

Weathering the Financial Storm: Week 2 and 3
Responses as of November 21, 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' implementations in response to recent fiscal constraints	States' considerations in response to recent fiscal constraints
Sam Wilkins 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
Deborah Story Tennessee deborah.story@state.tn.us	Zero %	Yes, cuts or more cuts are very likely	Buyouts Elimination of vacant positions Hiring Freeze	
Randy Morris Montana ramorris@mt.gov	Zero %	Don't Know		
George Vega Kansas george.vega@da.ks.us	3%	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
Daniel L. Hackler 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
Anne Soileau Louisiana Anne.Soileau@la.gov	Zero %	<i>Comment:</i> Hiring Freeze Executive Order November 21, 2008	Hiring Freeze	
Alicia Kellogg 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.

Weathering the Financial Storm: Week 2 and 3
Responses as of November 21, 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' implementations in response to recent fiscal constraints	States' considerations in response to recent fiscal constraints
Oscar B. Jackson, Jr. Oklahoma 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.
Sharon D. Larson Florida 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.
Diana Foster Oregon 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
Carla Wright Kentucky 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
David Kaye Colorado david.kaye@state.co.us	None	No, it's somewhat unlikely we'll have cuts or more cuts	Hiring Freeze	
Eva Santos Washington evas@dop.wa.gov	1%	Yes, cuts or more cuts are very likely	Layoffs Elimination of vacant positions Hiring Freeze	Layoffs Elimination of vacant positions Hiring Freeze
Mike Jackson Delaware 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
Michelle Mann Michigan 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
Chester White Missouri 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.
Sandra Perez New Mexico 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.	

Weathering the Financial Storm: Week 2 and 3
Responses as of November 21, 2008

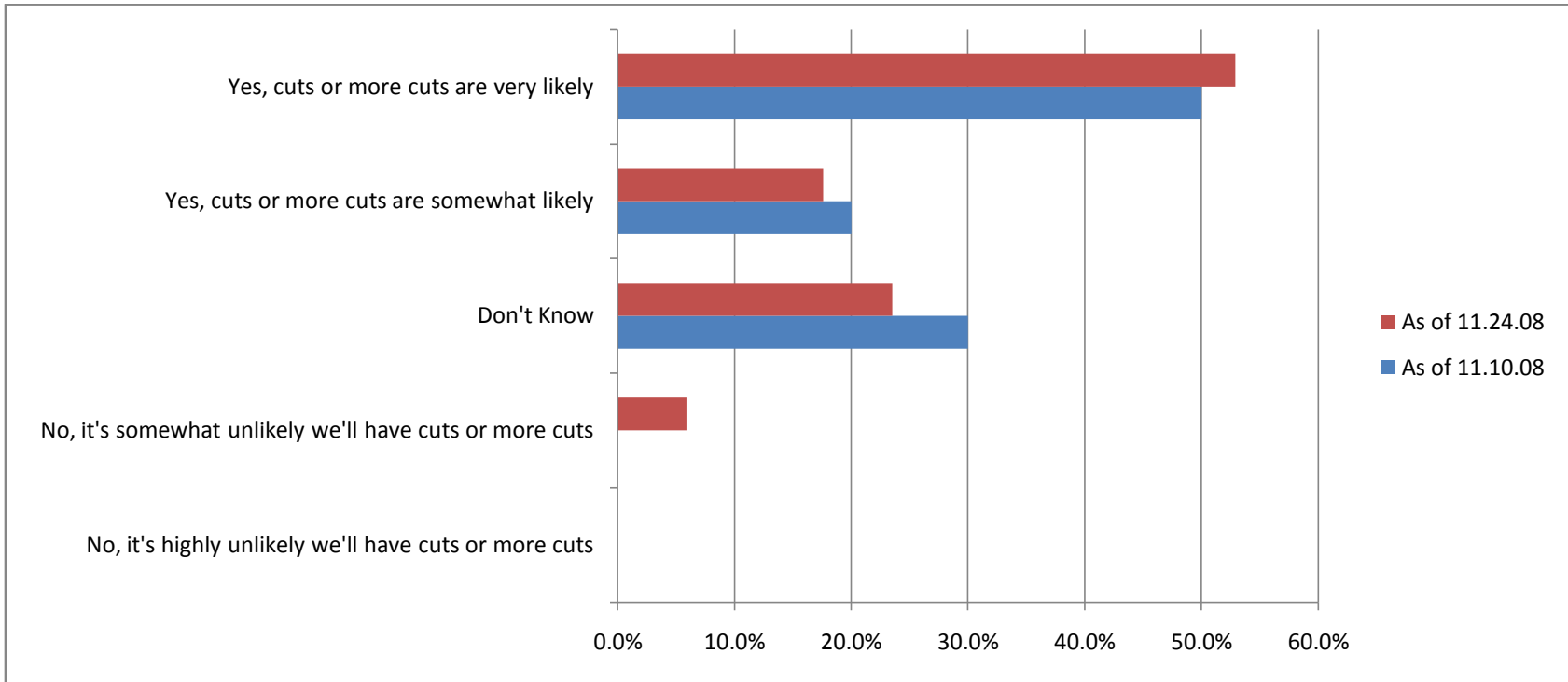
Contact Information	Have you used any cost saving options besides the traditional reduction in force, furlough, voluntary separation program, retirement incentive program or hiring freeze?	If Yes, please describe in detail these alternative cost savings option that are available	Further informatin/clarification regarding how your state is dealing with the financial crisis
Sam Wilkins South Carolina 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.	
Deborah Story Tennessee deborah.story@state.tn.us	No		
Randy Morris Montana ramorris@mt.gov	Yes	Energy Conservation Initiative Efficiency in government initiatives	Fiscal conservation and maintaining 'rainy day' funds with previous and projected budget surplus.
George Vega Kansas 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.
Daniel L. Hackler Indiana 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.
Anne Soileau Louisiana Anne.Soileau@la.gov	No		
Alicia Kellogg Maine alicia.kellogg@maine.gov	No		

Weathering the Financial Storm: Week 2 and 3
Responses as of November 21, 2008

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
Oscar B. Jackson, Jr. Oklahoma oscar.jackson@opm.ok.gov	No		
Sharon D. Larson Florida Sharon.Larson@dms.myflorida.com	No		
Diana Foster Oregon Diana.L.Foster@das.state.or.us	No		The State of Oregon has a revenue forecast due to be out in the next month.
Carla Wright Kentucky 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.
David Kaye Colorado david.kaye@state.co.us	No		Proposed budget for FY 2009-2010 has been revised downward from 6% annual growth limit to 4.98% increase. Reduction includes elimination of performance pay component for FY09-10 salaries, leaving in tact requested funding for 2.5% average salary increase based on market survey by occupational group.
Eva Santos Washington evas@dop.wa.gov	No		Initiating a government reform to streamline services. Economic Stimulus package for citizens.
Mike Jackson Delaware Mike.Jackson@state.de.us	Yes	Reviewing Purchas Orders over \$2,500 including credit cards--Discontinuing critical reclassifications	
Michelle Mann Michigan mannm@michigan.gov	Yes	Positions are filled provided legislative criteria has been met delivery of basic services or loss of revenue.	
Chester White Missouri chester.white@oa.mo.gov	No		
Sandra Perez New Mexico 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.

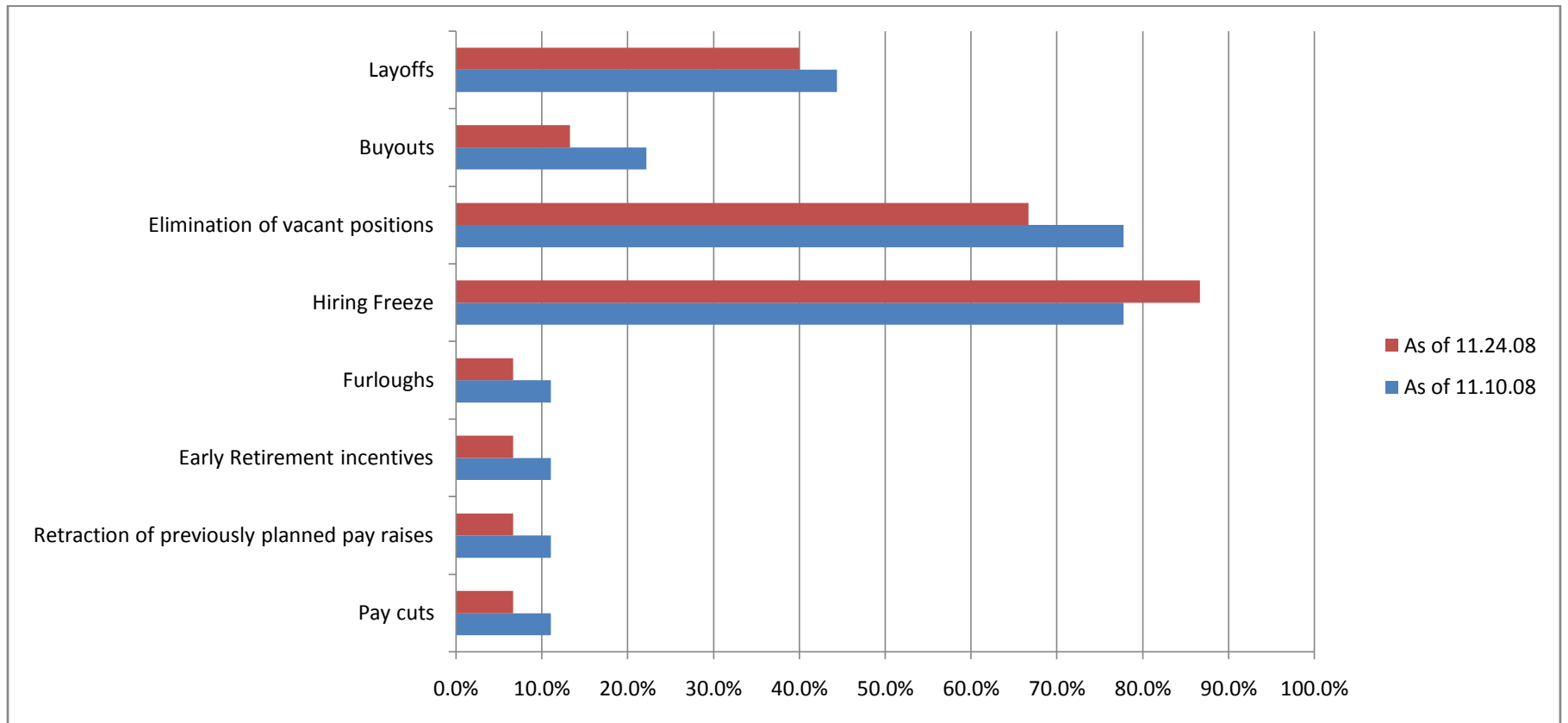
Question 3: Do you anticipate cuts (if no cuts have been made) or additional cuts to the state budget in FY 09?

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? *Results from 12 responses.*

CONSIDERATIONS TO RECENT FISCAL RESTRAINTS

