

## VCU Market-based Salary Ranges

### Job Family: Financial Services

Job Code	Job Title	Minimum	25th	Midpoint	75th	Maximum
18713	Sr VP & Chief Financial Officer 3	\$ 231,100	\$ 288,900	\$ 346,600	\$ 404,400	OPEN
18712	Sr VP & Chief Financial Officer 2	\$ 210,100	\$ 262,600	\$ 315,100	\$ 367,700	\$ 420,200
18711	Sr VP & Chief Financial Officer 1	\$ 191,000	\$ 238,800	\$ 286,500	\$ 343,400	\$ 400,200
18613	Sr Assoc VP Finance 3	\$ 167,900	\$ 209,800	\$ 251,790	\$ 293,800	\$ 335,800
18612	Sr Assoc VP Finance 2	\$ 159,900	\$ 199,900	\$ 239,800	\$ 279,800	\$ 319,800
18611	Sr Assoc VP Finance 1	\$ 151,900	\$ 189,900	\$ 227,810	\$ 265,800	\$ 303,800
18516	Assoc VP Finance 3	\$ 139,900	\$ 174,800	\$ 209,790	\$ 244,800	\$ 279,800
18515	Assoc VP Finance 2	\$ 139,200	\$ 174,000	\$ 208,840	\$ 243,600	\$ 278,400
18514	Assoc VP Finance 1	\$ 133,200	\$ 166,500	\$ 199,760	\$ 233,100	\$ 266,400
18513	Asst VP Finance 3	\$ 127,100	\$ 158,900	\$ 190,680	\$ 222,400	\$ 254,200
18512	Asst VP Finance 2	\$ 121,100	\$ 151,400	\$ 181,600	\$ 211,900	\$ 242,200
18511	Asst VP Finance 1	\$ 110,100	\$ 137,600	\$ 165,100	\$ 192,700	\$ 220,200
18416	Sr Director FS 3	\$ 107,900	\$ 134,900	\$ 161,900	\$ 188,900	\$ 215,800
18415	Sr Director FS 2	\$ 98,600	\$ 123,300	\$ 147,900	\$ 172,600	\$ 197,200
18414	Sr Director FS 1	\$ 89,200	\$ 111,500	\$ 133,800	\$ 156,100	\$ 178,400
18413	Director FS 3	\$ 80,200	\$ 100,300	\$ 120,300	\$ 140,400	\$ 160,400
18412	Director FS 2	\$ 73,300	\$ 91,700	\$ 110,000	\$ 128,300	\$ 146,600
18411	Director FS 1	\$ 66,300	\$ 82,900	\$ 99,500	\$ 116,100	\$ 132,600
18326	Sr Manager FS 3	\$ 63,200	\$ 79,000	\$ 94,800	\$ 110,600	\$ 126,400
18325	Sr Manager FS 2	\$ 61,100	\$ 76,400	\$ 91,700	\$ 107,000	\$ 122,200
18324	Sr Manager FS 1	\$ 59,000	\$ 73,800	\$ 88,522	\$ 103,300	\$ 118,000
18323	Manager FS 3	\$ 57,400	\$ 71,800	\$ 86,100	\$ 100,500	\$ 114,800
18322	Manager FS 2	\$ 54,800	\$ 68,500	\$ 82,200	\$ 95,900	\$ 109,600
18321	Manager FS 1	\$ 52,100	\$ 65,200	\$ 78,200	\$ 91,200	\$ 104,200
18916	Sr Administrator FS 3	\$ 107,900	\$ 134,900	\$ 161,900	\$ 188,900	\$ 215,800
18915	Sr Administrator FS 2	\$ 87,100	\$ 108,900	\$ 130,700	\$ 152,500	\$ 174,200
18914	Sr Administrator FS 1	\$ 66,300	\$ 82,900	\$ 99,500	\$ 116,100	\$ 132,600
18913	Administrator FS 3	\$ 63,200	\$ 79,000	\$ 94,800	\$ 110,600	\$ 126,400
18912	Administrator FS 2	\$ 57,700	\$ 72,200	\$ 86,600	\$ 101,000	\$ 115,400
18911	Administrator FS 1	\$ 52,100	\$ 65,200	\$ 78,200	\$ 91,200	\$ 104,200
18316	Sr Supervisor FS 3	\$ 53,700	\$ 67,100	\$ 80,500	\$ 93,900	\$ 107,300
18315	Sr Supervisor FS 2	\$ 51,100	\$ 63,900	\$ 76,700	\$ 89,500	\$ 102,200
18314	Sr Supervisor FS 1	\$ 48,700	\$ 60,900	\$ 73,000	\$ 85,200	\$ 97,300
18313	Supervisor FS 3	\$ 46,700	\$ 58,400	\$ 70,000	\$ 81,800	\$ 93,500
18312	Supervisor FS 2	\$ 44,500	\$ 55,600	\$ 66,700	\$ 77,900	\$ 89,000
18311	Supervisor FS 1	\$ 42,400	\$ 53,000	\$ 63,500	\$ 74,200	\$ 84,800
18256	Sr Financial Mgmt Analyst 3	\$ 65,700	\$ 82,200	\$ 98,600	\$ 115,000	\$ 131,400
18255	Sr Financial Mgmt Analyst 2	\$ 62,600	\$ 78,300	\$ 93,900	\$ 109,600	\$ 125,200
18254	Sr Financial Mgmt Analyst 1	\$ 59,500	\$ 74,400	\$ 89,200	\$ 104,100	\$ 119,000
18253	Financial Mgmt Analyst 3	\$ 56,900	\$ 71,200	\$ 85,400	\$ 99,600	\$ 113,800
18252	Financial Mgmt Analyst 2	\$ 54,200	\$ 67,800	\$ 81,300	\$ 94,900	\$ 108,400
18251	Financial Mgmt Analyst 1	\$ 51,500	\$ 64,400	\$ 77,200	\$ 90,100	\$ 103,000

<b>Job Code</b>	<b>Job Title</b>	<b>Minimum</b>	<b>25th</b>	<b>Midpoint</b>	<b>75th</b>	<b>Maximum</b>
18246	Sr Financial Analyst 3	\$ 49,000	\$ 61,300	\$ 73,600	\$ 85,900	\$ 98,100
18245	Sr Financial Analyst 2	\$ 46,700	\$ 58,400	\$ 70,100	\$ 81,800	\$ 93,400
18244	Sr Financial Analyst 1	\$ 44,500	\$ 55,700	\$ 66,800	\$ 77,900	\$ 89,000
18243	Financial Analyst 3	\$ 41,900	\$ 52,400	\$ 62,900	\$ 73,400	\$ 83,800
18242	Financial Analyst 2	\$ 39,900	\$ 49,900	\$ 59,900	\$ 69,900	\$ 79,800
18241	Financial Analyst 1	\$ 38,000	\$ 47,500	\$ 57,000	\$ 66,500	\$ 76,000
18236	Sr Accountant FS 3	\$ 40,800	\$ 51,100	\$ 61,300	\$ 71,500	\$ 81,700
18235	Sr Accountant FS 2	\$ 38,900	\$ 48,700	\$ 58,400	\$ 68,100	\$ 77,800
18234	Sr Accountant FS 1	\$ 37,000	\$ 46,300	\$ 55,600	\$ 64,900	\$ 74,100
18233	Accountant FS 3	\$ 35,000	\$ 43,800	\$ 52,500	\$ 61,200	\$ 69,900
18232	Accountant FS 2	\$ 33,300	\$ 41,700	\$ 50,000	\$ 58,300	\$ 66,600
18231	Accountant FS 1	\$ 31,700	\$ 39,700	\$ 47,600	\$ 55,500	\$ 63,400
18216	Sr Financial Specialist 3	\$ 43,600	\$ 54,500	\$ 65,400	\$ 76,300	\$ 87,200
18215	Sr Financial Specialist 2	\$ 41,500	\$ 51,900	\$ 62,300	\$ 72,700	\$ 83,000
18214	Sr Financial Specialist 1	\$ 39,500	\$ 49,400	\$ 59,300	\$ 69,200	\$ 79,000
18213	Financial Specialist 3	\$ 33,100	\$ 41,400	\$ 49,600	\$ 57,900	\$ 66,200
18212	Financial Specialist 2	\$ 31,500	\$ 39,400	\$ 47,200	\$ 55,100	\$ 63,000
18211	Financial Specialist 1	\$ 30,000	\$ 37,500	\$ 45,000	\$ 52,500	\$ 60,000
18116	Sr Financial Technician 3	\$ 30,100	\$ 37,700	\$ 45,200	\$ 52,800	\$ 60,300
18115	Sr Financial Technician 2	\$ 28,700	\$ 35,900	\$ 43,000	\$ 50,200	\$ 57,400
18114	Sr Financial Technician 1	\$ 27,300	\$ 34,200	\$ 41,000	\$ 47,900	\$ 54,700
18113	Financial Technician 3	\$ 24,700	\$ 30,900	\$ 37,100	\$ 43,300	\$ 49,400
18112	Financial Technician 2	\$ 23,500	\$ 29,400	\$ 35,300	\$ 41,200	\$ 47,000
18111	Financial Technician 1	\$ 22,400	\$ 28,000	\$ 33,600	\$ 39,200	\$ 44,800
18016	Sr Financial Assistant 3	\$ 26,000	\$ 32,500	\$ 39,000	\$ 45,500	\$ 52,000
18015	Sr Financial Assistant 2	\$ 25,900	\$ 32,400	\$ 38,800	\$ 45,300	\$ 51,800
18014	Sr Financial Assistant 1	\$ 24,700	\$ 30,900	\$ 37,000	\$ 43,200	\$ 49,400
18013	Financial Assistant 3	\$ 23,500	\$ 29,400	\$ 35,200	\$ 41,100	\$ 47,000
18012	Financial Assistant 2	\$ 22,500	\$ 28,100	\$ 33,700	\$ 39,400	\$ 45,000
18011	Financial Assistant 1	\$ 21,400	\$ 26,800	\$ 32,100	\$ 37,500	\$ 42,900
18523	Treasurer FS 3	\$ 167,400	\$ 208,600	\$ 249,800	\$ 292,300	\$ 334,700
18522	Treasurer FS 2	\$ 159,400	\$ 198,600	\$ 237,869	\$ 278,300	\$ 318,800
18521	Treasurer FS 1	\$ 151,800	\$ 189,200	\$ 226,500	\$ 265,100	\$ 303,600
18426	Sr Treasury Director FS 3	\$ 103,000	\$ 128,400	\$ 153,700	\$ 179,900	\$ 206,000
18425	Sr Treasury Director FS 2	\$ 98,100	\$ 122,300	\$ 146,400	\$ 171,300	\$ 196,200
18424	Sr Treasury Director FS 1	\$ 93,400	\$ 116,400	\$ 139,400	\$ 163,200	\$ 186,900
18423	Treasury Director FS 3	\$ 93,700	\$ 116,700	\$ 139,700	\$ 163,500	\$ 187,300
18422	Treasury Director FS 2	\$ 89,200	\$ 111,100	\$ 133,085	\$ 155,700	\$ 178,400
18421	Treasury Director FS 1	\$ 85,000	\$ 105,900	\$ 126,700	\$ 148,300	\$ 169,900
18276	Sr Treasury Specialist FS 3	\$ 68,600	\$ 85,500	\$ 102,300	\$ 119,700	\$ 137,100
18275	Sr Treasury Specialist FS 2	\$ 65,300	\$ 81,400	\$ 97,400	\$ 114,000	\$ 130,600
18274	Sr Treasury Specialist FS 1	\$ 62,200	\$ 77,500	\$ 92,800	\$ 108,600	\$ 124,400
18273	Treasury Specialist FS 3	\$ 62,300	\$ 77,600	\$ 92,900	\$ 108,700	\$ 124,500
18272	Treasury Specialist FS 2	\$ 59,300	\$ 73,900	\$ 88,511	\$ 103,600	\$ 118,600
18271	Treasury Specialist FS 1	\$ 56,500	\$ 70,400	\$ 84,300	\$ 98,700	\$ 113,000

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18266	Sr Treasury Analyst FS 3	\$ 47,700	\$ 59,400	\$ 71,100	\$ 83,200	\$ 95,300
18265	Sr Treasury Analyst FS 2	\$ 45,400	\$ 56,600	\$ 67,700	\$ 79,300	\$ 90,800
18264	Sr Treasury Analyst FS1	\$ 43,200	\$ 53,900	\$ 64,500	\$ 75,500	\$ 86,500
18263	Treasury Analyst FS 3	\$ 43,300	\$ 54,000	\$ 64,600	\$ 75,600	\$ 86,500
18262	Treasury Analyst FS 2	\$ 41,200	\$ 51,400	\$ 61,500	\$ 72,000	\$ 82,400
18261	Treasury Analyst FS 1	\$ 39,200	\$ 48,900	\$ 58,600	\$ 68,600	\$ 78,500

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