Sr Director Administration 1	95,500	119,300	143,200	167,100	191,000
19413Y	Director Administration 3	89,800	112,200	134,700	157,100	179,600
19412Y	Director Administration 2	85,500	106,900	128,300	149,600	171,000
19411Y	Director Administration 1	81,200	101,600	121,900	142,100	162,500
19326Y	Sr Manager Administration 3	78,100	97,700	117,200	136,700	156,200
19325Y	Sr Manager Administration 2	74,400	93,000	111,600	130,200	148,800
19324Y	Sr Manager Administration 1	70,700	88,400	106,000	123,700	141,400
19323Y	Manager Administration 3	63,700	79,700	95,700	111,500	127,500
19322Y	Manager Administration 2	60,700	75,900	91,100	106,200	121,400
19321Y	Manager Administration 1	57,700	72,100	86,500	100,900	115,300

**Last Updated: 07/12/2024**



# Human Resources

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
19916Y	Sr Administrator GA 3	105,500	131,900	158,200	184,700	211,100
19915Y	Sr Administrator GA 2	93,400	116,800	140,100	163,500	186,800
19914Y	Sr Administrator GA 1	81,200	101,600	121,900	142,100	162,500
19913Y	Administrator GA 3	78,100	97,700	117,200	136,700	156,200
19912Y	Administrator GA 2	67,900	84,900	101,900	118,800	135,800
19911Y	Administrator GA 1	57,700	72,100	86,500	100,900	115,300
19523Y	Ombudsperson GA 3	100,900	126,100	151,300	176,600	201,800
19522Y	Ombudsperson GA 2	96,100	120,100	144,100	168,200	192,200
19521Y	Ombudsperson GA 1	91,300	114,100	136,900	159,800	182,600
19293N	Presidential Aide GA 3	56,800	71,000	85,200	99,400	113,600
19292N	Presidential Aide GA 2	54,100	67,600	81,100	94,700	108,200
19291N	Presidential Aide GA 1	51,400	64,200	77,000	90,000	102,800
19286N	Sr Office Manager GA 3	49,200	61,500	73,800	86,200	98,500
19285N	Sr Office Manager GA 2	46,900	58,600	70,300	82,100	93,800
19284N	Sr Office Manager GA 1	44,600	55,700	66,800	78,000	89,100
19283N	Office Manager GA 3	41,500	51,900	62,300	72,600	83,000
19282N	Office Manager GA 2	39,500	49,400	59,300	69,100	79,000
19281N	Office Manager GA 1	37,500	46,900	56,300	65,600	75,100
19126N	Sr Special Assistant GA 3	68,800	86,000	103,200	120,300	137,600
19125N	Sr Special Assistant GA 2	65,500	81,900	98,300	114,600	131,000
19124N	Sr Special Assistant GA 1	62,200	77,800	93,400	108,900	124,500
19123N	Special Assistant GA 3	56,600	70,800	84,900	99,000	113,200
19122N	Special Assistant GA 2	53,900	67,400	80,900	94,300	107,800
19121N	Special Assistant GA 1	51,200	64,000	76,900	89,600	102,400
19116N	Sr Exec Administrative Assistant GA 3	53,900	67,300	80,900	94,300	107,700
19115N	Sr Exec Administrative Assistant GA 2	51,300	64,100	77,000	89,800	102,600
19114N	Sr Exec Administrative Assistant GA 1	48,700	60,900	73,200	85,300	97,500
19113N	Exec Administrative Assistant GA 3	45,900	57,300	68,800	80,300	91,800
19112N	Exec Administrative Assistant GA 2	43,700	54,600	65,500	76,500	87,400
19111N	Exec Administrative Assistant GA 1	41,500	51,900	62,200	72,700	83,000

Last Updated: 07/12/2024

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
19036N	Sr Administrative Coordinator GA 3	40,400	50,500	60,600	70,800	80,900
19035N	Sr Administrative Coordinator GA 2	38,500	48,100	57,700	67,400	77,000
19034N	Sr Administrative Coordinator GA 1	36,600	45,700	54,800	64,000	73,200
19033N	Administrative Coordinator GA 3	35,900	44,900	53,900	62,900	71,800
19032N	Administrative Coordinator GA 2	34,200	42,800	51,300	59,900	68,400
19031N	Administrative Coordinator GA 1	32,500	40,700	48,700	56,900	65,000
19026N	Sr Customer Service Rep GA 3	33,400	41,800	50,100	58,500	66,800
19025N	Sr Customer Service Rep GA 2	31,800	39,800	47,700	55,700	63,600
19024N	Sr Customer Service Rep GA 1	30,200	37,800	45,300	52,900	60,400
19023N	Customer Service Rep GA 3	26,700	33,400	40,000	46,700	53,300
19022N	Customer Service Rep GA 2	25,400	31,800	38,100	44,500	50,800
19021N	Customer Service Rep GA 1 *	24,960	30,200	36,200	42,300	48,300
19016N	Sr Administrative Assistant GA 3	29,900	37,400	44,800	52,400	59,900
19015N	Sr Administrative Assistant GA 2	28,500	35,600	42,700	49,900	57,000
19014N	Sr Administrative Assistant GA 1	27,100	33,800	40,600	47,400	54,200
19013N	Administrative Assistant GA 3	25,400	31,800	38,100	44,500	50,800
19012N	Administrative Assistant GA 2 *	24,960	30,300	36,300	42,400	48,400
19011N	Administrative Assistant GA 1 *	24,960	28,800	34,500	40,300	46,000
19206Y	Sr Trainer/Instructor GA 3	61,300	76,700	92,000	107,300	122,600
19205Y	Sr Trainer/Instructor GA 2	58,400	73,000	87,600	102,200	116,800
19204Y	Sr Trainer/Instructor GA 1	55,500	69,400	83,200	97,100	111,000
19203Y	Trainer/Instructor GA 3	52,800	66,000	79,200	92,400	105,600
19202Y	Trainer/Instructor GA 2	50,300	62,900	75,400	88,000	100,600
19201Y	Trainer/Instructor GA 1	47,800	59,800	71,600	83,600	95,600
19046N	Sr Cook GA 3	29,300	36,600	44,000	51,200	58,600
19045N	Sr Cook GA 2	27,900	34,900	41,900	48,800	55,800
19044N	Sr Cook GA 1	26,500	33,200	39,800	46,400	53,000
19043N	Cook GA 3	25,200	31,500	37,800	44,100	50,400
19042N	Cook GA 2 *	24,960	30,000	36,000	42,000	48,000
19041N	Cook GA 1 *	24,960	28,500	34,200	39,900	45,600
19276Y	Sr Project Director GA 3	128,400	160,500	192,700	224,700	256,800
19275Y	Sr Project Director GA 2	122,300	152,900	183,500	214,000	244,600
19274Y	Sr Project Director GA 1	116,200	145,300	174,300	203,300	232,400
19273Y	Project Director GA 3	109,200	136,500	163,800	191,100	218,400
19272Y	Project Director GA 2	104,000	130,000	156,000	182,000	208,000
19271Y	Project Director GA 1	98,800	123,500	148,200	172,900	197,600

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Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
19266Y	Sr Project Manager GA 3	94,200	117,700	141,200	164,900	188,400
19265Y	Sr Project Manager GA 2	89,700	112,100	134,500	157,000	179,400
19264Y	Sr Project Manager GA 1	85,200	106,500	127,800	149,200	170,400
19263Y	Project Manager GA 3	80,100	100,200	120,100	140,200	160,200
19262Y	Project Manager GA 2	76,300	95,400	114,400	133,500	152,600
19261Y	Project Manager GA 1	72,500	90,600	108,700	126,800	145,000
19256N	Sr Project Analyst GA 3	61,600	77,100	92,500	107,800	123,300
19255N	Sr Project Analyst GA 2	58,700	73,400	88,100	102,700	117,400
19254N	Sr Project Analyst GA 1	55,800	69,700	83,700	97,600	111,500
19253N	Project Analyst GA 3	54,000	67,500	81,000	94,500	107,900
19252N	Project Analyst GA 2	51,400	64,300	77,100	90,000	102,800
19251N	Project Analyst GA 1	48,800	61,100	73,200	85,500	97,700
19246N	Sr Project Administrator GA 3	50,100	62,600	75,100	87,700	100,200
19245N	Sr Project Administrator GA 2	47,700	59,600	71,500	83,500	95,400
19244N	Sr Project Administrator GA 1	45,300	56,600	67,900	79,300	90,600
19243N	Project Administrator GA 3	43,600	54,500	65,300	76,200	87,200
19242N	Project Administrator GA 2	41,500	51,900	62,200	72,600	83,000
19241N	Project Administrator GA 1	39,400	49,300	59,100	69,000	78,900
19236Y	Sr Program Director GA 3	93,300	116,700	140,100	163,400	186,700
19235Y	Sr Program Director GA 2	88,900	111,100	133,400	155,600	177,800
19234Y	Sr Program Director GA 1	84,500	105,500	126,700	147,800	168,900
19233Y	Program Director GA 3	79,400	99,200	119,100	138,900	158,800
19232Y	Program Director GA 2	75,600	94,500	113,400	132,300	151,200
19231Y	Program Director GA 1	71,800	89,800	107,700	125,700	143,600
19226Y	Sr Program Manager GA 3	70,900	88,600	106,400	124,000	141,800
19225Y	Sr Program Manager GA 2	67,500	84,400	101,300	118,100	135,000
19224Y	Sr Program Manager GA 1	64,100	80,200	96,200	112,200	128,300
19223Y	Program Manager GA 3	60,900	76,100	91,400	106,600	121,800
19222Y	Program Manager GA 2	58,000	72,500	87,000	101,500	116,000
19221Y	Program Manager GA 1	55,100	68,900	82,700	96,400	110,200
19216N	Sr Program Specialist GA 3	42,900	53,700	64,400	75,200	85,900
19215N	Sr Program Specialist GA 2	40,900	51,100	61,300	71,600	81,800
19214N	Sr Program Specialist GA 1	38,900	48,500	58,200	68,000	77,700
19213N	Program Specialist GA 3	36,900	46,100	55,300	64,500	73,700
19212N	Program Specialist GA 2	35,100	43,900	52,700	61,400	70,200
19211N	Program Specialist GA 1	33,300	41,700	50,100	58,300	66,700

Last Updated: 07/12/2024



\* Range updated to reflect Virginia's minimum wage of \$12.00 per hour effective 1/1/2023.

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:** 07/12/2024