

Weathering the Financial Storm
Responses as of June 15, 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 elainesmith@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%	No, it's highly unlikely we'll have cuts or more cuts.	Layoffs Elimination of vacant positions Hiring Freeze <i>Comment:</i> Only a few layoffs to date in small programs. Major staff impacts from prison facility closure and delayed new facility construction/opening are being absorbed through pre-existing 20% vacancy rate in Dept. of Corrections.	Layoffs Elimination of vacant positions Hiring Freeze Furloughs Retraction of previously planned pay raises <i>Comment:</i> Everything is on the table for FY2010. As of April 2009, only soft hiring freeze and elimination of vacant positions have been mandated system-wide.
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 somewhat likely	Layoffs Elimination of vacant positions Hiring Freeze Pay Cuts <i>Comment:</i> Not all hiring is frozen. Critical positions are still being filled.	Pay cuts

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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.
Kansas George Vega george.vega@da.ks.us	FY 2009 4.25% FY 2010 7.67%	No, it's highly unlikely we'll have cuts or more cuts.	Layoffs Elimination of vacant positions Hiring Freeze <i>Comment:</i> Responses to fiscal constraints are decided by each agency. Other actions include: hiring for mission-critical positions only, slower hiring, moving employees from their respective positions to mission-critical positions, some employees have voluntarily separated, and some employees have reduced hours to part time.	Layoffs Elimination of vacant positions Hiring Freeze Furloughs <i>Comment:</i> These decisions are up to individual agencies.
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	Across the board decrease of 10% for each department plus other significant program decreases.	Yes, cuts or more cuts are very likely <i>Comment:</i> There is still a \$30 million gap which Appropriations will address this summer.	Layoffs Elimination of vacant positions Hiring Freeze <i>Comment:</i> Retirement incentive for this summer (not an early retirement incentive) and Confidential employees did not receive a planned 4% increase in January 2009. Covered employees did receive it.	<i>Comment:</i> Effective July 1, 2009, Merit increases will be frozen for two years, there will be no Longevity payments for the next two years, there will be ten shutdown days per year, and employees will pay more for their insurance.
Massachusetts Larry Albert larry.albert@massmail.state.ma.us	9.00%	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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Michigan Michelle Mann mannm@michigan.gov	4.00%	Yes, cuts or more cuts are very likely	Furloughs <i>Comment:</i> 6 scheduled furlough days (shutdown for non-essential services)	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		
New Mexico Sandra Perez sandra.perez@state.nm.us	Agency budgets were cut by 1.5% to 4.0% depending on the state initiative	No, it's somewhat unlikely we'll have cuts or more cuts <i>Comment:</i> No additional budget cuts have been made or are planned for the rest of this year after the legislature reduced the FY09 budget by 1.5% to 4.0%	Hiring Freeze Pay cuts <i>Comment:</i> Unclassified executive employees in the governor's exempt pay plan had their salaries reduced by 2%.	
North Carolina Linda Coleman Linda.Coleman@osp.nc.gov	9%	Yes, cuts or more cuts are very likely	Elimination of vacant positions Hiring Freeze Furloughs	Elimination of vacant positions Hiring Freeze Furloughs
Oklahoma Oscar B. Jackson, Jr. oscar.jackson@opm.ok.gov	7% for FY 2010	No, it's highly unlikely we'll have cuts or more cuts.	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 Furloughs
Oregon Diana Foster Diana.L.Foster@ das.state.or.us	18%	Yes, cuts or more cuts are somewhat likely	Layoffs Elimination of vacant positions Furloughs Retraction of previously planned pay raises Pay Cuts	Layoffs Elimination of vacant positions Furloughs Retraction of previously planned pay raises Pay Cuts

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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>Comment:</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
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.

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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	10%	Yes, cuts or more cuts are very likely	Elimination of vacant positions Hiring Freeze <i>Comment:</i> On 6/4/09 Governor's 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.	

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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 elainesmith@dpa.ca.gov	No		
Colorado David Kaye david.kaye@state.co.us	Yes	Individual departments are using operating expense reductions or freezes to meet or exceed 2.5% current year reductions (e.g. travel, official functions, professional licenses, dues, memberships).	\$208 million General Fund (GF) shortfall FY2009 is covered by 2.5% department reductions, use of statutory reserve and transfers from cash funds to GF. FY2010 budget with \$923 million GF shortfall (approx. 15% of total GF) is still under legislative debate. Departments submitted 10% base budget reductions for FY2010. Proposed \$300 million cut to higher education may cause closure of some community colleges. Furloughs previously dropped from consideration are back on the tabel for FY2010. Further layoffs are possible.
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.	The Florida Legislature passed the following appropriations bill for FY09/10 (still pending the Governor's approval): Effective July 1, 2009, the annual base rate of pay in excess of \$45,000 shall be reduced by 2%; however, in no instance shall the employees's annual base rate of pay be reduced below \$45,000. On May 28, 2009, Governor Charile Crist vetoed the 2 percent pay cut.

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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		
Kansas George Vega george.vega@da.ks.us	No		No general salary increase in FY 2010.
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		We continue with collective bargaining.
Massachusetts Larry Albert larry.albert@massmail.state.ma.us	No		

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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.
New Mexico Sandra Perez sandra.perez@state.nm.us	Yes	Increased emphasis on Energy Saving Initiatives.	
North Carolina Linda Coleman Linda.Coleman@osp.nc.gov	No		
Oklahoma Oscar B. Jackson, Jr. oscar.jackson@opm.ok.gov	No		From previous results: Key budget negotiators indicated April 5th that federal stimulus money could take care of half of the state's \$900 million budget hole. Of the \$2.6 billion in federal money earmarked for Oklahoma over the next two years, indications are about \$500 million can be used for budget stabilization and programs for the 2010 fiscal year.
Oregon Diana Foster Diana.L.Foster@ das.state.or.us	No		

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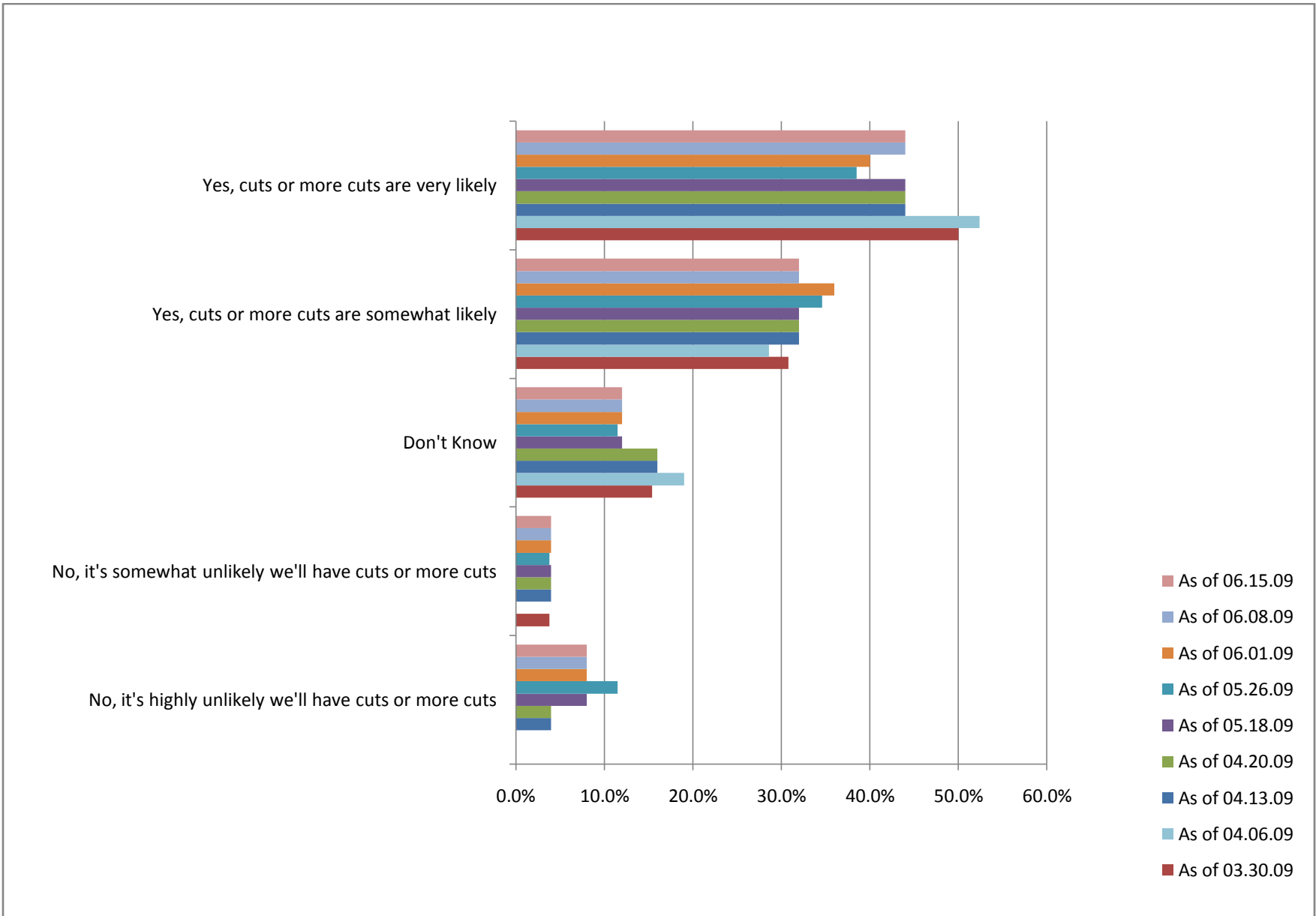
Contact Information	Have you used any cost saving options besides the traditional reduction in force, furlough, voluntary separation program, retirement incentive program or hiring freeze?	If Yes, please describe in detail these alternative cost savings option that are available	Further informatin/clarification regarding how your state is dealing with the financial crisis
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.	
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 legislastors 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 customor 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.

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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		Recently the Wyoming Revenue Forecast group announced revenue forecasts are not as bleak as previously predicted. Governor is not as optimistic and will be discussing with Legislature in a few weeks next steps for state government.

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

