

	Layoffs	Buyouts	Elimination of vacant positions	Hiring Freeze	Furloughs	Early Retirement Incentives	Retraction of previously planned pay raises	Pay cuts	
States									
AL									
AZ	X			X	X			X	
CA	X		X	X	X		X		
CO	X		X	X					
DE			X	X					
GA	X		X	X	X		X		
FL	X		X						
IN									
IA				X					
KS*	X	X	X	X	X	X			
KY	X		X	X	X				
LA*	X		X	X	X				
ME*	X	X	X	X			X		
MD	X		X	X	X			X	
MA	X	X			X				
MI					X				
MN*	X		X						
MO									
MT									
NV*	X		X	X	X				
NH	X		X	X					
NM			X	X	X			X	
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		X	
TN		X	X	X			X		
UT	X		X	X	X	X			
WA	X		X	X	X	X	X		
WV									
WI					X		X		
WY			X	X					
Totals	34	20	6	24	23	17	4	9	6

*KS: Only universities have used this tool.

LA: withholding of annual merit increases

ME: Previously planned pay increase retracted for confidential employees only - bargaining unit employees received it (3%). Employees paying more for health insurance as of 10/09

MN: Hiring restrictions in place: voluntary time reductions in use: wages bargained for FY10 and 11 with zero increase.

NV: Merit salary increases and longevity pay were discontinued for the biennium.

OK: Each state agency is authorized to take appropriate actions in light of their specific budget circumstances. This budget situation primarily impacts state agencies where state appropriations are their primary revenue source.