

**VCU Market-Based Salary Ranges - April, 2026**  
**Job Family: Human Resources**

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
23713Y	Chief HR Officer 3	261,800	327,200	392,700	458,100	OPEN
23712Y	Chief HR Officer 2	249,300	311,600	374,000	436,300	498,600
23711Y	Chief HR Officer 1	236,800	296,000	355,300	414,500	473,700
23613Y	Deputy Chief HR Officer 3	195,600	244,500	293,500	342,300	OPEN
23612Y	Deputy Chief HR Officer 2	186,300	232,900	279,500	326,000	372,600
23611Y	Deputy Chief HR Officer 1	177,000	221,300	265,500	309,700	354,000
23416Y	Sr Director HR 3	135,100	168,900	202,700	236,500	270,300
23415Y	Sr Director HR 2	128,700	160,900	193,000	225,200	257,400
23414Y	Sr Director HR 1	122,300	152,900	183,400	213,900	244,500
23413Y	Director HR 3	117,500	146,900	176,200	205,600	235,000
23412Y	Director HR 2	111,900	139,900	167,800	195,800	223,800
23411Y	Director HR 1	106,300	132,900	159,400	186,000	212,600
23336Y	Sr Manager HR 3	91,700	114,600	137,400	160,400	183,300
23335Y	Sr Manager HR 2	87,300	109,100	130,900	152,800	174,600
23334Y	Sr Manager HR 1	82,900	103,600	124,400	145,200	165,900
23333Y	Manager HR 3	77,400	96,700	116,000	135,500	154,800
23332Y	Manager HR 2	73,700	92,100	110,500	129,000	147,400
23331Y	Manager HR 1	70,000	87,500	105,000	122,600	140,000
23916Y	Sr Administrator HR 3	135,100	168,900	202,700	236,500	270,300
23915Y	Sr Administrator HR 2	120,700	150,900	181,000	211,200	241,400
23914Y	Sr Administrator HR 1	106,300	132,900	159,400	186,000	212,600
23913Y	Administrator HR 3	91,700	114,600	137,400	160,400	183,300
23912Y	Administrator HR 2	80,800	101,000	121,200	141,400	161,600
23911Y	Administrator HR 1	70,000	87,500	105,000	122,600	140,000
23346Y	Sr HR Business Partner 3	90,700	113,400	136,100	158,800	181,400
23345Y	Sr HR Business Partner 2	86,400	108,000	129,600	151,200	172,800
23344Y	Sr HR Business Partner 1	82,100	102,600	123,100	143,600	164,200
23343Y	HR Business Partner 3	78,900	98,600	118,300	138,000	157,700
23342Y	HR Business Partner 2	75,100	93,900	112,700	131,400	150,200
23341Y	HR Business Partner 1	71,300	89,200	107,100	124,800	142,700

Last Updated: 4/16/2026

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
23326N	HR Supervisor 3	65,500	81,900	98,300	114,700	131,000
23325N	HR Supervisor 2	62,400	78,000	93,600	109,200	124,800
23324N	HR Supervisor 1	59,300	74,100	88,900	103,700	118,600
23323N	HR Supervisor 3	57,600	72,000	86,500	100,900	115,300
23322N	HR Supervisor 2	54,900	68,600	82,400	96,100	109,800
23321N	HR Supervisor 1	52,200	65,200	78,300	91,300	104,300
23226N	Sr HR Generalist 3	70,700	88,300	106,100	123,700	141,300
23225N	Sr HR Generalist 2	67,300	84,100	101,000	117,800	134,600
23224N	Sr HR Generalist 1	63,900	79,900	96,000	111,900	127,900
23223N	HR Generalist 3	51,600	64,500	77,400	90,200	103,100
23222N	HR Generalist 2	49,100	61,400	73,700	85,900	98,200
23221N	HR Generalist 1	46,600	58,300	70,000	81,600	93,300
23216N	Sr HR Specialist 3	62,100	77,600	93,000	108,600	124,100
23215N	Sr HR Specialist 2	59,100	73,900	88,600	103,400	118,200
23214N	Sr HR Specialist 1	56,100	70,200	84,200	98,200	112,300
23213N	HR Specialist 3	51,300	64,200	77,000	89,900	102,700
23212N	HR Specialist 2	48,900	61,100	73,300	85,600	97,800
23211N	HR Specialist 1	46,500	58,000	69,600	81,300	92,900
23116N	Sr HR Coordinator 3	46,300	57,900	69,400	81,100	92,600
23115N	Sr HR Coordinator 2	44,100	55,100	66,100	77,200	88,200
23114N	Sr HR Coordinator 1	41,900	52,300	62,800	73,300	83,800
23113N	HR Coordinator 3	41,200	51,500	61,700	72,000	82,300
23112N	HR Coordinator 2	39,200	49,000	58,800	68,600	78,400
23111N	HR Coordinator 1	37,200	46,600	55,900	65,200	74,500
23016N	Sr HR Assistant 3	37,100	46,300	55,700	64,900	74,100
23015N	Sr HR Assistant 2	35,300	44,100	53,000	61,800	70,600
23014N	Sr HR Assistant 1	33,500	41,900	50,400	58,700	67,100
23013N	HR Assistant 3	31,900	39,900	47,900	55,900	63,800
23012N	HR Assistant 2	30,400	38,000	45,600	53,200	60,800
23011N	HR Assistant 1	28,900	36,100	43,300	50,500	57,800

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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