

**VCU Market-Based Salary Ranges - April, 2026**  
**Job Family: Communications**

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
13712Y	Chief Communications Officer	224,500	280,600	336,800	392,900	OPEN
13613Y	Dep Chief Communications Officer 3	184,000	230,000	275,900	321,900	OPEN
13612Y	Dep Chief Communications Officer 2	175,200	219,000	262,800	306,600	350,400
13611Y	Dep Chief Communications Officer 1	166,400	208,100	249,700	291,300	332,900
13516Y	Sr Communications Officer 3	148,600	185,700	222,800	260,000	OPEN
13515Y	Sr Communications Officer 2	141,500	176,900	212,200	247,600	283,000
13514Y	Sr Communications Officer 1	134,400	168,100	201,600	235,200	268,900
13513Y	Communications Officer 3	126,300	157,900	189,400	221,000	OPEN
13512Y	Communications Officer 2	120,300	150,400	180,400	210,500	240,600
13511Y	Communications Officer 1	114,300	142,900	171,400	200,000	228,600
13416Y	Sr Director CM 3	112,200	140,300	168,300	196,500	224,500
13415Y	Sr Director CM 2	106,900	133,600	160,300	187,100	213,800
13414Y	Sr Director CM 1	101,600	126,900	152,300	177,700	203,100
13413Y	Director CM 3	99,900	124,800	149,700	174,700	199,700
13412Y	Director CM 2	95,100	118,900	142,600	166,400	190,200
13411Y	Director CM 1	90,300	113,000	135,500	158,100	180,700
13336Y	Sr Manager CM 3	89,800	112,200	134,600	157,100	179,600
13335Y	Sr Manager CM 2	85,500	106,900	128,200	149,600	171,000
13334Y	Sr Manager CM 1	81,200	101,600	121,800	142,100	162,500
13333Y	Manager CM 3	78,000	97,500	117,100	136,500	156,000
13332Y	Manager CM 2	74,300	92,900	111,500	130,000	148,600
13331Y	Manager CM 1	70,600	88,300	105,900	123,500	141,200
13916Y	Sr Administrator CM 3	112,200	140,300	168,300	196,500	224,500
13915Y	Sr Administrator CM 2	101,300	126,600	151,900	177,300	202,600
13914Y	Sr Administrator CM 1	90,300	113,000	135,500	158,100	180,700
13913Y	Administrator CM 3	89,800	112,200	134,600	157,100	179,600
13912Y	Administrator CM 2	80,200	100,300	120,300	140,400	160,400
13911Y	Administrator CM 1	70,600	88,300	105,900	123,500	141,200

**Last Updated: 4/28/2026**

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13236N	Sr Communications Generalist 3	70,400	88,000	105,500	123,200	140,700
13235N	Sr Communications Generalist 2	67,000	83,800	100,500	117,300	134,000
13234N	Sr Communications Generalist 1	63,700	79,600	95,500	111,400	127,300
13233N	Communications Generalist 3	62,400	78,000	93,600	109,200	124,700
13232N	Communications Generalist 2	59,400	74,300	89,100	104,000	118,800
13231N	Communications Generalist 1	56,400	70,600	84,600	98,800	112,900
13226N	Sr Communications Specialist 3	52,800	66,000	79,200	92,400	105,600
13225N	Sr Communications Specialist 2	50,300	62,900	75,400	88,000	100,600
13224N	Sr Communications Specialist 1	47,800	59,800	71,600	83,600	95,600
13223N	Communications Specialist 3	45,400	56,700	68,000	79,400	90,700
13222N	Communications Specialist 2	43,200	54,000	64,800	75,600	86,400
13221N	Communications Specialist 1	41,000	51,300	61,600	71,800	82,100
13116N	Sr Coordinator CM 3	48,200	60,300	72,200	84,300	96,400
13115N	Sr Coordinator CM 2	45,900	57,400	68,800	80,300	91,800
13114N	Sr Coordinator CM 1	43,600	54,500	65,400	76,300	87,200
13113N	Coordinator CM 3	41,900	52,400	62,800	73,300	83,800
13112N	Coordinator CM 2	39,900	49,900	59,800	69,800	79,800
13111N	Coordinator CM 1	37,900	47,400	56,800	66,300	75,800
13016N	Sr Technician CM 3	38,200	47,800	57,300	66,900	76,400
13015N	Sr Technician CM 2	36,400	45,500	54,600	63,700	72,800
13014N	Sr Technician CM 1	34,600	43,200	51,900	60,500	69,200
13013N	Technician CM 3	32,800	41,000	49,100	57,300	65,500
13012N	Technician CM 2	31,200	39,000	46,800	54,600	62,400
13011N	Technician CM 1	29,600	37,100	44,500	51,900	59,300
12416Y	Sr Events Mgmt Director AX 3	95,400	119,300	143,200	167,100	190,900
12415Y	Sr Events Mgmt Director AX 2	90,900	113,600	136,400	159,100	181,800
12414Y	Sr Events Mgmt Director AX 1	86,400	107,900	129,600	151,100	172,700
12413Y	Events Mgmt Director AX 3	82,300	102,900	123,500	144,100	164,600
12412Y	Events Mgmt Director AX 2	78,400	98,000	117,600	137,200	156,800
12411Y	Events Mgmt Director AX 1	74,500	93,100	111,700	130,300	149,000
12326Y	Sr Events Mgmt Manager AX 3	69,600	87,000	104,500	121,800	139,200
12325Y	Sr Events Mgmt Manager AX 2	66,300	82,900	99,500	116,000	132,600
12324Y	Sr Events Mgmt Manager AX 1	63,000	78,800	94,500	110,200	126,000
12323Y	Events Mgmt Manager AX 3	62,100	77,600	93,100	108,600	124,100
12322Y	Events Mgmt Manager AX 2	59,100	73,900	88,700	103,400	118,200
12321Y	Events Mgmt Manager AX 1	56,100	70,200	84,300	98,200	112,300

Last Updated: 4/28/2026

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12116N	Sr Events Mgmt Coordinator AX 3	46,900	58,700	70,500	82,100	93,900
12115N	Sr Events Mgmt Coordinator AX 2	44,700	55,900	67,100	78,200	89,400
12114N	Sr Events Mgmt Coordinator AX 1	42,500	53,100	63,700	74,300	84,900
12113N	Events Mgmt Coordinator AX 3	38,700	48,400	58,200	67,800	77,500
12112N	Events Mgmt Coordinator AX 2	36,900	46,100	55,400	64,600	73,800
12111N	Events Mgmt Coordinator AX 1	35,100	43,800	52,600	61,400	70,100

NOTE: The salary threshold for exemptions to the federal overtime pay requirements under the Fair Labor Standards Act (FLSA) is \$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 January 1, 2026*

**Last Updated:** 4/28/2026