

Market Range Detail - Mental Health Professional Supervisor

Effective Date

September 1, 2010

Market Range Title Description

Positions in this market range are responsible for providing direct clinical and administrative supervision of master's level Mental Health Professionals, including planning, organizing and evaluating the work of subordinates, and resolving personnel issues and daily operational issues. Positions in this market range title may also supervise the work of Mental Health Associates (Social Workers). Primary duties include training staff, monitoring quality control in the assigned service area, consulting on complex cases, performing complex and sensitive counseling work, compiling statistical information and writing reports, providing guidance and leadership in discharge planning, group counseling techniques and problem solving. Incumbents interact and work collaboratively with other professionals such as psychiatrists, psychologists, physicians, nursing staff, etc. to provide appropriate mental health treatment to incarcerated patients under the care of Correctional Health. Work at this level includes advanced certification and professional licensure.

This market range title is distinguished from the Counseling Supervisor market range title in that positions in this market range title must require independent licensure in Arizona (as either a Licensed Clinical Social Worker or a Licensed Professional Counselor) including completion of clinical training hours necessary to achieve independent licensure. Additionally, positions in this market range title oversee treatment to patients who are seriously mentally ill, cognitively impaired or developmentally delayed.

Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$27.57	\$34.15	\$40.73

Likely Minimum Qualifications

- Master's degree in Counseling, Social Work, Psychology or closely related field
- At least four years post-masters clinical experience
- Preference for supervisory experience
- Valid unrestricted license as a Licensed Clinical Social Worker (LCSW), Licensed Professional Counselor (LPC) or Licensed Marriage and Family Therapist (LMFT) in the State of Arizona

Working Titles

- Mental Health 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.