

## VCU Market-based Salary Ranges

### Job Family: General Administration

Job Code	Job Title	Minimum	25th	Midpoint	75th	Maximum
19713	Chief Officer Administration 3	\$ 188,300	\$ 235,400	\$ 282,500	\$ 329,600	OPEN
19712	Chief Officer Administration 2	\$ 171,200	\$ 214,000	\$ 256,800	\$ 299,600	\$ 342,400
19711	Chief Officer Administration 1	\$ 155,600	\$ 194,600	\$ 233,500	\$ 272,400	\$ 311,300
19613	Dep Chief Officer Administration 3	\$ 143,800	\$ 179,700	\$ 215,670	\$ 251,600	OPEN
19612	Dep Chief Officer Administration 2	\$ 136,900	\$ 171,200	\$ 205,400	\$ 239,600	\$ 273,800
19611	Dep Chief Officer Administration 1	\$ 130,100	\$ 162,600	\$ 195,130	\$ 227,700	\$ 260,200
19816	Sr Advisor to Leadership 3	\$ 176,800	\$ 221,000	\$ 265,100	\$ 309,400	OPEN
19815	Sr Advisor to Leadership 2	\$ 160,700	\$ 200,900	\$ 241,000	\$ 281,200	\$ 321,400
19814	Sr Advisor to Leadership 1	\$ 146,100	\$ 182,600	\$ 219,100	\$ 255,700	\$ 292,200
19813	Special Advisor to Leadership 3	\$ 150,300	\$ 187,900	\$ 225,400	\$ 263,000	OPEN
19812	Special Advisor to Leadership 2	\$ 136,600	\$ 170,800	\$ 204,900	\$ 239,100	\$ 273,200
19811	Special Advisor to Leadership 1	\$ 124,200	\$ 155,300	\$ 186,300	\$ 217,400	\$ 248,400
19516	Sr Chief of Staff President's Office GA 3	\$ 172,300	\$ 215,400	\$ 258,500	\$ 301,600	OPEN
19515	Sr Chief of Staff President's Office GA 2	\$ 164,100	\$ 205,100	\$ 246,188	\$ 287,200	\$ 328,200
19514	Sr Chief of Staff President's Office GA 1	\$ 155,900	\$ 194,900	\$ 233,900	\$ 272,900	\$ 311,800
19513	Chief of Staff Exec Ldrshp GA 3	\$ 137,900	\$ 172,400	\$ 206,900	\$ 241,400	OPEN
19512	Chief of Staff Exec Ldrshp GA 2	\$ 131,300	\$ 164,200	\$ 197,000	\$ 229,800	\$ 262,600
19511	Chief of Staff Exec Ldrshp GA 1	\$ 124,800	\$ 156,000	\$ 187,200	\$ 218,400	\$ 249,600
19426	Sr Strategic Planning Director GA 3	\$ 97,100	\$ 121,400	\$ 145,600	\$ 170,000	\$ 194,300
19425	Sr Strategic Planning Director GA 2	\$ 92,500	\$ 115,600	\$ 138,700	\$ 161,900	\$ 185,000
19424	Sr Strategic Planning Director GA 1	\$ 88,100	\$ 110,100	\$ 132,100	\$ 154,200	\$ 176,200
19423	Strategic Planning Director GA 3	\$ 84,400	\$ 105,500	\$ 126,600	\$ 147,700	\$ 168,800
19422	Strategic Planning Director GA 2	\$ 80,400	\$ 100,500	\$ 120,600	\$ 140,700	\$ 160,800
19421	Strategic Planning Director GA 1	\$ 76,600	\$ 95,800	\$ 114,900	\$ 134,000	\$ 153,100
19416	Sr General Ops Director GA 3	\$ 72,300	\$ 90,500	\$ 108,600	\$ 126,700	\$ 144,700
19415	Sr General Ops Director GA 2	\$ 68,900	\$ 86,200	\$ 103,400	\$ 120,600	\$ 137,800
19414	Sr General Ops Director GA 1	\$ 65,600	\$ 82,100	\$ 98,500	\$ 114,900	\$ 131,200
19413	General Ops Director GA 3	\$ 65,800	\$ 82,300	\$ 98,700	\$ 115,200	\$ 131,700
19412	General Ops Director GA 2	\$ 62,700	\$ 78,400	\$ 94,000	\$ 109,700	\$ 125,400
19411	General Ops Director GA 1	\$ 59,700	\$ 74,600	\$ 89,500	\$ 104,500	\$ 119,400
19326	Sr General Ops Mgr GA 3	\$ 60,200	\$ 75,300	\$ 90,300	\$ 105,300	\$ 120,300
19325	Sr General Ops Mgr GA 2	\$ 57,300	\$ 71,700	\$ 86,000	\$ 100,300	\$ 114,600
19324	Sr General Ops Mgr GA 1	\$ 54,600	\$ 68,300	\$ 81,900	\$ 95,500	\$ 109,100
19323	General Ops Manager GA 3	\$ 43,500	\$ 54,400	\$ 65,200	\$ 76,100	\$ 86,900
19322	General Ops Manager GA 2	\$ 41,400	\$ 51,800	\$ 62,100	\$ 72,500	\$ 82,800
19321	General Ops Manager GA 1	\$ 39,400	\$ 49,300	\$ 59,100	\$ 69,000	\$ 78,900
19916	Sr Administrator GA 3	\$ 72,300	\$ 90,400	\$ 108,500	\$ 126,600	\$ 144,600
19915	Sr Administrator GA 2	\$ 66,000	\$ 82,500	\$ 99,000	\$ 115,500	\$ 132,000
19914	Sr Administrator GA 1	\$ 59,700	\$ 74,700	\$ 89,600	\$ 104,500	\$ 119,400
19913	Administrator GA 3	\$ 60,200	\$ 75,300	\$ 90,300	\$ 105,400	\$ 120,400
19912	Administrator GA 2	\$ 49,800	\$ 62,300	\$ 74,700	\$ 87,200	\$ 99,600
19911	Administrator GA 1	\$ 39,400	\$ 49,300	\$ 59,100	\$ 69,000	\$ 78,800

Job Code	Job Title	Minimum	25th	Midpoint	75th	Maximum
19316	Sr Supervisor GA 3	\$ 38,700	\$ 48,500	\$ 58,200	\$ 67,900	\$ 77,500
19315	Sr Supervisor GA 2	\$ 36,900	\$ 46,200	\$ 55,400	\$ 64,600	\$ 73,800
19314	Sr Supervisor GA 1	\$ 35,100	\$ 44,000	\$ 52,800	\$ 61,600	\$ 70,300
19313	Supervisor GA 3	\$ 33,700	\$ 42,200	\$ 50,600	\$ 59,000	\$ 67,400
19312	Supervisor GA 2	\$ 32,100	\$ 40,200	\$ 48,200	\$ 56,200	\$ 64,200
19311	Supervisor GA 1	\$ 30,600	\$ 38,300	\$ 45,900	\$ 53,500	\$ 61,100
19286	Sr Office Manager GA 3	\$ 44,300	\$ 55,400	\$ 66,500	\$ 77,600	\$ 88,600
19285	Sr Office Manager GA 2	\$ 42,200	\$ 52,800	\$ 63,300	\$ 73,900	\$ 84,400
19284	Sr Office Manager GA 1	\$ 40,200	\$ 50,300	\$ 60,300	\$ 70,400	\$ 80,400
19283	Office Manager GA 3	\$ 37,700	\$ 47,100	\$ 56,500	\$ 66,000	\$ 75,400
19282	Office Manager GA 2	\$ 35,900	\$ 44,900	\$ 53,800	\$ 62,800	\$ 71,800
19281	Office Manager GA 1	\$ 34,200	\$ 42,700	\$ 51,200	\$ 59,800	\$ 68,400
19116	Sr Exec Administrative Assistant GA 3	\$ 45,900	\$ 57,400	\$ 68,800	\$ 80,300	\$ 91,800
19115	Sr Exec Administrative Assistant GA 2	\$ 43,700	\$ 54,600	\$ 65,500	\$ 76,500	\$ 87,400
19114	Sr Exec Administrative Assistant GA 1	\$ 41,600	\$ 52,000	\$ 62,400	\$ 72,800	\$ 83,200
19113	Exec Administrative Assistant GA 3	\$ 35,200	\$ 44,000	\$ 52,700	\$ 61,600	\$ 70,400
19112	Exec Administrative Assistant GA 2	\$ 33,500	\$ 41,900	\$ 50,200	\$ 58,600	\$ 67,000
19111	Exec Administrative Assistant GA 1	\$ 31,900	\$ 39,900	\$ 47,800	\$ 55,800	\$ 63,800
19036	Sr Administrative Coordinator GA 3	\$ 34,600	\$ 43,200	\$ 51,870	\$ 60,500	\$ 69,200
19035	Sr Administrative Coordinator GA 2	\$ 34,400	\$ 43,000	\$ 51,635	\$ 60,200	\$ 68,800
19034	Sr Administrative Coordinator GA 1	\$ 32,900	\$ 41,100	\$ 49,390	\$ 57,600	\$ 65,800
19033	Administrative Coordinator GA 3	\$ 31,300	\$ 39,100	\$ 46,900	\$ 54,800	\$ 62,600
19032	Administrative Coordinator GA 2	\$ 29,900	\$ 37,400	\$ 44,900	\$ 52,400	\$ 59,800
19031	Administrative Coordinator GA 1	\$ 28,500	\$ 35,700	\$ 42,800	\$ 49,900	\$ 57,000
19026	Sr Customer Service Rep GA 3	\$ 27,800	\$ 34,800	\$ 41,800	\$ 48,800	\$ 55,700
19025	Sr Customer Service Rep GA 2	\$ 26,500	\$ 33,200	\$ 39,800	\$ 46,400	\$ 53,000
19024	Sr Customer Service Rep GA 1	\$ 25,200	\$ 31,600	\$ 37,900	\$ 44,200	\$ 50,500
19023	Customer Service Rep GA 3	\$ 23,300	\$ 29,200	\$ 35,000	\$ 40,800	\$ 46,600
19022	Customer Service Rep GA 2	\$ 22,200	\$ 27,800	\$ 33,300	\$ 38,900	\$ 44,400
19021	Customer Service Rep GA 1	\$ 21,100	\$ 26,400	\$ 31,700	\$ 37,000	\$ 42,300
19016	Sr Administrative Assistant GA 3	\$ 26,400	\$ 33,000	\$ 39,500	\$ 46,100	\$ 52,700
19015	Sr Administrative Assistant GA 2	\$ 25,100	\$ 31,400	\$ 37,600	\$ 43,900	\$ 50,200
19014	Sr Administrative Assistant GA 1	\$ 23,900	\$ 29,900	\$ 35,800	\$ 41,800	\$ 47,800
19013	Administrative Assistant GA 3	\$ 22,900	\$ 28,600	\$ 34,300	\$ 40,100	\$ 45,800
19012	Administrative Assistant GA 2	\$ 21,800	\$ 27,300	\$ 32,700	\$ 38,200	\$ 43,600
19011	Administrative Assistant GA 1	\$ 20,800	\$ 26,000	\$ 31,100	\$ 36,300	\$ 41,500
19203	Trainer/Instructor GA 3	\$ 52,900	\$ 66,100	\$ 79,300	\$ 92,600	\$ 105,800
19202	Trainer/Instructor GA 2	\$ 43,700	\$ 54,600	\$ 65,500	\$ 76,500	\$ 87,400
19201	Trainer/Instructor GA 1	\$ 36,200	\$ 45,300	\$ 54,300	\$ 63,400	\$ 72,400
19293	Presidential Aide GA 3	\$ 38,200	\$ 47,800	\$ 57,300	\$ 67,100	\$ 76,900
19292	Presidential Aide GA 2	\$ 36,400	\$ 45,500	\$ 54,600	\$ 63,900	\$ 73,200
19291	Presidential Aide GA 1	\$ 34,700	\$ 43,400	\$ 52,000	\$ 60,900	\$ 69,700

<b>Job Code</b>	<b>Job Title</b>	<b>Minimum</b>	<b>25th</b>	<b>Midpoint</b>	<b>75th</b>	<b>Maximum</b>
19276	Sr Project Director GA 3	\$ 104,200	\$ 130,200	\$ 156,200	\$ 182,300	\$ 208,300
19275	Sr Project Director GA 2	\$ 99,200	\$ 124,000	\$ 148,800	\$ 173,600	\$ 198,400
19274	Sr Project Director GA 1	\$ 94,500	\$ 118,100	\$ 141,700	\$ 165,400	\$ 189,000
19273	Project Director GA 3	\$ 72,600	\$ 90,800	\$ 108,900	\$ 127,000	\$ 145,100
19272	Project Director GA 2	\$ 69,100	\$ 86,400	\$ 103,700	\$ 121,000	\$ 138,200
19271	Project Director GA 1	\$ 65,800	\$ 82,300	\$ 98,800	\$ 115,200	\$ 131,600
19266	Sr Project Manager GA 3	\$ 65,700	\$ 82,200	\$ 98,600	\$ 115,000	\$ 131,400
19265	Sr Project Manager GA 2	\$ 65,500	\$ 81,900	\$ 98,200	\$ 114,600	\$ 131,000
19264	Sr Project Manager GA 1	\$ 62,700	\$ 78,400	\$ 94,000	\$ 109,700	\$ 125,400
19263	Project Manager GA 3	\$ 59,500	\$ 74,400	\$ 89,300	\$ 104,200	\$ 119,000
19262	Project Manager GA 2	\$ 56,900	\$ 71,200	\$ 85,400	\$ 99,600	\$ 113,800
19261	Project Manager GA 1	\$ 54,200	\$ 67,800	\$ 81,300	\$ 94,900	\$ 108,400
19256	Sr Project Analyst GA 3	\$ 47,600	\$ 59,500	\$ 71,300	\$ 83,200	\$ 95,100
19255	Sr Project Analyst GA 2	\$ 45,300	\$ 56,600	\$ 67,900	\$ 79,300	\$ 90,600
19254	Sr Project Analyst GA 1	\$ 43,100	\$ 53,900	\$ 64,700	\$ 75,500	\$ 86,300
19253	Project Analyst GA 3	\$ 40,100	\$ 50,200	\$ 60,200	\$ 70,200	\$ 80,200
19252	Project Analyst GA 2	\$ 38,200	\$ 47,800	\$ 57,300	\$ 66,900	\$ 76,400
19251	Project Analyst GA 1	\$ 36,400	\$ 45,500	\$ 54,600	\$ 63,700	\$ 72,800
19246	Sr Project Administrator GA 3	\$ 33,900	\$ 42,400	\$ 50,900	\$ 59,400	\$ 67,800
19245	Sr Project Administrator GA 2	\$ 32,300	\$ 40,400	\$ 48,500	\$ 56,600	\$ 64,600
19244	Sr Project Administrator GA 1	\$ 30,800	\$ 38,500	\$ 46,200	\$ 53,900	\$ 61,500
19243	Project Administrator GA 3	\$ 28,200	\$ 35,300	\$ 42,400	\$ 49,500	\$ 56,500
19242	Project Administrator GA 2	\$ 26,900	\$ 33,700	\$ 40,400	\$ 47,100	\$ 53,800
19241	Project Administrator GA 1	\$ 25,600	\$ 32,100	\$ 38,500	\$ 44,900	\$ 51,200
19236	Sr Program Director GA 3	\$ 78,800	\$ 98,500	\$ 118,125	\$ 137,900	\$ 157,600
19235	Sr Program Director GA 2	\$ 78,400	\$ 98,000	\$ 117,645	\$ 137,200	\$ 156,800
19234	Sr Program Director GA 1	\$ 75,000	\$ 93,800	\$ 112,530	\$ 131,300	\$ 150,000
19233	Program Director GA 3	\$ 71,300	\$ 89,100	\$ 106,900	\$ 124,800	\$ 142,600
19232	Program Director GA 2	\$ 68,200	\$ 85,300	\$ 102,300	\$ 119,400	\$ 136,400
19231	Program Director GA 1	\$ 65,000	\$ 81,200	\$ 97,400	\$ 113,700	\$ 130,000
19226	Sr Program Manager GA 3	\$ 63,400	\$ 79,300	\$ 95,100	\$ 111,000	\$ 126,800
19225	Sr Program Manager GA 2	\$ 63,200	\$ 79,000	\$ 94,800	\$ 110,600	\$ 126,400
19224	Sr Program Manager GA 1	\$ 60,400	\$ 75,500	\$ 90,600	\$ 105,700	\$ 120,800
19223	Program Manager GA 3	\$ 57,400	\$ 71,700	\$ 86,070	\$ 100,400	\$ 114,800
19222	Program Manager GA 2	\$ 54,900	\$ 68,700	\$ 82,400	\$ 96,100	\$ 109,800
19221	Program Manager GA 1	\$ 52,300	\$ 65,400	\$ 78,500	\$ 91,600	\$ 104,600
19216	Sr Program Specialist GA 3	\$ 34,700	\$ 43,400	\$ 52,000	\$ 60,700	\$ 69,300
19215	Sr Program Specialist GA 2	\$ 33,000	\$ 41,300	\$ 49,500	\$ 57,800	\$ 66,000
19214	Sr Program Specialist GA 1	\$ 31,400	\$ 39,300	\$ 47,100	\$ 55,000	\$ 62,900
19213	Program Specialist GA 3	\$ 28,200	\$ 35,300	\$ 42,400	\$ 49,500	\$ 56,500
19212	Program Specialist GA 2	\$ 26,900	\$ 33,700	\$ 40,400	\$ 47,100	\$ 53,800
19211	Program Specialist GA 1	\$ 25,600	\$ 32,100	\$ 38,500	\$ 44,900	\$ 51,200

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