**VCU Market-Based Salary Ranges -** April, 2026
**Job Family:** Legal, Audit and Compliance

| Job Code | Job Title | Minimum $ | 25th $ | Midpoint $ | 75th $ | Maximum $ |
|---|---|---|---|---|---|---|
| 25652Y | Vice President Government Relations LG | 229,400 | 286,800 | 344,100 | 401,500 | OPEN |
| 16613Y | Chief Risk Officer 3 | 226,200 | 282,800 | 339,300 | 395,900 | OPEN |
| 16612Y | Chief Risk Officer 2 | 215,400 | 269,300 | 323,100 | 377,000 | 430,800 |
| 16611Y | Chief Risk Officer 1 | 204,600 | 255,800 | 306,900 | 358,200 | 409,300 |
| 25642Y | Exec Director Audit | 186,000 | 232,500 | 279,000 | 325,500 | OPEN |
| 25713Y | University Counsel LG 3 | 324,100 | 405,200 | 486,300 | 567,200 | OPEN |
| 25712Y | University Counsel LG 2 | 308,700 | 385,900 | 463,100 | 540,200 | 617,400 |
| 25711Y | University Counsel LG 1 | 293,300 | 366,600 | 439,900 | 513,200 | 586,500 |
| 25516Y | Assoc University Counsel LG 3 | 129,700 | 162,100 | 194,600 | 226,900 | OPEN |
| 25515Y | Assoc University Counsel LG 2 | 123,500 | 154,400 | 185,300 | 216,100 | 247,000 |
| 25514Y | Assoc University Counsel LG 1 | 117,300 | 146,700 | 176,000 | 205,300 | 234,700 |
| 25513Y | Asst University Counsel LG 3 | 112,900 | 141,100 | 169,300 | 197,500 | OPEN |
| 25512Y | Asst University Counsel LG 2 | 107,500 | 134,400 | 161,200 | 188,100 | 215,000 |
| 25511Y | Asst University Counsel LG 1 | 102,100 | 127,700 | 153,100 | 178,700 | 204,300 |
| 25303Y | Law Fellow LG 3 | 97,300 | 121,700 | 146,000 | 170,300 | 194,700 |
| 25302Y | Law Fellow LG 2 | 92,700 | 115,900 | 139,000 | 162,200 | 185,400 |
| 25301Y | Law Fellow LG 1 | 88,100 | 110,100 | 132,100 | 154,100 | 176,100 |
| 25636Y | Assoc Vice President Equity & Access LG 3 | 184,700 | 230,900 | 277,100 | 323,200 | OPEN |
| 25635Y | Assoc Vice President Equity & Access LG 2 | 175,900 | 219,900 | 263,900 | 307,800 | 351,800 |
| 25634Y | Assoc Vice President Equity & Access LG 1 | 167,100 | 208,900 | 250,700 | 292,400 | 334,200 |
| 25613Y | Executive Director LG 3 | 176,500 | 220,600 | 264,800 | 308,900 | OPEN |
| 25612Y | Executive Director LG 2 | 168,100 | 210,100 | 252,200 | 294,200 | 336,200 |
| 25611Y | Executive Director LG 1 | 159,700 | 199,600 | 239,600 | 279,500 | 319,400 |
| 25243Y | Board of Visitors Secretary LG 3 | 150,500 | 188,100 | 225,800 | 263,300 | 300,900 |
| 25242Y | Board of Visitors Secretary LG 2 | 143,300 | 179,100 | 215,000 | 250,800 | 286,600 |
| 25241Y | Board of Visitors Secretary LG 1 | 136,100 | 170,100 | 204,300 | 238,300 | 272,300 |
| 25416Y | Sr Director LG 3 | 155,800 | 194,800 | 233,700 | 272,700 | 311,600 |
| 25415Y | Sr Director LG 2 | 148,400 | 185,500 | 222,600 | 259,700 | 296,800 |
| 25414Y | Sr Director LG 1 | 141,000 | 176,200 | 211,500 | 246,700 | 282,000 |
| 25413Y | Director LG 3 | 140,000 | 174,900 | 210,000 | 245,000 | 279,900 |
| 25412Y | Director LG 2 | 133,300 | 166,600 | 200,000 | 233,300 | 266,600 |
| 25411Y | Director LG 1 | 126,600 | 158,300 | 190,000 | 221,600 | 253,300 |

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|---|---|---|---|---|---|---|
| 25343Y | Deputy Director LG 3 | 113,600 | 142,100 | 170,400 | 198,900 | 227,200 |
| 25342Y | Deputy Director LG 2 | 108,200 | 135,300 | 162,300 | 189,400 | 216,400 |
| 25341Y | Deputy Director LG 1 | 102,800 | 128,500 | 154,200 | 179,900 | 205,600 |
| 25336Y | Sr Manager LG 3 | 93,600 | 117,000 | 140,300 | 163,700 | 187,100 |
| 25335Y | Sr Manager LG 2 | 89,100 | 111,400 | 133,600 | 155,900 | 178,200 |
| 25334Y | Sr Manager LG 1 | 84,600 | 105,800 | 126,900 | 148,100 | 169,300 |
| 25333Y | Manager LG 3 | 83,500 | 104,400 | 125,200 | 146,100 | 167,000 |
| 25332Y | Manager LG 2 | 79,500 | 99,400 | 119,200 | 139,100 | 159,000 |
| 25331Y | Manager LG 1 | 75,500 | 94,400 | 113,200 | 132,100 | 151,100 |
| 25916Y | Sr Administrator LG 3 | 142,500 | 178,100 | 213,700 | 249,400 | 285,000 |
| 25915Y | Sr Administrator LG 2 | 122,000 | 152,500 | 183,000 | 213,500 | 244,000 |
| 25914Y | Sr Administrator LG 1 | 101,600 | 126,900 | 152,300 | 177,700 | 203,100 |
| 25913Y | Administrator LG 3 | 93,600 | 117,000 | 140,300 | 163,700 | 187,100 |
| 25912Y | Administrator LG 2 | 84,500 | 105,600 | 126,750 | 147,900 | 169,000 |
| 25911Y | Administrator LG 1 | 75,500 | 94,400 | 113,200 | 132,100 | 151,100 |
| 25236N | Sr Specialist LG 3 | 68,700 | 85,900 | 103,000 | 120,200 | 137,300 |
| 25235N | Sr Specialist LG 2 | 65,400 | 81,800 | 98,100 | 114,500 | 130,800 |
| 25234N | Sr Specialist LG 1 | 62,100 | 77,700 | 93,200 | 108,800 | 124,300 |
| 25233N | Specialist LG 3 | 51,100 | 63,900 | 76,700 | 89,500 | 102,300 |
| 25232N | Specialist LG 2 | 48,700 | 60,900 | 73,000 | 85,200 | 97,400 |
| 25231N | Specialist LG 1 | 46,300 | 57,900 | 69,400 | 80,900 | 92,500 |
| 25226N | Sr Analyst LG 3 | 62,700 | 78,300 | 94,100 | 109,700 | 125,400 |
| 25225N | Sr Analyst LG 2 | 59,700 | 74,600 | 89,600 | 104,500 | 119,400 |
| 25224N | Sr Analyst LG 1 | 56,700 | 70,900 | 85,100 | 99,300 | 113,400 |
| 25223N | Analyst LG 3 | 54,500 | 68,100 | 81,700 | 95,300 | 109,000 |
| 25222N | Analyst LG 2 | 51,900 | 64,900 | 77,800 | 90,800 | 103,800 |
| 25221N | Analyst LG 1 | 49,300 | 61,700 | 73,900 | 86,300 | 98,600 |
| 25016N | Sr Legal Assistant LG 3 | 65,200 | 81,500 | 97,900 | 114,100 | 130,400 |
| 25015N | Sr Legal Assistant LG 2 | 62,100 | 77,600 | 93,200 | 108,700 | 124,200 |
| 25014N | Sr Legal Assistant LG 1 | 59,000 | 73,700 | 88,500 | 103,300 | 118,000 |
| 25013N | Legal Assistant LG 3 | 49,200 | 61,500 | 73,800 | 86,200 | 98,500 |
| 25012N | Legal Assistant LG 2 | 46,900 | 58,600 | 70,300 | 82,100 | 93,800 |
| 25011N | Legal Assistant LG 1 | 44,600 | 55,700 | 66,800 | 78,000 | 89,100 |

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| Job Code | Job Title | Minimum $ | 25th $ | Midpoint $ | 75th $ | Maximum $ |
|---|---|---|---|---|---|---|
| 25216N | Sr Auditor LG 3 | 66,000 | 82,500 | 99,100 | 115,600 | 132,100 |
| 25215N | Sr Auditor LG 2 | 62,900 | 78,600 | 94,400 | 110,100 | 125,800 |
| 25214N | Sr Auditor LG 1 | 59,800 | 74,700 | 89,700 | 104,600 | 119,500 |
| 25213N | Auditor LG 3 | 56,800 | 71,000 | 85,200 | 99,400 | 113,600 |
| 25212N | Auditor LG 2 | 54,100 | 67,600 | 81,100 | 94,700 | 108,200 |
| 25211N | Auditor LG 1 | 51,400 | 64,200 | 77,000 | 90,000 | 102,800 |
| 25206N | Sr IT Auditor LG 3 | 75,500 | 94,400 | 113,300 | 132,100 | 151,000 |
| 25205N | Sr IT Auditor LG 2 | 71,900 | 89,900 | 107,900 | 125,800 | 143,800 |
| 25204N | Sr IT Auditor LG 1 | 68,300 | 85,400 | 102,500 | 119,500 | 136,600 |
| 25203N | IT Auditor LG 3 | 62,600 | 78,200 | 93,900 | 109,500 | 125,200 |
| 25202N | IT Auditor LG 2 | 59,600 | 74,500 | 89,400 | 104,300 | 119,200 |
| 25201N | IT Auditor LG 1 | 56,600 | 70,800 | 84,900 | 99,100 | 113,200 |
| 25116N | Sr Coordinator LG 3 | 52,000 | 65,000 | 77,900 | 90,900 | 104,000 |
| 25115N | Sr Coordinator LG 2 | 49,500 | 61,900 | 74,200 | 86,600 | 99,000 |
| 25114N | Sr Coordinator LG 1 | 47,000 | 58,800 | 70,500 | 82,300 | 94,100 |
| 25113N | Coordinator LG 3 | 43,100 | 53,900 | 64,600 | 75,400 | 86,100 |
| 25112N | Coordinator LG 2 | 41,000 | 51,300 | 61,500 | 71,800 | 82,000 |
| 25111N | Coordinator LG 1 | 39,000 | 48,700 | 58,400 | 68,200 | 77,900 |
| 26713Y | Chief C/G Officer 3 | 173,000 | 216,300 | 259,600 | 302,800 | OPEN |
| 26712Y | Chief C/G Officer 2 | 164,800 | 206,000 | 247,200 | 288,400 | 329,600 |
| 26711Y | Chief C/G Officer 1 | 156,600 | 195,700 | 234,800 | 274,000 | 313,100 |
| 26516Y | Sr Contracts & Grants Officer 3 | 150,200 | 187,700 | 225,200 | 262,800 | OPEN |
| 26515Y | Sr Contracts & Grants Officer 2 | 143,000 | 178,800 | 214,500 | 250,300 | 286,000 |
| 26514Y | Sr Contracts & Grants Officer 1 | 135,900 | 169,900 | 203,800 | 237,800 | 271,700 |
| 26513Y | Contracts & Grants Officer 3 | 128,600 | 160,800 | 192,900 | 225,100 | OPEN |
| 26512Y | Contracts & Grants Officer 2 | 122,500 | 153,100 | 183,700 | 214,400 | 245,000 |
| 26511Y | Contracts & Grants Officer 1 | 116,400 | 145,400 | 174,500 | 203,700 | 232,800 |
| 26416Y | Sr Director C/G 3 | 116,200 | 145,300 | 174,300 | 203,400 | 232,500 |
| 26415Y | Sr Director C/G 2 | 110,700 | 138,400 | 166,000 | 193,700 | 221,400 |
| 26414Y | Sr Director C/G 1 | 105,200 | 131,500 | 157,700 | 184,000 | 210,300 |
| 26413Y | Director C/G 3 | 102,900 | 128,600 | 154,400 | 180,100 | 205,800 |
| 26412Y | Director C/G 2 | 98,000 | 122,500 | 147,000 | 171,500 | 196,000 |
| 26411Y | Director C/G 1 | 93,100 | 116,400 | 139,700 | 162,900 | 186,200 |

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|---|---|---|---|---|---|---|
| 26336Y | Sr Manager C/G 3 | 87,500 | 109,300 | 131,300 | 153,100 | 174,900 |
| 26335Y | Sr Manager C/G 2 | 83,300 | 104,100 | 125,000 | 145,800 | 166,600 |
| 26334Y | Sr Manager C/G 1 | 79,100 | 98,900 | 118,800 | 138,500 | 158,300 |
| 26333Y | Manager C/G 3 | 71,700 | 89,700 | 107,500 | 125,500 | 143,400 |
| 26332Y | Manager C/G 2 | 68,300 | 85,400 | 102,400 | 119,500 | 136,600 |
| 26331Y | Manager C/G 1 | 64,900 | 81,100 | 97,300 | 113,500 | 129,800 |
| 26916Y | Sr Administrator C/G 3 | 123,900 | 154,900 | 185,900 | 216,800 | 247,800 |
| 26915Y | Sr Administrator C/G 2 | 110,400 | 138,000 | 165,600 | 193,200 | 220,800 |
| 26914Y | Sr Administrator C/G 1 | 96,800 | 121,000 | 145,300 | 169,400 | 193,600 |
| 26913Y | Administrator C/G 3 | 87,500 | 109,300 | 131,300 | 153,100 | 174,900 |
| 26912Y | Administrator C/G 2 | 76,200 | 95,300 | 114,300 | 133,400 | 152,400 |
| 26911Y | Administrator C/G 1 | 64,900 | 81,100 | 97,300 | 113,500 | 129,800 |
| 26216N | Sr Contracts & Grants Specialist 3 | 58,600 | 73,300 | 87,900 | 102,600 | 117,200 |
| 26215N | Sr Contracts & Grants Specialist 2 | 55,800 | 69,800 | 83,700 | 97,700 | 111,600 |
| 26214N | Sr Contracts & Grants Specialist 1 | 53,000 | 66,300 | 79,500 | 92,800 | 106,000 |
| 26213N | Contracts & Grants Specialist 3 | 50,300 | 62,900 | 75,500 | 88,000 | 100,600 |
| 26212N | Contracts & Grants Specialist 2 | 47,900 | 59,900 | 71,900 | 83,800 | 95,800 |
| 26211N | Contracts & Grants Specialist 1 | 45,500 | 56,900 | 68,300 | 79,600 | 91,000 |
| 26116N | Sr Contracts & Grants Coordinator 3 | 44,900 | 56,200 | 67,400 | 78,600 | 89,900 |
| 26115N | Sr Contracts & Grants Coordinator 2 | 42,800 | 53,500 | 64,200 | 74,900 | 85,600 |
| 26114N | Sr Contracts & Grants Coordinator 1 | 40,700 | 50,800 | 61,000 | 71,200 | 81,300 |
| 26113N | Contracts & Grants Coordinator 3 | 39,200 | 48,900 | 58,800 | 68,600 | 78,300 |
| 26112N | Contracts & Grants Coordinator 2 | 37,300 | 46,600 | 56,000 | 65,300 | 74,600 |
| 26111N | Contracts & Grants Coordinator 1 | 35,400 | 44,300 | 53,200 | 62,000 | 70,900 |

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, 2026***

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