

# Market Range Detail - Licensed Practical Nurse

## Effective Date

September 15, 2014

## Market Range Title Description

FLSA STATUS: Non-Exempt

CLASSIFIED/AT-WILL: Classified

## POSITION OVERVIEW

Under the direction of a registered nurse, positions in this market range title are responsible for providing general skilled nursing care to patients.

## DISTINGUISHING CHARACTERISTICS

LPNs differ from Nursing Assistants in that they are required to be licensed, administer a more highly skilled form of patient care, perform a variety of treatments, and administer medications. LPNs differ from Registered Nurses in that they do not perform comprehensive nursing assessment.

## 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.)

- Collects data for assessment of care needs and delivers appropriate nursing interventions under the direction of a registered nurse or healthcare provider.
- Attends to the general health care and comfort of the patient; observes and records treatment and patient progress and reports patient's condition or reaction to supervisor.
- Administers prescribed medications.
- Prepares patients for examination and/or treatment, assisting nurses and medical providers during treatments, visits, examinations, or tests.
- Collects specimens and prepare for transport as appropriate.
- Provides immunizations and/or tuberculosis screenings.
- Assist with documenting medical charts and preparing Medication Administration Records.
- Lift and assist with lifting patients.
- Maintain cleanliness of patient-care areas.
- Takes temperature, pulse rate, respiration rate, and blood pressure.
- Assist physicians and registered nurses as directed.
- Assists in patient education and rehabilitation.

## Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$19.89	\$23.25	\$26.60

### 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.

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## Likely Minimum Qualifications

- Graduation from an accredited school of Nursing and a valid unrestricted license as a Licensed Practical Nurse issued by the Arizona State Board of Nursing
- Certification in Basic Life Support and CPR
- May require venipuncture experience

## Working Titles

- Licensed Practical Nurse

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