

	Layoffs	Buyouts	Elimination of vacant positions	Hiring Freeze	Furloughs	Early Retirement Incentives	Retraction of previously planned pay raises	Pay cuts
<b>States</b>								
<b>AL</b>								
<b>AZ*</b>	X		X	X	X			X
<b>AR</b>	X			X				
<b>CA</b>	X		X	X	X		X	
<b>CO*</b>	X		X	X	X			
<b>DE</b>			X					X
<b>GA</b>	X		X	X	X		X	
<b>FL</b>	X		X					
<b>IN</b>								
<b>IA</b>				X				
<b>KS*</b>	X	X	X	X	X	X		X
<b>KY</b>	X		X	X	X			
<b>LA*</b>	X		X	X	X	X		
<b>ME*</b>	X	X	X	X			X	
<b>MD*</b>	X		X	X	X			
<b>MA</b>	X		X		X	X	X	
<b>MI</b>					X			
<b>MN*</b>	X		X					
<b>MO</b>								
<b>MT</b>								
<b>NV*</b>	X		X	X	X			
<b>NH</b>	X		X	X				
<b>NJ</b>				X	X	X	X	
<b>NM</b>			X	X	X			X
<b>NC</b>			X	X	X			
<b>OK*</b>	X	X	X	X	X			
<b>OR</b>	X		X		X		X	X
<b>PA</b>	X		X	X			X	
<b>RI</b>			X	X			X	X
<b>SC</b>	X	X	X	X	X	X		X
<b>TN</b>	X		X	X				
<b>UT</b>	X		X	X	X	X		
<b>WA</b>	X	X	X	X	X		X	
<b>WV</b>								
<b>WI</b>	X				X		X	
<b>WY</b>			X	X				
<b>Totals</b>	<b>36</b>	<b>23</b>	<b>5</b>	<b>26</b>	<b>24</b>	<b>20</b>	<b>6</b>	<b>10</b>
								<b>7</b>

**\*AZ:** Effective June 2010, the performance pay program ends which provided participating employees additional compensation in the amount of 2.75% if the agency or work unit achieved pre-determined performance targets. In addition, a mandatory furlough program has been implemented for FY11 and FY12 (six days each fiscal year). The hiring freeze is still in effect and the total state employee headcount has declined from 38,709 in Jan. 2008 to 33,517 in May 2010, a decline of approximately 5,200.

**CO:** Layoffs, the hiring freeze, and furloughs (8 days in FY09-10) will not continue into FY10-11, at least as of this date.

**KS:** Only universities have used buyout/early retirement incentives. The legislature just approved a pilot program for one agency to experiment with buyout and early retirement incentives, but that agency may not use the option because it is too busy right now. A 5% salary cut was applied to high-ranking state officers in all three branches of government for the final six pay periods of FY10. These pay cuts will be continued for the entire year of FY11.

**LA:** State Employees will not receive any cola or merit increase fiscal year 10/11.

**ME:** Previously planned pay increase retracted for confidential employees only - bargaining unit employees received it (3%). Employees paying more for health insurance as of 10/09

**MN:** Hiring restrictions in place: voluntary time reductions in use: wages bargained for FY10 and 11 with zero increase.

**NV:** Merit salary increases and longevity pay were discontinued for the biennium.

**OK:** Each state agency is authorized to take appropriate actions in light of their specific budget circumstances. This budget situation primarily impacts state agencies where state appropriations are their primary revenue source.

**MD:** Temporary pay reductions

	Layoffs	Buyouts	Elimination of vacant positions	Hiring Freeze	Furloughs	Early Retirement Incentives	Retraction of previously planned pay raises	Pay cuts
<b>States</b>								
AL	X			X				
AZ	X			X	X			X
AR								
CA	X		X	X	X		X	
CO*								
DE			X					
GA	X	X	X	X	X	X		
FL			X					
IN			X	X			X	
IA					X			
KS	X	X	X	X	X	X		X
KY			X	X	X			
LA	X		X	X	X	X		
ME	X		X	X	X			
MD*	X		X	X	X			
MA	X		X		X	X	X	
MI	X		X	X				
MN								
MO								
MT								
NV								
NH								
NJ								
NM								
NC								
OK	X	X	X	X	X			
OR	X		X		X		X	X
PA	X		X	X	X			
RI			X	X			X	X
SC	X	X	X	X	X	X		
TN	X		X	X				
UT	X		X	X	X	X		
WA								
WV				X				
WI	X				X		X	
WY								
<b>Totals</b>	<b>36</b>	<b>17</b>	<b>4</b>	<b>19</b>	<b>18</b>	<b>16</b>	<b>6</b>	<b>4</b>

**CO:** While not a reduction in salary, 2.5% of the State’s contribution to retirement will shift to employees for FY10-11, which means less take home pay.

**MD:** Temporary pay reductions

Weathering the Financial Storm Results June 7, 2010

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?	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 information/clarification regarding how your state is dealing with the financial crisis
<b>Alabama</b> <b>Jackie Graham</b> jackie.graham@personnel.alabama.gov <i>responses from Nov. 2008</i>	Zero %	Yes, cuts or more cuts are somewhat likely	No		
<b>Arizona</b> <b>Kathy Peckardt</b> kathy.peckardt@azdoa.gov <i>responses from May 2010</i>	Varies by agency	Don't know	No		State agencies have began looking at impacts of further budget cuts at various levels (e.g. 5%, 10%, 15%, 20%) for FY10. Some agencies have suspended stipends.
<b>Arkansas</b> <b>Kay Terry</b> kay.terry@dfa.arkansas.gov <i>responses from May 2010</i>	5.5% in FY10	Yes, cuts or more cuts are somewhat likely	No		The decision has been made to suspend cost of living and merit increases in FY10 as well as employee's career service payment (longevity pay)
<b>California</b> <b>Elaine Smith</b> elainesmith@dpa.ca.gov <i>responses from Sept. 2009</i>	Personnel Services were reduced by 13.85% as a result of 3 furlough days per month.	Yes, cuts or more cuts are very likely	Yes	Voluntary time reductions, limited personnel services, travel restrictions, program closures or reductions	
<b>Colorado</b> <b>Tom Montoya</b> tom.montoya@state.co.us <i>responses from June 2010</i>	6%	Yes, cuts or more cuts are very likely. <i>Comment: 2.5% of the State contribution to the employee retirement fund (PERA) will be transferred to the employees in FY10-11. No increases in pay for FY 10-11</i>	Yes	The temporary shift of 2.5% of the State's contribution to retirement will shift employees for FY10-11. which means less take-home pay.	
<b>Delaware</b> <b>Linda McCloskey</b> linda.mccloskey@state.de.us <i>responses from Feb. 2010</i>	From FY09 to FY10, reduction totals \$256.3 million from the General Fund. This reduction is attributed to budget cuts, stimulus and switch funding to other revenue sources.	Yes, cuts or more cuts are somewhat unlikely	No		Over 1,000 vacant positions have been cut. 2.5% pay reduction for FY10; Changed the elimination period for short term disability from 20 to 60 calendar days resulting in the projected decrease claims by over 50% and will save the State over \$3.45 million per year. FY11 recommended budget maintains the 2,5% pay reduction
<b>Florida</b> <b>Sharon D. Larson</b> Sharon.Larson@dms.myflorida.com <i>responses from June 2010</i>	Varies by agency	Yes, cuts or more cuts are somewhat likely	Yes	Travel has been restricted to mission critical only.	
<b>Georgia</b> <b>Lee Rudd</b> lee.rudd@spa.ga.gov <i>responses from Dec. 2009</i>	18%	Yes, cuts or more cuts are very likely	No		
<b>Indiana</b> <b>Daniel L. Hackler</b> dhackler@spd.in.gov <i>responses from Nov. 2009</i>	10% in FY09 and 10% in FY10		No		FY09 ended on 6/30/09. In some instances, we anticipate additional targeted cuts for FY10 beyond the 10% reduction.

Weathering the Financial Storm Results June 7, 2010

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<b>Iowa</b> <b>Nancy Berggren</b> nancy.berggren@iowa.gov responses from Jan. 2009	1.5%	Yes, cuts or more cuts are very likely	No		
<b>Kansas</b> <b>George Vega</b> george.vega@da.ks.us responses from May 2010	20%	Don't Know <i>Comment:</i> We just completed our legislative session where some additional cuts were made, but not across the board. Rather than make more cuts, a tax increase passed. If revenues continue to fall short of projections, more cuts are possible.	No		
<b>Kentucky</b> <b>Nikki Jackson</b> nikki.jackson@ky.gov responses from Nov. 2008	Zero %	Yes, cuts or more cuts are very likely	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 in a 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.
<b>Louisiana</b> <b>Shannon Templet</b> shannon.templet@la.gov responses from April 2010	Varies by agency	Yes, cuts or more cuts are very likely	No		
<b>Maine</b> <b>Alicia Kellogg</b> alicia.kellogg@maine.gov responses from Nov. 2009	About 10% with more to come.	Yes, cuts or more cuts are very likely.	No		
<b>Maryland</b> <b>Cynthia Kollner</b> ckollner@dbm.state.md.us responses from Jan. 2010	\$4.6 Billion	Yes, cuts or more cuts are very likely.	Yes	Changes to co-pay structure for Rx to encourage the use of generic prescriptions; asking vendors to voluntarily reduce contract costs; eliminating the use of contractors in some areas.	
<b>Massachusetts</b> <b>George Bibilos</b> george.bibilos@massmail.state.ma.us responses from Feb. 2010	Around 5% net cut	Yes, cuts or more cuts are very likely	No		
<b>Michigan</b> <b>Michelle Mann</b> mannm@michigan.gov responses from June 2009	4.00%	Yes, cuts or more cuts are very likely	Yes	Positions are filled provided legislative criteria has been met delivery of basic services or loss of revenue.	Six scheduled furlough days (shutdown for non-essential services)

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<b>Minnesota</b> <b>Judy Plante</b> judy.plante@state.mn.us responses from Nov. 2009	7.5	Yes, cuts or more cuts are somewhat likely	Yes	No achievement awards or other incentive awards; limited travel; voluntary time reductions (salary savings leave); individual departments using operating expense reductions to meet spending reductions	
<b>Missouri</b> <b>Chester White</b> chester.white@oa.mo.gov responses from Nov. 2008	None to date	Yes, cuts or more cuts are somewhat likely	No		Fiscal shortfall discussions have started.
<b>Montana</b> <b>Randy Morris</b> ramorris@mt.gov responses from Nov. 2009	Zero %	Don't Know	Yes	Reduced out of state travel budget by 35%	Montana will continue to monitor revenue projections and adjust expenditures as needed.
<b>Nevada</b> <b>Shelley Blotter</b> sblotter@dop.nv.gov responses from Dec. 2009	General fund appropriations decreased by 3.7%	Don't Know Comment: The economy continues to decline but it is still uncertain how the State will address the shortfall.	No		Committees appointed by the Legislature are reviewing funding sources and restructuring the tax system.
<b>New Hampshire</b> <b>Karen Hutchins</b> Karen.Hutchins@nh.gov responses from Nov. 2009		Yes, cuts or more cuts are somewhat likely	Yes	No out of state travel, reduced equipment purchases	
<b>New Jersey</b> <b>Jeffrey J. Richter</b> jeff.richter@csc.state.nj.us responses from Feb. 2010	16.8	Don't Know	Yes	Promotion freeze; management salary freeze	
<b>New Mexico</b> <b>Sandra Perez</b> sandra.perez@state.nm.us responses from Nov. 2009		Yes, cuts or more cuts are somewhat likely.	Yes	Freeze existing capitol outlay projects totaling \$150 million. Change in Return-to-Work retirement provisions. Changed State/EE retirement contributions - EE will contribute 1.5% more and State will contribute 1.5% less to fund for two years. Changed from a 25 to 30 year normal retirement option for new hires effective 7/1/10. Cut unclassified executive governor's exempt employees salaries by 2%.	Special session in October resulted in Governor signing certain pieces of legislation, vetoed Legislative budget cuts and signed an Executive order that set five furlough days and further cut state agency budgets by an average 7% for the budget year. Imposed holds on non-critical travel, increased emphasis on agency energy saving initiatives. Established a task force to thoroughly review and scrutinize new revenue options as well as seek public input on the options before the regular legislative session gets underway in January.
<b>North Carolina</b> <b>Linda Coleman</b> Linda.Coleman@osp.nc.gov responses from Dec 2009	14%	Yes, cuts or more cuts are very likely	No		

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<p><b>Oklahoma</b>  <b>Oscar B. Jackson, Jr.</b>                      oscar.jackson@opm.ok.gov                      responses from Jan. 2010</p>	<p>6%/\$729.4 Million projected revenue failure for FY2010 through 6/30/10.</p>	<p>Yes, cuts or more cuts are likely.  <i>Comment:</i> Thus far, all state appropriated budgets have been reduced by the amount of the monthly revenue shortfalls (5% monthly Aug. - Nov., 10% montly Dec. - Jan., and 5% projected for Feb. - June); however, when the Legislature convenes on Feb. 1, 2010, it is anticipated there will be targeted cuts to protect critical agency services.</p>			<p>The State Equalization Board met 12/21/09 and certified that the Oklahoma Legislature will have 20%/1.3 Billion less to appropriate for FY2011 beginning 7/1/10, which may be reduced by rainy day funds or stimulus funds.</p>
<p><b>Oregon</b>  <b>Diana Foster</b>                      Diana.L.Foster@ das.state.or.us                      responses from April 2009</p>	<p>18%</p>	<p>Yes, cuts or more cuts are somewhat likely</p>	<p>No</p>		
<p><b>Pennsylvania</b>  <b>Kate Yohn</b>                      kyohn@state.pa.us                      responses from Dec. 2009</p>	<p>1-2% reductions were requested from agencies in Dec. 2009. These cuts are likely to be reflected in the next FY budget.</p>	<p>No it's somewhat unlikely we'll have cuts or more cuts</p>	<p>Yes</p>	<p>Restrictions on out of state travel, reduction or elimination of discretionary spending, prohibition on the purchase of new vehicles for the state's fleet.</p>	
<p><b>Rhode Island</b>  <b>Anthony A. Buccì</b>                      anthonyb@hr.ri.gov                      responses from Dec. 2009</p>	<p>8.4% (FY09 enacted to FY10 enacted)</p>	<p>Yes, cuts or more cuts are very likely</p>	<p>Yes</p>	<p>Furlough days in exchange for additional vacation credits. For example, pay deferral - 12 days of furlough in exchange for 15 vacation days</p>	
<p><b>South Carolina</b>  <b>Sam Wilkins</b>                      swilkins@ohr.sc.gov                      responses from Dec. 2008</p>	<p>Cuts have ranged from 10% - 18%</p>	<p>Yes, Cuts or more cuts are somewhat likely</p>	<p>Yes</p>	<p>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.</p>	<p>By legislation, SC has voluntary and mandatory furloughs available to address budget cuts.</p>
<p><b>Tennessee</b>  <b>Deborah Story</b>                      deborah.story@state.tn.us                      responses from April 2010</p>	<p>10%</p>	<p>Yes, cuts or more cuts are very likely (9%)</p>	<p>Yes</p>	<p>Travel Freeze Mandated use of state park facilities for employee group meeting versus using non-state facilities (hotels, conference centers, etc.)</p>	

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<b>Utah</b> <b>Jeff Herring</b> jherring@utah.gov responses from Dec. 2009	18.10%	Yes, cuts or more cuts are very likely. <i>Comment:</i> The Governor has mandated 3% cut in personnel services budget. Legislative approp.committee has voted for an additional 4% budget cut.	Yes	Health insurance premiums and co-pays have been increased for employees. Travel and other current expense has been reduced. Agencies have cut back on overtime allowed. Facilities maintenance contracts have been re-negotiated. Educational assistance policies have been revised requiring employees to pay more of the cost. We are piloting a 4 day 10 hour work week.	
<b>Washington</b> <b>Eva Santos</b> evas@dop.wa.gov responses from June 2010	Dependent on the agency ~2 - 20%	Yes, cuts or more cuts are very likely	Yes	Piloted the 4/10 schedule in a few state owned facilities. Results were mixed. Staff tend to like the schedule. Two agencies continue with the pilot to measure, energy consumption/savings and customer service. Health insurance premiums and co-payments were increased for employees. There are contracts, hiring, salaries for management and equipment purchasing freezes. No out of state travel. The State will have 10 temporary lay off days starting in July 12, 2010 and ending June 2011. No travel and lodging permitted for boards and commissions and the use of private meeting facilities is restricted. The Natural Resources agencies are undergoing a review to streamline some permitting processes.	
<b>West Virginia</b> <b>Sara P. Walker</b> sara.p.walker@wv.gov responses from March 2009	2% per agency	Yes, cuts or more cuts are very likely	No		We are taking every step possible not to have layoffs.
<b>Wisconsin</b> <b>Sheila Conroy</b> sheila.conroy@wisconsin.gov responses from June 2010	6-11% dependent on the agency	Not known at this time	Yes	No general wage increase for the 2009-2011 biennium.	A centralized position review process continues.
<b>Wyoming</b> <b>Dean Fausset</b> dfauss@state.wy.us responses from June 2009	10%	Yes, cuts or more cuts are very likely	No		On 6/04/09 Governor announced \$231.6 million cuts in agency budgets for the fiscal year which begins next month. Agencies have been mandated a 10% reduction in budget. 22 vacant positions have been cut from budgets. Hiring & Reclassification Restriction remains in place.