VCU Market-Based Salary Ranges - April, 2026
Job Family: Library Services

Job Code	Job Title	Minimum $	25th $	Midpoint $	75th $	Maximum $
27316N	Sr Supervisor LS 3	54,300	67,800	81,500	95,000	108,600
27315N	Sr Supervisor LS 2	51,700	64,600	77,600	90,500	103,400
27314N	Sr Supervisor LS 1	49,100	61,400	73,700	86,000	98,200
27313N	Supervisor LS 3	47,500	59,300	71,200	83,100	94,900
27312N	Supervisor LS 2	45,200	56,500	67,800	79,100	90,400
27311N	Supervisor LS 1	42,900	53,700	64,400	75,100	85,900
27216N	Sr Library Specialist 3	48,100	60,200	72,100	84,200	96,200
27215N	Sr Library Specialist 2	45,800	57,300	68,700	80,200	91,600
27214N	Sr Library Specialist 1	43,500	54,400	65,300	76,200	87,000
27213N	Library Specialist 3	41,600	52,000	62,400	72,800	83,200
27212N	Library Specialist 2	39,600	49,500	59,400	69,300	79,200
27211N	Library Specialist 1	37,600	47,000	56,400	65,800	75,200
27116N	Sr Library Associate 3	37,500	46,800	56,300	65,600	75,000
27115N	Sr Library Associate 2	35,700	44,600	53,600	62,500	71,400
27114N	Sr Library Associate 1	33,900	42,400	50,900	59,400	67,800
27113N	Library Associate 3	32,400	40,500	48,600	56,800	64,900
27112N	Library Associate 2	30,900	38,600	46,300	54,100	61,800
27111N	Library Associate 1	29,400	36,700	44,000	51,400	58,700
27016N	Sr Library Assistant 3	29,000	36,200	43,500	50,700	58,000
27015N	Sr Library Assistant 2	27,600	34,500	41,400	48,300	55,200
27014N	Sr Library Assistant 1*	26,562	32,800	39,300	45,900	52,400
27013N	Library Assistant 3*	26,562	32,400	39,000	45,400	51,900
27012N	Library Assistant 2*	26,562	30,900	37,100	43,200	49,400
27011N	Library Assistant 1*	26,562	29,400	35,200	41,000	46,900

* 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, 2026

Last Updated: 5/18/2026

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