

**VCU Market-Based Salary Ranges - March, 2024**  
**Job Family: Legal, Audit and Compliance**

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
25653Y	Vice President Government Relations LG 3	170,000	212,500	255,000	297,500	OPEN
25652Y	Vice President Government Relations LG 2	161,900	202,400	242,900	283,300	323,800
25651Y	Vice President Government Relations LG 1	153,800	192,300	230,800	269,100	307,600
25663Y	Chief Diversity Officer LG 3	213,900	267,300	320,800	374,300	OPEN
25662Y	Chief Diversity Officer LG 2	203,700	254,600	305,500	356,500	407,400
25661Y	Chief Diversity Officer LG 1	193,500	241,900	290,200	338,700	387,000
25643Y	Exec Director Audit 3	176,200	220,300	264,300	308,400	OPEN
25642Y	Exec Director Audit 2	167,800	209,800	251,700	293,700	335,600
25641Y	Exec Director Audit 1	159,400	199,300	239,100	279,000	318,800
25713Y	University Counsel LG 3	302,800	378,500	454,200	529,900	OPEN
25712Y	University Counsel LG 2	288,400	360,500	432,600	504,700	576,800
25711Y	University Counsel LG 1	274,000	342,500	411,000	479,500	548,000
25516Y	Assoc University Counsel LG 3	118,900	148,600	178,300	208,000	OPEN
25515Y	Assoc University Counsel LG 2	113,200	141,500	169,800	198,100	226,400
25514Y	Assoc University Counsel LG 1	107,500	134,400	161,300	188,200	215,100
25513Y	Asst University Counsel LG 3	107,000	133,800	160,400	187,200	OPEN
25512Y	Asst University Counsel LG 2	101,900	127,400	152,800	178,300	203,800
25511Y	Asst University Counsel LG 1	96,800	121,000	145,200	169,400	193,600
25303Y	Law Fellow LG 3	83,700	104,600	125,600	146,500	167,400
25302Y	Law Fellow LG 2	79,700	99,600	119,600	139,500	159,400
25301Y	Law Fellow LG 1	75,700	94,600	113,600	132,500	151,400
25636Y	Assoc Vice President Equity & Access LG 3	162,500	203,200	243,800	284,400	OPEN
25635Y	Assoc Vice President Equity & Access LG 2	154,800	193,500	232,200	270,900	309,600
25634Y	Assoc Vice President Equity & Access LG 1	147,100	183,800	220,600	257,400	294,100
25613Y	Executive Director LG 3	150,500	188,100	225,600	263,300	OPEN
25612Y	Executive Director LG 2	143,300	179,100	214,900	250,800	286,600
25611Y	Executive Director LG 1	136,100	170,100	204,200	238,300	272,300
25243Y	Board of Visitors Secretary LG 3	125,100	156,300	187,600	218,800	250,100
25242Y	Board of Visitors Secretary LG 2	119,100	148,900	178,700	208,400	238,200
25241Y	Board of Visitors Secretary LG 1	113,100	141,500	169,800	198,000	226,300

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25416Y	Sr Director LG 3	124,300	155,400	186,500	217,600	248,600
25415Y	Sr Director LG 2	118,400	148,000	177,600	207,200	236,800
25414Y	Sr Director LG 1	112,500	140,600	168,700	196,800	225,000
25413Y	Director LG 3	111,400	139,200	167,200	195,000	222,800
25412Y	Director LG 2	106,100	132,600	159,200	185,700	212,200
25411Y	Director LG 1	100,800	126,000	151,200	176,400	201,600
25343Y	Deputy Director LG 3	97,800	122,200	146,600	171,000	195,500
25342Y	Deputy Director LG 2	93,100	116,400	139,600	162,900	186,200
25341Y	Deputy Director LG 1	88,400	110,600	132,600	154,800	176,900
25336Y	Sr Manager LG 3	87,500	109,300	131,300	153,100	174,900
25335Y	Sr Manager LG 2	83,300	104,100	125,000	145,800	166,600
25334Y	Sr Manager LG 1	79,100	98,900	118,800	138,500	158,300
25333Y	Manager LG 3	77,400	96,700	116,000	135,500	154,800
25332Y	Manager LG 2	73,700	92,100	110,500	129,000	147,400
25331Y	Manager LG 1	70,000	87,500	105,000	122,600	140,000
25916Y	Sr Administrator LG 3	124,300	155,400	186,500	217,600	248,600
25915Y	Sr Administrator LG 2	112,500	140,600	168,800	196,900	225,000
25914Y	Sr Administrator LG 1	100,800	126,000	151,200	176,400	201,600
25913Y	Administrator LG 3	87,500	109,300	131,300	153,100	174,900
25912Y	Administrator LG 2	78,700	98,400	118,100	137,700	157,400
25911Y	Administrator LG 1	70,000	87,500	105,000	122,600	140,000
25236N	Sr Specialist LG 3	64,500	80,600	96,700	112,900	128,900
25235N	Sr Specialist LG 2	61,400	76,800	92,100	107,500	122,800
25234N	Sr Specialist LG 1	58,300	73,000	87,500	102,100	116,700
25233N	Specialist LG 3	48,200	60,300	72,200	84,300	96,400
25232N	Specialist LG 2	45,900	57,400	68,800	80,300	91,800
25231N	Specialist LG 1	43,600	54,500	65,400	76,300	87,200
25226N	Sr Analyst LG 3	54,700	68,400	82,100	95,800	109,400
25225N	Sr Analyst LG 2	52,100	65,100	78,200	91,200	104,200
25224N	Sr Analyst LG 1	49,500	61,800	74,300	86,600	99,000
25223N	Analyst LG 3	46,800	58,600	70,200	82,000	93,700
25222N	Analyst LG 2	44,600	55,800	66,900	78,100	89,200
25221N	Analyst LG 1	42,400	53,000	63,600	74,200	84,700

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25016N	Sr Legal Assistant LG 3 ( <i>Paralegal</i> )	60,600	75,700	90,900	106,100	121,200
25015N	Sr Legal Assistant LG 2 ( <i>Paralegal</i> )	57,700	72,100	86,600	101,000	115,400
25014N	Sr Legal Assistant LG 1 ( <i>Paralegal</i> )	54,800	68,500	82,300	96,000	109,600
25013N	Legal Assistant LG 3 ( <i>Paralegal</i> )	48,800	61,000	73,300	85,500	97,700
25012N	Legal Assistant LG 2 ( <i>Paralegal</i> )	46,500	58,100	69,800	81,400	93,000
25011N	Legal Assistant LG 1 ( <i>Paralegal</i> )	44,200	55,200	66,300	77,300	88,400
25216N	Sr Auditor LG 3	64,200	80,200	96,300	112,200	128,300
25215N	Sr Auditor LG 2	61,100	76,400	91,700	106,900	122,200
25214N	Sr Auditor LG 1	58,000	72,600	87,100	101,600	116,100
25213N	Auditor LG 3	50,000	62,500	75,000	87,500	100,000
25212N	Auditor LG 2	47,600	59,500	71,400	83,300	95,200
25211N	Auditor LG 1	45,200	56,500	67,800	79,100	90,400
25206N	Sr IT Auditor LG 3	72,900	91,100	109,300	127,600	145,700
25205N	Sr IT Auditor LG 2	69,400	86,800	104,100	121,500	138,800
25204N	Sr IT Auditor LG 1	65,900	82,500	98,900	115,400	131,900
25203N	IT Auditor LG 3	59,700	74,700	89,600	104,600	119,500
25202N	IT Auditor LG 2	56,900	71,100	85,300	99,600	113,800
25201N	IT Auditor LG 1	54,100	67,500	81,000	94,600	108,100
25116N	Sr Coordinator LG 3	41,300	51,600	61,800	72,200	82,500
25115N	Sr Coordinator LG 2	39,300	49,100	58,900	68,800	78,600
25114N	Sr Coordinator LG 1	37,300	46,600	56,000	65,400	74,700
25113N	Coordinator LG 3	36,400	45,600	54,600	63,700	72,900
25112N	Coordinator LG 2	34,700	43,400	52,000	60,700	69,400
25111N	Coordinator LG 1	33,000	41,200	49,400	57,700	65,900
26713Y	Chief C/G Officer 3	143,300	179,100	214,900	250,800	OPEN
26712Y	Chief C/G Officer 2	136,500	170,600	204,700	238,900	273,000
26711Y	Chief C/G Officer 1	129,700	162,100	194,500	227,000	259,400
26516Y	Sr Contracts & Grants Officer 3	128,900	161,200	193,400	225,600	OPEN
26515Y	Sr Contracts & Grants Officer 2	122,800	153,500	184,200	214,900	245,600
26514Y	Sr Contracts & Grants Officer 1	116,700	145,800	175,000	204,200	233,300
26513Y	Contracts & Grants Officer 3	116,600	145,700	174,800	204,000	OPEN
26512Y	Contracts & Grants Officer 2	111,000	138,800	166,500	194,300	222,000
26511Y	Contracts & Grants Officer 1	105,500	131,900	158,200	184,600	210,900

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26416Y	Sr Director C/G 3	105,000	131,300	157,500	183,800	210,000
26415Y	Sr Director C/G 2	100,000	125,000	150,000	175,000	200,000
26414Y	Sr Director C/G 1	95,000	118,800	142,500	166,300	190,000
26413Y	Director C/G 3	93,300	116,700	140,000	163,400	186,700
26412Y	Director C/G 2	88,900	111,100	133,300	155,600	177,800
26411Y	Director C/G 1	84,500	105,500	126,600	147,800	168,900
26336Y	Sr Manager C/G 3	83,900	104,900	125,800	146,800	167,800
26335Y	Sr Manager C/G 2	79,900	99,900	119,800	139,800	159,800
26334Y	Sr Manager C/G 1	75,900	94,900	113,800	132,800	151,800
26333Y	Manager C/G 3	70,600	88,200	105,800	123,500	141,100
26332Y	Manager C/G 2	67,200	84,000	100,800	117,600	134,400
26331Y	Manager C/G 1	63,800	79,800	95,800	111,700	127,700
26916Y	Sr Administrator C/G 3	105,000	131,300	157,500	183,800	210,000
26915Y	Sr Administrator C/G 2	94,700	118,400	142,000	165,700	189,400
26914Y	Sr Administrator C/G 1	84,500	105,500	126,600	147,800	168,900
26913Y	Administrator C/G 3	83,900	104,900	125,800	146,800	167,800
26912Y	Administrator C/G 2	73,900	92,400	110,800	129,300	147,800
26911Y	Administrator C/G 1	63,800	79,800	95,800	111,700	127,700
26216N	Sr Specialist CG 3	54,300	67,800	81,400	95,000	108,600
26215N	Sr Specialist CG 2	51,700	64,600	77,500	90,500	103,400
26214N	Sr Specialist CG 1	49,100	61,400	73,600	86,000	98,200
26213N	Contracts & Grants Specialist 3	46,300	57,900	69,500	81,100	92,600
26212N	Contracts & Grants Specialist 2	44,100	55,100	66,200	77,200	88,200
26211N	Contracts & Grants Specialist 1	41,900	52,300	62,900	73,300	83,800
26116N	Sr Contracts & Grants Coordinator 3	41,100	51,300	61,600	71,800	82,100
26115N	Sr Contracts & Grants Coordinator 2	39,100	48,900	58,700	68,400	78,200
26114N	Sr Contracts & Grants Coordinator 1	37,100	46,500	55,800	65,000	74,300
26113N	Contracts & Grants Coordinator 3	36,000	45,000	54,100	63,000	72,000
26112N	Contracts & Grants Coordinator 2	34,300	42,900	51,500	60,000	68,600
26111N	Contracts & Grants Coordinator 1	32,600	40,800	48,900	57,000	65,200

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