



# STATE OF CONNECTICUT

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#### AUTHORIZING RESOLUTION

concerning

Alteration of a Position

at

Southern Connecticut State College

Jr. Analyst/Programmer - Administrator I

March 7, 1980

RESOLVED, That the position, Jr. Analyst/Programmer - Administrator I, at Southern Connecticut State College be altered effective March 7, 1980, in accordance with all provisions and expectations as set forth in the proposal dated February 25, 1980, which is attached as an addendum to this Resolution.

A Certified True Copy:

James A. Frost  
Executive Director

ALTERATION OF A CURRENT POSITION OR ESTABLISHMENT OF NEW POSITION  
IN THE UNCLASSIFIED SERVICE

To: Executive Officer for Faculty and Staff Affairs

From: Southern Connecticut State College, Manson Van B. Jennings  
President

Concerning:            New Position,   X   Existing Position (Vacant/~~Filled~~)

Proposal:

To alter an existing classified position (Computer Programmer I, Position #2560) and make it an unclassified position in the Systems & Programming area of the Computer Center of SCSC.

Proposed Position:

Title/Rank	<u>Administrator I - Jr. Analyst/Programmer</u>		
12 Month			
Full Time	(approx.)		
Permanent	<u>\$15,000</u>	<u>General</u>	<u>AFSCME</u>
10 or 12 mo.	Salary Level	Fund (Gen.,	Bargaining Unit
Full-Part-Time		Ed. Ext., Aux.)	
Temp. - Perm.			

3. Summary of Function (attach required job description)

See attachment

4. Rationale for Altering or Establishing Position

See attachment

5. Conditions of Employment if Changed or Different from Norm.

None

RECEIVED  
FEB 24 1980  
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Submitted by D.M. DeLeon 2-14-80

Central Office Use

Consultation with Bargaining Unit  
Completed 2/25/80

Approved:  
1. For Submission to PERC 2/27/80  
2. By Committee/Board           

Comments:

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature

### 3. Summary of Function

The person filling this position will serve under the supervision of an Administrator II as a Computer Programmer and will be called upon to trouble shoot existing software systems, to do elementary redesign and enhancement of existing or imported software systems, and to perform elementary design work on new systems. Responsibilities will be essentially in the area of computer programming; however, some design and analysis work will be required.

### 4. Rationale for Altering or Establishing Position

This position is being altered from classified to unclassified state service because of a long history in this Computer Center, as well as other Computer Centers in the state, in which it is obvious that we cannot hold programmers once they have learned the trade well and acquired a few years of experience. In the last four years, SCSC has lost three programmers who were brought into service as trainees, worked for about two years and left for much higher paying jobs. If we are to be able to hold in service persons who are talented in this type of work, we must be able to offer them more incentive than they presently are offered by state classified service.

RESPONSE TO REQUEST FOR FURTHER INFORMATION REGARDING THE  
ESTABLISHMENT OF AN ADMINISTRATOR I - ~~PROGRAMMER/ANALYST~~  
POSITION AT SCSC

*In Analyst/Programmer*

Reference: Memo dated 8/30/79 from Ed Dombroskas to Dr. Clinton M. Ritchie  
entitled "Administrator I - Programmer/Analyst, SCSC"

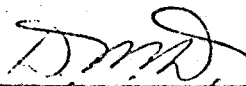
The decision to make most of our data processing positions unclassified is one which we are in fact making -- and for good reason. My ten years in charge of Data Processing at SCSC have proven that classified service has failed miserably to fill our needs in the area of programming. I have not once been able to fill a programmer opening by requesting a Certification List and hiring from it. In every instance I have exhausted the list without success and have had to go out and find my own programmer and get him or her certified. Programmer tenure is very short, because given some experience they can inevitably leave state classified service for much higher salaries elsewhere. Ron Oberg, liaison man for higher education with the State Data Processing Office, has firmly urged that we turn to unclassified service in an attempt to establish some stability with desired skill levels in our programming staffs.

This problem is not unique to SCSC. It is common to state Data Centers. In an attempt to keep present classified programmers, the state is now hiring Programmer I's in at Step 6 and Programmer II's in at Step 7. Even this is not satisfactory to those who wish to stay in state service. Evidence of this is the fact that the programmers have yet to agree to a contract. They are demanding, among other things, immediate reclassification.

At present, Computer Programmer I's are being hired at \$15,354 (Group 18, Step 6); Computer Programmer II's are being hired in at \$17,292 (Group 20, Step 7). These salaries do not include any adjustment for this fiscal year because they still have not agreed upon a new contract. Therefore, it is quite certain that these salaries will increase by at least 7%, and quite possibly more if they succeed in getting immediate reclassification written into their new contract.

The job description which I have submitted demands job skills and performance equal to or in excess of Computer Programmer II, since I am demanding that the incumbent will perform at least elementary systems design work on new systems. Whoever assumes these duties at SCSC will be required to function in a dual environment; i.e., the environment of our local machine as well as the IBM OS environment of UConn, which is by far more sophisticated than anything which exists at ECSC or WCSC.

I therefore submit that my suggested salary of approximately \$15,000 per year is, if anything, far too small. Anything less is, in my opinion, ridiculous and will do nothing toward our attempt to achieve some stability and reasonable performance level of our programming staff.

  
\_\_\_\_\_  
Donald W. Duman  
Director of Data Processing

DWD/e

10-17-79

Southern Connecticut State College

POSITION DESCRIPTION

Position Title: Jr Analyst/Programmer  
~~Programmer/Analyst~~

Administrative Rank: Administrator I

Department: Computer Center

Supervisor(s) Position/Title Analyst/Programmer

POSITION SUMMARY:

This position is a computer programmer analyst position. Responsible for programming in the cobol and basic computer languages based on designs developed for online computer systems for various administrative areas.

POSITION RESPONSIBILITIES:

- Develops online computer applications written in the BASIC programming language.
- Develops and maintains several computer systems written in a variety of languages.
- Documents programs and systems.
- Maintains programs for all online systems currently in use.
- Performs other duties and responsibilities related to those enumerated above which do not alter the basic level of responsibility of the position.