

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

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
17713Y	Chief Facilities Mgmt Officer 3	223,500	279,400	335,400	391,200	OPEN
17712Y	Chief Facilities Mgmt Officer 2	212,900	266,100	319,400	372,600	425,800
17711Y	Chief Facilities Mgmt Officer 1	202,300	252,800	303,400	354,000	404,500
17613Y	Deputy Chief Facilities Mgmt Officer 3	162,400	203,100	243,600	284,200	OPEN
17612Y	Deputy Chief Facilities Mgmt Officer 2	154,700	193,400	232,000	270,700	309,400
17611Y	Deputy Chief Facilities Mgmt Officer 1	147,000	183,700	220,400	257,200	293,900
17616Y	Chief Capital Assets & Real Estate 3	181,800	227,200	272,700	318,000	OPEN
17615Y	Chief Capital Assets & Real Estate 2	173,100	216,400	259,700	302,900	346,200
17614Y	Chief Capital Assets & Real Estate 1	164,400	205,600	246,700	287,800	328,900
17406Y	Sr Director Sustainability FM 3	105,500	131,900	158,300	184,700	211,100
17405Y	Sr Director Sustainability FM 2	100,500	125,600	150,800	175,900	201,000
17404Y	Sr Director Sustainability FM 1	95,500	119,300	143,300	167,100	191,000
17403Y	Director Sustainability FM 3	94,200	117,700	141,300	164,900	188,400
17402Y	Director Sustainability FM 2	89,700	112,100	134,600	157,000	179,400
17401Y	Director Sustainability FM 1	85,200	106,500	127,900	149,200	170,400
17416Y	Sr Director FM 3	136,600	170,700	205,000	239,100	273,200
17415Y	Sr Director FM 2	130,100	162,600	195,200	227,700	260,200
17414Y	Sr Director FM 1	123,600	154,500	185,400	216,300	247,200
17413Y	Director FM 3	120,500	150,700	180,800	210,900	241,100
17412Y	Director FM 2	114,800	143,500	172,200	200,900	229,600
17411Y	Director FM 1	109,100	136,300	163,600	190,900	218,100
17356Y	Sr Asst Director FM 3	108,700	135,900	163,100	190,200	217,400
17355Y	Sr Asst Director FM 2	103,500	129,400	155,300	181,100	207,000
17354Y	Sr Asst Director FM 1	98,300	122,900	147,500	172,000	196,700
17353Y	Asst Director FM 3	94,500	118,100	141,800	165,400	189,000
17352Y	Asst Director FM 2	90,000	112,500	135,000	157,500	180,000
17351Y	Asst Director FM 1	85,500	106,900	128,300	149,600	171,000
17346Y	Sr Manager FM 3	81,200	101,400	121,800	142,100	162,300
17345Y	Sr Manager FM 2	77,300	96,600	116,000	135,300	154,600
17344Y	Sr Manager FM 1	73,400	91,800	110,200	128,500	146,900
17343Y	Manager FM 3	72,100	90,200	108,200	126,200	144,300
17342Y	Manager FM 2	68,700	85,900	103,000	120,200	137,400
17341Y	Manager FM 1	65,300	81,600	97,900	114,200	130,500

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17916Y	Sr Administrator FM 3	136,600	170,700	205,000	239,100	273,200
17915Y	Sr Administrator FM 2	117,500	146,900	176,300	205,600	235,000
17914Y	Sr Administrator FM 1	98,300	122,900	147,500	172,000	196,700
17913Y	Administrator FM 3	94,500	118,100	141,800	165,400	189,000
17912Y	Administrator FM 2	80,100	100,100	120,100	140,200	160,200
17911Y	Administrator FM 1	65,600	82,100	98,400	114,900	131,300
17336N	Sr Supervisor FM 3	65,800	82,300	98,700	115,200	131,700
17335N	Sr Supervisor FM 2	62,700	78,400	94,000	109,700	125,400
17334N	Sr Supervisor FM 1	59,600	74,500	89,300	104,200	119,100
17333N	Supervisor FM 3	56,600	70,800	84,900	99,000	113,200
17332N	Supervisor FM 2	53,900	67,400	80,900	94,300	107,800
17331N	Supervisor FM 1	51,200	64,000	76,900	89,600	102,400
17246Y	Sr Engineer FM 3	81,400	101,700	122,000	142,400	162,800
17245Y	Sr Engineer FM 2	77,500	96,900	116,200	135,600	155,000
17244Y	Sr Engineer FM 1	73,600	92,100	110,400	128,800	147,300
17243Y	Engineer FM 3	62,700	78,300	94,100	109,700	125,400
17242Y	Engineer FM 2	59,700	74,600	89,600	104,500	119,400
17241Y	Engineer FM 1	56,700	70,900	85,100	99,300	113,400
17236N	Sr Engineering Technician FM 3	54,700	68,400	82,100	95,800	109,400
17235N	Sr Engineering Technician FM 2	52,100	65,100	78,200	91,200	104,200
17234N	Sr Engineering Technician FM 1	49,500	61,800	74,300	86,600	99,000
17233N	Engineering Technician FM 3	45,700	57,100	68,500	79,900	91,400
17232N	Engineering Technician FM 2	43,500	54,400	65,200	76,100	87,000
17231N	Engineering Technician FM 1	41,300	51,700	61,900	72,300	82,700
17226Y	Sr Project Manager FM 3	84,000	105,000	126,000	147,000	168,000
17225Y	Sr Project Manager FM 2	80,000	100,000	120,000	140,000	160,000
17224Y	Sr Project Manager FM 1	76,000	95,000	114,000	133,000	152,000
17223Y	Project Manager FM 3	67,200	84,000	100,800	117,600	134,400
17222Y	Project Manager FM 2	64,000	80,000	96,000	112,000	128,000
17221Y	Project Manager FM 1	60,800	76,000	91,200	106,400	121,600
17216N	Sr Compliance Specialist FM 3	60,400	75,500	90,500	105,600	120,800
17215N	Sr Compliance Specialist FM 2	57,500	71,900	86,200	100,600	115,000
17214N	Sr Compliance Specialist FM 1	54,600	68,300	81,900	95,600	109,300
17213N	Compliance Specialist FM 3	51,900	64,900	77,800	90,800	103,700
17212N	Compliance Specialist FM 2	49,400	61,800	74,100	86,500	98,800
17211N	Compliance Specialist FM 1	46,900	58,700	70,400	82,200	93,900

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Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
17146N	Sr Quality Inspector FM 3	42,600	53,300	63,900	74,700	85,300
17145N	Sr Quality Inspector FM 2	40,600	50,800	60,900	71,100	81,200
17144N	Sr Quality Inspector FM 1	38,600	48,300	57,900	67,500	77,100
17143N	Quality Inspector FM 3	36,600	45,800	54,900	64,200	73,300
17142N	Quality Inspector FM 2	34,900	43,600	52,300	61,100	69,800
17141N	Quality Inspector FM 1	33,200	41,400	49,700	58,000	66,300
17136N	Sr Coordinator FM 3	46,600	58,300	69,900	81,600	93,200
17135N	Sr Coordinator FM 2	44,400	55,500	66,600	77,700	88,800
17134N	Sr Coordinator FM 1	42,200	52,700	63,300	73,800	84,400
17133N	Coordinator FM 3	38,100	47,700	57,200	66,700	76,200
17132N	Coordinator FM 2	36,300	45,400	54,500	63,500	72,600
17131N	Coordinator FM 1	34,500	43,100	51,800	60,300	69,000
17126N	Sr Trades Specialist FM 3	50,000	62,500	75,000	87,500	100,000
17125N	Sr Trades Specialist FM 2	47,600	59,500	71,400	83,300	95,200
17124N	Sr Trades Specialist FM 1	45,200	56,500	67,800	79,100	90,400
17123N	Trades Specialist FM 3	42,600	53,300	63,900	74,700	85,300
17122N	Trades Specialist FM 2	40,600	50,800	60,900	71,100	81,200
17121N	Trades Specialist FM 1	38,600	48,300	57,900	67,500	77,100
17116N	Sr Operations Specialist FM 3	48,200	60,300	72,300	84,300	96,400
17115N	Sr Operations Specialist FM 2	45,900	57,400	68,900	80,300	91,800
17114N	Sr Operations Specialist FM 1	43,600	54,500	65,500	76,300	87,200
17113N	Operations Specialist FM 3	41,600	52,000	62,400	72,800	83,200
17112N	Operations Specialist FM 2	39,600	49,500	59,400	69,300	79,200
17111N	Operations Specialist FM 1	37,600	47,000	56,400	65,800	75,200
17026N	Sr Trades Technician FM 3	46,600	58,300	69,900	81,600	93,200
17025N	Sr Trades Technician FM 2	44,400	55,500	66,600	77,700	88,800
17024N	Sr Trades Technician FM 1	42,200	52,700	63,300	73,800	84,400
17023N	Trades Technician FM 3	37,500	46,800	56,300	65,600	75,000
17022N	Trades Technician FM 2	35,700	44,600	53,600	62,500	71,400
17021N	Trades Technician FM 1	33,900	42,400	50,900	59,400	67,800
17016N	Sr Trades Worker FM 3	34,500	43,200	51,800	60,500	69,100
17015N	Sr Trades Worker FM 2	32,900	41,100	49,300	57,600	65,800
17014N	Sr Trades Worker FM 1	31,300	39,000	46,800	54,700	62,500
17013N	Trades Worker FM 3	30,200	37,800	45,400	52,900	60,500
17012N	Trades Worker FM 2	28,800	36,000	43,200	50,400	57,600
17011N	Trades Worker FM 1	27,400	34,200	41,000	47,900	54,700

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17156N	Sr Electrical Instrumentation & Control Tech FM3	66,000	82,500	99,000	115,600	132,100
17155N	Sr Electrical Instrumentation & Control Tech FM2	62,900	78,600	94,300	110,100	125,800
17154N	Sr Electrical, Instrumentation, and Control [EI&C] Technician FM1	59,800	74,700	89,600	104,600	119,500
17153N	Electrical Instrumentation & Control Tech FM3	58,300	72,900	87,400	102,000	116,600
17152N	Electrical Instrumentation & Control Tech FM2	55,500	69,400	83,200	97,100	111,000
17151N	Electrical Instrumentation & Control Tech FM1	52,700	65,900	79,000	92,200	105,500
17106N	Sr Steamfitter/Industrial Mechanic FM 3	47,300	59,100	70,900	82,700	94,500
17105N	Sr Steamfitter/Industrial Mechanic FM 2	45,000	56,300	67,500	78,800	90,000
17104N	Sr Steamfitter/Industrial Mechanic FM 1	42,800	53,500	64,100	74,900	85,500
17103N	Steamfitter/Industrial Mechanic FM 3	47,000	58,800	70,600	82,300	94,100
17102N	Steamfitter/Industrial Mechanic FM 2	44,800	56,000	67,200	78,400	89,600
17101N	Steamfitter/Industrial Mechanic FM 1	42,600	53,200	63,800	74,500	85,100
17096N	Sr Boiler Operator/Stationary Engineer FM 3	55,200	69,100	82,800	96,700	110,500
17095N	Sr Boiler Operator/Stationary Engineer FM 2	52,600	65,800	78,900	92,100	105,200
17094N	Sr Boiler Operator/Stationary Engineer FM 1	50,000	62,500	75,000	87,500	99,900
17093N	Boiler Operator/Stationary Engineer FM 3	48,000	60,000	72,000	84,000	96,000
17092N	Boiler Operator/Stationary Engineer FM 2	45,700	57,100	68,600	80,000	91,400
17091N	Boiler Operator/Stationary Engineer FM 1	43,400	54,200	65,200	76,000	86,800
17086N	Sr Locksmith FM 3	49,000	61,300	73,500	85,800	98,100
17085N	Sr Locksmith FM 2	46,700	58,400	70,000	81,700	93,400
17084N	Sr Locksmith FM 1	44,400	55,500	66,500	77,600	88,700
17083N	Locksmith FM 3	42,600	53,300	63,900	74,700	85,300
17082N	Locksmith FM 2	40,600	50,800	60,900	71,100	81,200
17081N	Locksmith FM 1	38,600	48,300	57,900	67,500	77,100
17076N	Sr Carpenter FM 3	47,100	58,900	70,800	82,500	94,300
17075N	Sr Carpenter FM 2	44,900	56,100	67,400	78,600	89,800
17074N	Sr Carpenter FM 1	42,700	53,300	64,000	74,700	85,300
17073N	Carpenter FM 3	41,100	51,300	61,500	71,800	82,100
17072N	Carpenter FM 2	39,100	48,900	58,600	68,400	78,200
17071N	Carpenter FM 1	37,100	46,500	55,700	65,000	74,300
17066N	Sr Plumber FM 3	50,100	62,600	75,100	87,700	100,200
17065N	Sr Plumber FM 2	47,700	59,600	71,500	83,500	95,400
17064N	Sr Plumber FM 1	45,300	56,600	67,900	79,300	90,600
17063N	Plumber FM 3	44,400	55,500	66,700	77,700	88,800
17062N	Plumber FM 2	42,300	52,900	63,500	74,000	84,600
17061N	Plumber FM 1	40,200	50,300	60,300	70,300	80,400

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17056N	Sr HVAC FM 3	54,400	68,000	81,600	95,200	108,800
17055N	Sr HVAC FM 2	51,800	64,800	77,700	90,700	103,600
17054N	Sr HVAC FM 1	49,200	61,600	73,800	86,200	98,400
17053N	HVAC FM 3	47,400	59,200	71,100	82,800	94,700
17052N	HVAC FM 2	45,100	56,400	67,700	78,900	90,200
17051N	HVAC FM 1	42,800	53,600	64,300	75,000	85,700
17046N	Sr Electrician FM 3	57,000	71,300	85,500	99,800	114,000
17045N	Sr Electrician FM 2	54,300	67,900	81,400	95,000	108,600
17044N	Sr Electrician FM 1	51,600	64,500	77,300	90,300	103,200
17043N	Electrician FM 3	45,000	56,300	67,500	78,900	90,100
17042N	Electrician FM 2	42,900	53,600	64,300	75,100	85,800
17041N	Electrician FM 1	40,800	50,900	61,100	71,300	81,500
17036N	Sr Groundskeeper FM 3	30,600	38,200	45,800	53,400	61,100
17035N	Sr Groundskeeper FM 2	29,100	36,400	43,600	50,900	58,200
17034N	Sr Groundskeeper FM 1*	27,600	34,600	41,400	48,400	55,300
17033N	Groundskeeper FM 3 *	27,000	33,700	40,400	47,300	54,000
17032N	Groundskeeper FM 2 *	25,700	32,100	38,500	45,000	51,400
17031N	Groundskeeper FM 1 *	24,400	30,500	36,600	42,800	48,800
29236N	Sr Supervisor Parking Enforcement 3	44,400	55,500	66,700	77,700	88,800
29235N	Sr Supervisor Parking Enforcement 2	42,300	52,900	63,500	74,000	84,600
29234N	Sr Supervisor Parking Enforcement 1	40,200	50,300	60,300	70,300	80,400
29233N	Supervisor Parking Enforcement 3	39,300	49,100	58,900	68,800	78,500
29232N	Supervisor Parking Enforcement 2	37,400	46,800	56,100	65,500	74,800
29231N	Supervisor Parking Enforcement 1	35,500	44,500	53,300	62,200	71,100
29226N	Sr Parking Ambassador 3	34,100	42,600	51,200	59,700	68,300
29225N	Sr Parking Ambassador 2	32,500	40,600	48,800	56,900	65,000
29224N	Sr Parking Ambassador 1	30,900	38,600	46,400	54,100	61,800
29223N	Parking Ambassador 3	29,100	36,300	43,600	50,900	58,200
29222N	Parking Ambassador 2	27,700	34,600	41,500	48,500	55,400
29221N	Parking Ambassador 1 *	26,562	32,900	39,400	46,100	52,600
50136N	Sr Housekeeper FM 3	30,800	38,400	46,100	53,900	61,500
50135N	Sr Housekeeper FM 2	29,300	36,600	43,900	51,300	58,600
50134N	Sr Housekeeper FM 1	27,800	34,800	41,700	48,700	55,700
50133N	Housekeeper FM 3	26,700	33,400	40,000	46,700	53,300
50132N	Housekeeper FM 2 *	26,562	31,800	38,100	44,500	50,800
50131N	Housekeeper FM 1 *	26,562	30,200	36,200	42,300	48,300

Last Updated: 4/16/2026

\* Range updated to reflect Virginia's minimum wage of \$12.77 per hour effective 1/1/2026.

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:** 4/16/2026