2023 ANNUAL REPORT









ALABAMA
STATE PERSONNEL BOARD







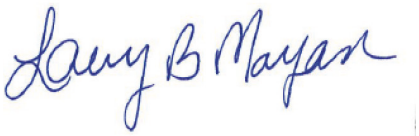
Honorable Kay Ivey, Governor of Alabama

I am pleased to report to you on the activities of the State Personnel Department for the Fiscal Year October 1, 2022, through September 30, 2023.

I would like to thank the Alabama Legislature for approving a much-deserved 4% Cost of Living Adjustment for State employees this year. Their continued support of our hardworking State employees is sincerely appreciated.

On behalf of the employees of the State Personnel Department, I thank you for your support and hope that you will find this report a basis for satisfaction and pride in the operation of Alabama's Merit System.

Sincerely,



Laury B. Morgan
State Personnel Director

ALABAMA
STATE PERSONNEL BOARD

STATE PERSONNEL BOARD

Ms. Faye Nelson, Chair

Mr. Evan M. Thornton

Mr. David R. Mellon

Ms. Carolyn Fair

Mr. Phil Webb

STATE PERSONNEL DIRECTOR

Laury B. Morgan

DEPUTY DIRECTOR

Amanda W. Mercado



The State Personnel Board consists of five members who serve six-year staggered terms. Two members are appointed by the Governor, one by the Lieutenant Governor, one by the Speaker of the House of Representatives, and one is a classified State employee elected by a majority vote of full-time State employees. Pursuant to the Merit System Act, no two appointed members of the State Personnel Board shall be appointed from any one congressional district of the State.

Laury Morgan serves as the Secretary to the State Personnel Board and as the Director of the State Personnel Department. The State Personnel Board members included in this Annual Report served during fiscal year 2023.

Faye Nelson – Board Chair
Elected Member

Ms. Nelson, of Montgomery, a career Merit System employee with the Alabama Department of Human Resources (DHR), is the elected employee representative on the State Personnel Board. A licensed graduate social worker, she began her career as a Social Worker with Dallas County DHR. Ms. Nelson currently serves as the Deputy Commissioner for Family Resources.

Myron Penn
Congressional District 2

Mr. Penn, of Union Springs, is a founding partner of Penn & Seaborn Law Firm. He also previously served in the Alabama State Senate. He was appointed to the Board by Speaker of the House Mac McCutcheon.

Evan M. Thornton
Congressional District 5

Mr. Thornton, of Florence, serves as Vice President for Business and Financial Affairs at the University of North Alabama. He was appointed to the Board by Governor Kay Ivey.

David R. Mellon
Congressional District 6

Mr. Mellon, of Birmingham, serves as University Counsel at the University of Alabama at Birmingham. He was appointed to the Board by Governor Kay Ivey.

Rachel Bunning
Congressional District 3

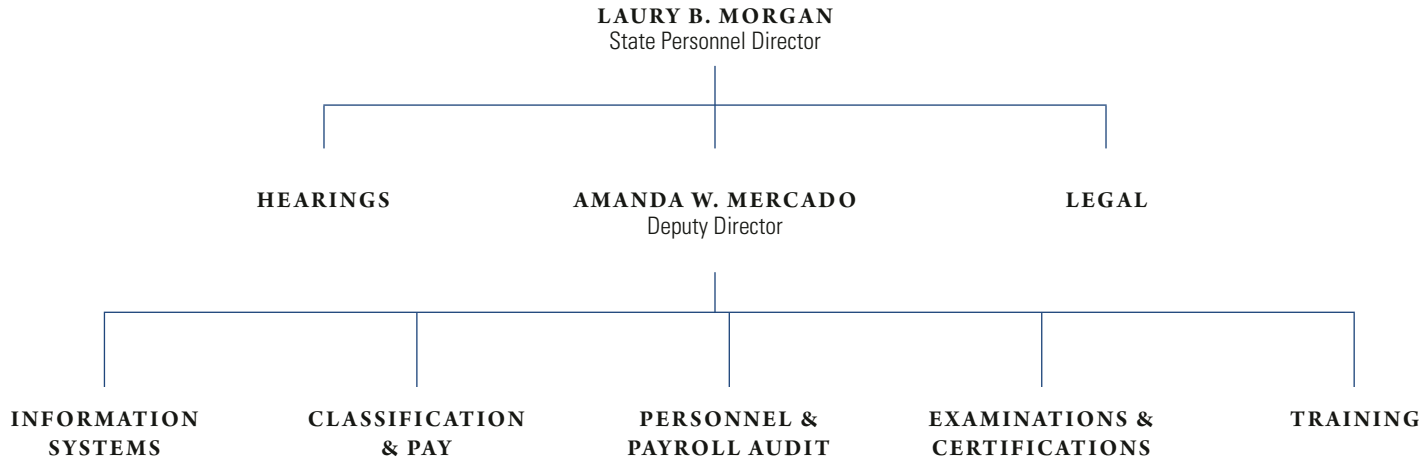
Ms. Bunning, of Pike Road, serves as the Director of Public Relations and Communications for the Alabama Hospital Association. She was appointed to the Board by Lieutenant Governor Will Ainsworth.




EDMUND PETTUS BRIDGE
BRIDGE MAY ICE IN COLD WEATHER
ON BRIDGE
SPEED LIMIT 20


801

State Personnel Department Organizational Chart



STATE PERSONNEL DEPARTMENT ORGANIZATIONAL CHART

The State Merit System Act of 1939 created the State Personnel Department. The Act designates a State Director of Personnel to be the executive head of the Department.

The Department is committed to building and administering valid, legally-defensible selection devices in a timely manner and identifying the best-qualified, available applicants to fill job vacancies; maintaining a competitive classification and pay plan as well as a pay administration system that supports the attraction and retention of qualified State employees; facilitating the filling of State job vacancies through the efficient certification of qualified applicants, as required by the Merit System Act; ensuring compliance with State and Federal law in the hiring process; maintaining the integrity of the State payroll by auditing proposed personnel actions to ensure compliance with State and Federal law; and identifying and creating training programs in the area of human resource management.

2023

Year in Review Division Reports

ADMINISTRATION

- Prepared and recommended rules and regulations to administer the Merit System Act.
- Edited and distributed online newsletters to all State employees, providing information on benefits and other various topics of importance.
- Represented the Department and the Merit System before the State Legislature.
- Reviewed personal services contracts to ensure legal compliance.
- Worked with Board members and coordinated monthly meetings.

CLASSIFICATION AND PAY

- Administered and maintained the classification and pay plan for the State service.
- Conducted 1,930 position reviews.
- Created 27 new job classifications and abolished 4 job classifications, bringing the number of job classifications in the State Classification Plan to 1,378.
- Conducted 115 salary reviews of job classifications. These reviews included agency-specific classifications within the Department of Corrections, Department of Public Health, Department of Finance, Examiners of Public Accounts, Department of Revenue, Treasurer's Office, Department of Transportation, Department of Youth Services, Department of Human Resources, and the State Military Department. These reviews also involved general classification series common to multiple agencies, including the Accountant, Attorney, and Land Reclamation Inspector series.
- Updated the State's pay plan to reflect the 2023 Cost of Living Adjustment enacted by the Legislature.

PERSONNEL AND PAYROLL AUDIT

- Assured that employees are properly identified in the payroll system and that all personnel actions are audited for correctness.
- Certified the accuracy of each Merit System agency's payroll to the State Comptroller prior to payment.
- Maintained the Merit System leave system in accordance with State law.
- Maintained State employee personnel files in digital image and hard copy formats.

TRAINING

- Identified, created, and offered to State employees training programs in the area of human resource management.
- Continued to offer virtual training programs as well as in-person training.
- Provided training to 5,943 employees through 134 training programs.
- Offered training in traditional courses of Performance Appraisal, Progressive Discipline, Interview and Selection, Employment Law, Sexual Harassment Prevention, Family and Medical Leave Act, State Government Orientation, Dynamics of Supervision, Dealing With Difficult People, and Performance Appraisal and Progressive Discipline Overview.
- Worked with numerous State agencies to provide individualized and specific training to meet the respective needs of those agencies.

LEGAL

- Assisted and coordinated the legal activities of the Department and the Board.
- Managed and defended the State in lawsuits in State and Federal Courts.
- Managed various contracts.
- Provided training and assistance to agencies and employees concerning Employment Law, Family and Medical Leave Act, Fair Labor Standards Act, Sexual Harassment Prevention, and various State Personnel Board Rules.
- Assisted State agencies in developing agency-specific policies and procedures.
- Involved in managing and maintaining the State's 457 Deferred Compensation Plan.
- Reviewed and processed requests for donated leave.

ADMINISTRATIVE HEARINGS

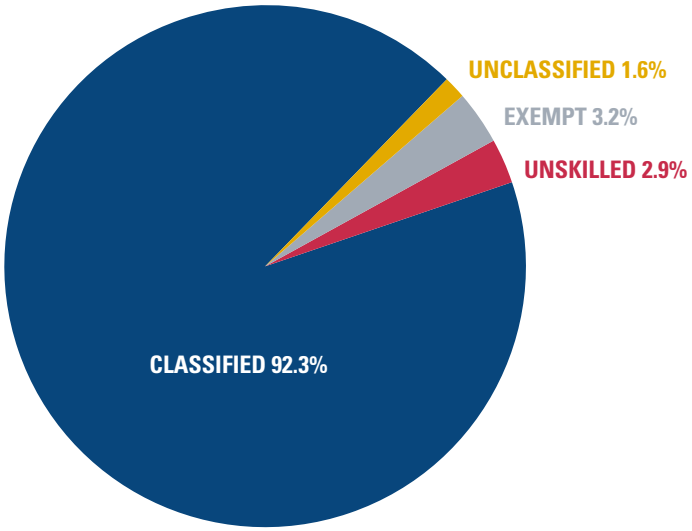
- Conducted due process hearings for employees who appeal their dismissals or for claims of discrimination for non-merit factors.
- Resolved 25 appeals.
- Received 24 new appeals.
- Issued recommendations on appeals within an average of 1.20 months where no continuance was requested by the parties.
- Conducted 45 hearings for various State agencies and regulatory boards.

EXAMINATIONS AND RECRUITMENT AND CERTIFICATIONS

- Developed and administered tests and created employment registers to identify the best qualified, available applicants to fill job vacancies. Maintained employment registers and certified qualified persons to facilitate the filling of job vacancies.
- Produced and distributed 210 State job vacancy announcements.
- Reviewed 69,113 applications from individuals interested in State employment.
- Placed 27,487 eligible candidates on lists available to appointing authorities.
- Created and validated 2 new written examinations and administered 3 assessment centers.
- Administered assembled examinations to 4,940 applicants and administered weekday examinations to 910 applicants.
- Maintained the implementation of procedures for applicants to submit reservations for all written examinations. Examinations were administered as part of the Friday Testing Program at the State Personnel Testing Facility in Montgomery.
- Maintained an outreach recruitment program designed to attract qualified applicants to State service and to provide useful information to job seekers. During the fiscal year, 50 recruitment visits were made to colleges and universities in Alabama. This is a 138% increase over the previous fiscal year.
- Maintained 13 written examination centers throughout the State.
- Issued certifications containing the names of 191,303 applicants to operating agencies for employment consideration.
- Processed 6,071 appointments to fill positions within the Merit System.
- Issued registers to agencies on average within 8.9 hours of receipt of the Request for Candidates form.
- Processed appointments on average within 9.7 hours of the return of the Certification of Eligibles form.

INFORMATION SYSTEMS

- Created, researched, and implemented technological advances to further the needs of the Department.
- Supported and maintained the Department's Online Employment System (OES), which saw an increase in users of 17,639 during 2023 to a total user base of 297,253. Responded to 1,883 web user support requests during the year.
- Responded to 2,583 internal user Support Requests during 2023 for a grand total of 4,466 requests, including web users.
- In conjunction with the State Business Systems, facilitated the implementation of the 2023 COLA increases for all state employees.
- Replace the end-of-life application, AppXtender with AppEnhancer. This upgrade provided additional functions and time saving enhancements.
- Discontinued the physical printing of certifications, providing a significant improvement in production, savings of time, paper, and printing maintenance.
- Began participating in the State Data Sharing program facilitated by the Department of Human Resources for the State of Tennessee.
- Security Access Enhancements:
    - Hardened the security on the domain controllers with new and updated group policy settings.
    - Multifactor authentication was implemented for all IT accounts, and SPD users to further restrict remote access to any of SPD's servers.
    - Implemented a tiered account model for administrative accounts. The Department now has workstation administrators, server administrators, and domain administrators. All administrative accounts now have access segregation, so that they can only access those devices that are designated under their authority.
    - These changes lead to the Agency's ability to resecure a higher level of Cybersecurity Insurance.



Distribution of the Types of State Employment for Merit System Agencies

CLASSIFIED: Classified employees are also referred to as "Merit System employees" because they are governed and afforded certain protections by the rules and regulations of the Merit System Act. Positions in the classified service are filled through the competitive process administered by the State Personnel Department. Employees are required to serve a probationary period before achieving permanent status in the classified service.

EXEMPT: State law enumerates different groups of employees that are exempt from the rules and regulations of the Merit System. State Personnel maintains records on certain exempt employees, including certain Mental Health employees, officers elected by the people, heads of departments appointed by boards and commissions, Youth Services educational employees, the Governor's private secretary, legal advisor, recording secretary, and employees paid exclusively out of the Governor's emergency or contingent funds.

UNCLASSIFIED: The law provides one confidential assistant or secretary for each elected officer, one for each department head appointed by the Governor, and one such confidential employee for each board and commission. Employees in the Office of the Governor are also unclassified unless specifically designated as exempt. Employees in the unclassified service are subject to the same rules and regulations of employment that apply to employees in classified or Merit System positions, except those relating to appointment and dismissal.



UNSKILLED: These limited assignments are restricted to such classes as Laborer, Resort Worker, and Forestry Worker. Employees in these classes have no status in the classified service, receive only limited entitlements to certain fringe benefits, and have no right of appeal should they be separated from State service.

*Note: The information provided in this report includes agencies subject to the Merit System. The data reported does not include the Legislative Branch, the Judicial Branch, or Higher Education employees.



State Workforce by County of Residence

*Note: The information provided in this report includes agencies subject to the Merit System. The data reported does not include employees of the Legislative Branch, the Judicial Branch, or Higher Education.



State Workforce by County of Employment

Distribution of Employees by Type

DEPARTMENT	Classified	Unclassified	Exempt	Unskilled	Total
Ag & Conservation Development Commission	1	1	1	0	3
Agricultural Museum Board	0	0	2	0	2
Agriculture & Industries	312	8	3	166	489
Alabama Law Enforcement Agency (ALEA)	1,346	4	12	1	1,363
Alcoholic Beverage Control Board	926	2	3	4	935
Architects Registration Board	1	1	2	0	4
Archives & History	77	2	0	0	79
Assisted Living Administrators Examiners Board	0	0	0	0	0
Attorney General	121	33	3	0	157
Auditor	7	1	1	0	9
Banking	91	1	3	0	95
Child Abuse & Neglect Prevention	21	1	3	0	25
Chiropractic Examiners Board	5	1	0	0	6
Choctawhatchee, Pea & Yellow Rivers Watershed	1	1	1	0	3
Commerce	65	9	3	0	77
Conservation & Natural Resources	630	1	1	540	1,172
Corrections	2,905	11	30	0	2,946
Cosmetology & Barbering Board	22	1	2	1	26
Council on the Arts	17	2	0	0	19
Counseling Examiners Board	1	0	1	0	2
Court Reporting Board	0	1	0	0	1
Credit Union Administration	8	1	2	0	11
Crime Victims Compensation Commission	21	1	0	0	22
Dietetics/Nutrition Practice Examiners Board	0	2	0	0	2
Early Childhood Education	252	1	0	0	253
Economic & Community Affairs	165	1	3	0	169
Education	842	2	36	0	880
Educational Television Commission	32	1	3	0	36
Electrical Contractors Board	2	0	0	0	2
Emergency Management Agency	93	1	3	2	99
Environmental Management	586	1	0	0	587
Ethics Commission	10	1	3	0	14
Examiners of Public Accounts	191	3	1	0	195
Finance	345	3	4	52	404
Forensic Sciences	218	2	0	0	220
Foresters Registration Board	0	1	0	0	1
Forestry Commission	241	2	2	2	247
Funeral Services Board	1	4	1	0	6
General Contractors Licensing Board	13	1	0	0	14
Geological Survey	44	0	3	0	47
Governor	0	52	1	0	53
Governor's Mansion Authority	0	7	0	0	7
Health Planning & Development	11	1	0	0	12
Hearing Instrument Dealers Board	1	0	0	0	1
Heating, A/C & Refrigeration Contractors Board	9	2	1	0	12
Historical Commission	56	3	1	7	67
Home Builders Licensure Board	18	2	1	0	21
Human Resources	3,704	2	3	0	3,709
Indian Affairs Commission	3	0	0	0	3
Insurance	155	2	2	0	159
Judicial Inquiry Commission	5	2	0	0	7
Labor	756	1	1	2	760
Liquefied Petroleum Gas Board	6	2	0	0	8

DEPARTMENT	Classified	Unclassified	Exempt	Unskilled	Total
Manufactured Housing Commission	20	1	1	0	22
Massage Therapy Board	1	0	1	0	2
Medicaid Agency	615	0	1	2	618
Medical Cannabis Commission	0	0	7	0	7
Mental Health	476	1	646	1	1,124
Military	248	0	3	20	271
Nursing Board	59	2	3	0	64
Nursing Home Administrators Exam Board	0	1	0	0	1
Occupational Therapy Board	0	1	1	0	2
Office of Information Technology	104	0	7	0	111
Office of Minority Affairs	1	1	1	0	3
Oil & Gas Board	22	0	3	0	25
Onsite Wastewater Board	2	2	0	0	4
Pardons & Paroles	775	2	6	1	784
Peace Officers Annuity & Benefit Fund	1	1	1	0	3
Peace Officers Standards & Training Commission	3	1	1	0	5
Personnel	94	2	2	0	98
Physical Fitness Commission	1	1	1	0	3
Physical Therapy Board	3	1	0	0	4
Plumbers & Gas Fitters Exam Board	12	2	1	0	15
Polygraph Examiners	1	0	0	0	1
Professional Bail Bonding Board	1	0	0	0	1
Professional Engineers Registration Board	5	1	2	0	8
Psychology Examiners Board	0	1	1	0	2
Public Education Employees' Health Insurance Board	11	24	0	0	35
Public Health	2,617	4	5	4	2,630
Public Library Service	35	1	0	0	36
Public Service Commission	53	6	4	0	63
Real Estate Appraisers Board	7	1	0	0	8
Real Estate Commission	31	3	1	0	35
Rehabilitation Services	782	2	2	0	786
Retirement Systems	138	175	1	2	316
Revenue	1,122	3	4	3	1,132
Secretary of State	34	3	4	0	41
Securities Commission	59	1	2	0	62
Security Regulatory Board	2	0	0	0	2
Senior Services	51	2	3	1	57
Social Work Examiners Board	0	1	2	0	3
Soil & Water Conservation Commission	5	1	1	0	7
Speech Pathology & Audiology Exam Board	0	1	0	0	1
State Employees' Insurance Board	35	13	2	0	50
State Port Authority/Docks	151	1	0	0	152
Surface Mining Commission	21	2	0	0	23
Tax Tribunal	1	3	2	0	6
Tourism	66	1	1	1	69
Transportation	4,219	5	3	13	4,240
Treasurer	23	1	3	0	27
Veterinary Medical Examiners Board	3	2	0	0	5
Veterans Affairs	27	0	2	0	29
Women's Commission	0	1	0	0	1
Youth Services	309	1	60	2	372
Totals	**26,583**	**464**	**933**	**827**	**28,807**

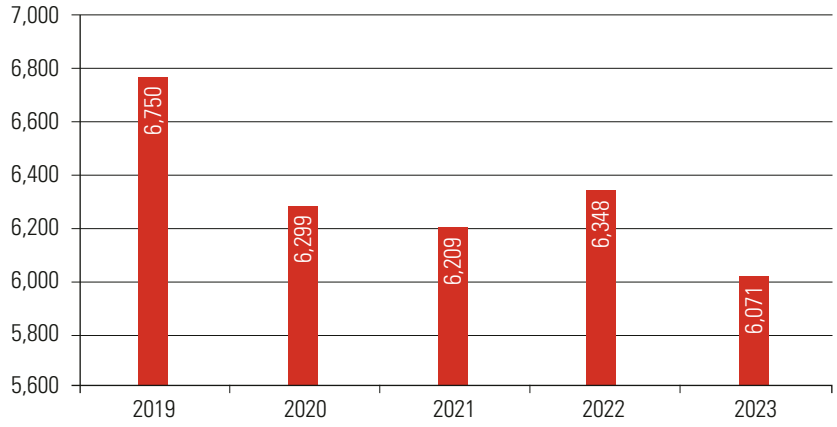
Distribution of Employees by Department — A Five Year Comparison

DEPARTMENT	2019	2020	2021	2022	2023
Ag & Conservation Development Commission	2	3	3	3	3
Agriculture Museum Board	2	2	2	2	2
Agriculture & Industries	529	548	545	519	489
Alabama Law Enforcement Agency (ALEA)	1,337	1,536	1,495	1,403	1,363
Alcoholic Beverage Control Board	874	889	878	869	935
Architects Registration Board	3	4	4	4	4
Archives & History	74	69	68	70	79
Assisted Living Administrators Examiners Board	1	0	0	0	0
Attorney General	151	158	153	159	157
Auditor	9	8	8	8	9
Banking	102	100	97	94	95
Child Abuse & Neglect Prevention	14	16	20	25	25
Chiropractic Examiners Board	5	6	6	6	6
Choctawhatchee, Pea & Yellow Rivers Watershed	2	3	3	3	3
Commerce	68	72	73	74	77
Conservation & Natural Resources	1,232	1,231	1,123	1,115	1,172
Corrections	3,620	3,757	3,481	2,976	2,946
Cosmetology & Barbering Board	27	27	28	25	26
Council on the Arts	17	17	17	18	19
Counseling Examiners Board	4	3	3	4	2
Court Reporting Board	0	0	0	1	1
Credit Union Administration	11	11	11	11	11
Crime Victims Compensation Commission	28	25	23	19	22
Dietetics/Nutrition Practice Examiners Board	1	2	2	3	2
Early Childhood Education	176	195	214	229	253
Economic & Community Affairs	151	146	145	146	169
Education	853	821	807	808	880
Educational Television Commission	37	37	38	34	36
Electrical Contractors Board	1	1	1	1	2
Emergency Management Agency	91	90	92	92	99
Environmental Management	570	576	580	576	587
Ethics Commission	14	14	16	15	14
Examiners of Public Accounts	162	173	180	191	195
Finance	382	384	378	375	404
Forensic Sciences	210	217	211	219	220
Foresters Registration Board	1	1	1	1	1
Forestry Commission	224	232	235	232	247
Funeral Services Board	5	5	4	4	6
General Contractors Licensing Board	15	14	15	15	14
Geological Survey	52	44	51	46	47
Governor	57	58	57	45	53
Governor's Mansion Authority	6	6	6	7	7
Health Planning & Development	11	10	11	13	12
Hearing Instrument Dealers Board	0	0	1	1	1
Heating, A/C & Refrigeration Contractors Board	11	12	11	12	12
Historical Commission	62	63	64	68	67
Home Builders Licensure Board	18	21	20	20	21
Human Resources	4,149	4,107	3,850	3,767	3,709
Indian Affairs Commission	4	4	3	3	3
Insurance	152	160	155	154	159
Judicial Inquiry Commission	5	4	7	7	7
Labor	830	758	727	742	760
Liquefied Petroleum Gas Board	10	10	10	9	8

DEPARTMENT	2019	2020	2021	2022	2023
Manufactured Housing Commission	24	25	25	25	22
Massage Therapy Board	1	1	1	1	2
Medicaid Agency	613	603	593	585	618
Medical Cannabis Commission	0	0	0	5	7
Mental Health	1,268	1,202	1,130	1,029	1,124
Military	306	302	283	271	271
Nursing Board	61	61	60	59	64
Nursing Home Administrators Exam Board	1	1	1	1	1
Occupational Therapy Board	2	2	2	2	2
Office of Information Technology	131	122	116	117	111
Office of Minority Affairs	0	0	0	4	3
Oil & Gas Board	26	28	28	26	25
Onsite Wastewater Board	4	4	4	5	4
Pardons & Paroles	675	776	807	780	784
Peace Officers Annuity & Benefit Fund	3	3	3	3	3
Peace Officers Standards & Training Commission	5	5	5	5	5
Personnel	92	97	99	99	98
Physical Fitness Commission	3	3	3	3	3
Physical Therapy Board	3	2	2	3	4
Plumbers & Gas Fitters Exam Board	17	16	16	17	15
Polygraph Examiners	1	2	2	1	1
Professional Bail Bonding Board	0	1	1	1	1
Professional Engineers Registration Board	9	8	8	9	8
Psychology Examiners Board	2	2	2	2	2
Public Education Employees' Health Insurance Board	38	35	33	31	35
Public Health	2,680	2,556	2,593	2,563	2,630
Public Library Service	34	34	37	36	36
Public Service Commission	66	63	63	65	63
Real Estate Appraisers Board	6	6	9	8	8
Real Estate Commission	35	36	37	36	35
Rehabilitation Services	813	806	795	770	786
Retirement Systems	321	319	308	317	316
Revenue	1,165	1,173	1,147	1,122	1,132
Secretary of State	41	42	39	39	41
Securities Commission	61	62	60	61	62
Security Regulatory Board	0	0	0	1	2
Senior Services	48	47	48	49	57
Social Work Examiners Board	4	4	4	4	3
Soil & Water Conservation Commission	6	6	6	8	7
Speech Pathology & Audiology Exam Board	2	2	2	2	1
State Employees' Insurance Board	53	54	54	52	50
State Port Authority/Docks	168	163	153	161	152
Surface Mining Commission	24	26	24	24	23
Tax Tribunal	4	5	4	6	6
Tourism	73	71	71	67	69
Transportation	4,393	4,375	4,308	4,195	4,240
Treasurer	33	33	32	30	27
Veterinary Medical Examiners Board	5	5	5	5	5
Veterans Affairs	39	34	34	29	29
Women's Commission	1	1	1	0	1
Youth Services	421	419	382	359	372
Totals	**30,153**	**30,293**	**29,373**	**28,336**	**28,807**

Recruitment & Selection

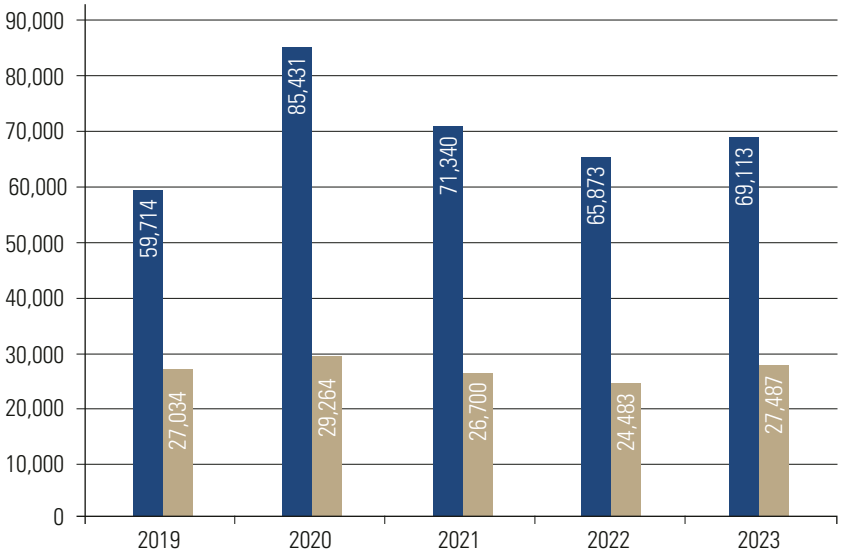
Applicants Appointed



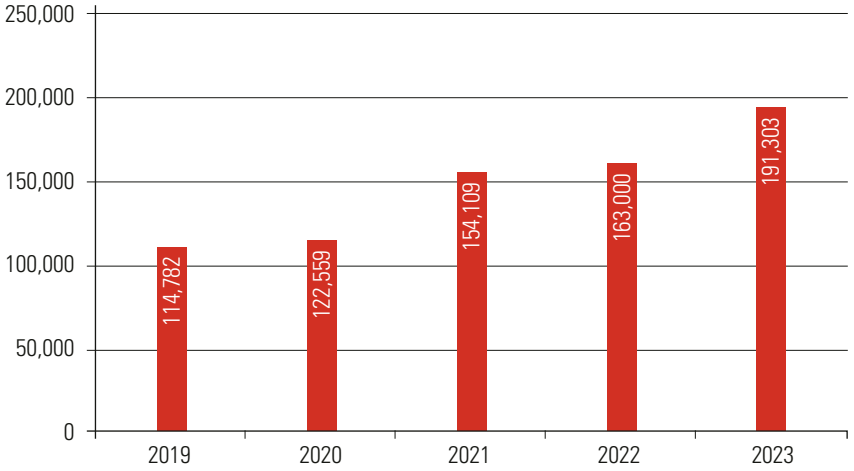
Applicant Information

Applications Processed

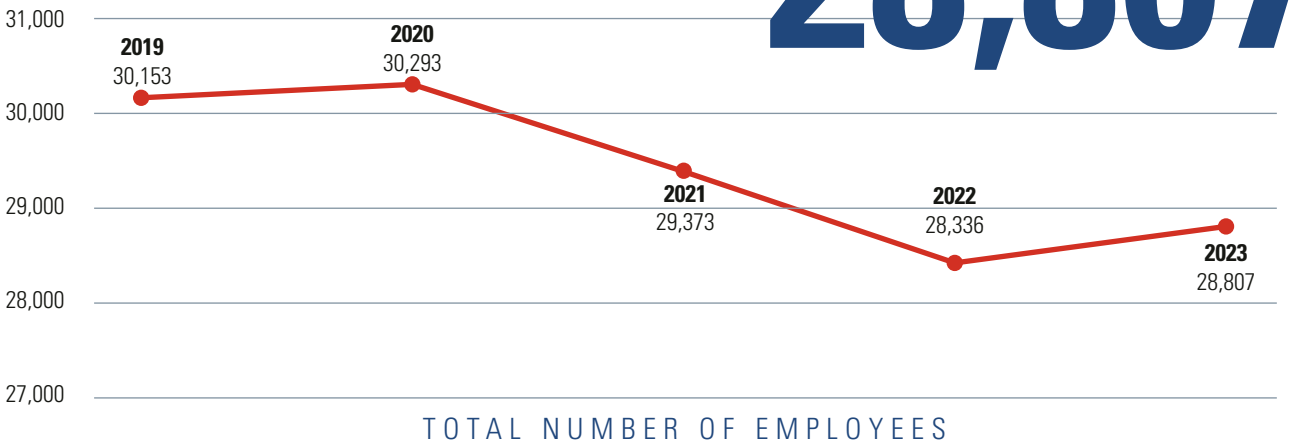
Applicants Placed on a Register



Names Certified to Agencies



Number of Employees FY 2023 **28,807**



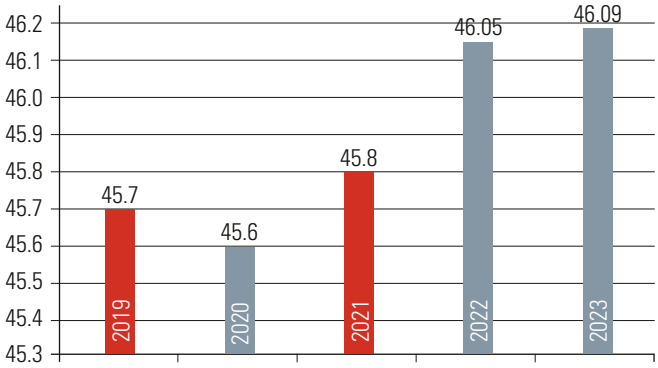
TOTAL NUMBER OF EMPLOYEES

46.05

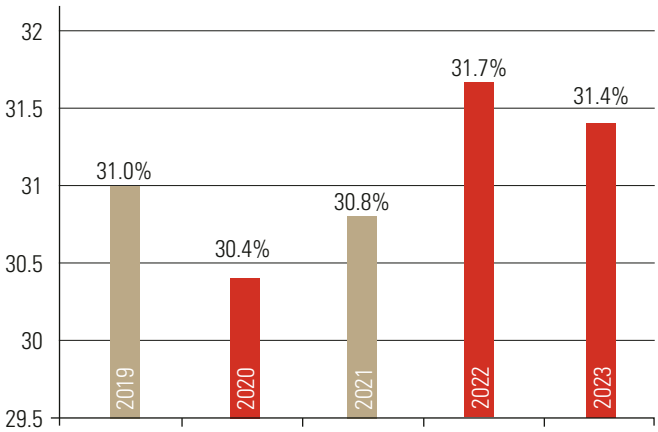
Average Age of a State Employee in FY 2021

State workforce demographics reveal that approximately 31.4 percent of employees are eligible to retire within the next five years. The average age of the State's workforce rose slightly and is currently 46.09 years old. The average years of service for all State employees is 11.70 years.

The data in this chart excludes part-time, temporary, unclassified, exempt (except Mental Health exempt), and hourly Form 8 employees.

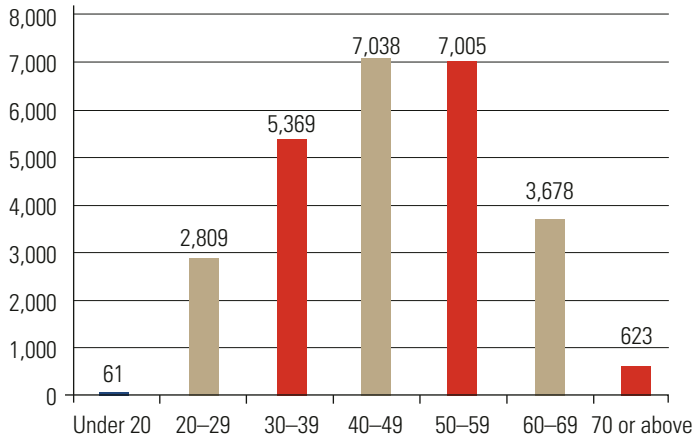


Average Age



Percentage of Employees Eligible to Retire Within 5 Years

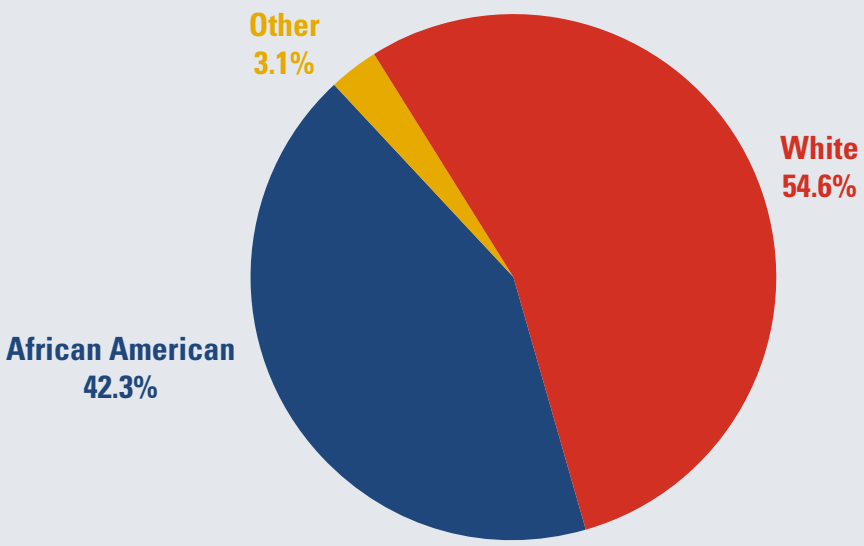
The data in this chart excludes part-time, temporary, unclassified, exempt (except Mental Health exempt), and hourly Form 8 employees.



State Employees by Age

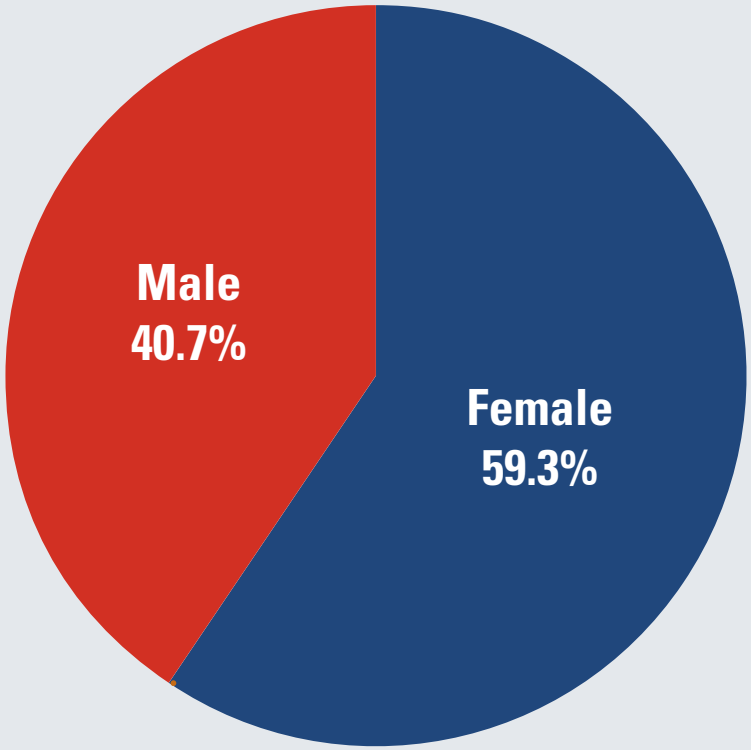
The data in this chart excludes part-time, temporary, unclassified, exempt (except Mental Health exempt), and hourly Form 8 employees.

State Workforce by Race

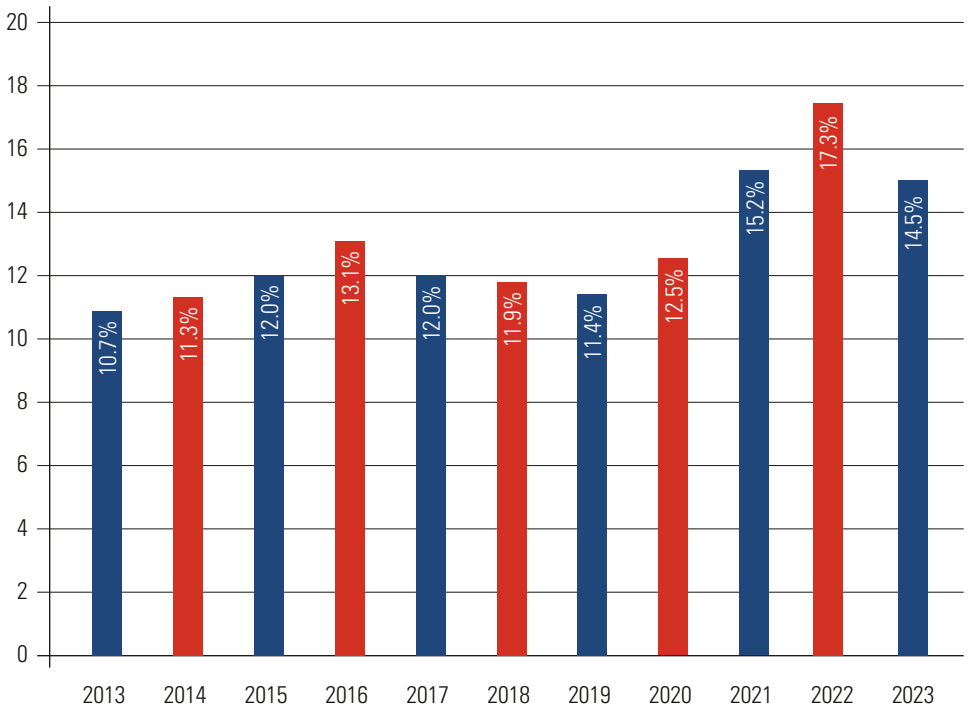


The data in this chart reflects full-time classified employees.

State Workforce by Gender

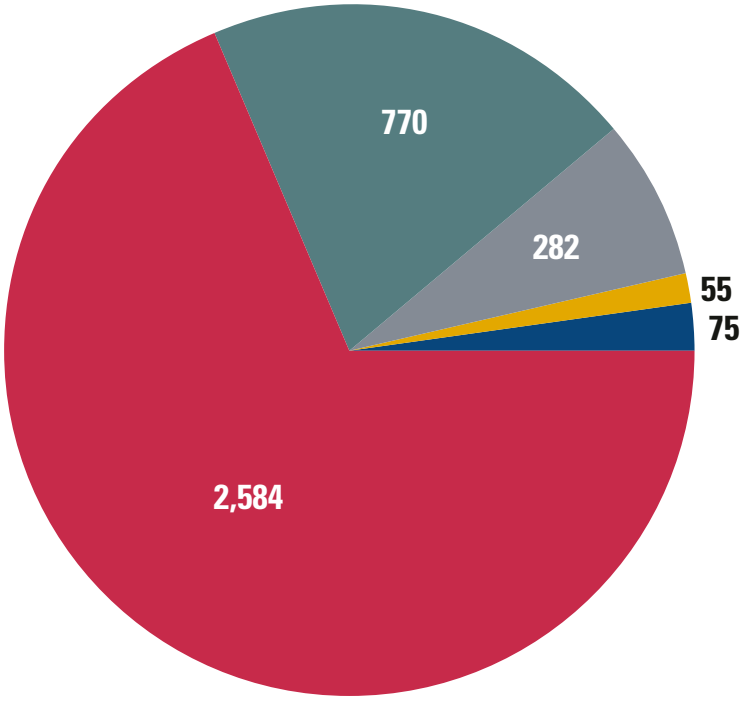


The data in this chart reflects full-time classified employees.



Turnover Rate – Total Separations (Percent)

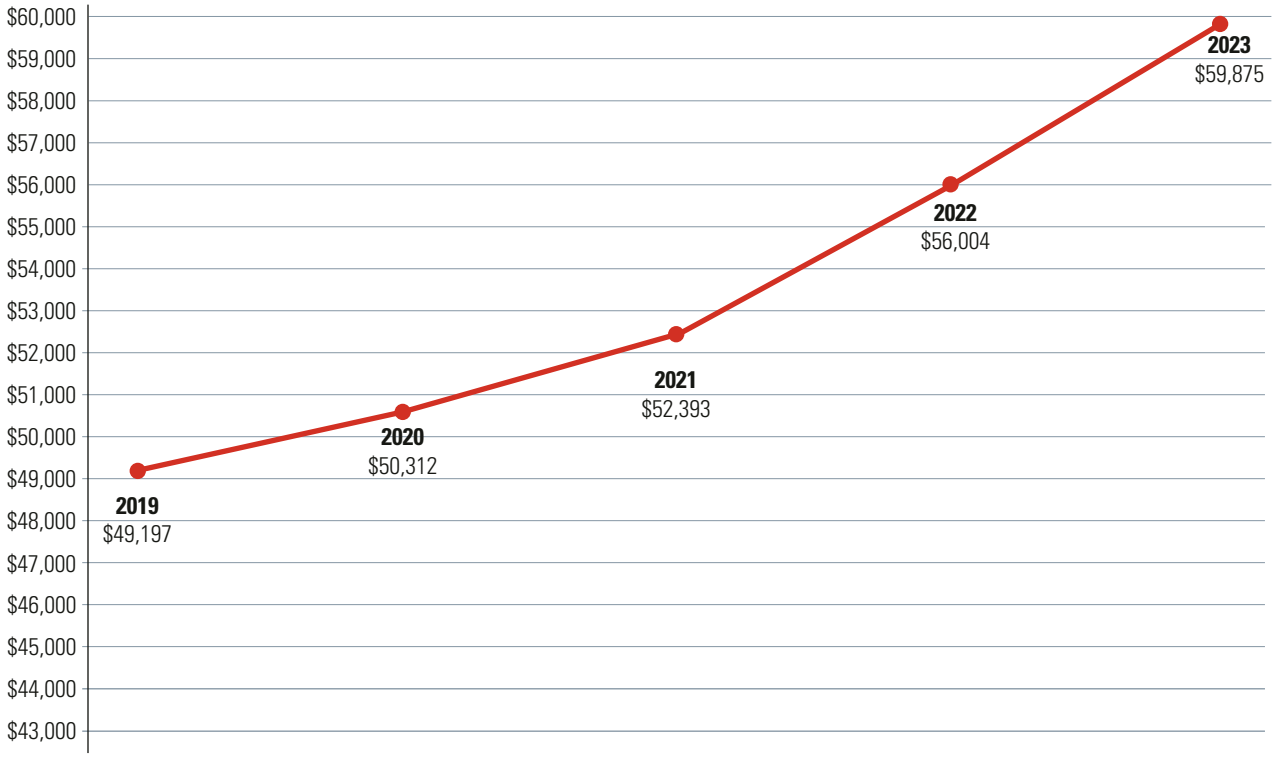
The data in this chart excludes part-time, temporary, unclassified, exempt (except Mental Health exempt), and hourly Form 8 employees.



Separations by Type

- Death
- Dismissal
- Resignation
- Retirement
- Termination During Probation

Salary Information (Alabama)



The information above reflects the average annual salary of full-time classified employees.

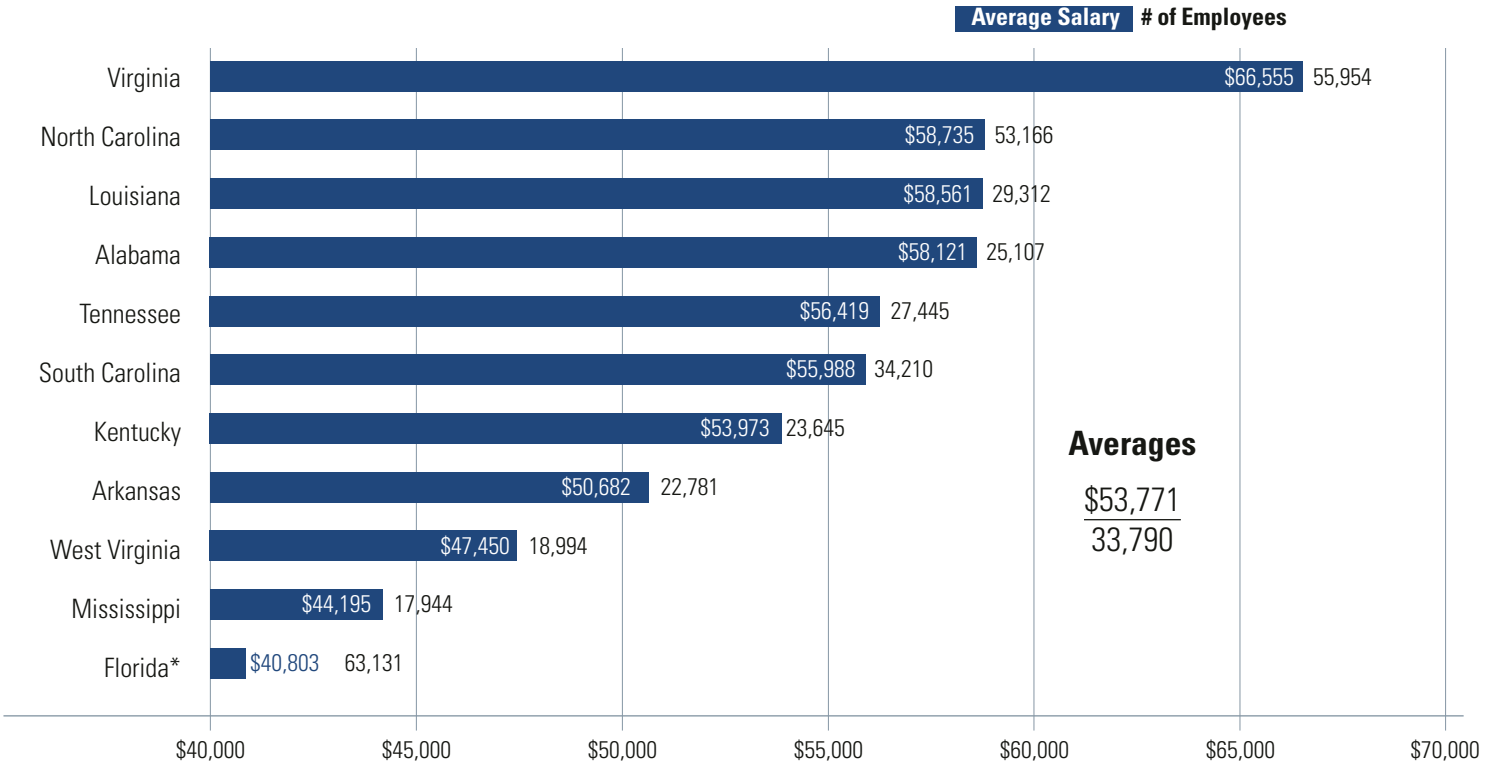
Annual Leave Ranking by State

Maximum Days Granted Per Year		Maximum Accumulation Allowed	
State	**Days**	**State**	**Days**
South Carolina	30	Louisiana[2]	Unlimited
Alabama[1]	29.25	Mississippi[3]	Unlimited
Mississippi	27	Alabama	60
Virginia	27	Kentucky[4]	60
North Carolina	26	Oklahoma	60
Oklahoma	25	Virginia[5]	54
Kentucky	24	Florida[4]	45
Louisiana	24	Georgia	45
Tennessee	24	South Carolina	45
West Virginia	24	Missouri	42
Arkansas	22.5	Tennessee[4]	42
Georgia	21	West Virginia[6]	40
Missouri	21	Arkansas	30
Florida	19.5	North Carolina[4]	30

[1]Maximum leave accrual is attained after a minimum of 25 years of service to the State.
[2]Though accumulation is unlimited, upon separation employees are paid only for a maximum of 37.5 days.
[3]Though accumulation is unlimited, upon separation employees are paid only for a maximum of 30 days.
[4]Annual days in excess of the maximum days permitted to accumulate are converted to sick leave.
[5]Payment upon separation is for a maximum of 42 days.
[6]Excess days may be used to purchase health insurance, if separation is for retirement.



Salary Information by State



Note: This data is reported as of July 2023, a different time period than that used for other charts in this publication. This data reflects full-time classified employees. It excludes unclassified employees, higher education employees, K-12 employees, medical hospital employees, and unskilled and semi-skilled employees.

*Florida's data is as of July 2022 and reflects employees in the Career Service.

Sick Leave Ranking by State

Maximum Days Granted Per Year		Maximum Accumulation Allowed	
State	**Days**	**State**	**Days**
Louisiana	24	Florida[3]	Unlimited
West Virginia	18	Kentucky[4]	Unlimited
Georgia	15	Louisiana[5]	Unlimited
Missouri	15	Mississippi[4]	Unlimited
Oklahoma	15	Missouri[4]	Unlimited
South Carolina	15	North Carolina[4]	Unlimited
Alabama	13	Oklahoma[4]	Unlimited
Florida	13	Tennessee	Unlimited
Arkansas	12	Virginia[6]	Unlimited
Kentucky[1]	12	West Virginia[4]	Unlimited
Mississippi	12	South Carolina[4]	180
North Carolina	12	Alabama[7]	150
Tennessee	12	Arkansas[8]	120
Virginia[2]	10	Georgia	90

[1] After completion of 120 months of service and 240 months of service, an additional 10 days of sick leave are automatically credited to the employee's sick leave balance.
[2]All employees hired before January 1, 1999, receive 15 days.
[3]After 10 years of service, employees are paid for 1/4 of their unused sick leave, up to 60 days.
[4]Unused sick leave has no cash value but may be credited towards retirement.
[5]Partial payment of excess sick leave is based on actuarial computation.
[6]After 5 years of service, employees are paid for 1/4 of their unused sick leave, up to $5,000.
[7]At retirement, employees are paid for 1/2 of their unused sick leave, or may credit the time towards retirement.
[8]At retirement, employees are paid for part of their unused sick leave, up to $7,500.

Holiday Rankings by State

(Includes Personal Leave Days)

Official Holidays Granted

State	Days	State	Days
Virginia[1]	17	Tennessee	12
Alabama	13	Kentucky[3]	11.5
Georgia[2]	13	Arkansas	11
Missouri	13	Louisiana[4]	11
South Carolina	13	Oklahoma	11
West Virginia	13	Florida	10
North Carolina	12	Mississippi	10

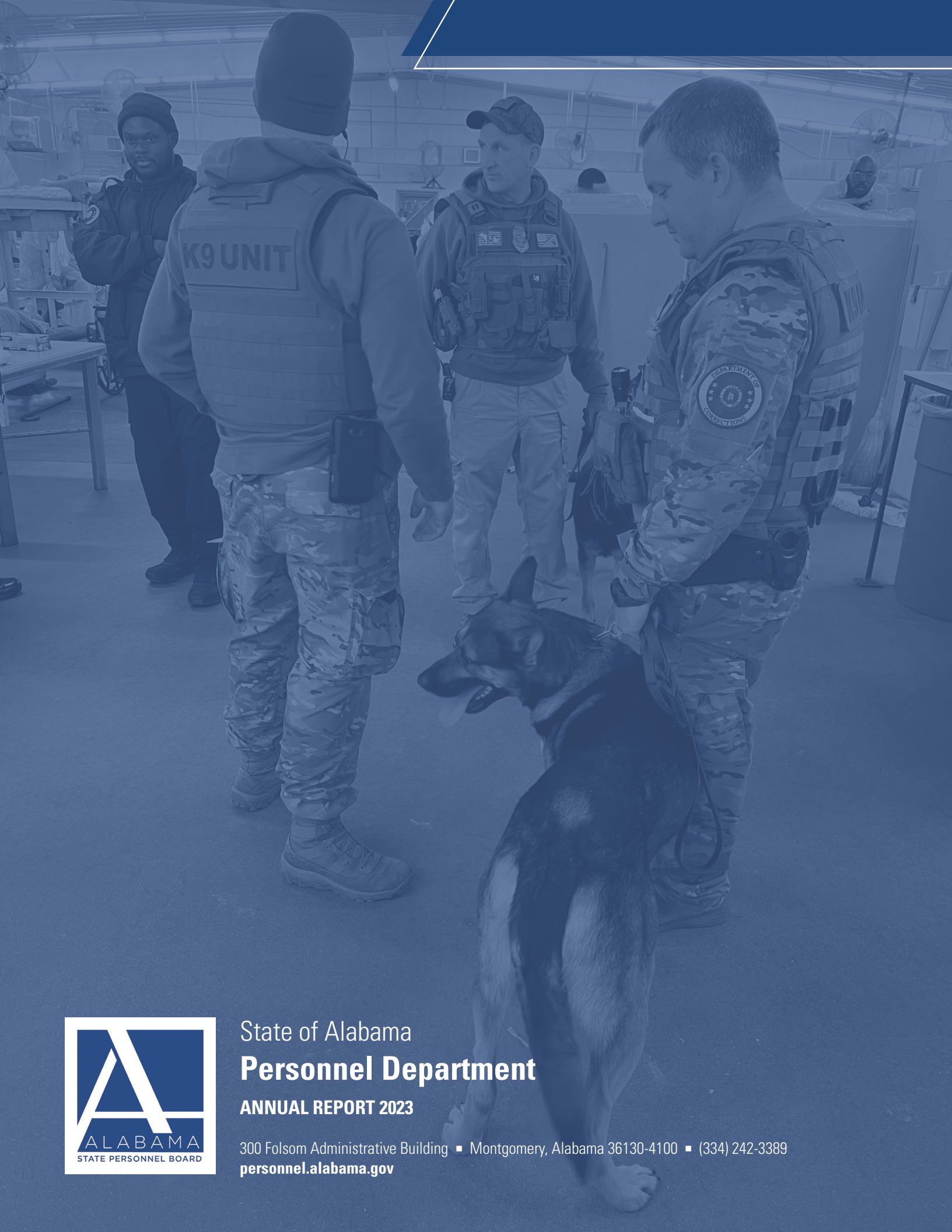
[1]All employees hired after January 1, 1999, receive 4 to 5 personal leave days.
[2]Additionally, sick leave in excess of 15 days, up to 3 days, may be converted to personal leave days.
[3]Additionally, a holiday is granted for Presidential election days.
[4]Employees receive Inauguration Day every 4 years and General Election day every 2 years.





PHOTO CREDITS:

- Department of Insurance
- Department of Early Childhood Education
- Department of Agriculture and Industries
- Alabama Port Authority
- Alabama Department of Public Health
- Alabama Law Enforcement Agency
- Alabama Department of Mental Health
- Alabama Department of Corrections
- State Employee Health Insurance Board
- Office of Information Technology
- Alabama Bureau of Pardons and Paroles
- Alabama Department of Rehabilitation Services



ALABAMA
STATE PERSONNEL BOARD

State of Alabama

Personnel Department

ANNUAL REPORT 2023

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