

VCU Market-Based Salary Ranges - March, 2024

Job Family: Health Sciences

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
20613Y	Sr Assoc Vice President HS 3	284,000	355,000	426,000	497,100	OPEN
20612Y	Sr Assoc Vice President HS 2	270,500	338,100	405,700	473,400	541,000
20611Y	Sr Assoc Vice President HS 1	257,000	321,200	385,400	449,700	514,000
20516Y	Assoc Vice President HS 3	203,600	254,500	305,300	356,300	OPEN
20515Y	Assoc Vice President HS 2	193,900	242,400	290,800	339,300	387,800
20514Y	Assoc Vice President HS 1	184,200	230,300	276,300	322,300	368,400
20513Y	Asst Vice President HS 3	171,600	214,500	257,400	300,300	OPEN
20512Y	Asst Vice President HS 2	163,400	204,300	245,100	286,000	326,800
20511Y	Asst Vice President HS 1	155,200	194,100	232,800	271,700	310,500
20426Y	Sr Chief Medical Officer HS 3	244,700	305,900	367,000	428,200	489,300
20425Y	Sr Chief Medical Officer HS 2	233,000	291,300	349,500	407,800	466,000
20424Y	Sr Chief Medical Officer HS 1	221,400	276,700	332,000	387,400	442,700
20423Y	Chief Medical Officer HS 3	195,400	244,200	293,200	342,000	390,800
20422Y	Chief Medical Officer HS 2	186,100	232,600	279,200	325,700	372,200
20421Y	Chief Medical Officer HS 1	176,800	221,000	265,200	309,400	353,600
20416Y	Sr Director HS 3	133,900	167,400	200,800	234,300	267,800
20415Y	Sr Director HS 2	127,500	159,400	191,200	223,100	255,000
20414Y	Sr Director HS 1	121,100	151,400	181,600	211,900	242,300
20413Y	Director HS 3	111,300	139,100	167,000	194,800	222,600
20412Y	Director HS 2	106,000	132,500	159,000	185,500	212,000
20411Y	Director HS 1	100,700	125,900	151,100	176,200	201,400
20346Y	Assoc Director HS 3	100,300	125,400	150,500	175,500	200,600
20345Y	Assoc Director HS 2	95,500	119,400	143,300	167,100	191,000
20344Y	Assoc Director HS 1	90,700	113,400	136,100	158,700	181,500
20343Y	Asst Director HS 3	90,400	113,000	135,700	158,200	180,800
20342Y	Asst Director HS 2	86,100	107,600	129,200	150,700	172,200
20341Y	Asst Director HS 1	81,800	102,200	122,700	143,200	163,600
20336Y	Sr Manager HS 3	77,600	97,000	116,400	135,800	155,200
20335Y	Sr Manager HS 2	73,900	92,400	110,900	129,300	147,800
20334Y	Sr Manager HS 1	70,200	87,800	105,400	122,800	140,400
20333Y	Manager HS 3	67,500	84,400	101,200	118,100	135,000
20332Y	Manager HS 2	64,300	80,400	96,400	112,500	128,600
20331Y	Manager HS 1	61,100	76,400	91,600	106,900	122,200

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20916Y	Sr Administrator HS 3	133,900	167,400	200,800	234,300	267,800
20915Y	Sr Administrator HS 2	112,300	140,400	168,400	196,500	224,600
20914Y	Sr Administrator HS 1	90,700	113,400	136,100	158,700	181,500
20913Y	Administrator HS 3	90,400	113,000	135,700	158,200	180,800
20912Y	Administrator HS 2	75,700	94,600	113,600	132,500	151,400
20911Y	Administrator HS 1	61,100	76,400	91,600	106,900	122,200
20326N	Sr Supervisor HS 3	61,000	76,200	91,500	106,800	122,000
20325N	Sr Supervisor HS 2	58,100	72,600	87,100	101,700	116,200
20324N	Sr Supervisor HS 1	55,200	69,000	82,700	96,600	110,400
20323N	Supervisor HS 3	51,800	64,700	77,700	90,600	103,500
20322N	Supervisor HS 2	49,300	61,600	74,000	86,300	98,600
20321N	Supervisor HS 1	46,800	58,500	70,300	82,000	93,700
21206Y	Sr Psychiatrist HS 3	218,100	272,600	327,100	381,700	436,200
21205Y	Sr Psychiatrist HS 2	207,700	259,600	311,500	363,500	415,400
21204Y	Sr Psychiatrist HS 1	197,300	246,600	295,900	345,300	394,600
21203Y	Psychiatrist HS 3	173,700	217,100	260,500	304,000	347,300
21202Y	Psychiatrist HS 2	165,400	206,800	248,100	289,500	330,800
21201Y	Psychiatrist HS 1	157,100	196,500	235,700	275,000	314,300
21296Y	Sr Physician HS 3	193,500	241,900	290,300	338,600	387,000
21295Y	Sr Physician HS 2	184,300	230,400	276,500	322,500	368,600
21294Y	Sr Physician HS 1	175,100	218,900	262,700	306,400	350,200
21293Y	Physician HS 3	153,300	191,600	230,000	268,300	306,600
21292Y	Physician HS 2	146,000	182,500	219,000	255,500	292,000
21291Y	Physician HS 1	138,700	173,400	208,100	242,700	277,400
21316Y	Sr Registered Nurse Manager 3	101,500	126,900	152,400	177,700	203,100
21315Y	Sr Registered Nurse Manager 2	96,700	120,900	145,100	169,200	193,400
21314Y	Sr Registered Nurse Manager 1	91,900	114,900	137,800	160,700	183,700
21313Y	Registered Nurse Manager 3	81,800	102,300	122,600	143,100	163,600
21312Y	Registered Nurse Manager 2	77,900	97,400	116,800	136,300	155,800
21311Y	Registered Nurse Manager 1	74,000	92,500	111,000	129,500	148,000
21286Y	Sr Pharmacist HS 3	106,900	133,700	160,300	187,100	213,800
21285Y	Sr Pharmacist HS 2	101,800	127,300	152,700	178,200	203,600
21284Y	Sr Pharmacist HS 1	96,700	120,900	145,100	169,300	193,400
21283Y	Pharmacist HS 3	92,400	115,500	138,600	161,700	184,800
21282Y	Pharmacist HS 2	88,000	110,000	132,000	154,000	176,000
21281Y	Pharmacist HS 1	83,600	104,500	125,400	146,300	167,200

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Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
21276Y	Sr Nurse Practitioner 3	103,400	129,300	155,100	181,000	206,900
21275Y	Sr Nurse Practitioner 2	98,500	123,100	147,700	172,400	197,000
21274Y	Sr Nurse Practitioner 1	93,600	116,900	140,300	163,800	187,200
21273Y	Nurse Practitioner 3	89,500	111,800	134,200	156,600	178,900
21272Y	Nurse Practitioner 2	85,200	106,500	127,800	149,100	170,400
21271Y	Nurse Practitioner 1	80,900	101,200	121,400	141,600	161,900
21266Y	Sr Biomedical Engineer HS 3	69,200	86,500	103,800	121,100	138,400
21265Y	Sr Biomedical Engineer HS 2	65,900	82,400	98,900	115,300	131,800
21264Y	Sr Biomedical Engineer HS 1	62,600	78,300	94,000	109,500	125,200
21263Y	Biomedical Engineer HS 3	58,500	73,100	87,800	102,400	117,000
21262Y	Biomedical Engineer HS 2	55,700	69,600	83,600	97,500	111,400
21261Y	Biomedical Engineer HS 1	52,900	66,100	79,400	92,600	105,800
21256Y	Sr Registered Nurse 3	63,200	79,100	94,800	110,700	126,400
21255Y	Sr Registered Nurse 2	60,200	75,300	90,300	105,400	120,400
21254Y	Sr Registered Nurse 1	57,200	71,500	85,800	100,100	114,400
21253Y	Registered Nurse 3	53,700	67,100	80,400	93,900	107,300
21252Y	Registered Nurse 2	51,100	63,900	76,600	89,400	102,200
21251Y	Registered Nurse 1	48,500	60,700	72,800	84,900	97,100
21246Y	Sr Psychologist HS 3	75,800	94,800	113,700	132,700	151,600
21245Y	Sr Psychologist HS 2	72,200	90,300	108,300	126,400	144,400
21244Y	Sr Psychologist HS 1	68,600	85,800	102,900	120,100	137,200
21243Y	Psychologist HS 3	65,400	81,800	98,200	114,500	130,800
21242Y	Psychologist HS 2	62,300	77,900	93,500	109,000	124,600
21241Y	Psychologist HS 1	59,200	74,000	88,800	103,600	118,400
21236Y	Sr Health Educator HS 3	54,600	68,300	81,900	95,600	109,200
21235Y	Sr Health Educator HS 2	52,000	65,000	78,000	91,000	104,000
21234Y	Sr Health Educator HS 1	49,400	61,800	74,100	86,500	98,800
21233Y	Health Educator HS 3	47,500	59,300	71,200	83,100	94,900
21232Y	Health Educator HS 2	45,200	56,500	67,800	79,100	90,400
21231Y	Health Educator HS 1	42,900	53,700	64,400	75,100	85,900
20316Y	Sr Health Prgm Svcs Manager HS 3	69,800	87,300	104,700	122,200	139,700
20315Y	Sr Health Prgm Svcs Manager HS 2	66,500	83,100	99,700	116,400	133,00
20314Y	Sr Health Prgm Svcs Manager HS 1	63,200	78,900	94,700	110,600	126,400
20313Y	Health Prgm Svcs Manager HS 3	60,400	75,500	90,600	105,600	120,800
20312Y	Health Prgm Svcs Manager HS 2	57,500	71,900	86,300	100,600	115,000
20311Y	Health Prgm Svcs Manager HS 1	54,600	68,300	82,000	95,600	109,300

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Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
21216Y	Sr Counselor HS 3	52,400	65,500	78,500	91,700	104,800
21215Y	Sr Counselor HS 2	49,900	62,400	74,800	87,300	99,800
21214Y	Sr Counselor HS 1	47,400	59,300	71,100	82,900	94,800
21213Y	Counselor HS 3	43,800	54,700	65,700	76,700	87,600
21212Y	Counselor HS 2	41,700	52,100	62,600	73,000	83,400
21211Y	Counselor HS 1	39,600	49,500	59,500	69,400	79,200
21156N	Sr MRI Technologist HS 3	72,000	90,100	108,000	126,100	144,100
21155N	Sr MRI Technologist HS 2	68,600	85,800	102,900	120,100	137,200
21154N	Sr MRI Technologist HS 1	65,200	81,500	97,800	114,100	130,300
21153N	MRI Technologist HS 3	63,700	79,700	95,600	111,500	127,500
21152N	MRI Technologist HS 2	60,700	75,900	91,000	106,200	121,400
21151N	MRI Technologist HS 1	57,700	72,100	86,500	100,900	115,300
21146N	Sr Technologist HS 3	60,000	75,000	90,000	104,900	119,900
21145N	Sr Technologist HS 2	57,100	71,400	85,700	99,900	114,200
21144N	Sr Technologist HS 1	54,200	67,800	81,400	94,900	108,500
21143N	Technologist HS 3	49,600	62,000	74,300	86,700	99,100
21142N	Technologist HS 2	47,200	59,000	70,800	82,600	94,400
21141N	Technologist HS 1	44,800	56,100	67,300	78,500	89,700
21136N	Sr Licensed Practical Nurse 3	44,500	55,700	66,800	77,900	89,000
21135N	Sr Licensed Practical Nurse 2	42,400	53,000	63,600	74,200	84,800
21134N	Sr Licensed Practical Nurse 1	40,300	50,400	60,400	70,500	80,600
21133N	Licensed Practical Nurse 3	39,900	49,900	59,900	69,800	79,800
21132N	Licensed Practical Nurse 2	38,000	47,500	57,000	66,500	76,000
21131N	Licensed Practical Nurse 1	36,100	45,100	54,200	63,200	72,200
21126Y	Sr Clinical Dietitian HS 3	57,900	72,300	86,800	101,200	115,700
21125Y	Sr Clinical Dietitian HS 2	55,100	68,900	82,700	96,400	110,200
21124Y	Sr Clinical Dietitian HS 1	52,300	65,500	78,600	91,600	104,700
21123Y	Clinical Dietitian HS 3	50,200	62,800	75,300	87,900	100,400
21122Y	Clinical Dietitian HS 2	47,800	59,800	71,700	83,700	95,600
21121Y	Clinical Dietitian HS 1	45,400	56,800	68,100	79,500	90,800
21116N	Sr Case Manager HS 3	54,300	67,800	81,400	95,000	108,600
21115N	Sr Case Manager HS 2	51,700	64,600	77,500	90,500	103,400
21114N	Sr Case Manager HS 1	49,100	61,400	73,600	86,000	98,200
21113N	Case Manager HS 3	44,900	56,200	67,400	78,600	89,900
21112N	Case Manager HS 2	42,800	53,500	64,200	74,900	85,600
21111N	Case Manager HS 1	40,700	50,800	61,000	71,200	81,300

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Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
21016N	Sr Pharmacy Technician HS 3	36,200	45,300	54,300	63,400	72,500
21015N	Sr Pharmacy Technician HS 2	34,500	43,100	51,700	60,400	69,000
21014N	Sr Pharmacy Technician HS 1	32,800	40,900	49,100	57,400	65,600
21013N	Pharmacy Technician HS 3	31,500	39,400	47,300	55,100	63,000
21012N	Pharmacy Technician HS 2	30,000	37,500	45,000	52,500	60,000
21011N	Pharmacy Technician HS 1	28,500	35,600	42,800	49,900	57,000
22046N	Sr Technician HS 3	44,900	56,200	67,400	78,600	89,900
22045N	Sr Technician HS 2	42,800	53,500	64,200	74,900	85,600
22044N	Sr Technician HS 1	40,700	50,800	61,000	71,200	81,300
22043N	Technician HS 3	38,200	47,800	57,300	66,900	76,400
22042N	Technician HS 2	36,400	45,500	54,600	63,700	72,800
22041N	Technician HS 1	34,600	43,200	51,900	60,500	69,200
22036N	Sr Coordinator HS 3	37,500	46,800	56,300	65,600	75,000
22035N	Sr Coordinator HS 2	35,700	44,600	53,600	62,500	71,400
22034N	Sr Coordinator HS 1	33,900	42,400	50,900	59,400	67,800
22033N	Coordinator HS 3	32,900	41,100	49,200	57,500	65,700
22032N	Coordinator HS 2	31,300	39,100	46,900	54,800	62,600
22031N	Coordinator HS 1	29,700	37,100	44,600	52,100	59,500
22026N	Sr Assistant HS 3	32,300	40,400	48,500	56,600	64,700
22025N	Sr Assistant HS 2	30,800	38,500	46,200	53,900	61,600
22024N	Sr Assistant HS 1	29,300	36,600	43,900	51,200	58,500
22023N	Assistant HS 3	27,800	34,800	41,700	48,700	55,700
22022N	Assistant HS 2*	26,562	33,100	39,700	46,400	53,000
22021N	Assistant HS 1 *	26,562	31,400	37,700	44,100	50,400
22013Y	Intern/Resident HS 3	37,400	46,700	56,100	65,400	74,800
22012Y	Intern/Resident HS 2	35,600	44,500	53,400	62,300	71,200
22011Y	Intern/Resident HS 1	33,800	42,300	50,700	59,200	67,600
22003N	Psychology Intern HS 3	31,600	39,500	47,500	55,300	63,200
22002N	Psychology Intern HS 2	30,100	37,600	45,200	52,700	60,200
22001N	Psychology Intern HS 1	28,600	35,700	42,900	50,100	57,200

* 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, 2024

Last Updated: 01/01/2026