



State of Alabama Personnel Department
64 North Union Street
Montgomery, AL 36130-4100
Phone: (334) 242-3389 **Fax:** (334) 242-1110
www.personnel.alabama.gov
Continuous Announcement

RETIRED STATE EMPLOYEE – 11903

GENERAL OPTION - 003

Salary: Payrate cannot exceed hourly equivalent of base salary at time of retirement
Starting salary upon initial appointment to the merit system may be based on various factors.

Announcement Date: January 30, 2013

Revised Date: September 13, 2023

JOB INFORMATION

The hourly, conditional Retired State Employee classification is used by various agencies to reemploy individuals who have retired from the State of Alabama. To be eligible for this classification, you must be a State retiree currently receiving retirement benefits from the Employees' Retirement System, the Teachers' Retirement System, or the Judicial Retirement System. The salary of a person appointed to this classification cannot exceed the hourly rate paid to the employee at the time of his/her retirement. Also, the salary must be an hourly equivalent of a semi-monthly rate in the State Pay Plan. Individuals appointed to this classification do not earn benefits and can be separated from employment at the discretion of the agency.

Compensation earned by Retired State Employees cannot exceed the limits established by the Retirement Systems of Alabama.

EXAMINATION

- There will be no examination. Individuals who meet the minimum requirement will have their name placed on a list to be eligible for appointment. Appointments to this class will be made on a conditional basis.

HOW TO APPLY

- Complete an Application for Examination Form available at www.personnel.alabama.gov, the above address, or any Alabama Career Center Office. Individuals who retired in good standing from a merit system position within the past four years do not have to file an application. They should complete the request for reemployment form listed under the Employee heading on www.personnel.alabama.gov
- Apply online, by mail or by fax. Applications will be accepted until further notice.

THE STATE OF ALABAMA IS AN EQUAL OPPORTUNITY EMPLOYER

*Please refer to the back of this announcement for complete information on State Personnel's policy for accepting post-secondary and advanced degrees.

Except for pretest information provided by State Personnel to all applicants, you should not directly or indirectly obtain information about examinations. If you do, the State Personnel Director may do several things. One, you may not be given an examination. Two, you may be disqualified after an examination. Three, your name may be removed from a register. Or four, your name may not be certified from the register. (Rules of the State Personnel Board, Chapter 670-x-9). According to the Code of Alabama, 36-26-47, a willful violation of exam security is a misdemeanor. Any person who is convicted of this type of misdemeanor will be ineligible for appointment to or employment in a position in State service for a period of five years and, if the person is an officer or employee of the State, will forfeit his or her office or position.

If you know of anyone who has violated this policy, you should contact the Examination Manager at the State Personnel Department.

Applicants hired by the State of Alabama on or after January 1, 2012 will be subject to the E-Verify process pursuant to Act No. 2011-535.

State of Alabama Personnel Department

Policy on Accepting College Coursework, Post-Secondary and Advanced Degrees

1. Specific college coursework required for a job classification, as well as bachelor's, graduate, post graduate, and doctoral degrees will be accepted from schools accredited by the Distance Education Accrediting Commission (DEAC) or any of the six regional accreditation associations in the United States listed below:

- Southern Association of Colleges and Schools (SACS)
- Middle States Commission on Higher Education (MSCHE)
- Northwest Commission on Colleges and Universities (NWCCU)
- Higher Learning Commission (HLC)
- New England Commission of Higher Education (NECHE)
- Western Association of Schools and Colleges –Senior College and University Commission (WASC-SCUC)

College coursework is defined as credit hours leading to a bachelor's degree or higher.

2. Coursework or degrees from schools that have not been accredited by one of the above accreditation associations may be accepted if a ***regionally accredited school**** considers the coursework or degree to be an acceptable prerequisite for admission to an advanced degree program. For example, if a regionally accredited school accepts an applicant's bachelor's degree for admittance into a graduate degree program, State Personnel will accept the degree. In the case of required college coursework (but no degree requirement), State Personnel will accept the college coursework if a regionally accredited school accepts the coursework towards a post-secondary degree (e.g., a bachelor's degree). ***This must be documented by a letter of acceptance from the regionally accredited school.*** State Personnel will review such requests on a case-by-case basis.

Note: This policy is subject to change. Certain state agencies may have additional requirements.

*The term "regionally accredited school" refers to an institution of higher education accredited by one of the six regional accreditation associations listed above.