

VCU Market-Based Salary Ranges - March, 2024

Job Family: Development

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
15713Y	Chief Development Officer 3	354,200	442,700	531,300	619,800	OPEN
15712Y	Chief Development Officer 2	337,300	421,600	506,000	590,300	674,600
15711Y	Chief Development Officer 1	320,400	400,500	480,700	560,800	640,900
15616Y	Sr Deputy Development Officer 3	197,500	246,900	296,300	345,700	OPEN
15615Y	Sr Deputy Development Officer 2	188,100	235,100	282,200	329,200	376,200
15614Y	Sr Deputy Development Officer 1	178,700	223,300	268,100	312,700	357,400
15613Y	Deputy Development Officer 3	168,400	210,500	252,600	294,700	OPEN
15612Y	Deputy Development Officer 2	160,400	200,500	240,600	280,700	320,800
15611Y	Deputy Development Officer 1	152,400	190,500	228,600	266,700	304,800
15516Y	Sr Development Officer 3	129,600	162,000	194,400	226,800	OPEN
15515Y	Sr Development Officer 2	123,400	154,300	185,100	216,000	246,800
15514Y	Sr Development Officer 1	117,200	146,600	175,800	205,200	234,500
15513Y	Development Officer 3	112,700	140,800	169,100	197,200	OPEN
15512Y	Development Officer 2	107,300	134,100	161,000	187,800	214,600
15511Y	Development Officer 1	101,900	127,400	153,000	178,400	203,900
15416Y	Sr Director DV 3	98,000	122,400	147,000	171,500	195,900
15415Y	Sr Director DV 2	93,300	116,600	140,000	163,300	186,600
15414Y	Sr Director DV 1	88,600	110,800	133,000	155,100	177,300
15413Y	Director DV 3	82,200	102,800	123,300	143,900	164,400
15412Y	Director DV 2	78,300	97,900	117,400	137,000	156,600
15411Y	Director DV 1	74,400	93,000	111,500	130,200	148,800
15916Y	Sr Administrator DV 3	98,000	122,500	147,000	171,500	196,000
15915Y	Sr Administrator DV 2	86,200	107,800	129,300	150,900	172,400
15914Y	Sr Administrator DV 1	74,300	92,900	111,500	130,000	148,600
15913Y	Administrator DV 3	73,400	91,800	110,100	128,400	146,800
15912Y	Administrator DV 2	65,300	81,600	98,000	114,300	130,600
15911Y	Administrator DV 1	57,300	71,600	85,900	100,300	114,600
15246Y	Sr Major Gifts Officer DV 3	90,600	113,300	136,000	158,600	181,200
15245Y	Sr Major Gifts Officer DV 2	86,300	107,900	129,500	151,000	172,600
15244Y	Sr Major Gifts Officer DV 1	82,000	102,500	123,000	143,500	164,000
15243Y	Major Gifts Officer DV 3	70,000	87,600	105,000	122,500	140,100
15242Y	Major Gifts Officer DV 2	66,700	83,400	100,000	116,700	133,400
15241Y	Major Gifts Officer DV 1	63,400	79,200	95,000	110,900	126,700

Last Updated: 11/7/2025

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
15226N	Sr Gifts Officer DV 3	54,500	68,100	81,800	95,300	109,000
15225N	Sr Gifts Officer DV 2	51,900	64,900	77,900	90,800	103,800
15224N	Sr Gifts Officer DV 1	49,300	61,700	74,000	86,300	98,600
15223N	Gifts Officer DV 3	44,500	55,700	66,800	77,900	89,000
15222N	Gifts Officer DV 2	42,400	53,000	63,600	74,200	84,800
15221N	Gifts Officer DV 1	40,300	50,400	60,400	70,500	80,600
15256N	Sr Prospect Development Specialist 3	58,300	72,900	87,500	102,000	116,600
15255N	Sr Prospect Development Specialist 2	55,500	69,400	83,300	97,100	111,000
15254N	Sr Prospect Development Specialist 1	52,700	65,900	79,100	92,200	105,500
15253N	Prospect Development Specialist 3	50,700	63,400	76,000	88,700	101,400
15252N	Prospect Development Specialist 2	48,300	60,400	72,400	84,500	96,600
15251N	Prospect Development Specialist 1	45,900	57,400	68,800	80,300	91,800
15216N	Sr Specialist DV 3	52,300	65,400	78,400	91,600	104,600
15215N	Sr Specialist DV 2	49,800	62,300	74,700	87,200	99,600
15214N	Sr Specialist DV 1	47,300	59,200	71,000	82,800	94,600
15213N	Specialist DV 3	44,200	55,200	66,300	77,400	88,400
15212N	Specialist DV 2	42,100	52,600	63,100	73,700	84,200
15211N	Specialist DV 1	40,000	50,000	59,900	70,000	80,000
15116N	Sr Coordinator DV 3	42,500	53,100	63,800	74,400	85,100
15115N	Sr Coordinator DV 2	40,500	50,600	60,800	70,900	81,000
15114N	Sr Coordinator DV 1	38,500	48,100	57,800	67,400	77,000
15113N	Coordinator DV 3	37,000	46,200	55,400	64,700	73,900
15112N	Coordinator DV 2	35,200	44,000	52,800	61,600	70,400
15111N	Coordinator DV 1	33,400	41,800	50,200	58,500	66,900
15016N	Sr Assistant DV 3	34,900	43,600	52,300	61,000	69,700
15015N	Sr Assistant DV 2	33,200	41,500	49,800	58,100	66,400
15014N	Sr Assistant DV 1	31,500	39,400	47,300	55,200	63,100
15013N	Assistant DV 3	30,300	37,900	45,500	53,100	60,700
15012N	Assistant DV 2	28,900	36,100	43,300	50,600	57,800
15011N	Assistant DV 1	27,500	34,300	41,100	48,100	54,900

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, 2024

Last Updated: 11/7/2025