

# States considerations in response to recent fiscal restraints | **FY2010**

	Layoffs	Buyouts	Elimination of vacant positions	Hiring Freeze	Furloughs	Early Retirement Incentives	Retraction of previously planned pay raises	Pay cuts
<b>States</b>								
AL	X			X				
AZ	X			X	X			X
CA	X		X	X	X		X	
CO	X		X	X	X		X	
DE			X	X				
FL								
IN			X	X			X	
IA					X			
KS	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			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		
TN			X	X				
UT	X		X	X	X	X		
WA	X		X	X	X		X	
WV				X				
WI	X							
WY								
<b>Totals</b>	<b>33</b>	<b>3</b>	<b>20</b>	<b>21</b>	<b>16</b>	<b>2</b>	<b>8</b>	<b>4</b>

\*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).