ALABAMA'S
STATE PERSONNEL NEWSLETTER
OCTOBER 2026 • VOL. 20 ED. 3

A MESSAGE FROM SPD DIRECTOR **LAURY MORGAN**

Dear State of Alabama Employees,

The big day is finally here! After months of planning, coordination, and hard work from every division at the State Personnel Department, I'm excited to present our brand-new job application platform and website. It's a new day for both SPD and State of Alabama applicants as our efforts to streamline for success come to fruition.

Taking a look around our new website and job application platform, you'll immediately notice comprehensive changes. We've designed with usability and accessibility in mind, testing across many devices to remove barriers at every step for applicants applying for jobs and developing their career goals. We've also partnered with NEOGOV to streamline the application process, bringing Alabama in line with top-tier state government platforms.

Innovation like this didn't happen overnight. I want to extend my heartfelt gratitude to every SPD employee whose dedication and commitment have brought this vision to life. I'd also like to thank the members of the State Personnel Board for their confidence in us during this process. Finally, this wouldn't be possible without the dedication of State of Alabama employees. Your hard work makes Alabama a great place to live, and our ultimate goal at SPD is to serve you and those pursuing careers in our state workforce.

OUR PURPOSE

SERVE | SERVE ALABAMA CITIZENS BY RECRUITING, CULTIVATING, AND SUPPORTING A MISSION-READY WORKFORCE GROUNDED IN MERIT, INTEGRITY, AND PUBLIC TRUST.

PARTNER | PARTNER WITH STATE AGENCIES TO PROVIDE TIMELY, EFFICIENT, AND EFFECTIVE SERVICES AND SOLUTIONS.

STRENGTHEN | STRENGTHEN STATE GOVERNMENT THROUGH RESPONSIVE, ADAPTABLE, AND STRATEGIC PERSONNEL PRACTICES.

ATTRACT | ATTRACT TOP TALENT TO STATE SERVICE BY DEVELOPING AND PROMOTING COMPETITIVE AND MEANINGFUL CAREER PATHWAYS.

COMING UP!

OCT. 31	NOV. 11	NOV. 26	NOV. 27	DEC. 01
WELLNESS SCREENING DEADLINE	VETERANS' DAY	THANKSGIVING	FRIDAY AFTER THANKSGIVING	MRS. ROSA L. PARKS DAY
	STATE HOLIDAY	STATE HOLIDAY	STATE HOLIDAY	COMMEMORATION ONLY

WHAT'S INSIDE?


Tour of the New Site



Creating an Account

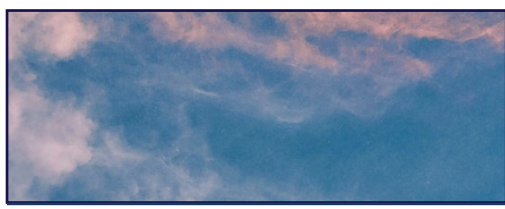

Applying for Jobs



Promotional Opportunities



What's Changed?


Applicant Workshop

LET'S SHOW YOU AROUND THE NEW WEBSITE!

Welcome to the new home of SPD's online presence!

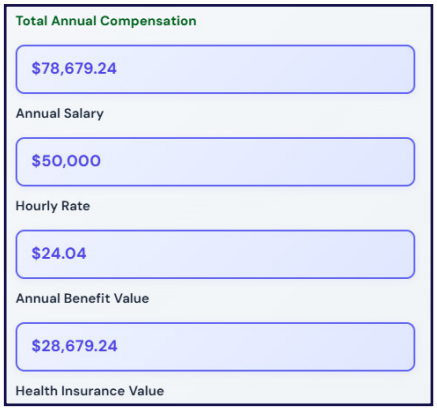
Let's skip right to the good part. With our new NEOGOV application platform, we've made applying for jobs easy! You can access it in multiple locations on the site using the Apply Now buttons.



We hope you get right to exploring, but let us show you a few more great new features!

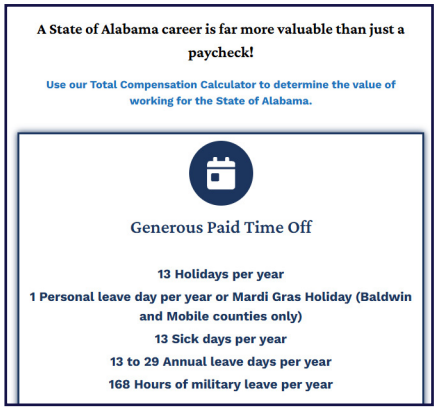
TOTAL COMPENSATION CALCULATOR

With this tool, you can easily find out how much your state employment is worth by simply adding your salary or hourly rate.



EXPLORE YOUR STATE EMPLOYEE BENEFITS

Your State of Alabama career is far more valuable than just a paycheck, and this section details its many perks.



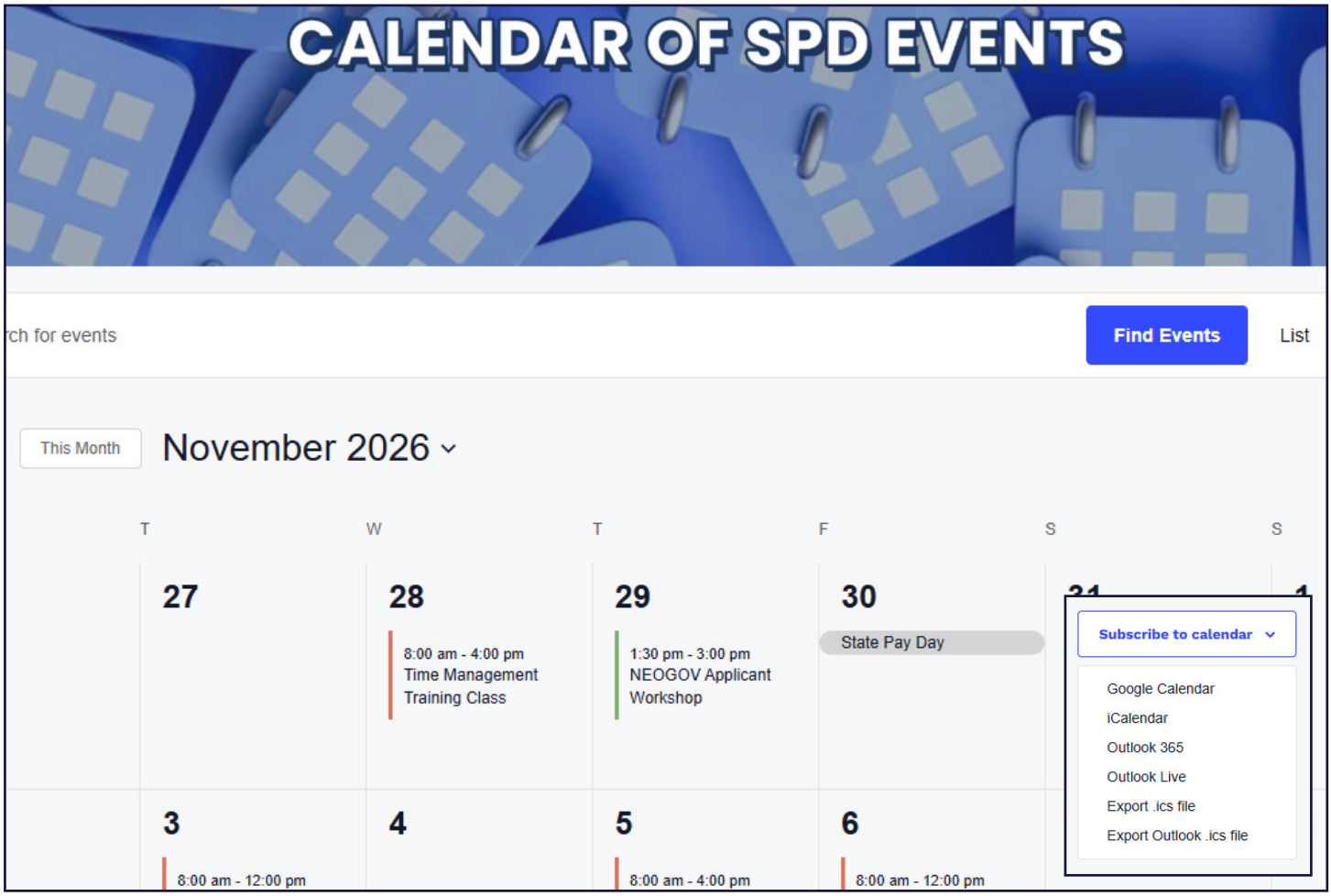
MILITARY SPOUSE TRANSITION NETWORK

SPD is proud to participate in this wonderful resource to help military spouses find high-quality state careers.



ENHANCED SPD CALENDAR YOU CAN TAKE ON THE GO

With our enhanced calendar, you'll easily be able to stay on top of SPD events, job fairs, training classes, and more! You can even add events to your personal calendar.



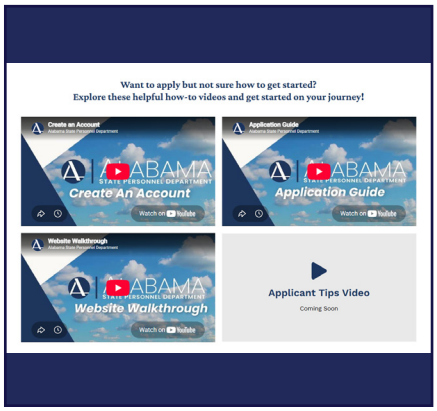
STATE EMPLOYEE NEWSLETTER ARCHIVE

A highly requested feature, an online archive of previous editions of Alabama's State Personnel Newsletter is now available.



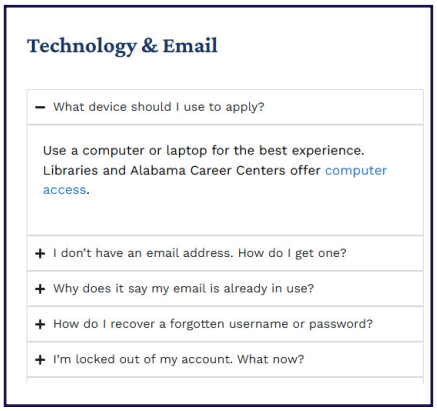
APPLICANT VIDEO GUIDES

Quick videos will get you started exploring careers and using our new application system and website in no time.



FREQUENTLY ASKED QUESTIONS (FAQS)

With all the exciting changes on our site and job platform, you can get answers to your questions instantly.



HOW TO APPLY FOR JOBS USING NEOGOV



First, you'll need to create an account with NEOGOV to apply for any jobs that might interest you.

From the main page of the website, click Apply Now. This will take you to the NEOGOV platform.

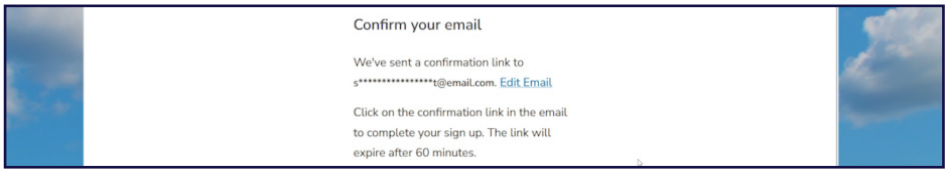
From there, you'll need to click Sign In followed by Sign Up.

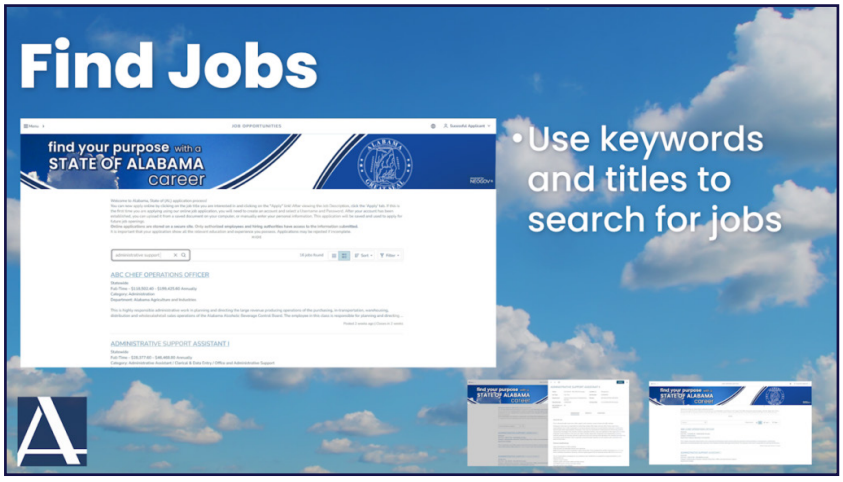
To create an account, you'll need to provide an email address, a username, and a password.

The last step is to check the email you've provided for a message from NEOGOV asking you to verify your account.

After creating an account with NEOGOV you'll be able to apply for jobs, and it's easier than ever before. Here's a step by step guide to help you get familiar with the process.







Step 1: Use Keywords and Titles to find and select the job you're looking for. You can also browse the job listings though not everything will be open for application. Is the job you're looking for closed to applications? Sign up for notifications for job openings when they become available!
Remember, you won't be able to apply without an account.

Step 2: Apply online using NEOGOV's intuitive application system by following the prompts to provide your information. This includes your Personal Information, Work History, Education, and References, as well as attachments. After answering a few questions, you will be able to review your application information and submit it.

Remember, NEOGOV will not allow you to submit an application until all of the prompts have been completed.



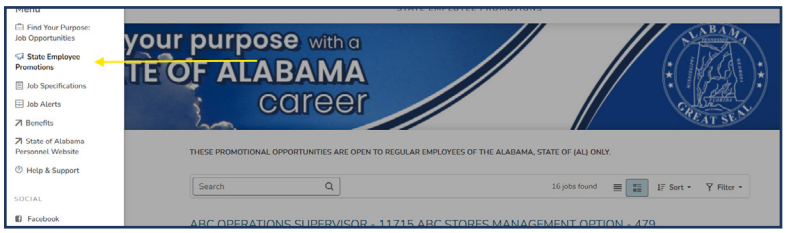


Step 3: When you've completed an application, you can check the status by using the drop down menu under your name and clicking Applications.
Under the Submitted status, you can see more information about the job(s) you've applied for and keep up with your application as it moves through the review process.

If you have to pause while filling out an application, or miss something in a prompt, you can pick up where you left off by checking the Incomplete status, to see what is still required.



Check out what promotional opportunities may be available to you as a state employee on our website.
On our website, when you click the Job Seekers tab, you'll find the Promotional Opportunities in the drop-down menu. These postings are the jobs available to current State of Alabama employees who meet the requirements of the job class. Can't find what you're looking for? You can sign up for email notifications, so you know when the job becomes available.



GIVE YOUR RAISE A RAISE

ALABAMARETIRE
STATE PERSONNEL BOARD

A 2% cost-of-living increase arrived on October 1, and it could be a great time to boost your future savings, too.

Consider putting a small portion of your increase into your AlabamaRetire 457 Deferred Compensation Plan. Even a little more each paycheck can make a meaningful difference over time thanks to the potential for compound growth.

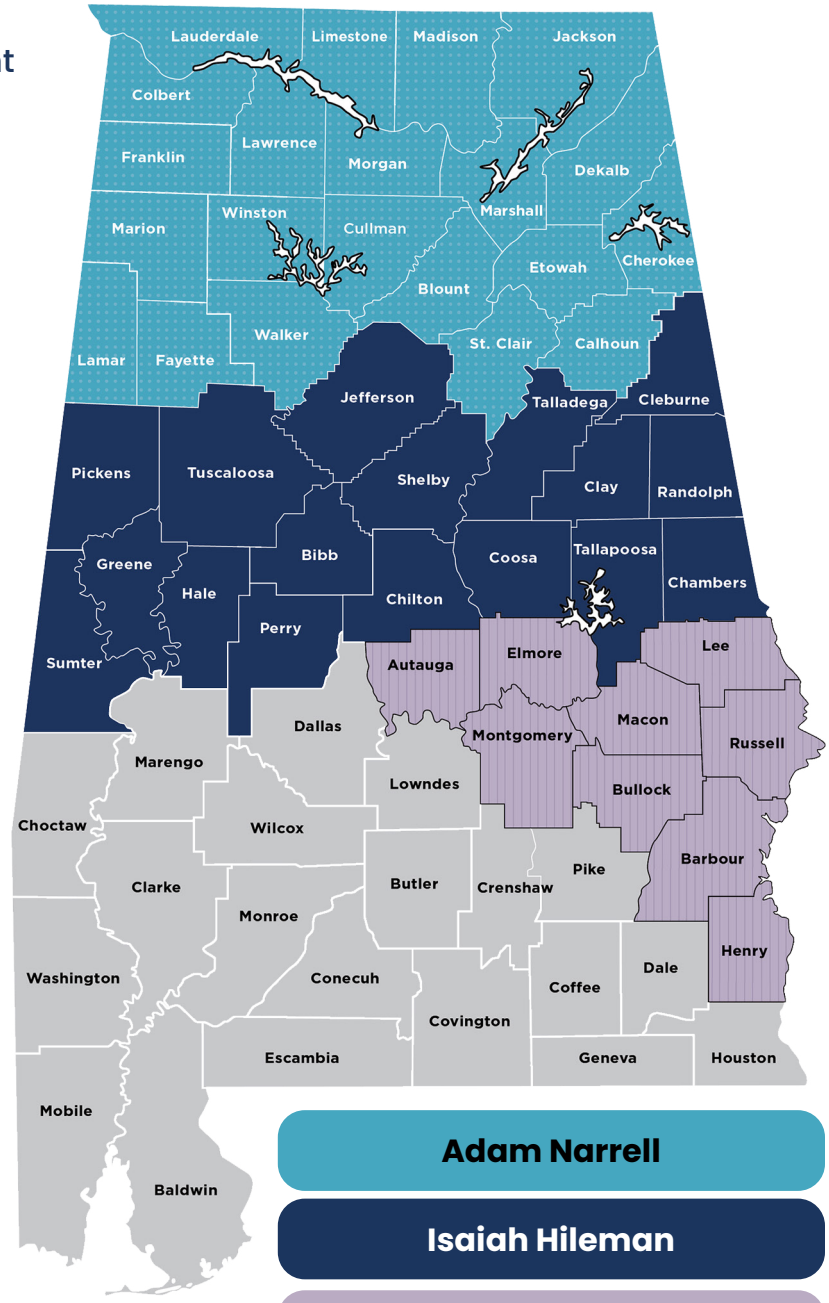
Make the most of your increase

Already enrolled in the AlabamaRetire 457 Deferred Compensation Plan? You can log in at www.alabamaretire.com and schedule a contribution increase to take effect on a future date.

Not enrolled yet? Your local Retirement Plan Advisor can help you get started, answer your questions and walk you through the enrollment process.

Take one small step for your future:

Visit www.alabamaretire.com to schedule an increase, or use the map below to connect with your local Retirement Plan Advisor. A little more saved today can go a long way tomorrow.



Adam Narrell

Isaiah Hileman

Nick McKay

Trace Jordan

To learn more, meet with your local Retirement Plan Advisor for the AlabamaRetire Deferred Compensation Plan today. If you're not enrolled in the Plan, they can help you get started.

AlabamaRetire.com
877-313-2262

Click here or scan the QR code to set up a one-on-one appointment.

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WHAT'S CHANGING FOR STATE OF ALABAMA APPLICANTS?

The Alabama State Personnel Department is modernizing its application process to better connect job seekers with employment opportunities across state government. Here's what you need to know!

How will I apply for State of Alabama jobs?

All applications through the new NEOGOV system must be submitted online. You will need an email address and a NEOGOV account to apply for available positions.

Can I just submit a resume rather than filling out an online application?

No. Include relevant education, work experience, duties, and qualifications directly in your application.

Will job postings look different?

Yes. You may see multiple postings for the same job classification, postings for a specific department, or postings covering multiple departments at one location. This helps provide clearer information about actual available opportunities.

Will jobs remain open continuously?

Not necessarily. Even postings identified as "continuous" will not remain open indefinitely. Opening and closing dates will reflect recruitment needs. Check opportunities regularly and apply when the job classification is accepting applicants.

How will I know where job vacancies are available?

Many jobs that were previously posted statewide will now be advertised for specific geographic locations. This will make it easier for you to identify job opportunities in areas where you are willing to work. It will also help streamline the hiring process by better matching applicants with available positions. We encourage you to check job postings regularly for new opportunities in your preferred locations!

If I was placed on a register under the old system, can I still be appointed from that register?

No registers were carried forward from the previous application system. All applicants, including those previously placed on a register, must reapply as jobs are posted in NEOGOV to be considered for new opportunities. Placement on an old register does not carry over to the new system.

Can I apply for more than one position?

Yes. You may apply to multiple postings, including different postings for the same classification. Review each announcement carefully and apply separately for each opportunity that interests you.

Can I submit a paper application?

Applications through NEOGOV must be submitted online. Please contact the State Personnel Department if you need assistance.

EMPLOYEES' SUGGESTION INCENTIVE PROGRAM (ESIP)

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.

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FOLLOW SPD ON:

personnel.alabama.gov

CONTACT US:

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personnel.alabama.gov

How often can I reapply?

Applicants may only apply once for job postings open for 6 months or less. For job postings open more than 6 months, applicants may reapply 6 months after initial application.

What happens after I submit my application?

Your application will be evaluated to determine if you meet the requirements. If you meet the minimum qualifications, you will be evaluated and placed on the eligible list.

Why is State Personnel making these changes?

To make hiring more efficient, transparent, and responsive to agency needs while giving applicants clearer information about employment opportunities.

How can I check my ranking on a register?

Go to the Check Your Job Ranking page on the SPD website and complete the required information. Your email address must match the one used in your NEOGOV account.

What should I do if I don't see the job I want to apply for posted?

Job opportunities are updated regularly. We encourage you to visit our website often to view new job listings. If you are interested in being notified when a particular job class is open for application, please visit our job application platform and select the "Menu" button in the top left corner. Then select "Job Specifications" and search for the job class you're interested in. Click "Subscribe," then add your name and email address.

Why don't I see as many job postings as I did before?

Under our previous system, jobs often remained posted continuously, sometimes even if there were no immediate openings. With the new system, job postings will better reflect available opportunities for job applicants. As we continue to roll out the new system, we are working with agencies to prioritize their most immediate hiring needs. More job opportunities will be added as we move forward in the new system, so we encourage you to check back often for new postings.

WANT TO LEARN MORE ABOUT THE NEW APPLICATION PLATFORM?

WE'LL BE WALKING THROUGH EVERY STEP OF THE NEW APPLICATION PROCESS.

JOIN US VIRTUALLY!

