

VCU Market-Based Salary Ranges - April, 2026
Job Family: Financial Services

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
18712Y	Sr VP for Finance & Administration/CFO	381,800	477,300	572,700	668,200	OPEN
18623Y	Assoc VP Finance & Accounting 3	264,300	330,300	396,400	462,500	OPEN
18622Y	Assoc VP Finance & Accounting 2	251,700	314,600	377,500	440,500	503,400
18621Y	Assoc VP Finance & Accounting 1	239,100	298,900	358,600	418,500	478,200
18516Y	Assoc VP Finance 3	180,700	225,900	271,000	316,300	OPEN
18515Y	Assoc VP Finance 2	172,100	215,100	258,100	301,200	344,200
18514Y	Assoc VP Finance 1	163,500	204,300	245,200	286,100	327,000
18513Y	Asst VP Finance 3	152,600	190,700	228,800	267,000	OPEN
18512Y	Asst VP Finance 2	145,300	181,600	217,900	254,300	290,600
18511Y	Asst VP Finance 1	138,000	172,500	207,000	241,600	276,100
18533Y	University Controller FS 3	193,200	241,500	289,800	338,100	OPEN
18532Y	University Controller FS 2	184,000	230,000	276,000	322,000	368,000
18531Y	University Controller FS 1	174,800	218,500	262,200	305,900	349,600
18523Y	Treasurer FS 3	213,300	266,600	319,800	373,200	426,500
18522Y	Treasurer FS 2	203,100	253,900	304,600	355,400	OPEN
18521Y	Treasurer FS 1	192,900	241,200	289,400	337,600	385,900
18346Y	Chief Business Officer, Medical FS 3	258,400	323,000	387,700	452,200	516,800
18345Y	Chief Business Officer, Medical FS 2	246,100	307,600	369,200	430,700	492,200
18344Y	Chief Business Officer, Medical FS 1	233,800	292,200	350,700	409,200	467,600
18343Y	Chief Business Officer FS 3	146,100	182,600	219,100	255,600	292,100
18342Y	Chief Business Officer FS 2	139,100	173,900	208,700	243,400	278,200
18341Y	Chief Business Officer FS 1	132,100	165,200	198,300	231,200	264,300
18416Y	Sr Director FS 3	129,600	162,000	194,400	226,800	259,100
18415Y	Sr Director FS 2	123,400	154,300	185,100	216,000	246,800
18414Y	Sr Director FS 1	117,200	146,600	175,800	205,200	234,500
18413Y	Director FS 3	101,900	127,400	152,800	178,300	203,700
18412Y	Director FS 2	97,000	121,300	145,500	169,800	194,000
18411Y	Director FS 1	92,200	115,200	138,200	161,300	184,300
18326Y	Sr Manager FS 3	89,900	112,400	134,800	157,300	179,800
18325Y	Sr Manager FS 2	85,600	107,000	128,400	149,800	171,200
18324Y	Sr Manager FS 1	81,300	101,700	122,000	142,300	162,600
18323Y	Manager FS 3	75,900	94,900	113,900	132,800	151,800
18322Y	Manager FS 2	72,300	90,400	108,500	126,500	144,600
18321Y	Manager FS 1	68,700	85,900	103,100	120,200	137,400

Last Updated: 4/28/2026

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
18916Y	Sr Administrator FS 3	129,600	162,000	194,400	226,800	259,100
18915Y	Sr Administrator FS 2	110,900	138,600	166,300	194,100	221,800
18914Y	Sr Administrator FS 1	92,200	115,200	138,200	161,300	184,300
18913Y	Administrator FS 3	89,900	112,400	134,800	157,300	179,800
18912Y	Administrator FS 2	79,300	99,100	119,000	138,800	158,600
18911Y	Administrator FS 1	68,700	85,900	103,100	120,200	137,400
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18336Y	Sr Dept Business Officer FS 3	86,200	107,700	129,400	150,900	172,400
18335Y	Sr Dept Business Officer FS 2	82,100	102,600	123,200	143,700	164,200
18334Y	Sr Dept Business Officer FS 1	78,000	97,500	117,000	136,500	156,000
18333Y	Dept Business Officer FS 3	67,400	84,300	101,100	118,000	134,800
18332Y	Dept Business Officer FS 2	64,200	80,300	96,300	112,400	128,400
18331Y	Dept Business Officer FS 1	61,000	76,300	91,500	106,800	122,000
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18316N	Sr Supervisor FS 3	64,700	80,900	97,000	113,200	129,400
18315N	Sr Supervisor FS 2	61,600	77,000	92,400	107,800	123,200
18314N	Sr Supervisor FS 1	58,500	73,200	87,800	102,400	117,000
18313N	Supervisor FS 3	54,600	68,300	81,900	95,600	109,200
18312N	Supervisor FS 2	52,000	65,000	78,000	91,000	104,000
18311N	Supervisor FS 1	49,400	61,800	74,100	86,500	98,800
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18256N	Sr Financial Mgmt Analyst 3	87,400	109,200	131,000	152,900	174,700
18255N	Sr Financial Mgmt Analyst 2	83,200	104,000	124,800	145,600	166,400
18254N	Sr Financial Mgmt Analyst 1	79,000	98,800	118,600	138,300	158,100
18253N	Financial Mgmt Analyst 3	74,800	93,500	112,100	130,800	149,500
18252N	Financial Mgmt Analyst 2	71,200	89,000	106,800	124,600	142,400
18251N	Financial Mgmt Analyst 1	67,600	84,600	101,500	118,400	135,300
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18246N	Sr Financial Analyst 3	71,500	89,400	107,300	125,200	143,000
18245N	Sr Financial Analyst 2	68,100	85,100	102,200	119,200	136,200
18244N	Sr Financial Analyst 1	64,700	80,800	97,100	113,200	129,400
18243N	Financial Analyst 3	56,200	70,200	84,200	98,300	112,400
18242N	Financial Analyst 2	53,500	66,900	80,200	93,600	107,000
18241N	Financial Analyst 1	50,800	63,600	76,200	88,900	101,700
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18236N	Sr Accountant FS 3	58,100	72,600	87,200	101,600	116,100
18235N	Sr Accountant FS 2	55,300	69,100	83,000	96,800	110,600
18234N	Sr Accountant FS 1	52,500	65,600	78,900	92,000	105,100
18233N	Accountant FS 3	48,700	60,900	73,100	85,300	97,400
18232N	Accountant FS 2	46,400	58,000	69,600	81,200	92,800
18231N	Accountant FS 1	44,100	55,100	66,100	77,100	88,200

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Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
18216N	Sr Financial Specialist 3	57,400	71,800	86,100	100,500	114,900
18215N	Sr Financial Specialist 2	54,700	68,400	82,000	95,700	109,400
18214N	Sr Financial Specialist 1	52,000	65,000	77,900	90,900	103,900
18213N	Financial Specialist 3	50,400	63,000	75,600	88,200	100,800
18212N	Financial Specialist 2	48,000	60,000	72,000	84,000	96,000
18211N	Financial Specialist 1	45,600	57,000	68,400	79,800	91,200
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18116N	Sr Financial Technician 3	40,600	50,800	61,000	71,100	81,300
18115N	Sr Financial Technician 2	38,700	48,400	58,100	67,700	77,400
18114N	Sr Financial Technician 1	36,800	46,000	55,200	64,300	73,500
18113N	Financial Technician 3	34,500	43,200	51,900	60,500	69,100
18112N	Financial Technician 2	32,900	41,100	49,400	57,600	65,800
18111N	Financial Technician 1	31,300	39,000	46,900	54,700	62,500
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18016N	Sr Financial Assistant 3	43,400	54,200	65,100	75,900	86,700
18015N	Sr Financial Assistant 2	41,300	51,600	62,000	72,300	82,600
18014N	Sr Financial Assistant 1	39,200	49,000	58,900	68,700	78,500
18013N	Financial Assistant 3	37,900	47,400	56,800	66,400	75,800
18012N	Financial Assistant 2	36,100	45,100	54,100	63,200	72,200
18011N	Financial Assistant 1	34,300	42,800	51,400	60,000	68,600
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18276N	Sr Treasury Specialist FS 3	110,800	138,500	166,100	193,800	221,600
18275N	Sr Treasury Specialist FS 2	105,500	131,900	158,200	184,600	211,000
18274N	Sr Treasury Specialist FS 1	100,200	125,300	150,300	175,400	200,500
18273N	Treasury Specialist FS 3	92,100	115,100	138,100	161,200	184,200
18272N	Treasury Specialist FS 2	87,700	109,600	131,500	153,500	175,400
18271N	Treasury Specialist FS 1	83,300	104,100	124,900	145,800	166,600
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12426Y	Sr Director AX 3	109,700	137,100	164,600	192,000	219,500
12425Y	Sr Director AX 2	104,500	130,600	156,800	182,900	209,000
12424Y	Sr Director AX 1	99,300	124,100	149,000	173,800	198,600
12423Y	Director AX 3	88,100	110,100	132,100	154,100	176,200
12422Y	Director AX 2	83,900	104,900	125,800	146,800	167,800
12421Y	Director AX 1	79,700	99,700	119,500	139,500	159,400
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12346Y	Sr Manager AX 3	74,400	93,000	111,700	130,300	148,900
12345Y	Sr Manager AX 2	70,900	88,600	106,400	124,100	141,800
12344Y	Sr Manager AX 1	67,400	84,200	101,100	117,900	134,700
12343Y	Manager AX 3	64,100	80,100	96,100	112,100	128,100
12342Y	Manager AX 2	61,000	76,300	91,500	106,800	122,000
12341Y	Manager AX 1	58,000	72,500	86,900	101,500	115,900

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Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
12916Y	Sr Administrator AX 3	109,700	137,100	164,600	192,000	219,500
12915Y	Sr Administrator AX 2	94,700	118,400	142,100	165,700	189,400
12914Y	Sr Administrator AX 1	79,700	99,700	119,500	139,500	159,400
12913Y	Administrator AX 3	74,400	93,000	111,700	130,300	148,900
12912Y	Administrator AX 2	66,200	82,800	99,300	115,900	132,400
12911Y	Administrator AX 1	58,000	72,500	86,900	101,500	115,900
12226N	Sr Analyst AX 3	56,800	71,000	85,300	99,400	113,600
12225N	Sr Analyst AX 2	54,100	67,600	81,200	94,700	108,200
12224N	Sr Analyst AX 1	51,400	64,200	77,100	90,000	102,800
12223N	Analyst AX 3	50,500	63,100	75,800	88,400	101,000
12222N	Analyst AX 2	48,100	60,100	72,200	84,200	96,200
12221N	Analyst AX 1	45,700	57,100	68,600	80,000	91,400
12216N	Sr Specialist AX 3	53,800	67,200	80,600	94,100	107,500
12215N	Sr Specialist AX 2	51,200	64,000	76,800	89,600	102,400
12214N	Sr Specialist AX 1	48,600	60,800	73,000	85,100	97,300
12213N	Specialist AX 3	44,300	55,400	66,500	77,600	88,600
12212N	Specialist AX 2	42,200	52,800	63,300	73,900	84,400
12211N	Specialist AX 1	40,100	50,200	60,100	70,200	80,200
30236N	Sr Analyst PC 3	60,300	75,400	90,400	105,500	120,500
30235N	Sr Analyst PC 2	57,400	71,800	86,100	100,500	114,800
30234N	Sr Analyst PC 1	54,500	68,200	81,800	95,500	109,100
30233N	Analyst PC 3	48,500	60,700	72,800	84,900	97,000
30232N	Analyst PC 2	46,200	57,800	69,300	80,900	92,400
30231N	Analyst PC 1	43,900	54,900	65,800	76,900	87,800
30246N	Sr Category Manager 3	90,200	112,800	135,300	157,800	180,400
30245N	Sr Category Manager 2	85,900	107,400	128,900	150,300	171,800
30244N	Sr Category Manager 1	81,600	102,000	122,500	142,800	163,200
30243N	Category Manager 3	73,400	91,800	110,000	128,400	146,800
30242N	Category Manager 2	69,900	87,400	104,800	122,300	139,800
30241N	Category Manager 1	66,400	83,000	99,600	116,200	132,800
30216N	Sr Buyer PC 3	56,100	70,100	84,100	98,200	112,100
30215N	Sr Buyer PC 2	53,400	66,800	80,100	93,500	106,800
30214N	Sr Buyer PC 1	50,700	63,500	76,100	88,800	101,500
30213N	Buyer PC 3	47,300	59,100	70,900	82,700	94,500
30212N	Buyer PC 2	45,000	56,300	67,500	78,800	90,000
30211N	Buyer PC 1	42,800	53,500	64,100	74,900	85,500

Last Updated: 4/28/2026

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

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