ALABAMA'S STATE PERSONNEL NEWSLETTER

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ALABAMA
STATE PERSONNEL DEPARTMENT

MESSAGE FROM SPD DIRECTOR LAURY MORGAN

Dear State of Alabama employees,

As state employees, we have many reasons to be proud! Nothing embodies the dedication of state employees more than the qualities of the newly announced State Employees of the Year! The winners this year were absolute standouts, embodying state service boldly, and I'm so proud of each of them.

You may have heard the big news: starting at the beginning of July, State of Alabama employees enjoy a new benefit, Paid Parental Leave! There will be more details within, but I'd like to express my gratitude to Governor Kay Ivey and the Alabama Legislature for making this meaningful piece of legislation a priority during the 2025 session.

We also have exciting news from our State Personnel Board. At the May meeting, the State Personnel Board approved pay range increases for the Administrative Support Assistant series! ASAs are the backbone of state government, keeping the operations of state agencies running smoothly, and I appreciate their work every day.

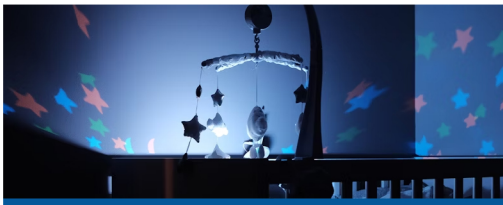
Thank you for joining us to celebrate the accomplishments of State of Alabama employees over the last three months in Alabama's State Personnel Newsletter. Enjoy! ★

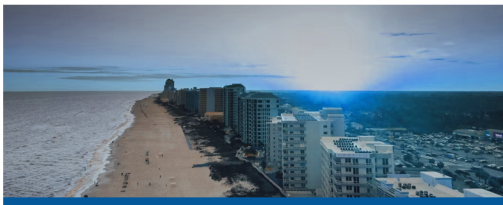
find your purpose

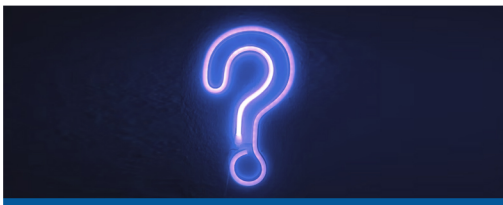
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STATE EMPLOYEES OF THE YEAR
ALABAMA DEPARTMENT OF PUBLIC HEALTH HURRICANE HELENE RELIEF VOLUNTEER RESPONSE TEAM



Pictured (from left): State Health Officer Dr. Scott Harris, Teressa Godshall, Michael Parr, Jason Esslinger, SPD Director Laury Morgan, Wendy Rose, Jacynthia Moses, Lisa D. Jones, Tina Norwood, Lindsey Laminack, Jenny Long

Congratulations to Jason Esslinger, Teressa Godshall, Lisa D. Jones, Lindsey Laminack, Jenny Long, Jacynthia Moses, Tina Norwood, Michael Parr, and Wendy Rose!

From Oct. 13-26, 2024, this intrepid group of Alabama Department of Public Health employees was deployed to North Carolina in the aftermath of Hurricane Helene to assist a mass care shelter. They worked over 14 hours per day for most of the two-week period. Through their efforts well above the expectations of the job, each of these nine ADPH employees earned the title of State Employee of the Year.

"These employees took time away from their homes and families to selflessly help others in a dire situation," said State Health Officer Scott Harris. "We want to recognize them for their hard work and willingness to serve."

The team was met with multiple challenges in quick succession upon arrival in Henderson, North Carolina, including administering medical treatment, assisting with mental health crises, seeking adequate housing for locals, and much more.

"I think I can speak for everyone in saying that this was a very rewarding and eye-opening experience," said Nurse Manager Lisa D. Jones, an award recipient. "We truly appreciate ADPH trusting in us to represent the great state of Alabama. We met a lot of wonderful people and made lifelong friendships." ★

RUNNER-UP STATE EMPLOYEE OF THE YEAR

ALABAMA EMERGENCY MANAGEMENT AGENCY INVENTORY CONTROL OFFICER **KELLEY TIDWELL**



In a year of critical positive development for the Alabama Emergency Management Agency, one employee has gone above and beyond in service to the State of Alabama. AEMA Inventory Control Officer Kelley Tidwell has earned the title of Runner-up State Employee of the Year through her dedicated service during an intensive Headquarters renovation.

"Ms. Tidwell has been with AEMA since 2016 and has consistently exemplified a servant's heart in every position she has held," said AEMA Director Jeff Smitherman. "In addition, Ms. Tidwell has an extremely strong work ethic and a can-do attitude in every aspect of her job duties."

For some background, AEMA's Headquarters underwent a $2.9 million upgrade to the building – the first major renovation since 1990 – making updates to the agency and the State Emergency Operations Center, which houses several other state agency representatives during times of activation for impending weather and disasters, training, and exercises.



Kelley Tidwell was there for it all. As Inventory Control Officer, her job is to keep up with everything belonging to AEMA, and she had to track inventory across five different facility locations. Included in the manifest: $4 million in audio/visual property critical for life-saving efforts. She also had to work with contractors and employees daily to ensure they had needed equipment and everything was on schedule.

"It was my honor to be part of the process of the AEMA Headquarters building renovation," said Tidwell. "It was such a major change in the agency, and I learned a lot. I'm proud to see the before, during, and after of the renovations, and feel we've made a lot of progress." ★

STATEWIDE SUCCESS!

There's so much more to celebrate beyond these!

SUBMIT YOUR AGENCY ACCOMPLISHMENTS TO NEWSLETTER@PERSONNEL.ALABAMA.GOV




ALEA had numerous officers place as medal winners in the 2025 World Police & Fire Games in Birmingham! Congratulations to these talented professionals for their victory.

Alabama Law Enforcement Agency • World Police & Fire Games




ADECA's Director Kenneth Boswell joined state and local leaders to celebrate the opening of a new warehouse to increase capacity at the Port of Birmingham!

AL Dept. of Economic And Community Affairs • Birmingham Port Warehouse



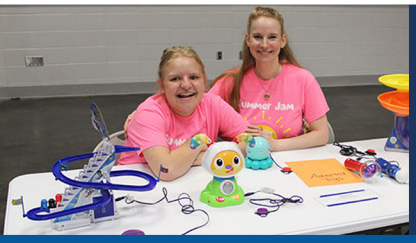

Local government and tourism officials joined Parks personnel in Auburn to dedicate Chewacla State Park's new state-of-the-art, accessible playground!

AL Dept. of Conservation and Natural Resources • New Playground at Chewacla State Park



Alabama Archives has a new centerpiece for their second-floor lobby! The engineering work of art was inspired by Alabama's official quilt pattern, the Pine Burr, whose pieces mirror the overlapping structure of a pinecone.

Alabama Department of Archives and History • New Centerpiece




The third Children's Rehabilitation Service Summer Jam in Jasper was a success! With fun games and activities, a wheelchair wash, and a visit from the Jasper Fire Department, the building was buzzing with activity as families learned about resources and services available to children with disabilities.

Alabama Department of Rehabilitation Services • Children's Summer Jam




ABPP's PREP program celebrated its tenth graduation, putting it at over 400 total graduates from a nationally recognized rehabilitation program for individuals reentering society after incarceration.

Alabama Bureau of Pardons & Paroles • PREP Program Reaches 10th Class

QUICK FACTS

NEW STATE EMPLOYEE BENEFIT!

PAID PARENTAL LEAVE (PPL)

EFFECTIVE JULY 1, 2025

8 WEEKS

for females

for birth, stillbirth, or miscarriage

2 WEEKS for males

100%

of employee's base pay

8 WEEKS

for adoption of a child three years of age or younger

ELIGIBILITY

Employee must have 12 consecutive months of employment immediately preceding the occurrence of the qualifying event in order to be eligible for PPL.

SCAN FOR ADDITIONAL INFORMATION

FULL DETAILS AVAILABLE ON OUR WEBSITE:
PERSONNEL.ALABAMA.GOV

Hit the road with Perks

alabama State Employee PerksCard

Across the country or around the world, you can save up to 70% on travel discounts like hotels, theme parks, car rentals and local & national discounts all with your exclusive employees-only perks.

Universal Orlando Resort · Busch Gardens · Costco Wholesale · nutribullet · Topgolf · Bass Pro Shops · Walt Disney World · Valvoline · Hyatt · Active&Fit Direct · Avis



alabama.perksconnection.com

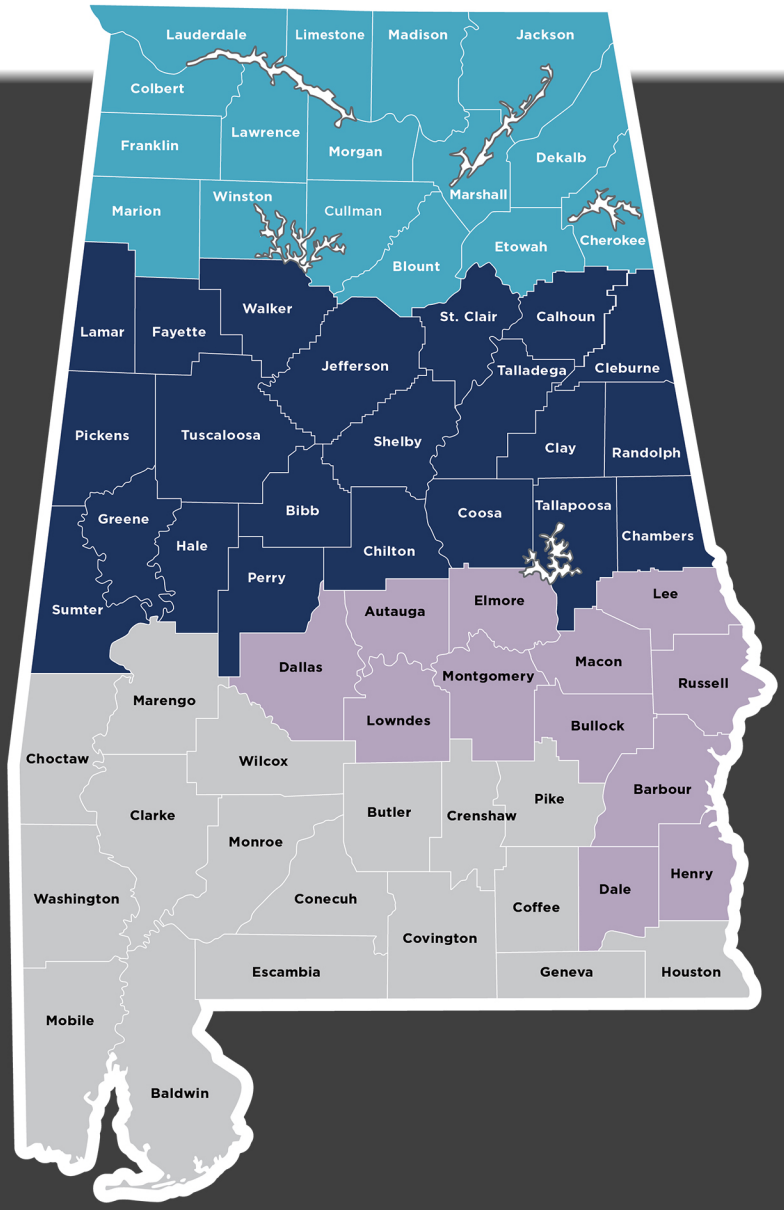
ALABAMARETIRE
STATE PERSONNEL BOARD

If you're nearing retirement age, your view of something like investment risk has probably evolved. What does that mean for your AlabamaRetire Deferred Compensation Plan? What should you do to help manage risk and similar age-related factors? Here are a couple suggestions. Review your asset allocation — and adjust as needed.[1]

If your mix of investments is too aggressive for your age or too conservative to outpace inflation, you are at risk of hurting your retirement income viability. It's all about finding the right balance for your age, risk tolerance, and retirement income needs.

Clarify your "spend-down plan."
As you approach retirement, it's important to develop a "spend-down plan" – a systematic approach to withdrawing your assets (including Social Security, pension benefits, your AlabamaRetire Plan, and other savings) over the course of your entire retirement.

Schedule a meeting with your local retirement plan advisor!
alabamaretire.empowermytime.com



1 Asset allocation, diversification, or rebalancing does not ensure a profit or protect against loss.

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Borna Eslami | **Nick McKay**
Isaiah Hileman | **Trace Jordan**

The right formula for managing risk and creating a smart spend-down plan is different for everyone. Your AlabamaRetire Deferred Compensation Plan retirement plan advisor can help you with:

- **Understanding your retirement income projection across all sources**
- **Steps you can take to help maximize income in retirement**
- **Deferral options for unused sick and annual leave**
- **Ensuring beneficiary elections are current**
- **Understanding your distribution options**
- **And more!**

ASK PERSONNEL

Let's talk about registers!

SUBMIT YOUR QUESTIONS TO
NEWSLETTER@PERSONNEL.ALABAMA.GOV

What is a register?



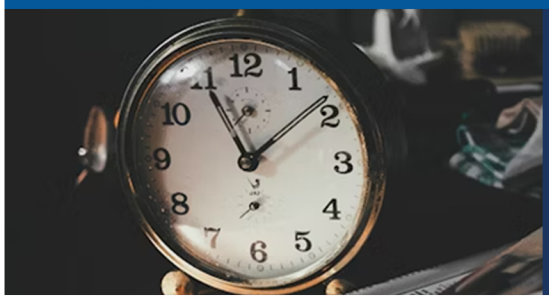
A register is a list of all individuals who have successfully completed the selection procedure for a State Merit System job. The register is a complete list of individuals who are eligible for employment in a certain job classification.

Why did my rank on a register change?



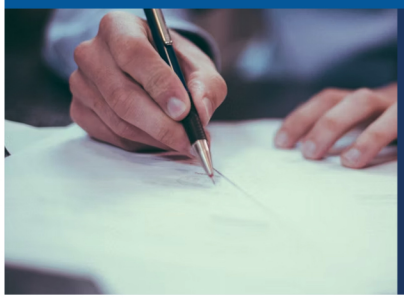
While your score will not change on a register, your standing (or rank) can change. Factors such as names being added or removed, availability changes, and hiring can affect your standing on a register. You may obtain your standing information by logging into your Application Portal.

How long do I remain on the register?



For continuous registers, you will remain on the register for two years from the date you were placed on the register. For current registers, you will remain on the register until another test is administered or evaluation is conducted, and it is replaced. In both cases, you will be notified before your name is removed from a register so you can reapply if you are still interested in the job.

I was told I am "inactive" on a register. What does this mean?



Your name may become inactive if you fail to respond to job offers or decline three job offers. In order to prevent becoming inactive, be sure to respond to all correspondence related to a job, even if you are not interested. If you have been placed inactive on the register, you may submit a request to the Certifications Division by mail or email spd.certifications@personnel.alabama.gov to be placed back active on the register.

Questions? Check our FAQs online or email personnel@personnel.alabama.gov

EMPLOYEES' SUGGESTION INCENTIVE PROGRAM (ESIP)

Earn a cash reward of up to $5,000!

Submit your cost-saving ideas to the Employees' Suggestion Incentive Board for the opportunity to earn a cash reward of up to $5,000!

You can find the rules and submission form on the State Personnel Department website, under the "Employees" button, then click "Online Options."

Please remember that your completed submission form must include approval from your appointing authority and a cost-saving estimate for your suggestion to be considered for an award.

We'd like to give a HUGE thank you to all the state agencies joining us in April for the first State Agency Job Fair!
This event would not have been possible without the support and collaboration of the Alabama Department of Workforce. Also, thank you to Governor Kay Ivey for your support and stopping by to observe this wonderful event. We can't wait for the next one!







ALABAMA'S
STATE PERSONNEL
NEWSLETTER

SPD LEADERSHIP

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SALARY RANGE ▲ INCREASES ▲ FOR ADMINISTRATIVE SUPPORT ASSISTANT SERIES

We are pleased to announce that the State Personnel Board approved pay range increases for the Administrative Support Assistant series. Effective June 16, the pay ranges for the ASA series are as follows:

ASA I: $27,820.80 – $45,556.80

ASA II: $30,688.80 – $50,253.60

ASA III: $34,730.40 – $58,111.20