

VCU Market-Based Salary Ranges - March, 2024
Job Family: Library Services

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
27316N	Sr Supervisor LS 3	52,800	66,000	79,300	92,400	105,600
27315N	Sr Supervisor LS 2	50,300	62,900	75,500	88,000	100,600
27314N	Sr Supervisor LS 1	47,800	59,800	71,700	83,600	95,600
27313N	Supervisor LS 3	44,900	56,200	67,400	78,600	89,900
27312N	Supervisor LS 2	42,800	53,500	64,200	74,900	85,600
27311N	Supervisor LS 1	40,700	50,800	61,000	71,200	81,300
27216N	Sr Library Specialist 3	46,200	57,800	69,300	80,900	92,400
27215N	Sr Library Specialist 2	44,000	55,000	66,000	77,000	88,000
27214N	Sr Library Specialist 1	41,800	52,300	62,700	73,200	83,600
27213N	Library Specialist 3	39,600	49,500	59,300	69,300	79,200
27212N	Library Specialist 2	37,700	47,100	56,500	66,000	75,400
27211N	Library Specialist 1	35,800	44,700	53,700	62,700	71,600
27116N	Sr Library Associate 3	33,100	41,400	49,700	57,900	66,200
27115N	Sr Library Associate 2	31,500	39,400	47,300	55,100	63,000
27114N	Sr Library Associate 1	29,900	37,400	44,900	52,300	59,900
27113N	Library Associate 3	29,300	36,600	44,000	51,200	58,600
27112N	Library Associate 2	27,900	34,900	41,900	48,800	55,800
27111N	Library Associate 1*	26,562	33,200	39,800	46,400	53,000
27016N	Sr Library Assistant 3*	26,562	32,400	39,000	45,400	51,900
27015N	Sr Library Assistant 2 *	26,562	30,900	37,100	43,200	49,400
27014N	Sr Library Assistant 1 *	26,562	29,400	35,200	41,000	46,900
27013N	Library Assistant 3 *	26,562	28,500	34,100	39,900	45,600
27012N	Library Assistant 2 *	26,562	27,100	32,500	38,000	43,400
27011N	Library Assistant 1 *	26,562	26,562	30,900	36,100	41,200

* 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: 1/1/2026