



City of Los Angeles

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City of Los Angeles Personnel Department

per.lacity.org

PROGRAMMER ANALYST

Class Code: 1431

Open Date: 07-24-15

(Exam Open to All, including Current City Employees)

ANNUAL SALARY

\$62,055 to \$83,645; \$66,273 to \$89,325; \$72,307 to \$97,426; \$78,216 to \$105,444; and \$84,355 to \$113,650

The salary in the Department of Water and Power is \$77,819 to \$96,695; \$83,269 to \$103,460; \$91,099 to \$113,169; \$98,616 to \$122,523; and \$106,028 to \$131,731

Candidates from the eligible list are normally appointed to vacancies in the lower pay grade positions.

NOTES:

1. For information regarding reciprocity between City of Los Angeles departments and LADWP, go to: http://per.lacity.org/Reciprocity_CityDepts_and_DWP.pdf.
2. The current salary range is subject to change. You may confirm the starting salary with the hiring department before accepting a job offer.

DUTIES

A Programmer Analyst does technically difficult programming and application or software support; analyzes existing systems and procedures; determines the feasibility of data processing applications; designs and participates in the implementation of systems of computer programs; and may act as a lead analyst or project leader in supervising technical employees who are performing such work.

REQUIREMENTS

1. A bachelor's degree from an accredited four-year college or university with completion of 24 semester or 36 quarter units in information systems, computer engineering, or computer science and two years of full-time paid experience in the analysis, design, development, testing, and implementation of software applications; or
2. Two years of full-time paid experience as an Applications Programmer with the City of Los Angeles.

Additional full-time paid programming analyst experience as described in Requirement #1 above may be substituted on a year for year basis for the required bachelor's degree. One academic year is equivalent to 30 semester or 45 quarter units.

NOTES:

1. Applicants who lack six months or less of the required experience may file for this examination. However, they cannot be appointed until the full experience requirement is met.
2. Some positions may require a valid California driver's license. Candidates may not be eligible for appointment to these positions if their record within the last 36 months reflects three or more moving violations and/or at-fault accidents, or a conviction of a major moving violation (such as DUI).
3. Experience working in one or more of the following areas is highly preferred:
 - a. Internet and/or Client/Server Applications utilizing programs such as .NET Framework (C# or VB.NET); ASP.Net; PeopleSoft; PeopleTools; ColdFusion; Java; Javascript; PowerBuilder; C/C++; UDB; PL SQL for Oracle; Transact SQL for SQL Server with Oracle or SQL Server as a backend; Component Object Model (COM); HTML 5; JQuery; AJAX; DB2 as a backend; and MYSQL as a backend;
 - b. Web services implementation, SOAP and different Remote Procedure Call technologies such as .NET Remoting, CORBA DCOM, JAVA RMI, and REST;
 - c. GIS Programming (Autodesk or ESRI);
 - d. Object-Oriented Design concepts and Object-Oriented Design patterns;
 - e. Web servers such as IIS and Apache;
 - f. Core Computer Programming concepts such as data structures and algorithm design;
 - g. Relational Database Design concepts such as normalization and entity-relationship diagramming;
 - h. Implementation of Enterprise Resource Planning (ERP) packages such as AMS Advantage Financial, SAP, PeopleSoft Financials, or Oracle Financials;
 - i. Business Intelligence (BI) tools such as Cognos Crystal Reports, and Oracle OBIEE;
 - j. Integrated Development Environments (IDE) such as IBM's Rational Suite or Versata Design Studio;
 - k. Application Servers such as IBM's Websphere, Oracle, or TOMCAT;
 - l. Mobile application development technologies such as Apache Cordova and Dojo;
 - m. Content management system such as Oracle's Application Development Framework.
4. Applicants filing under Requirement No. 1 who did not receive a degree in information systems, computer engineering, or computer science must indicate the required course information, including the course title, the number of units (semester or quarter), date completed, and the name of the school in the Supplemental Questions section of the on-line application at the time of filing. Applicants who fail to do so will not be considered further in this examination and their applications will not be processed. General education courses and elective units taken outside of the specified major/areas need not be listed. We recommend that you have your course work information with you before you go on-line to file your application.
5. Please note that qualifying education must be from a college or university accredited by a City of Los Angeles recognized agency. A list of approved accrediting agencies can be found at <http://per.lacity.org/Accredited%20Institutions%2008-21-08.pdf>.
6. Candidates completing the exam process will be contacted by the Personnel Department to provide required proof of qualifying degree.

SELECTIVE CERTIFICATION

In accordance with Charter Section 1010 (b) and Civil Service Rule 5.31, selective certification will be used for some positions that require special skills and/or training in one or more of the following areas. Only persons possessing the following at the time of filing may be considered for appointment to fill such positions.

Selective Certifications **1 through 3** require Certificates of Completion. You must submit a Certificate of Completion for the following:

1. Certification as a Microsoft Certified Applications Developer, Microsoft Certified Solutions Developer or Microsoft Certified Programmer.
2. Certification as an Oracle Application Developer.
3. Certification as a SAP Solution Consultant or SAP Development Consultant.

Applicants must attach a copy of the certificate to the on-line application at the time of filing. The certificate must be attached to the on-line application **BEFORE** the application is submitted. If the certificate is attached **AFTER** the on-line application has been submitted, it will not be available to the City and applicants **WILL NOT** be credited with having submitted the certificate. Applicants who fail to submit the certificate at the time of filing by not attaching it to the on-line application will not be considered for this part of selective certification.

AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

Only candidates who have indicated on the on-line application that they possess experience in Selective Certifications **4 through 24** below and **pass** the interview will be scheduled for a pass/fail written test after the interview in order to assess their knowledge in those areas indicated. Please indicate qualifying experience in the Supplemental Questions section of the on-line application.

4. Experience with installing or maintaining mainframe application systems written in COBOL/CICS and COBOL using z/OS.DB2;
5. Experience with Java/J2EE;
6. Experience with PowerBuilder;
7. Experience with C++;
8. Experience with Microsoft .NET;
9. Experience with ColdFusion;
10. Experience with HTML5;
11. Experience with PL/SQL for Oracle;
12. Experience with AJAX;
13. Experience with the implementation and/or maintenance of CGI's Advantage Financial package. Candidate must have advanced or expert knowledge in one or more of the modules in Advantage, such as Performance based budgeting, Advantage Procurement, InfoAdvantage, or the Core Financial Modules;
14. Experience with PeopleSoft maintenance. Candidate must have advanced or expert knowledge of PeopleTools, Application Designer, SQR, and PeopleCode.

Selective Certifications **15 through 24** require qualifying experience **within the last five years**.

15. Experience with Enterprise Resource Planning (ERP) packages such as AMS Advantage Financial, SAP or Oracle Financials;
16. Experience with document management applications such as FileNet, Documentum, Simplifile or Laserfiche;
17. Experience with Business Intelligence tools such as Cognos and Crystal Reports, or Oracle OBIEE;
18. Experience with AJAX Toolkit such as JQuery and DOJO;
19. Experience with CORBA;
20. Experience with Component Object Model (COM);
21. Experience with mobile application development using Android SDK and/or iOS SDK;
22. Experience with Oracle Service Oriented Architecture Suite, Application Integration Architecture, and PIP;
23. Experience with HP Exstream;
24. Experience with Oracle BI Publisher.

WHERE TO APPLY

Applications will only be accepted on-line. **When you are viewing the on-line job bulletin of your choice, simply scroll to the top of the page and select the "Apply" icon.** On-line job bulletins also are available at <http://agency.governmentjobs.com/lacity/default.cfm> for Open Competitive Examinations and at <http://agency.governmentjobs.com/lacity/default.cfm?promotionaljobs=1> for Promotional Examinations.

NOTE:

Applicants are urged to apply early to ensure you have time to resolve any technical issues you may encounter.

APPLICATION DEADLINE

Applications must be received by THURSDAY, AUGUST 6, 2015.

In accordance with Civil Service Rule 4.2, all applicants who apply may not be tested in this examination. To meet anticipated hiring needs, only a limited number of qualified applicants will be invited to participate in the interview in the following order: 1) Los Angeles City Promotional applicants who meet the minimum requirements. You must have received a regular appointment to a City position or be on a reserve list to apply for this examination as a promotional candidate; 2) Applicants currently employed by the City of Los Angeles on a part-time or exempt basis who meet the minimum requirements; 3) Remaining applicants who meet the minimum requirements in sufficient numbers to meet hiring needs in the order that applications were received. Applications submitted during the filing period will be kept on file for two years from July 24, 2015, in the event that additional applicants need to be tested to meet hiring needs.

SELECTION PROCESS

Examination Weight: Interview 100%

The examination will consist entirely of an evaluation of professional and personal qualifications by interview. In the interview, emphasis will be placed on the candidate's experience and training as it relates to the knowledge of: database management and architecture in order to understand application problems or errors; development techniques such as data modeling and flowcharts; programming languages such as C#, C++, Java, Cobol, VB, Coldfusion, Micro Focus Cobol, and .NET; the systems development life cycle (SDLC) and the documentation involved such as the System Requirement Document and Test Plan; web development technology; and the change management process; the ability to: coordinate, organize, balance and set priorities for a variety of detailed tasks or projects; analyze, define, and identify problems, information and processes in order to discern business rules, formulate solutions, and recognize the implications of those solutions; provide and respond to problems or issues that arise when providing on-call or standby support; learn and adapt to new/previous software programs; read and understand information and ideas presented in writing; work independently with minimal supervision; communicate technical and non-technical information orally and appropriately formatted to the level involved; deal tactfully, effectively, and work collaboratively with other employees, clients, project team members, and user departments in a variety of situations including those that involve disagreements or sensitive situations; and other necessary skills, knowledge and abilities.

Candidates will be notified later by e-mail of the date, time, and location of the interview, which will be held in Los Angeles. It is anticipated that the interviews will begin during the period of **SEPTEMBER 21, 2015 to OCTOBER 02, 2015**.

For the purposes of selective certification, only candidates who indicated a specialized background on the on-line application in the unique job-related areas **4 through 24** listed under Selective Certification in this bulletin and **pass** the civil service interview will be scheduled to take a pass/fail written test in those areas. The written will be administered in a single half-day session at a later date in Los Angeles. Candidates must achieve a passing score on the interview in order to be scheduled for a written test.

NOTES:

1. The promotional list will ordinarily be used ahead of the open competitive list. However, if open competitive candidates receive a higher score, without military credits, than the highest available promotional candidate, after adding .25 of a point seniority credit for each year of continuous classified City service, the Civil Service Commission, upon request of the appointing authority, may approve certification of such open competitive candidates ahead of the promotional candidates.
2. As a covered entity under the Fair Employment and Housing Act and Title II of the Americans with Disabilities Act, the City of Los Angeles does not discriminate on the basis of disability and upon request, will provide reasonable accommodations to ensure equal access to its programs, services, and activities. To request a disability accommodation, please complete the Disability Accommodation Form within 14 calendar days of the submittal of the City application. The Disability Accommodation Form can be obtained at http://per.lacity.org/exams/verify_disability.pdf.
3. A final average score of 70% is required to be placed on the eligible list.
4. You must have received a regular appointment to a City position or be on a reserve list to file on a promotional basis.
5. Applications are accepted subject to review to ensure that minimum qualifications are met. Candidates may be disqualified at any time if it is determined that they do not possess the minimum qualifications stated on this bulletin.
6. In accordance with Civil Service Rule, Sec. 4.24, review periods may be combined. Candidates in the examination process may file protests as provided in Sec. 4.20, 4.22 and 4.23 as applicable and within the required time frame; however, the Personnel Department may respond to and resolve protests prior to the establishment of the eligible list.

Notice:

If you receive and accept an offer of employment to a regular position with the City of Los Angeles, your employee benefit coverage (including health and dental coverage as well as life insurance) will commence approximately six weeks after your original regular appointment. Not all positions in the City receive benefit coverage; you should inquire regarding the availability of employee benefits prior to accepting a position.

THIS EXAMINATION IS TO BE GIVEN ON BOTH AN INTERDEPARTMENTAL PROMOTIONAL AND AN OPEN COMPETITIVE BASIS

The City of Los Angeles does not discriminate on the basis of race, religion, national origin, sex, age, marital status, sexual orientation, gender identity, gender expression, disability, creed, color, ancestry, medical condition (cancer), or Acquired Immune Deficiency Syndrome.