

Market Range Detail - Physician

Effective Date

August 20, 2008

Market Range Title Description

Positions assigned to this market range title are responsible for providing medical care under the general direction of a higher-level physician, supervising manager, or medical director. Incumbents counsel patients and relatives about physical, medical and mental conditions and secure cooperation and permission of treatment from patients and relatives. Incumbents are typically utilized in a clinic or infirmary setting within the County and are involved with performing physical examinations; diagnosing and treating patients; prescribing treatment; monitoring patient's progress and adapting treatment as required; ordering and interpreting laboratory tests. Incumbents may also be responsible for planning, coordinating and evaluating specialized health programs on a County-wide basis; supervising medical staff or assisting in the supervision of a very large healthcare unit, performing minor surgical procedures in routine and emergency situations; keeping medical records and charts; preparing records such as progress notes, comprehensive care plans, and summaries; advising nursing and related personnel as to the administration of medication and treatment; and writing physician's orders.

Market Range

Minimum Hourly Rate

\$60.00

Midpoint / Hiring Maximum

\$76.42

Maximum Hourly Rate

\$92.84

Likely Minimum Qualifications

- Current unrestricted license to practice allopathic or osteopathic medicine in Arizona
- A Master's Degree from an accredited school
- 3 years of experience in the practice of medicine

Working Titles

- Physician

Glossary:

Market Range Title: Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

Effective date: The date the salary range was implemented for use.

Market Range Title Description: Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

Likely Minimum Qualifications: Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

Market Range: The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

Hiring Range: The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

Working Title: The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.