

VCU Market-Based Salary Ranges - April, 2026
Job Family: General Administration

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
19613Y	Deputy Chief Officer Administration 3	215,100	268,900	322,700	376,500	OPEN
19612Y	Deputy Chief Officer Administration 2	204,900	256,100	307,300	358,600	409,800
19611Y	Deputy Chief Officer Administration 1	194,700	243,300	291,900	340,700	389,300
19823Y	Chief of Staff President's Office 3	233,200	291,500	349,900	408,100	OPEN
19822Y	Chief of Staff President's Office 2	222,100	277,600	333,200	388,700	444,200
19821Y	Chief of Staff President's Office 1	211,000	263,700	316,500	369,300	422,000
19816Y	Sr Advisor to Leadership GA 3	188,000	235,000	281,900	329,000	OPEN
19815Y	Sr Advisor to Leadership GA 2	179,000	223,800	268,500	313,300	358,000
19814Y	Sr Advisor to Leadership GA 1	170,100	212,600	255,100	297,600	340,100
19513Y	Chief of Staff Exec Ldrshp GA 3	198,300	247,900	297,500	347,100	OPEN
19512Y	Chief of Staff Exec Ldrshp GA 2	188,900	236,100	283,300	330,600	377,800
19511Y	Chief of Staff Exec Ldrshp GA 1	179,500	224,300	269,100	314,100	358,900
19426Y	Sr Strategic Planning Director 3	136,000	170,000	204,000	237,900	272,000
19425Y	Sr Strategic Planning Director 2	129,500	161,900	194,300	226,600	259,000
19424Y	Sr Strategic Planning Director 1	123,000	153,800	184,600	215,300	246,100
19423Y	Strategic Planning Director 3	116,200	145,300	174,300	203,400	232,500
19422Y	Strategic Planning Director 2	110,700	138,400	166,000	193,700	221,400
19421Y	Strategic Planning Director 1	105,200	131,500	157,700	184,000	210,300
19416Y	Sr Director Administration 3	134,800	168,500	202,200	235,900	269,600
19415Y	Sr Director Administration 2	128,400	160,500	192,600	224,700	256,800
19414Y	Sr Director Administration 1	122,000	152,500	183,000	213,500	244,000
19413Y	Director Administration 3	113,700	142,200	170,600	199,000	227,400
19412Y	Director Administration 2	108,300	135,400	162,500	189,500	216,600
19411Y	Director Administration 1	102,900	128,600	154,400	180,000	205,800
19326Y	Sr Manager Administration 3	84,300	105,400	126,500	147,500	168,600
19325Y	Sr Manager Administration 2	80,300	100,400	120,500	140,500	160,600
19324Y	Sr Manager Administration 1	76,300	95,400	114,500	133,500	152,600
19323Y	Manager Administration 3	66,300	82,800	99,300	115,900	132,500
19322Y	Manager Administration 2	63,100	78,900	94,600	110,400	126,200
19321Y	Manager Administration 1	59,900	75,000	89,900	104,900	119,900

Last Updated: 04/16/2026

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19916Y	Sr Administrator GA 3	132,800	166,000	199,300	232,500	265,700
19915Y	Sr Administrator GA 2	116,300	145,400	174,500	203,500	232,600
19914Y	Sr Administrator GA 1	99,800	124,700	149,600	174,600	199,500
19913Y	Administrator GA 3	84,300	105,400	126,500	147,500	168,600
19912Y	Administrator GA 2	72,100	90,100	108,200	126,200	144,200
19911Y	Administrator GA 1	59,900	75,000	89,900	104,900	119,900
19523Y	Ombudsperson GA 3	104,500	130,600	156,700	182,800	209,000
19522Y	Ombudsperson GA 2	99,500	124,400	149,200	174,100	199,000
19521Y	Ombudsperson GA 1	94,500	118,200	141,700	165,400	189,100
19286N	Sr Office Manager GA 3	52,100	65,100	78,100	91,100	104,200
19285N	Sr Office Manager GA 2	49,600	62,000	74,400	86,800	99,200
19284N	Sr Office Manager GA 1	47,100	58,900	70,700	82,500	94,200
19283N	Office Manager GA 3	46,600	58,300	69,900	81,600	93,200
19282N	Office Manager GA 2	44,400	55,500	66,600	77,700	88,800
19281N	Office Manager GA 1	42,200	52,700	63,300	73,800	84,400
19126N	Sr Special Assistant GA 3	74,700	93,300	111,900	130,600	149,300
19125N	Sr Special Assistant GA 2	71,100	88,900	106,600	124,400	142,200
19124N	Sr Special Assistant GA 1	67,500	84,500	101,300	118,200	135,100
19123N	Special Assistant GA 3	64,900	81,200	97,300	113,600	129,800
19122N	Special Assistant GA 2	61,800	77,300	92,700	108,200	123,600
19121N	Special Assistant GA 1	58,700	73,400	88,100	102,800	117,400
19116N	Sr Exec Administrative Assistant GA 3	58,500	73,100	87,700	102,400	117,000
19115N	Sr Exec Administrative Assistant GA 2	55,700	69,600	83,500	97,500	111,400
19114N	Sr Exec Administrative Assistant GA 1	52,900	66,100	79,300	92,600	105,800
19113N	Exec Administrative Assistant GA 3	50,500	63,100	75,700	88,400	101,000
19112N	Exec Administrative Assistant GA 2	48,100	60,100	72,100	84,200	96,200
19111N	Exec Administrative Assistant GA 1	45,700	57,100	68,500	80,000	91,400
19036N	Sr Administrative Coordinator GA 3	43,400	54,200	65,000	75,900	86,700
19035N	Sr Administrative Coordinator GA 2	41,300	51,600	61,900	72,300	82,600
19034N	Sr Administrative Coordinator GA 1	39,200	49,000	58,800	68,700	78,500
19033N	Administrative Coordinator GA 3	38,500	48,200	57,800	67,400	77,100
19032N	Administrative Coordinator GA 2	36,700	45,900	55,000	64,200	73,400
19031N	Administrative Coordinator GA 1	34,900	43,600	52,300	61,000	69,700

Last Updated: 04/16/2026

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19026N	Sr Customer Service Rep GA 3	35,000	43,700	52,500	61,200	69,900
19025N	Sr Customer Service Rep GA 2	33,300	41,600	50,000	58,300	66,600
19024N	Sr Customer Service Rep GA 1	31,600	39,500	47,500	55,400	63,300
19023N	Customer Service Rep GA 3	30,700	38,300	46,000	53,700	61,300
19022N	Customer Service Rep GA 2	29,200	36,500	43,800	51,100	58,400
19021N	Customer Service Rep GA 1	27,700	34,700	41,600	48,500	55,500
19016N	Sr Administrative Assistant GA 3	34,500	43,200	51,800	60,500	69,100
19015N	Sr Administrative Assistant GA 2	32,900	41,100	49,300	57,600	65,800
19014N	Sr Administrative Assistant GA 1	31,300	39,000	46,800	54,700	62,500
19013N	Administrative Assistant GA 3	27,200	34,000	40,700	47,600	54,400
19012N	Administrative Assistant GA 2 *	26,562	32,400	38,800	45,300	51,800
19011N	Administrative Assistant GA 1 *	26,562	30,800	36,900	43,000	49,200
19206Y	Sr Trainer/Instructor GA 3	70,100	87,700	105,200	122,700	140,300
19205Y	Sr Trainer/Instructor GA 2	66,800	83,500	100,200	116,900	133,600
19204Y	Sr Trainer/Instructor GA 1	63,500	79,300	95,200	111,100	126,900
19203Y	Trainer/Instructor GA 3	58,700	73,400	88,100	102,700	117,400
19202Y	Trainer/Instructor GA 2	55,900	69,900	83,900	97,800	111,800
19201Y	Trainer/Instructor GA 1	53,100	66,400	79,700	92,900	106,200
19046N	Sr Cook GA 3	31,500	39,400	47,300	55,100	63,000
19045N	Sr Cook GA 2	30,000	37,500	45,000	52,500	60,000
19044N	Sr Cook GA 1	28,500	35,600	42,800	49,900	57,000
19043N	Cook GA 3	28,500	35,600	42,700	49,800	56,900
19042N	Cook GA 2	27,100	33,900	40,700	47,400	54,200
19041N	Cook GA 1 *	26,562	32,200	38,700	45,000	51,500
19276Y	Sr Project Director GA 3	131,800	164,700	197,600	230,600	263,600
19275Y	Sr Project Director GA 2	125,500	156,900	188,200	219,600	251,000
19274Y	Sr Project Director GA 1	119,200	149,100	178,800	208,600	238,500
19273Y	Project Director GA 3	112,600	140,700	168,800	197,000	225,100
19272Y	Project Director GA 2	107,200	134,000	160,800	187,600	214,400
19271Y	Project Director GA 1	101,800	127,300	152,800	178,200	203,700
19266Y	Sr Project Manager GA 3	100,800	126,000	151,200	176,400	201,600
19265Y	Sr Project Manager GA 2	96,000	120,000	144,000	168,000	192,000
19264Y	Sr Project Manager GA 1	91,200	114,000	136,800	159,600	182,400
19263Y	Project Manager GA 3	86,000	107,500	128,900	150,500	172,000
19262Y	Project Manager GA 2	81,900	102,400	122,800	143,300	163,800
19261Y	Project Manager GA 1	77,800	97,300	116,700	136,100	155,600

Last Updated: 04/16/2026

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
19256N	Sr Project Analyst GA 3	64,900	81,200	97,300	113,600	129,800
19255N	Sr Project Analyst GA 2	61,800	77,300	92,700	108,200	123,600
19254N	Sr Project Analyst GA 1	58,700	73,400	88,100	102,800	117,400
19253N	Project Analyst GA 3	56,200	70,200	84,300	98,300	112,400
19252N	Project Analyst GA 2	53,500	66,900	80,300	93,600	107,000
19251N	Project Analyst GA 1	50,800	63,600	76,300	88,900	101,700
19246N	Sr Project Administrator GA 3	53,900	67,300	80,700	94,300	107,700
19245N	Sr Project Administrator GA 2	51,300	64,100	76,900	89,800	102,600
19244N	Sr Project Administrator GA 1	48,700	60,900	73,100	85,300	97,500
19243N	Project Administrator GA 3	48,400	60,500	72,600	84,700	96,800
19242N	Project Administrator GA 2	46,100	57,600	69,100	80,700	92,200
19241N	Project Administrator GA 1	43,800	54,700	65,600	76,700	87,600
19236Y	Sr Program Director GA 3	100,500	125,600	150,800	175,900	201,000
19235Y	Sr Program Director GA 2	95,700	119,600	143,600	167,500	191,400
19234Y	Sr Program Director GA 1	90,900	113,600	136,400	159,100	181,800
19233Y	Program Director GA 3	89,700	112,100	134,500	157,000	179,300
19232Y	Program Director GA 2	85,400	106,800	128,100	149,500	170,800
19231Y	Program Director GA 1	81,100	101,500	121,700	142,000	162,300
19226Y	Sr Program Manager GA 3	75,100	93,900	112,700	131,400	150,200
19225Y	Sr Program Manager GA 2	71,500	89,400	107,300	125,100	143,000
19224Y	Sr Program Manager GA 1	67,900	84,900	101,900	118,800	135,900
19223Y	Program Manager GA 3	63,700	79,700	95,700	111,500	127,500
19222Y	Program Manager GA 2	60,700	75,900	91,100	106,200	121,400
19221Y	Program Manager GA 1	57,700	72,100	86,500	100,900	115,300
19216N	Sr Program Specialist GA 3	48,600	60,800	73,000	85,100	97,200
19215N	Sr Program Specialist GA 2	46,300	57,900	69,500	81,000	92,600
19214N	Sr Program Specialist GA 1	44,000	55,000	66,000	77,000	88,000
19213N	Program Specialist GA 3	41,100	51,300	61,600	71,800	82,100
19212N	Program Specialist GA 2	39,100	48,900	58,700	68,400	78,200
19211N	Program Specialist GA 1	37,100	46,500	55,800	65,000	74,300

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

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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