

VCU Market-Based Salary Ranges - March, 2024
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
31713Y	Deputy Chief Public Safety Officer 3	145,600	182,100	218,500	254,800	OPEN
31712Y	Deputy Chief Public Safety Officer 2	138,700	173,400	208,100	242,700	277,400
31711Y	Deputy Chief Public Safety Officer 1	131,800	164,700	197,700	230,600	263,500
31613Y	Major Public Safety Officer 3	96,300	120,300	144,400	168,500	192,600
31612Y	Major Public Safety Officer 2	91,700	114,600	137,500	160,500	183,400
31611Y	Major Public Safety Officer 1	87,100	108,900	130,600	152,500	174,200
31426Y	Sr Dir Emergency Preparedness 3	93,700	117,100	140,500	163,900	187,300
31425Y	Sr Dir Emergency Preparedness 2	89,200	111,500	133,800	156,100	178,400
31424Y	Sr Dir Emergency Preparedness 1	84,700	105,900	127,100	148,300	169,500
31423Y	Dir Emergency Preparedness 3	82,500	103,200	123,800	144,500	165,100
31422Y	Dir Emergency Preparedness 2	78,600	98,300	117,900	137,600	157,200
31421Y	Dir Emergency Preparedness 1	74,700	93,400	112,000	130,700	149,300
31343Y	Asst Dir Emergency Preparedness 3	55,500	69,400	83,300	97,200	111,100
31342Y	Asst Dir Emergency Preparedness 2	52,900	66,100	79,300	92,600	105,800
31341Y	Asst Dir Emergency Preparedness 1	50,300	62,800	75,300	88,000	100,500
31336Y	Sr Manager PS 3	55,800	69,700	83,700	97,500	111,500
31335Y	Sr Manager PS 2	53,100	66,400	79,700	92,900	106,200
31334Y	Sr Manager PS 1	50,400	63,100	75,700	88,300	100,900
31333Y	Manager PS 3	48,400	60,500	72,600	84,700	96,800
31332Y	Manager PS 2	46,100	57,600	69,100	80,700	92,200
31331Y	Manager PS 1	43,800	54,700	65,600	76,700	87,600
31243N	Police Captain 3	77,500	96,900	116,200	135,700	155,000
31242N	Police Captain 2	73,800	92,300	110,700	129,200	147,600
31241N	Police Captain 1	70,100	87,700	105,200	122,700	140,200
31233N	Police Lieutenant 3	66,400	83,000	99,500	116,100	132,700
31232N	Police Lieutenant 2	63,200	79,000	94,800	110,600	126,400
31231N	Police Lieutenant 1	60,000	75,100	90,100	105,100	120,100
31223N	Police Sergeant 3	54,500	68,100	81,700	95,300	109,000
31222N	Police Sergeant 2	51,900	64,900	77,800	90,800	103,800
31221N	Police Sergeant 1	49,300	61,700	73,900	86,300	98,600

Last Updated: 09/09/2024

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
31216N	Sr Police Officer 3	50,300	62,900	75,500	88,000	100,600
31215N	Sr Police Officer 2	47,900	59,900	71,900	83,800	95,800
31214N	Sr Police Officer 1	45,500	56,900	68,300	79,600	91,000
31213N	Police Officer 3	43,800	54,700	65,600	76,700	87,600
31212N	Police Officer 2	41,700	52,100	62,500	73,000	83,400
31211N	Police Officer 1	39,600	49,500	59,400	69,400	79,200
31143N	LEAP Officer 3	43,800	54,700	65,600	76,700	87,600
31142N	LEAP Officer 2	41,700	52,100	62,500	73,000	83,400
31141N	LEAP Officer 1	39,600	49,500	59,400	69,400	79,200
31136N	Sr Public Safety Coordinator 3	39,100	48,800	58,600	68,400	78,100
31135N	Sr Public Safety Coordinator 2	37,200	46,500	55,800	65,100	74,400
31134N	Sr Public Safety Coordinator 1	35,300	44,200	53,000	61,800	70,700
31133N	Public Safety Coordinator 3	31,700	39,700	47,600	55,500	63,400
31132N	Public Safety Coordinator 2	30,200	37,800	45,300	52,900	60,400
31131N	Public Safety Coordinator 1	28,700	35,900	43,000	50,300	57,400
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: 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

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