

Weathering the Financial Storm Results January 11, 2010

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Alabama Jackie Graham jackie.graham@personnel.alabama.gov <i>responses from Nov. 2008</i>	Zero %	Yes, cuts or more cuts are somewhat likely	No		
Arizona Kathy Peckardt kathy.peckardt@azdoa.gov <i>responses from March 2009</i>	Varies by agency	<i>Comment:</i> Cuts were made to FY09 budget on January 31, 2009.	No response		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.
California Elaine Smith elainesmth@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	
Colorado Tom Montoya tom.montoya@state.co.us <i>responses from Dec. 2009</i>	6%	Yes, cuts or more cuts are very likely. <i>Comment:</i> 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 or benefits for FY 10-11	Yes	Transfer of employer contribution into pension to the employees 2.5%	Reduced and deferred payments to Medicare and Medicaid. Increased auto registration fees.
Delaware Linda McCloskey linda.mccloskey@state.de.us <i>responses from March 2009</i>	Varies	Yes, cuts or more cuts are very likely	Yes	Reviewing Purchas Orders over \$2,500 including credit cards--Discontinuing critical reclassifications	The Governor has proposed for FY 2010 an 8 percent across the board pay cut. He has also proposed changing to floating holidays (for 3 of the holidays) and to make changes in our short-term disability program. Also, there is to be a reduction of ten percent in expenditures for contractors, consultants and employment services. Step increases would be suspended for employees like teachers who still get step increases. There will be a reduction in the use of casual/seasonal employees as well. It also appears that we will have significant changes to our health insurance program. All of these items still need to be approved by the legislature. Another implementation due to the fiscal restraints is to freeze career ladder promotions.
Florida Sharon D. Larson Sharon.Larson@dms.myflorida.com <i>responses from Dec. 2009</i>	Varies by agency	Unknown at this time	Yes	Travel has been restricted to mission critical only.	

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Georgia Lee Rudd lee.rudd@spa.ga.gov responses from Dec. 2009	18%	Yes, cuts or more cuts are very likely	No		
Indiana Daniel L. Hackler dhackler@spd.in.gov responses from Nov. 2009	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.
Iowa Nancy Berggren nancy.berggren@iowa.gov responses from Jan. 2009	1.50%	Yes, cuts or more cuts are very likely	No		
Kansas George Vega george.vega@da.ks.us responses from Dec. 2009	12.67%	Yes, cuts or more cuts are very likely. <i>Comment: There will be another 5% cut next fiscal year.</i>	No		
Kentucky Nikki Jackson 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.
Louisiana Shannon Templet shannon.templet@la.gov responses from Dec. 2009	Varies by agency	Yes, cuts or more cuts are very likely	No		
Maine Alicia Kellogg alicia.kellogg@maine.gov responses from Nov. 2009	About 10% with more to come.	Yes, cuts or more cuts are very likely.	No		
Maryland Cynthia Kollner 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.	

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<p>Massachusetts Natalie Wadzinski natalie.wadzinski@massmail.state.ma.us <i>responses from Dec. 2009</i></p>	<p>Approx. 5%: FY09 budget \$28.1 b(27.7b expended) FY10 budget \$27.0b less \$268.6 million emergency budget cuts in 10/09</p>	<p>Yes, cuts or more cuts are very likely</p>	<p>Yes</p>	<p>Healthcare Contribution Program: Employees who retire under the Program must file an application for retirement between August 7, 2009-October 1, 2009 for a retirement date no later than January 31, 2010. Employees filing within this timeframe will retain a health insurance premium contribution of 15%. Employees participating in the program will have their sick and vacation payments split into four installments and must sign a waiver that must be included with their superannuation retirement application. (unions did not agree to waivers so bargaining unit employees get vacation and 20% of sick time cashed out at retirement. Any employee who files an application for retirement after October 1, 2009, will have a health insurance premium contribution of 20%. Position Backfills An executive branch position vacated as a result of an employee's participation in the healthcare contribution program shall only be filled if the "Secretary of Administration and Finance determines the position is vital to the public health, public safety or other critical operation of the commonwealth". Positions that are refilled during fiscal year 2010 in the executive branch may not exceed 30 percent of the total annualized cost of regular compensation which would have been paid out by the commonwealth during fiscal year 2010 for the positions vacated under the healthcare contribution program. Agencies wishing to backfill positions vacated by employees paid via federal and trust accounts are not bound by the 30% rule noted above. Agencies are urged to refill these positions by utilizing existing, qualified staff prior to hiring new employees. Effective 2/1/10, our health insurance costs will increase for the first time in history.</p>	<p>Voluntary layoff incentives An employee who voluntarily agrees to be laid off may be eligible for the following cash incentives (each agency can offer these incentives if they can afford to do so). Voluntary Retirement Incentives An employee who files for retirement with the State Retirement Board on or before October 1, 2009, and who retires before January 1, 2010 may be eligible for a voluntary retirement incentive of up to \$10,000 (agency has discretion on whether to offer an incentive). An employee who agrees to voluntarily retire after October 1, 2009 may be eligible for a voluntary retirement incentive of no more than \$7,500. (agency has discretion on whether to offer an incentive). In order for these incentives to become effective, the following conditions must be met: Management retains final discretion in determining whether or not an employee will be approved for a voluntary retirement under this incentive program. Management may require that incentive payouts be spread out over two or more years. • Employees with 20 years or less of state service are eligible for a cash incentive up to exceed \$5,000. • Employees with greater than 20 years of state service are eligible for an additional \$500 for each year of service, up to a maximum of \$7,500.</p>
<p>Michigan Michelle Mann mann@michigan.gov <i>responses from June 2009</i></p>	<p>4.00%</p>	<p>Yes, cuts or more cuts are very likely</p>	<p>Yes</p>	<p>Positions are filled provided legislative criteria has been met delivery of basic services or loss of revenue.</p>	<p>Six scheduled furlough days (shutdown for non-essential services)</p>
<p>Minnesota Judy Plante judy.plante@state.mn.us <i>responses from Nov. 2009</i></p>	<p>7.5</p>	<p>Yes, cuts or more cuts are somewhat likely</p>	<p>Yes</p>	<p>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</p>	
<p>Missouri Chester White chester.white@oa.mo.gov <i>responses from Nov. 2008</i></p>	<p>None to date</p>	<p>Yes, cuts or more cuts are somewhat likely</p>	<p>No</p>		<p>Fiscal shortfall discussions have started.</p>
<p>Montana Randy Morris ramorris@mt.gov <i>responses from Nov. 2009</i></p>	<p>Zero %</p>	<p>Don't Know</p>	<p>Yes</p>	<p>Reduced out of state travel budget by 35%</p>	<p>Montana will continue to monitor revenue projections and adjust expenditures as needed.</p>

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Nevada Shelley Blotter 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.
New Hampshire Karen Hutchins 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	
New Mexico Sandra Perez sandra.perez@state.nm.us responses from Nov. 2009		Yes, cuts or more cuts are somewhat likely.	Yes	Freeze existing capitol oulay 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.
North Carolina Linda Coleman Linda.Coleman@osp.nc.gov responses from Dec 2009	14%	Yes, cuts or more cuts are very likely	No		
Oklahoma Oscar B. Jackson, Jr. oscar.jackson@opm.ok.gov responses from Jan. 2010	6%/\$729.4 Million projected revenue failure for FY2010 through 6/30/10.	Yes, cuts or more cuts are likely. Comment: 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			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.
Oregon Diana Foster Diana.L.Foster@ das.state.or.us responses from April 2009	18%	Yes, cuts or more cuts are somewhat likely	No		

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Pennsylvania Kate Yohn kyohn@state.pa.us <i>responses from Dec. 2009</i>	1-2% reductions were requested from agencies in Dec. 2009. These cuts are likely to be reflected in the next FY budget.	No it's somewhat unlikely we'll have cuts or more cuts	Yes	Restrictions on out of state travel, reduction or elimination of discretionary spending, prohibition on the purchase of new vehicles for the state's fleet.	
Rhode Island Anthony A. Bucci anthonyb@hr.ri.gov <i>responses from Dec. 2009</i>	8.4% (FY09 enacted to FY10 enacted)	Yes, cuts or more cuts are very likely	Yes	Furlough days in exchange for additional vacation credits. For example, pay deferral - 12 days of furlough in exchange for 15 vacation days	
South Carolina Sam Wilkins swilkins@ohr.sc.gov <i>responses from Dec. 2008</i>	Cuts have ranged from 10% - 18%	Yes, Cuts or more cuts are somewhat likely	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.	By legislation, SC has voluntary and mandatory furloughs available to address budget cuts.
Tennessee Deborah Story deborah.story@state.tn.us <i>responses from Dec. 2008</i>	Zero %	Yes, cuts or more cuts are very likely	Yes	Travel Freeze Mandated use of state park facilities for employee group meeting versus using non-state facilities (hotels, conference centers, etc.)	
Utah Jeff Herring jherring@utah.gov <i>responses from Dec. 2009</i>	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.	
Washington Eva Santos evas@dop.wa.gov <i>responses from Sept. 2009</i>	~2%	Yes, cuts or more cuts are very likely	Yes	Piloted the 4/10 scheduled in a few state owned facilities to end September 2009. Preliminary results were mixed, although the staff tend to like the shorter work week. Results are measuring energy consumption, customer service and availability.	Governor issued a Shared Services directive in December 2008 asking all central support agencies to develop a new service delivery model in human resources, information technology, property management, and fleet management. A group was formed to provide the Governor with commissions administrately and 16 boards and commissions from statures. Merged the administration of the two agencies that handled retirement systems and benefits. Consolidated 10 licensing offices. The 2009-2011 budget included a freeze on management salaries until Feb 2010 as well as an additional 2% administrative cut on the state fund. Hiring freeze was lifted but agencies need to balance their new budgets.

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West Virginia Sara P. Walker sara.p.walker@wv.gov <i>responses from March 2009</i>	2% per agency	Yes, cuts or more cuts are very likely	No		We are taking every step possible not to have layoffs.
Wisconsin Jennifer Donnelly jennifer.donnelly@wisconsin.gov <i>responses from Aug. 2009</i>	6-11% dependent on the agency	No response	No response		A centralized position review process continues.
Wyoming Dean Fausset dfauss@state.wy.us <i>responses from June 2009</i>	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.

	Layoffs	Buyouts	Elimination of vacant positions	Hiring Freeze	Furloughs	Early Retirement Incentives	Retraction of previously planned pay raises	Pay cuts
States								
AL								
AZ	X			X	X			X
CA	X		X	X	X		X	
CO	X		X	X				
DE			X	X				
GA	X		X	X	X		X	
FL	X		X					
IN								
IA				X				
KS*	X	X	X	X	X	X		
KY	X		X	X	X			
LA*	X		X	X	X			
ME*	X	X	X	X			X	
MD*	X		X	X	X			
MA	X	X			X			
MI					X			
MN*	X		X					
MO								
MT								
NV*	X		X	X	X			
NH	X		X	X				
NM			X	X	X			X
NC			X	X	X			
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		X
TN		X	X	X			X	
UT	X		X	X	X	X		
WA	X		X	X	X	X	X	
WV								
WI					X		X	
WY			X	X				
Totals	34	20	24	23	17	4	9	5

*KS: Only universities have used this tool.

LA: withholding of annual merit increases

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
States								
AL	X			X				
AZ	X			X	X			X
CA	X		X	X	X		X	
CO	X		X	X	X			
DE			X	X				
GA	X	X	X	X	X	X		
FL								
IN			X	X			X	
IA					X			
KS*	X	X	X	X	X	X	X	X
KY			X	X	X			
LA*	X		X	X	X			
ME	X		X	X	X			
MD*	X		X	X	X			
MA*	X		X		X		X	
MI	X		X	X				
MN								
MO								
MT								
NV								
NH								
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				
UT	X		X	X	X	X		
WA	X		X	X	X		X	
WV				X				
WI	X							
WY								
Totals	34	4	20	21	17	4	7	4

***KS:** With another 3% cut this year and 5% next year, agencies are looking at all of these options. Only universities are looking at buyouts and early retirement incentives.

LA: The Streamlining Commission is reviewing the feasibility of buyouts and early retirement incentives.

MA: Many of our unions have received a tentative agreement with the Administration to have mandatory furlough days in exchange for guaranteed funding of union contracts that were already negotiated and delay of FY10 salary increases o a future year. The agreements are subject to legislature approval and union member ratification (by voting).

MD: Temporary pay reductions