

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

| Job Code | Job Title                             | Minimum \$ | 25th \$ | Midpoint \$ | 75th \$ | Maximum \$ |
|----------|---------------------------------------|------------|---------|-------------|---------|------------|
| 19713Y   | Chief Officer Administration 3        | 296,200    | 370,200 | 444,300     | 518,400 | OPEN       |
| 19712Y   | Chief Officer Administration 2        | 282,100    | 352,600 | 423,100     | 493,700 | 564,200    |
| 19711Y   | Chief Officer Administration 1        | 253,600    | 317,000 | 380,400     | 443,800 | 507,200    |
| 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: 03/26/2024**

| 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     |

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|----------|------------------------------------|------------|---------|-------------|---------|------------|
| 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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|----------|-------------------------------|------------|---------|-------------|---------|------------|
| 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: 03/26/2024



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

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