

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

**Class Code:** 3098  
**Date:** 09/08

**GENERAL DESCRIPTION OF CLASS:**

This is highly responsible and specialized technical work in dealing with the City of Lakeland's computer systems. Work involves the development, testing and implementation of computer systems and/or programs. An employee in this classification designs, codes, tests, debugs, documents and maintains systems and/or programs. The programming may involve coding in .NET,(VB.NET, C+, ADO.NET, ASP.NET),SQK, PL/SQL and SQR. A number of programmer developer tools may be used to develop applications in conjunction with the City's Oracle databases. Should be able to perform most assigned tasks without close 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 programs, systems, and processes using related to City government and electric and water utilities.
2. Develops complex computer programs, systems and processes using Oracle databases and a developer tool(s) in use by the City.
3. Tests, analyzes and maintains assigned computer programs, systems and processes.
4. Periodically reviews assigned programs, systems and processes to insure their correctness.
5. Maintains necessary records, prepares reports and documentation.
6. May direct lower level programmers in planning, designing, modifying or installing systems.
7. Supports industry standard approaches to IT development, deployment and risk mitigation.
8. 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. Extensive knowledge of two or more computer programming languages. Also, familiar with standard software packages and computer hardware. The programming languages should be ones currently in use by the City. (.NET, Access, SQL, PL/SQL, SQR, PeopleTools and Oracle Developer).
2. Working knowledge of UNIX.
3. Strong analytical skills.
4. Ability to develop computer processes using GUI developer tools in conjunction with Oracle databases and SQL server.
5. Ability to work within the principles, practices and techniques of project management.
6. Ability to work within the industry standards for IT development and deployment.
7. Ability to learn the operation of the City, including the various departments and their functions.
8. Ability to stay abreast of new technology and apply it to meet the City's future needs.
9. Ability to communicate effectively, both verbally and in writing, with other technical staff members and users.
10. Ability to interact and maintain effective relationships with supervisors, subordinates, and other employees to accomplish the required tasks.
11. Ability to apply the appropriate programming language to the solution of the City's need.
12. Ability to be a self-starter with a strong willingness to learn in a challenging work environment.

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

**Class Code:** 3098  
**Date:** 09/08

**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.

**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 closely related field.
2. Four (4) years of experience in programming with GUI/Windows type development tools.
3. Four (4) years of responsible experience in the field of management information systems including computer programming and system design.
4. Six (6) months of team leadership experience.
5. May require familiarity with UNIX (HP) administration, operations and the installation of software packages and releases.
6. An equivalent combination of education and experience which is directly related to the foregoing specific requirements may be substituted.
7. 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.