

Programmer Analyst Series

California State Personnel Board Specification

Series established July 24, 1975

Scope

Classes in this series are used to develop methods of applying information technology to the solution of problems; to develop and implement complex programs to achieve desired results; to act as leadperson or supervisor over technical personnel; and to do other related work.

Schem Code	Class Code	Class
LM20	1579	Associate Programmer Analyst (Specialist)
LM16	1581	Staff Programmer Analyst (Specialist)
LM14	1582	Staff Programmer Analyst (Supervisor)
LM12	1583	Senior Programmer Analyst (Specialist)
LM10	1584	Senior Programmer Analyst (Supervisor)

Programmer Analyst Series Specification - Class Titles and Codes

Definition of Series

Entry into this series is typically through the Programmer classification.

This class series is differentiated from the Programmer class in that it typically combines the most programming duties with systems analysis responsibilities and/or supervisory duties. The series is differentiated from the Information Systems Analyst series in that incumbents are not typically involved in complex feasibility studies, and they are expected to be capable of performing complex programming tasks.

Factors Affecting Position Allocation

Variety and complexity of work assignments; scope and consequence of decisions made; independence of action and decision; and leadership or supervision exercised and direction received.

Definition of Levels

Associate Programmer Analyst (Specialist)

Under general supervision, independently performs programming and analysis work, and/or acts as leader of a team of programmers, and/or participates with other programmer analysts on projects of a very complex nature or unusually broad scope.

Staff Programmer Analyst (Specialist)

Under general supervision, acts as a project leader on complex applications, and/or on complex information technology system problems; and works independently as a technical specialist.

Staff Programmer Analyst (Supervisor)

Under general supervision, acts as a supervisor on complex applications.

Senior Programmer Analyst (Specialist)

Under general direction, acts as a project leader on the most complex applications, and/or on the most complex information technology system problems; and works independently as a high-level technical specialist.

Senior Programmer Analyst (Supervisor)

Under general direction, acts as a supervisor on the most complex applications.

Minimum Qualifications

All Levels:

Experience applicable to one of the following patterns may be combined on a proportional basis with experience applicable to other patterns to meet the total experience requirement.

Associate Programmer Analyst (Specialist)

EITHER I

One year of experience in the California state service performing duties comparable to a Programmer II.

OR II

Eighteen months of progressively responsible experience in information technology systems study, design, and programming, which shall have included responsibility on an information technology system project for analyzing operational methods and developing computer programs to meet desired results. One year of experience in this pattern must include responsibilities under general supervision to plan and develop programs to be processed on information technology systems equipment, perform systems analysis, or systems programming work.

OR III

Equivalent to graduation from a recognized college or university with a minimum of 24 semester or 36 quarter units in information technology-related coursework. (Registration as a senior in a recognized institution will admit applicants to the examination, but they must produce evidence of graduation or its equivalent before they can be considered eligible for appointment.)

Staff Programmer Analyst (Specialist)

Staff Programmer Analyst (Supervisor)

EITHER I

One year of experience in the California state service performing duties comparable to an Associate Programmer Analyst (Specialist).

OR II

Two years of progressively responsible experience in information technology systems study, design, and programming, which shall have included responsibility on a project for analyzing operational methods and developing computer programs to meet desired results. One year of experience in this pattern must include independent performance of programming and analysis work, lead of a programming team, or participation as a team member on projects of a very complex nature or broad scope.

OR III

Thirty semester units or 45 quarter units of graduate work in information technology-related coursework from a recognized college or university.

Senior Programmer Analyst (Specialist)

Senior Programmer Analyst (Supervisor)

EITHER I

One year of experience in the California state service performing duties comparable to a Staff Programmer Analyst (Specialist) or Staff Programmer Analyst (Supervisor).

OR II

Two years of experience in the California state service performing duties comparable to an Associate Programmer Analyst (Specialist).

OR III

Thirty months of progressively responsible experience in information technology systems study, design, and programming, which shall have included responsibility on a project for analyzing operational methods and developing computer programs to meet desired results. One year of experience in this pattern must include responsibility as a project leader on complex applications, or resolution of complex information technology systems problems, and working independently as a technical specialist.

Knowledge and Abilities

All Levels:

Knowledge of: Information technology system programming, equipment, and its capabilities; principles and techniques of studying work processes for new or revised information technology system applications; principles of designing methods of processing information; technical report writing; statistical methods; principles of public administration, organization, and management; and principles of personnel management.

Ability to: Write complex programs and develop detailed program specifications; analyze information and situations, reason logically and creatively, identify problems, draw valid conclusions, and develop effective solutions; apply creative thinking in the design and development of methods of processing information with information technology systems; establish and maintain cooperative working relationships with those contacted in the course of the work; communicate effectively; and prepare effective reports.

Staff Programmer Analyst (Supervisor)

Senior Programmer Analyst (Supervisor)

Knowledge of: All of the above, and principles of personnel management, supervision, and training; the department's Equal Employment Opportunity objectives; and a manager's role in the Equal Employment Opportunity and the processes available to meet equal employment objectives.

Ability to: All of the above, and supervise technical personnel; and effectively contribute to the department's equal employment objectives.

Class History

Class	Date Established	Date Revised	Title Changed
Associate Programmer Analyst (Specialist)	09/01/1975	09/03/2008	12/04/1984
Staff Programmer Analyst (Specialist)	09/01/1975	09/03/2008	12/04/1984
Staff Programmer Analyst (Supervisor)	12/04/1984	09/03/2008	--
Senior Programmer Analyst (Specialist)	09/01/1975	09/03/2008	12/04/1984
Senior Programmer Analyst (Supervisor)	12/04/1984	09/03/2008	--
Programmer Analyst Series History - Dates Established, Revised, and Title Changed			

Updated 6/3/2012