

Market Range Detail - Database Administrator Senior/Lead

Effective Date

December 9, 2013

Market Range Title Description

Positions in this market range title have primary responsibility for the planning and management of the architectural design, development, implementation, maintenance support and management of complex, large scale or Enterprise-wide databases; provide team leadership in addition to performing the full range of professional duties.

Technical oversight providing overall guidance, leadership, and solid execution of data architectures and data analysis related to project initiatives. Manage data integrity, security, availability, recoverability, performance, and to facilitate or influence change to improve competitive position and/or optimal performance. Participates on multiple, technically complex, mission-critical, and/or high-profile data projects or initiatives simultaneously. Plans, prepares, defines, structures, develops and implements complex database systems. Defines and implements interfaces to insure that various applications and user-installed or vendor-developed systems interact with the required database systems. Tests, troubleshoots, refines and documents systems; applies quality assurance and security standards to ensure against the loss of data and a minimal interruption of usage in the event of equipment failure. Plans and develops test data to validate new or modified database applications; monitors system performance by the use of appropriate utilities, online capabilities and batch reports. Provide lead direction, training and work review to a team. Organize and assign work, set priorities and follow-up and control project status to ensure coordination and completion of assigned work. Confers with programmer/analyst and customer staff to define functional requirements, perform data modeling and implement final products; resolves errors and interface problems and ensures integrated systems in accordance with development standards. Confers with internal customers regarding assigned functional program areas; serves on a variety of committees, project teams and task forces and provides technical support as needed. Write SQL queries to perform ETL processes that retrieve from relational source systems. Use ad-hoc queries to investigate data issues in relational source systems. Ensure SOX, HIPAA, and ITIL compliance. Writes program documentation and user procedures and instructions and assists user departments and staff in implementing new or modified database applications; tracks and evaluates project and systems progress. Maintains records and prepares periodic and special reports of work performed. Maintains quality service by establishing and enforcing organizational standards. Maintains professional and technical knowledge through education, benchmarking state-of-the-art practices, publications, etc.

Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$35.87	\$46.63	\$57.39

Likely Minimum Qualifications

- Bachelor's degree in Computer Science, Information Technology or a closely related field.
- Five (5) or more years experience with data modeling, including multi-dimensional modeling, ETL, and metadata development with at least four (4) years of professional level experience with data quality best practices, industry tools, complex database definition and inter-relationships, installation in a large-scale computer system environment.
- Other combinations of education and experience may be considered in substitution for the minimum qualifications.

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.