ALABAMA'S STATE PERSONNEL NEWSLETTER

OCTOBER 2025 • VOL. 19 ED. 3

ALABAMA
STATE PERSONNEL DEPARTMENT

MESSAGE FROM SPD DIRECTOR LAURY MORGAN

Dear State of Alabama employees,

Happy fall y'all! There's nothing quite like this beautiful season in Alabama.

I'd like to remind you about the Employees' Suggestion Incentive Program (ESIP), which gives you the opportunity to earn a cash reward of up to $5,000! We welcome your valuable thoughts on making our state government even better. If you've got ideas on how the State of Alabama can do better and save money, please submit your cost-saving ideas to the Employees' Suggestion Incentive Board. You can find the rules and submission form on the SPD 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 hope to hear your great ideas soon!

I'd also like to encourage you to check out our newly published 2024 Annual Report, which is now available on our website. The report gives you a high-level overview of state agencies and the almost 30,000 people making up our state government workforce.

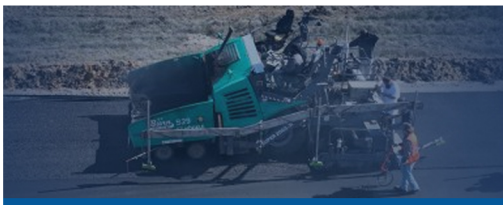
Thank you for joining us to celebrate the accomplishments of State of Alabama employees over the last three months in Alabama's State Personnel Newsletter. Enjoy! ★

find your purpose

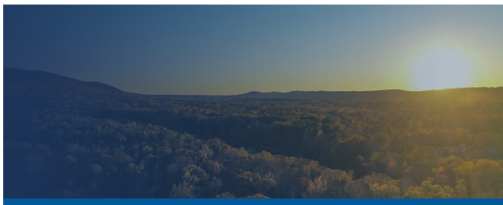
WHAT'S INSIDE?



AGI's Dr. Jenny Pope • Pg. 2



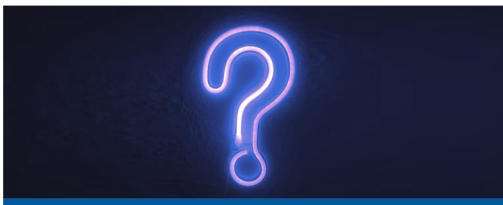
ALDOT Grove Hill Team • Pg. 3



Statewide Success• Pg. 4

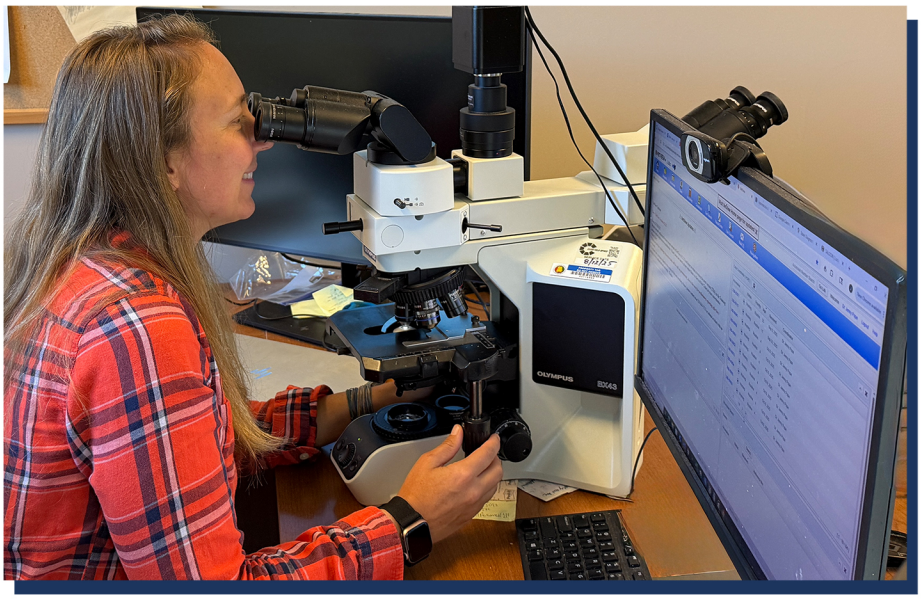


Customer Service Star • Pg. 5



Ask Personnel • Pg. 7

MICROSCOPIC EFFORTS YIELD BIG RESULTS FOR **VETERINARY PATHOLOGIST DR. JENNY POPE**



For Dr. Jenny Pope, death is a part of life – in this case, quite literally. As a Veterinary Pathologist with the Alabama Department of Agriculture and Industries' (AGI) Thompson Bishop Sparks Diagnostic Lab in Auburn, her job is to figure out why animals die. By detecting diseases and analyzing the causes of which animals die and which survive in a herd, she helps protect statewide agriculture. She also works closely with shelters and law enforcement, helping in cases of animal neglect and abuse.

"A lot of the day I spend at the microscope," said Dr. Pope. "In order to help with treatment and knowledge of what disease process is going on, we help the animals that are in the herd and alive." Dr. Pope is coming up on her tenth anniversary with the State of Alabama, all with AGI. After veterinary school at the University of Tennessee and her residency, she started her career with the state and has been a valuable asset ever since.

Feeling helpful and making a difference are the motivating factors behind Dr. Pope's quality service. "I really like the service aspect of the job, and I feel strongly about providing good quality diagnostics," said Dr. Pope. "I think state diagnostic labs are particularly important to people regardless of their income or access."

Dr. Pope is appreciative of State Veterinarian Dr. Tony Frazier, Associtate State Veterinarian Dr. Misty Edmondson, Personnel Director BeLinda Cooley, Lab Director Dr. Heather Walz, and Assistant Lab Director Dr. Kristy Farmer, who work hard to foster a supportive environment and ensure access to needed equipment and supplies. The feeling goes both ways, as Dr. Pope was recognized by her supervisors and AGI's personnel division for picking up the slack while the department was short-staffed. Her hard work while maintaining quality has minimized impact on AGI and the important work she does for the state.

From support roles to complex careers like Veterinary Pathologist, dedicated employees like Dr. Pope are appreciated every day for their ability to keep the State of Alabama running and thriving. ★

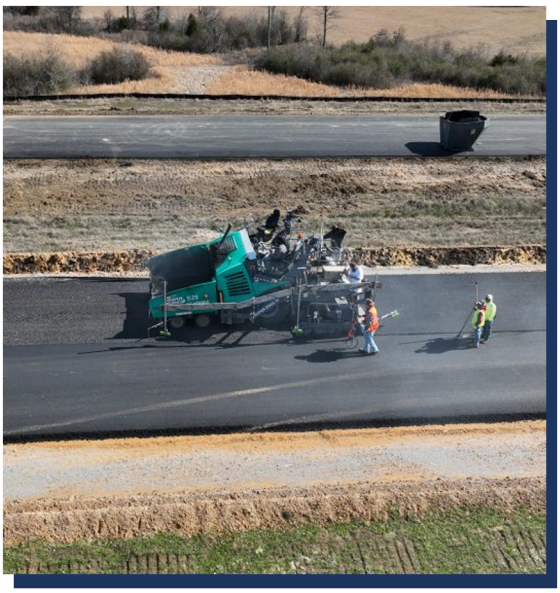
ALABAMA DEPARTMENT OF TRANSPORTATION'S **GROVE HILL TEAM HONORED WITH CLEAR WATER ALABAMA AWARD OF EXCELLENCE**



The Alabama Department of Transportation's Grove Hill team has earned an honor for its work on the Linden Bypass project. The project was recently selected for the Clear Water Alabama 2025 Award of Excellence, recognizing exceptional efforts in protecting Alabama's natural resources.

The Clear Water Alabama award celebrates organizations and individuals who excel in controlling erosion, sediment, and stormwater during construction.

The US-43 Linden Bypass stood out as a shining example of how public and private sectors can collaborate effectively to preserve the environment. ★





Pictured (from left): Barry Fagan, Fagan Consulting
Talbert Essary, Essary Environmental
Dereck Callaway, ALDOT Grove Hill Area Stormwater Coordinator
John Graham, ALDOT Grove Hill Area Construction Engineer
Ashley Henderson, Incoming Executive Director of the Alabama Soil and Water Conservation Committee
Strother Holt, Stormwater Inspector, Volkert
Chris Little, Assistant Project Manager, Volkert
Ryan Daughtery, Stormwater Inspector, Volkert
Hope Newell Dean, Director of Environmental Services, WS Newell
Justin Evers, Professional Engineer/Estimator, WS Newell

STATEWIDE SUCCESS!

There's so much more to celebrate beyond these!

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





ADVA proudly celebrated 80 years of service to Alabama's veterans and their families. Gov. Kay Ivey joined the celebration to deliver remarks and present Commissioner Newton with a proclamation honoring this milestone.

Alabama Department of Veterans Affairs • 80 Year Proclamation





In honor of September's Suicide Prevention Month and Recovery Month, ADMH staff wore purple and yellow to show their support and commitment to awareness.

Alabama Department of Mental Health • Suicide Prevention Month





In July, K9 Gus, K9 Jimpy, and their handlers had the opportunity to conduct pyrotechnics inspections and ensure safety for WWE Monday Night Raw in Birmingham.

Alabama State Fire Marshal's Office (with ALDOI) • WWE Raw Pyrotechnics



AREC's Assistant Executive Director Wendy Mae Alkire was sworn in on September 10 as the 2026 President of the Association of Real Estate License Law Officials (ARELLO).

Alabama Real Estate Commission • AD Named 2026 ARELLO President





In August, an outstanding group of senior adults was honored into the AL Senior Citizens Hall of Fame. In addition to the 10 permanent inductees into the Hall of Fame, other seniors were recognized for contributions and service to their communities.

Alabama Department of Senior Services • Senior Citizens Hall of Fame





In August, Lowder New Homes invited ASC Director Amanda Senn to speak to a group of 50 realtors at the Homebuilders Association of Alabama about financial fraud and scams that impact the real estate field.

Alabama Securities Commission • Homebuilders Assc. Fraud Training

BRIDGESHE' PENNIC BRINGS CUSTOMER SERVICE TO TRAINING



Not everyone jumps into state service at the beginning of their career, but for Administrative Support Assistant II Bridgeshe' Pennic, outside experience has been a boon for SPD's Training Division. Bridgeshe' spent 18 years in banking, learning every aspect of the industry and improving lives everywhere she went. From teller to operations specialist, one throughline was apparent: the need for quality customer service.

"I was ready for a change, and I have no regrets," said Bridgeshe'. She pursued a position with SPD and brought with her a passion for customer service. Bridgeshe' has an exuberant personality, which serves her coordinator role in the training division well. She communicates with hundreds of training attendees each month, getting them scheduled and confirming their certifications. She also greets them with a smile at the entrance and makes them feel welcome.

"Her warm personality and genuine concern for others is the first thing that employees see when they come to train," said Training and Recruitment Manager Jennifer Thomasson. "She exceeds expectations every day, and we are so grateful for her because she makes SPD Training better!"

Bridgeshe' speaks from experience with advice for anyone seeking a change: "If you feel like you need a fresh start, don't allow your age or anything to stop you. If you want to do something, you go for it."

Hit the road with Perks

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.



alabama.perksconnection.com

ALABAMARETIRE
STATE PERSONNEL BOARD

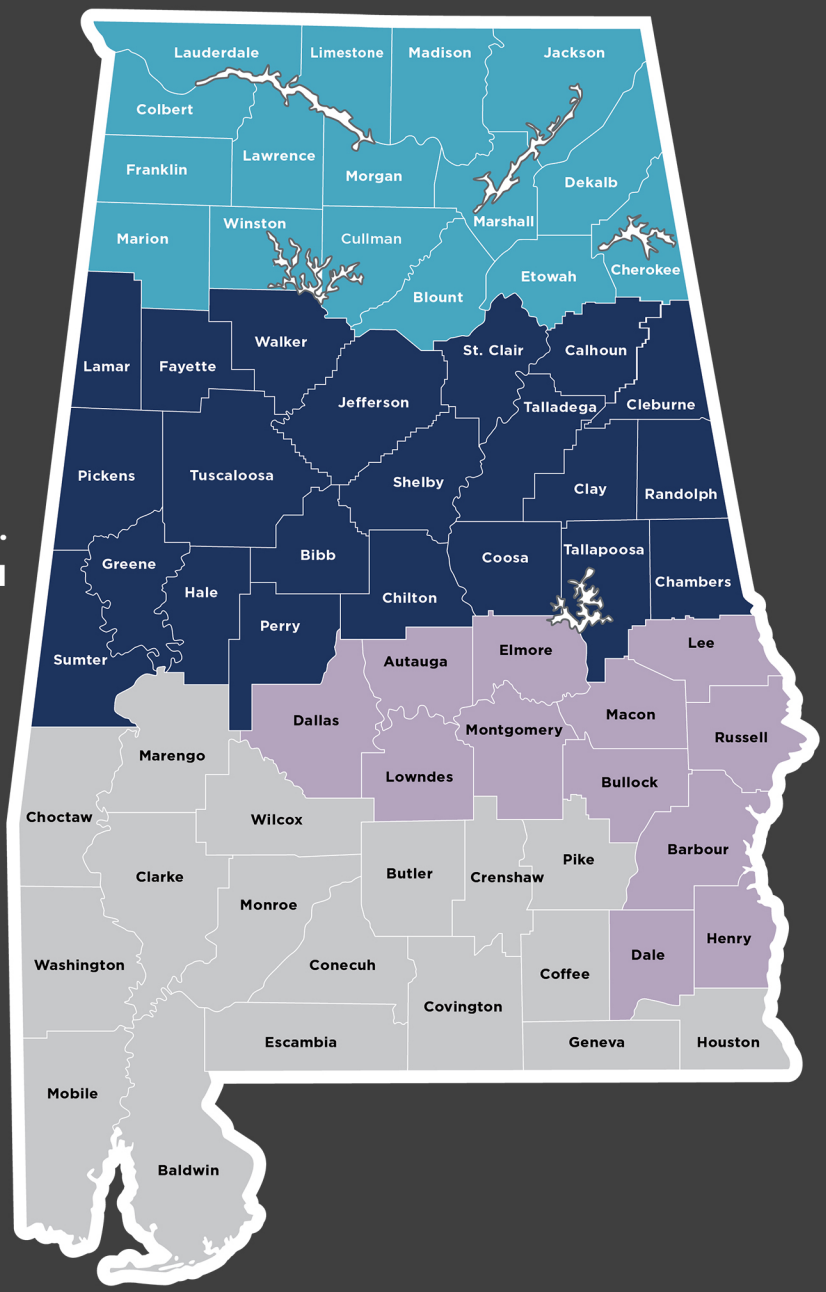
OCTOBER IS NATIONAL RETIREMENT SECURITY MONTH

Eighty-four percent of Americans say not having to rely on anyone else for money is important[1] — but it can be hard to know how to make goals like that a reality. In celebration of National Retirement Security Month (NRSM), here are two simple steps you can take to help improve your financial wellbeing today:

1. Meet with your local Retirement Plan Advisor – the AlabamaRetire Deferred Compensation Plan provides access to experienced financial professionals who can evaluate your full financial picture to help ensure you're on track to reach your short- and long-term goals.[2]

2. Use the financial tools and resources available through your AlabamaRetire Deferred Compensation Plan website at www.AlabamaRetire.com to help you create the life you want. Let your path to financial freedom start at the Empower Personal Dashboard™, your central hub for all your budgeting, planning, and retirement choices.

Financial wellness is an ongoing journey, and we are here to support you. This NRSM, make your financial well-being a priority and take steps to help create the financial future you want.



[1] Empower "The Great Decide" study, 2025.

[2] Point-in-time advice provided by an Empower representative may include savings, investment allocation, distribution, and rollover advice, including advice on consolidating outside retirement accounts. Point-in-time advice is provided by an Empower representative registered with Empower Financial Services, Inc. at no additional cost to account owners. There is no guarantee provided by any party that use of the advice will result in a profit. Empower refers to the products and services offered by Empower Annuity Insurance Company of America and its subsidiaries. This material is for informational purposes only and is not intended to provide investment, legal, or tax recommendations or advice.

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Borna Eslami | **Nick McKay**

Isaiah Hileman | **Trace Jordan**

ASK PERSONNEL

Let's talk about transcripts!

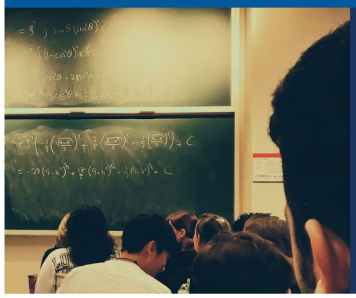
SUBMIT YOUR QUESTIONS TO NEWSLETTER@PERSONNEL.ALABAMA.GOV

How do I submit my transcript if the job class requires one?



Applicants must submit an official transcript for each accredited postsecondary academic institution attended. Original transcripts issued to students will be accepted. Applicants can upload their transcript when applying online through their OES Account. Also, photocopies of transcripts and faxed transcripts will be accepted. Information obtained from the internet will not be accepted.

Can I email my transcript?



You may request to have your school, or a third-party transcript service send your transcript directly to State Personnel Department at transcripts@personnel.alabama.gov. This email address is only for educational correspondence. Any emails sent to this address by an applicant will be discarded.

What is your policy on accepting degrees or college coursework from foreign universities?



Applicants with degrees from foreign countries are required to provide verification of their educational credentials for any classification in which their degree/coursework is needed to meet the minimum qualifications or to receive credit during the scoring process. Credential evaluation services are used to determine what a foreign degree is equivalent to in reference to a U.S. degree (Associates, BA, BS, Masters, etc.). These services can also provide course-by-course equivalencies as well. Currently, we are accepting credential evaluations from the following two services: Lisano International and World Education Services (WES).

Can I apply for a job requiring a college degree if I have not yet graduated?



It depends on the classification. Please review the job announcement, and it will indicate if an applicant may apply prior to graduation.

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

EMPLOYEES' SUGGESTION INCENTIVE PROGRAM (ESIP)

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ALABAMA'S
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NEWSLETTER

SPD LEADERSHIP

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Ask your supervisor about SPD Training Classes!

State Government Orientation

State Government Benefits

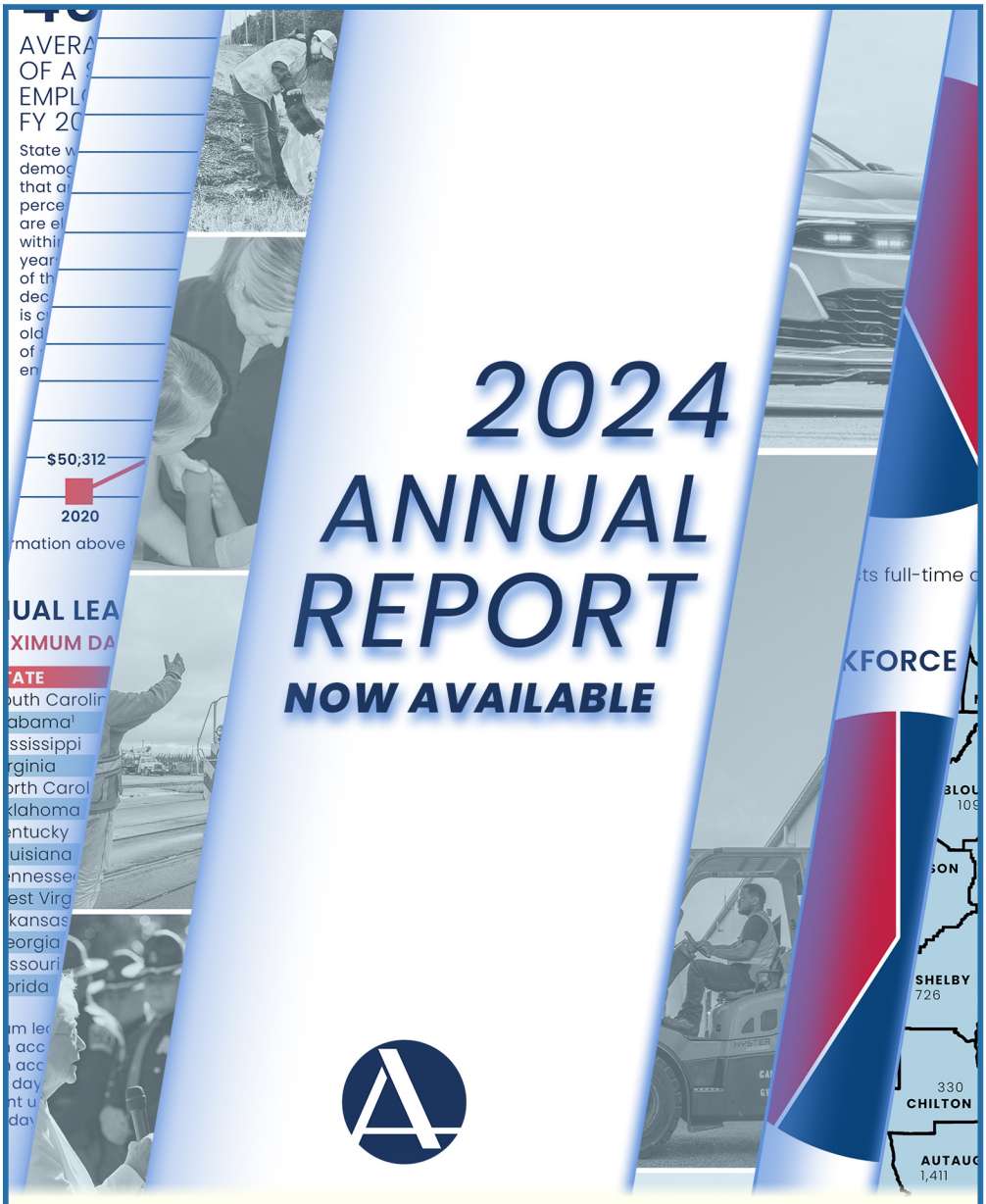
Discrimination & Harassment Free Workplace

Performance Appraisal

Progressive Discipline

and more!





The numbers are in, and the State of Alabama is demonstrably a great place to work! In addition to a generalized look at SPD and a celebration of state agencies, our Annual Report provides a holistic snapshot of the State of Alabama employee workforce. Helpful maps and charts break down information in a digestible manner and provide comparisons to other states. Explore on our website under the legal tab!