

**CERTIFICATION OF ADMINISTRATIVE RULES
FILED WITH THE LEGISLATIVE SERVICES AGENCY
OTHNI LATHRAM, DIRECTOR**

(Pursuant to Code of Alabama 1975, §41-22-6, as amended).

I certify that the attached is/are correct copy/copies of rule/s as promulgated and adopted on Wednesday, July 15, 2026, and filed with the agency secretary on Wednesday, July 15, 2026.

AGENCY NAME: Alabama Board of Pardons and Paroles

INTENDED ACTION: New

RULE NO.: 640-X-7-.03
(If amended rule, give specific paragraph, subparagraphs, etc., being amended)

RULE TITLE: Certificate of Employability

ACTION TAKEN: State whether the rule was adopted with or without changes from the proposal due to written or oral comments:

Adopted without changes

NOTICE OF INTENDED ACTION PUBLISHED IN VOLUME XLIV, ISSUE NO. 8, AAM,
DATED FRIDAY, MAY 29, 2026.

STATUTORY RULEMAKING AUTHORITY: Code of Alabama 1975, §§ 15-22-21,
15-22-37, 41-22-3

(Date Filed)
(For LRS Use Only)
REC'D & FILED
JUL 15, 2026
LEGISLATIVE SVC AGENCY

Cam Ward
Cam Ward
Certifying Officer or his or her
Deputy

(NOTE: In accordance with §41-22-6(b), as amended, a proposed rule is required to be certified within 90 days after completion of the notice.)

Certificate of Employability.

(1) The agency shall issue a Certificate of Employability to individuals released on parole or mandatory supervised release who meet the eligibility criteria set forth below. The certificate recognizes the individual's efforts toward successful workforce reentry and their demonstrated ability to obtain and maintain employment.

(2) To qualify for a Certificate of Employability, an inmate must meet all of the following criteria:

(a) No violent disciplinary infractions during the current term of incarceration.

(b) No disciplinary infractions of any kind within the preceding 12 months of incarceration.

(c) While in custody of ADOC, successfully completed GED, higher education, or trade school.

(d) Have an ADOC custody level of Min-Community or Min-Out and the employment must be verified as current.

(3) The following individuals are not eligible to receive a Certificate of Employability:

(a) Any individual required to register as a sex offender pursuant to Code of Ala. 1975, Chapter 20A of Title 15.

(b) Any individual convicted of a violent offense as defined in Code of Ala. 1975, Section 12-25-32.

(4) When the agency provides notice of an inmate's parole eligibility date, the agency shall include information regarding the opportunity to obtain a Certificate of Employability and the criteria required for eligibility.

(5) Prior to the board's decision on parole, or release by the Alabama Department of Corrections to mandatory supervision, the agency shall conduct an Employability Review to determine whether the inmate meets the criteria for a Certificate of Employability.

(a) If parole is granted and all criteria are satisfied, the agency shall issue the Certificate of Employability, and the issuance shall be recorded in the board's minutes.

(b) When an inmate is within one week of the eligibility date for mandatory supervised release, as determined by the Alabama Department of Corrections, and all eligibility

criteria are satisfied, the board shall be notified, and such notification shall be recorded in the board's minutes.

(c) The certificate shall be provided to the individual upon reporting to the assigned parole officer immediately following release.

(d) If the board rescinds a grant of parole prior to release, any determination to issue a Certificate of Employability shall be void.

(e) If an otherwise eligible inmate becomes ineligible prior to release—due to a disciplinary infraction, conviction of a new felony offense, or other disqualifying event—the Certificate of Employability shall be void.

(6) Upon notification that a recipient of a Certificate of Employability has been convicted of a felony offense in any jurisdiction within the United States:

(a) The board shall be notified; the Certificate of Employability shall be revoked and entered into the board's minutes.

(b) The agency shall update its records, including any public listing on its website, to reflect the revocation.

Author: Eric Anderson, Scott Perkins, James Walters.

Statutory Authority: Code of Alabama 1975, §§ 15-22-21, 15-22-24.1, 15-22-37.

History: New Rule: Published July 31, 2026; effective September 14, 2026, operative October 1, 2026.