

## VCU Market-based Salary Ranges

### Job Family: Development

Job Code	Job Title	Minimum	25th	Midpoint	75th	Maximum
15713	Chief Development Officer 3	\$ 225,500	\$ 281,900	\$ 338,300	\$ 394,700	OPEN
15712	Chief Development Officer 2	\$ 214,800	\$ 268,500	\$ 322,200	\$ 375,900	\$ 429,600
15711	Chief Development Officer 1	\$ 204,600	\$ 255,800	\$ 306,900	\$ 358,000	\$ 409,100
15613	Deputy Development Officer 3	\$ 133,800	\$ 167,300	\$ 200,700	\$ 234,200	OPEN
15612	Deputy Development Officer 2	\$ 127,400	\$ 159,300	\$ 191,100	\$ 223,000	\$ 254,800
15611	Deputy Development Officer 1	\$ 121,300	\$ 151,700	\$ 182,000	\$ 212,400	\$ 242,700
15516	Sr Development Officer 3	\$ 110,100	\$ 137,700	\$ 165,200	\$ 192,700	OPEN
15515	Sr Development Officer 2	\$ 104,900	\$ 131,100	\$ 157,300	\$ 183,600	\$ 209,800
15514	Sr Development Officer 1	\$ 99,900	\$ 124,900	\$ 149,800	\$ 174,800	\$ 199,800
15513	Development Officer 3	\$ 97,800	\$ 122,200	\$ 146,600	\$ 171,100	OPEN
15512	Development Officer 2	\$ 93,100	\$ 116,400	\$ 139,600	\$ 162,900	\$ 186,200
15511	Development Officer 1	\$ 88,700	\$ 110,900	\$ 133,000	\$ 155,200	\$ 177,300
15416	Sr Director DV 3	\$ 74,000	\$ 92,500	\$ 111,000	\$ 129,500	\$ 148,000
15415	Sr Director DV 2	\$ 70,600	\$ 88,300	\$ 105,900	\$ 123,600	\$ 141,200
15414	Sr Director DV 1	\$ 67,100	\$ 83,900	\$ 100,700	\$ 117,500	\$ 134,200
15413	Director DV 3	\$ 69,000	\$ 86,300	\$ 103,500	\$ 120,800	\$ 138,000
15412	Director DV 2	\$ 65,800	\$ 82,300	\$ 98,700	\$ 115,200	\$ 131,600
15411	Director DV 1	\$ 62,600	\$ 78,300	\$ 93,900	\$ 109,600	\$ 125,200
15336	Assoc Director DV 3	\$ 52,600	\$ 65,800	\$ 78,900	\$ 92,100	\$ 105,200
15335	Assoc Director DV 2	\$ 50,200	\$ 62,800	\$ 75,300	\$ 87,900	\$ 100,400
15334	Assoc Director DV 1	\$ 47,700	\$ 59,700	\$ 71,600	\$ 83,500	\$ 95,400
15333	Asst Director DV 3	\$ 46,800	\$ 58,500	\$ 70,200	\$ 81,900	\$ 93,600
15332	Asst Director DV 2	\$ 44,700	\$ 55,900	\$ 67,100	\$ 78,300	\$ 89,400
15331	Asst Director DV 1	\$ 42,500	\$ 53,200	\$ 63,800	\$ 74,400	\$ 85,000
15326	Sr Manager DV 3	\$ 51,600	\$ 64,500	\$ 77,400	\$ 90,300	\$ 103,200
15325	Sr Manager DV 2	\$ 49,200	\$ 61,500	\$ 73,800	\$ 86,100	\$ 98,400
15324	Sr Manager DV 1	\$ 46,800	\$ 58,500	\$ 70,200	\$ 81,900	\$ 93,600
15323	Manager DV 3	\$ 44,900	\$ 56,200	\$ 67,400	\$ 78,600	\$ 89,800
15322	Manager DV 2	\$ 42,900	\$ 53,700	\$ 64,400	\$ 75,100	\$ 85,800
15321	Manager DV 1	\$ 40,800	\$ 51,000	\$ 61,200	\$ 71,400	\$ 81,600
15916	Sr Administrator DV 3	\$ 74,000	\$ 92,500	\$ 111,000	\$ 129,500	\$ 148,000
15915	Sr Administrator DV 2	\$ 68,300	\$ 85,400	\$ 102,500	\$ 119,600	\$ 136,600
15914	Sr Administrator DV 1	\$ 62,600	\$ 78,300	\$ 93,900	\$ 109,600	\$ 125,200
15913	Administrator DV 3	\$ 51,600	\$ 64,500	\$ 77,400	\$ 90,300	\$ 103,200
15912	Administrator DV 2	\$ 46,200	\$ 57,800	\$ 69,300	\$ 80,900	\$ 92,400
15911	Administrator DV 1	\$ 40,800	\$ 51,000	\$ 61,200	\$ 71,400	\$ 81,600
15246	Sr Major Gifts Officer DV 3	\$ 68,100	\$ 85,100	\$ 102,165	\$ 119,200	\$ 136,200
15245	Sr Major Gifts Officer DV 2	\$ 64,900	\$ 81,100	\$ 97,300	\$ 113,600	\$ 129,800
15244	Sr Major Gifts Officer DV 1	\$ 61,600	\$ 77,000	\$ 92,435	\$ 107,800	\$ 123,200
15243	Major Gifts Officer DV 3	\$ 54,500	\$ 68,100	\$ 81,690	\$ 95,300	\$ 109,000
15242	Major Gifts Officer DV 2	\$ 51,900	\$ 64,900	\$ 77,800	\$ 90,800	\$ 103,800
15241	Major Gifts Officer DV 1	\$ 49,300	\$ 61,600	\$ 73,910	\$ 86,300	\$ 98,600

<b>Job Code</b>	<b>Job Title</b>	<b>Minimum</b>	<b>25th</b>	<b>Midpoint</b>	<b>75th</b>	<b>Maximum</b>
15236	Sr Development Writer 3	\$ 48,400	\$ 60,600	\$ 72,700	\$ 84,800	\$ 96,800
15235	Sr Development Writer 2	\$ 46,100	\$ 57,700	\$ 69,200	\$ 80,700	\$ 92,200
15234	Sr Development Writer 1	\$ 43,900	\$ 54,900	\$ 65,900	\$ 76,900	\$ 87,800
15233	Development Writer 3	\$ 39,600	\$ 49,500	\$ 59,400	\$ 69,300	\$ 79,200
15232	Development Writer 2	\$ 37,700	\$ 47,200	\$ 56,600	\$ 66,000	\$ 75,400
15231	Development Writer 1	\$ 35,900	\$ 44,900	\$ 53,900	\$ 62,900	\$ 71,800
15226	Sr Fundraiser DV 3	\$ 41,200	\$ 51,500	\$ 61,740	\$ 72,100	\$ 82,400
15225	Sr Fundraiser DV 2	\$ 39,200	\$ 49,000	\$ 58,800	\$ 68,600	\$ 78,400
15224	Sr Fundraiser DV 1	\$ 37,200	\$ 46,500	\$ 55,860	\$ 65,100	\$ 74,400
15223	Fundraiser DV 3	\$ 32,900	\$ 41,100	\$ 49,350	\$ 57,600	\$ 65,800
15222	Fundraiser DV 2	\$ 31,300	\$ 39,200	\$ 47,000	\$ 54,800	\$ 62,600
15221	Fundraiser DV 1	\$ 29,800	\$ 37,200	\$ 44,650	\$ 52,100	\$ 59,600
15216	Sr Specialist DV 3	\$ 41,200	\$ 51,500	\$ 61,700	\$ 72,000	\$ 82,300
15215	Sr Specialist DV 2	\$ 39,200	\$ 49,000	\$ 58,800	\$ 68,600	\$ 78,400
15214	Sr Specialist DV 1	\$ 37,300	\$ 46,700	\$ 56,000	\$ 65,400	\$ 74,700
15213	Specialist DV 3	\$ 35,800	\$ 44,800	\$ 53,700	\$ 62,700	\$ 71,600
15212	Specialist DV 2	\$ 34,100	\$ 42,600	\$ 51,100	\$ 59,700	\$ 68,200
15211	Specialist DV 1	\$ 32,500	\$ 40,600	\$ 48,700	\$ 56,900	\$ 65,000
15116	Sr Coordinator DV 3	\$ 34,000	\$ 42,500	\$ 51,000	\$ 59,500	\$ 68,000
15115	Sr Coordinator DV 2	\$ 32,400	\$ 40,500	\$ 48,600	\$ 56,700	\$ 64,800
15114	Sr Coordinator DV 1	\$ 31,000	\$ 38,800	\$ 46,500	\$ 54,300	\$ 62,000
15113	Coordinator DV 3	\$ 29,500	\$ 36,900	\$ 44,200	\$ 51,600	\$ 59,000
15112	Coordinator DV 2	\$ 28,200	\$ 35,300	\$ 42,300	\$ 49,400	\$ 56,400
15111	Coordinator DV 1	\$ 26,900	\$ 33,600	\$ 40,300	\$ 47,000	\$ 53,700
15016	Sr Assistant DV 3	\$ 29,000	\$ 36,200	\$ 43,470	\$ 50,700	\$ 58,000
15015	Sr Assistant DV 2	\$ 27,600	\$ 34,500	\$ 41,400	\$ 48,300	\$ 55,200
15014	Sr Assistant DV 1	\$ 26,400	\$ 33,000	\$ 39,600	\$ 46,200	\$ 52,800
15013	Assistant DV 3	\$ 25,100	\$ 31,400	\$ 37,600	\$ 43,900	\$ 50,200
15012	Assistant DV 2	\$ 24,000	\$ 30,000	\$ 36,000	\$ 42,000	\$ 48,000
15011	Assistant DV 1	\$ 22,900	\$ 28,600	\$ 34,300	\$ 40,000	\$ 45,700

***Market-based salary ranges and jobs shown here based on data effective December 2017.***