

VCU Market-Based Salary Ranges - April, 2026
Job Family: Environmental Safety & Risk Management

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
16516Y	Chief Env Safety Risk Mgmt Officer 3	172,500	215,700	258,800	301,900	OPEN
16515Y	Chief Env Safety Risk Mgmt Officer 2	164,300	205,400	246,500	287,500	328,600
16514Y	Chief Env Safety Risk Mgmt Officer 1	156,100	195,100	234,200	273,100	312,200
16513Y	Deputy Chief Env Safety Risk Mgmt Officer ES 3	149,400	186,800	224,200	261,500	OPEN
16512Y	Deputy Chief Env Safety Risk Mgmt Officer ES 2	142,300	177,900	213,500	249,000	284,600
16511Y	Deputy Chief Env Safety Risk Mgmt Officer ES 1	135,200	169,000	202,800	236,600	270,400
16416Y	Sr Director ES 3	143,300	179,100	214,900	250,800	286,700
16415Y	Sr Director ES 2	136,500	170,600	204,700	238,900	273,000
16414Y	Sr Director ES 1	129,700	162,100	194,500	227,000	259,400
16413Y	Director ES 3	123,200	153,900	184,800	215,600	246,300
16412Y	Director ES 2	117,300	146,600	176,000	205,300	234,600
16411Y	Director ES 1	111,400	139,300	167,200	195,000	222,900
16336Y	Sr Manager ES 3	106,400	132,900	159,600	186,200	212,700
16335Y	Sr Manager ES 2	101,300	126,600	152,000	177,300	202,600
16334Y	Sr Manager ES 1	96,200	120,300	144,400	168,400	192,500
16333Y	Manager ES 3	97,900	122,300	146,800	171,300	195,700
16332Y	Manager ES 2	93,200	116,500	139,800	163,100	186,400
16331Y	Manager ES 1	88,500	110,700	132,800	154,900	177,100
16916Y	Sr Administrator ES 3	143,300	179,100	214,900	250,800	286,700
16915Y	Sr Administrator ES 2	127,400	159,300	191,100	223,000	254,800
16914Y	Sr Administrator ES 1	111,400	139,300	167,200	195,000	222,900
16913Y	Administrator ES 3	106,400	132,900	159,600	186,200	212,700
16912Y	Administrator ES 2	97,500	121,900	146,200	170,600	195,000
16911Y	Administrator ES 1	88,500	110,700	132,800	154,900	177,100
16326N	Sr Supervisor ES 3	77,500	96,900	116,200	135,700	155,000
16325N	Sr Supervisor ES 2	73,800	92,300	110,700	129,200	147,600
16324N	Sr Supervisor ES 1	70,100	87,700	105,200	122,700	140,200
16323N	Supervisor ES 3	65,000	81,300	97,400	113,700	130,000
16322N	Supervisor ES 2	61,900	77,400	92,800	108,300	123,800
16321N	Supervisor ES 1	58,800	73,500	88,200	102,900	117,600

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Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
16236N	Sr Fire Safety Engineer ES 3	79,900	99,900	119,900	139,900	159,800
16235N	Sr Fire Safety Engineer ES 2	76,100	95,100	114,200	133,200	152,200
16234N	Sr Fire Safety Engineer ES 1	72,300	90,300	108,500	126,500	144,600
16233N	Fire Safety Engineer ES 3	69,500	86,900	104,300	121,700	139,000
16232N	Fire Safety Engineer ES 2	66,200	82,800	99,300	115,900	132,400
16231N	Fire Safety Engineer ES 1	62,900	78,700	94,300	110,100	125,800
16226N	Sr Safety Officer ES 3	75,500	94,400	113,200	132,100	151,000
16225N	Sr Safety Officer ES 2	71,900	89,900	107,800	125,800	143,800
16224N	Sr Safety Officer ES 1	68,300	85,400	102,400	119,500	136,600
16223N	Safety Officer ES 3	67,500	84,400	101,300	118,100	135,000
16222N	Safety Officer ES 2	64,300	80,400	96,500	112,500	128,600
16221N	Safety Officer ES 1	61,100	76,400	91,700	106,900	122,200
16216N	Sr Specialist ES 3	62,700	78,300	94,000	109,700	125,400
16215N	Sr Specialist ES 2	59,700	74,600	89,500	104,500	119,400
16214N	Sr Specialist ES 1	56,700	70,900	85,000	99,300	113,400
16213N	Specialist ES 3	52,500	65,600	78,800	91,900	105,000
16212N	Specialist ES 2	50,000	62,500	75,000	87,500	100,000
16211N	Specialist ES 1	47,500	59,400	71,300	83,100	95,000
16016N	Sr Lab Safety Technician ES 3	44,600	55,800	66,900	78,100	89,300
16015N	Sr Lab Safety Technician ES 2	42,500	53,100	63,700	74,400	85,000
16014N	Sr Lab Safety Technician ES 1	40,400	50,400	60,500	70,700	80,800
16013N	Lab Safety Technician ES 3	39,600	49,500	59,400	69,300	79,200
16012N	Lab Safety Technician ES 2	37,700	47,100	56,600	66,000	75,400
16011N	Lab Safety Technician ES 1	35,800	44,700	53,800	62,700	71,600
16026N	Sr Fire Safety Technician ES 3	50,900	63,600	76,300	89,100	101,900
16025N	Sr Fire Safety Technician ES 2	48,500	60,600	72,700	84,900	97,000
16024N	Sr Fire Safety Technician ES 1	46,100	57,600	69,100	80,700	92,200
16023N	Fire Safety Technician ES 3	43,600	54,500	65,300	76,200	87,200
16022N	Fire Safety Technician ES 2	41,500	51,900	62,200	72,600	83,000
16021N	Fire Safety Technician ES 1	39,400	49,300	59,100	69,000	78,900

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, 2026

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