

**Title:** Programmer II  
**PB:** PBD  
**Status:** Civil Service  
**Position Reports to:** Systems and Programming Manager  
**Department:** Information Technology

**Class Code:** 3082  
**Date:** 09/08

**GENERAL DESCRIPTION OF CLASS:**

This is responsible technical position dealing with the City of Lakeland's computer systems. Work involves the development, testing and implementation of computer systems and/or programs. Work may also involve making detailed system requirements diagrams, flowcharts, and documentation. The coding of complex computer programs is required. Should be able to perform most assigned tasks with some supervision. Work is reviewed by appraisal of accomplishments, effectiveness of project completion, and conformance to established goals and policies.

**ESSENTIAL FUNCTIONS:**

1. Develops detailed computer systems for applications related to City government and electric or water utilities.
2. Codes complex computer programs to achieve desired results.
3. Tests, analyzes, and maintains assigned computer systems and programs.
4. Provides review of assigned systems and/or programs to insure their correctness.
5. Maintains necessary records, prepares reports and documentation.
6. Supports industry standard approaches to IT development, deployment and risk mitigation.
7. Supports continued IT processes improvement through the use of standardized industry models and competencies.

**ADDITIONAL RESPONSIBILITIES:**

1. Performs related work as required.

**KNOWLEDGE, SKILLS & ABILITIES:**

1. Thorough knowledge of two (2) or more current computer programming languages. Also, familiar with standard software packages and computer hardware. The programming languages should be currently in use by the City.
2. Ability to learn the operation of the City, including its departments and their functions.
3. Ability to stay abreast of new technology and apply it to meet the City's future needs.
4. Ability to communicate effectively, both verbally and in writing, with other technical staff members and users.
5. Ability to interact and maintain effective relationships with supervisors, subordinates and other employees to accomplish the required tasks.
6. Ability to learn additional programming skills and the ability to apply those skills effectively.
7. Ability to analyze, trouble-shoot and correct problems in complex computer systems.
8. Ability to be a self-starter with a strong willingness to learn in a challenging work environment.
9. Ability to work within the principles, practices and techniques of project management.
10. Ability to work within the industry standards for IT development and deployment.

**WORKING ENVIRONMENT/CONDITIONS:**

Requires sedentary work that involves walking or standing some of the time, exerting up to 10 pounds of force on a recurring basis, and routine keyboard operations. The job risks exposure to bright/dim lights with no significant environmental hazards. The job requires normal visual acuity, and field of vision, hearing, speaking, color perception, sense of smell, depth perception, and texture perception.

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**QUALIFICATIONS (EDUCATION, TRAINING AND EXPERIENCE):**

1. Graduation from an accredited four (4) year college or university with a degree in business administration, computer science or a closely related field.
2. Two (2) years of responsible experience in the field of management information systems, including computer programming and system design.
3. Experience with computer programs and systems involving government, business or engineering preferred.
4. An equivalent combination of education and experience that is determined to be directly related to the foregoing specific requirements may be substituted.
5. Completion of City University Level one (1) or completion within twelve (12) months.

**SPECIAL REQUIREMENTS:**

1. Must possess a valid state of Florida driver's license.
2. Must maintain a valid telephone number.
3. Must be able to attend meetings at locations other than primary work location.
4. May be required to work overtime, or alternate hours, as necessary for the efficient operation of the department. Position may be designated as Mission Critical by Department Director.