

Market Range Detail - Nursing Supervisor

Effective Date

February 29, 2016

Market Range Title Description

Positions in this market range title are responsible for the supervision of nursing and patient services personnel and programs providing community health services.

DISTINGUISHING CHARACTERISTICS

Positions in this market range title are distinguished from Nurse Health in that they are responsible for the supervision of the program and staff within an assigned area.

- Supervise direct reports by providing clinical and administrative guidance, conduct regular performance evaluations, participate in hiring and selection process, counsel and discipline employees as needed, assign and monitor workload and work schedules, determining work priorities, provide training, assist in planning and forecasting of budgetary requirements.
- Maintain adequate staffing to ensure continuation of services.
- Develops program goals and objectives, completes program evaluation activities, maintains contract compliance, uses program data and statistics for evaluation and conducts quality assurance activities.
- Review, revise and develop policies and processes for compliance with licensing requirements and as they relate to the efficiency and performance of the division and/or program.
- Assist with clinical work, assessing patients and providing medical care as necessary.

Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$32.50	\$39.25	\$46.00

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
- 3 years experience as a Registered Nurse
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Working Titles

- Nursing Supervisor

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.