

VCU Market-Based Salary Ranges - April, 2026
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	206,100	257,700	309,200	360,700	OPEN
24612Y	Deputy Chief Information Officer 2	196,300	245,400	294,500	343,500	392,600
24611Y	Deputy Chief Information Officer 1	186,500	233,100	279,800	326,300	373,000
24516Y	Sr IT Officer 3	184,700	230,900	277,000	323,200	369,400
24515Y	Sr IT Officer 2	175,900	219,900	263,800	307,800	351,800
24514Y	Sr IT Officer 1	167,100	208,900	250,600	292,400	334,200
24513Y	IT Officer 3	160,500	200,700	240,900	281,000	321,100
24512Y	IT Officer 2	152,900	191,100	229,400	267,600	305,800
24511Y	IT Officer 1	145,300	181,500	217,900	254,200	290,500
24416Y	Sr Director IT 3	145,200	181,500	217,800	254,100	290,400
24415Y	Sr Director IT 2	138,300	172,900	207,400	242,000	276,600
24414Y	Sr Director IT 1	131,400	164,300	197,000	229,900	262,800
24413Y	Director IT 3	127,900	159,900	191,800	223,900	255,800
24412Y	Director IT 2	121,800	152,300	182,700	213,200	243,600
24411Y	Director IT 1	115,700	144,700	173,600	202,500	231,400
24336Y	Sr Manager IT 3	105,900	132,400	159,000	185,400	211,900
24335Y	Sr Manager IT 2	100,900	126,100	151,400	176,600	201,800
24334Y	Sr Manager IT 1	95,900	119,800	143,800	167,800	191,700
24333Y	Manager IT 3	91,000	113,800	136,600	159,300	182,100
24332Y	Manager IT 2	86,700	108,400	130,100	151,700	173,400
24331Y	Manager IT 1	82,400	103,000	123,600	144,100	164,700
24916Y	Sr Administrator IT 3	144,600	180,700	216,800	253,100	289,200
24915Y	Sr Administrator IT 2	129,500	161,900	194,200	226,600	259,000
24914Y	Sr Administrator IT 1	114,300	142,900	171,500	200,000	228,600
24913Y	Administrator IT 3	105,900	132,400	159,000	185,400	211,900
24912Y	Administrator IT 2	94,200	117,800	141,300	164,900	188,400
24911Y	Administrator IT 1	82,400	103,000	123,600	144,100	164,700

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Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
24326N	Sr Supervisor IT 3	95,900	119,800	143,900	167,800	191,700
24325N	Sr Supervisor IT 2	91,300	114,100	137,000	159,800	182,600
24324N	Sr Supervisor IT 1	86,700	108,400	130,200	151,800	173,500
24323N	Supervisor IT 3	82,600	103,300	123,900	144,600	165,300
24322N	Supervisor IT 2	78,700	98,400	118,000	137,700	157,400
24321N	Supervisor IT 1	74,800	93,500	112,100	130,800	149,500
24276Y	Sr IT Project Manager 3	102,300	127,900	153,400	179,000	204,500
24275Y	Sr IT Project Manager 2	97,400	121,800	146,100	170,500	194,800
24274Y	Sr IT Project Manager 1	92,500	115,700	138,800	162,000	185,100
24273Y	IT Project Manager 3	77,500	96,900	116,200	135,700	155,000
24272Y	IT Project Manager 2	73,800	92,300	110,700	129,200	147,600
24271Y	IT Project Manager 1	70,100	87,700	105,200	122,700	140,200
24266Y	Sr IT Architect/Engineer 3	100,600	125,800	150,900	176,100	201,200
24265Y	Sr IT Architect/Engineer 2	95,800	119,800	143,700	167,700	191,600
24264Y	Sr IT Architect/Engineer 1	91,000	113,800	136,500	159,300	182,000
24263Y	IT Architect/Engineer 3	77,400	96,700	116,000	135,500	154,800
24262Y	IT Architect/Engineer 2	73,700	92,100	110,500	129,000	147,400
24261Y	IT Architect/Engineer 1	70,000	87,500	105,000	122,600	140,000
24256N	Sr IT Developer/Programmer 3	74,700	93,300	112,000	130,600	149,300
24255N	Sr IT Developer/Programmer 2	71,100	88,900	106,700	124,400	142,200
24254N	Sr IT Developer/Programmer 1	67,500	84,500	101,400	118,200	135,100
24253N	IT Developer/Programmer 3	63,900	79,900	96,000	111,900	127,900
24252N	IT Developer/Programmer 2	60,900	76,100	91,400	106,600	121,800
24251N	IT Developer/Programmer 1	57,900	72,300	86,800	101,300	115,700
24246N	Sr IT Systems Analyst 3	73,800	92,300	110,800	129,200	147,600
24245N	Sr IT Systems Analyst 2	70,300	87,900	105,500	123,000	140,600
24244N	Sr IT Systems Analyst 1	66,800	83,500	100,200	116,900	133,600
24243N	IT Systems Analyst 3	63,200	79,100	94,800	110,700	126,400
24242N	IT Systems Analyst 2	60,200	75,300	90,300	105,400	120,400
24241N	IT Systems Analyst 1	57,200	71,500	85,800	100,100	114,400
24236Y	Sr Bus Intelligence Analyst IT 3	77,600	97,000	116,400	135,800	155,200
24235Y	Sr Bus Intelligence Analyst IT 2	73,900	92,400	110,900	129,300	147,800
24234Y	Sr Bus Intelligence Analyst IT 1	70,200	87,800	105,400	122,800	140,400
24233Y	Bus Intelligence Analyst IT 3	65,800	82,300	98,700	115,200	131,700
24232Y	Bus Intelligence Analyst IT 2	62,700	78,400	94,000	109,700	125,400
24231Y	Bus Intelligence Analyst IT 1	59,600	74,500	89,300	104,200	119,100

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Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
24286N	Sr Telecommunications Analyst 3	65,000	81,300	97,400	113,700	130,000
24285N	Sr Telecommunications Analyst 2	61,900	77,400	92,800	108,300	123,800
24284N	Sr Telecommunications Analyst 1	58,800	73,500	88,200	102,900	117,600
24283N	Telecommunications Analyst 3	52,700	65,900	79,100	92,300	105,400
24282N	Telecommunications Analyst 2	50,200	62,800	75,300	87,900	100,400
24281N	Telecommunications Analyst 1	47,700	59,700	71,500	83,500	95,400
24226N	Sr Data Analyst 3	69,000	86,200	103,400	120,800	138,000
24225N	Sr Data Analyst 2	65,700	82,100	98,500	115,000	131,400
24224N	Sr Data Analyst 1	62,400	78,000	93,600	109,300	124,800
24223N	Data Analyst 3	59,100	73,900	88,700	103,400	118,200
24222N	Data Analyst 2	56,300	70,400	84,500	98,500	112,600
24221N	Data Analyst 1	53,500	66,900	80,300	93,600	107,000
24216N	Sr Specialist IT 3	60,000	75,000	90,000	104,900	119,900
24215N	Sr Specialist IT 2	57,100	71,400	85,700	99,900	114,200
24214N	Sr Specialist IT 1	54,200	67,800	81,400	94,900	108,500
24213N	Specialist IT 3	47,700	59,600	71,500	83,500	95,300
24212N	Specialist IT 2	45,400	56,800	68,100	79,500	90,800
24211N	Specialist IT 1	43,100	54,000	64,700	75,500	86,300
24116N	Sr IT Analyst 3	49,900	62,400	74,800	87,300	99,800
24115N	Sr IT Analyst 2	47,500	59,400	71,200	83,100	95,000
24114N	Sr IT Analyst 1	45,100	56,400	67,600	78,900	90,300
24113N	IT Analyst 3	42,700	53,400	64,100	74,800	85,500
24112N	IT Analyst 2	40,700	50,900	61,000	71,200	81,400
24111N	IT Analyst 1	38,700	48,400	58,000	67,600	77,300
24016N	Sr Computer Ops Technician 3	41,800	52,300	62,700	73,200	83,600
24015N	Sr Computer Ops Technician 2	39,800	49,800	59,700	69,700	79,600
24014N	Sr Computer Ops Technician 1	37,800	47,300	56,700	66,200	75,600
24013N	Computer Ops Technician 3	36,000	45,000	54,000	63,000	72,000
24012N	Computer Ops Technician 2	34,300	42,900	51,400	60,000	68,600
24011N	Computer Ops Technician 1	32,600	40,800	48,800	57,000	65,200
24623Y	Campus IT Security Administrator 3	194,400	243,000	291,600	340,100	388,700
24622Y	Campus IT Security Administrator 2	185,100	231,400	277,700	323,900	370,200
24621Y	Campus IT Security Administrator 1	175,800	219,800	263,800	307,700	351,700
24523Y	Deputy Campus IT Security Administrator 3	165,000	206,200	247,400	288,600	329,900
24522Y	Deputy Campus IT Security Administrator 2	157,100	196,400	235,600	274,900	314,200
24521Y	Deputy Campus IT Security Administrator 1	149,200	186,600	223,800	261,200	298,500

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Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
24346Y	Sr Security Systems Manager 3	100,900	126,100	151,300	176,600	201,800
24345Y	Sr Security Systems Manager 2	96,100	120,100	144,100	168,200	192,200
24344Y	Sr Security Systems Manager 1	91,300	114,100	136,900	159,800	182,600
24343Y	Security Systems Manager 3	91,100	113,900	136,700	159,500	182,300
24342Y	Security Systems Manager 2	86,800	108,500	130,200	151,900	173,600
24341Y	Security Systems Manager 1	82,500	103,100	123,700	144,300	164,900
24826Y	Sr IT Security Engineer 3	81,100	101,300	121,600	141,900	162,100
24825Y	Sr IT Security Engineer 2	77,200	96,500	115,800	135,100	154,400
24824Y	Sr IT Security Engineer 1	73,300	91,700	110,000	128,300	146,700
24823Y	IT Security Engineer 3	72,300	90,400	108,500	126,600	144,700
24822Y	IT Security Engineer 2	68,900	86,100	103,300	120,600	137,800
24821Y	IT Security Engineer 1	65,500	81,800	98,100	114,600	130,900
24816N	Sr IT Security Analyst 3	76,300	95,400	114,600	133,600	152,700
24815N	Sr IT Security Analyst 2	72,700	90,900	109,100	127,200	145,400
24814N	Sr IT Security Analyst 1	69,100	86,400	103,600	120,800	138,100
24813N	IT Security Analyst 3	63,300	79,200	95,000	110,800	126,600
24812N	IT Security Analyst 2	60,300	75,400	90,500	105,500	120,600
24811N	IT Security Analyst 1	57,300	71,600	86,000	100,200	114,600

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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