

Market Range Detail - Finance Manager (County)

Effective Date

February 3, 2014

Market Range Title Description

This market range title is reserved for positions that are responsible for the planning, direction, and management of one or more major County-wide accounting or financial functions providing services to all County departments. Incumbents typically work under the direction of a department director.

Work is accomplished through a staff of supervisory, professional and administrative financial and accounting positions with responsibility for administering a County-wide financial function. Supervisory responsibilities include providing leadership to staff, hiring staff, evaluating staff performance, coaching and disciplining staff, and providing professional development.

Job duties typically include: handling the most complex and sensitive financial issues; advising County management on financial matters; providing direction and collaboration to departments on accounting and financial policies, plans, programs, and state and federal laws; developing and implementing County-wide financial plans, policies, and programs; evaluating financial operations and developing strategies for improvements; developing and delivering department training; researching and analyzing the impact of related legislation; managing and implementing large financial and management projects; participating in long-range financial planning; managing County-wide financial resources; monitoring division budget and assisting in department budget development.

Positions in this market range title are differentiated by a broader, County-wide scope of responsibility for financial and accounting functions.

Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$35.21	\$42.93	\$50.64

Likely Minimum Qualifications

- Bachelor's degree in Accounting, Finance, or related field.
- Five years of professional-level accounting and finance experience including three years of experience supervising professional and para-professional financial staff.
- Other combinations of education and experience may be considered in substitution for the minimum qualifications.

Working Titles

- Accounting Manager
- Finance 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.