

VCU Market-based Salary Ranges 07/01/2019

Job Family: Communications

Job Code	Job Title	Minimum	25th	Midpoint	75th	Maximum
13713	Chief Communications Officer 3	\$ 186,200	\$ 232,800	\$ 279,300	\$ 325,900	OPEN
13712	Chief Communications Officer 2	\$ 177,300	\$ 221,700	\$ 266,000	\$ 310,400	\$ 354,600
13711	Chief Communications Officer 1	\$ 168,400	\$ 210,600	\$ 252,700	\$ 294,900	\$ 336,800
13613	Dep Chief Communications Officer 3	\$ 134,300	\$ 167,900	\$ 201,500	\$ 235,100	OPEN
13612	Dep Chief Communications Officer 2	\$ 127,900	\$ 159,900	\$ 191,900	\$ 223,900	\$ 255,800
13611	Dep Chief Communications Officer 1	\$ 121,500	\$ 151,900	\$ 182,300	\$ 212,700	\$ 243,000
13516	Sr Communications Officer 3	\$ 98,500	\$ 123,100	\$ 147,700	\$ 172,400	OPEN
13515	Sr Communications Officer 2	\$ 93,800	\$ 117,300	\$ 140,700	\$ 164,200	\$ 187,600
13514	Sr Communications Officer 1	\$ 89,300	\$ 111,700	\$ 134,000	\$ 156,400	\$ 178,600
13513	Communications Officer 3	\$ 88,600	\$ 110,800	\$ 132,900	\$ 155,100	OPEN
13512	Communications Officer 2	\$ 84,400	\$ 105,500	\$ 126,600	\$ 147,700	\$ 168,800
13511	Communications Officer 1	\$ 80,400	\$ 100,500	\$ 120,600	\$ 140,700	\$ 160,800
13416	Sr Director CM 3	\$ 76,500	\$ 95,700	\$ 114,900	\$ 134,100	\$ 153,000
13415	Sr Director CM 2	\$ 72,900	\$ 91,200	\$ 109,400	\$ 127,700	\$ 145,800
13414	Sr Director CM 1	\$ 69,300	\$ 86,600	\$ 103,900	\$ 121,300	\$ 138,600
13413	Director CM 3	\$ 67,200	\$ 84,000	\$ 100,800	\$ 117,600	\$ 134,400
13412	Director CM 2	\$ 64,000	\$ 80,000	\$ 96,000	\$ 112,000	\$ 128,000
13411	Director CM 1	\$ 60,800	\$ 76,000	\$ 91,200	\$ 106,400	\$ 121,600
13336	Sr Manager CM 3	\$ 60,900	\$ 76,200	\$ 91,400	\$ 106,600	\$ 121,800
13335	Sr Manager CM 2	\$ 58,000	\$ 72,500	\$ 87,000	\$ 101,500	\$ 116,000
13334	Sr Manager CM 1	\$ 55,100	\$ 68,900	\$ 82,700	\$ 96,500	\$ 110,200
13333	Manager CM 3	\$ 52,100	\$ 65,100	\$ 78,100	\$ 91,200	\$ 104,200
13332	Manager CM 2	\$ 49,600	\$ 62,000	\$ 74,400	\$ 86,800	\$ 99,200
13331	Manager CM 1	\$ 47,100	\$ 58,900	\$ 70,700	\$ 82,500	\$ 94,200
13916	Sr Administrator CM 3	\$ 76,600	\$ 95,800	\$ 114,900	\$ 134,100	\$ 153,200
13915	Sr Administrator CM 2	\$ 72,900	\$ 91,200	\$ 109,400	\$ 127,600	\$ 145,800
13914	Sr Administrator CM 1	\$ 69,300	\$ 86,600	\$ 103,900	\$ 121,300	\$ 138,600
13913	Administrator CM 3	\$ 60,900	\$ 76,200	\$ 91,400	\$ 106,600	\$ 121,800
13912	Administrator CM 2	\$ 54,000	\$ 67,500	\$ 81,000	\$ 94,500	\$ 108,000
13911	Administrator CM 1	\$ 47,100	\$ 58,900	\$ 70,700	\$ 82,500	\$ 94,200
13236	Sr Communications Generalist 3	\$ 51,500	\$ 64,400	\$ 77,200	\$ 90,100	\$ 103,000
13235	Sr Communications Generalist 2	\$ 49,000	\$ 61,300	\$ 73,500	\$ 85,800	\$ 98,000
13234	Sr Communications Generalist 1	\$ 46,900	\$ 58,600	\$ 70,300	\$ 82,100	\$ 93,800
13233	Communications Generalist 3	\$ 44,700	\$ 55,900	\$ 67,100	\$ 78,300	\$ 89,400
13232	Communications Generalist 2	\$ 42,600	\$ 53,300	\$ 63,900	\$ 74,600	\$ 85,200
13231	Communications Generalist 1	\$ 40,600	\$ 50,800	\$ 60,900	\$ 71,000	\$ 81,200
13226	Sr Communications Specialist 3	\$ 44,600	\$ 55,800	\$ 67,000	\$ 78,200	\$ 89,200
13225	Sr Communications Specialist 2	\$ 42,500	\$ 53,200	\$ 63,800	\$ 74,500	\$ 85,000
13224	Sr Communications Specialist 1	\$ 40,400	\$ 50,500	\$ 60,600	\$ 70,700	\$ 80,800
13223	Communications Specialist 3	\$ 38,600	\$ 48,300	\$ 58,000	\$ 67,700	\$ 77,200
13222	Communications Specialist 2	\$ 36,800	\$ 46,000	\$ 55,200	\$ 64,400	\$ 73,600
13221	Communications Specialist 1 *	\$ 35,000	\$ 43,700	\$ 52,400	\$ 61,200	\$ 70,000

Job Code	Job Title	Minimum	25th	Midpoint	75th	Maximum
13116	Sr Coordinator CM 3	\$ 41,500	\$ 51,900	\$ 62,300	\$ 72,700	\$ 83,000
13115	Sr Coordinator CM 2	\$ 39,500	\$ 49,400	\$ 59,300	\$ 69,200	\$ 79,000
13114	Sr Coordinator CM 1	\$ 37,600	\$ 47,100	\$ 56,500	\$ 65,900	\$ 75,200
13113	Coordinator CM 3	\$ 35,300	\$ 44,100	\$ 52,900	\$ 61,800	\$ 70,600
13112	Coordinator CM 2	\$ 33,600	\$ 42,000	\$ 50,400	\$ 58,800	\$ 67,200
13111	Coordinator CM 1	\$ 31,900	\$ 39,900	\$ 47,900	\$ 55,900	\$ 63,800
12416	Sr Events Mgmt Director AX 3	\$ 85,800	\$ 107,200	\$ 128,600	\$ 150,100	\$ 171,600
12415	Sr Events Mgmt Director AX 2	\$ 81,700	\$ 102,100	\$ 122,500	\$ 143,000	\$ 163,400
12414	Sr Events Mgmt Director AX 1	\$ 77,800	\$ 97,300	\$ 116,700	\$ 136,200	\$ 155,600
12413	Events Mgmt Director AX 3	\$ 72,900	\$ 91,100	\$ 109,300	\$ 127,500	\$ 145,800
12412	Events Mgmt Director AX 2	\$ 69,400	\$ 86,800	\$ 104,100	\$ 121,500	\$ 138,800
12411	Events Mgmt Director AX 1	\$ 66,100	\$ 82,600	\$ 99,100	\$ 115,700	\$ 132,200
12326	Sr Events Mgmt Manager AX 3	\$ 62,100	\$ 77,600	\$ 93,000	\$ 108,500	\$ 124,200
12325	Sr Events Mgmt Manager AX 2	\$ 59,100	\$ 73,900	\$ 88,600	\$ 103,400	\$ 118,200
12324	Sr Events Mgmt Manager AX 1	\$ 56,300	\$ 70,300	\$ 84,200	\$ 98,300	\$ 112,600
12323	Events Mgmt Manager AX 3	\$ 53,900	\$ 67,400	\$ 80,900	\$ 94,400	\$ 107,800
12322	Events Mgmt Manager AX 2	\$ 51,300	\$ 64,200	\$ 77,000	\$ 89,900	\$ 102,600
12321	Events Mgmt Manager AX 1	\$ 48,900	\$ 61,100	\$ 73,300	\$ 85,500	\$ 97,800
12116	Sr Events Mgmt Coordinator AX 3	\$ 41,700	\$ 52,100	\$ 62,500	\$ 73,000	\$ 83,400
12115	Sr Events Mgmt Coordinator AX 2	\$ 39,700	\$ 49,600	\$ 59,500	\$ 69,500	\$ 79,400
12114	Sr Events Mgmt Coordinator AX 1	\$ 37,800	\$ 47,300	\$ 56,700	\$ 66,200	\$ 75,600
12113	Events Mgmt Coordinator AX 3	\$ 34,500	\$ 43,200	\$ 51,900	\$ 60,500	\$ 69,000
12112	Events Mgmt Coordinator AX 2	\$ 32,900	\$ 41,200	\$ 49,400	\$ 57,600	\$ 65,800
12111	Events Mgmt Coordinator AX 1	\$ 31,300	\$ 39,200	\$ 47,000	\$ 54,900	\$ 62,600

* NOTE: As of January 1, 2020, the salary threshold for exemptions to the federal overtime pay requirements under the Fair Labor Standards Act (FLSA) increased from \$23,660 to \$35,568. If there are questions or concerns about employee salary compliance, please contact your assigned HRP.

Market-based salary ranges and jobs shown here based on data effective 07/01/2019.