

Weathering the Financial Storm: Week 8  
Responses as of December 29, 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> <b>South Carolina</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>Deborah Story</b> <b>Tennessee</b> deborah.story@state.tn.us	Zero %	Yes, cuts or more cuts are very likely	Buyouts Elimination of vacant positions Hiring Freeze No salary policy increases for fiscal year 2008/2009	Hiring Freeze
<b>Randy Morris</b> <b>Montana</b> ramorris@mt.gov	Zero %	Don't Know		
<b>George Vega</b> <b>Kansas</b> 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
<b>Daniel L. Hackler</b> <b>Indiana</b> 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> <b>Louisiana</b> Anne.Soileau@la.gov	Zero %	<i>Comment:</i> Hiring Freeze Executive Order November 21, 2008	Hiring Freeze	
<b>Alicia Kellogg</b> <b>Maine</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.

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<b>Oscar B. Jackson, Jr.</b> <b>Oklahoma</b> oscar.jackson@opm.ok.gov	None	Yes, cuts or more cuts are somewhat likely <i>Comment:</i> December 22, 2008, the Oklahoma Board of Equalization announced the Oklahoma Legislative will have 4.4%/\$309.6 million less to appropriate for fiscal year 2010, beginning. However, appropriation decisions will not be made until the 2009 legislative session, which begins February 2 and ends May 29, 2009.	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>Sharon D. Larson</b> <b>Florida</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>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
<b>Carla Wright</b> <b>Kentucky</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
<b>David Kaye</b> <b>Colorado</b> david.kaye@state.co.us	None	Yes, cuts or more cuts are somewhat likely.	Hiring Freeze	
<b>Eva Santos</b> <b>Washington</b> 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
<b>Mike Jackson</b> <b>Delaware</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>Michelle Mann</b> <b>Michigan</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

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<b>Chester White</b> <b>Missouri</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>Sandra Perez</b> <b>New Mexico</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>Dean Fausset</b> <b>Wyoming</b> dfauss@state.wy.us	Zero %	<i>Comment:</i> Could see some contract work cut and reductions of federal funds to programs in future.		
<b>Jackie Graham</b> <b>Alabama</b> jackie.graham@personnel.alabama.gov	Zero %	Yes, cuts or more cuts are somewhat likely		Layoffs Hiring Freeze
<b>Jennifer Donnelly</b> <b>Wisconsin</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>Larry Albert</b> <b>Massachusetts</b> larry.albert@massmail.state.ma.us	9%	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

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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		
<b>Alicia Kellogg</b> <b>Maine</b> alicia.kellogg@maine.gov	No		

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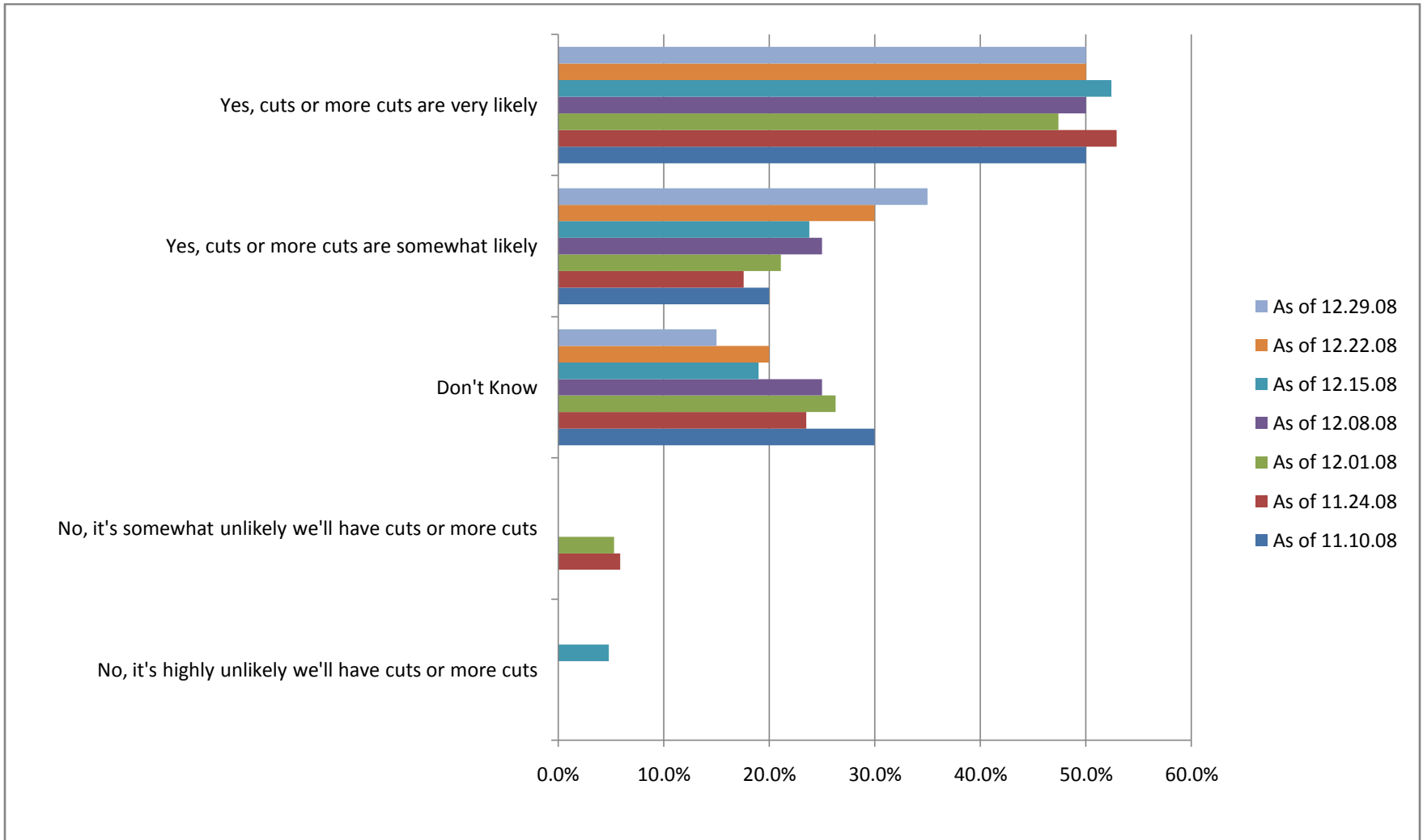
Contact Information	Have you used any cost saving options besides the traditional reduction in force, furlough, voluntary separation program, retirement incentive program or hiring freeze?	If Yes, please describe in detail these alternative cost savings option that are available	Further informatin/clarification regarding how your state is dealing with the financial crisis
<b>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	Yes	Travel restrictions	
<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.
<b>Carla Wright</b> <b>Kentucky</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.
<b>David Kaye</b> <b>Colorado</b> 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.
<b>Eva Santos</b> <b>Washington</b> evas@dop.wa.gov	No		Initiating a government reform to streamline services. Economic Stimulus package for citizens.
<b>Mike Jackson</b> <b>Delaware</b> Mike.Jackson@state.de.us	Yes	Reviewing Purchas Orders over \$2,500 including credit cards--Discontinuing critical reclassifications	
<b>Michelle Mann</b> <b>Michigan</b> mannm@michigan.gov	Yes	Positions are filled provided legislative criteria has been met delivery of basic services or loss of revenue.	

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<b>Chester White</b> <b>Missouri</b> chester.white@oa.mo.gov	No		
<b>Sandra Perez</b> <b>New Mexico</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>Dean Fausset</b> <b>Wyoming</b> dfauss@state.wy.us	No		Wyoming's economy remains fairly strong; however, there is some weakening as a result of the national economy. We remain a fiscal conservative state.
<b>Jackie Graham</b> <b>Alabama</b> jackie.graham@personnel.alabama.gov	No		
<b>Jennifer Donnelly</b> <b>Wisconsin</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>Larry Albert</b> <b>Massachusetts</b> larry.albert@massmail.state.ma.us	No		

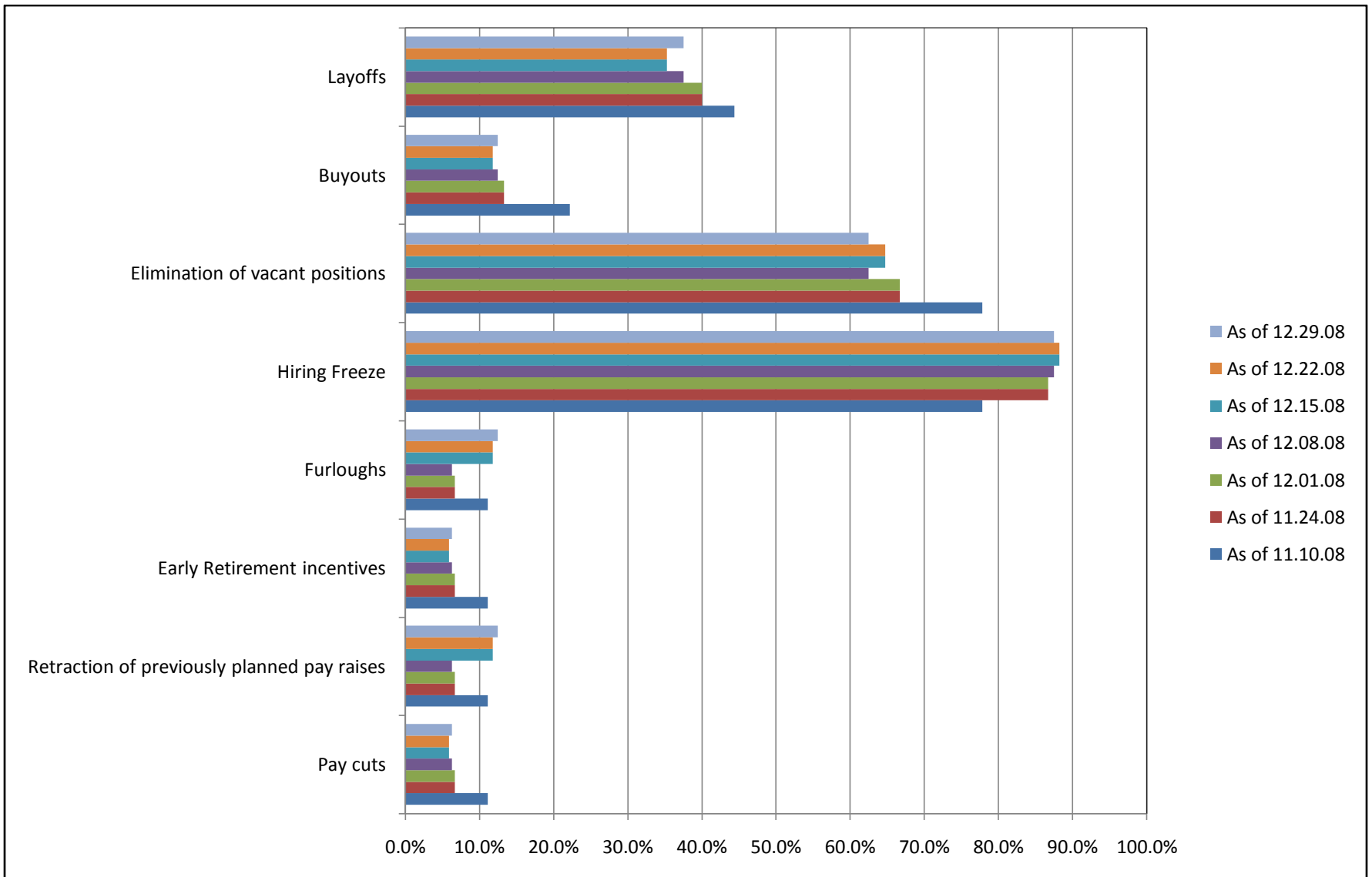
Question 3: Do you anticipate cuts (if no cuts have been made) or additional cuts to the state budget in FY 09?

### 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

