

## VCU Market-Based Salary Ranges - April, 2026 Job Family: Development

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
15713Y	Chief Development Officer 3	364,000	455,100	546,000	637,000	OPEN
15712Y	Chief Development Officer 2	346,700	433,400	520,000	606,700	693,400
15711Y	Chief Development Officer 1	329,400	411,700	494,000	576,400	658,700
15616Y	Sr Deputy Development Officer 3	207,000	258,700	310,400	362,100	OPEN
15615Y	Sr Deputy Development Officer 2	197,100	246,400	295,600	344,900	394,200
15614Y	Sr Deputy Development Officer 1	187,200	234,100	280,800	327,700	374,500
15613Y	Deputy Development Officer 3	173,900	217,400	260,800	304,300	OPEN
15612Y	Deputy Development Officer 2	165,600	207,000	248,400	289,800	331,200
15611Y	Deputy Development Officer 1	157,300	196,700	236,000	275,300	314,600
15516Y	Sr Development Officer 3	138,400	173,000	207,600	242,200	OPEN
15515Y	Sr Development Officer 2	131,800	164,800	197,700	230,700	263,600
15514Y	Sr Development Officer 1	125,200	156,600	187,800	219,200	250,400
15513Y	Development Officer 3	120,400	150,600	180,700	210,700	OPEN
15512Y	Development Officer 2	114,700	143,400	172,100	200,700	229,400
15511Y	Development Officer 1	109,000	136,200	163,500	190,700	217,900
15416Y	Sr Director DV 3	107,400	134,300	161,200	188,000	214,800
15415Y	Sr Director DV 2	102,300	127,900	153,500	179,000	204,600
15414Y	Sr Director DV 1	97,200	121,500	145,800	170,100	194,400
15413Y	Director DV 3	90,400	113,000	135,600	158,200	180,800
15412Y	Director DV 2	86,100	107,600	129,100	150,700	172,200
15411Y	Director DV 1	81,800	102,200	122,600	143,200	163,600
15916Y	Sr Administrator DV 3	107,400	134,300	161,200	188,000	214,800
15915Y	Sr Administrator DV 2	94,600	118,300	141,900	165,600	189,200
15914Y	Sr Administrator DV 1	81,800	102,200	122,600	143,200	163,600
15913Y	Administrator DV 3	80,500	100,700	120,800	140,900	161,100
15912Y	Administrator DV 2	71,600	89,500	107,400	125,300	143,200
15911Y	Administrator DV 1	62,600	78,300	94,000	109,500	125,200
15246Y	Sr Major Gifts Officer DV 3	100,700	125,900	151,100	176,200	201,400
15245Y	Sr Major Gifts Officer DV 2	95,900	119,900	143,900	167,800	191,800
15244Y	Sr Major Gifts Officer DV 1	91,100	113,900	136,700	159,400	182,200
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

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Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
15226N	Sr Gifts Officer DV 3	56,800	71,000	85,300	99,400	113,600
15225N	Sr Gifts Officer DV 2	54,100	67,600	81,200	94,700	108,200
15224N	Sr Gifts Officer DV 1	51,400	64,200	77,100	90,000	102,800
15223N	Gifts Officer DV 3	44,900	56,200	67,400	78,600	89,900
15222N	Gifts Officer DV 2	42,800	53,500	64,200	74,900	85,600
15221N	Gifts Officer DV 1	40,700	50,800	61,000	71,200	81,300
15256N	Sr Prospect Development Specialist 3	61,200	76,500	91,800	107,100	122,400
15255N	Sr Prospect Development Specialist 2	58,300	72,900	87,400	102,000	116,600
15254N	Sr Prospect Development Specialist 1	55,400	69,300	83,000	96,900	110,800
15253N	Prospect Development Specialist 3	55,200	69,100	82,800	96,700	110,500
15252N	Prospect Development Specialist 2	52,600	65,800	78,900	92,100	105,200
15251N	Prospect Development Specialist 1	50,000	62,500	75,000	87,500	99,900
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	45,500	56,800	68,100	79,600	90,900
15212N	Specialist DV 2	43,300	54,100	64,900	75,800	86,600
15211N	Specialist DV 1	41,100	51,400	61,700	72,000	82,300
15116N	Sr Coordinator DV 3	49,700	62,100	74,400	86,900	99,300
15115N	Sr Coordinator DV 2	47,300	59,100	70,900	82,800	94,600
15114N	Sr Coordinator DV 1	44,900	56,100	67,400	78,700	89,900
15113N	Coordinator DV 3	43,200	54,000	64,800	75,500	86,300
15112N	Coordinator DV 2	41,100	51,400	61,700	71,900	82,200
15111N	Coordinator DV 1	39,000	48,800	58,600	68,300	78,100
15016N	Sr Assistant DV 3	39,900	49,900	59,900	69,800	79,800
15015N	Sr Assistant DV 2	38,000	47,500	57,000	66,500	76,000
15014N	Sr Assistant DV 1	36,100	45,100	54,200	63,200	72,200
15013N	Assistant DV 3	35,200	44,000	52,800	61,500	70,400
15012N	Assistant DV 2	33,500	41,900	50,300	58,600	67,000
15011N	Assistant DV 1	31,800	39,800	47,800	55,700	63,700

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**

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