

Weathering the Financial Storm: Week 22
Responses as of April 6, 2009

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
Alabama Jackie Graham jackie.graham@personnel.alabama.gov	Zero %	Yes, cuts or more cuts are somewhat likely		Layoffs Hiring Freeze
Arizona Kathy Peckardt kathy.peckardt@azdoa.gov	Varies by agency	<i>Comment:</i> Cuts were made to FY09 budget on January 31, 2009.	Layoffs Hiring Freeze Furloughs Pay cuts <i>Comment:</i> Pay cuts: some agencies have suspended stipends	Layoffs Hiring Freeze Furloughs Pay Cuts <i>Comment:</i> Continuation of strategies already implemented.
California Elaine Smith elain smith@dpa.ca.gov	9.23% of personnel services in General Fund Departments	Yes, cuts or more cuts are very likely	Layoffs Hiring Freeze Furloughs Executive Order	Layoffs Elimination of vacant positions Hiring Freeze Furloughs
Colorado David Kaye david.kaye@state.co.us	2.50%	Yes, cuts or more cuts are very likely <i>Comment:</i> Departments have submitted proposed General Fund cuts of 2.5% for the current year. Proposed cuts cannot count dollars saved from the current hiring freeze, including positions vacated in the future.	Elimination of vacant positions Hiring Freeze	<i>Comment:</i> Waiting for legislature to convene in January 2009. Legislature must declare fiscal emergency by joint resolution to trigger executive authority to propose remedies resulting in pay reduction, such as mandatory furloughs, retraction of appropriated pay raises or pay cuts.
Delaware Dana Jefferson Dana.Jefferson@state.de.us	Varies	Yes, cuts or more cuts are very likely	Elimination of vacant positions Hiring Freeze <i>Comment:</i> Freeze career ladder promotions	Elimination of vacant positions Hiring Freeze
Florida Sharon D. Larson Sharon.Larson@dms.myflorida.com	Varies by agencies, but each has a minimum 4% holdback	Yes, cuts or more cuts are very likely	Layoffs Elimination of vacant positions Hiring Freeze <i>Comment:</i> Not all hiring is frozen. Critical positions are still being filled.	Furlough Pay cuts
Indiana Daniel L. Hackler dhackler@spd.in.gov	10.00%		Elimination of vacant positions Hiring Freeze Retraction of previously planned pay raises	
Iowa Nancy Berggren nancy.berggren@iowa.gov	1.50%	Yes, cuts or more cuts are very likely	Hiring Freeze	Furloughs <i>Comment:</i> Layoffs will be a last resort. We are anticipating no new pay increases, but we have not discussed pay cuts.

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Kansas George Vega george.vega@da.ks.us	4.25%	No, it's somewhat unlikely we'll have cuts or more cuts <i>Comment:</i> In April, when new revenue forecasts are scheduled, if revenues are worse than expected it is possible we will take additional cuts.	Layoffs Elimination of vacant positions Hiring Freeze <i>Comment:</i> Some employees have agreed to reduce their hours of work - they were full-time and are now part-time.	Layoffs Elimination of vacant positions Hiring Freeze Furloughs <i>Comment:</i> 1. I didn't check the "buyout" box, but we may try a pilot buyout program. 2. We will likely ask if any employee will volunteer to resign, retire or reduce their hours. We have some employees who are retired from other careers and some of these may be willing to leave or reduce their hours voluntarily.
Kentucky Carla Wright 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
Louisiana Anne Soileau Anne.Soileau@la.gov	Zero %	<i>Comment:</i> Hiring Freeze Executive Order November 21, 2008	Hiring Freeze	
Maine Alicia Kellogg 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.
Massachusetts Larry Albert larry.albert@massmail.state.ma.us	9.00%	Yes, cuts or more cuts are very likely	Elimination of vacant positions Freeze Retraction of previously planned pay raises Hiring Furloughs	Layoffs Elimination of vacant positions Hiring Freeze Furloughs
Michigan Michelle Mann mannm@michigan.gov	1.75%	Yes, cuts or more cuts are very likely	<i>Comment:</i> Freeze Performance Pay Awards	Layoffs Elimination of vacant positions Hiring Freeze
Missouri Chester White 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.
Montana Randy Morris ramorris@mt.gov	Zero %	Don't Know		

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New Mexico Sandra Perez 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.	
North Carolina Linda Coleman Linda.Coleman@osp.nc.gov	New Governor, budget has not been released yet	Yes, cuts or more cuts are very likely	Will know in a few days what the plans are in response to the deficit.	Don't know yet
Oklahoma Oscar B. Jackson, Jr. oscar.jackson@opm.ok.gov	Legislative Session began Feb.6, 2008. Board of Equalization met Feb. 17 to certify that Legislature will have \$600 million less to appropriate for FY2010, which combined with the manner in which one-time funding was provided for the current fiscal year, creates a \$900 million or 9% shortfall.	Yes, cuts or more cuts are very likely	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
Oregon Diana Foster 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
Pennsylvania James A. Honchar, SPHR jhonchar@state.pa.us	FY-2008-2009 by 4.25% excluding other state-wide measures in place to mitigate an estimated \$2.3 billion revenue shortfall	Don't Know <i>Commnet:</i> Additional cuts will be necessary for FY09-10	Elimination of vacant positions Hiring Freeze Retraction of previously planned pay raises <i>Comment:</i> Out-of-state travel freeze, reduction or elimination of discretionary spending, reduction or freeze of purchasing and reduction of vehicles from the state's fleet.	Layoffs Elimination of vacant positions Hiring Freeze Furloughs Retraction of previously planned pay raises Suspension or elimination of state programs
South Carolina Sam Wilkins 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

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Tennessee Deborah Story deborah.story@state.tn.us	Zero %	Yes, cuts or more cuts are very likely	Buyouts Elimination of vacant positions Hiring Freeze Retraction of previously planned pay raises	Elimination of vacant positions Hiring Freeze
Utah Jeff Herring jherring@utah.gov	FY09: Average of 9.1% FY10: Average of 7.5%	Yes, cuts or more cuts are somewhat likely	Layoffs Elimination of vacant positions Hiring Freeze Furloughs Early Retirement Incentives <i>Comment:</i> Agencies will use the above in a variety of combinations to absorb the budget cuts.	Layoffs Elimination of vacant positions Hiring Freeze Furloughs Early Retirement Incentives <i>Comment:</i> The 2009 legislative session just ended. As the budget numbers are analyzed, we expect to see more of the above.
Washington Eva Santos evas@dop.wa.gov		Yes, cuts or more cuts are very likely	Layoffs Elimination of vacant positions Hiring Freeze Retraction of previously planned pay raises <i>Comment:</i> Freeze on personal service contracts, freeze on travel and training out of state, freeze on purchases over \$5,000, and a freeze on all management pay raises until February 2010.	Layoffs Elimination of vacant positions Hiring Freeze Furloughs Retraction of previously planned pay raises Pay cuts <i>Comment:</i> There is a legislative bill that bifurcates premiums for benefits (medical, life) depending on salary level.
West Virginia Otis G. Cox otis.g.cox@wv.gov	2% per agency	Yes, cuts or more cuts are very likely Unknown	<i>Comment:</i> Contemplating elimination of contracted out of services.	Hiring Freeze
Wisconsin Jennifer Donnelly 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.	
Wyoming Dean Fausset dfauss@state.wy.us	Zero %	Yes, cuts or more cuts are somewhat likely <i>Comment:</i> Governor asked agencies to submit 5% and 10% cuts in their budgets to him for consideration.	<i>Comment:</i> None yet, however, we are no preparing for a possible hiring freeze and other cuts.	Elimination of vacant positions Hiring Freeze Furloughs

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Alabama Jackie Graham jackie.graham@personnel.alabama.gov	No		
Arizona Kathy Peckardt kathy.peckardt@azdoa.gov			State agencies have began looking at impacts of further budget cuts at various levels (e.g. 5%, 10%, 15%, 20%) for FY10
California Elaine Smith elain smith@dpa.ca.gov	No		
Colorado David Kaye david.kaye@state.co.us	No		December 2008 revenue forecast projects shortfall of \$230-\$600 million for current year (about 5-10% of General Fund appropriations). Current cuts of 2.5% plus use of GF 4% reserve is the plan to get through FY 2008-09. Departments have been asked to propose additional 10% GF reductions for FY 2009-10. Proposed program cuts cannot count dollars saved from the current hiring freeze, including positions vacated in the future.
Delaware Dana Jefferson Dana.Jefferson@state.de.us	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.
Florida Sharon D. Larson Sharon.Larson@dms.myflorida.com	Yes	Travel has been restricted to mission critical only.	
Indiana Daniel L. Hackler dhackler@spd.in.gov	No		The State of Indiana is planning to hold the line on all spending for 2009/2010 to actual revenues. No new spending is planned.
Iowa Nancy Berggren nancy.berggren@iowa.gov	No		

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Kansas George Vega george.vega@da.ks.us	No		One juvenile correction facility and two adult correctional camps closed. At least one other correctional facility will close. More layoffs are being planned. A commission is being appointed to look at closing a DD facility, MH facility and another juvenile correctional facility.
Kentucky Carla Wright 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 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 Anne Soileau Anne.Soileau@la.gov	No		
Maine Alicia Kellogg alicia.kellogg@maine.gov	No		
Massachusetts Larry Albert larry.albert@massmail.state.ma.us	No		
Michigan Michelle Mann mannm@michigan.gov	Yes	Positions are filled provided legislative criteria has been met delivery of basic services or loss of revenue.	
Missouri Chester White chester.white@oa.mo.gov	No		
Montana Randy Morris ramorris@mt.gov	Yes	Energy Conservation Initiative Efficiency in government initiatives	Fiscal conservation and maintaining 'rainy day' funds with previous and projected budget surplus.

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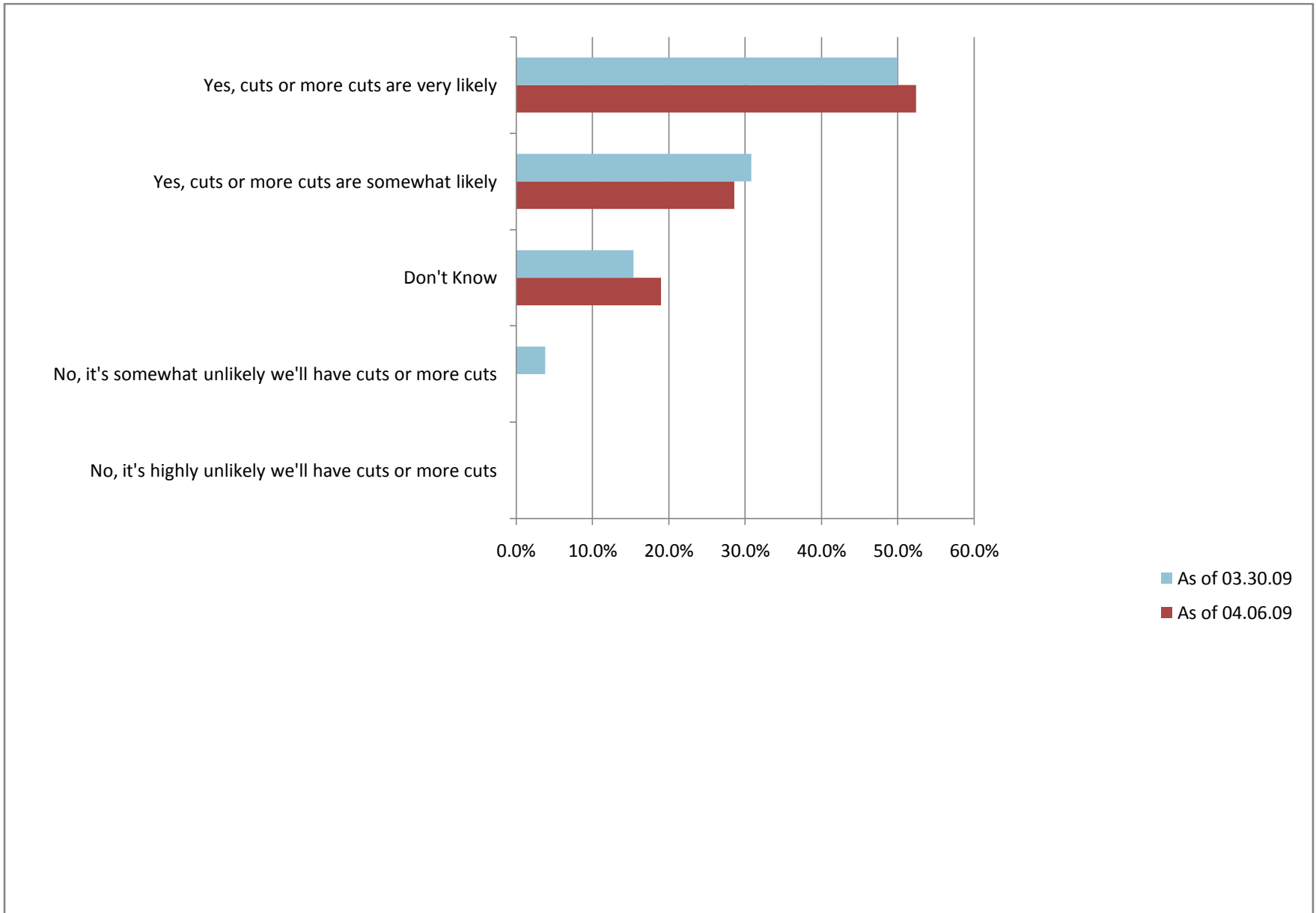
Contact Information	Have you used any cost saving options besides the traditional reduction in force, furlough, voluntary separation program, retirement incentive program or hiring freeze?	If Yes, please describe in detail these alternative cost savings option that are available	Further informatin/clarification regarding how your state is dealing with the financial crisis
New Mexico Sandra Perez 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.
North Carolina Linda Coleman Linda.Coleman@osp.nc.gov	No		
Oklahoma Oscar B. Jackson, Jr. oscar.jackson@opm.ok.gov	No		
Oregon Diana Foster Diana.L.Foster@ das.state.or.us	No		The State of Oregon has a revenue forecast due to be out in the next month.
Pennsylvania James A. Honchar, SPHR jhonchar@state.pa.us	Yes	See other comments withing the answers. Also, pursuit of consolidation/sharing of services across agency lines (HR, IT, Administration)	Continue to evaluate and research all options/alternatives
South Carolina Sam Wilkins 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.	

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Tennessee Deborah Story deborah.story@state.tn.us	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	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.	Because of uncertain revenue estimates, the Governor and legislators are holding open the possibility for a special session later in the year to deal with possible shortfalls.
Washington Eva Santos evas@dop.wa.gov	Yes	Piloting 4/10 schedule in state owned facilities. Pilot to end in March 2009. Measuring energy consumption, customer serviced issues, availability to public.	Governor announced "Government Reform" on 2/9/09. It includes a 1/3 reduction of boards and commissions, elimination of programs, reduction of 26 liscensed offices, and the merger of some agencies. The Governor has a directive to all agencies to work with central support agencies in a shared services model for IT, HR, facilities management, and motor pools to improve efficiencies and customer service. The directive requires that service level agrrements be created. The "State Stimulus" package was approved by the Leg and signed into law, including such things as initiating transportattion projects to increase or maintain jobs, increase unemployment insurance by \$45/week. Currently assessing the "federal stimulus" package and establishing reporting mechanisms from the state to the federal government. A new website for economic recovery was established. Next revenue forecast due 3/19/09 expected to increase the gap.
West Virginia Otis G. Cox otis.g.cox@wv.gov	No		We are taking every step possible not to have layoffs.
Wisconsin Jennifer Donnelly 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.	
Wyoming Dean Fausset dfauss@state.wy.us	No		Due to declining revenue forecasts, this week the Governor announced Wyoming may be facing \$300 to \$320 million in cuts to its budget for the next year. That amount would exceed the 10% cuts he has already asked agencies to identify. He may now be considering a hiring and reclassification freeze and preparing for deeper cuts.

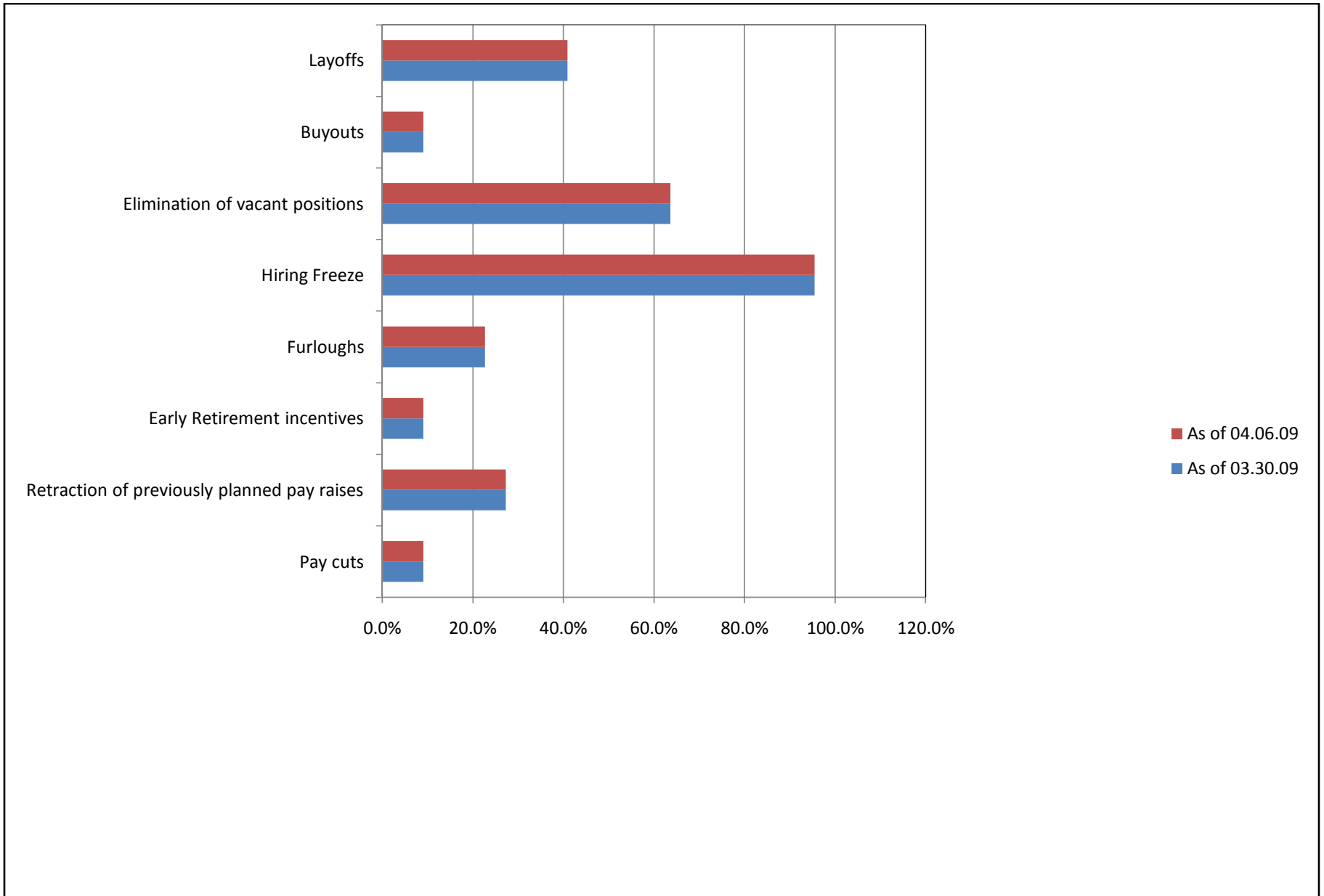
Question 3: Do you anticipate cuts (if no cuts have been made) or additional cuts to the state budget in FY 09?

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

