

## VCU Market-based Salary Ranges

### Job Family: Health Sciences

Job Code	Job Title	Minimum	25th	Midpoint	75th	Maximum
20713	Vice President HS 3	\$ 311,200	\$ 389,000	\$ 466,800	\$ 544,600	OPEN
20712	Vice President HS 2	\$ 296,400	\$ 370,500	\$ 444,600	\$ 518,700	\$ 592,800
20711	Vice President HS 1	\$ 282,300	\$ 352,900	\$ 423,400	\$ 494,000	\$ 564,600
20613	Sr Assoc Vice President HS 3	\$ 168,300	\$ 210,400	\$ 252,500	\$ 294,600	OPEN
20612	Sr Assoc Vice President HS 2	\$ 160,300	\$ 200,400	\$ 240,500	\$ 280,600	\$ 320,600
20611	Sr Assoc Vice President HS 1	\$ 152,700	\$ 190,900	\$ 229,000	\$ 267,200	\$ 305,300
20516	Assoc Vice President HS 3	\$ 132,100	\$ 165,100	\$ 198,100	\$ 231,200	OPEN
20515	Assoc Vice President HS 2	\$ 125,800	\$ 157,300	\$ 188,700	\$ 220,200	\$ 251,600
20514	Assoc Vice President HS 1	\$ 119,800	\$ 149,800	\$ 179,700	\$ 209,700	\$ 239,600
20513	Asst Vice President HS 3	\$ 116,000	\$ 145,000	\$ 174,000	\$ 203,000	OPEN
20512	Asst Vice President HS 2	\$ 110,500	\$ 138,100	\$ 165,700	\$ 193,400	\$ 221,000
20511	Asst Vice President HS 1	\$ 105,200	\$ 131,500	\$ 157,800	\$ 184,200	\$ 210,500
20426	Sr Chief Medical Officer HS 3	\$ 216,400	\$ 270,500	\$ 324,600	\$ 378,700	\$ 432,800
20425	Sr Chief Medical Officer HS 2	\$ 206,100	\$ 257,600	\$ 309,100	\$ 360,700	\$ 412,200
20424	Sr Chief Medical Officer HS 1	\$ 195,800	\$ 244,700	\$ 293,600	\$ 342,600	\$ 391,600
20423	Chief Medical Officer HS 3	\$ 183,900	\$ 229,900	\$ 275,800	\$ 321,800	\$ 367,700
20422	Chief Medical Officer HS 2	\$ 175,100	\$ 218,900	\$ 262,700	\$ 306,500	\$ 350,200
20421	Chief Medical Officer HS 1	\$ 166,300	\$ 208,000	\$ 249,600	\$ 291,200	\$ 332,700
20416	Sr Director HS 3	\$ 96,700	\$ 120,900	\$ 145,100	\$ 169,300	\$ 193,400
20415	Sr Director HS 2	\$ 92,200	\$ 115,300	\$ 138,300	\$ 161,400	\$ 184,400
20414	Sr Director HS 1	\$ 87,700	\$ 109,600	\$ 131,550	\$ 153,500	\$ 175,400
20413	Director HS 3	\$ 78,500	\$ 98,200	\$ 117,800	\$ 137,400	\$ 157,000
20412	Director HS 2	\$ 74,900	\$ 93,700	\$ 112,400	\$ 131,100	\$ 149,800
20411	Director HS 1	\$ 71,200	\$ 89,100	\$ 106,900	\$ 124,700	\$ 142,400
20346	Assoc Director HS 3	\$ 71,600	\$ 89,500	\$ 107,400	\$ 125,300	\$ 143,200
20345	Assoc Director HS 2	\$ 68,200	\$ 85,300	\$ 102,300	\$ 119,400	\$ 136,400
20344	Assoc Director HS 1	\$ 65,000	\$ 81,200	\$ 97,400	\$ 113,700	\$ 129,900
20343	Asst Director HS 3	\$ 58,800	\$ 73,500	\$ 88,200	\$ 102,900	\$ 117,600
20342	Asst Director HS 2	\$ 56,000	\$ 70,000	\$ 84,000	\$ 98,000	\$ 112,000
20341	Asst Director HS 1	\$ 53,300	\$ 66,700	\$ 80,000	\$ 93,400	\$ 106,700
20336	Sr Manager HS 3	\$ 58,200	\$ 72,800	\$ 87,300	\$ 101,800	\$ 116,300
20335	Sr Manager HS 2	\$ 55,400	\$ 69,300	\$ 83,100	\$ 97,000	\$ 110,800
20334	Sr Manager HS 1	\$ 52,800	\$ 66,000	\$ 79,100	\$ 92,300	\$ 105,500
20333	Manager HS 3	\$ 50,600	\$ 63,300	\$ 75,900	\$ 88,600	\$ 101,200
20332	Manager HS 2	\$ 48,200	\$ 60,300	\$ 72,300	\$ 84,400	\$ 96,400
20331	Manager HS 1	\$ 45,900	\$ 57,400	\$ 68,900	\$ 80,400	\$ 91,800
20916	Sr Administrator HS 3	\$ 96,700	\$ 120,900	\$ 145,100	\$ 169,300	\$ 193,400
20915	Sr Administrator HS 2	\$ 84,000	\$ 105,000	\$ 126,000	\$ 147,000	\$ 168,000
20914	Sr Administrator HS 1	\$ 71,200	\$ 89,100	\$ 106,900	\$ 124,700	\$ 142,400
20913	Administrator HS 3	\$ 58,200	\$ 72,800	\$ 87,300	\$ 101,900	\$ 116,400
20912	Administrator HS 2	\$ 52,100	\$ 65,200	\$ 78,200	\$ 91,200	\$ 104,200
20911	Administrator HS 1	\$ 45,900	\$ 57,400	\$ 68,900	\$ 80,400	\$ 91,800

Job Code	Job Title	Minimum	25th	Midpoint	75th	Maximum
20326	Sr Supervisor HS 3	\$ 49,400	\$ 61,700	\$ 74,000	\$ 86,400	\$ 98,700
20325	Sr Supervisor HS 2	\$ 47,000	\$ 58,800	\$ 70,500	\$ 82,300	\$ 94,000
20324	Sr Supervisor HS 1	\$ 44,800	\$ 56,000	\$ 67,100	\$ 78,300	\$ 89,500
20323	Supervisor HS 3	\$ 42,900	\$ 53,700	\$ 64,400	\$ 75,200	\$ 85,900
20322	Supervisor HS 2	\$ 40,900	\$ 51,100	\$ 61,300	\$ 71,600	\$ 81,800
20321	Supervisor HS 1	\$ 39,000	\$ 48,700	\$ 58,400	\$ 68,200	\$ 77,900
21206	Sr Psychiatrist HS 3	\$ 120,000	\$ 150,100	\$ 180,100	\$ 210,100	\$ 240,000
21205	Sr Psychiatrist HS 2	\$ 114,300	\$ 142,900	\$ 171,500	\$ 200,100	\$ 228,600
21204	Sr Psychiatrist HS 1	\$ 108,900	\$ 136,100	\$ 163,300	\$ 190,500	\$ 217,700
21203	Psychiatrist HS 3	\$ 107,000	\$ 133,700	\$ 160,400	\$ 187,200	\$ 214,000
21202	Psychiatrist HS 2	\$ 101,900	\$ 127,400	\$ 152,800	\$ 178,300	\$ 203,800
21201	Psychiatrist HS 1	\$ 97,000	\$ 121,300	\$ 145,500	\$ 169,800	\$ 194,100
21296	Sr Physician HS 3	\$ 101,400	\$ 126,800	\$ 152,100	\$ 177,500	\$ 202,900
21295	Sr Physician HS 2	\$ 96,600	\$ 120,800	\$ 144,900	\$ 169,100	\$ 193,200
21294	Sr Physician HS 1	\$ 92,000	\$ 115,000	\$ 138,000	\$ 161,000	\$ 184,000
21293	Physician HS 3	\$ 81,200	\$ 101,500	\$ 121,700	\$ 142,000	\$ 162,300
21292	Physician HS 2	\$ 77,300	\$ 96,600	\$ 115,900	\$ 135,300	\$ 154,600
21291	Physician HS 1	\$ 73,600	\$ 92,000	\$ 110,400	\$ 128,800	\$ 147,200
21316	Sr Registered Nurse Manager 3	\$ 81,600	\$ 102,000	\$ 122,325	\$ 142,800	\$ 163,200
21315	Sr Registered Nurse Manager 2	\$ 81,200	\$ 101,500	\$ 121,785	\$ 142,100	\$ 162,400
21314	Sr Registered Nurse Manager 1	\$ 77,700	\$ 97,100	\$ 116,490	\$ 135,900	\$ 155,400
21313	Registered Nurse Manager 3	\$ 73,800	\$ 92,300	\$ 110,700	\$ 129,200	\$ 147,600
21312	Registered Nurse Manager 2	\$ 70,600	\$ 88,300	\$ 105,900	\$ 123,600	\$ 141,200
21311	Registered Nurse Manager 1	\$ 67,200	\$ 84,100	\$ 100,900	\$ 117,700	\$ 134,500
21286	Sr Pharmacist HS 3	\$ 86,800	\$ 108,600	\$ 130,300	\$ 152,000	\$ 173,700
21285	Sr Pharmacist HS 2	\$ 82,700	\$ 103,400	\$ 124,100	\$ 144,800	\$ 165,400
21284	Sr Pharmacist HS 1	\$ 78,800	\$ 98,500	\$ 118,200	\$ 137,900	\$ 157,500
21283	Pharmacist HS 3	\$ 72,300	\$ 90,500	\$ 108,600	\$ 126,700	\$ 144,700
21282	Pharmacist HS 2	\$ 68,900	\$ 86,200	\$ 103,400	\$ 120,600	\$ 137,800
21281	Pharmacist HS 1	\$ 65,600	\$ 82,100	\$ 98,500	\$ 114,900	\$ 131,200
21276	Sr Nurse Practitioner 3	\$ 67,100	\$ 83,900	\$ 100,700	\$ 117,500	\$ 134,200
21275	Sr Nurse Practitioner 2	\$ 67,900	\$ 84,900	\$ 101,900	\$ 118,900	\$ 135,800
21274	Sr Nurse Practitioner 1	\$ 65,000	\$ 81,300	\$ 97,500	\$ 113,800	\$ 130,000
21273	Nurse Practitioner 3	\$ 61,700	\$ 77,200	\$ 92,600	\$ 108,000	\$ 123,400
21272	Nurse Practitioner 2	\$ 59,100	\$ 73,900	\$ 88,600	\$ 103,400	\$ 118,200
21271	Nurse Practitioner 1	\$ 56,300	\$ 70,400	\$ 84,400	\$ 98,500	\$ 112,600
21266	Sr Biomedical Engineer HS 3	\$ 61,500	\$ 76,900	\$ 92,300	\$ 107,700	\$ 123,100
21265	Sr Biomedical Engineer HS 2	\$ 58,600	\$ 73,300	\$ 87,900	\$ 102,600	\$ 117,200
21264	Sr Biomedical Engineer HS 1	\$ 55,800	\$ 69,800	\$ 83,700	\$ 97,700	\$ 111,600
21263	Biomedical Engineer HS 3	\$ 49,900	\$ 62,400	\$ 74,900	\$ 87,400	\$ 99,800
21262	Biomedical Engineer HS 2	\$ 47,500	\$ 59,400	\$ 71,300	\$ 83,200	\$ 95,000
21261	Biomedical Engineer HS 1	\$ 45,200	\$ 56,600	\$ 67,900	\$ 79,200	\$ 90,500

Job Code	Job Title	Minimum	25th	Midpoint	75th	Maximum
21256	Sr Registered Nurse 3	\$ 54,000	\$ 67,500	\$ 81,000	\$ 94,500	\$ 108,000
21255	Sr Registered Nurse 2	\$ 53,700	\$ 67,200	\$ 80,600	\$ 94,000	\$ 107,400
21254	Sr Registered Nurse 1	\$ 51,400	\$ 64,300	\$ 77,100	\$ 90,000	\$ 102,800
21253	Registered Nurse 3	\$ 48,800	\$ 61,000	\$ 73,200	\$ 85,400	\$ 97,600
21252	Registered Nurse 2	\$ 46,700	\$ 58,400	\$ 70,100	\$ 81,800	\$ 93,400
21251	Registered Nurse 1	\$ 44,500	\$ 55,700	\$ 66,800	\$ 77,900	\$ 89,000
21246	Sr Psychologist HS 3	\$ 59,300	\$ 74,200	\$ 89,000	\$ 103,900	\$ 118,700
21245	Sr Psychologist HS 2	\$ 56,500	\$ 70,700	\$ 84,800	\$ 98,900	\$ 113,000
21244	Sr Psychologist HS 1	\$ 53,800	\$ 67,300	\$ 80,800	\$ 94,200	\$ 107,600
21243	Psychologist HS 3	\$ 48,600	\$ 60,800	\$ 73,000	\$ 85,100	\$ 97,200
21242	Psychologist HS 2	\$ 46,300	\$ 57,900	\$ 69,500	\$ 81,100	\$ 92,600
21241	Psychologist HS 1	\$ 44,100	\$ 55,200	\$ 66,200	\$ 77,200	\$ 88,200
21236	Sr Health Educator HS 3	\$ 53,600	\$ 67,000	\$ 80,300	\$ 93,700	\$ 107,100
21235	Sr Health Educator HS 2	\$ 51,000	\$ 63,800	\$ 76,500	\$ 89,300	\$ 102,000
21234	Sr Health Educator HS 1	\$ 48,600	\$ 60,800	\$ 72,900	\$ 85,000	\$ 97,100
21233	Health Educator HS 3	\$ 43,600	\$ 54,500	\$ 65,400	\$ 76,300	\$ 87,200
21232	Health Educator HS 2	\$ 41,500	\$ 51,900	\$ 62,300	\$ 72,700	\$ 83,000
21231	Health Educator HS 1	\$ 39,500	\$ 49,400	\$ 59,300	\$ 69,200	\$ 79,000
21226	Sr Dental Hygienist HS 3	\$ 47,900	\$ 59,900	\$ 71,900	\$ 83,900	\$ 95,800
21225	Sr Dental Hygienist HS 2	\$ 47,700	\$ 59,700	\$ 71,600	\$ 83,500	\$ 95,400
21224	Sr Dental Hygienist HS 1	\$ 45,700	\$ 57,100	\$ 68,500	\$ 80,000	\$ 91,400
21223	Dental Hygienist HS 3	\$ 43,300	\$ 54,200	\$ 65,000	\$ 75,800	\$ 86,600
21222	Dental Hygienist HS 2	\$ 41,500	\$ 51,900	\$ 62,300	\$ 72,700	\$ 83,000
21221	Dental Hygienist HS 1	\$ 39,500	\$ 49,400	\$ 59,300	\$ 69,200	\$ 79,000
20316	Sr Health Prgm Svcs Manager HS 3	\$ 46,900	\$ 58,700	\$ 70,500	\$ 82,200	\$ 93,900
20315	Sr Health Prgm Svcs Manager HS 2	\$ 44,700	\$ 55,900	\$ 67,100	\$ 78,300	\$ 89,400
20314	Sr Health Prgm Svcs Manager HS 1	\$ 42,600	\$ 53,300	\$ 63,900	\$ 74,500	\$ 85,100
20313	Health Prgm Svcs Manager HS 3	\$ 42,300	\$ 52,900	\$ 63,500	\$ 74,100	\$ 84,600
20312	Health Prgm Svcs Manager HS 2	\$ 40,300	\$ 50,400	\$ 60,500	\$ 70,600	\$ 80,600
20311	Health Prgm Svcs Manager HS 1	\$ 38,400	\$ 48,000	\$ 57,600	\$ 67,200	\$ 76,800
21216	Sr Counselor HS 3	\$ 45,600	\$ 57,000	\$ 68,400	\$ 79,800	\$ 91,100
21215	Sr Counselor HS 2	\$ 43,400	\$ 54,300	\$ 65,100	\$ 76,000	\$ 86,800
21214	Sr Counselor HS 1	\$ 41,300	\$ 51,700	\$ 62,000	\$ 72,400	\$ 82,700
21213	Counselor HS 3	\$ 38,300	\$ 47,900	\$ 57,400	\$ 67,100	\$ 76,700
21212	Counselor HS 2	\$ 36,500	\$ 45,600	\$ 54,700	\$ 63,900	\$ 73,000
21211	Counselor HS 1	\$ 34,800	\$ 43,500	\$ 52,100	\$ 60,800	\$ 69,500
21146	Sr Technologist HS 3	\$ 44,900	\$ 56,200	\$ 67,400	\$ 78,700	\$ 89,900
21145	Sr Technologist HS 2	\$ 42,800	\$ 53,500	\$ 64,200	\$ 74,900	\$ 85,600
21144	Sr Technologist HS 1	\$ 40,800	\$ 51,000	\$ 61,100	\$ 71,300	\$ 81,500
21143	Technologist HS 3	\$ 34,500	\$ 43,200	\$ 51,800	\$ 60,500	\$ 69,100
21142	Technologist HS 2	\$ 32,900	\$ 41,100	\$ 49,300	\$ 57,600	\$ 65,800
21141	Technologist HS 1	\$ 31,300	\$ 39,200	\$ 47,000	\$ 54,900	\$ 62,700

Job Code	Job Title	Minimum	25th	Midpoint	75th	Maximum
21136	Sr Licensed Practical Nurse 3	\$ 37,100	\$ 46,400	\$ 55,700	\$ 65,000	\$ 74,200
21135	Sr Licensed Practical Nurse 2	\$ 36,900	\$ 46,200	\$ 55,400	\$ 64,600	\$ 73,800
21134	Sr Licensed Practical Nurse 1	\$ 35,300	\$ 44,200	\$ 53,000	\$ 61,800	\$ 70,600
21133	Licensed Practical Nurse 3	\$ 33,500	\$ 41,900	\$ 50,300	\$ 58,700	\$ 67,000
21132	Licensed Practical Nurse 2	\$ 32,100	\$ 40,200	\$ 48,200	\$ 56,200	\$ 64,200
21131	Licensed Practical Nurse 1	\$ 30,600	\$ 38,300	\$ 45,900	\$ 53,500	\$ 61,100
21126	Sr Clinical Dietitian HS 3	\$ 46,200	\$ 57,800	\$ 69,300	\$ 80,900	\$ 92,400
21125	Sr Clinical Dietitian HS 2	\$ 44,000	\$ 55,000	\$ 66,000	\$ 77,000	\$ 88,000
21124	Sr Clinical Dietitian HS 1	\$ 41,900	\$ 52,400	\$ 62,900	\$ 73,400	\$ 83,800
21123	Clinical Dietitian HS 3	\$ 32,700	\$ 40,900	\$ 49,000	\$ 57,200	\$ 65,300
21122	Clinical Dietitian HS 2	\$ 31,100	\$ 38,900	\$ 46,700	\$ 54,500	\$ 62,200
21121	Clinical Dietitian HS 1	\$ 29,600	\$ 37,100	\$ 44,500	\$ 51,900	\$ 59,200
21116	Sr Case Manager HS 3	\$ 36,300	\$ 45,400	\$ 54,500	\$ 63,600	\$ 72,700
21115	Sr Case Manager HS 2	\$ 34,600	\$ 43,300	\$ 51,900	\$ 60,600	\$ 69,200
21114	Sr Case Manager HS 1	\$ 33,000	\$ 41,200	\$ 49,400	\$ 57,700	\$ 65,900
21113	Case Manager HS 3	\$ 30,600	\$ 38,300	\$ 45,900	\$ 53,500	\$ 61,100
21112	Case Manager HS 2	\$ 29,100	\$ 36,400	\$ 43,700	\$ 51,000	\$ 58,200
21111	Case Manager HS 1	\$ 27,700	\$ 34,700	\$ 41,600	\$ 48,500	\$ 55,400
21026	Sr Exercise Physiologist HS 3	\$ 31,900	\$ 39,900	\$ 47,800	\$ 55,800	\$ 63,800
21025	Sr Exercise Physiologist HS 2	\$ 31,700	\$ 39,700	\$ 47,600	\$ 55,500	\$ 63,400
21024	Sr Exercise Physiologist HS 1	\$ 30,300	\$ 37,900	\$ 45,500	\$ 53,100	\$ 60,600
21023	Exercise Physiologist HS 3	\$ 28,800	\$ 36,000	\$ 43,200	\$ 50,400	\$ 57,600
21022	Exercise Physiologist HS 2	\$ 27,600	\$ 34,500	\$ 41,400	\$ 48,300	\$ 55,200
21021	Exercise Physiologist HS 1	\$ 26,300	\$ 32,900	\$ 39,400	\$ 46,000	\$ 52,600
21016	Sr Pharmacy Technician HS 3	\$ 27,300	\$ 34,200	\$ 41,000	\$ 47,800	\$ 54,600
21015	Sr Pharmacy Technician HS 2	\$ 26,000	\$ 32,500	\$ 39,000	\$ 45,500	\$ 52,000
21014	Sr Pharmacy Technician HS 1	\$ 24,800	\$ 31,000	\$ 37,100	\$ 43,300	\$ 49,500
21013	Pharmacy Technician HS 3	\$ 23,700	\$ 29,700	\$ 35,600	\$ 41,600	\$ 47,500
21012	Pharmacy Technician HS 2	\$ 22,600	\$ 28,300	\$ 33,900	\$ 39,600	\$ 45,200
21011	Pharmacy Technician 1	\$ 21,500	\$ 26,900	\$ 32,300	\$ 37,700	\$ 43,000
22046	Sr Technician HS 3	\$ 36,500	\$ 45,700	\$ 54,800	\$ 64,000	\$ 73,100
22045	Sr Technician HS 2	\$ 34,800	\$ 43,500	\$ 52,200	\$ 60,900	\$ 69,600
22044	Sr Technician HS 1	\$ 33,100	\$ 41,400	\$ 49,700	\$ 58,000	\$ 66,300
22043	Technician HS 3	\$ 27,000	\$ 33,700	\$ 40,400	\$ 47,200	\$ 54,000
22042	Technician HS 2	\$ 25,700	\$ 32,100	\$ 38,500	\$ 45,000	\$ 51,400
22041	Technician HS 1	\$ 24,500	\$ 30,600	\$ 36,700	\$ 42,900	\$ 49,000
22036	Sr Coordinator HS 3	\$ 31,200	\$ 39,000	\$ 46,800	\$ 54,600	\$ 62,400
22035	Sr Coordinator HS 2	\$ 29,700	\$ 37,200	\$ 44,600	\$ 52,000	\$ 59,400
22034	Sr Coordinator HS 1	\$ 28,300	\$ 35,400	\$ 42,500	\$ 49,600	\$ 56,600
22033	Coordinator HS 3	\$ 25,900	\$ 32,400	\$ 38,900	\$ 45,400	\$ 51,900
22032	Coordinator HS 2	\$ 24,700	\$ 30,900	\$ 37,000	\$ 43,200	\$ 49,400
22031	Coordinator HS 1	\$ 23,500	\$ 29,400	\$ 35,200	\$ 41,100	\$ 47,000

<b>Job Code</b>	<b>Job Title</b>	<b>Minimum</b>	<b>25th</b>	<b>Midpoint</b>	<b>75th</b>	<b>Maximum</b>
22026	Sr Assistant HS 3	\$ 26,300	\$ 32,900	\$ 39,400	\$ 46,000	\$ 52,500
22025	Sr Assistant HS 2	\$ 25,000	\$ 31,300	\$ 37,500	\$ 43,800	\$ 50,000
22024	Sr Assistant HS 1	\$ 23,800	\$ 29,800	\$ 35,700	\$ 41,700	\$ 47,600
22023	Assistant HS 3	\$ 21,700	\$ 27,200	\$ 32,700	\$ 38,100	\$ 43,500
22022	Assistant HS 2	\$ 20,700	\$ 25,900	\$ 31,100	\$ 36,300	\$ 41,400
22021	Assistant HS 1	\$ 19,700	\$ 24,700	\$ 29,600	\$ 34,500	\$ 39,400
22013	Intern/Resident HS 3	\$ 21,000	\$ 26,300	\$ 31,500	\$ 36,800	\$ 42,000
22012	Intern/Resident HS 2	\$ 20,000	\$ 25,000	\$ 30,000	\$ 35,000	\$ 40,000
22011	Intern/Resident HS 1	\$ 19,000	\$ 23,800	\$ 28,600	\$ 33,400	\$ 38,100

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