



California Public Employees  
Retirement System

**PROGRAMMER II  
PUBLIC EMPLOYEES' RETIREMENT SYSTEM (CALPERS)  
OPEN EXAMINATION – SPOT: SACRAMENTO COUNTY  
EXAM CODE: 5PABC  
CONTINUOUS FILE EXAMINATION**

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.

**WHO MAY APPLY** This is an **OPEN – SPOT Continuous File examination for the Public Employees' Retirement System (CalPERS)**. Anyone who meets the minimum qualifications as stated on this announcement may apply. Applications will not be accepted on a promotional basis. Career Credits do not apply. Once you have taken the examination, **you may not reapply for twelve (12) months.**

**FILING  
INSTRUCTIONS**

The Programmer II examination consists of two (2) phases. **Phase 1 – The Training and Experience examination ([link on the following page](https://jobs.ca.gov/pdf/std678.pdf)).** **Phase 2 – Complete and submit a Standard State Application (STD 678) and any required educational documentation (if applicable).** Applications are available through the internet at <https://jobs.ca.gov/pdf/std678.pdf> and may be delivered in person or by mail. If your **application is not received within 14 days** of you completing the examination, your examination score will be invalid and you will not be able to apply for job openings. You will not be able to retest for twelve (12) months from the date you took this examination. Incomplete applications or resumes alone will not be accepted. Applications sent via internet, faxed, or e-mailed **will not** be accepted for any reason. Applications received without the required documents will result in rejection from this examination.

**Deliver in Person: Between 8 am - 5 pm**

CalPERS  
Human Resources Division  
Exam Services Attn: Lisa Abila  
400 P Street, 3<sup>rd</sup> FL, Room 3260, LPN  
Sacramento, CA 95811

**Mailing Address**

CalPERS  
Human Resources Division  
Exam Services Attn: Lisa Abila  
P.O. Box 942718  
Sacramento, CA 94229-2718

**PLEASE INCLUDE EXAM CODE 5PABC ON YOUR STATE APPLICATION. DO NOT SUBMIT APPLICATIONS TO THE CALIFORNIA DEPARTMENT OF HUMAN RESOURCES OR THE STATE PERSONNEL BOARD.**

**FINAL FILING DATE  
CONTINUOUS FILE**

Applications will be accepted on a Continuous basis.

**MONTHLY SALARY  
RANGE**

**Minimum \$ 4,217**

**Maximum \$5,542**

**POSITION  
DESCRIPTION AND  
LOCATION**

The Programmer II is the journey level programming class. The Programmer II is assigned duties and responsibilities that commensurate with their background and training. Under general direction, the Programmer II will plan and develop programs to be processed by information technology system equipment; under close supervision, will perform systems analysis or systems programming (software) work; and to do other related work.

**Positions exist with the California Public Employees' Retirement System (CalPERS) in Sacramento, California.**

**REQUIREMENTS FOR  
ADMITTANCE TO THE  
EXAMINATION**

**NOTE:** All applicants must meet the education and/or experience requirements as stated on this examination bulletin as of the date the test is taken

It is your responsibility to make sure you meet the education and/or experience requirements as stated on this announcement. Your signature on your application indicates that you have read, understood, and possess the basic qualifications required. Applications/resumes must include: "to" and "from" dates (month/day/year), time base, civil service class title(s), and range (if applicable) for all work experience. Resumes will not be accepted in lieu of a completed State Application (STD 678). College course information must include: title, number of semester or quarter credits, name of institution, completion dates, and degree (if applicable).

**All applicants must submit proof of the required education (if applicable) at the time of filing with the State Application (STD 678). Applications received without this information will be rejected.**

**EXAMINATION  
INFORMATION**

**TRAINING AND EXPERIENCE EXAMINATION WEIGHTED 100.00%**

The entire examination will consist of an evaluation of training and experience weighted 100% and a completed application review. **Phase 1** – is the Training and Experience Examination, which is designed to elicit specific information regarding each candidate's Knowledge, Skills and Abilities relative to the testing classification. Responses to the examination will be assessed based on pre-determined rating criteria. **Phase 2** - will require you to complete and submit a Standard State Application (STD 678), so CalPERS can verify that you meet the minimum qualification for the classification. All applicants must complete the entire examination. The

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**EXAMINATION  
INFORMATION  
(Continued)**

examination process takes approximately one hour to complete. All competitors will be ranked competitively based on the responses. In order to obtain a position on the eligible list, you must meet the examination requirements and must attain a minimum score of 70% on the examination.

**Click the link below to complete the Training and Experience Examination:**

<https://www.calpers.ca.gov/Talent4Us/>

**NOTE:** To complete the examination process, you must submit a state application and any educational documentation for each examination title.

CalPERS and the California Department of Human Resources (CalHR) reserve the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

If conditions warrant, this examination may utilize an evaluation of each competitor's experience and education compared to a standard developed from the class specification. For this reason, it is especially important that each candidate take special care in accurately and completely filling out his or her state application. List all experience relevant to the "Minimum Qualifications" shown on this announcement even if that experience goes beyond the seven-year limit printed on the application. Supplementary information will be accepted, but read the "Minimum Qualifications" carefully to see what kind of information will be useful to the staff doing the evaluation.

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**MINIMUM  
QUALIFICATIONS**

**NOTE:** All applicants must meet the education and/or experience requirements as stated on this examination announcement. Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern.

**EITHER I**

One year of experience in the California state service performing programmer duties comparable to a Programmer I (Range B).

**OR II**

One year of progressively responsible experience in information technology systems study, design, and programming that included responsibility on an information technology system project for analyzing operational methods and developing computer programs to meet desired results, including, under supervision, planning and developing programs performing information technology systems analysis and systems programming.

**OR III**

Completion of at least 60 semester units or 90 quarter units at a recognized college or university, of which 12 semester or 18 quarter units are comprised of information technology coursework.

**OR IV**

Successful completion of a recognized programmer apprenticeship program including programming courses with related laboratory work.

**If you meet the educational requirement you must attach a copy of your transcript/degree (diploma) which shows the completed college requirement at the time of filing the application. If this information is not included, the application will be rejected.**

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**DEFINITION OF  
TERMS IN MINIMUM  
QUALIFICATIONS**

The words "**performing the duties of...**" means that the applicant must have the amount of experience in State civil service in the class specified (or on a training and development (T&D), or approved out-of-class assignment to the class.

**"Equivalent to graduation from college...."** is defined as: Satisfaction of the requirements for a bachelor's degree from an accredited college. This means the applicant must show receipt of a bachelor's degree (4 year college).

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**EXAMINATION  
SCOPE**

**TRAINING AND EXPERIENCE - WEIGHTED 100.00%**

**Knowledge of:**

1. The principles and practices of computer programming in order to effectively work within an information technology system.
  2. General operating principles of an information technology system in order to interface with the operating system.
  3. Capabilities and limitations of information technology system equipment to conduct programming and analysis needs.
  4. Various types of databases (mainframes, relational, etc.) in order to extract information to develop reports and to transmit information.
  5. Various types of programming languages (Java, COBOL, Oracle, PL/SQL etc.) to develop applications.
  6. Systems analysis techniques in order to determine system errors, process requests, review code, and to learn aspects of systems.
  7. The steps involved in testing a program in order to effectively debug a program and ensure quality
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**EXAMINATION  
SCOPE  
(Continued)**

- of application.
8. Common sources of bugs in code (i.e., logic and syntax) in order to effectively identify and fix application errors.
  9. Algorithm and problem design in order to design programs, create flow charts, diagrams, and pseudo code.
  10. Basic computer software (Microsoft Word, Excel, Notepad, etc.) in order to write code, perform analysis, create flowcharts, etc.
  11. CalPERS security standards in order to safely transmit, receive, and maintain data.
  12. CalPERS coding standards in order to ensure consistency within products and to assist in maintainability.
  13. How to document various programmer tasks in order to create manuals, guides, and formal documentation.

**Skill to:**

1. Write various syntax and code to develop/modify applications.
2. Read and interpret various syntax and code to maintain existing applications.
3. Analyze data and draw logical conclusions to effectively conduct problem resolution.
4. Detect errors in programs to effectively identify application errors.
5. Analyze errors in programs to effectively fix application errors
6. Use programming principles and procedures in order to develop, maintain, and deploy applications.
7. Use programming tools (e.g., text editor, debugger, compiler, translator) in order to conduct programming tasks.
8. Present solutions to problems with clarity and precision in written and/or graphic form.
9. Perform basic arithmetic operations (e.g., adding, subtracting, multiplication, division) to make basic calculations.
10. Establish and maintain cooperative working relationships with various individuals to ensure work issues/workload information is relayed accurately.
11. Communicate effectively orally and in writing to ensure information is relayed accurately.
12. Write effectively, in English, in various formats (e.g., email, statements, manuals) designed to meet audience needs to effectively and accurately communicate necessary information.
13. Draw logical diagrams to create flow charts and document processes and how programs interact.
14. Evaluate situations accurately to take effective actions in performance of work duties.
15. Test computer programs to check application logic.

**Ability to:**

1. Reason logically and creatively to understand user interaction with the application, develop programs, conduct analysis, etc.
2. Write object-oriented programs for batch and online programs.
3. Learn new information to effectively apply it in workplace situations.
4. Communicate clearly and effectively both verbally and in written format to complete work assignments.
5. Meet deadlines in a timely period.
6. Interact effectively with co-workers, supervisors, and others in response to various work related matters to contribute to the overall efficiency and productivity of the organization.
7. Utilize already documented procedures to complete a task.
8. Read and write database queries using SQL or PL/SQL in the development of applications.

**DISCLAIMER**

Please click on the link below to review the official California State Personnel Board class specification:  
<http://www.calhr.ca.gov/state-hr-professionals/pages/1383.aspx>

**SPECIAL PERSONAL  
CHARACTERISTICS**

Willingness to do detailed work requiring a high degree of mental concentration; a demonstrated capacity for development as evidenced by work history, academic attainment, or well-defined occupational or vocational interests; and willingness and ability to accept increasing responsibility.

**CAREER CREDITS**

Career Credits **will not** be added to the final score for this exam, because it does not meet the requirements to qualify for Career Credits.

**VETERANS'  
PREFERENCE**

Veterans' Preference will be granted for this examination. Effective January 1, 2014, in accordance with Government Codes 18973.1 and 18973.5, whenever any veteran, widow or widower of a veteran, or spouse of a 100 percent-disabled veteran achieves a passing score on an open examination, he or she shall be ranked in the top rank of the resulting eligibility list. This section shall not apply to any veteran who has been dishonorably discharged or released.

**ELIGIBLE LIST  
INFORMATION**

Names of successful candidates will be merged onto a CalPERS eligible list in order of final scores regardless of test date. Eligibility expires 12 months after it is established. Competitors must then retest to reestablish eligibility. Competitors may retest after twelve (12) months. The resulting eligibility list will be used to fill vacancies at CalPERS.

**CONTACT  
INFORMATION**

If you have any questions regarding this announcement, please contact:  
**Lisa Abila (916) 795-1068**  
CalPERS Exam Services Unit  
400 P Street, Suite LPN 3260

Sacramento, CA 95811  
California Relay Service: (7-1-1)  
Telecommunications Device for the Deaf (TTY) (916) 654-6336  
TTY is a telecommunications device that is reachable only from phones equipped with a TTY device.

**BRD:** January 2, 2015

**Class Code:** 1383

**Schematic Code:** LM30

**GENERAL INFORMATION**

**Applications are available** at <https://jobs.ca.gov/pdf/std678.pdf> and local offices of the Employment Development Department.

**If you meet the requirements** stated on this examination bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be rated against a predetermined job-related rating, and all candidates who pass will be ranked according to their scores.

**The California Public Employees' Retirement System (CalPERS)** reserves the right to revise the examination plan to better meet the needs of the service, should the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules, and all competitors will be notified.

**Candidates needing special testing arrangements** due to a disability must mark the appropriate box on the application and contact the testing department.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, the ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting will be required.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotion, 2) departmental promotional, 3) multi-departmental promotional, 4) service-wide promotional, 5) departmental open, and 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on the bulletin.

**Veterans Preference:** Effective January 1, 2014, in accordance with Government Codes 18973.1 and 18973.5, Veterans' Preference will be awarded as follows: 1) Any veteran, widow or widower of a veteran, or spouse of a 100 percent disabled veteran, who achieves a passing score in an entrance examination, shall be ranked in the top rank of the resulting eligibility list. Any veteran who has been dishonorably discharged or released is not eligible for Veteran's Preference. 2) An entrance examination is defined, under the law, as any open competitive examination. And 3) Veterans' Preference is not granted once a person achieves permanent civil service status.

Veteran status is verified by the California Department of Human Resources (CalHR). Directions to apply for Veterans' Preference are on the Veterans' Preference Application (Std. Form 1093), which is available at <https://jobs.ca.gov/Public/Jobs/Veterans.aspx>, and the Department of Veterans Affairs.

**Bulletin Revision Date:** 9/22/2017