

**VCU Market-Based Salary Ranges - March, 2025**  
**Job Family: Public Safety & Security**

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
31813Y	Assoc VP Public Safety 3	175,900	219,900	263,900	307,800	OPEN
31812Y	Assoc VP Public Safety 2	167,500	209,400	251,300	293,100	335,000
31811Y	Assoc VP Public Safety 1	159,100	198,900	238,700	278,400	318,300
31716Y	Chief Public Safety Officer 3	155,100	193,800	232,600	271,400	310,200
31715Y	Chief Public Safety Officer 2	147,700	184,600	221,500	258,500	295,400
31714Y	Chief Public Safety Officer 1	140,300	175,400	210,400	245,600	280,600
31713Y	Deputy Chief Public Safety Officer 3	121,300	151,600	182,000	212,200	242,600
31712Y	Deputy Chief Public Safety Officer 2	115,500	144,400	173,300	202,100	231,000
31711Y	Deputy Chief Public Safety Officer 1	109,700	137,200	164,600	192,000	219,500
31613Y	Major Public Safety Officer 3	102,200	127,700	153,300	178,800	204,300
31612Y	Major Public Safety Officer 2	97,300	121,600	146,000	170,300	194,600
31611Y	Major Public Safety Officer 1	92,400	115,500	138,700	161,800	184,900
31426Y	Sr Dir Emergency Preparedness 3	95,000	118,800	142,600	166,300	190,100
31425Y	Sr Dir Emergency Preparedness 2	90,500	113,100	135,800	158,400	181,000
31424Y	Sr Dir Emergency Preparedness 1	86,000	107,400	129,000	150,500	172,000
31423Y	Dir Emergency Preparedness 3	84,000	105,000	126,000	147,000	168,000
31422Y	Dir Emergency Preparedness 2	80,000	100,000	120,000	140,000	160,000
31421Y	Dir Emergency Preparedness 1	76,000	95,000	114,000	133,000	152,000
31343Y	Asst Dir Emergency Preparedness 3	57,600	72,000	86,400	100,900	115,300
31342Y	Asst Dir Emergency Preparedness 2	54,900	68,600	82,300	96,100	109,800
31341Y	Asst Dir Emergency Preparedness 1	52,200	65,200	78,200	91,300	104,300
31336Y	Sr Manager PS 3	57,600	72,000	86,500	100,900	115,300
31335Y	Sr Manager PS 2	54,900	68,600	82,400	96,100	109,800
31334Y	Sr Manager PS 1	52,200	65,200	78,300	91,300	104,300
31333Y	Manager PS 3	51,200	64,100	76,900	89,700	102,500
31332Y	Manager PS 2	48,800	61,000	73,200	85,400	97,600
31331Y	Manager PS 1	46,400	58,000	69,500	81,100	92,700
31243N	Police Captain 3	84,700	105,900	127,200	148,300	169,500
31242N	Police Captain 2	80,700	100,900	121,100	141,200	161,400
31241N	Police Captain 1	76,700	95,900	115,000	134,100	153,300
31233N	Police Lieutenant 3	72,800	90,900	109,100	127,400	145,500
31232N	Police Lieutenant 2	69,300	86,600	103,900	121,300	138,600
31231N	Police Lieutenant 1	65,800	82,300	98,700	115,200	131,700

Last Updated: 3/12/2025

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
31223N	Police Sergeant 3	63,700	79,700	95,600	111,500	127,500
31222N	Police Sergeant 2	60,700	75,900	91,000	106,200	121,400
31221N	Police Sergeant 1	57,700	72,100	86,500	100,900	115,300
31216N	Sr Police Officer 3	53,200	66,600	79,900	93,100	106,500
31215N	Sr Police Officer 2	50,700	63,400	76,100	88,700	101,400
31214N	Sr Police Officer 1	48,200	60,200	72,300	84,300	96,300
31213N	Police Officer 3	46,100	57,600	69,100	80,600	92,200
31212N	Police Officer 2	43,900	54,900	65,800	76,800	87,800
31211N	Police Officer 1	41,700	52,200	62,500	73,000	83,400
31143N	LEAP Officer 3	46,100	57,600	69,100	80,600	92,200
31142N	LEAP Officer 2	43,900	54,900	65,800	76,800	87,800
31141N	LEAP Officer 1	41,700	52,200	62,500	73,000	83,400
19293N	Presidential Aide PS 3	63,300	79,200	95,000	110,800	126,600
19292N	Presidential Aide PS 2	60,300	75,400	90,500	105,500	120,600
19291N	Presidential Aide PS 1	57,300	71,600	86,000	100,200	114,600
31136N	Sr Public Safety Coordinator 3	41,800	52,300	62,700	73,200	83,600
31135N	Sr Public Safety Coordinator 2	39,800	49,800	59,700	69,700	79,600
31134N	Sr Public Safety Coordinator 1	37,800	47,300	56,700	66,200	75,600
31133N	Public Safety Coordinator 3	34,200	42,800	51,300	60,000	68,500
31132N	Public Safety Coordinator 2	32,600	40,800	48,900	57,100	65,200
31131N	Public Safety Coordinator 1	31,000	38,800	46,500	54,200	61,900
31126N	Sr Police Dispatcher 3	41,100	51,300	61,600	71,800	82,100
31125N	Sr Police Dispatcher 2	39,100	48,900	58,700	68,400	78,200
31124N	Sr Police Dispatcher 1	37,100	46,500	55,800	65,000	74,300
31123N	Police Dispatcher 3	35,700	44,600	53,600	62,500	71,400
31122N	Police Dispatcher 2	34,000	42,500	51,000	59,500	68,000
31121N	Police Dispatcher 1	32,300	40,400	48,500	56,500	64,600

NOTE: The salary threshold for exemptions to the federal overtime pay requirements under the Fair Labor Standards Act (FLSA) is \$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, 2025**

**Last Updated: 3/12/2025**