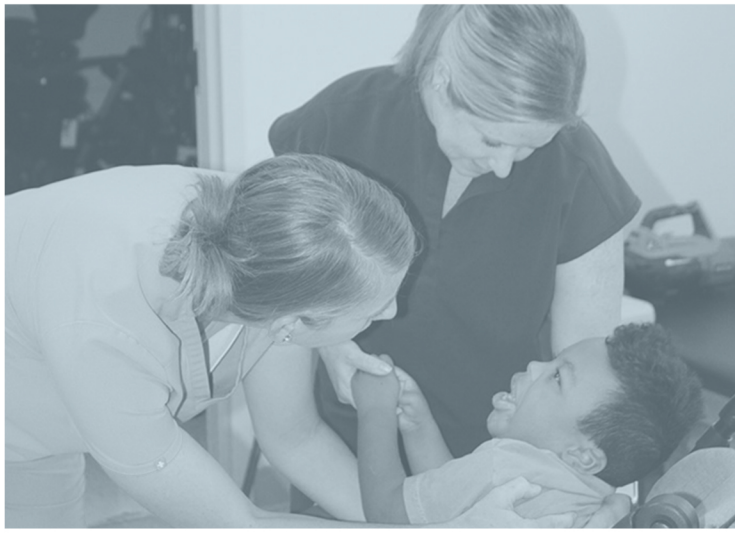
ALABAMA
STATE PERSONNEL DEPARTMENT





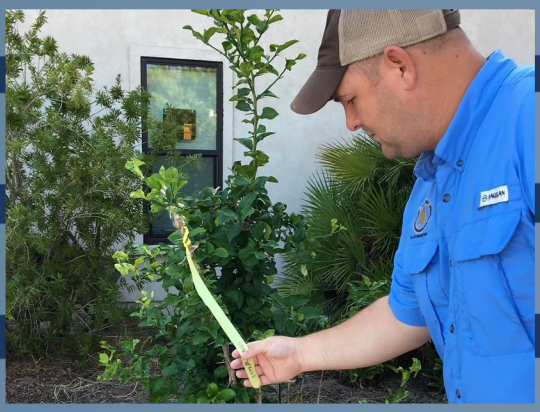




2024 ANNUAL REPORT


HOPE





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, 2023, through September 30, 2024.

I would like to thank the Alabama Legislature for approving a much-deserved 2% 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 DEPARTMENT

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.

FAYE NELSON – BOARD CHAIR ELECTED MEMBER

Ms. Nelson, of Montgomery, is a career Merit System employee with the Alabama Department of Human Resources (DHR) and is the elected employee representative on the State Personnel Board. As 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.

EVAN M. THORNTON CONGRESSIONAL DISTRICT 4

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.

CAROLYN FAIR CONGRESSIONAL DISTRICT 5

Ms. Fair, of Huntsville, serves as Director of Managed Care at Huntsville Hospital Health System. She was appointed to the Board by Speaker of the House Nathaniel Ledbetter.

PHIL WEBB CONGRESSIONAL DISTRICT 3

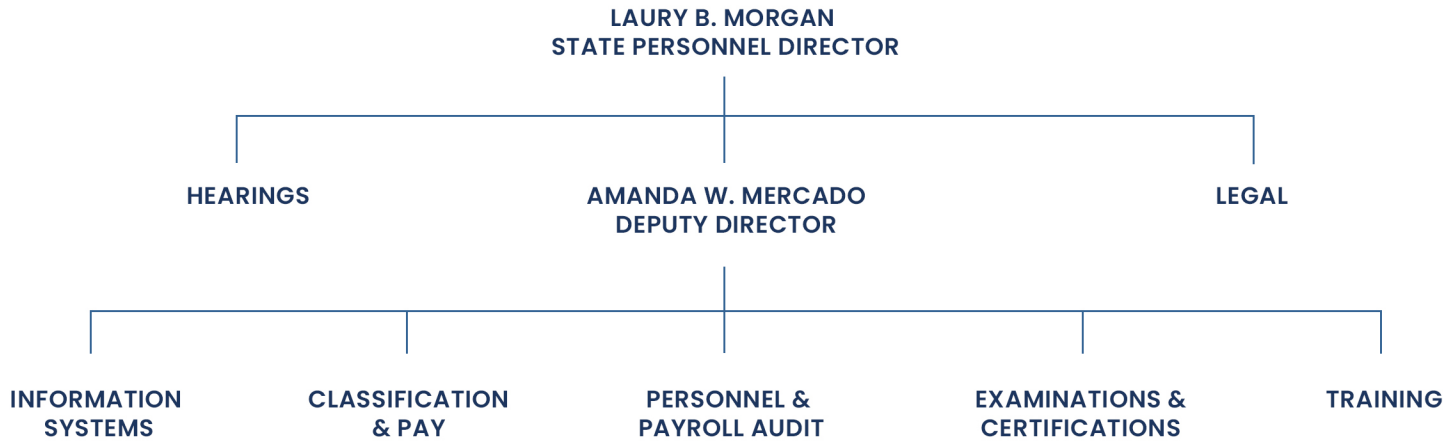
Mr. Webb, of Heflin, serves as the President & CEO of Webb Concrete & Building Materials. He was appointed to the Board by Lieutenant Governor Will Ainsworth.




ALABAMA


ALABAMA PORT AUTHORI
IMPORTANT-
SE THIS DOOR
ORE CLOSING
AIN DOOR
12110
HYSTER
CSA
12110
TURBO DIESEL
CAP-11400-LBS
GVW-18580-LBS
ALLOWED
SMOKING

ALABAMA
STATE PERSONNEL DEPARTMENT



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.

2024 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.
- Involved in managing and maintaining the State's 457 Deferred Compensation Plan.

CLASSIFICATION AND PAY

- Administered and maintained the classification and pay plan for the State service.
- Conducted 3,532 position reviews.
- Created 36 new job classifications and abolished/designated as terminal 26 job classifications, bringing the number of job classifications in the State Classification Plan to 1,388.
- Conducted 80 salary reviews of job classifications.
    - These reviews included agency-specific classifications within the ABC Board, Department of Labor, Department of Corrections, Department of Senior Services, Auditor's Office, Department of Conservation and Natural Resources, Alabama Securities Commission, Department of Rehabilitation Services, Department of Public Health, and the Alabama Medicaid Agency.
    - These reviews also involved general classification series common to multiple agencies, including the Information Technology, Trades, Personnel Assistant, Departmental Personnel Manager, and EEO series.
- Updated the State's pay plan to reflect the 2024 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 training programs in the area of human resource management to State employees.
- Continued to offer virtual training programs as well as in-person training.
- Provided training to 5,872 employees through 140 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.
- Advised agencies and personnel managers on various matters regarding compliance with State and federal laws.
- Provided training and assisted agencies and employees concerning Employment Law, Family and Medical Leave Act, Americans with Disabilities Act, Fair Labor Standards Act, Sexual Harassment Prevention, and various State Personnel Board Rules.
- Assisted State agencies in developing agency-specific policies and procedures.
- Reviewed and processed requests for donated leave.

ADMINISTRATIVE HEARINGS

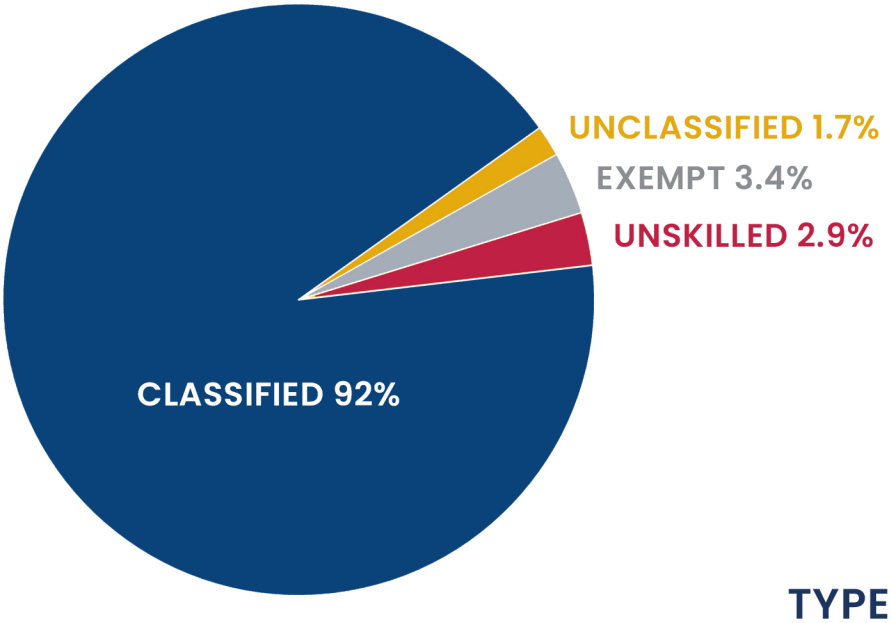
- Conducted due process hearings for employees who appeal their dismissals or for claims of discrimination for non-merit factors.
- Resolved 24 appeals.
- Received 21 new appeals.
- Issued recommendations on appeals within an average of 1.40 months where no continuance was requested by the parties.
- Conducted 58 hearings for various State agencies and regulatory boards.

EXAMINATIONS, 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 216 State job vacancy announcements.
- Reviewed 80,371 applications from individuals interested in State employment.
- Placed 33,782 eligible candidates on lists available to appointing authorities.
- Created and validated 6 new written examinations and administered 5 assessment centers.
- Administered assembled examinations to 3,807 applicants and administered weekday examinations to 500 applicants.
- Continued to facilitate the process 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.
- Continued to maintain an outreach recruitment program designed to attract qualified applicants to State service and to provide useful information to job seekers. During the fiscal year, 65 recruitment visits were made to colleges and universities in Alabama. This is a 30% increase over the previous fiscal year.
- Coordinated statewide recruiting events uniting state agencies, university staff and faculty, and agency leadership to create a more impactful and widespread effort to attract and retain top talent.
- Launched monthly statewide meetings for agency recruiters to collaborate on trends, strategies, event planning, and success metrics that also feature specialty guest speakers.
- Issued registers to agencies on average within 6.3 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.
- Maintained 13 written examination centers throughout the State.
- Issued certifications containing the names of 227,784 applicants to operating agencies for employment consideration.
- Processed 6,330 appointments to fill positions within the Merit System.

INFORMATION SYSTEMS

- Created, researched, and implemented technological advances to further the needs of the Department.
- In conjunction with the State Business Systems (SBS), facilitated the implementation of the 2024 COLA increases for all State employees.
- Developed new report Interface files from the new server based HRM system for SPD reporting.
- Working with SBS, developed a new SPD database (SPDCore) from the HRM system to provide SPD with the information required to maintain the Department's production systems.
- Upgraded SPD's production servers and established a separate development network platform for increased security.
- Upgraded the AppExtender application to accept the input of PDF's given that PDF is the only format available from the HRM system.
- Working with OIT, completely replaced the phone system at SPD.
- Began the conversion from the Mainframe to our VMware server platform:
    - Converted the Statewide Scheduling System from the mainframe to the VMware server-based system.
    - Created an exam scheduling system for the Department of Transportation (DOT).
    - Rewrote the Probationary and Annual Raise systems to process on the division's VMware platform.





DISTRIBUTION OF THE TYPES OF STATE EMPLOYMENT FOR MERIT SYSTEM AGENCIES

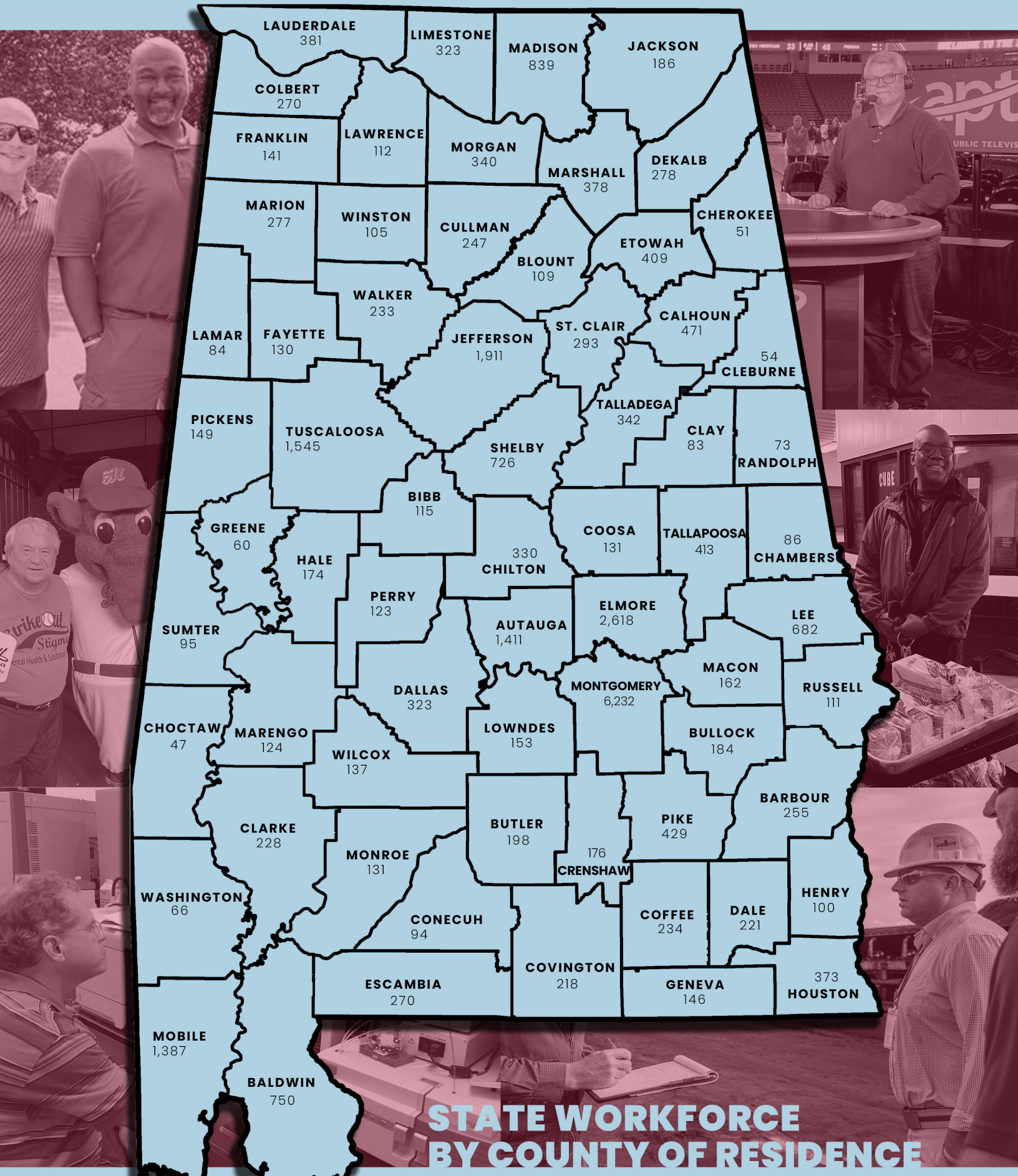
CLASSIFIED: Classified employees are also referred to as "Merit System employees" because they are governed and afforded certain protections by the rules and regulations of the Merit System Act. Positions in the classified service are filled through the competitive process administered by the State Personnel 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.

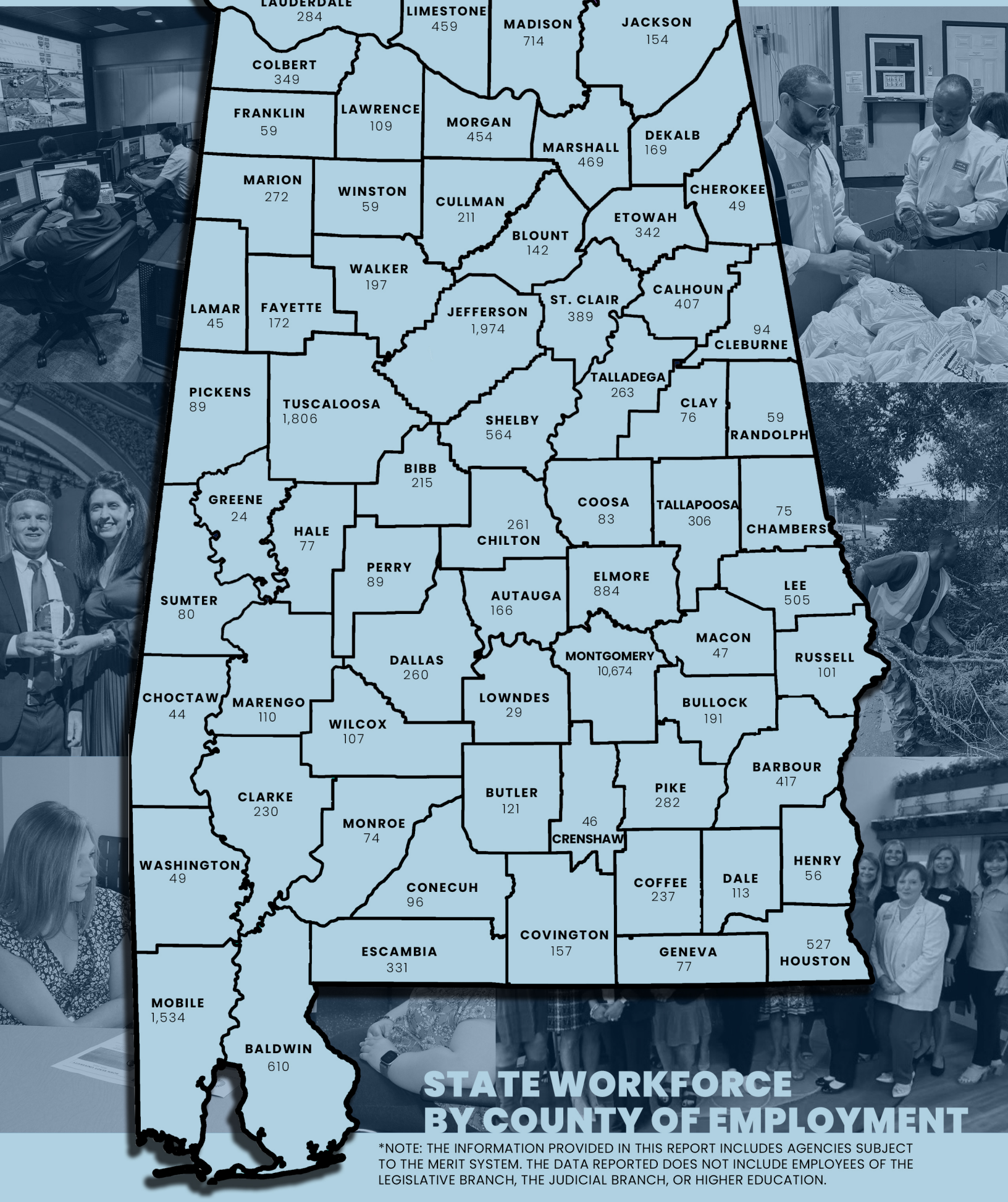
UNSKILLED: These limited assignments are restricted to such classes as Laborer, Resort Worker, and Forestry Worker. Employees in these classes have no status in the classified service, receive only limited entitlements to certain fringe benefits, and have no right of appeal should they be separated from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

*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.

DISTRIBUTION OF EMPLOYEES BY TYPE

DEPARTMENT	CLASSIFIED	UNCLASSIFIED	EXEMPT	UNSKILLED	TOTAL
Ag & Conservation Development Commission	1	1	2	0	4
Agricultural Museum Board	0	0	2	0	2
Agriculture & Industries	323	7	4	198	532
Alabama Law Enforcement Agency (ALEA)	1,371	2	11	1	1,385
Alcoholic Beverage Control Board	942	2	3	3	950
Architects Registration Board	1	1	1	0	3
Archives & History	72	2	0	0	74
Attorney General	129	29	3	0	161
Auditor	6	1	2	0	9
Banking	89	2	3	0	94
Child Abuse & Neglect Prevention	20	1	3	0	24
Chiropractic Examiners Board	4	2	0	0	6
Choctawhatchee, Pea & Yellow Rivers Watershed	1	1	1	0	3
Commerce	66	9	2	0	77
Conservation & Natural Resources	624	0	2	568	1,194
Corrections	3,175	10	29	0	3,214
Cosmetology & Barbering Board	23	1	3	1	28
Council on the Arts	17	2	1	0	20
Counseling Examiners Board	2	0	0	0	2
Court Reporting Board	0	1	0	0	1
Credit Union Administration	8	1	2	0	11
Crime Victims Compensation Commission	21	1	1	0	23
Dietetics/Nutrition Practice Examiners Board	0	2	0	0	2
Early Childhood Education	268	2	0	0	270
Economic & Community Affairs	164	2	5	0	171
Education	816	2	45	1	864
Educational Television Commission	33	1	3	0	37
Electrical Contractors Board	1	0	0	0	1
Emergency Management Agency	104	1	3	0	108
Environmental Management	590	1	1	0	592
Ethics Commission	11	1	3	0	15
Examiners of Public Accounts	198	3	2	0	203
Finance	338	3	4	43	388
Forensic Sciences	227	2	0	0	229
Foresters Registration Board	0	1	0	0	1
Forestry Commission	255	2	2	3	262
Funeral Services Board	2	4	1	0	7
General Contractors Licensing Board	11	1	0	0	12
Geological Survey	44	0	2	0	46
Governor	0	50	1	0	51
Governor's Mansion Authority	0	6	0	0	6
Health Planning & Development	10	1	0	0	11
Hearing Instrument Dealers Board	1	0	0	0	1
Heating, A/C & Refrigeration Contractors Board	9	2	1	0	12
Historical Commission	60	3	0	8	71
Home Builders Licensure Board	20	2	1	0	23
Home Medical Equipment Service Provider Board	1	0	0	0	1
Human Resources	3,847	2	3	0	3,852
Indian Affairs Commission	2	1	0	0	3
Insurance	168	2	5	0	175
Judicial Inquiry Commission	5	2	0	0	7
Labor	736	1	2	2	741
Liquefied Petroleum Gas Board	8	2	0	0	10

DISTRIBUTION OF EMPLOYEES BY TYPE

DEPARTMENT	CLASSIFIED	UNCLASSIFIED	EXEMPT	UNSKILLED	TOTAL
Manufactured Housing Commission	23	1	1	0	25
Massage Therapy Board	0	0	0	0	0
Medicaid Agency	617	1	2	1	621
Medical Cannabis Commission	0	0	7	0	7
Mental Health	578	1	682	2	1,263
Military	239	0	3	20	262
Nursing Board	63	2	3	0	68
Nursing Home Administrators Exam Board	0	1	0	0	1
Occupational Therapy Board	0	1	1	0	2
Office of Information Technology	105	0	7	0	112
Office of Minority Affairs	0	1	4	0	5
Oil & Gas Board	25	0	3	0	28
Onsite Wastewater Board	1	2	1	0	4
Pardons & Paroles	794	2	7	1	804
Peace Officers Annuity & Benefit Fund	1	1	1	0	3
Peace Officers Standards & Training Commission	3	1	1	0	5
Personnel	93	3	3	0	99
Physical Fitness Commission	1	1	1	0	3
Physical Therapy Board	2	1	1	0	4
Plumbers & Gas Fitters Exam Board	10	2	1	0	13
Polygraph Examiners	1	0	0	0	1
Professional Bail Bonding Board	1	0	0	0	1
Professional Engineers Registration Board	6	1	2	0	9
Psychology Examiners Board	0	1	1	0	2
Public Education Employees' Health Insurance Bd.	13	21	0	0	34
Public Health	2,666	3	7	5	2,681
Public Library Service	30	1	0	0	31
Public Service Commission	53	6	4	0	63
Real Estate Appraisers Board	6	1	0	0	7
Real Estate Commission	28	4	2	0	34
Rehabilitation Services	794	2	2	0	798
Retirement Systems	110	208	1	1	320
Revenue	1,199	3	4	4	1,210
Secretary of State	34	3	4	0	41
Securities Commission	64	2	3	0	69
Security Regulatory Board	3	0	0	0	3
Senior Services	54	2	3	1	60
Social Work Examiners Board	0	1	2	0	3
Soil & Water Conservation Commission	5	1	2	0	8
Speech Pathology & Audiology Exam Board	0	1	0	0	1
State Employees' Insurance Board	32	12	2	0	46
State Port Authority/Docks	156	2	0	0	158
Surface Mining Commission	18	3	1	0	22
Tax Tribunal	1	3	2	0	6
Tourism	63	1	2	1	67
Transportation	4,257	5	3	15	4,280
Treasurer	22	1	3	0	26
Veterinary Medical Examiners Board	2	2	0	0	4
Veterans Affairs	27	0	2	0	29
Women's Commission	0	1	0	0	1
Youth Services	333	1	62	1	397
Totals	**27,357**	**491**	**1,002**	**880**	**29,730**

DISTRIBUTION OF EMPLOYEES BY DEPARTMENT | A FIVE YEAR COMPARISON

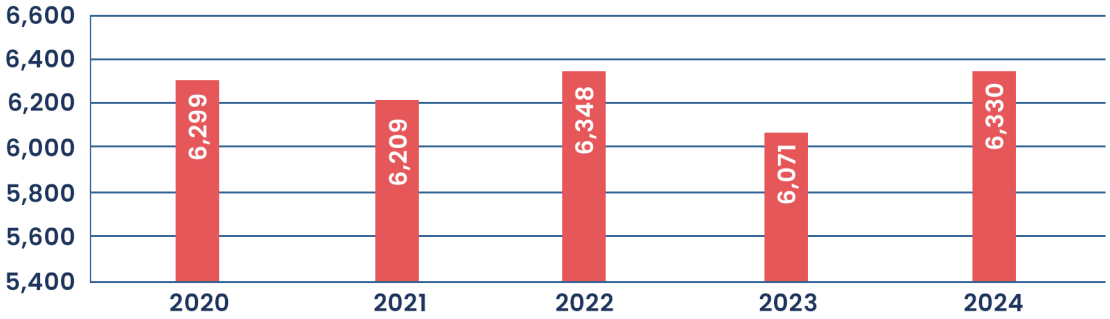
DEPARTMENT	2020	2021	2022	2023	2024
Ag & Conservation Development Commission	3	3	3	3	4
Agriculture Museum Board	2	2	2	2	2
Agriculture & Industries	548	545	519	489	532
Alabama Law Enforcement Agency (ALEA)	1,536	1,495	1,403	1,363	1,385
Alcoholic Beverage Control Board	889	878	869	935	950
Architects Registration Board	4	4	4	4	3
Archives & History	69	68	70	79	74
Assisted Living Administrators Examiners Board	0	0	0	0	0
Attorney General	158	153	159	157	161
Auditor	8	8	8	9	9
Banking	100	97	94	95	94
Child Abuse & Neglect Prevention	16	20	25	25	24
Chiropractic Examiners Board	6	6	6	6	6
Choctawhatchee, Pea & Yellow Rivers Watershed	3	3	3	3	3
Commerce	72	73	74	77	77
Conservation & Natural Resources	1,231	1,123	1,115	1,172	1,194
Corrections	3,757	3,481	2,976	2,946	3,214
Cosmetology & Barbering Board	27	28	25	26	28
Council on the Arts	17	17	18	19	20
Counseling Examiners Board	3	3	4	2	2
Court Reporting Board	0	0	1	1	1
Credit Union Administration	11	11	11	11	11
Crime Victims Compensation Commission	25	23	19	22	23
Dietetics/Nutrition Practice Examiners Board	2	2	3	2	2
Early Childhood Education	195	214	229	253	270
Economic & Community Affairs	146	145	146	169	171
Education	821	807	808	880	864
Educational Television Commission	37	38	34	36	37
Electrical Contractors Board	1	1	1	2	1
Emergency Management Agency	90	92	92	99	108
Environmental Management	576	580	576	587	592
Ethics Commission	14	16	15	14	15
Examiners of Public Accounts	173	180	191	195	203
Finance	384	378	375	404	388
Forensic Sciences	217	211	219	220	229
Foresters Registration Board	1	1	1	1	1
Forestry Commission	232	235	232	247	262
Funeral Services Board	5	4	4	6	7
General Contractors Licensing Board	14	15	15	14	12
Geological Survey	44	51	46	47	46
Governor	58	57	45	53	51
Governor's Mansion Authority	6	6	7	7	6
Health Planning & Development	10	11	13	12	11
Hearing Instrument Dealers Board	0	1	1	1	1
Heating, A/C & Refrigeration Contractors Board	12	11	12	12	12
Historical Commission	63	64	68	67	71
Home Builders Licensure Board	21	20	20	21	23
Home Medical Equipment Service Provider Board	0	0	0	0	1
Human Resources	4,107	3,850	3,767	3,709	3,852
Indian Affairs Commission	4	3	3	3	3
Insurance	160	155	154	159	175
Judicial Inquiry Commission	4	7	7	7	7
Labor	758	727	742	760	741
Liquefied Petroleum Gas Board	10	10	9	8	10

DISTRIBUTION OF EMPLOYEES BY DEPARTMENT | A FIVE YEAR COMPARISON

DEPARTMENT	2020	2021	2022	2023	2024
Manufactured Housing Commission	25	25	25	22	25
Massage Therapy Board	1	1	1	2	0
Medicaid Agency	603	593	585	618	621
Medical Cannabis Commission	0	0	5	7	7
Mental Health	1,202	1,130	1,029	1,124	1,263
Military	302	283	271	271	262
Nursing Board	61	60	59	64	68
Nursing Home Administrators Exam Board	1	1	1	1	1
Occupational Therapy Board	2	2	2	2	2
Office of Information Technology	122	116	117	111	112
Office of Minority Affairs	0	0	4	3	5
Oil & Gas Board	28	28	26	25	28
Onsite Wastewater Board	4	4	5	4	4
Pardons & Paroles	776	807	780	784	804
Peace Officers Annuity & Benefit Fund	3	3	3	3	3
Peace Officers Standards & Training Commission	5	5	5	5	5
Personnel	97	99	99	98	99
Physical Fitness Commission	3	3	3	3	3
Physical Therapy Board	2	2	3	4	4
Plumbers & Gas Fitters Exam Board	16	16	17	15	13
Polygraph Examiners	2	2	1	1	1
Professional Bail Bonding Board	1	1	1	1	1
Professional Engineers Registration Board	8	8	9	8	9
Psychology Examiners Board	2	2	2	2	2
Public Education Employees' Health Insurance Bd.	35	33	31	35	34
Public Health	2,556	2,593	2,563	2,630	2,681
Public Library Service	34	37	36	36	31
Public Service Commission	63	63	65	63	63
Real Estate Appraisers Board	6	9	8	8	7
Real Estate Commission	36	37	36	35	34
Rehabilitation Services	806	795	770	786	798
Retirement Systems	319	308	317	316	320
Revenue	1,173	1,147	1,122	1,132	1,210
Secretary of State	42	39	39	41	41
Securities Commission	62	60	61	62	69
Security Regulatory Board	0	0	1	2	3
Senior Services	47	48	49	57	60
Social Work Examiners Board	4	4	4	3	3
Soil & Water Conservation Commission	6	6	8	7	8
Speech Pathology & Audiology Exam Board	2	2	2	1	1
State Employees' Insurance Board	54	54	52	50	46
State Port Authority/Docks	163	153	161	152	158
Surface Mining Commission	26	24	24	23	22
Tax Tribunal	5	4	6	6	6
Tourism	71	71	67	69	67
Transportation	4,375	4,308	4,195	4,240	4,280
Treasurer	33	32	30	27	26
Veterinary Medical Examiners Board	5	5	5	5	4
Veterans Affairs	34	34	29	29	29
Women's Commission	1	1	0	1	1
Youth Services	419	382	359	372	397
Totals	**30,293**	**29,373**	**28,336**	**28,807**	**29,730**

RECRUITMENT & SELECTION

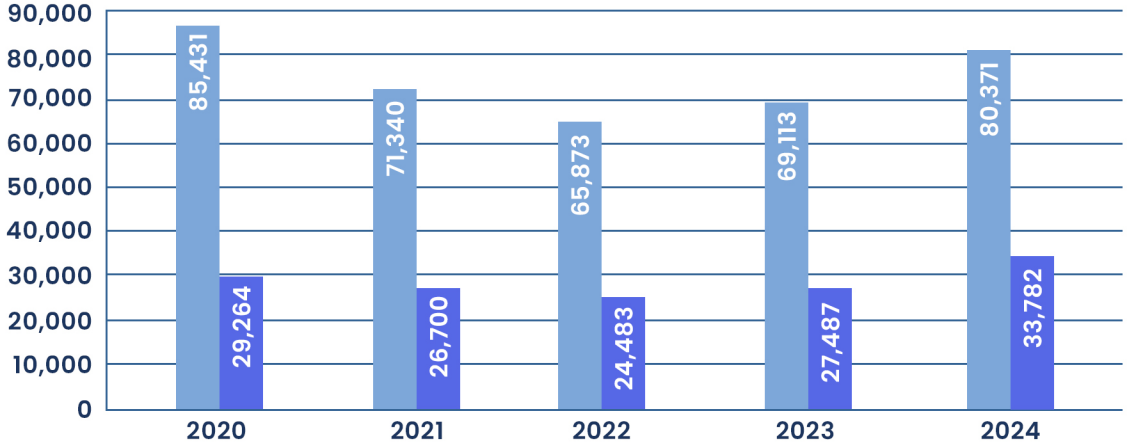
APPLICANTS APPOINTED



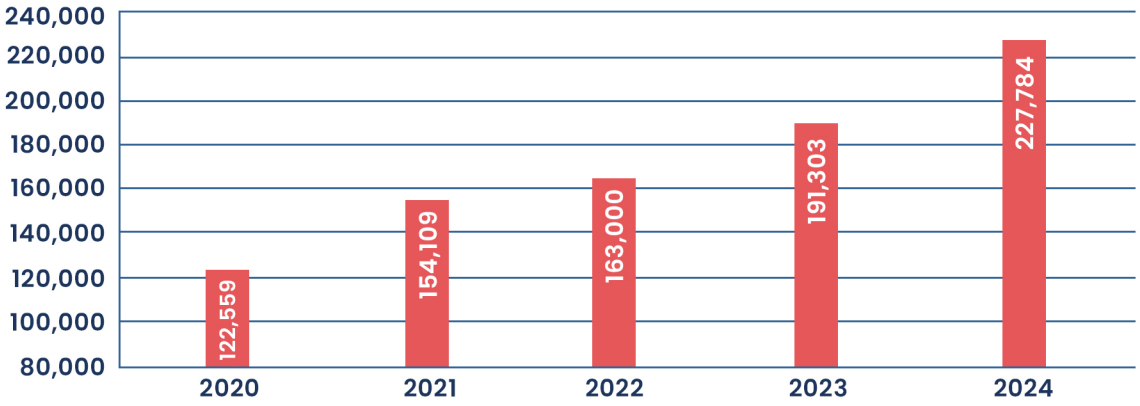
APPLICANTS INFORMATION

APPLICATIONS PROCESSED

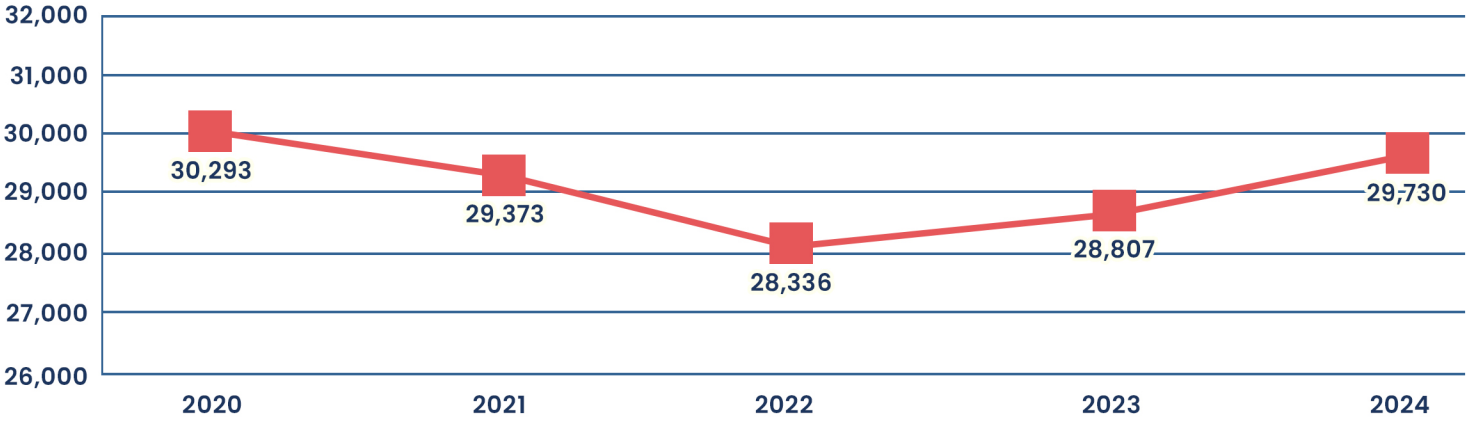
APPLICATIONS PLACED ON REGISTER

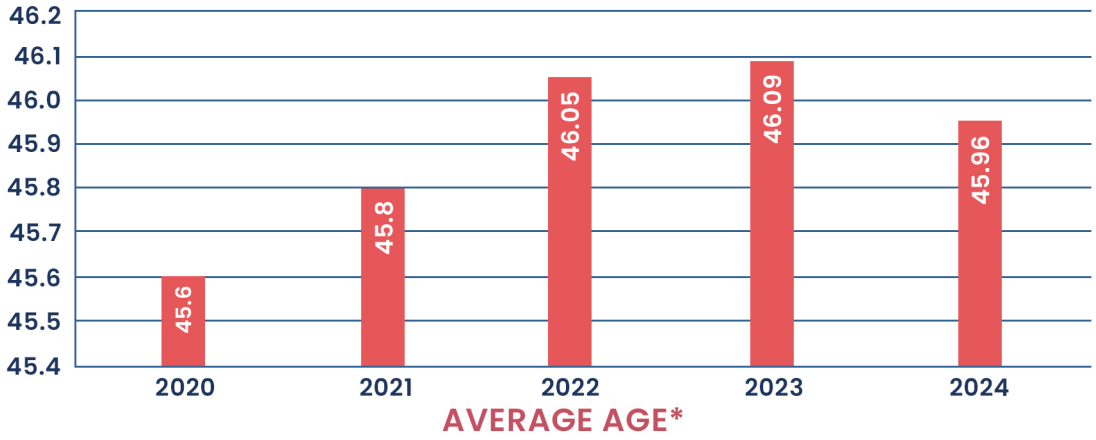


NAMES CERTIFIED TO AGENCIES

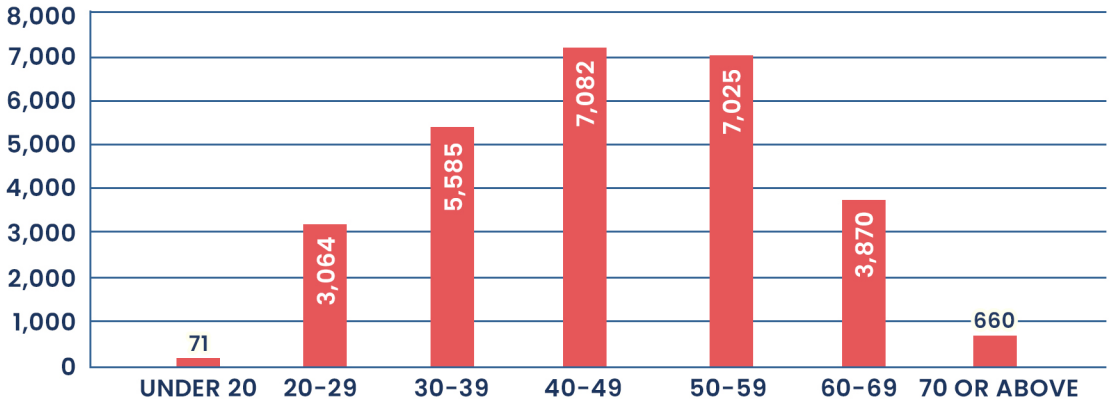


TOTAL NUMBER OF EMPLOYEES IN FY 2024: 29,730

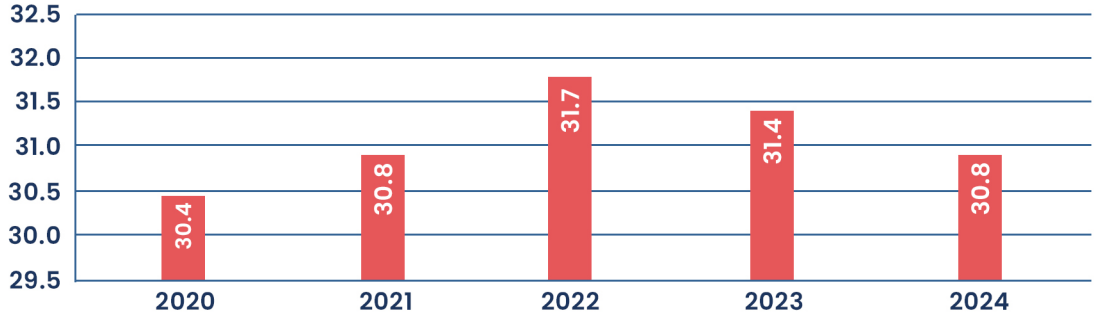




AVERAGE AGE*



STATE EMPLOYEES BY AGE*



PERCENTAGE OF EMPLOYEES ELIGIBLE TO RETIRE WITHIN 5 YEARS*

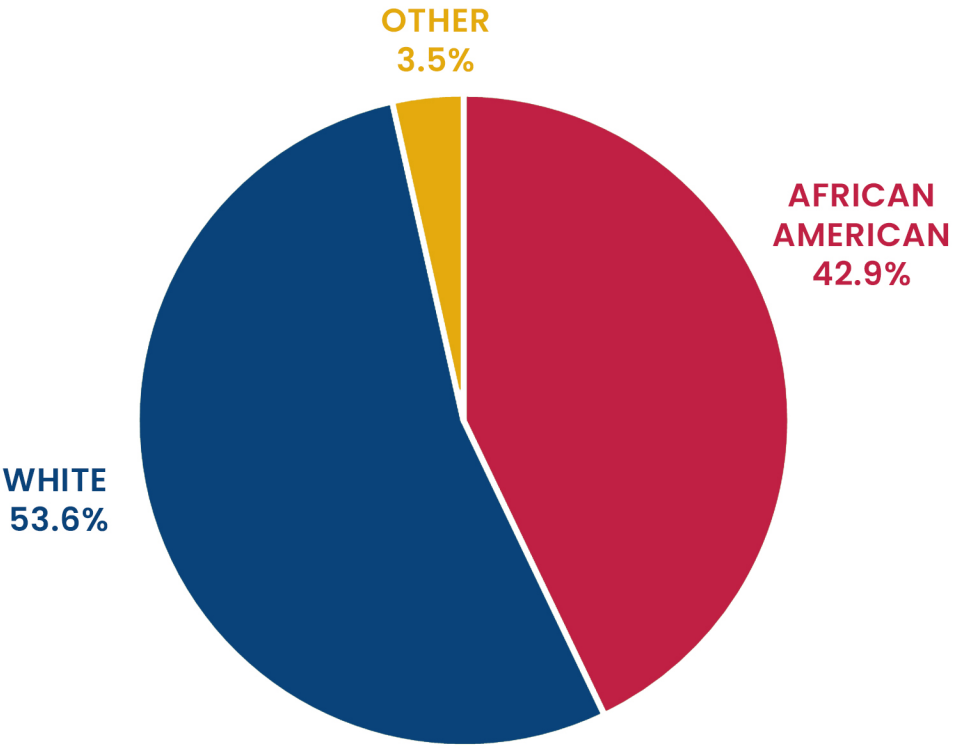
45.96

AVERAGE AGE OF A STATE EMPLOYEE IN FY 2024

State workforce demographics reveal that approximately 30.8 percent of employees are eligible to retire within the next five years. The average age of the State's workforce decreased slightly and is currently 45.96 years old. The average years of service for all State employees is 11.43 years.

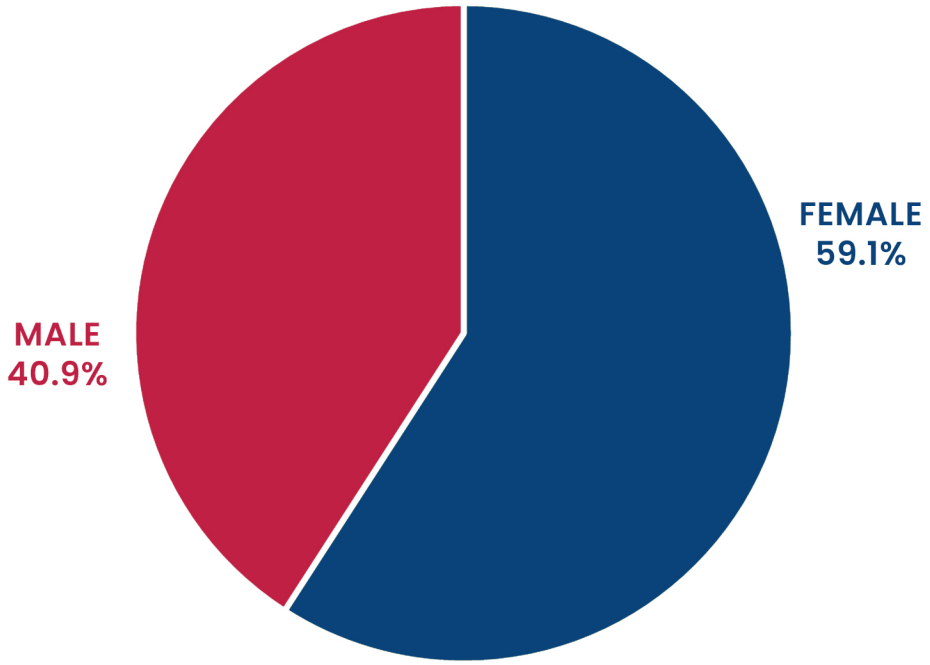
* The data in these charts exclude part-time, temporary, unclassified, exempt (except Mental Health exempt), and hourly Form 8 employees.

STATE WORKFORCE BY RACE



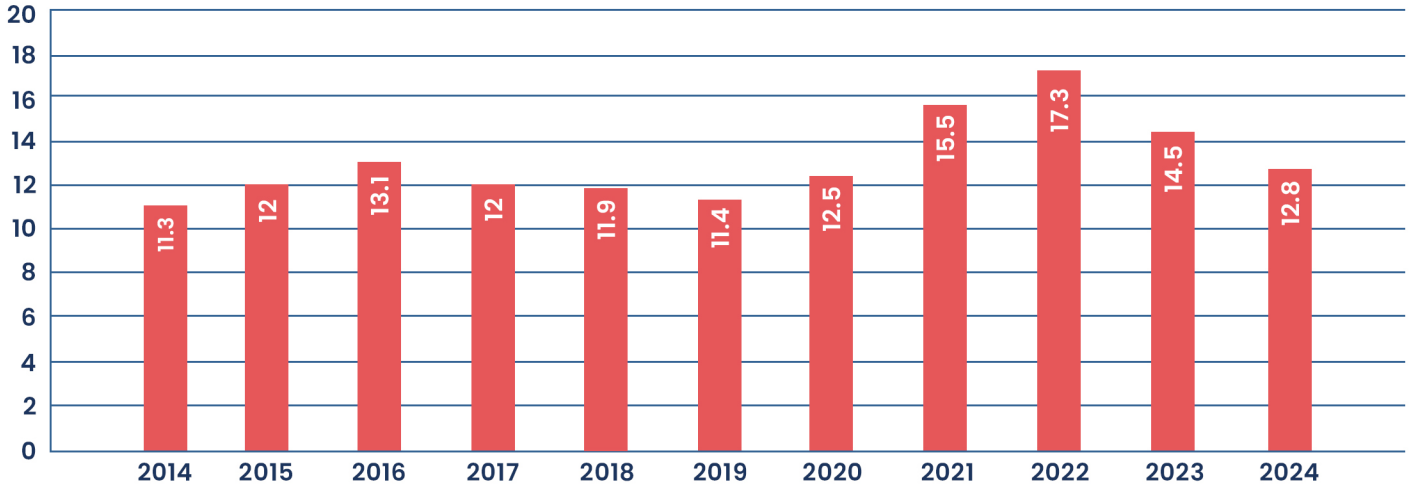
The data in this chart reflects full-time classified employees.

STATE WORKFORCE BY GENDER

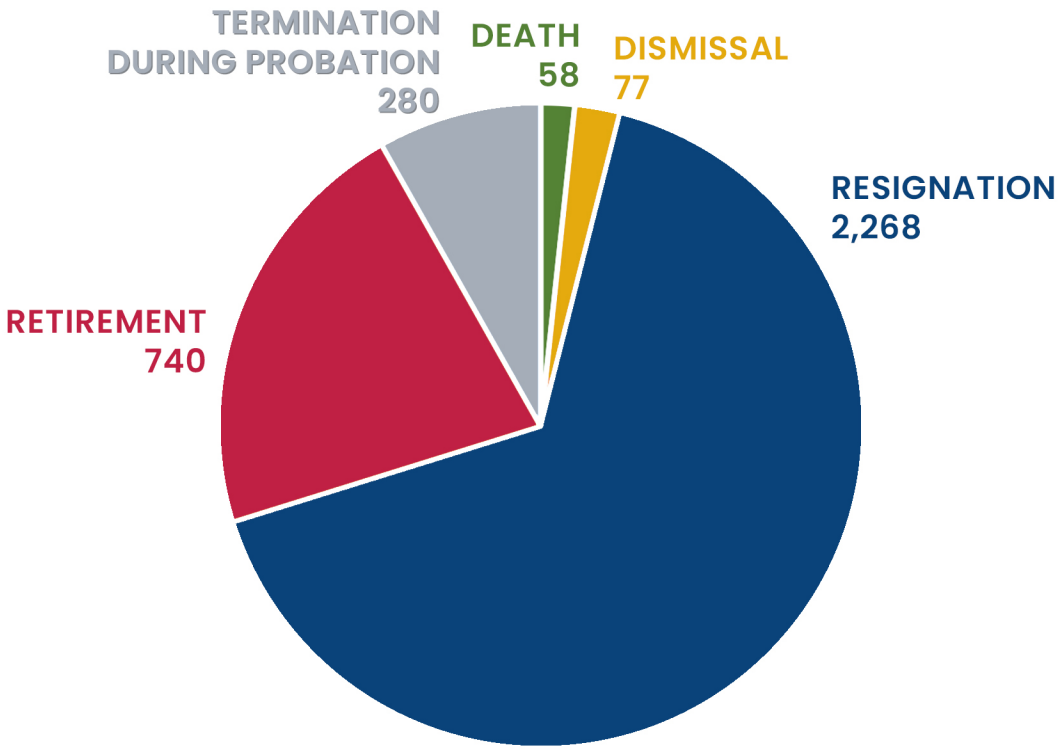


The data in this chart reflects full-time classified employees.

TURNOVER RATE - TOTAL SEPARATIONS

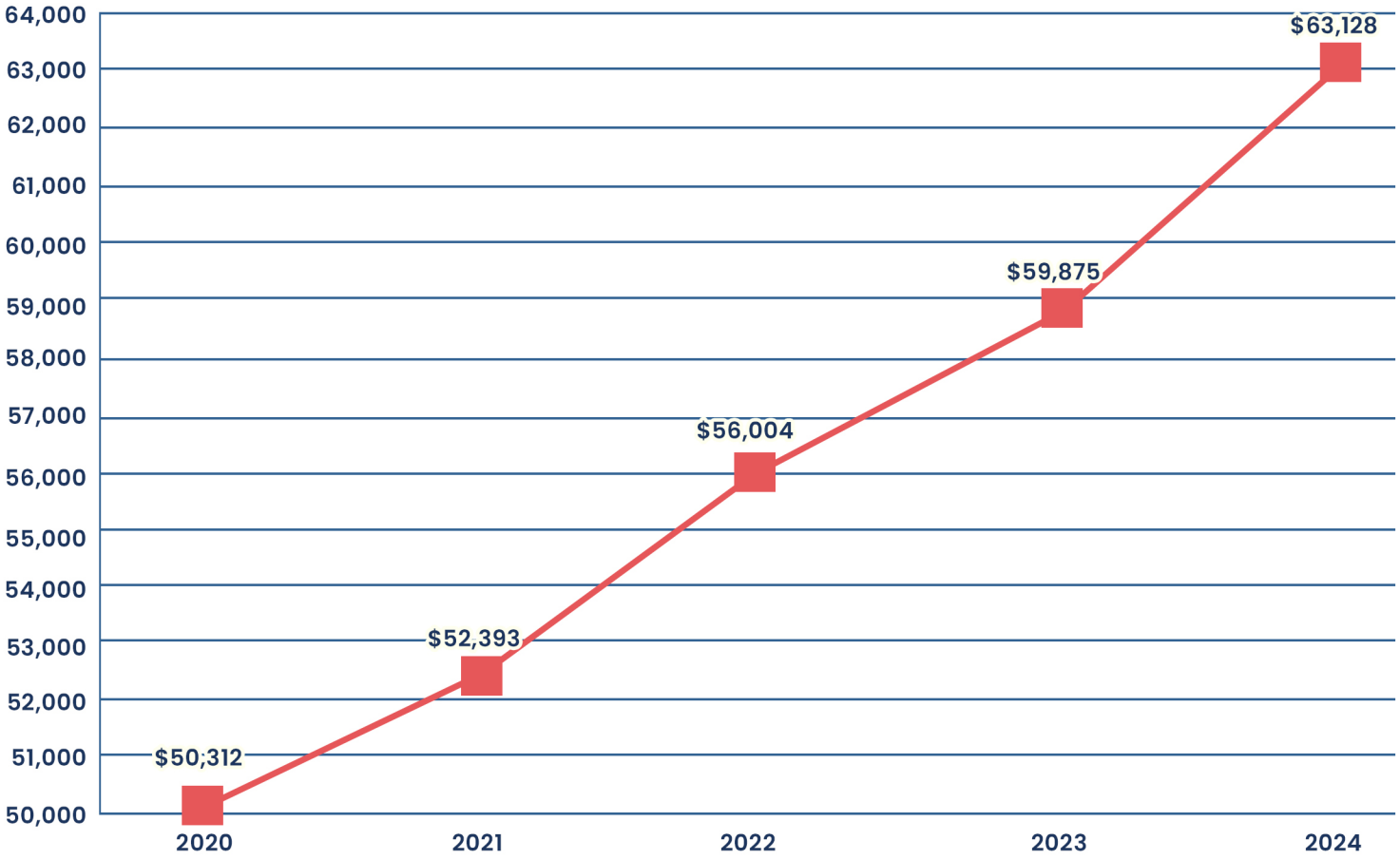


The data in this chart excludes part-time, temporary, unclassified, exempt (except Mental Health exempt), and hourly Form 8 employees.



SEPARATIONS BY TYPE

ALABAMA SALARY INFORMATION



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

ANNUAL LEAVE RANKING BY STATE

MAXIMUM DAYS GRANTED PER YEAR

STATE	DAYS
South Carolina	30
Alabama[1]	29.25
Mississippi	27
Virginia	27
North Carolina	26
Oklahoma	25
Kentucky	24
Louisiana	24
Tennessee	24
West Virginia	24
Arkansas	22.5
Georgia	21
Missouri	21
Florida	19.5

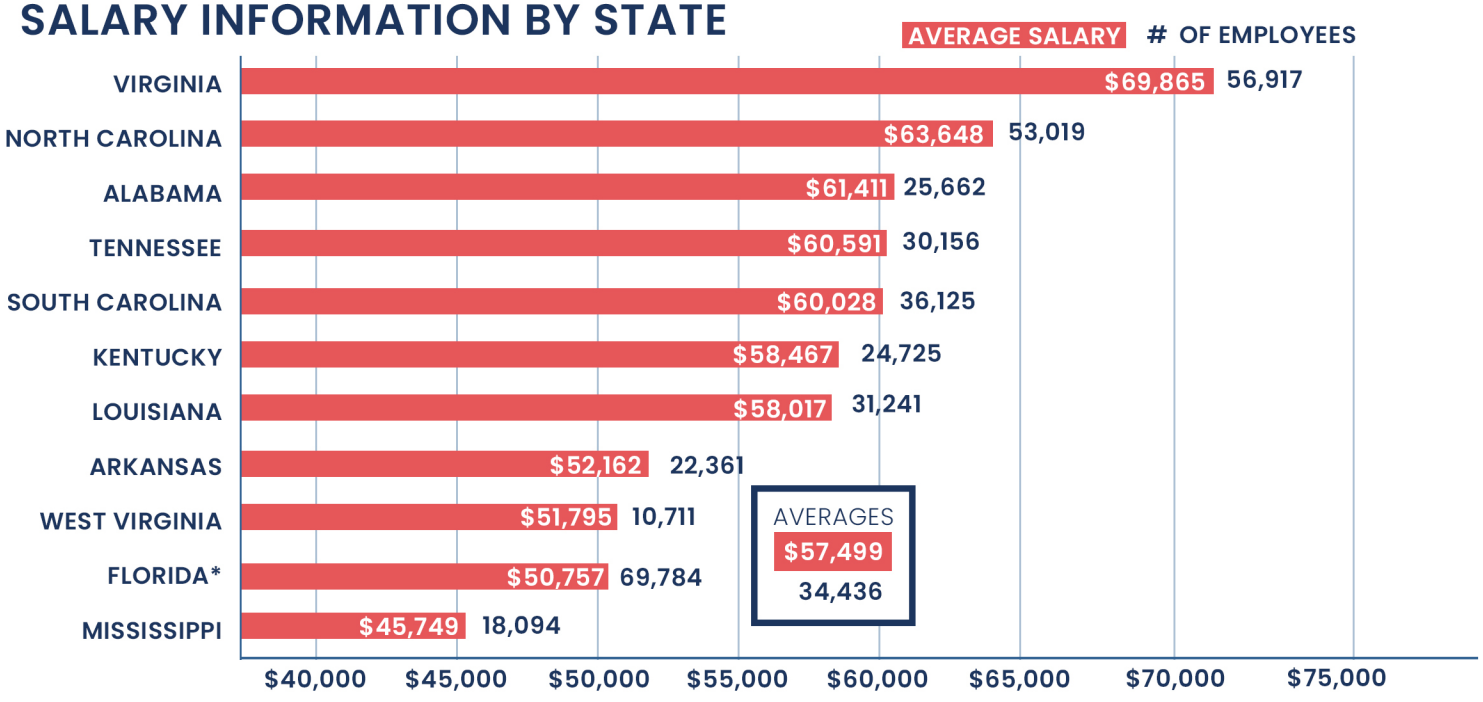
MAXIMUM ACCUMULATION ALLOWED

STATE	DAYS
Louisiana[2]	Unlimited
Mississippi[3]	Unlimited
Alabama	60
Kentucky[4]	60
Oklahoma	60
Virginia[5]	54
Florida[4]	45
Georgia	45
South Carolina	45
Missouri	42
Tennessee[4]	42
West Virginia[6]	40
Arkansas	30
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 2024, 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 March 2025 and reflects employees in the Career Service.

SICK LEAVE RANKING BY STATE

MAXIMUM DAYS GRANTED PER YEAR

STATE	DAYS
Louisiana	24
West Virginia	18
Georgia	15
Missouri	15
Oklahoma	15
South Carolina	15
Alabama	13
Florida	13
Arkansas	12
Kentucky[1]	12
Mississippi	12
North Carolina	12
Tennessee	12
Virginia[2]	10

MAXIMUM ACCUMULATION ALLOWED

STATE	DAYS
Florida[3]	Unlimited
Kentucky[4]	Unlimited
Louisiana[5]	Unlimited
Mississippi[4]	Unlimited
Missouri[4]	Unlimited
North Carolina[4]	Unlimited
Oklahoma[4]	Unlimited
Tennessee	Unlimited
Virginia[6]	Unlimited
West Virginia[4]	Unlimited
South Carolina[4]	180
Alabama[7]	150
Arkansas[8]	120
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

MAXIMUM DAYS GRANTED PER YEAR

STATE	DAYS
Virginia[1]	18
Alabama	13
Georgia[2]	13
Missouri	13
South Carolina	13
West Virginia	13
North Carolina	12
Tennessee	12
Kentucky[3]	11.5
Arkansas	11
Louisiana[4]	11
Oklahoma	11
Florida	10
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:

Alabama Bureau of Pardons and Paroles

Alabama Department of Agriculture and Industries

Alabama Department of Commerce

Alabama Department of Corrections

Alabama Department of Early Childhood Education

Alabama Department of Mental Health

Alabama Department of Public Health

Alabama Department of Rehabilitation Services

Alabama Department of Transportation

Alabama Law Enforcement Agency

Alabama Port Authority




EVENT SPONS
Boss Outdoors - TriGreen Equipment -
Martin Builders - Athens
Construction - G2 Trailer
THIRD PLACE - GAME



ALABAMA
STATE PERSONNEL DEPARTMENT
ANNUAL REPORT 2024

300 Folsom Administrative Building, Montgomery, AL 36130
334.242-3389 | personnel.alabama.gov