

# Market Range Detail - Library Region Manager

## Effective Date

April 13, 2015

## Market Range Title Description

Positions in this market range title are responsible for the administration, planning and management of library functions in a Regional Branch Library or a Law Library. Responsibilities may include: developing and implementing procedures, processes and programs; developing and monitoring budgets; evaluating services, operations and marketing initiatives; developing and implementing department strategic goals and objectives; monitoring maintenance, safety and security of service area. Incumbents have supervisory responsibility for professional, paraprofessional and clerical staff including completing performance plans and evaluations, coaching and disciplining staff. This work is accomplished through subordinate supervisors. Branches are distinguished as Regional Branch Libraries based on their designation as a geographical hub, use of more diverse and complex staffing plans, larger collections, and extended service hours in addition to size, circulation, and number of staff. Positions in this market range title typically report to a Library Administrator or Superior Court Administrator.

## Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$31.25	\$38.97	\$46.69

## Likely Minimum Qualifications

- Master's degree in Library Science from a school that is accredited by the American Library Association.
- Five years professional library experience with at least 2-3 years of supervisory experience.
- Other combinations of education and experience may be considered in substitution for the minimum qualifications

## Working Titles

- Assistant Law Library Director
- Regional Branch Manager

### 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.