

# Market Range Detail - Animal Health Technician Lead

## Effective Date

August 15, 2016

## Market Range Title Description

To lead the Animal Health Care Technicians in the performance of their duties; To provide limited medical care to animals; to assist veterinarians in the health care of animals and the analysis of animal disease; and to perform related work as required to promote the health, safety, and welfare of people and pets in Maricopa County.

Direct, guide, and coach Animal Health Technicians in the performance of their duties. Develop and present training to Animal Health Technicians and Animal Care Technicians as procedures are updated or developed. Monitor safety practices and ensure safety procedures are in place and observed in accordance with Federal, State, and County regulations or policies. Prepare and monitor staff schedules to ensure proper coverage for surgeries. Store and maintain inventory of medical supplies. Maintains records and files. Prepare animals for surgery; induces and monitors anesthesia, assist veterinarians with surgery and epidemiology; autoclave and maintain surgical packs. Perform routine clinical laboratory tests. Implant microchips into animals adopted. Perform emergency medical treatment until a veterinarian can examine the animal and provide follow up treatment as prescribed. Perform euthanasia and epidemiology and assist staff in humane euthanasia techniques. Provide courteous, high quality service to members of the public. Maintain proper sanitation of clinic and equipment. Search for pre-sterilized animals in kennel and flag them for immediate adoption. Search kennels for animals in need of medical attention or grooming. Vaccinate animals after surgery. Provide medical assessments/vaccinations for animals brought in by the Field Division. Educate adopters on the proper medical care including post-op instructions, annual vaccinations and basic disease symptoms.

## Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$15.75	\$19.95	\$24.15

## Likely Minimum Qualifications

- High School Diploma/GED.
- Other combinations of education and experience may be considered in substitution for the minimum qualifications
- One (1) year of experience working in an animal hospital setting.

### 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.