

Weathering the Financial Storm: Week 1  
Responses as of November 7, 2008

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>Sam Wilkins</b> South Carolina swilkins@ohr.sc.gov	Cuts have ranged from 3% - 8%	Yes, Cuts or more cuts are very 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>Deborah Story</b> Tennessee deborah.story@state.tn.us	Zero %	Yes, cuts or more cuts are very likely	Buyouts Elimination of vacant positions Hiring Freeze	
<b>Randy Morris</b> Montana ramorris@mt.gov	Zero %	Don't Know		
<b>George Vega</b> Kansas george.vega@da.ks.us	2%	Yes, cuts or more cuts are very likely <i>Comment:</i> We reduced our '09 budget by two percent at the first of the fiscal year. I've now been advised to cut an additional one percent (annual) in '09 and to anticipate another three percent in '10.	Layoffs Elimination of vacant positions Hiring Freeze <i>Comment:</i> One agency is looking at early retirement incentives	Layoffs Elimination of vacant positions Hiring Freeze Early retirement incentives
<b>Daniel L. Hackler</b> Indiana dhackler@spd.in.gov	Zero %	Yes, cuts or more cuts are somewhat likely <i>Comment:</i> Indiana Agency budgets were not cut but each agency was asked to revert 4% back to the General Fund.	Elimination of vacant positions	Elimination of vacant positions
<b>Anne Soileau</b> Louisiana Anne.Soileau@la.gov	Zero %	Don't Know	Elimination of vacant positions Hiring Freeze <i>Comment:</i> Gov. Jindal implemented a hiring freeze from Jan. through June 2008; agencies lost vacant positions for Fiscal Year 2009	
<b>Alicia Kellogg</b> Maine 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.

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<b>Oscar B. Jackson, Jr.</b> <b>Oklahoma</b> oscar.jackson@opm.ok.gov	None	Don't Know <i>Comment:</i> Our legislative session does not begin until February 2009. We do not anticipate any revenue shortfalls for the current fiscal year, and we will not have revenue projections for FY2010 until the first of the year.	Hiring Freeze <i>Comment:</i> A state hiring freeze has been in effect since 1992.	Hiring Freeze <i>Comment:</i> Continuation of current hiring freeze. Other options will be considered based upon revenue projections.
<b>Sharon D. Larson</b> <b>Florida</b> Sharon.Larson@dms.myflorida.com	Varies between agencies	Yes, cuts or more cuts are very likely	Layoffs Elimination of vacant positions Hiring Freeze	<i>Comments:</i> Furloughs might become an option if a statutory change occurs.
<b>Diana Foster</b> <b>Oregon</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

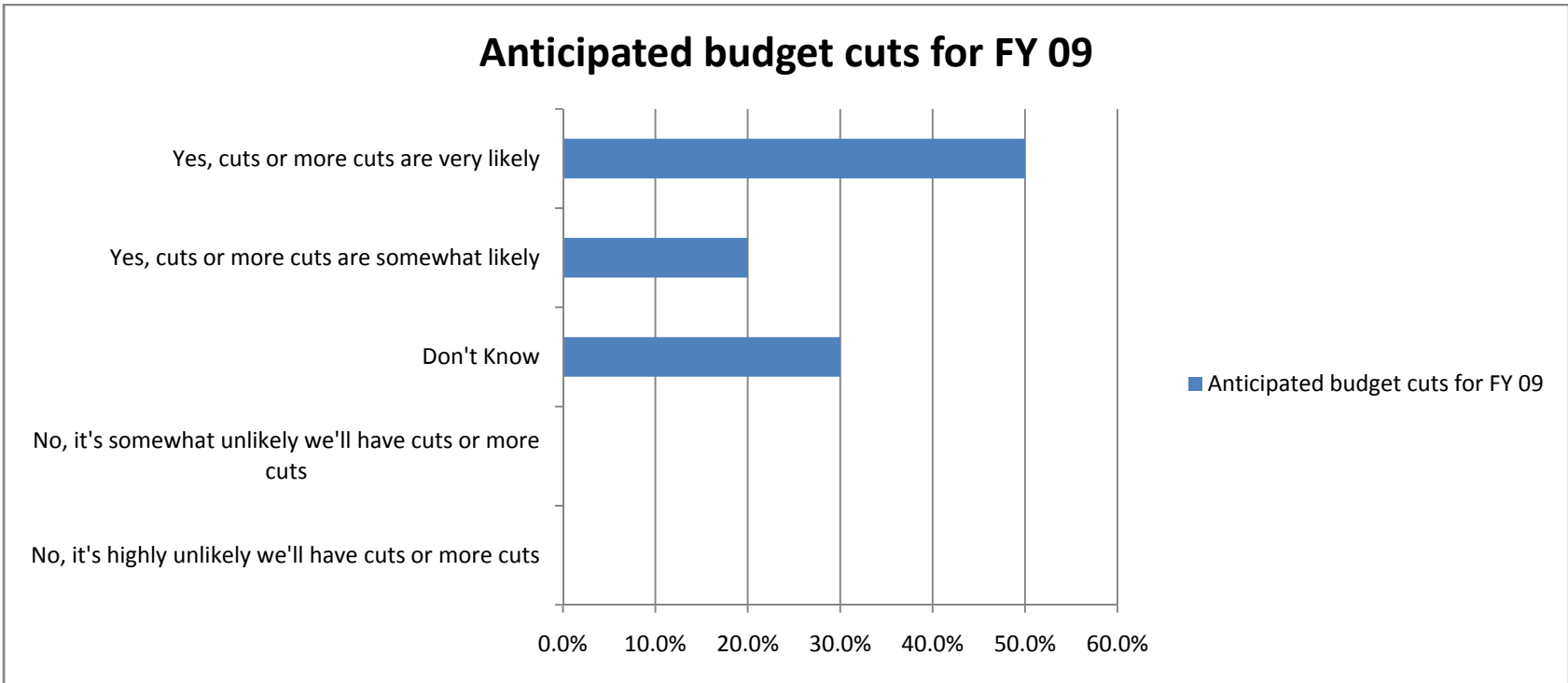
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Contact Information	Have you used any cost saving options besides the traditional reduction in force, furlough, voluntary separation program, retirement incentive program or hiring freeze?	If Yes, please describe in detail these alternative cost savings option that are available	Further informatin/clarification regarding how your state is dealing with the financial crisis
<b>Sam Wilkins</b> <b>South Carolina</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>Deborah Story</b> <b>Tennessee</b> deborah.story@state.tn.us	No		
<b>Randy Morris</b> <b>Montana</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>George Vega</b> <b>Kansas</b> george.vega@da.ks.us	Yes	Kansas is closing a juvenile correctional facility, reducing the size of operations, many positions are being held open.	We will know a lot more over the next six month.
<b>Daniel L. Hackler</b> <b>Indiana</b> dhackler@spd.in.gov	No		We are watching everything closely and trying to find additional ways to be more efficient by way of enhanced IT efforts and consolidating services such as HR and IT.
<b>Anne Soileau</b> <b>Louisiana</b> Anne.Soileau@la.gov	No		Because of construction and recovery following Hurricanes Katrina, Rita, Gustave, and Ike, we do not anticipate a financial crisis in state government before FY 2010.
<b>Alicia Kellogg</b> <b>Maine</b> alicia.kellogg@maine.gov	No		

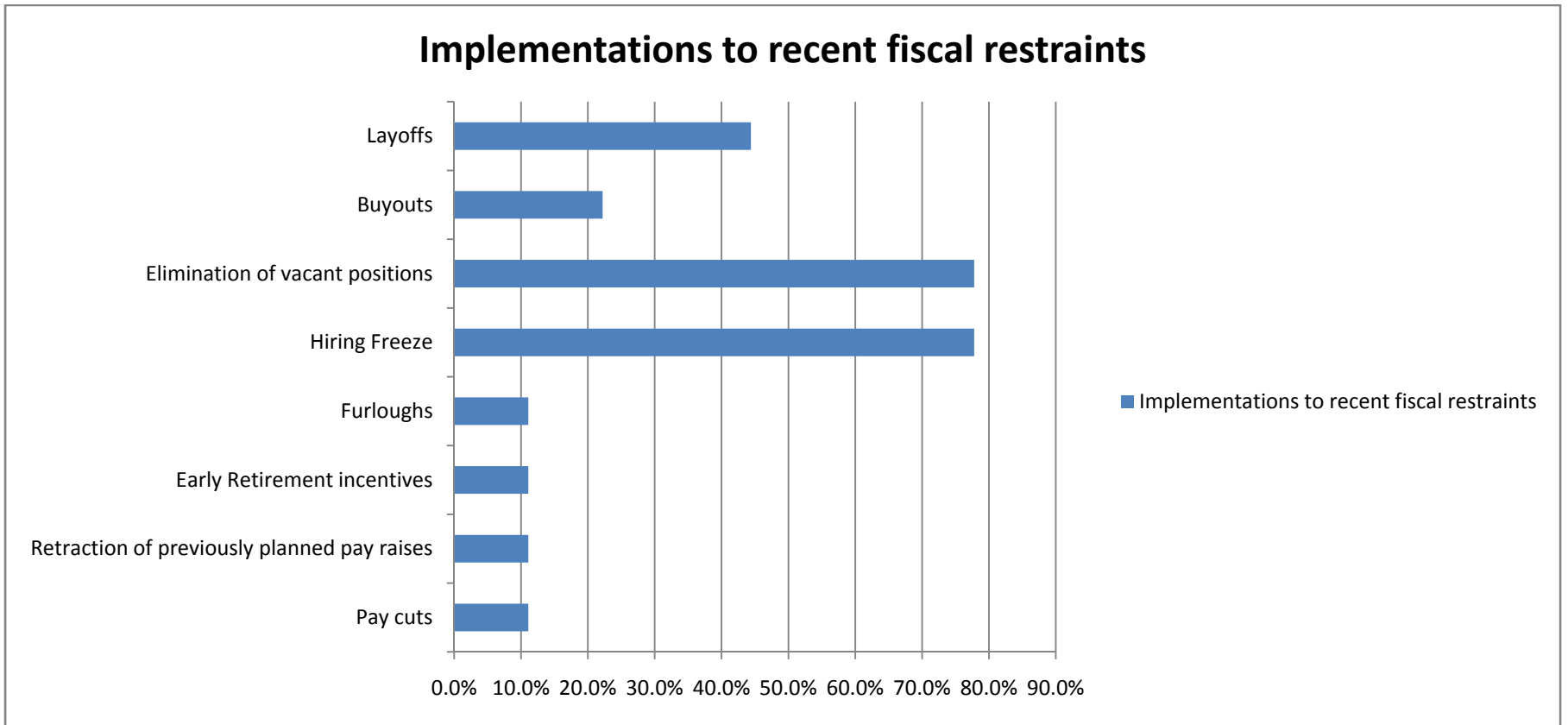
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<b>Oscar B. Jackson, Jr.</b> <b>Oklahoma</b> oscar.jackson@opm.ok.gov	No		
<b>Sharon D. Larson</b> <b>Florida</b> Sharon.Larson@dms.myflorida.com	No		
<b>Diana Foster</b> <b>Oregon</b> Diana.L.Foster@das.state.or.us	No		The State of Oregon has a revenue forecast due to be out in the next month.

Question 3: Do you anticipate cuts (if no cuts have been made) or additional cuts to the state budget in FY 09? *Results from 10 responses.*



Question 4: Has your state implemented any of the following in response to recent fiscal constraints? *Results from 12 responses.*



Question 5: Is your state considering any of the following in response to recent fiscal constraints? *Results from 12 responses.*

