

	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	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	18	5	20	21	17	4	7	5

***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).