

**VCU Market-Based Salary Ranges - March, 2024**  
**Job Family: Human Resources**

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
23713Y	Chief HR Officer 3	239,900	299,900	359,800	419,900	OPEN
23712Y	Chief HR Officer 2	228,500	285,600	342,700	399,900	457,000
23711Y	Chief HR Officer 1	217,100	271,300	325,600	379,900	434,200
23613Y	Deputy Chief HR Officer 3	158,800	198,500	238,100	277,800	OPEN
23612Y	Deputy Chief HR Officer 2	151,200	189,000	226,800	264,600	302,400
23611Y	Deputy Chief HR Officer 1	143,600	179,600	215,500	251,400	287,300
23416Y	Sr Director HR 3	120,500	150,700	180,800	210,900	241,100
23415Y	Sr Director HR 2	114,800	143,500	172,200	200,900	229,600
23414Y	Sr Director HR 1	109,100	136,300	163,600	190,900	218,100
23413Y	Director HR 3	104,900	131,100	157,300	183,500	209,800
23412Y	Director HR 2	99,900	124,900	149,800	174,800	199,800
23411Y	Director HR 1	94,900	118,700	142,300	166,100	189,800
23336Y	Sr Manager HR 3	88,700	110,900	133,100	155,300	177,500
23335Y	Sr Manager HR 2	84,500	105,600	126,800	147,900	169,000
23334Y	Sr Manager HR 1	80,300	100,300	120,500	140,500	160,600
23333Y	Manager HR 3	76,200	95,300	114,300	133,500	152,500
23332Y	Manager HR 2	72,600	90,800	108,900	127,100	145,200
23331Y	Manager HR 1	69,000	86,300	103,500	120,700	137,900
23916Y	Sr Administrator HR 3	120,500	150,700	180,800	210,900	241,100
23915Y	Sr Administrator HR 2	107,700	134,600	161,500	188,500	215,400
23914Y	Sr Administrator HR 1	94,900	118,700	142,300	166,100	189,800
23913Y	Administrator HR 3	88,700	110,900	133,100	155,300	177,500
23912Y	Administrator HR 2	78,900	98,600	118,300	138,100	157,800
23911Y	Administrator HR 1	69,000	86,300	103,500	120,700	137,900
23346Y	Sr HR Business Partner 3	84,200	105,300	126,300	147,400	168,400
23345Y	Sr HR Business Partner 2	80,200	100,300	120,300	140,400	160,400
23344Y	Sr HR Business Partner 1	76,200	95,300	114,300	133,400	152,400
23343Y	HR Business Partner 3	71,600	89,600	107,400	125,400	143,200
23342Y	HR Business Partner 2	68,200	85,300	102,300	119,400	136,400
23341Y	HR Business Partner 1	64,800	81,000	97,200	113,400	129,600

Last Updated: 09/09/2024

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
23326N	HR Supervisor 3	61,800	77,300	92,800	108,300	123,700
23325N	HR Supervisor 2	58,900	73,600	88,400	103,100	117,800
23324N	HR Supervisor 1	56,000	69,900	84,000	97,900	111,900
23323N	HR Supervisor 3	53,900	67,300	80,700	94,300	107,700
23322N	HR Supervisor 2	51,300	64,100	76,900	89,800	102,600
23321N	HR Supervisor 1	48,700	60,900	73,100	85,300	97,500
23226N	HR Sr Generalist 3	60,900	76,100	91,400	106,600	121,800
23225N	HR Sr Generalist 2	58,000	72,500	87,000	101,500	116,000
23224N	HR Sr Generalist 1	55,100	68,900	82,700	96,400	110,200
23223N	HR Generalist 3	48,300	60,400	72,500	84,500	96,600
23222N	HR Generalist 2	46,000	57,500	69,000	80,500	92,000
23221N	HR Generalist 1	43,700	54,600	65,600	76,500	87,400
23216N	Sr HR Specialist 3	56,400	70,500	84,500	98,700	112,800
23215N	Sr HR Specialist 2	53,700	67,100	80,500	94,000	107,400
23214N	Sr HR Specialist 1	51,000	63,700	76,500	89,300	102,000
23213N	HR Specialist 3	47,800	59,700	71,600	83,600	95,600
23212N	HR Specialist 2	45,500	56,900	68,200	79,600	91,000
23211N	HR Specialist 1	43,200	54,100	64,800	75,600	86,500
23116N	Sr HR Coordinator 3	42,700	53,400	64,100	74,800	85,500
23115N	Sr HR Coordinator 2	40,700	50,900	61,000	71,200	81,400
23114N	Sr HR Coordinator 1	38,700	48,400	58,000	67,600	77,300
23113N	HR Coordinator 3	38,200	47,800	57,300	66,900	76,400
23112N	HR Coordinator 2	36,400	45,500	54,600	63,700	72,800
23111N	HR Coordinator 1	34,600	43,200	51,900	60,500	69,200
23016N	Sr HR Assistant 3	34,000	42,500	51,000	59,500	68,000
23015N	Sr HR Assistant 2	32,400	40,500	48,600	56,700	64,800
23014N	Sr HR Assistant 1	30,800	38,500	46,200	53,900	61,600
23013N	HR Assistant 3	30,600	38,200	45,900	53,400	61,100
23012N	HR Assistant 2	29,100	36,400	43,700	50,900	58,200
23011N	HR Assistant 1	27,600	34,600	41,500	48,400	55,300

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