

Market Range Detail - Counselor

Effective Date

August 15, 2016

Market Range Title Description

The primary function of positions within this market range title involve providing professional individual or group counseling related to personal, family, educational, mental health, or career decision problems. Work at this level often includes advanced certification and interacting with other professionals such as psychiatrists, physicians, etc. Responsibilities may include: conducting assessments of bio-psycho-social conditions, documenting findings, diagnosing patients, outlining recommended therapy, providing clinical care, monitoring progress, making determinations as to stability and well being of individuals, identifying available resources, and acting as an advocate when necessary. Incumbent may be responsible for training, overseeing, and assigning work to other employees, although these activities are not the primary functions of this position. This market range title is distinguished from the Social Worker market range title in that positions included in this market range title must require a Master's degree in Marital and Family Counseling, Social Work, Counseling, Psychology or another closely related field.

Market Range

Minimum Hourly Rate

\$20.92

Midpoint / Hiring Maximum

\$27.34

Maximum Hourly Rate

\$33.75

Likely Minimum Qualifications

- Master's degree in Counseling, Marital and Family Counseling, Social Work, Psychology or another closely related field is required
- May require a Licensed Clinical Social Worker (LCSW), or Licensed Professional Counselor (LPC) designation

Working Titles

- Certified Social Worker
- Counselor
- Mental Health Therapist
- Psychologist Assistant

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.