

# Market Range Detail - Nurse

## Effective Date

September 15, 2014

## Market Range Title Description

FLSA STATUS: Non-Exempt

CLASSIFIED/AT-WILL: Classified

## POSITION OVERVIEW

Provides professional, direct patient nursing care through the application of standards of care in current nursing practices by utilizing the nursing process to care for patients within an assigned unit.

## DISTINGUISHING CHARACTERISTICS

Positions in this market range title are distinguished from positions in the Nurse-Public Health market range title by the former's direct patient care, typically in a correctional environment and the latter's emphasis on public health education in a public health setting. Encompasses entry through senior level.

## ESSENTIAL JOB TASKS

(This is not an all-inclusive list of all job duties that may be required; employees will be required to perform other related duties as assigned. List in order of importance.)

- Provide direct nursing care and treatment in accordance with established Standardized Nursing Procedures (SNP) and County policies and procedures.
- Perform assessment of patients to make initial determination of patient condition, need for treatment, medications, and/or MD, Psychiatric, Dental referrals.
- Conduct a thorough technical assessment: blood pressure, temperature, pulse, height, weight, venipuncture, urine tests, pregnancy tests, blood glucose, PPD placements, injections and inoculations according to nursing protocols.
- Accurately follow oral and written instructions, including physician orders, Standardized Nursing Procedures (SNP's), clinical protocols, and orders for treatment.
- Dispense, prepare, and administer immunizations and medications (unit doses, liquid and powder form) according to protocol.
- Perform intake assessments to determine acceptability of newly arrested individuals into the jail.
- Document medical charts and prepare Medication Administration Record (MAR's).
- Respond promptly to facility emergencies with appropriate emergency response equipment and in accordance with appropriate mental and medical health protocol.
- Provides appropriate patient education according to Standardized Nursing Procedures (SNP's).

## Market Range

**Minimum Hourly Rate**

\$26.79

**Midpoint / Hiring Maximum**

\$34.55

**Maximum Hourly Rate**

\$42.31

### 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.

# Market Range Detail - Nurse

## 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.

## Working Titles

- Clinical Liaison
- Clinical Nurse Educator
- Infection Control Coordinator
- Lead Audit Medical Review Nurse
- Medical Case Manager/Discharge Planner
- Quality Management Coordinator
- Registered Nurse
- RN Health Analyst
- Utilization Management Coordinator

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