



STATE OF CONNECTICUT
BOARD OF TRUSTEES
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P. O. Box 2008 NEW BRITAIN, CONNECTICUT 06050
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AUTHORIZING RESOLUTION

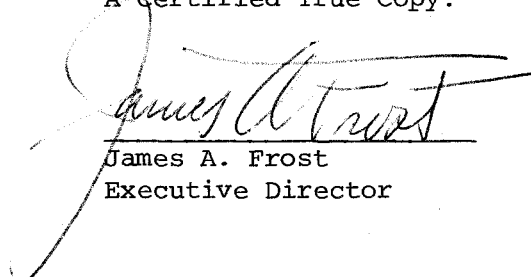
concerning

THE ESTABLISHMENT OF A NEW POSITION
at
Southern Connecticut State College
PROGRAMMER ANALYST, ADMINISTRATOR I

November 2, 1979

RESOLVED, That the position, Programmer Analyst, Administrator I,
be established at Southern Connecticut State College
effective November 2, 1979, in accordance with all pro-
visions and expectations as set forth in the accompanying
proposal dated October 30, 1979.

A Certified True Copy:


James A. Frost
Executive Director

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

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 II, Position #4121) and make it an unclassified position in the Systems & Programming area of the Computer Center of SCSC.

Proposed Position:

Title/Rank	<u>Administrator I - 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

Central Office Use

Consultation with Bargaining Unit
Completed _____

Approved:

1. For Submission to PERC 10/30/79 *cut*
2. By Committee/Board _____

Comments:

_____ Date

_____ Signature

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

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

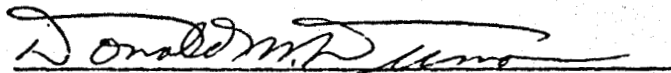
The decision to make most of our data processing positions unclassified is one which we are in fact making -- and for good reason. My ten years in charge of Data Processing at SCSC have proven that classified service has failed miserably to fill our needs in the area of programming. I have not once been 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

LWR
10/20/79

Southern Connecticut State College

RECEIVED

OCT 29 1979

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POSITION DESCRIPTION

Position Title: Junior Analyst Programmer

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.