

**HB307 ENROLLED**



1 HB307

2 4UFNBI3-3

3 By Representatives Rehm, Starnes, Oliver, Treadaway, Wood (R),

4 Brown, Marques, Smith, Paschal, Ross, Gidley, Butler,

5 Lipscomb, Sellers, Lamb, Moore (P), Wilcox, Hurst, Lee,

6 Blackshear

7 RFD: Military and Veterans' Affairs

8 First Read: 21-Jan-26



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1 Enrolled, An Act,

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3 Relating to military spouse hiring preference; to amend  
4 Section 36-26-15, Code of Alabama 1975, to provide spouses of  
5 active duty service members with additional points on ratings  
6 for state employment; to authorize political subdivisions and  
7 private employers to give preference to veterans and the  
8 spouses of veterans and active duty service members when  
9 considering these individuals for employment; and to make  
10 nonsubstantive, technical revisions to update the existing  
11 code language to current style.

12 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

13 Section 1. Section 36-26-15, Code of Alabama 1975, is  
14 amended to read as follows:

15 "§36-26-15

16 (a) For purposes of this section, the following terms  
17 have the following meanings:

18 (1) ACTIVE DUTY SERVICE MEMBER. An individual who is on  
19 active duty as a member of the National Guard or a reserve or  
20 active component of the Armed Forces of the United States.

21 (2) VETERAN. An individual who has ever served in the  
22 National Guard or a reserve or active component of the Armed  
23 Forces of the United States and been honorably discharged.

24 (b) (1) The director shall conduct tests to establish  
25 employment registers for the various classes of positions in  
26 the classified service. The tests shall take into  
27 consideration elements of character, reputation, education,  
28 aptitude, experience, knowledge, skill, personality, physical



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29 fitness, and other pertinent matters and may be written or  
30 oral or any other demonstration of fitness as the director may  
31 determine. For a promotion test, the qualifications shall  
32 include the requirement that an applicant be employed in a  
33 ~~position in such~~ within a class and for ~~such a~~ length of time,  
34 as the director shall specify, subject to the rules.

35 (2) Public notice of the time, place, and general scope  
36 of every test shall be given. The director, with the approval  
37 of the board, shall determine the qualifications for admission  
38 to any test. Admission to tests shall be open to all ~~persons~~  
39 individuals who appear to possess the required qualifications  
40 and may be lawfully appointed to a position in the class for  
41 which a list is to be established, ~~and no.~~ No fee shall ~~may~~ be  
42 ~~charged therefor~~ for admission to a test. The director may ~~7~~  
43 ~~however,~~ reject the application of any ~~person~~ individual for  
44 admission to a test ~~or may,~~ strike the name of any ~~person~~  
45 individual from a list, or refuse to certify the name of any  
46 ~~person~~ individual on a list for a position if he or she finds  
47 that ~~such person lacks~~ the individual:

48 a. Lacks any of the required qualifications or is  
49 physically unfit to perform effectively the duties of the  
50 position in which he or she seeks employment;

51 ~~b. or is~~ Is addicted to the habitual excessive use of  
52 drugs or intoxicating liquor ~~or has~~;

53 c. Has been convicted of a crime involving moral  
54 turpitude or is guilty of any notoriously disgraceful conduct  
55 ~~or~~;

56 ~~d. has~~ Has been dismissed from the public service for



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57 delinquency; or

58 e. has Has made a false statement of a material fact  
59 or practiced or attempted to practice any fraud or deception  
60 in his or her application or test or in attempting to secure  
61 appointment.

62 ~~(b) (c) (1) All persons who have been honorably~~  
63 ~~discharged from the Army, Navy, Air Force, Marine Corps or~~  
64 ~~Coast Guard who have ever served in the armed forces of the~~  
65 ~~United States at any time~~ A veteran, and the spouse of a  
66 veteran, shall have five points added to any earned ratings in  
67 examination for entrance to the classified service.

68 (2) The spouse of an active duty service member shall  
69 have five points added to any earned ratings.

70 ~~(3) All persons who have ever served in the armed~~  
71 ~~forces of the United States at any time who have been~~  
72 ~~honorably discharged and~~ A veteran ~~who established~~ establishes  
73 by official records of the United States ~~the present existence~~  
74 ~~of~~ that he or she has a service-connected disability and  
75 because of the disability ~~are~~ is entitled to pension,  
76 compensation, or disability allowance under existing laws ~~and~~  
77 ~~widows of such persons who shall have died in line of duty~~  
78 ~~during any such period and widows of such persons who shall~~  
79 ~~have been honorably discharged from the Army, Navy, Air Force,~~  
80 ~~Marine Corps or Coast Guard and wives of such persons who~~  
81 ~~shall have been honorably discharged from the Army, Navy, Air~~  
82 ~~Force, Marine Corps or Coast Guard who, because of~~  
83 ~~service-connected disability are not themselves qualified but~~  
84 ~~whose wives are qualified,~~ and the spouse of such a veteran,



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85 shall have 10 points added to any earned ratings.

86 (4) The surviving spouse of an active duty service  
87 member who died in the line of duty shall have 10 points added  
88 to any earned ratings.

89 (d) (1) In entering upon registers the names of  
90 preference claimants name of an individual entitled to five  
91 additional points, they will the individual shall take the  
92 place to which their ratings entitle them his or her rating  
93 entitles him or her on the register with nonveterans (, the  
94 earned ratings augmented by the five points to which they are  
95 he or she is entitled), and will shall be certified when their  
96 ratings are his or her rating is reached.

97 (2) The name of a veteran an individual with military  
98 preference with the an augmented rating is shall be entered  
99 ahead of the name of a nonveteran an individual without  
100 military preference when their ratings are the same.

101 (3) The names of persons name of an individual entitled  
102 to a 10-point preference, however, will shall be placed ahead  
103 of all others on the a register with the same rating (ahead of  
104 veterans, including individuals entitled to a five-point  
105 preference and nonveterans), individuals without military  
106 preference, and shall be then be certified in the order of  
107 their augmented ratings.

108 (e) An appointing officer who passes over a an eligible  
109 veteran eligible and selects a nonveteran with the same or  
110 lower rating shall file with the director the reasons for so  
111 doing, which reasons will which shall become a part of the  
112 veteran's record but will may not be made available to anyone



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113 other than the veteran~~-himself~~, except in the discretion of  
114 the appointing officer.

115 (f) When reductions are being made in any part of the  
116 classified service,~~persons~~ individuals entitled to military  
117 preference in appointment shall be the last to be discharged  
118 ~~or~~, dropped, or reduced in rank or salary if their record is  
119 good or if their efficiency rating is equal to that of any  
120 employee in competition with them who is retained in the  
121 service in their department.

122 ~~(e)~~ (g) The board~~-shall~~, in establishing and  
123 administering standards of personnel qualifications, pay  
124 plans, and tests both for current and future personnel~~-now in~~  
125 ~~place as well as that later employed~~, shall cooperate with and  
126 avail itself fully of the advice and assistance of the  
127 appointing authorities involved and of the federal government  
128 in those departments administered in whole or in part with  
129 federal funds."

130 Section 2. (a) For purposes of this section, the  
131 following terms have the following meanings:

132 (1) ACTIVE DUTY SERVICE MEMBER. An individual that is  
133 on active duty as a member of the National Guard or a reserve  
134 or active component of the Armed Forces of the United States.

135 (2) ELIGIBLE VETERAN. An individual who has ever served  
136 in the National Guard or a reserve or active component of the  
137 Armed Forces of the United States and been honorably  
138 discharged.

139 (b) A county, municipality, or other political  
140 subdivision of the state may grant a preference in hiring and



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141 promotion to any of the following individuals:

- 142 (1) An eligible veteran;
- 143 (2) The spouse of an eligible veteran;
- 144 (3) The spouse of an active duty service member; and
- 145 (4) The surviving spouse of a deceased eligible
- 146 veteran.

147 (c) A political subdivision that grants preference in

148 hiring or promotion pursuant to subsection (b) may adopt an

149 ordinance providing for the implementation of the preference.

150 Section 3. (a) For purposes of this section, the

151 following terms have the following meanings:

152 (1) ACTIVE DUTY SERVICE MEMBER. An individual that is

153 on active duty as a member of the National Guard or a reserve

154 or active component of the Armed Forces of the United States.

155 (2) PRIVATE EMPLOYER. A sole proprietorship,

156 corporation, partnership, association, limited liability

157 corporation, or any other entity with one or more employees.

158 (3) VETERAN. An individual who has ever served in the

159 National Guard or a reserve or active component of the Armed

160 Forces of the United States and been honorably discharged.

161 (b) A private employer may adopt a voluntary veterans'

162 preference employment policy. Such a policy shall be in

163 writing and applied uniformly to the hiring and promotion

164 decisions of the employer.

165 (c) A private employer may offer a voluntary veterans'

166 preference employment policy to all of the following:

167 (1) A veteran who submits to the employer a copy of the

168 veteran's Department of Defense Form 214 or its successor form



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169 or record.

170 (2) The spouse of a veteran who submits to the  
171 employer:

172 a. A copy of the veteran's Department of Defense Form  
173 214 or its successor form or record; and

174 b. Proof of marriage to the veteran.

175 (3)a. A spouse of an active duty service member who  
176 submits to the employer proof of the service member's active  
177 status and proof of marriage to the service member.

178 b. Preference provided to a spouse of an active duty  
179 service member is limited to the time during which the service  
180 member remains on active duty and up to 180 days after the  
181 service member's discharge or separation from service.

182 (d)(1) A private employer that implements a voluntary  
183 veterans' preference employment policy shall notify the  
184 Alabama Department of Workforce of the policy. The department  
185 shall use the information to maintain a registry of the  
186 private employers that have a voluntary veterans' preference  
187 employment policy in the state, and shall make the registry  
188 available on the department's website.

189 (2) The department shall establish and maintain a page  
190 on the department's website through which this information may  
191 be submitted to the department.

192 (e) A voluntary veterans' preference employment policy  
193 shall not be considered a violation of any state or local law.

194 Section 4. This act shall become effective on January  
195 1, 2027.



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Speaker of the House of Representatives

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President and Presiding Officer of the Senate

House of Representatives

I hereby certify that the within Act originated in and was passed by the House 03-Mar-26.

John Treadwell  
Clerk

Senate

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**09-Apr-26**

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Passed