

## VCU Market-based Salary Ranges

### Job Family: Public Safety & Security

| Job Code | Job Title                      | Minimum    | 25th       | Midpoint   | 75th       | Maximum    |
|----------|--------------------------------|------------|------------|------------|------------|------------|
| 31813    | Assoc VP Public Safety 3       | \$ 149,200 | \$ 186,500 | \$ 223,800 | \$ 261,100 | OPEN       |
| 31812    | Assoc VP Public Safety 2       | \$ 142,100 | \$ 177,600 | \$ 213,100 | \$ 248,700 | \$ 284,200 |
| 31811    | Assoc VP Public Safety 1       | \$ 135,300 | \$ 169,100 | \$ 203,000 | \$ 236,900 | \$ 270,700 |
| 31713    | Chief Public Safety Officer 3  | \$ 112,700 | \$ 140,900 | \$ 169,050 | \$ 197,200 | OPEN       |
| 31712    | Chief Public Safety Officer 2  | \$ 107,300 | \$ 134,200 | \$ 161,000 | \$ 187,800 | \$ 214,600 |
| 31711    | Chief Public Safety Officer 1  | \$ 102,000 | \$ 127,500 | \$ 152,950 | \$ 178,500 | \$ 204,000 |
| 31613    | Dep Chief Public Safety Offr 3 | \$ 93,900  | \$ 117,400 | \$ 140,910 | \$ 164,400 | OPEN       |
| 31612    | Dep Chief Public Safety Offr 2 | \$ 89,500  | \$ 111,900 | \$ 134,200 | \$ 156,600 | \$ 179,000 |
| 31611    | Dep Chief Public Safety Offr 1 | \$ 85,000  | \$ 106,200 | \$ 127,490 | \$ 148,700 | \$ 170,000 |
| 31516    | Sr Public Safety Officer 3     | \$ 65,600  | \$ 82,000  | \$ 98,385  | \$ 114,800 | \$ 131,200 |
| 31515    | Sr Public Safety Officer 2     | \$ 62,500  | \$ 78,100  | \$ 93,700  | \$ 109,400 | \$ 125,000 |
| 31514    | Sr Public Safety Officer 1     | \$ 59,300  | \$ 74,200  | \$ 89,015  | \$ 103,800 | \$ 118,600 |
| 31513    | Public Safety Officer 3        | \$ 52,500  | \$ 65,600  | \$ 78,750  | \$ 91,900  | \$ 105,000 |
| 31512    | Public Safety Officer 2        | \$ 50,000  | \$ 62,500  | \$ 75,000  | \$ 87,500  | \$ 100,000 |
| 31511    | Public Safety Officer 1        | \$ 47,500  | \$ 59,400  | \$ 71,250  | \$ 83,100  | \$ 95,000  |
| 31416    | Sr Director PS 3               | \$ 92,000  | \$ 115,000 | \$ 138,000 | \$ 161,000 | \$ 184,000 |
| 31415    | Sr Director PS 2               | \$ 87,500  | \$ 109,400 | \$ 131,215 | \$ 153,100 | \$ 175,000 |
| 31414    | Sr Director PS 1               | \$ 83,100  | \$ 103,900 | \$ 124,654 | \$ 145,400 | \$ 166,200 |
| 31413    | Director PS 3                  | \$ 79,900  | \$ 99,900  | \$ 119,805 | \$ 139,800 | \$ 159,800 |
| 31412    | Director PS 2                  | \$ 76,100  | \$ 95,100  | \$ 114,100 | \$ 133,200 | \$ 152,200 |
| 31411    | Director PS 1                  | \$ 72,500  | \$ 90,600  | \$ 108,700 | \$ 126,900 | \$ 145,000 |
| 31336    | Sr Manager PS 3                | \$ 41,000  | \$ 51,300  | \$ 61,500  | \$ 71,800  | \$ 82,000  |
| 31335    | Sr Manager PS 2                | \$ 39,000  | \$ 48,700  | \$ 58,425  | \$ 68,200  | \$ 78,000  |
| 31334    | Sr Manager PS 1                | \$ 37,000  | \$ 46,300  | \$ 55,504  | \$ 64,800  | \$ 74,000  |
| 31333    | Manager PS 3                   | \$ 37,300  | \$ 46,600  | \$ 55,897  | \$ 65,200  | \$ 74,600  |
| 31332    | Manager PS 2                   | \$ 35,500  | \$ 44,400  | \$ 53,235  | \$ 62,100  | \$ 71,000  |
| 31331    | Manager PS 1                   | \$ 33,800  | \$ 42,300  | \$ 50,700  | \$ 59,200  | \$ 67,600  |
| 31916    | Sr Administrator PS 3          | \$ 92,000  | \$ 115,000 | \$ 138,000 | \$ 161,000 | \$ 184,000 |
| 31915    | Sr Administrator PS 2          | \$ 82,200  | \$ 102,800 | \$ 123,350 | \$ 143,900 | \$ 164,400 |
| 31914    | Sr Administrator PS 1          | \$ 72,500  | \$ 90,600  | \$ 108,700 | \$ 126,900 | \$ 145,000 |
| 31913    | Administrator PS 3             | \$ 41,000  | \$ 51,300  | \$ 61,500  | \$ 71,800  | \$ 82,000  |
| 31912    | Administrator PS 2             | \$ 37,400  | \$ 46,800  | \$ 56,100  | \$ 65,500  | \$ 74,800  |
| 31911    | Administrator PS 1             | \$ 33,800  | \$ 42,300  | \$ 50,700  | \$ 59,200  | \$ 67,600  |
| 31326    | Sr Supervisor PS Dispatch 3    | \$ 35,300  | \$ 44,100  | \$ 52,900  | \$ 61,800  | \$ 70,600  |
| 31325    | Sr Supervisor PS Dispatch 2    | \$ 33,600  | \$ 42,000  | \$ 50,400  | \$ 58,800  | \$ 67,200  |
| 31324    | Sr Supervisor PS Dispatch 1    | \$ 32,000  | \$ 40,000  | \$ 48,000  | \$ 56,000  | \$ 64,000  |
| 31323    | Supervisor PS Dispatch 3       | \$ 29,400  | \$ 36,800  | \$ 44,100  | \$ 51,500  | \$ 58,800  |
| 31322    | Supervisor PS Dispatch 2       | \$ 28,000  | \$ 35,000  | \$ 42,000  | \$ 49,000  | \$ 56,000  |
| 31321    | Supervisor PS Dispatch 1       | \$ 26,700  | \$ 33,400  | \$ 40,000  | \$ 46,700  | \$ 53,300  |

| <b>Job Code</b> | <b>Job Title</b>               | <b>Minimum</b> | <b>25th</b> | <b>Midpoint</b> | <b>75th</b> | <b>Maximum</b> |
|-----------------|--------------------------------|----------------|-------------|-----------------|-------------|----------------|
| 31316           | Sr Supervisor Security 3       | \$ 31,200      | \$ 39,000   | \$ 46,800       | \$ 54,600   | \$ 62,400      |
| 31315           | Sr Supervisor Security 2       | \$ 29,700      | \$ 37,200   | \$ 44,600       | \$ 52,000   | \$ 59,400      |
| 31314           | Sr Supervisor Security 1       | \$ 28,300      | \$ 35,400   | \$ 42,500       | \$ 49,600   | \$ 56,600      |
| 31313           | Supervisor Security 3          | \$ 26,000      | \$ 32,600   | \$ 39,100       | \$ 45,600   | \$ 52,100      |
| 31312           | Supervisor Security 2          | \$ 24,800      | \$ 31,000   | \$ 37,200       | \$ 43,400   | \$ 49,600      |
| 31311           | Supervisor Security 1          | \$ 23,600      | \$ 29,500   | \$ 35,400       | \$ 41,300   | \$ 47,200      |
| 31243           | Police Captain 3               | \$ 61,600      | \$ 77,000   | \$ 92,400       | \$ 107,900  | \$ 123,300     |
| 31242           | Police Captain 2               | \$ 58,700      | \$ 73,400   | \$ 88,000       | \$ 102,700  | \$ 117,400     |
| 31241           | Police Captain 1               | \$ 55,900      | \$ 69,900   | \$ 83,800       | \$ 97,800   | \$ 111,800     |
| 31233           | Police Lieutenant 3            | \$ 50,800      | \$ 63,500   | \$ 76,200       | \$ 88,900   | \$ 101,600     |
| 31232           | Police Lieutenant 2            | \$ 48,400      | \$ 60,500   | \$ 72,600       | \$ 84,700   | \$ 96,800      |
| 31231           | Police Lieutenant 1            | \$ 46,100      | \$ 57,600   | \$ 69,100       | \$ 80,700   | \$ 92,200      |
| 31223           | Police Sergeant 3              | \$ 42,800      | \$ 53,600   | \$ 64,300       | \$ 75,000   | \$ 85,700      |
| 31222           | Police Sergeant 2              | \$ 40,800      | \$ 51,000   | \$ 61,200       | \$ 71,400   | \$ 81,600      |
| 31221           | Police Sergeant 1              | \$ 38,900      | \$ 48,600   | \$ 58,300       | \$ 68,000   | \$ 77,700      |
| 31213           | Police Officer 3               | \$ 36,100      | \$ 45,200   | \$ 54,200       | \$ 63,200   | \$ 72,200      |
| 31212           | Police Officer 2               | \$ 34,400      | \$ 43,000   | \$ 51,600       | \$ 60,200   | \$ 68,800      |
| 31211           | Police Officer 1               | \$ 32,800      | \$ 41,000   | \$ 49,100       | \$ 57,300   | \$ 65,500      |
| 31136           | Sr Public Safety Coordinator 3 | \$ 31,900      | \$ 39,900   | \$ 47,800       | \$ 55,800   | \$ 63,800      |
| 31135           | Sr Public Safety Coordinator 2 | \$ 30,300      | \$ 37,900   | \$ 45,500       | \$ 53,100   | \$ 60,600      |
| 31134           | Sr Public Safety Coordinator 1 | \$ 29,100      | \$ 36,400   | \$ 43,600       | \$ 50,900   | \$ 58,200      |
| 31133           | Public Safety Coordinator 3    | \$ 27,600      | \$ 34,500   | \$ 41,400       | \$ 48,300   | \$ 55,200      |
| 31132           | Public Safety Coordinator 2    | \$ 26,400      | \$ 33,000   | \$ 39,600       | \$ 46,200   | \$ 52,800      |
| 31131           | Public Safety Coordinator 1    | \$ 25,100      | \$ 31,400   | \$ 37,700       | \$ 44,000   | \$ 50,300      |
| 31126           | Sr Police Dispatcher 3         | \$ 30,600      | \$ 38,300   | \$ 45,900       | \$ 53,500   | \$ 61,100      |
| 31125           | Sr Police Dispatcher 2         | \$ 29,100      | \$ 36,400   | \$ 43,700       | \$ 51,000   | \$ 58,200      |
| 31124           | Sr Police Dispatcher 1         | \$ 27,700      | \$ 34,700   | \$ 41,600       | \$ 48,500   | \$ 55,400      |
| 31123           | Police Dispatcher 3            | \$ 27,200      | \$ 34,000   | \$ 40,700       | \$ 47,600   | \$ 54,400      |
| 31122           | Police Dispatcher 2            | \$ 25,900      | \$ 32,400   | \$ 38,800       | \$ 45,300   | \$ 51,800      |
| 31121           | Police Dispatcher 1            | \$ 24,700      | \$ 30,900   | \$ 37,000       | \$ 43,200   | \$ 49,300      |
| 31116           | Sr Security Officer 3          | \$ 25,300      | \$ 31,700   | \$ 38,000       | \$ 44,300   | \$ 50,600      |
| 31115           | Sr Security Officer 2          | \$ 24,100      | \$ 30,200   | \$ 36,200       | \$ 42,200   | \$ 48,200      |
| 31114           | Sr Security Officer 1          | \$ 23,000      | \$ 28,800   | \$ 34,500       | \$ 40,200   | \$ 45,900      |
| 31113           | Security Officer 3             | \$ 22,100      | \$ 27,600   | \$ 33,100       | \$ 38,600   | \$ 44,100      |
| 31112           | Security Officer 2             | \$ 21,000      | \$ 26,300   | \$ 31,500       | \$ 36,800   | \$ 42,000      |
| 31111           | Security Officer 1             | \$ 20,000      | \$ 25,000   | \$ 30,000       | \$ 35,000   | \$ 40,000      |

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