<table>
<thead>
<tr>
<th>Class Title</th>
<th>Developer 1</th>
<th>Developer 2</th>
<th>Developer 3</th>
<th>Developer 4</th>
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<tr>
<td>Class Concept/Competency</td>
<td>First-level professional Application/Web/System Developer responsible for developing, coding, testing, debugging, and documenting applications, programs, websites, and/or systems. Incumbent at this level knows fundamental concepts, practices, and procedures. Works under direct supervision and/or on routine assignments, the problems of which can be resolved with defined guidelines and parameters.</td>
<td>Second-level professional Application/Web/System Developer responsible for developing, coding, testing, debugging, and documenting moderately complex programs, websites, and/or systems. Incumbent at this level is a learned professional responsible for resolving problems of moderate difficulty through analyzing possible solutions utilizing standard procedures. Works under limited supervision. Technical guidance required for unusual and complex problems/projects.</td>
<td>Third-level professional Application/Web/System Developer responsible for developing, coding, testing, debugging, and documenting for a broad range of programs, websites, and/or systems for a broad range of complex systems. Incumbent at this level is an experienced professional competent to work at the highest technical level. Considers the current and future business environment in the design and upgrade of systems. Normally works under general guidance without technical supervision.</td>
<td>Fourth-level professional Application/Web/System Developer. Serves as the top level technical expert for mission-critical application, website, and/or system development. Incumbent at this level is a technical expert in a critical service or technology and has comprehensive knowledge in a specific area or multiple areas, with work often driven by unit goals and long-term strategies.</td>
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<td>Typical Responsibilities</td>
<td>Codes new applications or makes enhancements to existing applications based on detailed specifications. Tests and debugs programs, prepares systems test data, and prepares program documentation. Provides ongoing maintenance of applications, systems, or websites. Troubleshoots production, application, or website issues. Evaluates and follows through on issues and problems until resolved or escalated. Develops or modifies technical specifications for small- to mid-sized application modules using disciplined software development processes and adhering to quality standards and procedures.</td>
<td>Conducts a full range of programming tasks to include program design, program coding, debugging, and documentation for a variety of applications, systems, or websites. Gathers and interprets system requirements and develops detailed system specifications. Designs, implements, and executes test plans. Prepares systems test data and prepares program documentation. Reviews application modules for quality assurance and checks compliance with application architecture standards. Provides ongoing maintenance of applications, systems, or websites.</td>
<td>Serves as the subject matter expert through all phases of system analysis and development. Designs and develops well integrated programs and systems that meet present and future business needs. Determines testing methodology and manages the development and execution of comprehensive test plan. Serves as escalation point for resolving complex and non-routine production, application, or website issues. Leads the selection and evaluation of vendor software solutions and packages.</td>
<td>Leads long-term application development, integration, upgrades, and maintenance strategies. Reviews system requirements, design, and business processes to ensure the alignment with IT and business strategies. Provides expertise on the resolution of the most complex technical design and system integration problems, which often requires analysis of unique issues and/or adapting non-traditional approaches. Analyzes businesses processes and prioritizes user development requirements to ensure maximum efficiency. Regularly leads large-scale and cross-functional projects with great latitude on project execution and resource allocation.</td>
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| **Education and Experiences** | Assists with long-term system analysis and preparation of detailed systems design specifications for system integration and upgrades. | Troubleshoots production, application, or website issues. Evaluates and follows through on issues and problems until resolved or escalated.  
Conducts analysis to determine and plan for new programs, system integrations, or system upgrades.  
Conducts analysis for the evaluation and selection of vendor software solutions and packages.  
May lead small-scale or sub-functional team for application development or enhancement. Provides training and technical guidance to less experienced staff. | Typically functions as team and project lead and provides procedural and technical guidance to less experienced staff. |

| **Education and Experiences** | A bachelor’s degree in a field related to the position or a combination of related education and work experience in the areas of application/web/systems development to equal four years.  
These minimum requirements may also include additional criteria specific to the position. | A bachelor’s degree in a field related to the position and two years of work experience in the areas of application/web/systems development.  
These minimum requirements may also include additional criteria specific to the position. | A bachelor’s degree in a field related to the position and four years of work experience in the areas of application/web/systems development.  
These minimum requirements may also include additional criteria specific to the position. |

| **Education and Experiences** | A bachelor’s degree in a field related to the position and five years of work experience that includes executing highly complex or specialized projects and application/web/systems development.  
These minimum requirements may also include additional criteria specific to the position. | A bachelor’s degree in a field related to the position and five years of work experience that includes executing highly complex or specialized projects and application/web/systems development.  
These minimum requirements may also include additional criteria specific to the position. | A bachelor’s degree in a field related to the position and five years of work experience that includes executing highly complex or specialized projects and application/web/systems development.  
These minimum requirements may also include additional criteria specific to the position. |