



Programming Team Supervisor – Law Enforcement

Job Description

Department: Information Systems
Position: Career Service
Grade: 732
Supervisory: Supervisor
Reports to: Division Manager - Programming

Summary

Under minimal direction of the Division Manager - Programming, reviews, analyzes, modifies, designs, and implements applications including encoding, testing, debugging, documenting, specification writing, installation and training. Coordinates the implementation of the Utah County Law Enforcement/Judicial/Security and related information technology systems including acting as a Project Coordinator and System Administrator for purchased software systems and packages, as well as functioning as a Systems Analyst/Programmer designing, developing, and maintaining custom application software and developing methods and procedures for integrating and consolidating data and data access across these systems.

Essential Functions

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. Manage the implementation of various Law Enforcement, Judicial and Security-related systems including Computer-assisted Dispatch (CAD), Records Management & Report Writing Systems (RMS), Jail booking, Medical, Dental, Inmate Movement, Pay-To-Stay, Work Release, Warrants, Animal Control, and other security systems.
2. Coordinate data exchange between various disparate systems including all Utah County local law enforcement systems, the State of Utah law-enforcement network, NCIC, NLETS, BCI and others.
3. Serve as a Systems Administrator for various purchased software systems. Maintain user account information, passwords, and other security credentials for all systems.
4. Train officers, supervisors, and judicial and clerical personnel in all operational aspects of each system and serves as a resource for resolving systems errors and procedural problems.
5. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations and may analyze or recommend commercially available software.

For Office Use Only

Job Code: 2033
Job Title: Programming Team Supervisor — Law Enforcement
FLSA: Exempt
Effective Date: 12/6/2025
Public Safety: No

Worker's Compensation: Clerical
Background Level: Civilian
Safety Sensitive: No
DOT: Yes
ML: Supervisor

6. Perform system administrator duties on assigned hardware and application systems and monitors assigned systems to diagnose problems.
7. Analyze, design, program, debug and maintain systems for use by County departments with the use of object oriented programming tools.
8. Act as technical support for users including training, installation and troubleshooting for both hardware and software.
9. Document and track resolutions and work progress for all work activities.
10. Support a multi-agency 3rd party law enforcement system.
11. Perform system administrator duties on hardware and software over multi-platforms.
12. Design and create database tables, functions, and procedures.
13. Develop database-related functions, hardware and telecommunications requirements and overall application needs.
14. Supervise and direct the activities of System Analysts, Programmers and other department personnel as assigned.
15. Prepare and conduct performance appraisals on assigned personnel.

Knowledge, Skills, and Abilities

- Knowledge of object-oriented programming
- Knowledge of Oracle Relational Database technology
- Knowledge of personal computer systems including Windows, Networks, Servers, etc
- Knowledge of UNIX Systems
- Knowledge of Microsoft Windows, scripts and API's
- Knowledge of open client/server programming, architecture, Windows servers and workstations
- Knowledge of PC networking and server technology
- Knowledge of law enforcement, judicial and security procedures and practices
- Knowledge of data backup and recovery systems such as Symantec Netbackup, etc
- Skilled in project and team leadership
- Skilled in systems design and programming including knowledge of Power Builder, Visual Basic, C, JavaScript, or similar object-oriented development languages
- Skilled in designing and maintaining databases
- Skilled in troubleshooting computer hardware and software problems
- Skilled in communicating technically complex information
- Skilled in meeting and dealing with the public effectively
- Ability to perform system administrator duties
- Ability to set own priorities and work with minimal supervision
- Ability to analyze user needs and convert requirements into computer-based procedures and systems
- Ability to maintain cooperative relationships with those contacted in the course of work activities
- Ability to supervise and direct the work of others

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Supervisory Responsibility

This position has direct supervisory responsibility and serves as a coach and mentor for other positions in the department.

Work Environment

This job operates in a professional office environment, library, or computer room. This role routinely uses standard office equipment such as a laptop, desktop, smartphone, photocopiers, shredders, and filing cabinets. The noise level in the work environment is usually moderate. This job is located at the Utah County Security Center (Jail).

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is required to use manual dexterity to handle, feel, and operate objects, tools and controls, and reach with hands and arms. This employee is frequently required to stand, talk, and hear. Specific vision abilities by this job include close vision and ability to adjust focus. The employee is required to type, file, and lift office supplies up to thirty (30) to fifty (50) pounds.

Position Type/ Expected Hours of Work

Incumbent must work 80 hours each pay period to maintain full-time status. There is availability to work out a flex schedule ahead of time that works for both the County and the employee. Occasional evening and weekend work may be required as job duties demand.

Travel

This position requires up to 5 percent travel.

Required Education and Experience

1. Equivalent to a Bachelor's degree in computer programming or a closely related field.
2. And five (5) years of computer programming experience including the performance of system administrator duties.

Preferred Education and Experience

1. Preference may be given to applicants with supervisory experience

Additional Eligibility Qualifications

1. Applicants must possess a valid driver's license and obtain a valid State of Utah driver's license within sixty (60) days of employment.

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2. Selected applicants will be required to submit to a pre-employment drug screen and background check. Due to potential access to sensitive and protected data, this position is subject to additional criminal background checks as directed by the Information Systems Department.

AAP/EEO Statement

It is the policy of Utah County Government to assure equal employment opportunity to its employees and applicants for employment without regard to race, color, religion, national origin, disability, age, sex, sexual orientation, genetic status or gender identity.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee of this job. Duties, responsibilities, and activities may change at any time.

Utah County Government is a drug-free workplace.

Acknowledgement below to be completed after an offer has been extended and accepted.

This job description has been approved by the Office of Human Resource Management in consultation with the Department Head.

Signature below constitutes an understanding of the requirements, essential functions and duties of the position.

Candidate / Employee _____ Date _____

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