

**VCU Market-based Salary Ranges**  
**Job Family: Environmental Safety & Risk Mgmt**

Job Code	Job Title	Minimum	25th	Midpoint	75th	Maximum
16516	Chief Env Safety Risk Mgmt Offr 3	\$ 150,900	\$ 188,600	\$ 226,300	\$ 264,100	OPEN
16515	Chief Env Safety Risk Mgmt Offr 2	\$ 143,700	\$ 179,600	\$ 215,500	\$ 251,500	\$ 287,400
16514	Chief Env Safety Risk Mgmt Offr 1	\$ 136,900	\$ 171,000	\$ 205,200	\$ 239,500	\$ 273,700
16513	Env Safety Risk Mgmt Offr 3	\$ 108,000	\$ 135,000	\$ 162,000	\$ 189,000	OPEN
16512	Env Safety Risk Mgmt Offr 2	\$ 102,900	\$ 128,600	\$ 154,300	\$ 180,100	\$ 205,800
16511	Env Safety Risk Mgmt Offr 1	\$ 98,000	\$ 122,500	\$ 147,000	\$ 171,500	\$ 196,000
16416	Sr Director ES 3	\$ 96,900	\$ 121,200	\$ 145,400	\$ 169,600	\$ 193,800
16415	Sr Director ES 2	\$ 92,300	\$ 115,400	\$ 138,500	\$ 161,600	\$ 184,600
16414	Sr Director ES 1	\$ 87,900	\$ 109,900	\$ 131,900	\$ 153,900	\$ 175,800
16413	Director ES 3	\$ 87,900	\$ 109,900	\$ 131,800	\$ 153,800	\$ 175,800
16412	Director ES 2	\$ 83,700	\$ 104,600	\$ 125,500	\$ 146,500	\$ 167,400
16411	Director ES 1	\$ 79,700	\$ 99,600	\$ 119,500	\$ 139,500	\$ 159,400
16336	Sr Manager ES 3	\$ 70,700	\$ 88,400	\$ 106,100	\$ 123,800	\$ 141,400
16335	Sr Manager ES 2	\$ 67,400	\$ 84,300	\$ 101,100	\$ 118,000	\$ 134,800
16334	Sr Manager ES 1	\$ 64,100	\$ 80,200	\$ 96,200	\$ 112,200	\$ 128,200
16333	Manager ES 3	\$ 64,300	\$ 80,400	\$ 96,500	\$ 112,600	\$ 128,600
16332	Manager ES 2	\$ 61,300	\$ 76,700	\$ 92,000	\$ 107,300	\$ 122,600
16331	Manager ES 1	\$ 58,300	\$ 72,900	\$ 87,500	\$ 102,100	\$ 116,600
16916	Sr Administrator ES 3	\$ 96,900	\$ 121,200	\$ 145,400	\$ 169,600	\$ 193,800
16915	Sr Administrator ES 2	\$ 88,300	\$ 110,400	\$ 132,500	\$ 154,600	\$ 176,600
16914	Sr Administrator ES 1	\$ 79,700	\$ 99,700	\$ 119,600	\$ 139,500	\$ 159,400
16913	Administrator ES 3	\$ 70,700	\$ 88,400	\$ 106,100	\$ 123,800	\$ 141,400
16912	Administrator ES 2	\$ 64,500	\$ 80,700	\$ 96,800	\$ 112,900	\$ 129,000
16911	Administrator ES 1	\$ 58,300	\$ 72,900	\$ 87,500	\$ 102,100	\$ 116,600
16326	Sr Supervisor ES 3	\$ 60,400	\$ 75,500	\$ 90,600	\$ 105,700	\$ 120,800
16325	Sr Supervisor ES 2	\$ 57,500	\$ 71,900	\$ 86,300	\$ 100,700	\$ 115,000
16324	Sr Supervisor ES 1	\$ 54,800	\$ 68,500	\$ 82,200	\$ 95,900	\$ 109,500
16323	Supervisor ES 3	\$ 52,500	\$ 65,700	\$ 78,800	\$ 91,900	\$ 105,000
16322	Supervisor ES 2	\$ 50,000	\$ 62,500	\$ 75,000	\$ 87,500	\$ 100,000
16321	Supervisor ES 1	\$ 47,600	\$ 59,500	\$ 71,400	\$ 83,300	\$ 95,200
16236	Sr Engineer ES 3	\$ 51,500	\$ 64,400	\$ 77,200	\$ 90,100	\$ 103,000
16235	Sr Engineer ES 2	\$ 51,200	\$ 64,000	\$ 76,800	\$ 89,600	\$ 102,400
16234	Sr Engineer ES 1	\$ 49,000	\$ 61,300	\$ 73,500	\$ 85,800	\$ 98,000
16233	Engineer ES 3	\$ 46,300	\$ 57,900	\$ 69,500	\$ 81,100	\$ 92,600
16232	Engineer ES 2	\$ 44,500	\$ 55,700	\$ 66,800	\$ 77,900	\$ 89,000
16231	Engineer ES 1	\$ 42,400	\$ 53,000	\$ 63,600	\$ 74,200	\$ 84,800
16226	Sr Safety Officer ES 3	\$ 49,000	\$ 61,300	\$ 73,500	\$ 85,800	\$ 98,000
16225	Sr Safety Officer ES 2	\$ 48,900	\$ 61,200	\$ 73,400	\$ 85,600	\$ 97,800
16224	Sr Safety Officer ES 1	\$ 46,800	\$ 58,500	\$ 70,200	\$ 81,900	\$ 93,600
16223	Safety Officer ES 3	\$ 44,700	\$ 55,900	\$ 67,000	\$ 78,200	\$ 89,400
16222	Safety Officer ES 2	\$ 42,500	\$ 53,200	\$ 63,800	\$ 74,400	\$ 85,000
16221	Safety Officer ES 1	\$ 40,500	\$ 50,700	\$ 60,800	\$ 70,900	\$ 81,000

<b>Job Code</b>	<b>Job Title</b>	<b>Minimum</b>	<b>25th</b>	<b>Midpoint</b>	<b>75th</b>	<b>Maximum</b>
16216	Sr Specialist ES 3	\$ 38,500	\$ 48,200	\$ 57,800	\$ 67,500	\$ 77,100
16215	Sr Specialist ES 2	\$ 36,700	\$ 45,900	\$ 55,000	\$ 64,200	\$ 73,400
16214	Sr Specialist ES 1	\$ 35,000	\$ 43,700	\$ 52,400	\$ 61,200	\$ 69,900
16213	Specialist ES 3	\$ 31,400	\$ 39,200	\$ 47,000	\$ 54,900	\$ 62,800
16212	Specialist ES 2	\$ 29,900	\$ 37,400	\$ 44,800	\$ 52,300	\$ 59,800
16211	Specialist ES 1	\$ 28,500	\$ 35,600	\$ 42,700	\$ 49,900	\$ 57,000
16016	Sr Technician ES 3	\$ 36,400	\$ 45,500	\$ 54,600	\$ 63,800	\$ 72,900
16015	Sr Technician ES 2	\$ 34,700	\$ 43,400	\$ 52,000	\$ 60,700	\$ 69,400
16014	Sr Technician ES 1	\$ 33,000	\$ 41,300	\$ 49,500	\$ 57,800	\$ 66,100
16013	Technician ES 3	\$ 29,100	\$ 36,400	\$ 43,600	\$ 50,900	\$ 58,200
16012	Technician ES 2	\$ 27,700	\$ 34,600	\$ 41,500	\$ 48,500	\$ 55,400
16011	Technician ES 1	\$ 26,400	\$ 33,000	\$ 39,500	\$ 46,200	\$ 52,800

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