

Market Range Detail - Probation Manager

Effective Date

December 4, 2006

Market Range Title Description

Positions in this market range are responsible for managing a division within the probation department. Incumbents are responsible for reviewing and evaluating services performed as well as analyzing financial and operating data and reports and making recommendations to senior management. Responsibilities include: preparing and monitoring budgets, establishing division strategic goals and developing strategies to meet them, administering personnel policies, developing, evaluating, and reviewing programs and services, conducting long range planning, and developing and recommending functional policies and procedures. Supervisory duties include: supervising subordinate supervisors, completing performance plans and evaluations, coaching and counseling staff, determining division priorities, and providing professional development for staff.

Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$30.88	\$37.62	\$44.36

Likely Minimum Qualifications

- Bachelor's degree from an academically accredited college or university through the Council for Higher Education (CHEA) or the US Department of Education (USDE)
- 5-7 years of related correctional/probation experience
- 2-3 years of supervisory and/or management experience

Working Titles

- Probation Division 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.