

Table 8. Actions to Balance the FY 2009 Budget: Employee Actions

State	Layoffs			Less-Than-Full Contributions to Retirement Funds	Reduced Benefits	Travel Ban	Hiring Freeze	Salary Freeze	Early Retire- ment
	Yes	Number	Comment						
Alabama									
Alaska (N/A)									
Arizona (N/R)									
Arkansas (N/A)									
California (N/A)									
Colorado (N/A)									
Connecticut									
Delaware					✓		✓	✓	
Florida	✓	2,787	2,787 FTE positions were reduced; layoffs are not known.						
Georgia					✓	✓	✓		
Hawaii									
Idaho (N/A)									
Illinois				✓					
Indiana (N/A)									
Iowa				✓*					
Kansas									
Kentucky*				✓					
Louisiana									
Maine	✓		About 140 general fund positions were eliminated plus several initiatives were implemented to "manage vacancies."		✓	✓	✓		
Maryland							✓		
Massachusetts									
Michigan									
Minnesota									
Mississippi (N/A)									
Missouri (N/A)									
Montana (N/A)									
Nebraska									
Nevada					✓		✓		
New Hampshire						✓	✓		
New Jersey				✓		✓	✓		✓
New Mexico (N/A)									
New York						✓			
North Carolina (N/A)									

Table 8. Actions to Balance the FY 2009 Budget: Employee Actions

State	Layoffs			Less-Than-Full Contributions to Retirement Funds	Reduced Benefits	Travel Ban	Hiring Freeze	Salary Freeze	Early Retire- ment
	Yes	Number	Comment						
North Dakota (N/A)									
Ohio									
Oklahoma (N/A)									
Oregon (N/A)									
Pennsylvania									
Puerto Rico (N/R)									
Rhode Island					✓		✓		
South Carolina									
South Dakota									
Tennessee	✓	2,700	Tennessee has adopted a reduction in force plan that targets 2,700 positions for buyouts from state service. The initial phase relies on voluntary separation for targeted positions through monetary incentives and could lead to involuntary layoffs after Jan. 1, 2009. The state appropriated \$65 million for the buyout plan.		✓		✓	✓	
Texas (N/A)									
Utah (N/A)									
Vermont	✓	400	400 positions are to be reduced by the end of FY 2009 through attrition not layoffs but some agencies also are reducing staff to meet budget constraints. The attrition plan is intended to save the general fund \$7.6 million in FY 2009.	✓		✓		✓	
Virginia									
Washington (N/A)									
West Virginia (N/A)									
Wisconsin									
Wyoming (N/A)									
United States	4			4	6	6	9	3	1

Note:

Iowa—This action (less-than-full contributions to retirement funds) applies to the judicial retirement system only.

Kentucky—Captured \$85 million in savings by reducing the workforce through attrition.

Key:

(N/A) = Not applicable—no FY 2009 gap. Some of these states, however, have reported actions taken to help balance the FY 2009 budget.

(N/R) = No response

Source: NCSL survey of state legislative fiscal offices, June 2008.