

## VCU Market-based Salary Ranges

### Job Family: Human Resources

Job Code	Job Title	Minimum	25th	Midpoint	75th	Maximum
23713	Chief HR Officer 3	\$ 158,800	\$ 198,500	\$ 238,200	\$ 277,900	OPEN
23712	Chief HR Officer 2	\$ 151,300	\$ 189,100	\$ 226,900	\$ 264,800	\$ 302,600
23711	Chief HR Officer 1	\$ 143,700	\$ 179,700	\$ 215,600	\$ 251,500	\$ 287,400
23613	Deputy Chief HR Officer 3	\$ 141,800	\$ 177,300	\$ 212,700	\$ 248,200	OPEN
23612	Deputy Chief HR Officer 2	\$ 135,100	\$ 168,900	\$ 202,600	\$ 236,400	\$ 270,200
23611	Deputy Chief HR Officer 1	\$ 128,300	\$ 160,400	\$ 192,500	\$ 224,600	\$ 256,600
23516	Sr HR Officer 3	\$ 124,700	\$ 155,900	\$ 187,100	\$ 218,300	OPEN
23515	Sr HR Officer 2	\$ 118,800	\$ 148,500	\$ 178,200	\$ 207,900	\$ 237,600
23514	Sr HR Officer 1	\$ 112,900	\$ 141,100	\$ 169,300	\$ 197,600	\$ 225,800
23513	HR Officer 3	\$ 107,700	\$ 134,700	\$ 161,600	\$ 188,500	OPEN
23512	HR Officer 2	\$ 102,600	\$ 128,300	\$ 153,900	\$ 179,600	\$ 205,200
23511	HR Officer 1	\$ 97,500	\$ 121,900	\$ 146,200	\$ 170,600	\$ 195,000
23416	Sr Director HR 3	\$ 90,700	\$ 113,400	\$ 136,000	\$ 158,700	\$ 181,400
23415	Sr Director HR 2	\$ 86,300	\$ 107,900	\$ 129,500	\$ 151,100	\$ 172,600
23414	Sr Director HR 1	\$ 82,000	\$ 102,500	\$ 123,000	\$ 143,500	\$ 164,000
23413	Director HR 3	\$ 77,600	\$ 97,000	\$ 116,400	\$ 135,800	\$ 155,200
23412	Director HR 2	\$ 73,900	\$ 92,400	\$ 110,900	\$ 129,400	\$ 147,800
23411	Director HR 1	\$ 70,200	\$ 87,800	\$ 105,400	\$ 122,900	\$ 140,400
23336	Sr Manager HR 3	\$ 69,700	\$ 87,200	\$ 104,600	\$ 122,000	\$ 139,400
23335	Sr Manager HR 2	\$ 66,400	\$ 83,000	\$ 99,600	\$ 116,200	\$ 132,800
23334	Sr Manager HR 1	\$ 63,100	\$ 78,900	\$ 94,700	\$ 110,500	\$ 126,200
23333	Manager HR 3	\$ 61,500	\$ 76,900	\$ 92,300	\$ 107,700	\$ 123,000
23332	Manager HR 2	\$ 58,500	\$ 73,200	\$ 87,800	\$ 102,400	\$ 117,000
23331	Manager HR 1	\$ 55,500	\$ 69,400	\$ 83,300	\$ 97,200	\$ 111,000
23916	Sr Administrator HR 3	\$ 90,700	\$ 113,400	\$ 136,100	\$ 158,800	\$ 181,400
23915	Sr Administrator HR 2	\$ 80,500	\$ 100,700	\$ 120,800	\$ 140,900	\$ 161,000
23914	Sr Administrator HR 1	\$ 70,200	\$ 87,800	\$ 105,400	\$ 122,900	\$ 140,400
23913	Administrator HR 3	\$ 69,700	\$ 87,200	\$ 104,600	\$ 122,000	\$ 139,400
23912	Administrator HR 2	\$ 62,600	\$ 78,300	\$ 93,900	\$ 109,600	\$ 125,200
23911	Administrator HR 1	\$ 55,500	\$ 69,400	\$ 83,300	\$ 97,200	\$ 111,000
23326	Sr Supervisor HR 3	\$ 56,200	\$ 70,300	\$ 84,300	\$ 98,400	\$ 112,400
23325	Sr Supervisor HR 2	\$ 53,500	\$ 66,900	\$ 80,300	\$ 93,700	\$ 107,000
23324	Sr Supervisor HR 1	\$ 51,000	\$ 63,800	\$ 76,500	\$ 89,200	\$ 101,900
23323	Supervisor HR 3	\$ 48,800	\$ 61,100	\$ 73,300	\$ 85,500	\$ 97,700
23322	Supervisor HR 2	\$ 46,500	\$ 58,200	\$ 69,800	\$ 81,400	\$ 93,000
23321	Supervisor HR 1	\$ 44,300	\$ 55,400	\$ 66,500	\$ 77,600	\$ 88,600
23246	Sr HR Consultant 3	\$ 55,300	\$ 69,200	\$ 83,100	\$ 96,900	\$ 110,700
23245	Sr HR Consultant 2	\$ 52,700	\$ 65,900	\$ 79,100	\$ 92,300	\$ 105,400
23244	Sr HR Consultant 1	\$ 50,200	\$ 62,800	\$ 75,300	\$ 87,900	\$ 100,400
23243	HR Consultant 3	\$ 45,500	\$ 56,800	\$ 68,100	\$ 79,500	\$ 90,900
23242	HR Consultant 2	\$ 43,300	\$ 54,100	\$ 64,900	\$ 75,800	\$ 86,600
23241	HR Consultant 1	\$ 41,200	\$ 51,500	\$ 61,800	\$ 72,200	\$ 82,500

<b>Job Code</b>	<b>Job Title</b>	<b>Minimum</b>	<b>25th</b>	<b>Midpoint</b>	<b>75th</b>	<b>Maximum</b>
23236	Sr HR Analyst 3	\$ 52,200	\$ 65,300	\$ 78,300	\$ 91,400	\$ 104,400
23235	Sr HR Analyst 2	\$ 49,700	\$ 62,200	\$ 74,600	\$ 87,000	\$ 99,400
23234	Sr HR Analyst 1	\$ 47,300	\$ 59,200	\$ 71,000	\$ 82,900	\$ 94,700
23233	HR Analyst 3	\$ 40,200	\$ 50,300	\$ 60,300	\$ 70,400	\$ 80,400
23232	HR Analyst 2	\$ 38,300	\$ 47,900	\$ 57,400	\$ 67,000	\$ 76,600
23231	HR Analyst 1	\$ 36,500	\$ 45,600	\$ 54,700	\$ 63,900	\$ 73,000
23226	HR Sr Generalist 3	\$ 44,200	\$ 55,300	\$ 66,400	\$ 77,400	\$ 88,400
23225	HR Sr Generalist 2	\$ 42,100	\$ 52,700	\$ 63,200	\$ 73,700	\$ 84,200
23224	HR Sr Generalist 1	\$ 40,100	\$ 50,200	\$ 60,200	\$ 70,200	\$ 80,200
23223	HR Generalist 3	\$ 39,700	\$ 49,600	\$ 59,500	\$ 69,500	\$ 79,400
23222	HR Generalist 2	\$ 37,800	\$ 47,300	\$ 56,700	\$ 66,200	\$ 75,600
23221	HR Generalist 1	\$ 36,000	\$ 45,000	\$ 54,000	\$ 63,000	\$ 72,000
23216	Sr HR Specialist 3	\$ 46,200	\$ 57,800	\$ 69,300	\$ 80,900	\$ 92,400
23215	Sr HR Specialist 2	\$ 44,000	\$ 55,000	\$ 66,000	\$ 77,000	\$ 88,000
23214	Sr HR Specialist 1	\$ 41,900	\$ 52,400	\$ 62,900	\$ 73,400	\$ 83,800
23213	HR Specialist 3	\$ 34,800	\$ 43,500	\$ 52,100	\$ 60,800	\$ 69,500
23212	HR Specialist 2	\$ 33,100	\$ 41,400	\$ 49,600	\$ 57,900	\$ 66,200
23211	HR Specialist 1	\$ 31,500	\$ 39,400	\$ 47,200	\$ 55,100	\$ 63,000
23116	Sr HR Coordinator 3	\$ 33,700	\$ 42,200	\$ 50,600	\$ 59,000	\$ 67,400
23115	Sr HR Coordinator 2	\$ 33,600	\$ 42,000	\$ 50,400	\$ 58,800	\$ 67,200
23114	Sr HR Coordinator 1	\$ 32,100	\$ 40,200	\$ 48,200	\$ 56,200	\$ 64,200
23113	HR Coordinator 3	\$ 30,500	\$ 38,200	\$ 45,800	\$ 53,400	\$ 61,000
23112	HR Coordinator 2	\$ 29,200	\$ 36,500	\$ 43,800	\$ 51,100	\$ 58,400
23111	HR Coordinator 1	\$ 27,800	\$ 34,800	\$ 41,700	\$ 48,700	\$ 55,600
23016	Sr HR Assistant 3	\$ 28,400	\$ 35,500	\$ 42,500	\$ 49,600	\$ 56,700
23015	Sr HR Assistant 2	\$ 27,000	\$ 33,800	\$ 40,500	\$ 47,300	\$ 54,000
23014	Sr HR Assistant 1	\$ 25,700	\$ 32,200	\$ 38,600	\$ 45,000	\$ 51,400
23013	HR Assistant 3	\$ 21,900	\$ 27,500	\$ 33,000	\$ 38,500	\$ 43,900
23012	HR Assistant 2	\$ 20,900	\$ 26,200	\$ 31,400	\$ 36,600	\$ 41,800
23011	HR Assistant 1	\$ 19,900	\$ 24,900	\$ 29,900	\$ 34,900	\$ 39,800

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