

VCU Market-Based Salary Ranges - April, 2026
Job Family: Public Safety & Security

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
31813Y	Assoc VP Public Safety 3	208,700	260,900	313,100	365,300	OPEN
31812Y	Assoc VP Public Safety 2	198,800	248,500	298,200	347,900	397,600
31811Y	Assoc VP Public Safety 1	188,900	236,100	283,300	330,500	377,700
31716Y	Chief Public Safety Officer 3	162,200	202,800	243,300	283,900	OPEN
31715Y	Chief Public Safety Officer 2	154,500	193,100	231,700	270,400	309,000
31714Y	Chief Public Safety Officer 1	146,800	183,400	220,100	256,900	293,600
31713Y	Deputy Chief Public Safety Officer 3	128,400	160,500	192,700	224,700	OPEN
31712Y	Deputy Chief Public Safety Officer 2	122,300	152,900	183,500	214,000	244,600
31711Y	Deputy Chief Public Safety Officer 1	116,200	145,300	174,300	203,300	232,400
31613Y	Major Public Safety Officer 3	108,800	136,000	163,200	190,400	217,600
31612Y	Major Public Safety Officer 2	103,600	129,500	155,400	181,300	207,200
31611Y	Major Public Safety Officer 1	98,400	123,000	147,600	172,200	196,800
31426Y	Sr Dir Emergency Preparedness 3	98,400	123,000	147,500	172,200	196,800
31425Y	Sr Dir Emergency Preparedness 2	93,700	117,100	140,500	164,000	187,400
31424Y	Sr Dir Emergency Preparedness 1	89,000	111,200	133,500	155,800	178,000
31423Y	Dir Emergency Preparedness 3	86,000	107,500	128,900	150,500	172,000
31422Y	Dir Emergency Preparedness 2	81,900	102,400	122,800	143,300	163,800
31421Y	Dir Emergency Preparedness 1	77,800	97,300	116,700	136,100	155,600
31343Y	Asst Dir Emergency Preparedness 3	60,400	75,500	90,500	105,600	120,800
31342Y	Asst Dir Emergency Preparedness 2	57,500	71,900	86,200	100,600	115,000
31341Y	Asst Dir Emergency Preparedness 1	54,600	68,300	81,900	95,600	109,300
31336Y	Sr Manager PS 3	61,700	77,200	92,600	108,000	123,500
31335Y	Sr Manager PS 2	58,800	73,500	88,200	102,900	117,600
31334Y	Sr Manager PS 1	55,900	69,800	83,800	97,800	111,700
31333Y	Manager PS 3	54,800	68,600	82,200	96,000	109,600
31332Y	Manager PS 2	52,200	65,300	78,300	91,400	104,400
31331Y	Manager PS 1	49,600	62,000	74,400	86,800	99,200
31243N	Police Captain 3	93,100	116,400	139,700	163,000	186,300
31242N	Police Captain 2	88,700	110,900	133,000	155,200	177,400
31241N	Police Captain 1	84,300	105,400	126,400	147,400	168,500
31233N	Police Lieutenant 3	83,500	104,400	125,300	146,100	167,000
31232N	Police Lieutenant 2	79,500	99,400	119,300	139,100	159,000
31231N	Police Lieutenant 1	75,500	94,400	113,300	132,100	151,100

Last Updated: 04/16/2026

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31223N	Police Sergeant 3	71,300	89,100	107,000	124,700	142,600
31222N	Police Sergeant 2	67,900	84,900	101,900	118,800	135,800
31221N	Police Sergeant 1	64,500	80,700	96,800	112,900	129,000
31216N	Sr Police Officer 3	62,100	77,600	93,000	108,600	124,100
31215N	Sr Police Officer 2	59,100	73,900	88,600	103,400	118,200
31214N	Sr Police Officer 1	56,100	70,200	84,200	98,200	112,300
31213N	Police Officer 3	53,600	67,000	80,300	93,800	107,100
31212N	Police Officer 2	51,000	63,800	76,500	89,300	102,000
31211N	Police Officer 1	48,500	60,600	72,700	84,800	96,900
31143N	LEAP Officer 3	53,600	67,000	80,300	93,800	107,100
31142N	LEAP Officer 2	51,000	63,800	76,500	89,300	102,000
31141N	LEAP Officer 1	48,500	60,600	72,700	84,800	96,900
19293N	Presidential Aide PS 3	66,300	82,800	99,400	115,900	132,500
19292N	Presidential Aide PS 2	63,100	78,900	94,700	110,400	126,200
19291N	Presidential Aide PS 1	59,900	75,000	90,000	104,900	119,900
31136N	Sr Public Safety Coordinator 3	42,700	53,400	64,200	74,800	85,500
31135N	Sr Public Safety Coordinator 2	40,700	50,900	61,100	71,200	81,400
31134N	Sr Public Safety Coordinator 1	38,700	48,400	58,000	67,600	77,300
31133N	Public Safety Coordinator 3	36,800	46,000	55,100	64,400	73,500
31132N	Public Safety Coordinator 2	35,000	43,800	52,500	61,300	70,000
31131N	Public Safety Coordinator 1	33,300	41,600	49,900	58,200	66,500
31126N	Sr Police Dispatcher 3	44,500	55,700	66,800	77,900	89,000
31125N	Sr Police Dispatcher 2	42,400	53,000	63,600	74,200	84,800
31124N	Sr Police Dispatcher 1	40,300	50,400	60,400	70,500	80,600
31123N	Police Dispatcher 3	38,700	48,400	58,100	67,800	77,500
31122N	Police Dispatcher 2	36,900	46,100	55,300	64,600	73,800
31121N	Police Dispatcher 1	35,100	43,800	52,500	61,400	70,100
31156N	Sr Property Evidence Fleet Tech 3	44,700	56,000	67,100	78,300	89,500
31155N	Sr Property Evidence Fleet Tech 2	42,600	53,300	63,900	74,600	85,200
31154N	Sr Property Evidence Fleet Tech 1	40,500	50,600	60,700	70,900	80,900
31153N	Property Evidence Fleet Tech 3	39,000	48,700	58,400	68,100	77,900
31152N	Property Evidence Fleet Tech 2	37,100	46,400	55,600	64,900	74,200
31151N	Property Evidence Fleet Tech 1	35,200	44,100	52,800	61,700	70,500
31166N	Sr Safety Ambassador 3	41,300	51,600	62,000	72,200	82,500
31165N	Sr Safety Ambassador 2	39,300	49,100	59,000	68,800	78,600
31164N	Sr Safety Ambassador 1	37,300	46,600	56,100	65,400	74,700

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31163N	Safety Ambassador 3	36,200	45,300	54,400	63,400	72,500
31162N	Safety Ambassador 2	34,500	43,100	51,800	60,400	69,000
31161N	Safety Ambassador 1	32,800	40,900	49,200	57,400	65,600

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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