State of Alabama
Personnel Department
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Continuous Announcement

PROGRAMMER ANALYST, ASSOCIATE- 10516
GENERAL OPTION -003

Salary: $43,339.20 - $72,686.40
Announcement Date: December 12, 2007
Revised Date: October 12, 2011

JOB INFORMATION

The Programmer Analyst, Associate (General Option) is a position used by various agencies throughout the state. This is beginning through mid-level professional programming and analysis work. Employees in this class are responsible for analyzing and evaluating existing applications and designing and developing new or enhanced applications to support end-user needs.

MINIMUM REQUIREMENTS

- Two-year degree (AS/AA) from an accredited* college or university in Computer Science, Math, Information Technology or a related field, including **2 courses** in programming
- Two (**2**) years of experience in computer programming utilizing high level languages to manipulate databases or files and produce outputs and reports

NOTES

- Additional education and/or experience above that which is minimally required, may be substituted on a year-for-year basis. **See reverse side of announcement for more detail regarding substitution.*
- Please provide detailed information on your application, including the programming areas (i.e., mainframe, pc/ client-server, internet, database) in which you have experience, and the programming languages that you have used.

ADDITIONAL REQUIREMENT

- If you would like for your education to be considered, you must submit an **official** college transcript for each accredited* postsecondary academic institution attended. Original transcripts issued to students will be accepted. Photocopies of transcripts, and or information obtained from the internet will NOT be accepted. Applicants who submit an official transcript beginning October 12, 2011, will no longer be required to send additional copies each time they apply.

EXAMINATION

- **Open-Competitive** to all applicants
- Evaluation of **Training and Experience** as shown on application. Please be detailed, since your score will be derived solely from the information you provide on your application.

HOW TO APPLY

- Complete an Application for Examination Form available at *www.personnel.alabama.gov*, the above address, or any Alabama Career Center Office
- Apply on-line, by mail, or by fax. *Applications will be accepted until further notice.*

Individuals currently on the register DO NOT need to reapply to remain eligible for employment.

THE STATE OF ALABAMA IS AN EQUAL OPPORTUNITY EMPLOYER

*Please refer to the back of this announcement for complete information on State Personnel's policy for accepting post-secondary and advanced degrees.

Except for pretest information provided by State Personnel to all applicants, you should not directly or indirectly obtain information about examinations. If you do, the State Personnel Director may do several things. One, you may not be given an examination. Two, you may be disqualified after an examination. Three, your name may be removed from a register. Or four, your name may not be certified from the register. (Rules of the State Personnel Board, Chapter 670-x-9). According to the Code of Alabama, 36-26-47, a willful violation of exam security is a misdemeanor. Any person who is convicted of this type of misdemeanor will not get a state job. If they are officers or employees of the state, they will be required to forfeit their office or position for five years.

If you know of anyone who has violated this policy, you should contact the Examination Manager at the State Personnel Department.

***State of Alabama Personnel Department Policy on Accepting College Coursework, Post-Secondary and Advanced Degrees**

1. Specific college coursework required for a job, as well as Bachelor's, graduate, post graduate, and doctoral degrees will be accepted from the schools accredited by any of the six regional accreditation associations in the United States. These associations are listed below.

- Southern Association of Colleges and Schools (SACS)
- Middle States Association of Colleges and Schools (MSA)
- Northwest Commission on Colleges and Universities (NWCCU)
- North Central Association of Colleges and Schools – The Higher Learning Commission (NCA-HLC)
- New England Association of Schools and Colleges – Commission on Institutions of Higher Education (NEASC-CIHE)
- Western Association of Schools and Colleges – Accrediting Commission for Senior Colleges and Universities (WASC-ACSCU)

2. Coursework or degrees from schools that have not been accredited by a regional accreditation association will be accepted if a regionally accredited school considers the coursework or degree to be an acceptable prerequisite for admission to an advanced degree program. For example, if a regionally accredited school accepts an applicant's bachelor's degree for admittance into a graduate degree program, State Personnel will accept the degree. In the case of required college coursework (but no degree requirement), State Personnel will accept the college coursework if a regionally accredited school accepts the coursework towards a post-secondary degree (e.g., a bachelor's degree). ***This must be documented by a letter of acceptance from the regionally accredited school.*** State Personnel will review such requests on a case-by-case basis.

Note:This policy is subject to change. Certain state agencies may have additional requirements.

***Substitution: Education and Experience Equivalents**
(see above for college coursework accreditation policy)

Applicants may qualify with any one of the following combinations of education and experience:

Bachelor's degree in IT or Math and 2 courses in programming plus **no** experience.
Three years of college coursework (90 semester hours or 135 quarter hours) to include 27 semester hours or 60 quarter hours of IT/Math coursework of which 2 courses must be in programming plus **1 year** of the required programming experience.
Two years of college coursework (60 semester hours or 90 quarter hours) to include 18 semester hours or 40 quarter hours of IT/Math coursework of which 2 courses must be in programming plus **2 years** of the required programming experience.
One year of college coursework (30 semester hours or 45 quarter hours) to include 9 semester hours or 20 quarter hours of IT/Math coursework of which 2 courses must be in programming plus **3 years** of the required programming experience.
No college plus **4 years** of the required programming experience.