

Market Range Detail - Nursing Manager

Effective Date

November 19, 2007

Market Range Title Description

Positions within this market range title are involved in assessing, planning, implementing and evaluating services of one or more programs in a health care environment. Responsible for staffing and administration of a nursing unit, division, or floor supervising the caliber of treatment and care of the patients. Additional responsibilities may include performing the administrative duties in directing nursing functions, long range planning and forecasting of budgetary requirements, establishing goals and priorities, participating in strategic planning, and implementation of procedures and processes. Incumbent's are responsible for the development and management of staff including hiring, training, and performance management. The work of a Nursing Manager is accomplished through subordinate supervisors and typically reports to the Director of Nursing.

Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$36.80	\$43.50	\$50.19

Likely Minimum Qualifications

- Graduate of an accredited school of Nursing with a valid unrestricted license as a Registered Nurse issued by the Arizona State Board of Nursing
- 5 years experience as a Registered Nurse at least two of which functioning as a Nursing Supervisor

Working Titles

- Nursing Manager

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.