

VCU Market-Based Salary Ranges - March, 2024

Job Family: Information Technology

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
24713Y	Chief Information Officer 3	292,000	365,000	438,000	511,000	OPEN
24712Y	Chief Information Officer 2	278,100	347,600	417,100	486,700	556,200
24711Y	Chief Information Officer 1	264,200	330,200	396,200	462,400	528,400
24613Y	Deputy Chief Information Officer 3	182,000	227,400	272,900	318,500	OPEN
24612Y	Deputy Chief Information Officer 2	173,300	216,600	259,900	303,300	346,600
24611Y	Deputy Chief Information Officer 1	164,600	205,800	246,900	288,100	329,300
24516Y	Sr IT Officer 3	163,900	204,900	245,800	286,900	327,800
24515Y	Sr IT Officer 2	156,100	195,100	234,100	273,200	312,200
24514Y	Sr IT Officer 1	148,300	185,300	222,400	259,500	296,600
24513Y	IT Officer 3	146,900	183,600	220,400	257,000	293,800
24512Y	IT Officer 2	139,900	174,900	209,900	244,800	279,800
24511Y	IT Officer 1	132,900	166,200	199,400	232,600	265,800
24416Y	Sr Director IT 3	132,000	165,000	197,900	231,000	264,000
24415Y	Sr Director IT 2	125,700	157,100	188,500	220,000	251,400
24414Y	Sr Director IT 1	119,400	149,200	179,100	209,000	238,800
24413Y	Director IT 3	114,000	142,600	171,000	199,600	228,100
24412Y	Director IT 2	108,600	135,800	162,900	190,100	217,200
24411Y	Director IT 1	103,200	129,000	154,800	180,600	206,300
24336Y	Sr Manager IT 3	98,400	123,000	147,600	172,200	196,800
24335Y	Sr Manager IT 2	93,700	117,100	140,600	164,000	187,400
24334Y	Sr Manager IT 1	89,000	111,200	133,600	155,800	178,000
24333Y	Manager IT 3	84,600	105,800	126,900	148,200	169,300
24332Y	Manager IT 2	80,600	100,800	120,900	141,100	161,200
24331Y	Manager IT 1	76,600	95,800	114,900	134,000	153,100
24916Y	Sr Administrator IT 3	132,000	165,000	197,900	231,000	264,000
24915Y	Sr Administrator IT 2	117,600	147,000	176,400	205,800	235,200
24914Y	Sr Administrator IT 1	103,200	129,000	154,800	180,600	206,300
24913Y	Administrator IT 3	98,400	123,000	147,600	172,200	196,800
24912Y	Administrator IT 2	87,500	109,400	131,300	153,100	175,000
24911Y	Administrator IT 1	76,600	95,800	114,900	134,000	153,100

Last Updated: 11/7/2025

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
24326N	Sr Supervisor IT 3	83,700	104,600	125,600	146,500	167,400
24325N	Sr Supervisor IT 2	79,700	99,600	119,600	139,500	159,400
24324N	Sr Supervisor IT 1	75,700	94,600	113,600	132,500	151,400
24323N	Supervisor IT 3	72,300	90,400	108,500	126,600	144,700
24322N	Supervisor IT 2	68,900	86,100	103,300	120,600	137,800
24321N	Supervisor IT 1	65,500	81,800	98,100	114,600	130,900
24276Y	Sr IT Project Manager 3	86,300	107,900	129,500	151,100	172,600
24275Y	Sr IT Project Manager 2	82,200	102,800	123,300	143,900	164,400
24274Y	Sr IT Project Manager 1	78,100	97,700	117,100	136,700	156,200
24273Y	IT Project Manager 3	75,100	93,900	112,600	131,400	150,200
24272Y	IT Project Manager 2	71,500	89,400	107,200	125,100	143,000
24271Y	IT Project Manager 1	67,900	84,900	101,800	118,800	135,900
24266Y	Sr IT Architect/Engineer 3	96,900	121,200	145,300	169,600	193,800
24265Y	Sr IT Architect/Engineer 2	92,300	115,400	138,400	161,500	184,600
24264Y	Sr IT Architect/Engineer 1	87,700	109,600	131,500	153,400	175,400
24263Y	IT Architect/Engineer 3	71,900	89,900	107,900	125,900	143,900
24262Y	IT Architect/Engineer 2	68,500	85,600	102,800	119,900	137,000
24261Y	IT Architect/Engineer 1	65,100	81,300	97,700	113,900	130,200
24256N	Sr IT Developer/Programmer 3	71,700	89,700	107,600	125,500	143,400
24255N	Sr IT Developer/Programmer 2	68,300	85,400	102,500	119,500	136,600
24254N	Sr IT Developer/Programmer 1	64,900	81,100	97,400	113,500	129,800
24253N	IT Developer/Programmer 3	56,400	70,500	84,500	98,700	112,800
24252N	IT Developer/Programmer 2	53,700	67,100	80,500	94,000	107,400
24251N	IT Developer/Programmer 1	51,000	63,700	76,500	89,300	102,000
24246N	Sr IT Systems Analyst 3	68,600	85,700	102,900	120,000	137,100
24245N	Sr IT Systems Analyst 2	65,300	81,600	98,000	114,300	130,600
24244N	Sr IT Systems Analyst 1	62,000	77,500	93,100	108,600	124,100
24243N	IT Systems Analyst 3	57,000	71,300	85,500	99,800	114,000
24242N	IT Systems Analyst 2	54,300	67,900	81,400	95,000	108,600
24241N	IT Systems Analyst 1	51,600	64,500	77,300	90,300	103,200
24236Y	Sr Bus Intelligence Analyst IT 3	77,000	96,200	115,400	134,700	153,900
24235Y	Sr Bus Intelligence Analyst IT 2	73,300	91,600	109,900	128,300	146,600
24234Y	Sr Bus Intelligence Analyst IT 1	69,600	87,000	104,400	121,900	139,300
24233Y	Bus Intelligence Analyst IT 3	63,900	79,900	96,000	111,900	127,900
24232Y	Bus Intelligence Analyst IT 2	60,900	76,100	91,400	106,600	121,800
24231Y	Bus Intelligence Analyst IT 1	57,900	72,300	86,800	101,300	115,700

Last Updated: 11/7/2025

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
24286N	Sr Telecommunications Analyst 3	63,900	79,900	95,900	111,900	127,900
24285N	Sr Telecommunications Analyst 2	60,900	76,100	91,300	106,600	121,800
24284N	Sr Telecommunications Analyst 1	57,900	72,300	86,700	101,300	115,700
24283N	Telecommunications Analyst 3	52,400	65,500	78,500	91,700	104,800
24282N	Telecommunications Analyst 2	49,900	62,400	74,800	87,300	99,800
24281N	Telecommunications Analyst 1	47,400	59,300	71,100	82,900	94,800
24226N	Sr Data Analyst 3	65,100	81,400	97,700	113,900	130,200
24225N	Sr Data Analyst 2	62,000	77,500	93,000	108,500	124,000
24224N	Sr Data Analyst 1	58,900	73,600	88,400	103,100	117,800
24223N	Data Analyst 3	50,800	63,500	76,200	88,900	101,600
24222N	Data Analyst 2	48,400	60,500	72,600	84,700	96,800
24221N	Data Analyst 1	46,000	57,500	69,000	80,500	92,000
24216N	Sr Specialist IT 3	59,500	74,400	89,400	104,200	119,100
24215N	Sr Specialist IT 2	56,700	70,900	85,100	99,200	113,400
24214N	Sr Specialist IT 1	53,900	67,400	80,800	94,200	107,700
24213N	Specialist IT 3	47,600	59,400	71,300	83,300	95,100
24212N	Specialist IT 2	45,300	56,600	67,900	79,300	90,600
24211N	Specialist IT 1	43,000	53,800	64,500	75,300	86,100
24116N	Sr IT Analyst 3	45,300	56,600	67,800	79,200	90,500
24115N	Sr IT Analyst 2	43,100	53,900	64,600	75,400	86,200
24114N	Sr IT Analyst 1	40,900	51,200	61,400	71,600	81,900
24113N	IT Analyst 3	39,700	49,700	59,500	69,500	79,400
24112N	IT Analyst 2	37,800	47,300	56,700	66,200	75,600
24111N	IT Analyst 1	35,900	44,900	53,900	62,900	71,800
24016N	Sr Computer Ops Technician 3	36,200	45,300	54,400	63,400	72,500
24015N	Sr Computer Ops Technician 2	34,500	43,100	51,800	60,400	69,000
24014N	Sr Computer Ops Technician 1	32,800	40,900	49,200	57,400	65,600
24013N	Computer Ops Technician 3	31,000	38,700	46,400	54,200	62,000
24012N	Computer Ops Technician 2	29,500	36,900	44,200	51,600	59,000
24011N	Computer Ops Technician 1	28,000	35,100	42,000	49,000	56,100
24623Y	Campus IT Security Administrator 3	168,700	210,900	253,100	295,300	337,500
24622Y	Campus IT Security Administrator 2	160,700	200,900	241,000	281,200	321,400
24621Y	Campus IT Security Administrator 1	152,700	190,900	229,000	267,100	305,300
24523Y	Deputy Campus IT Security Administrator 3	143,300	179,100	215,000	250,800	286,700
24522Y	Deputy Campus IT Security Administrator 2	136,500	170,600	204,800	238,900	273,000
24521Y	Deputy Campus IT Security Administrator 1	129,700	162,100	194,600	227,000	259,400

Last Updated: 11/7/2025

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
24346Y	Sr Security Systems Manager 3	87,300	109,100	130,900	152,700	174,500
24345Y	Sr Security Systems Manager 2	83,100	103,900	124,700	145,400	166,200
24344Y	Sr Security Systems Manager 1	78,900	98,700	118,500	138,100	157,900
24343Y	Security Systems Manager 3	75,900	94,900	113,900	132,800	151,800
24342Y	Security Systems Manager 2	72,300	90,400	108,500	126,500	144,600
24341Y	Security Systems Manager 1	68,700	85,900	103,100	120,200	137,400
24826Y	Sr IT Security Engineer 3	73,000	91,200	109,400	127,700	146,000
24825Y	Sr IT Security Engineer 2	69,500	86,900	104,200	121,600	139,000
24824Y	Sr IT Security Engineer 1	66,000	82,600	99,000	115,500	132,100
24823Y	IT Security Engineer 3	64,100	80,100	96,100	112,100	128,100
24822Y	IT Security Engineer 2	61,000	76,300	91,500	106,800	122,000
24821Y	IT Security Engineer 1	58,000	72,500	86,900	101,500	115,900
24816N	Sr IT Security Analyst 3	74,800	93,500	112,100	130,800	149,500
24815N	Sr IT Security Analyst 2	71,200	89,000	106,800	124,600	142,400
24814N	Sr IT Security Analyst 1	67,600	84,600	101,500	118,400	135,300
24813N	IT Security Analyst 3	59,600	74,600	89,500	104,400	119,300
24812N	IT Security Analyst 2	56,800	71,000	85,200	99,400	113,600
24811N	IT Security Analyst 1	54,000	67,500	80,900	94,400	107,900

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: 11/7/2025