ALABAMA
STATE PERSONNEL DEPARTMENT









2025 ANNUAL REPORT


TOYOTA
TOYOTA
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NORTHEASTERN
DISTRICT
CELEBRATING
150 YEARS
ADPH

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, 2024, through September 30, 2025.

I would like to personally thank Mr. Myron Penn and Ms. Rachel Bunning for their service on the State Personnel Board. We welcome Ms. Carolyn Fair from Huntsville, who has been appointed by Speaker of the House Nathaniel Ledbetter. We also welcome Mr. Phil Webb from Heflin, who has been appointed by Lieutenant Governor Will Ainsworth.

The inaugural State of Alabama Agency Job Fair in April 2025 was a huge success! Numerous agencies attended, interacting with hundreds of attendees about career opportunities. I would like to express my appreciation to Secretary Greg Reed and the Department of Workforce for partnering with SPD and for their efforts in making the job fair a reality. We appreciate all the state agencies participating in this event to showcase the wide range of state career opportunities and the important work you do in service to the public.

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





2025 STATE OF ALABAMA AGENCY JOB FAIR

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

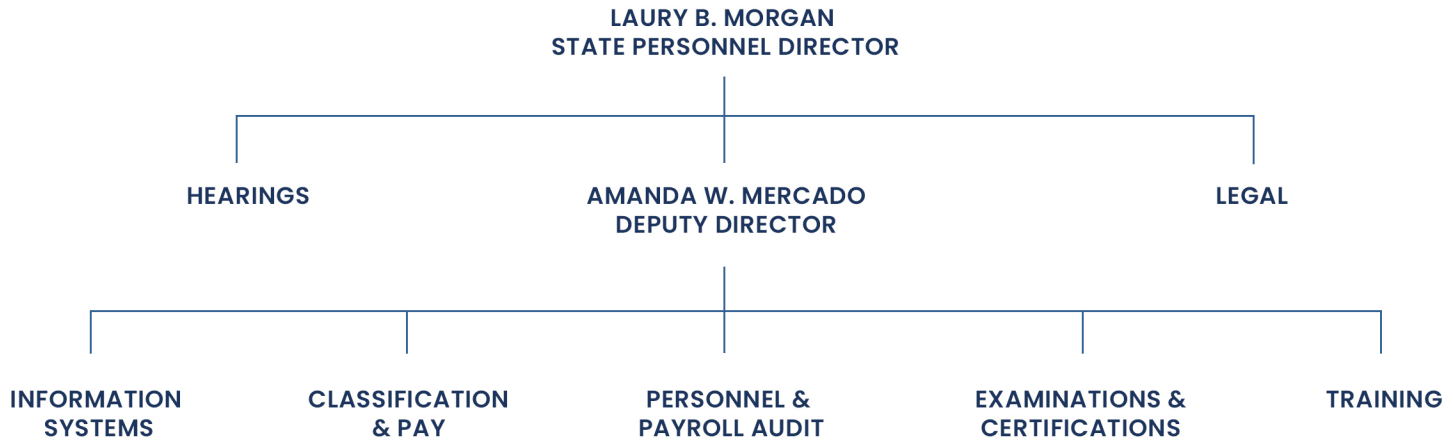
Ms. Fair, of Huntsville, serves as Director of Managed Care at Huntsville Hospital Health System. She was appointed to the Board by Speaker of the House Nathaniel Ledbetter.

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
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.

2025 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 2,522 position reviews.
- Created 29 new job classifications and abolished/designated as terminal 6 job classifications, bringing the number of job classifications in the State Classification Plan to 1,411.
- Conducted 50 salary reviews of job classifications.
  - These reviews included agency-specific classifications within the Alabama Historical Commission, Department of Public Health, Alabama Emergency Management Agency, Department of Transportation, and the Alabama Law Enforcement Agency.
  - These reviews also involved general classification series common to multiple agencies, including the Clerk, Administrative Support Assistant, and related series; Laboratory Technicians; Microbiologists; Grounds Workers; Eligibility Determination Assistants; and Police Communications Officers.

PERSONNEL AND PAYROLL AUDIT

- Assured that employees are properly identified in the payroll system and that all personnel actions are audited for correctness.
- Implemented a new statewide personnel/payroll system (HRM) to replace the original GHRS system.
- 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.
- Created the ability for agencies to access agency specific data in the HRM system by generating standardized reports.
- Maintained State employee personnel files in digital image and hard copy formats.
- Implemented pay plan changes in HRM approved by the State Personnel Board.
- Designed configurable validations to guide state agencies inputting employee data.

TRAINING AND RECRUITING

- 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 5,385 employees through 139 training programs.
- Offered training in traditional courses of Performance Appraisal, Progressive Discipline, Interview and Selection, Employment Law, Discrimination and Harassment Free Workplace, Family and Medical Leave Act and Americans with Disabilities Act Overview, State Government Orientation - Personnel, State Government Orientation – Benefits, Basics of Supervision, Dealing With Difficult People, Emotional Intelligence, Situational Management, 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.
- Partnered with two universities to ensure training content is accurate, relevant, and reflective of current trends and development.
- 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, conducted 92 recruitment, outreach, and engagement activities.
- Presented employment information at high schools, colleges, and universities to provide information about State jobs, State benefits, total compensation packages, and career trajectories.
- Attended job and career fairs to recruit job seekers, provide information about employment with the State of Alabama, and increase brand awareness.
- Conducted personalized career counseling with job seekers to identify opportunities and facilitate the application process.
- Hosted monthly recruiting meetings to collaborate with agency recruiters.
- Partnered with the Department of Workforce to host a career fair for State agencies.
- Maintained membership in the Alabama Association of Colleges and Employers to build relationships with Career Services staff across the state.

LEGAL

- Assisted and coordinated the legal activities of the Department and the Board.
- Implemented Paid Parental Leave per Act 2025-81.
- 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.
- Amended one State Personnel Board Rule and created a new State Personnel Board Rule regarding Paid Parental Leave.

ADMINISTRATIVE HEARINGS

- Conducted due process hearings for employees who appeal their dismissals or for claims of discrimination for non-merit factors.
- Resolved 27 appeals.
- Received 23 new appeals.
- Conducted 68 hearings for various State agencies and regulatory boards.
- Resolved appeals within an average of 1.09 months where no continuance was requested by the parties.

EXAMINATIONS AND CERTIFICATIONS

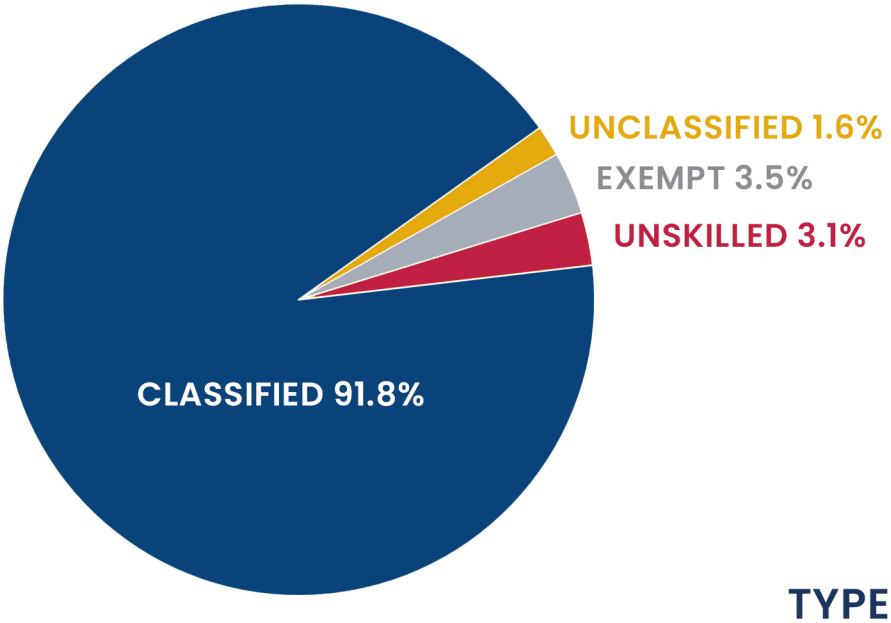
- Developed and administered tests and created employment registers to identify the best qualified, available applicants to fill job vacancies.
- Maintained employment registers and certified qualified persons to facilitate the filling of job vacancies.
- Produced and distributed 165 State job vacancy announcements.
- Reviewed 81,922 applications from individuals interested in State employment.
- Placed 34,772 eligible candidates on lists available to appointing authorities.
- Created and validated 1 new written examination and administered 3 assessment centers.
- Administered assembled examinations to 3,794 applicants and administered weekday examinations to 494 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 11 written examination centers throughout the State.
- Issued certifications containing the names of 258,737 applicants to operating agencies for employment consideration.
- Processed 6,147 appointments to fill positions within the Merit System.
- Issued registers to agencies on average within 7.7 hours of receipt of the Request for Candidates form.
- Processed appointments on average within 9.3 hours of the return of the Certification of Eligibles form.
- Assisted Training and Recruitment Division with recruiting outreach and engagement.

INFORMATION SYSTEMS

- Created, researched, and implemented technological advances to further the needs of the Department.
- Implemented virtualization and hardware upgrades, which include the enterprise-wide transition to VMware version 8.3.
- Implemented security frameworks and compliance updates that enhanced SPD security controls.
- In collaboration with OIT, enhanced endpoint protection by rolling out Microsoft Defender for Endpoint.
- Developed and implemented script modifications for advanced alerting.
- Continued development of report interface filed from the new server-based HRM system for SPD reporting.
- Collaborated with SBS to migrate all employee slips and label processing from the mainframe to a VMware server-based landing zone.
- Advanced the transition from the mainframe to the VMware server platform.
- Facilitated a study to select a new applicant tracking system for SPD.
- Rewrote the performance appraisal system to process on the VMware platform and created additional capabilities, which included enhancement to the annual raise process, ability to general probation CSV files, and the ability to manage multiple performance appraisal email list.
- Assisted in maintaining and enhancing the data housed on the HRM platform, which includes automating the processing of HRM slips, creating internal API for accessing HRM data, and creating features to handle extraction of report interface files from SPD CORE.
- Enhanced processing contracts.
- Redesigned and implemented new process for getting certificate of eligibles and applications to agencies via OneDrive.









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	3	0	5
Agricultural Museum Board	0	0	2	0	2
Agriculture & Industries	333	6	5	217	561
Alabama Law Enforcement Agency (ALEA)	1,385	3	11	0	1,399
Alcoholic Beverage Control Board	924	2	3	2	931
Architects Registration Board	1	1	2	0	4
Archives & History	73	2	0	0	75
Attorney General	123	36	3	0	162
Auditor	6	1	2	0	9
Banking	92	2	4	0	98
Child Abuse & Neglect Prevention	22	1	3	0	26
Chiropractic Examiners Board	4	2	0	0	6
Choctawhatchee, Pea & Yellow Rivers Watershed	1	1	1	0	3
Commerce	57	11	2	0	70
Conservation & Natural Resources	628	0	3	648	1,279
Corrections	3,435	8	56	0	3,499
Cosmetology & Barbering Board	23	1	2	1	27
Council on the Arts	12	2	2	0	16
Counseling Examiners Board	0	0	1	0	1
Court Reporting Board	0	1	0	0	1
Credit Union Administration	8	1	2	0	11
Crime Victims Compensation Commission	19	1	0	0	20
Dietetics/Nutrition Practice Examiners Board	2	2	0	0	4
Early Childhood Education	280	1	0	0	281
Economic & Community Affairs	162	2	3	0	167
Education	865	2	48	1	916
Educational Television Commission	38	1	3	0	42
Electrical Contractors Board	4	0	1	0	5
Emergency Management Agency	109	1	4	2	116
Environmental Management	590	1	0	0	591
Ethics Commission	10	1	3	0	14
Examiners of Public Accounts	211	3	2	0	216
Finance	343	3	4	48	398
Forensic Sciences	226	2	0	0	228
Foresters Registration Board	0	1	0	0	1
Forestry Commission	237	2	2	1	242
Funeral Services Board	3	4	1	0	8
General Contractors Licensing Board	15	1	0	0	16
Geological Survey	48	0	2	0	50
Governor	0	45	1	0	46
Governor's Mansion Authority	0	4	0	0	4
Health Planning & Development	10	1	0	0	11
Hearing Instrument Dealers Board	1	0	0	0	1
Heating, A/C & Refrigeration Contractors Board	10	2	1	0	13
Historical Commission	61	2	0	6	69
Home Builders Licensure Board	21	2	1	0	24
Home Medical Equipment Service Provider Board	1	0	0	0	1
Human Resources	4,131	2	3	0	4,136
Indian Affairs Commission	2	1	0	0	3
Insurance	181	2	5	0	188
Judicial Inquiry Commission	4	1	2	0	7
Liquefied Petroleum Gas Board	7	2	0	0	9
Manufactured Housing Commission	24	0	1	0	25

DISTRIBUTION OF EMPLOYEES BY TYPE

DEPARTMENT	CLASSIFIED	UNCLASSIFIED	EXEMPT	UNSKILLED	TOTAL
Massage Therapy Board	2	0	0	0	2
Medicaid Agency	634	1	2	0	637
Medical Cannabis Commission	0	0	7	0	7
Mental Health	655	1	703	0	1,359
Military	234	0	3	22	259
Nursing Board	71	3	1	0	75
Nursing Home Administrators Exam Board	0	1	0	0	1
Occupational Therapy Board	0	1	1	0	2
Office of Information Technology	112	0	7	0	119
Office of Minority Affairs	0	1	3	0	4
Oil & Gas Board	25	0	3	0	28
Onsite Wastewater Board	1	2	1	0	4
Pardons & Paroles	808	2	7	0	817
Peace Officers Annuity & Benefit Fund	1	1	1	0	3
Peace Officers Standards & Training Commission	4	1	2	0	7
Personnel	97	3	3	0	103
Physical Fitness Commission	1	1	2	0	4
Physical Therapy Board	2	1	1	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	6	1	1	0	8
Psychology Examiners Board	0	1	1	0	2
Public Education Employees' Health Insurance Board	11	20	0	0	31
Public Health	2,646	3	8	3	2,660
Public Library Service	33	0	0	0	33
Public Service Commission	55	6	4	0	65
Real Estate Appraisers Board	5	1	0	0	6
Real Estate Commission	31	4	0	0	35
Rehabilitation Services	810	2	2	0	814
Retirement Systems	110	215	1	0	326
Revenue	1,227	3	4	0	1,234
Secretary of State	32	3	4	0	39
Securities Commission	69	2	3	0	74
Security Regulatory Board	2	0	0	0	2
Senior Services	57	1	3	1	62
Social Work Examiners Board	1	1	1	0	3
Soil & Water Conservation Commission	5	1	3	0	9
Speech Pathology & Audiology Exam Board	1	1	0	0	2
State Employees' Insurance Board	32	10	2	0	44
State Port Authority/Docks	48	0	0	0	48
Surface Mining Commission	18	3	1	0	22
Tax Tribunal	0	3	2	0	5
Tourism	66	1	2	1	70
Transportation	4,269	5	3	10	4,287
Treasurer	23	1	2	0	26
Veterinary Medical Examiners Board	4	2	0	0	6
Veterans Affairs	27	0	2	0	29
Workforce	596	1	4	1	602
Youth Services	343	1	65	2	411
Totals	**27,931**	**487**	**1,060**	**966**	**30,444**

DISTRIBUTION OF EMPLOYEES BY DEPARTMENT | A FIVE YEAR COMPARISON

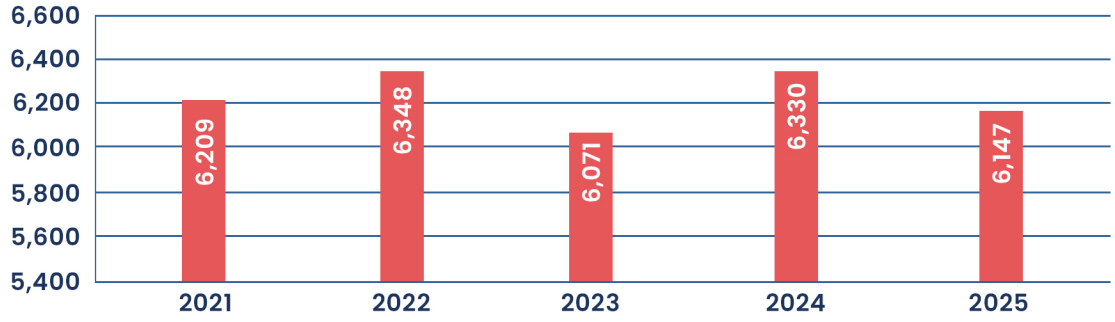
DEPARTMENT	2021	2022	2023	2024	2025
Ag & Conservation Development Commission	3	3	3	4	5
Agriculture Museum Board	2	2	2	2	2
Agriculture & Industries	545	519	489	532	561
Alabama Law Enforcement Agency (ALEA)	1,495	1,403	1,363	1,385	1,399
Alcoholic Beverage Control Board	878	869	935	950	931
Architects Registration Board	4	4	4	3	4
Archives & History	68	70	79	74	75
Attorney General	153	159	157	161	162
Auditor	8	8	9	9	9
Banking	97	94	95	94	98
Child Abuse & Neglect Prevention	20	25	25	24	26
Chiropractic Examiners Board	6	6	6	6	6
Choctawhatchee, Pea & Yellow Rivers Watershed	3	3	3	3	3
Commerce	73	74	77	77	70
Conservation & Natural Resources	1,123	1,115	1,172	1,194	1,279
Corrections	3,481	2,976	2,946	3,214	3,499
Cosmetology & Barbering Board	28	25	26	28	27
Council on the Arts	17	18	19	20	16
Counseling Examiners Board	3	4	2	2	1
Court Reporting Board	0	1	1	1	1
Credit Union Administration	11	11	11	11	11
Crime Victims Compensation Commission	23	19	22	23	20
Dietetics/Nutrition Practice Examiners Board	2	3	2	2	4
Early Childhood Education	214	229	253	270	281
Economic & Community Affairs	145	146	169	171	167
Education	807	808	880	864	916
Educational Television Commission	38	34	36	37	42
Electrical Contractors Board	1	1	2	1	5
Emergency Management Agency	92	92	99	108	116
Environmental Management	580	576	587	592	591
Ethics Commission	16	15	14	15	14
Examiners of Public Accounts	180	191	195	203	216
Finance	378	375	404	388	398
Forensic Sciences	211	219	220	229	228
Foresters Registration Board	1	1	1	1	1
Forestry Commission	235	232	247	262	242
Funeral Services Board	4	4	6	7	8
General Contractors Licensing Board	15	15	14	12	16
Geological Survey	51	46	47	46	50
Governor	57	45	53	51	46
Governor's Mansion Authority	6	7	7	6	4
Health Planning & Development	11	13	12	11	11
Hearing Instrument Dealers Board	1	1	1	1	1
Heating, A/C & Refrigeration Contractors Board	11	12	12	12	13
Historical Commission	64	68	67	71	69
Home Builders Licensure Board	20	20	21	23	24
Home Medical Equipment Service Provider Board	0	0	0	1	1
Human Resources	3,850	3,767	3,709	3,852	4,136
Indian Affairs Commission	3	3	3	3	3
Insurance	155	154	159	175	188
Judicial Inquiry Commission	7	7	7	7	7
Liquefied Petroleum Gas Board	10	9	8	10	9
Manufactured Housing Commission	25	25	22	25	25
Massage Therapy Board	1	1	2	0	2

DISTRIBUTION OF EMPLOYEES BY DEPARTMENT | A FIVE YEAR COMPARISON

DEPARTMENT	2021	2022	2023	2024	2025
Medicaid Agency	593	585	618	621	637
Medical Cannabis Commission	0	5	7	7	7
Mental Health	1,130	1,029	1,124	1,263	1,359
Military	283	271	271	262	259
Nursing Board	60	59	64	68	75
Nursing Home Administrators Exam Board	1	1	1	1	1
Occupational Therapy Board	2	2	2	2	2
Office of Information Technology	116	117	111	112	119
Office of Minority Affairs	0	4	3	5	4
Oil & Gas Board	28	26	25	28	28
Onsite Wastewater Board	4	5	4	4	4
Pardons & Paroles	807	780	784	804	817
Peace Officers Annuity & Benefit Fund	3	3	3	3	3
Peace Officers Standards & Training Commission	5	5	5	5	7
Personnel	99	99	98	99	103
Physical Fitness Commission	3	3	3	3	4
Physical Therapy Board	2	3	4	4	4
Plumbers & Gas Fitters Exam Board	16	17	15	13	15
Polygraph Examiners	2	1	1	1	1
Professional Bail Bonding Board	1	1	1	1	1
Professional Engineers Registration Board	8	9	8	9	8
Psychology Examiners Board	2	2	2	2	2
Public Education Employees' Health Insurance Board	33	31	35	34	31
Public Health	2,593	2,563	2,630	2,681	2,660
Public Library Service	37	36	36	31	33
Public Service Commission	63	65	63	63	65
Real Estate Appraisers Board	9	8	8	7	6
Real Estate Commission	37	36	35	34	35
Rehabilitation Services	795	770	786	798	814
Retirement Systems	308	317	316	320	326
Revenue	1,147	1,122	1,132	1,210	1,234
Secretary of State	39	39	41	41	39
Securities Commission	60	61	62	69	74
Security Regulatory Board	0	1	2	3	2
Senior Services	48	49	57	60	62
Social Work Examiners Board	4	4	3	3	3
Soil & Water Conservation Commission	6	8	7	8	9
Speech Pathology & Audiology Exam Board	2	2	1	1	2
State Employees' Insurance Board	54	52	50	46	44
State Port Authority/Docks	153	161	152	158	48
Surface Mining Commission	24	24	23	22	22
Tax Tribunal	4	6	6	6	5
Tourism	71	67	69	67	70
Transportation	4,308	4,195	4,240	4,280	4,287
Treasurer	32	30	27	26	26
Veterinary Medical Examiners Board	5	5	5	4	6
Veterans Affairs	34	29	29	29	29
Women's Commission	1	0	1	1	0
Workforce	727	742	760	741	602
Youth Services	382	359	372	397	411
Totals	**29,373**	**28,336**	**28,807**	**29,730**	**30,444**

RECRUITMENT & SELECTION

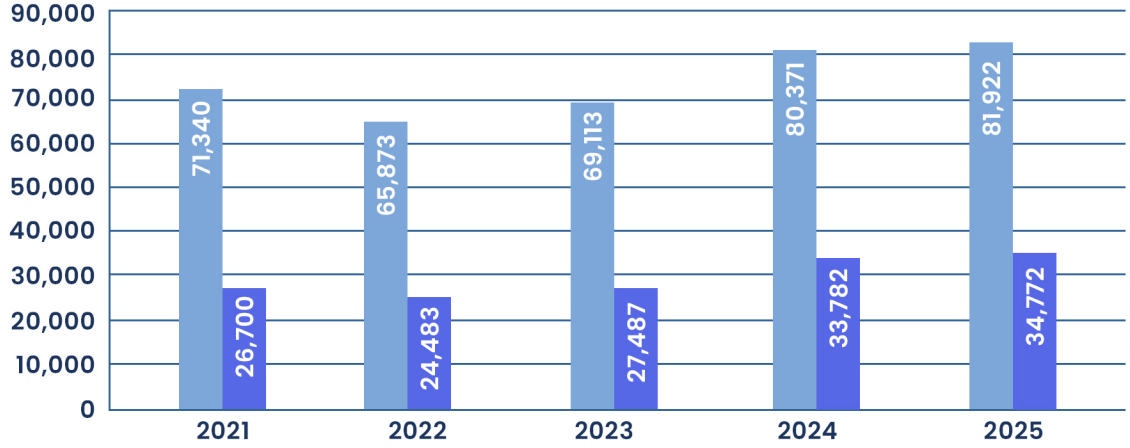
APPLICANTS APPOINTED



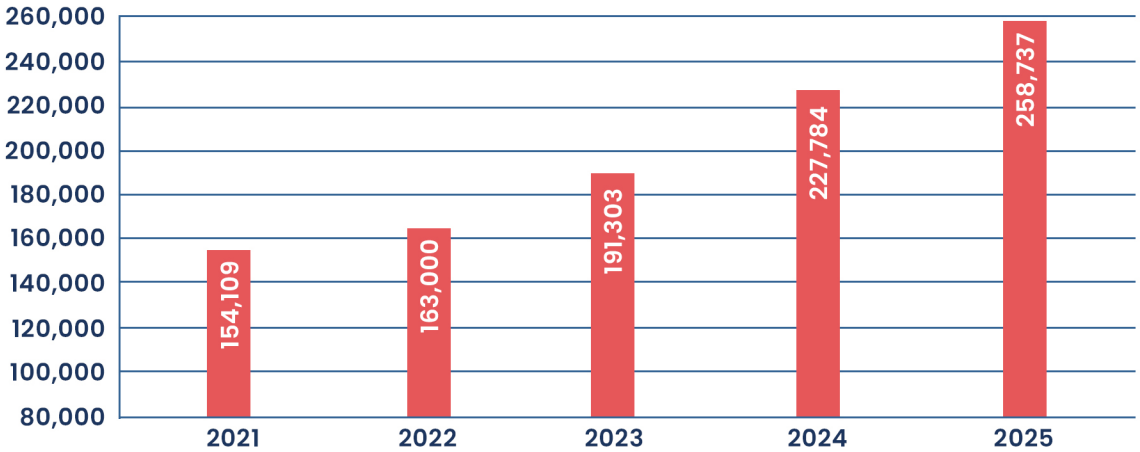
APPLICANTS INFORMATION

APPLICATIONS PROCESSED

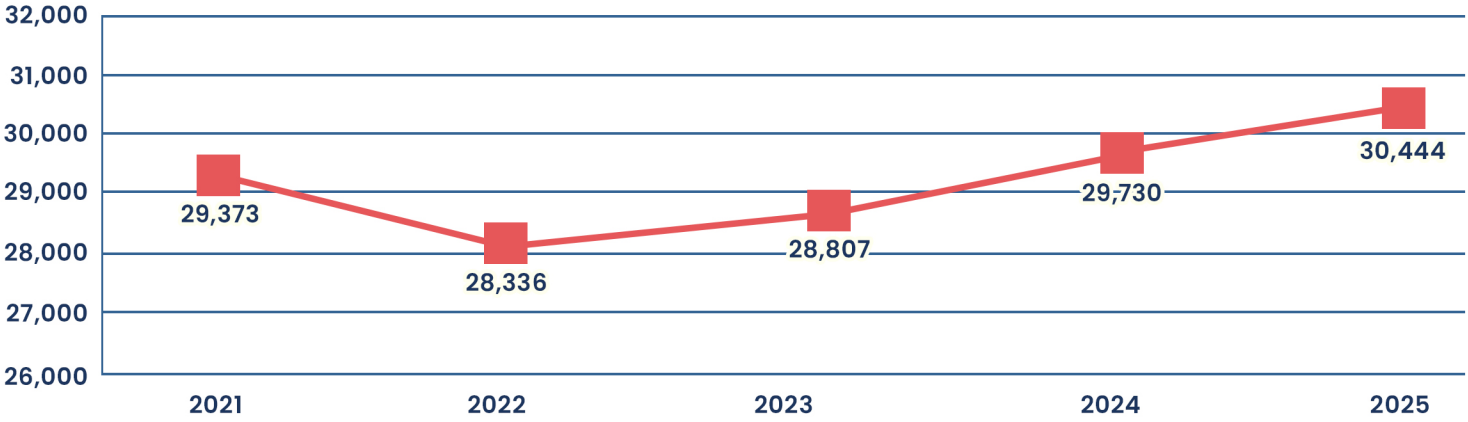
APPLICATIONS PLACED ON REGISTER

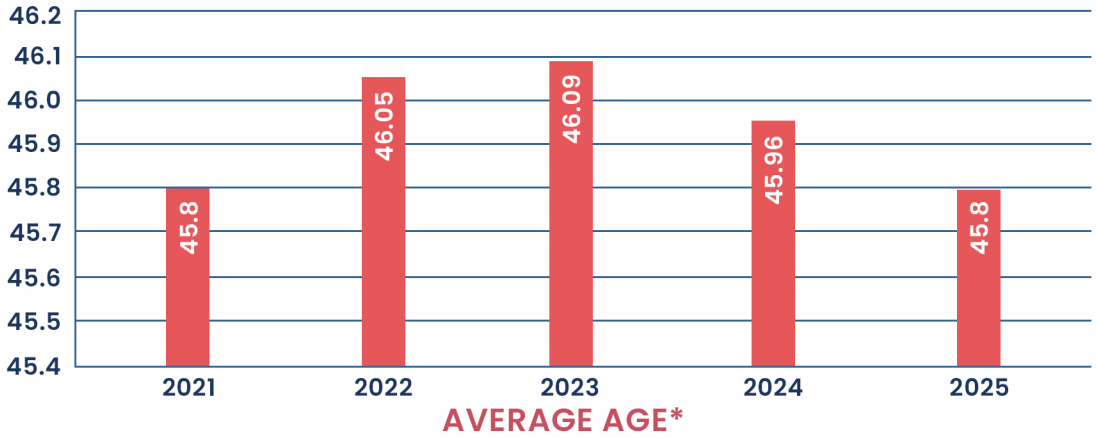


NAMES CERTIFIED TO AGENCIES



TOTAL NUMBER OF EMPLOYEES IN FY 2025: 30,444



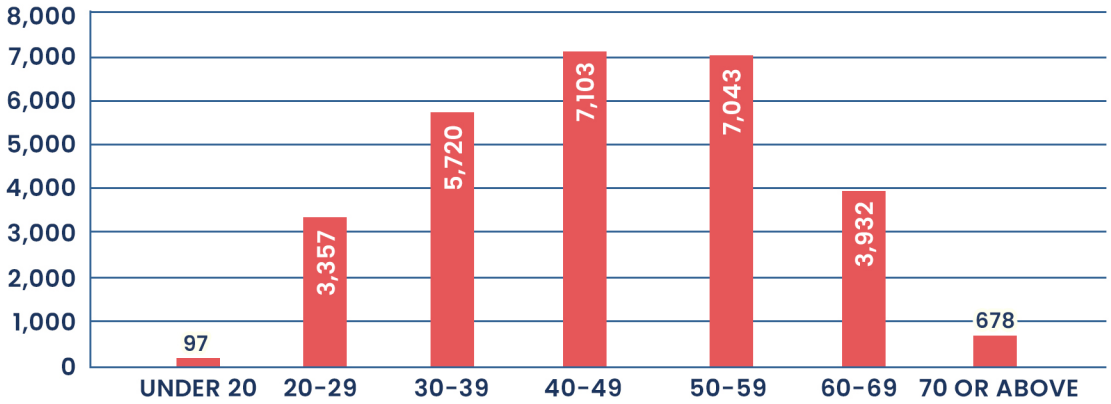


AVERAGE AGE*

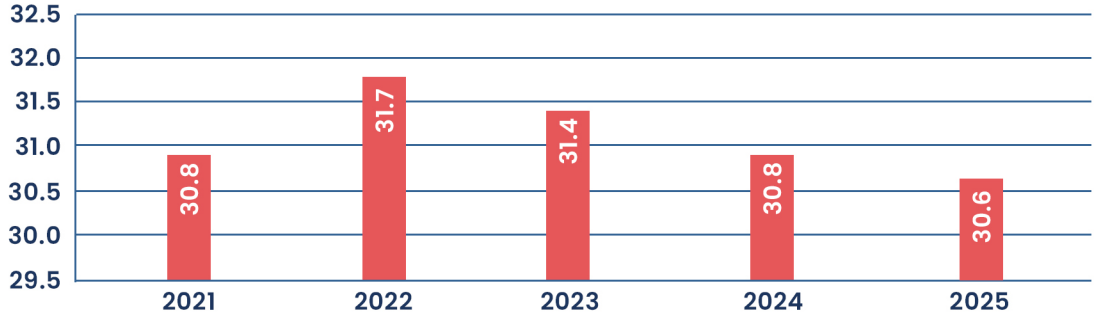
45.8

AVERAGE AGE OF A STATE EMPLOYEE IN FY 2025

State workforce demographics reveal that approximately 30.6 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 45.8 years old. The average years of service for all State employees is 11.20 years.



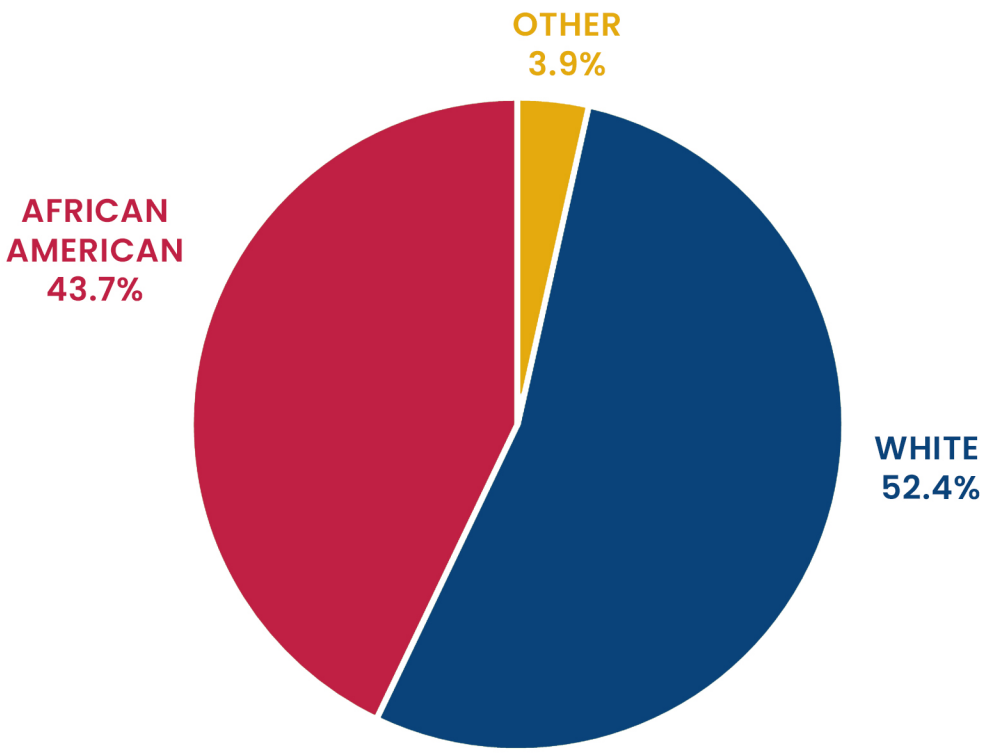
STATE EMPLOYEES BY AGE*



PERCENTAGE OF EMPLOYEES ELIGIBLE TO RETIRE WITHIN 5 YEARS*

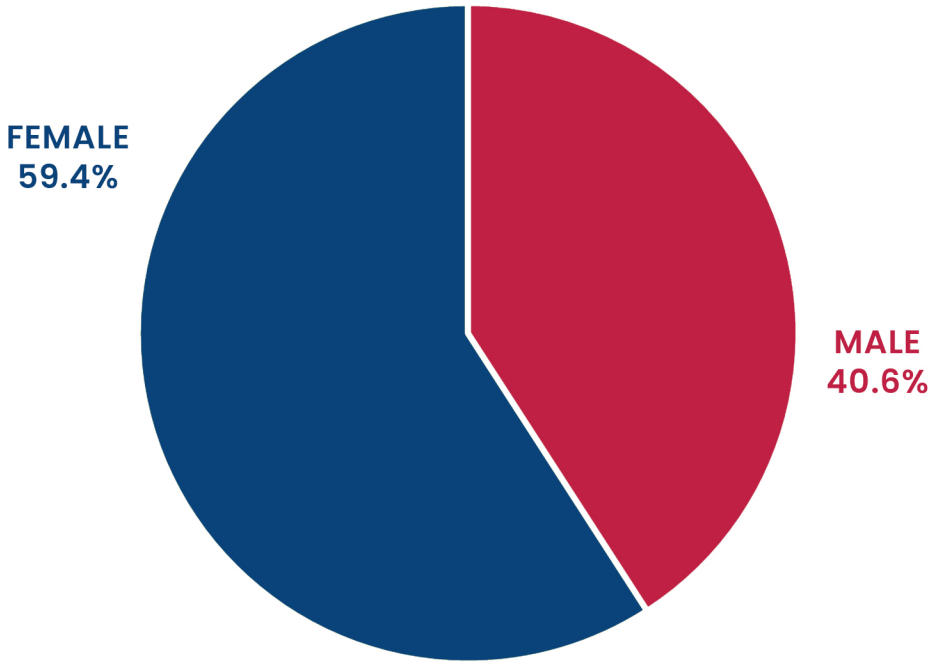
* The data in these charts exclude part-time, temporary, unclassified, exempt (except Mental Health exempt), and hourly Form 8 employees.

STATE WORKFORCE BY RACE



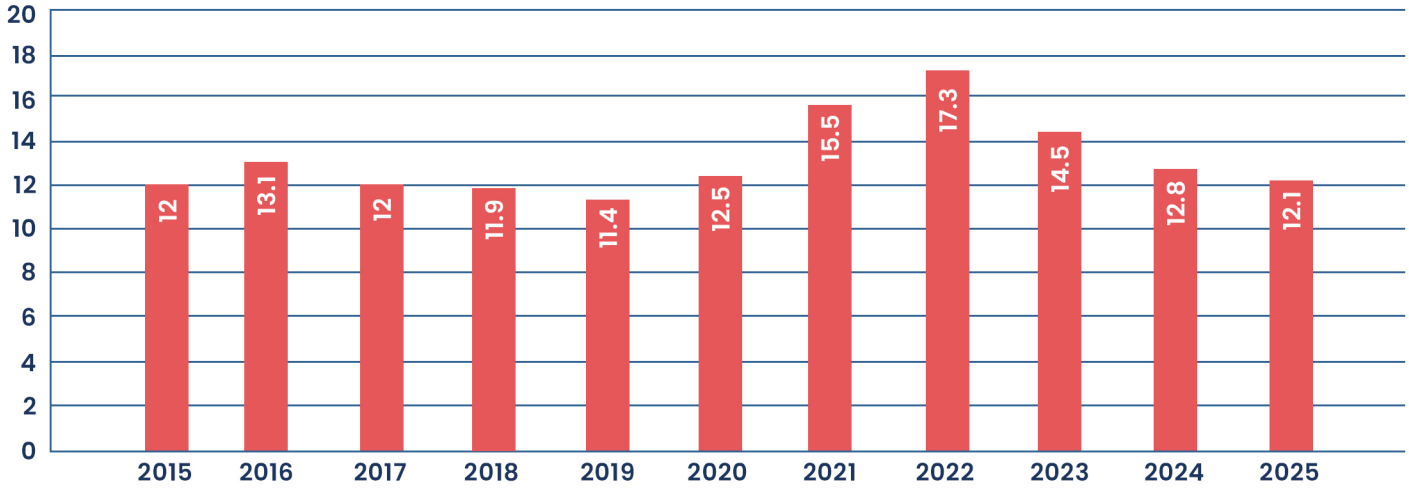
The data in this chart reflects full-time classified employees.

STATE WORKFORCE BY GENDER

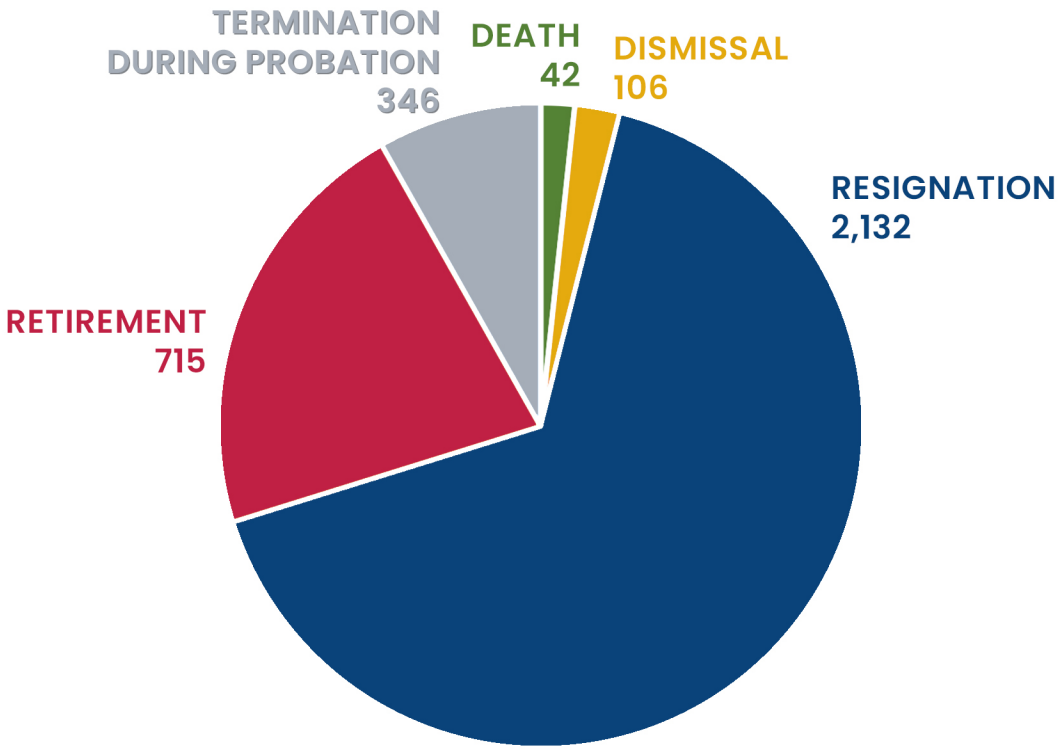


The data in this chart reflects full-time classified employees.

TURNOVER RATE - TOTAL SEPARATIONS

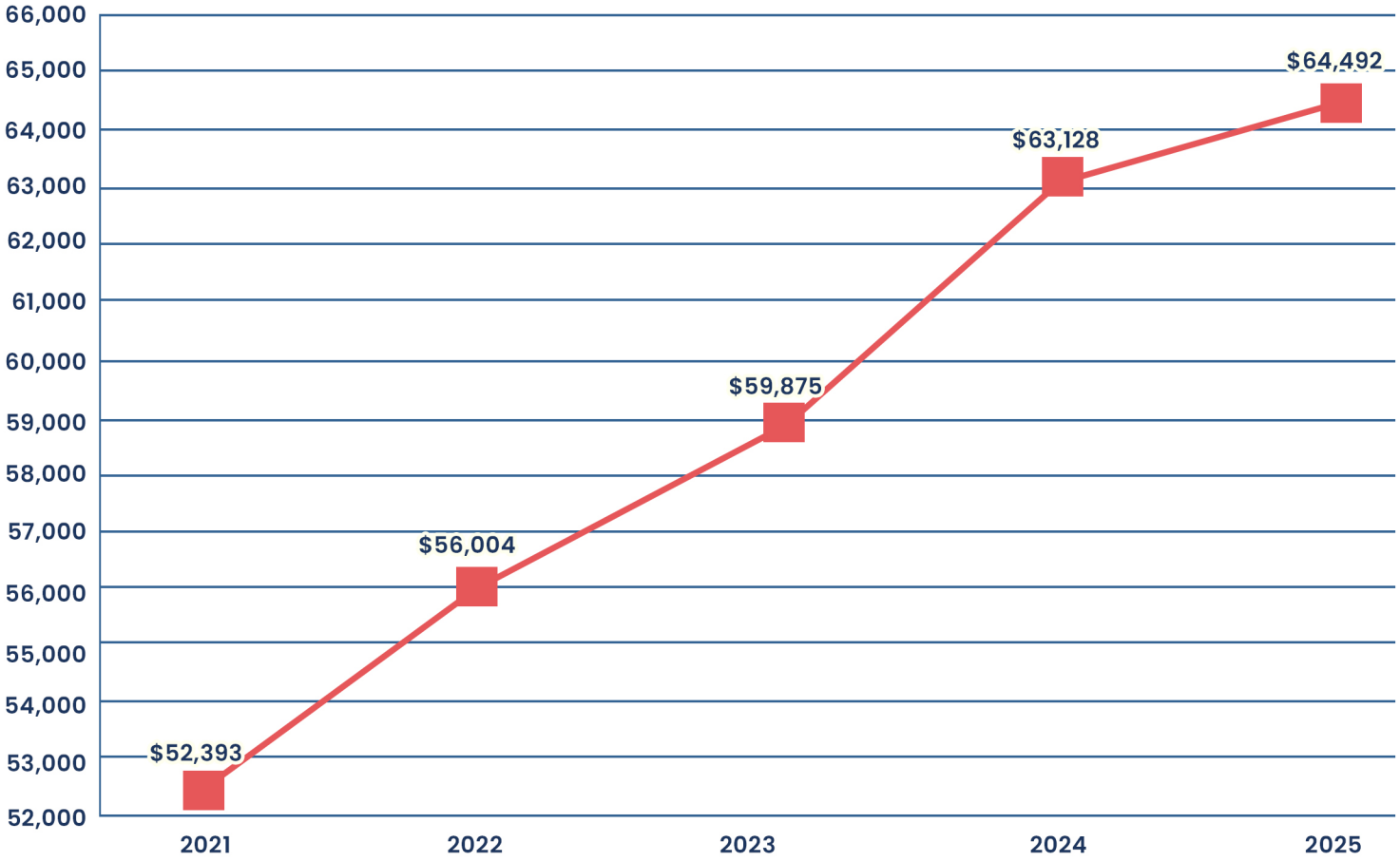


The data in this chart excludes part-time, temporary, unclassified, exempt (except Mental Health exempt), and hourly Form 8 employees.



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

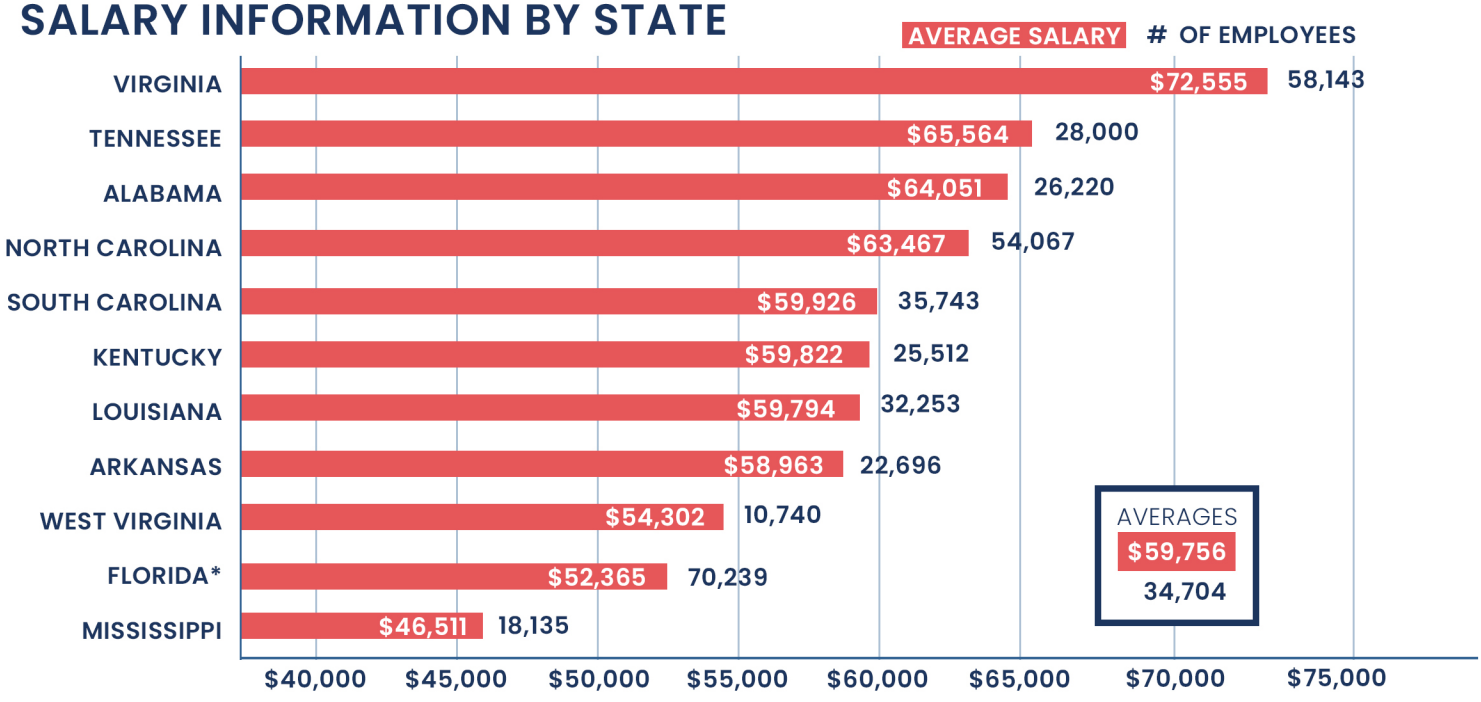
MAXIMUM ACCUMULATION ALLOWED

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 2025, 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 2026 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	14
Georgia[2]	13
Missouri	13
South Carolina	13
West Virginia	13
Kentucky[3]	12.5
North Carolina	12
Tennessee	12
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.

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TOTAL EMPLOYEES USED PAID PARENTAL LEAVE FROM 10/1/24 – 9/30/25 (FY 2025)

Act 2025-81, created the new benefit of Paid Parental Leave for state employees. This law became effective July 1, 2025, therefore there was only three months of FY 2025 that employees could utilize PPL.

PHOTO CREDITS:

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ALABAMA
STATE PERSONNEL DEPARTMENT
ANNUAL REPORT 2025

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