

Weathering the Financial Storm: Week 16  
Responses as of February 23, 2009

Contact Information	To Date, What Percentage has your state budget been cut?	Do you anticipate budget cuts (if no cuts have been made) or additional cuts to the state budget in FY 09	States' <b>implementations</b> in response to recent fiscal constraints	States' <b>considerations</b> in response to recent fiscal constraints
<b>Alabama</b> <b>Jackie Graham</b> jackie.graham@personnel.alabama.gov	Zero %	Yes, cuts or more cuts are somewhat likely		Layoffs Hiring Freeze
<b>Colorado</b> <b>David Kaye</b> david.kaye@state.co.us	2.50%	Yes, cuts or more cuts are very likely <i>Comment:</i> Departments have submitted proposed General Fund cuts of 2.5% for the current year. Proposed cuts cannot count dollars saved from the current hiring freeze, including positions vacated in the future.	Elimination of vacant positions Hiring Freeze	<i>Comment:</i> Waiting for legislature to convene in January 2009. Legislature must declare fiscal emergency by joint resolution to trigger executive authority to propose remedies resulting in pay reduction, such as mandatory furloughs, retraction of appropriated pay raises or pay cuts.
<b>Delaware</b> <b>Mike Jackson</b> Mike.Jackson@state.de.us	No	Yes, cuts or more cuts are very likely	Elimination of vacant positions Hiring Freeze	Elimination of vacant positions Hiring Freeze
<b>Florida</b> <b>Sharon D. Larson</b> Sharon.Larson@dms.myflorida.com	Varies by agencies, but each has a minimum 4% holdback	Yes, cuts or more cuts are very likely	Layoffs Hiring Freeze <i>Comment:</i> Not all hiring is frozen. Critical positions are still being filled.	Elimination of vacant positions Furlough <i>Comment:</i> Our Legislature is meeting in special session starting on January 5, 2009 to address the projected 2.3 billion dollar deficit in the FY08-09 budget
<b>Indiana</b> <b>Daniel L. Hackler</b> dhackler@spd.in.gov	1.00%	Yes, cuts or more cuts are very likely	Elimination of vacant positions Retraction of previously planned pay raises	Elimination of vacant positions
<b>Iowa</b> <b>Nancy Berggren</b> nancy.berggren@iowa.gov	1.50%	Yes, cuts or more cuts are very likely	Hiring Freeze	Furloughs <i>Comment:</i> Layoffs will be a last resort. We are anticipating no new pay increases, but we have not discussed pay cuts.
<b>Kansas</b> <b>George Vega</b> george.vega@da.ks.us	4.25%	No, it's somewhat unlikely we'll have cuts or more cuts <i>Comment:</i> In April, when new revenue forecasts are scheduled, if revenues are worse than expected it is possible we will take additional cuts.	Layoffs Elimination of vacant positions Hiring Freeze <i>Comment:</i> Some employees have agreed to reduce their hours of work - they were full-time and are now part-time.	Layoffs Elimination of vacant positions Hiring Freeze Furloughs <i>Comment:</i> 1. I didn't check the "buyout" box, but we may try a pilot buyout program. 2. We will likely ask if any employee will volunteer to resign, retire or reduce their hours. We have some employees who are retired from other careers and some of these may be willing to leave or reduce their hours voluntarily.
<b>Kentucky</b> <b>Carla Wright</b> Carla.Wright@ky.gov	Zero %	Yes, cuts or more cuts are very likely	Layoffs Elimination of vacant positions Hiring Freeze	Elimination of vacant positions Hiring Freeze Furloughs

Weathering the Financial Storm: Week 16  
Responses as of February 23, 2009

Contact Information	To Date, What Percentage has your state budget been cut?	Do you anticipate budget cuts (if no cuts have been made) or additional cuts to the state budget in FY 09	States' <b>implementations</b> in response to recent fiscal constraints	States' <b>considerations</b> in response to recent fiscal constraints
<b>Louisiana</b> <b>Anne Soileau</b> Anne.Soileau@la.gov	Zero %	<i>Comment:</i> Hiring Freeze Executive Order November 21, 2008	Hiring Freeze	
<b>Maine</b> <b>Alicia Kellogg</b> alicia.kellogg@maine.gov	FY 10/11: 10% Proposed	Yes, cuts or more cuts are very likely	Layoffs Elimination of vacant positions Hiring Freeze	Layoffs Elimination of vacant positions Hiring Freeze Early retirement incentives Retraction of previously planned pay raises <i>Comment:</i> Retraction of pay raises for confidential employees only. Also considering increasing the employee share of health insurance.
<b>Massachusetts</b> <b>Larry Albert</b> larry.albert@massmail.state.ma.us	9.00%	Yes, cuts or more cuts are very likely	Elimination of vacant positions Hiring Freeze Furloughs Retraction of previously planned pay raises	Layoffs Elimination of vacant positions Hiring Freeze Furloughs
<b>Michigan</b> <b>Michelle Mann</b> mannm@michigan.gov	Zero %	Yes, cuts or more cuts are very likely	<i>Comment:</i> Freeze Performance Pay Awards	<i>Comments:</i> Not at this time
<b>Missouri</b> <b>Chester White</b> chester.white@oa.mo.gov	None to date	Yes, cuts or more cuts are somewhat likely	<i>Comment:</i> Nothing yet but fiscal shortfall discussions have started	<i>Comment:</i> Again, nothing to date but I do expect actions in the future.
<b>Montana</b> <b>Randy Morris</b> ramorris@mt.gov	Zero %	Don't Know		
<b>New Mexico</b> <b>Sandra Perez</b> sandra.perez@state.nm.us	n/a working on a 5% savings plan	Don't Know <i>Comment:</i> Agencies were asked to compose a 5% savings plan in addition to a hiring freeze and unnecessary reclassifications and/or out of cycle pay increases.	Hiring Freeze <i>Comment:</i> 5% savings plan, unnecessary upward reclassifications freeze and out of cycle pay increases freeze.	
<b>Oklahoma</b> <b>Oscar B. Jackson, Jr.</b> oscar.jackson@opm.ok.gov	Legislative Session began Feb.6, 2008. Board of Equalization met Feb. 17 to certify that Legislature will have \$600 million less to appropriate for FY2010, which combined with the manner in which one-time funding was provided for the current fiscal year, creates a \$900 million or 9% shortfall.	Yes, cuts or more cuts are very likely	Hiring Freeze by Governor's Executive Order <i>Comment:</i> A state hiring freeze has been in effect since 1992.	Layoffs Buyouts Elimination of vacant positions Hiring Freeze Furloughs
<b>Oregon</b> <b>Diana Foster</b> Diana.L.Foster@ das.state.or.us		Yes, cuts or more cuts are somewhat likely	Retraction of previously planned pay raises	Furloughs Retraction of previous planned pay raises

Weathering the Financial Storm: Week 16  
Responses as of February 23, 2009

Contact Information	To Date, What Percentage has your state budget been cut?	Do you anticipate budget cuts (if no cuts have been made) or additional cuts to the state budget in FY 09	States' <b>implementations</b> in response to recent fiscal constraints	States' <b>considerations</b> in response to recent fiscal constraints
<b>South Carolina</b> <b>Sam Wilkins</b> swilkins@ohr.sc.gov	Cuts have ranged from 10% - 18%	Yes, Cuts or more cuts are somewhat likely	Layoffs Buyouts Elimination of vacant positions Hiring freeze Furloughs Early retirement incentives Pay cuts <i>Comment:</i> By legislation, SC has voluntary and mandatory furloughs available to address budget cuts.	Layoffs Buyouts Elimination of vacant positions Hiring Freeze Furloughs Early retirement incentives
<b>Tennessee</b> <b>Deborah Story</b> deborah.story@state.tn.us	Zero %	Yes, cuts or more cuts are very likely	Buyouts Elimination of vacant positions Hiring Freeze Retraction of previously planned pay raises	Elimination of vacant positions Hiring Freeze
<b>Washington</b> <b>Eva Santos</b> evas@dop.wa.gov	2.00%	Yes, cuts or more cuts are very likely	Layoffs Elimination of vacant positions Hiring Freeze Retraction of previously planned pay raises	Layoffs Elimination of vacant positions Hiring Freeze Early Retirement incentives Retraction of previously planned pay raises Pay cuts <i>Comment:</i> 2009 Legislative Session is in progress and some of these ideas are being reviewed. The Governor did not include in her budget proposal, the pay increases for represented employees and froze all pay raises for management.
<b>West Virginia</b> <b>Otis G. Cox</b> otis.g.cox@wv.gov	None	Don't know	<i>Comment:</i> We have over a thousand vacant positions throughout State government. Organization are reluctant to fill position because of the state of the country.	Not at this time.
<b>Wisconsin</b> <b>Jennifer Donnelly</b> jennifer.donnelly@wisconsin.gov	~4%	Yes, cuts or more cuts are very likely <i>Comment:</i> 12.5% cut plans have been requested.	Hiring Freeze <i>Comment:</i> Implemented a 'centralized position review' with a requirement to create 3,500 vacancies by June 30, 2009.	
<b>Wyoming</b> <b>Dean Fausset</b> dfauss@state.wy.us	Zero %	No, its highly unlikely, we'll have more cuts <i>Comment:</i> Governor has reduced all supplemental requests by \$216 million. Agencies are asked to submit 5% reduction of standard budget.		

Weathering the Financial Storm: Week 16  
Responses as of February 23, 2009

Contact Information	Have you used any cost saving options besides the traditional reduction in force, furlough, voluntary separation program, retirement incentive program or hiring freeze?	If Yes, please describe in detail these alternative cost savings option that are available	Further informatin/clarification regarding how your state is dealing with the financial crisis
<b>Alabama</b> <b>Jackie Graham</b> jackie.graham@personnel.alabama.gov	No		
<b>Colorado</b> <b>David Kaye</b> david.kaye@state.co.us	No		December 2008 revenue forecast projects shortfall of \$230-\$600 million for current year (about 5-10% of General Fund appropriations). Current cuts of 2.5% plus use of GF 4% reserve is the plan to get through FY 2008-09. Departments have been asked to propose additional 10% GF reductions for FY 2009-10. Proposed program cuts cannot count dollars saved from the current hiring freeze, including positions vacated in the future.
<b>Delaware</b> <b>Mike Jackson</b> Mike.Jackson@state.de.us	Yes	Reviewing Purchas Orders over \$2,500 including credit cards-- Discontinuing critical reclassifications	
<b>Florida</b> <b>Sharon D. Larson</b> Sharon.Larson@dms.myflorida.com	Yes	Travel restrictions	
<b>Indiana</b> <b>Daniel L. Hackler</b> dhackler@spd.in.gov	No		The State of Indiana is planning to hold the line on all spending for 2009/2010 to actual revenues. No new spending is planned.
<b>Iowa</b> <b>Nancy Berggren</b> nancy.berggren@iowa.gov	No		
<b>Kansas</b> <b>George Vega</b> george.vega@da.ks.us	No		One juvenile correction facility and two adult correctional camps closed. At least one other correctional facility will close. More layoffs are being planned. A commission is being appointed to look at closing a DD facility, MH facility and another juvenile correctional facility.
<b>Kentucky</b> <b>Carla Wright</b> Carla.Wright@ky.gov	Yes	The state made a change in the timing of health insurance premium payments. We switched from pre-paying the premium the month before to paying it during the current month. This resulted ina one time savings which was spread out over both fiscal years of the biennium.	An official revised revenue estimate is expected. Budget cut planning for the current fiscal year is currently underway in anticipation of a revenue shortfall.

Weathering the Financial Storm: Week 16  
 Responses as of February 23, 2009

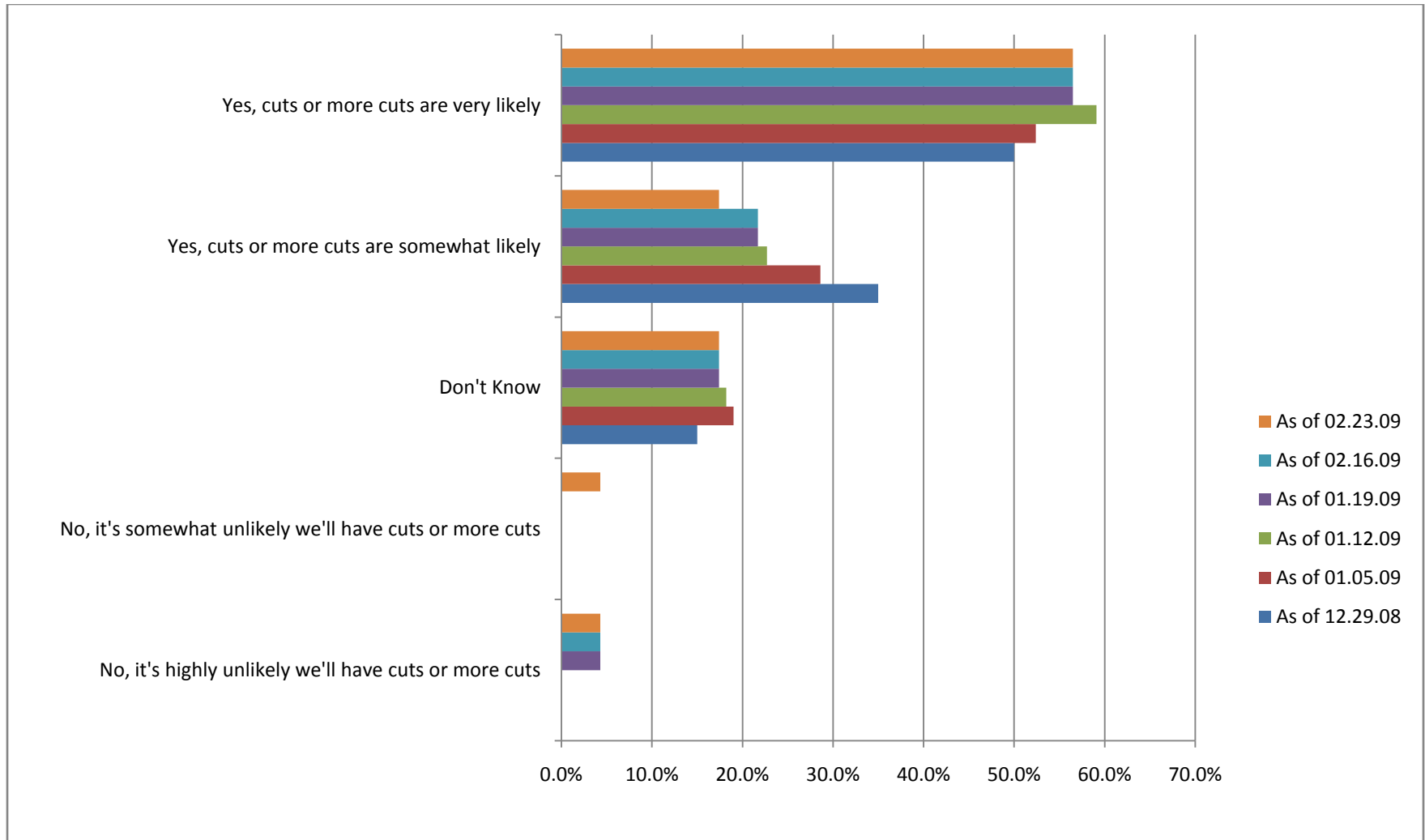
Contact Information	Have you used any cost saving options besides the traditional reduction in force, furlough, voluntary separation program, retirement incentive program or hiring freeze?	If Yes, please describe in detail these alternative cost savings option that are available	Further informatin/clarification regarding how your state is dealing with the financial crisis
<b>Louisiana</b> <b>Anne Soileau</b> Anne.Soileau@la.gov	No		
<b>Maine</b> <b>Alicia Kellogg</b> alicia.kellogg@maine.gov	No		
<b>Massachusetts</b> <b>Larry Albert</b> larry.albert@massmail.state.ma.us	No		
<b>Michigan</b> <b>Michelle Mann</b> mannm@michigan.gov	Yes	Positions are filled provided legislative criteria has been met delivery of basic services or loss of revenue.	
<b>Missouri</b> <b>Chester White</b> chester.white@oa.mo.gov	No		
<b>Montana</b> <b>Randy Morris</b> ramorris@mt.gov	Yes	Energy Conservation Initiative Efficiency in government initiatives	Fiscal conservation and maintaining 'rainy day' funds with previous and projected budget surplus.
<b>New Mexico</b> <b>Sandra Perez</b> sandra.perez@state.nm.us	Yes	State agencies are to identify how they will save 5% in their current budget and FY10 budget plans.	The plans were due Nov. 7, after review of those plans we will know more.
<b>Oklahoma</b> <b>Oscar B. Jackson, Jr.</b> oscar.jackson@opm.ok.gov	No		
<b>Oregon</b> <b>Diana Foster</b> Diana.L.Foster@ das.state.or.us	No		The State of Oregon has a revenue forecast due to be out in the next month.

Weathering the Financial Storm: Week 16  
Responses as of February 23, 2009

Contact Information	Have you used any cost saving options besides the traditional reduction in force, furlough, voluntary separation program, retirement incentive program or hiring freeze?	If Yes, please describe in detail these alternative cost savings option that are available	Further informatin/clarification regarding how your state is dealing with the financial crisis
<b>South Carolina</b> <b>Sam Wilkins</b> swilkins@ohr.sc.gov	Yes	SC is eliminating positions that are not covered by the Employee Grievance Procedure Act because those employees have no grievance rights and, therefore, no administrative remedy for review of the termination. SC also has suspended use of tuition assistance programs and leave transfer programs to create cost savings. Agencies are also looking at an increase in the use of teleworking.	
<b>Tennessee</b> <b>Deborah Story</b> deborah.story@state.tn.us	Yes	Travel Freeze Mandated use of state park facilities for employee group meeting versus using non-state facilities (hotels, conference centers, etc.)	
<b>Washington</b> <b>Eva Santos</b> evas@dop.wa.gov	Yes	Piloting 4/10 schedule in state owned facilities. Pilot to end in March 2009. Measuring energy consumption, customer serviced issues, availability.	Governor announced "Government Reform" on 2/9/09. It includes a 1/3 reduction of boards and commissions, elimination of programs, reduction of 26 licensing offices, consolidation of shared human services (human resources, IT, property management, fleet, etc.) and the merger of some agencies. The legislature is in the process of considering a "state stimulus package" to increase jobs, proposed by the Gov. The Legislature is in the process of reviewing agency budgets.
<b>West Virginia</b> <b>Otis G. Cox</b> otis.g.cox@wv.gov	No		
<b>Wisconsin</b> <b>Jennifer Donnelly</b> jennifer.donnelly@wisconsin.gov	Yes	In addition to the cut plans, agencies are requested to lapse approximately 4% to the general fund for each year of the biennium.	
<b>Wyoming</b> <b>Dean Fausset</b> dfauss@state.wy.us			The revised revenue projection figures indicate a significant drop in the price of oil, natural gas and revenue from investments.

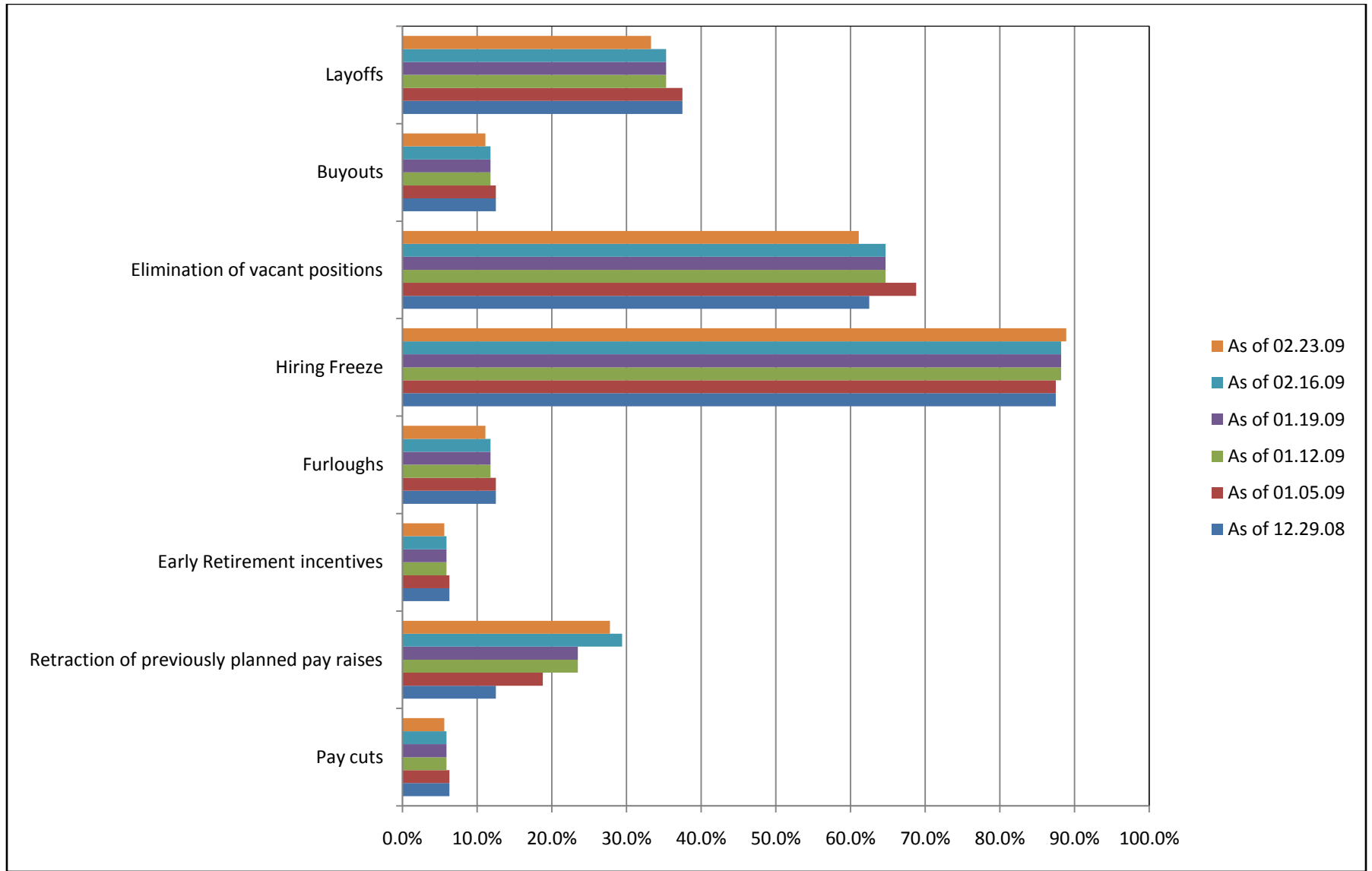
Question 3: Do you anticipate cuts (if no cuts have been made) or additional cuts to the state budget in FY 09?

### ANTICIPATED BUDGET CUTS FOR FY09



Question 4: Has your state implemented any of the following in response to recent fiscal constraints?

### IMPLEMENTATIONS TO RECENT FISCAL CONSTRAINTS





Question 5: Is your state considering any of the following in response to recent fiscal constraints?

### CONSIDERATIONS TO RECENT FISCAL RESTRAINTS

