

## Employee Actions

Action	Disposition	FY12	FY11	FY10
Alabama				
Layoffs	Enacted		Court system laid off 100 temporary employees.	
Furloughs	Enacted		The FY 2011 general fund budget allowed state agencies facing budget cuts to institute voluntary furlough plans in lieu of layoffs.	
Furloughs	Enacted			The state's personnel board has approved rules that will allow financially troubled agencies to furlough employees up to 24 days a year. However, furloughs in Alabama were blocked by a legislative committee and did not go into effect. In the final budget, the governor said he would leave the issue of mandatory furloughs up to the state agency heads.
Benefits/Pensions Changes	Enacted		Under the FY 2011 education budget, teachers paid higher health insurance costs.	
Benefits/Pensions Changes	Enacted		Under the FY 2011 general fund budget, state workers paid higher health insurance costs.	
Benefits/Pensions Changes	Proposed	The governor signed a bill to close new participation in the state's Deferred Retirement Option Program (DROP). DROP retirement allows state employees to continue to work while accruing retirement pay after 25 years of service. Cost savings estimates for program termination range between \$40 and \$70 million.		
Benefits/Pensions Changes	Proposed	The governor proposed increasing employee contribution levels over the next three years. This is projected to save the state over \$100 million.		
Arizona				
Layoffs	Enacted			The state laid off 1,000 tax auditors, benefits screeners, and other state employees.
Layoffs	Enacted			The Arizona Dept. of Transportation laid off 115 people. Most of the employees affected were customer services representatives for the Motor Vehicle Division.
Furloughs	Enacted			While furloughs have not been implemented at the statewide level, individual departments have responded to budget cuts with furloughs.
Benefits/Pensions Changes	Enacted			A measure eliminated domestic-partner benefits for state employees. However, on July 24, 2010, a federal judge blocked the state from canceling health insurance benefits for the domestic partners of gays and lesbians.
Arkansas				
Benefits/Pensions Changes	Enacted		The FY 2011 budget did not include cost of living increases for state employees. The governor estimated that a 2.3% increase would have cost approximately \$20 million. If state revenue increased during FY 2011, budget officials hope to restore the raises.	
Benefits/Pensions Changes	Proposed	The house approved a bill that would stop public employees from receiving pension retirement benefits while still working for the state. Under the bill, public employees cannot receive pension retirement benefits while on active state payroll.		
California				
Layoffs	Enacted			Governor has laid off over 10,000 state employees across state agencies.
Furloughs	Enacted			The budget continued the governor's two day per month furlough program. Since the budget was approved, however, the number has been raised to three days (the first three Fridays of each month

				through June 2010). The furlough program affects 189,000 state employees and reduces pay by roughly 5%. The furloughs are expected to save the state \$2.2 billion in payroll costs. A judge halted the furlough program for the 7,500 employees of the State Compensation Insurance Fund, finding the furloughs to be illegal because of a state insurance law that forbids staff cutbacks within the agency. The state now must pay workers back, with interest, for the 16 furlough days they have taken so far.
Furloughs	Enacted			In the University of California system, more than 108 full-time equivalent positions, UC faculty and staff will be required to take from 11 to 26 furlough days – amounting to a salary reduction of 4% to 10% over the 12 months beginning Sept. 30, 2009. The furlough plan is expected to save the UC system \$184.1 million in payroll savings.
Furloughs	Enacted			California State University trustees have ordered all full-time faculty to take 24 unpaid furlough days this year. That amounts to about a 10% pay cut. The measure is expected to save the Cal State system \$275 million in payroll over a 12 month period.
Benefits/Pensions Changes	Enacted			California Citizens Compensation Commission voted to cut the salaries of the 12 top elected officials and all lawmakers by 18%.
Benefits/Pensions Changes	Enacted		The Union representing California Highway Patrol officers and three other state labor groups - comprising about 25,000 state workers - agreed to roll back pension benefits for new hires and increase employees' pension contributions.	
Benefits/Pensions Changes	Enacted		The governor announced two-year agreements with the Union of American Physicians and Dentists and the International Union of Operating Engineers. The agreements will lower salaries and roll back pension benefits for the 14,000 state employees represented by these unions, saving a projected \$66 million.	
Benefits/Pensions Changes	Failed		The House and Senate passed a measure that would slice 5% from employee payrolls, saving more than \$230 million. The governor vetoed ABX82 on 3/7/10.	
Other Employee Actions	Proposed	The governor proposed cutting \$308 million in pay from state workers currently without a contract.		
Other Employee Actions	Proposed	The governor instituted a statewide hiring freeze.		
Colorado				
Layoffs	Enacted			Post-enactment of the budget, the governor has laid off 266 state employees.
Furloughs	Enacted			Post-enactment of the budget, the governor announced an additional four furlough days – bringing the total number of furlough days to eight for FY 2010. The furloughs affect about 15,500 state employees. The eight furlough days are expected to save about \$27.2 million.
Benefits/Pensions Changes	Proposed	The governor proposed requiring state employees to pay an additional 2.5% of their monthly salary towards the state pension plan. In FY 2011 state employees were asked to put an additional 2% of their salary towards the pension plan.		
Other Employee Actions	Enacted			A salary freeze was enacted for some employees in FY 2010.
Connecticut				
Layoffs	Proposed	The governor's recommended budget includes the reduction of 180 positions, of which, 150 are currently filled.		

Furloughs	Enacted			50,000 state employees received seven furlough days over two years.
Benefits/Pensions Changes	Enacted			A measure included concessions from unions that raised health care co-payments, offered early retirement packages for workers 55 and over, and included a compromise that there would be no layoffs. Total savings over the subsequent three years would be approximately \$700 million.
Benefits/Pensions Changes	Proposed	The governor's recommended budget calls for \$1 billion in reductions related to employee compensation and fringe benefits.		
Delaware				
Layoffs	Enacted			The budget eliminated 485 state employee positions through attrition – no one will be laid off. The measure will save about \$13.75 million in FY 2010.
Layoffs	Enacted			Post-enactment of the budget, the governor eliminated 525 state jobs that were mostly vacant positions in the Dept. of Health and Social Services and the Dept. of Corrections.
Furloughs	Enacted			The budget furloughs state employees for five days.
Furloughs	Enacted			Pay for state employees was decreased 2.5% through furloughs and the elimination of state holidays.
Benefits/Pensions Changes	Enacted			Pay for state employees was decreased 2.5% through furloughs and the elimination of state holidays.
Benefits/Pensions Changes	Failed		The governor proposed driving down employee health costs by renegotiating the pharmacy contract for prescription drugs and maximizing prescription drug rebates for a savings of \$5.1 million.	
Benefits/Pensions Changes	Failed		Governor proposed implementing new health care tier for new employees, effective Jan. 1, 2011, for a savings of \$1.1 million.	
Benefits/Pensions Changes	Proposed	The governor's recommended budget includes a pension and health restructuring proposal. In the first year this measure is estimated to save the state \$3.2 million.		
District of Columbia				
Layoffs	Enacted			160 D.C. child care workers were laid off as at least 20 child care centers were closed due to budget issues.
Florida				
Benefits/Pensions Changes	Enacted			1,000 state officials received a 2% pay cut.
Benefits/Pensions Changes	Enacted		The FY 2011 budget required 27,000 state employees (mostly managers) and lawmakers to begin paying a portion of their health insurance premiums. The annual premium cost will be \$100 for individuals and \$360 for families.	
Benefits/Pensions Changes	Proposed	The governor's recommended budget increase employee pension contributions to 5%. This is projected to save the state \$2.8 billion in the next two fiscal years.		
Other Employee Actions	Enacted		The FY 2011 budget did not include pay raises for state employees.	
Georgia				
Layoffs	Proposed	The governor proposed eliminating 14,000 state employees.		
Layoffs	Proposed	The house and the senate approved a budget that increases healthcare premiums for state employees and teachers by 20%.		
Furloughs	Enacted			The budget required all state agencies to cut 5% from their spending plans. Some agencies have implemented furloughs to meet the required budget cuts.

Furloughs	Enacted			The Dept. of Human Services (DHS) will furlough the agency's 9,000 workers for 12 days over FY 2010. The DHS furloughs will save \$23 million in FY 2010.
Furloughs	Enacted			Post-enactment of the budget, the governor ordered three furlough days for state employees, and many school districts required teachers to take three furlough days. The Dept. of Education furloughed its employees five days by the end of FY 2010.
Furloughs	Enacted			The Georgia Supreme Court justices, court staff, and the justices of the Georgia Court of Appeals and its staff took three furlough days before the end of calendar year 2009.
Furloughs	Enacted			Post-enactment of the budget, Georgia's Board of Regents approved six furlough days for employees at public colleges and universities, effecting some 40,000 employees which is estimated to save the state \$42 million.
Benefits/Pensions Changes	Enacted			A measure raised health insurance premiums on most of the state's 225,000 state employees and teachers.
Benefits/Pensions Changes	Failed		Lieutenant Governor proposed freezing longevity raises for 150,000 teachers and making them pay more into the retirement system.	
Other Employee Actions	Enacted		State workers did not receive salary step increases. Teachers were exempted.	
Hawaii				
Layoffs	Enacted		The Dept. of Education eliminated about 400 positions, of which about 40 were filled. The measure is expected to save about \$15 million in FY 2011.	
Layoffs	Enacted			Lawmakers eliminated 200 state jobs to ease the deficit.
Layoffs	Enacted			Post-enactment of the budget, the governor has ordered 650 layoffs of state workers starting in November 2009. The original projection was 1,000 workers. But some state employees "bumped" workers with lower-level seniority.
Furloughs	Enacted			The governor has ordered three days of unpaid furloughs each month for two years for the state's 40,000 employees. The furloughs amount to a pay cut of almost 14%. The governor has also asked the legislative and judicial branches to impose furloughs. Additionally, agencies not directly overseen by the governor will receive reductions in budget allocations by amounts comparable to a three day-per-month furlough. However, a Circuit Court judge ruled that unilateral furloughs violate collective bargaining agreements. The governor has since ordered two furlough days a month for herself, her cabinet, and deputies.
Furloughs	Enacted			The governor and the Hawaii Government Employees Association have agreed to 18 furlough days in FY 2010 and 24 furlough days in FY 2011. The agreement was ratified by a vote of union members.
Furloughs	Enacted			Post-enactment of the budget, the governor has ordered three day a month furloughs for non-union state workers.
Furloughs	Enacted			The governor imposed spending restrictions on public schools. The state independent school board, who governs teachers, had called for a combined total of 34 teacher furlough days to implement the budget cuts, affecting some 13,000 teachers.

Furloughs	Enacted			Post-enactment of the budget, the governor released \$57.2 million to the state school system, out of a total of \$67 million the Legislature allocated from a special state hurricane relief fund. With an additional \$10 million from the private sector. Thus eliminating 17 of the 34 furlough days for the 2009-2011 biennium.
Furloughs	Enacted		Employees under the Hawaii Government Employees Association who work a year round schedule as well as the department's United Public Workers will have 13 furlough days during FY 2011. Initially, 24 furlough days were agreed to by both unions, but the number was reduced to 13 as part of the broader plan that eliminated 17 academic furloughs days in FY 2011 by, among other things, using \$57.2 million from the Hurricane Relief Fund.	
Furloughs	Enacted		Most teachers will have six furloughs days in FY 2011. All of those days will be taken on days that would normally be teachers' planning/ preparation days with no students.	
Benefits/Pensions Changes	Enacted			Governor, lieutenant governor, department directors, judges and state lawmakers all accepted a 5% pay cut through 2011.
Benefits/Pensions Changes	Enacted			Post-enactment of the budget, governor discontinued Medicare Part B reimbursement for spouses of state retirees, and discontinued paying life insurance premiums for employees and retirees.
Benefits/Pensions Changes	Failed			Proposal to discontinue life insurance for state workers.
Benefits/Pensions Changes	Failed			Proposal to increase state worker premium payments; currently, the state covers 60% of health premium payments.
Benefits/Pensions Changes	Failed		Governor proposed discontinuing Medicare Part B reimbursements for spouses of state government retirees and also discontinuing life insurance premiums for government employees and retirees. The proposal would save \$12.5 million.	
Benefits/Pensions Changes	Proposed	The governor proposed ending state-funded reimbursement for Federal Medicare Part B benefits for state government retirees, saving about \$42 million a year.		
Benefits/Pensions Changes	Proposed	The governor proposed implementing a 5% reduction, about \$88 million, in government worker labor costs. The governor indicated the cost reduction would be achieved without requiring employee furloughs. The governor hopes to achieve the cost reductions through collective bargaining negotiations with state employee unions.		
<b>Idaho</b>				
Layoffs	Enacted		The Dept. of Parks and Recreation eliminated 25 positions.	
Layoffs	Enacted		The Idaho Dept. of Health and Welfare cut 4% of its workforce, laying off 126 workers.	
Layoffs	Enacted		24 positions were eliminated in the Dept. of Corrections.	
Layoffs	Enacted			The budget laid off 333 state employees. The Corrections Department has eliminated 44 positions.
Furloughs	Enacted			In FY 2010, 3,710 employees took unpaid furloughs. In the Corrections Department, all workers must take 4-12 furlough days in FY 2010.

Furloughs	Enacted		The Dept. of Corrections mandated that all workers take 4-12 furlough days in FY 2011.	
Benefits/Pensions Changes	Enacted			Budget resulted in pay cuts for 186 workers.
Benefits/Pensions Changes	Enacted			The Joint Finance-Appropriations Committee approved a temporary 3% pay cut for all state employees for FY 2010.
Other Employee Actions	Enacted			A salary freeze was enacted for some employees in FY 2010.
Other Employee Actions	Enacted		The state's seven constitutional officers, which include the governor, attorney general and state superintendent, will receive a 4% pay cut in FY 2011.	
Other Employee Actions	Enacted		New state employees must wait 90 days to be eligible for health insurance, up from 30 days. The change is estimated to save approximately \$5 million.	
Illinois				
Layoffs	Failed			Governor has ordered the elimination of 2,600 state jobs. The layoffs would include 1,000 prison workers, 870 human services workers, more than 300 State Police employees, and others from various agencies. On September 28, 2009 a judge issued a preliminary injunction against the layoff plan, putting the layoffs on hold.
Furloughs	Enacted			Governor imposed four day furloughs for state workers.
Furloughs	Enacted		The governor and the state's employees unions reached an agreement on a voluntary furlough program and a pay freeze. Under the furlough program, for every two furlough days agreed to by an employee, the employee can take an extra day off at Thanksgiving and over the Christmas and New Year's break. The governor's office estimates the furlough program will save at least \$2.1 million. Under the pay freeze agreement, scheduled raises for union workers are delayed until July 1, 2011. In exchange, the state agreed not to layoff union workers through June 30, 2011. The plan also prevents the state from closing any additional facilities through June 30, 2011. The union concessions are expected to save the state \$180 million in FY 2011. The furlough and pay freeze agreement was reached after the unions won a lawsuit in September 2009 preventing the governor from laying off 2,600 state employees.	
Benefits/Pensions Changes	Enacted		In March 2010 the governor signed into law changes to the state pension system. The changes included raising the retirement age to 67, capping annual pensions at \$106,800 and cutting cost of living increases to half of the U.S. Consumer Price Index. The governor estimates the changes will save \$300 million in FY 2011.	
Benefits/Pensions Changes	Enacted		The governor and the state's employees unions reached an agreement on a voluntary furlough program and a pay freeze. Under the furlough program, for every two furlough days agreed to by an employee, the employee can take an extra day off at Thanksgiving and over the Christmas and New Year's break. Under the pay freeze agreement, scheduled raises for union workers are delayed until July 1, 2011. In exchange, the state agreed not to layoff union workers through June 30, 2011. The plan also prevents the state from closing any additional facilities through June 30, 2011. The union concessions are expected to save the state \$180 million in FY 2011. The furlough and pay freeze agreement was reached after the unions won a lawsuit in September 2009 preventing the governor from laying off	

			2,600 state employees.	
Benefits/Pensions Changes	Enacted		A small percentage of state employee have been approved for flexible work schedules, including nine day pay periods or a four day work weeks.	
Benefits/Pensions Changes	Enacted		The FY 2011 budget cuts legislators' per diems from \$139 to \$111 .	
Benefits/Pensions Changes	Enacted		The FY 2011 budget requires all members of the legislature and executive branch officials to take 12 furlough days.	
Benefits/Pensions Changes	Enacted		The FY 2011 budget eliminates 3% automatic cost of living increases for executive branch officials and legislators.	
Benefits/Pensions Changes	Enacted		The FY 2011 budget reduces General Assembly travel reimbursements from \$0.50 to \$0.39 per mile.	
Benefits/Pensions Changes	Enacted		The FY 2011 budget cuts \$15.4 million from the Illinois State Police budget.	
Benefits/Pensions Changes	Failed		Increased rates for state retiree health benefits.	
Benefits/Pensions Changes	Failed		A proposal requiring state employees to begin paying premiums for health-care coverage.	
Indiana				
Furloughs	Enacted			Post-enactment of the budget, the governor announced that state agencies will offer up to one month of voluntary unpaid leave to employees through the end of FY 2010.
Furloughs	Enacted			Post-enactment of the budget, the governor announced that state agencies may individually chose to implement mandatory furlough days to meet the across-the-board reductions that he ordered.
Benefits/Pensions Changes	Enacted			Post-enactment of the budget, the governor suspended \$15 biweekly state employee contributions on deferred compensation retirement accounts. The measure saved an estimated \$9 million. The governor also merged the Public Employees Retirement Fund and the Teachers Retirement Fund in an effort to reduce investment management fees and avoid administrative duplication. This is estimated to save \$50 million a year.
Benefits/Pensions Changes	Enacted		As part of broader cuts to the two-year budget approved in 2009, the governor has eliminated raises, froze most vacant positions and cut back on travel.	
Iowa				
Layoffs	Enacted			Post-enactment of the budget, the governor ordered across-the-board budget cuts of 10%. The Dept. of Corrections will implement those cuts by eliminating 262 vacant positions and laying off 515 employees.
Layoffs	Enacted			Post-enactment of the budget, the governor ordered across-the-board budget cuts of 10%. The governor approved plans by agency directors to lay off a total of 180 workers and eliminate 230 vacant positions. The governor has asked three unions to reopen contract negotiations in an effort to save more money. If the unions do not reopen contract negotiations the governor says he will lay off 515 corrections employees and 53 public safety workers.
Layoffs	Enacted			Post-enactment of the budget, Iowa's judicial branch has laid off 118 employees and eliminated 86 positions statewide.
Furloughs	Enacted			Employees in the Attorney General's office took 13 or 14 furlough days in FY 2010. Employees making more than \$50k annually were required to take an additional two furlough days.

Furloughs	Enacted			Post-enactment of the budget, the governor ordered seven days of furloughs for 3,258 workers not covered by union contracts. The measure was expected to save \$16 million in FY 2010. In addition, the Dept. of Agriculture furloughed non-contract employees for 12 days in FY 2010.
Furloughs	Enacted			Post-enactment of the budget, the state's largest employee's union, AFSME voted to allow all AFSME-covered employees take off five unpaid days beginning November 27 and ending June 11, 2010. AFSME employees sacrificed \$75 a month in retirement contributions as part of assurances that 479 workers would not be immediately laid off.
Furloughs	Enacted			Post-enactment of the budget, not bound by governor directives, Iowa's Judicial Branch furloughed employees for 10 days prior to June 18, 2010.
Benefits/Pensions Changes	Enacted			AFSME, the state's largest employee's union, voted to take five unpaid days off and accept a \$75-per-month reduction in retirement contributions in exchange for an agreement that none of its members would be laid off for seven months.
Benefits/Pensions Changes	Enacted		SF 2062, the State Employee Early Retirement Incentive Program (SERIP), provided state employees 55 years of age or older the option of early retirement. The program was initially estimated to save \$57 million annually, but employee participation was higher than originally anticipated leading to estimated savings of \$88.6 million.	
Benefits/Pensions Changes	Enacted		HF 2518 requires state and local governments and their employees to pay at least \$103.5 million more annually in retirement costs.	
Kansas				
Layoffs	Enacted			Budget cuts in FY 2010 have forced higher education officials to cut nearly 800 jobs.
Benefits/Pensions Changes	Failed			Proposal to cut the pay of state employees by 5%.
Benefits/Pensions Changes	Failed		The governor vetoed a provision to cut the pay of state officers by 5%.	
Other Employee Actions	Proposed	The governor proposed eliminating 2,000 currently vacant state jobs.		
Kentucky				
Furloughs	Enacted		The budget required the governor to find \$131 million in savings in FY 2011 through reduced spending on contracts, political employees and other cuts. The state budget director and secretary of the governor's executive cabinet said furloughs are "likely" to be part of the administration's approach in implementing the new budget.	
Benefits/Pensions Changes	Enacted		Salaries and wages were cut by \$2.3 million for the Dept. of Social and Rehab Services. Salaries at the Health Policy Authority were cut by \$200,000.	
Louisiana				
Layoffs	Enacted		SB 293 required that state departments conduct analyses of staffing needs to implement cuts as prescribed by a government streamlining commission.	
Layoffs	Enacted			Post-enactment of the budget, various state agencies laid off 515 workers.
Layoffs	Enacted			The budget laid off over 3,500 state employees.
Layoffs	Enacted			Post-enactment of the budget the Attorney General laid off 25 people, 24 of these at Rehabilitation Services.
Benefits/Pensions Changes	Enacted			Post-enactment of the budget, the Attorney General laid off 25 and froze 29 vacant positions. Dept. of Natural Resources left four positions unfilled.



				Dept of Veterans affairs eliminated six vacant positions.
Benefits/Pensions Changes	Enacted		At the beginning of FY 2011, the governor issued an executive order instituting a partial hiring freeze across most state agencies, with new hires requiring approval from the governor's budget chief. The governor aimed to achieve savings of at least \$20 million as a result of the freeze. Positions exempt from the hiring freeze include elected officials, positions at public colleges, and jobs connected to patient care and public safety.	
Benefits/Pensions Changes	Enacted		The governor suspended raises scheduled for the beginning of FY 2011 for 60,000 classified state employees and 30,000 unclassified employees.	
Benefits/Pensions Changes	Enacted		HB 1337 involved various changes to the state retirement system. Among the changes is an expansion from three years to five years of the period at the end of employment used in the calculation of benefits. The law also required teachers be at least 60 years of age before becoming eligible for retirement benefits; under the previous system, some teachers were eligible for benefits before the age of 60.	
Benefits/Pensions Changes	Failed		HB 930 and HB 931 would have created a new defined contribution retirement plan for new state employees.	
Benefits/Pensions Changes	Failed		HB 224 would have eliminated retirement benefits for former state employees when they are in prison.	
Benefits/Pensions Changes	Proposed	Program directors announced that retired beneficiaries in the Louisiana State Employees Retirement System (LASERS) will not receive a cost-of-living adjustment (COLA) this year. LASERS beneficiaries will not receive a COLA until the fund receives at least an 8.25% rate of investment return.		
Maine				
Layoffs	Enacted			Under the final budget, approximately 255 jobs were eliminated. Many were eliminated via attrition or by eliminating vacant positions.
Furloughs	Enacted			The enacted budget shut down non-essential government services and furloughed those employees for 20 days spread out over 2010-2011 biennium.
Furloughs	Failed			The governor proposed adding an additional government shutdown day.
Furloughs	Failed		Governor proposed adding two government shutdown days.	
Benefits/Pensions Changes	Enacted			The budget required state employees to relinquish merit and longevity pay increases.
Benefits/Pensions Changes	Proposed	The governor's proposed budget includes increasing state employee contributions to the pension system by 2% and to freeze and cap cost of living adjustments.		
Other Employee Actions	Enacted			The budget required state employees to forego merit and longevity pay increases.
Other Employee Actions	Enacted			Some state employees were offered early retirement packages in FY 2010.
Other Employee Actions	Proposed	The governor's proposed budget includes a continuation of a hiring freeze and provides incentives for early retirement. Eligible employees will receive a small cash payment for entering the retirement system.		
Maryland				
Layoffs	Enacted		The budget decreased the state workforce by 0.9%, or 719.3 positions.	
Layoffs	Enacted			The governor has eliminated more than 2,700 mostly vacant government positions.

Layoffs	Enacted			Post-enactment of the budget, the Board of Public Works has approved the elimination of 364 positions, over 200 of which were filled. As of November 2009, the Board of Public Works announced the layoff of an additional 70 employees.
Layoffs	Proposed	In the governor's recommended budget, an estimated 1,000 positions will be eliminated under the Voluntary Separation Program. This is anticipated to save the state \$40 million.		
Furloughs	Enacted		State employee salaries fell by an average of 2.6% to satisfy the 5 to 10 day furlough and service reduction requirements.	
Furloughs	Enacted			Post-enactment of the budget, the Board of Public Works approved requiring all non-essential state workers (about 70,000 employees) to take anywhere from three to 10 furlough days, depending on their salary.
Benefits/Pensions Changes	Enacted		The Public Employees' and Retirees' Benefit Sustainability Commission was established to provide an external review of state funded pensions and post retirement benefits provided to state and public education employees. Its findings and recommendations will be utilized in the 2011 session.	
Benefits/Pensions Changes	Proposed	House and Senate Lawmakers recommended increasing state employee contributions to their pension plans from 5% to 7% of their income.		
Other Employee Actions	Enacted			Post-enactment of the budget, the Board of Public Works approved a plan that could save \$8.4 million by encouraging state employees to eliminate waste and use low-cost prescription drugs.
Massachusetts				
Layoffs	Enacted			The budget eliminated 750 state positions.
Layoffs	Enacted			Since July 2009, the trial court system has had to lay off 570 employees.
Layoffs	Proposed	The governor's recommended budget would eliminate 900 state jobs.		
Furloughs	Enacted			Post-enactment of the budget, the governor asked executive branch managers to take an unpaid furloughs of up to nine days.
Benefits/Pensions Changes	Proposed	The minimum retirement age would be raised from 55 years to 60 years. In addition, most public employees would not be eligible for full benefits until age 67 and early retirement incentives would be eliminated.		
Other Employee Actions	Enacted			Funding for the Quinn Bill was decreased by 80%.The Quinn Bill is a program that awards bonuses for police officers who hold college degrees.
Michigan				
Layoffs	Enacted			The budget eliminates 320 positions in human services and cuts 10% across all state departments forcing eventual layoffs.About 50 state troopers will remain on layoff status.
Furloughs	Enacted			Post-enactment of the budget, the governor announced that around 4,300 unionized state employees will take five furlough days over nine months after failed negotiations on alternative concessions.
Benefits/Pensions Changes	Enacted		In May 2010, the governor signed into law changes to the school employee retirement system. As an incentive for early retirement, the new law increased to 1.6% from 1.5% the multiplier used to calculate pension benefits. The percentage is multiplied by average final compensation and years of employment to determine an employee's annual pension. Beginning July 1st, all teachers will begin contributing an additional 3%	

			of earnings to the state retiree health care fund. Based on an initial estimate of 27,000 early retirees, the state estimated annual savings of \$680 million. At the deadline in June 2010, actual retirees numbered 17,063, resulting in estimated savings of \$515 million annually, according to the Michigan Office of Retirement Services.	
Benefits/Pensions Changes	Enacted		Other state employees, in addition to teachers, were also offered an early retirement package. Under the plan, remaining employees are required to contribute an additional 3% to health care costs. The measure is expected to save \$80 million in FY 2011.	
Benefits/Pensions Changes	Proposed	The governor proposed reducing public employee compensation by \$180 million.		
Other Employee Actions	Enacted		The enacted FY 2011 budget cuts legislator pay by 10%.	
Minnesota				
Layoffs	Proposed	The Senate passed legislation that would reduce the state workforce by 15% over four years.		
Benefits/Pensions Changes	Enacted		Legislation that alters the state pension system includes higher contributions from employees and reduces benefit increases for retirees. This change is projected to save \$2.1 billion.	
Mississippi				
Furloughs	Enacted			The state personnel board approved four furlough days for Human Services employees.
Missouri				
Layoffs	Enacted			The Division of State Parks laid off 100 of its 700 workers because of reduced sales tax revenue.
Layoffs	Enacted			The budget cuts 1,329 state jobs.
Layoffs	Enacted			Post-enactment of the budget, the governor announced layoffs of nearly 200 full-time and 500 part-time state employees.
Layoffs	Enacted		In June 2010 the governor announced 255 state job cuts.	
Layoffs	Proposed	The governor proposed eliminating approximately 860 state jobs.		
Benefits/Pensions Changes	Enacted		The governor signed into law changes to the state's pension system that are estimated to save \$660 million over 10 years. Under the new law, new employees in 2011 will be required to contribute 4% of their pay to the retirement system – until this legislation, Missouri's plans were non-contributory. The law also increases required retirement ages and required employment duration with the state to qualify for pensions.	
Benefits/Pensions Changes	Enacted		In June 2010 the governor announced that state employees are prohibited from out-of-state travel, with some exceptions.	
Benefits/Pensions Changes	Enacted			Post-enactment of the budget, the governor cut 25% of funding to the State Historical Society of Missouri. This resulted in a 20% pay cut to Society employees.
Benefits/Pensions Changes	Failed		A plan to eliminate three state holidays to save money on overtime pay did not receive legislative support. The governor estimated the plan would save the state \$1.2 million per holiday.	
Montana				
Other Employee Actions	Enacted		The governor proposed cutting state travel up to 35%. The measure will save \$350,000 a year.	

Nebraska				
Furloughs	Enacted		The governor ordered employees covered under union contract to take two furlough days before the end of CY 2010. The measure is expected to save \$3.5 million.	
Furloughs	Enacted		At the request of the Nebraska Education Commissioner, Education Dept. employees agreed, in aggregate, to accept 240 voluntary furlough days before the end of CY 2010. The department is a separate agency and is not subject to furloughs ordered by the governor.	
Benefits/Pensions Changes	Enacted		While NAPE/AFSCME rejected the proposed pay freeze, the governor did freeze pay for workers not covered by union contract.	
Benefits/Pensions Changes	Failed		A proposal from the governor to institute a pay freeze beginning July 1, 2010 in place of a scheduled 2.5% wage increase was rejected by the Nebraska Association of Public Employees/American Federation of State, County and Municipal Employees (NAPE/AFSCME).	
Nevada				
Furloughs	Enacted			The budget required state workers to take one furlough day per month. Teachers and higher education employees did not have to take furlough days, but instead were subject to a 4.6% pay cut. Nevada correctional officers and other essential prison staff were exempted from the furlough plan through June 30, 2010. Savings of \$333 million are expected.
Benefits/Pensions Changes	Enacted			Lawmakers increased the contributions that state and local government workers make to the Public Employees Retirement System from 20.5% of their pay to 21.5%. Police and firefighter contributions increased from 33.5% to 37%.
Benefits/Pensions Changes	Failed			Proposal to cut state employee salaries by 6%.
Benefits/Pensions Changes	Failed		Legislature enacted measure that would have shifted most state employees to a four-day, 10-hours-per-day workweek. Most state offices will be closed on Fridays. The governor vetoed this bill. The governor supports four-day workweeks, but he wants agency heads to have the power to implement them.	
Benefits/Pensions Changes	Proposed	The governor proposed a 5% salary cut for all state workers.		
New Hampshire				
Layoffs	Enacted			The budget included calls for 200 layoffs.
Layoffs	Enacted			Post-enactment of the budget, the governor announced that 250 workers will lose their jobs and another 60 will be demoted, and another 60 vacant positions will be eliminated.
Layoffs	Proposed	The governor's recommended budget would eliminate 1,500 positions, including 255 filled positions.		
Benefits/Pensions Changes	Enacted			Seniority-based pay increases were frozen for FY 2010.
Benefits/Pensions Changes	Enacted			Budget scaled back health insurance coverage for retirees to what active state employees now receive. Additionally, those younger than 65 will pay a \$65 per month premium for future health insurance.
Benefits/Pensions Changes	Enacted			Seniority-based pay increases were frozen and alterations were made to health plans, such as requiring mail order refills for maintenance drugs.
Benefits/Pensions Changes	Proposed	The governor's proposed budget increases premiums for retirees under age 65 to about \$100 a month.		

Other Employee Actions	Enacted			Seniority-based pay increases were frozen for FY 2010.
New Jersey				
Furloughs	Enacted			The budget required 10 unpaid furlough days for state workers. Furloughed workers will get up to seven days paid leave in later fiscal years.
Benefits/Pensions Changes	Enacted			The budget cuts contribution to the state pension fund by \$940 million for FY 2010.
Benefits/Pensions Changes	Enacted		The budget delayed a \$3 billion pension payment.	
Benefits/Pensions Changes	Enacted			A scheduled 3.5% pay increase was delayed for 18 months.
Benefits/Pensions Changes	Enacted			A measure was enacted that allowed towns to defer half of their pension-fund contributions for the year. The measure grants towns 15 years to make up the missed payments.
Benefits/Pensions Changes	Enacted			The budget delayed \$940 million worth of pension fund contributions for FY 2010.
Other Employee Actions	Enacted			A hiring freeze was enacted for state agencies in FY 2010.
Other Employee Actions	Enacted			A scheduled 3.5% pay increase was delayed for 18 months.
New Mexico				
Furloughs	Enacted			The governor ordered a statewide mandatory, five day furlough plan effecting about 17,000 state employees, but provided limited exemption for around 4,100.
Furloughs	Enacted			Post-enactment of the budget, the governor implemented a statewide mandatory five day furlough plan affecting about 17,000 state employees. The plan provided a limited exemption for around 4,100 employees based on public safety, health and welfare reasons. the furloughs are estimated to save the state \$8.1 million.
Benefits/Pensions Changes	Enacted	The enacted budget includes a provision for requiring state employees and public school teachers to pay an extra 1.75% of their salaries in the coming year into their pensions, saving the state almost \$50 million.		
Benefits/Pensions Changes	Enacted			The budget required 1.5% increase in worker payroll contributions for pensions for FY 2010.
Other Employee Actions	Enacted			A hiring freeze was enacted for state agencies in FY 2010.
Other Employee Actions	Enacted			A salary freeze was enacted for state employees in FY 2010.
New York				
Layoffs	Enacted			Governor laid off 8,900 state employees.
Layoffs	Proposed	The governor's recommended budget includes finding significant workforce savings. If the savings cannot be achieved, up to 9,800 layoffs could be possible.		
Furloughs	Failed		Governor proposed furloughing state employees one day a week.	
Benefits/Pensions Changes	Enacted			Post-enactment of the budget, the legislature and governor passed a new five tier pension benefit structure which was estimated to have saved \$19.1 million for FY 2010, and an estimated \$35 billion over the next 30 years. Key elements included: A service requirement change from 5 to 10 years, and raising retirement eligibility from 55 to 62 with a penalty of 38% for retiring prior to 62. NYC teachers, with a separate benefit structure, could retire at 57. Teachers must contribute 3.5% of their annual wages while other employees contribute 3%. Existing defined benefits were preserved.

Benefits/Pensions Changes	Failed			The governor's proposal for state employees to forgo a scheduled 3% raise.
Other Employee Actions	Enacted			The budget contained a voluntary severance program where certain employees were offered a one-time payment of \$20,000 to leave state service. At least 1,100 employees were approved for buyouts.
Other Employee Actions	Enacted			Some state employees were offered early retirement packages in FY 2010.
Other Employee Actions	Failed			Governor's proposal for state employees to forgo a scheduled 3% raise failed.
North Carolina				
Layoffs	Enacted			Under the enacted budget about 725 state employees lost their jobs. Additionally 1,318 vacant positions have been eliminated.
Benefits/Pensions Changes	Enacted		The FY 2011 budget contained a contingency plan in the event the enhanced Federal Medical Assistance Percentages (FMAP) were discontinued. The plan is a prioritized list of actions that first accesses reserve funds, including the state's Disaster Relief Fund, Rainy Day fund, extra lottery receipts and unused money from the General Fund. After accessing reserves, Medicaid provider rates would be cut, the state would hold back \$139 million in contributions to the state pension plan, and a 1% across the board spending cut estimated to save \$177 million would be implemented.	
Benefits/Pensions Changes	Proposed	A bill would create monthly state employee healthcare premiums and force state employees to pay higher co-pays and deductibles for their healthcare plans. Of the more than 320,000 active state employees, employees would pay anywhere from \$10.86 or \$21.72 a month starting in July 2011.		
Ohio				
Layoffs	Enacted			The budget calls for about 3,000 layoffs.
Furloughs	Enacted			The budget authorizes the Dept. of Administrative services to impose 10 mandatory furlough days for state employees.
Furloughs	Enacted			The Ohio Civil Services Employee Association ratified a contract that includes 10 days of unpaid furloughs for all employees in its union.
Benefits/Pensions Changes	Enacted			The Ohio Civil Services Employee Association ratified a contract ordering no pay raises for FY 2010.
Benefits/Pensions Changes	Enacted			A measure lowered the state-funded portion of vision, dental and life benefits from 100% to 90% for FY 2010.
Other Employee Actions	Enacted			The Ohio Civil Services Employee Association ratified a contract ordering no pay raises for FY 2010.
Oklahoma				
Furloughs	Enacted			The 470 employees at the Oklahoma Corporation Commission will be furloughed for 12 days, saving an estimated \$1.2 million.
Furloughs	Enacted			About 4,700 Dept. of Corrections employees will begin taking furloughs in March. Employees making \$50,000 a year or more will take 12 furlough days between March and June. Employees making less than \$50,000 a year will be required to take 10 furlough days.
Furloughs	Proposed	Commissioner of the Dept. of Public Safety proposes implementing furloughs of highway patrol troopers for up to 20 days due to 5% cuts in its annual budget.		

Benefits/Pensions Changes	Proposed	Governor proposed implementing a hiring freeze on information technology positions, in addition to consolidating agencies relating to IT. This measure would help avoid cuts up to 10% percent on many agencies by consolidating resources		
Other Employee Actions	Proposed	Governor proposed implementing a hiring freeze on information technology positions, in addition to consolidating agencies relating to IT. This measure would help avoid cuts up to 10% percent on many agencies by consolidating resources.		
Oregon				
Layoffs	Enacted			Lawmakers cut 1,700 state positions. The layoffs include positions in education, human services, and public safety.
Furloughs	Enacted			Under the enacted budget, state employees will take from 10 to 14 furlough days over FY 2010 and FY 2011. The contract was ratified by the state employees' unions. The state saves about \$2 million to \$2.5 million in payroll costs each furlough day. Corrections workers are also subject to the furloughs, but they will take floating furlough days instead of taking them on the designated furlough days. This furlough program affects about 26,500 employees.
Furloughs	Enacted			Oregon University employees will take between eight and 16 mandatory furlough days over FY 2010 and FY 2011.
Furloughs	Enacted		The governor directed 26,500 state workers to take between 10 to 14 furlough days during the 2009-2011 biennium.	
Pennsylvania				
Layoffs	Enacted			The FY 2010 budget includes a reduction of 2,995 positions in the Pennsylvania's current authorized complement.
Furloughs	Enacted			The Dept. of Conservation and Natural Resources has furloughed nine employees, eliminated vacant salaried positions, reduced seasonal wage staff by 240 employees and reduced seasonal worker hours.
Furloughs	Enacted			The Dept. of Environmental Protection has furloughed 96 employees and left 120 positions vacant.
Benefits/Pensions Changes	Enacted			The governor and the state's largest public-employee unions reached an agreement where the state would temporarily reduce its contribution to the fund that administers worker health-care benefits by 20% over the next 15 months, saving an estimated \$200 million.
Benefits/Pensions Changes	Enacted			The governor ordered a wage freeze on 13,600 managers and other non-union employees for FY 2010.
Other Employee Actions	Enacted			The governor ordered restrictions on out-of-state travel for FY 2010.
Other Employee Actions	Enacted			The governor ordered a hiring freeze, leaving more than 4,500 positions unfilled.
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Puerto Rico				
Layoffs	Enacted			In late September 2009, the governor announced 16,970 layoffs. Those affected had their health insurance paid for six months, and were eligible for up to \$5,000 per person for retraining and

				\$2,500 for relocation if they found employment elsewhere. In November, 2009, a judge halted nearly 7,500 of these layoffs after receiving complaints that the territory's government was not following proper procedure in issuing the dismissal letters. Those workers remained in their jobs until Jan. 2010, which gave the government time to properly notify unions.
Layoffs	Enacted			Nearly 8,000 government workers were laid off on May 29, 2009. Most of those employees were temporary clerical workers in the Education, Treasury, and Health Departments. Those affected received health insurance for 6 months.
Rhode Island				
Layoffs	Enacted			The Governor laid off 1,000 state workers after his furlough plan was stayed by the state supreme court.
Furloughs	Enacted			Post enactment of the budget, the governor announced 12 furlough days for state employees through the remainder of FY 2010. The furlough days amounted to around a 4.6% pay cut. Essential state services were not subject to the furlough days but saw some reductions. In September 2009, The State Supreme Court issued injunction against this plan.
Benefits/Pensions Changes	Enacted		Budget reduced pension payouts for state retirees by eliminating cost-of-living increases for retirement benefits above \$35,000.	
Benefits/Pensions Changes	Enacted			The budget cut \$55 million from state employee pensions - excluding district court judges. The age of 62 was adopted as the "target" age for retirement among state employees.
Benefits/Pensions Changes	Proposed	The governor has proposed increasing employee contributions to 11.75% to the pension system from the current 8.75% rate (9.5% for teachers).		
South Carolina				
Furloughs	Enacted			The budget allowed state agencies to require up to 10 furlough days from employees.
Furloughs	Enacted			10 day furloughs were enacted for House full-time staffers.
Furloughs	Enacted			Faculty and staff at S.C. State University were required to take 10 furlough days.
South Dakota				
Layoffs	Enacted		The governor's budget director said the FY 2011 budget eliminates the equivalent of 104 full-time positions, though most of these were either unfilled or had only been proposed in the governor's suggested budget.	
Benefits/Pensions Changes	Enacted		The legislature's executive board imposed a travel ban on all state-paid, out-of-state travel starting at the beginning of FY 2011.	
Tennessee				
Layoffs	Enacted			Budget eliminates of 1400 positions, including 717 layoffs.
Layoffs	Proposed	The governor proposed cutting 1,180 state jobs, including 575 that are currently filled.		
Benefits/Pensions Changes	Failed		SB 3650, a proposal that would have frozen current lawmaker's per diem rates until 2014, was not approved by lawmakers.	
Texas				
Benefits/Pensions Changes	Proposed	Legislators proposed cutting 9,600 state employee jobs in an effort to save money on a minimal budget. Cuts of up to 10% from workers pay could save the state \$1.7 billion.		



Benefits/Pensions Changes	Proposed	Legislators proposed charging state retirees extra to keep current health benefit levels. The proposal would save the state \$95.5 million if retirees were to pay a part of insurance premiums according to years of service. The measure would also lower state's subsidies of retiree's dependants to 40%.		
Benefits/Pensions Changes	Proposed	Legislators proposed adjusting the coinsurance rates for state employees, raising prices on high cost procedures and lowering costs for minor procedures. The measure would save \$59.7 million dollars over the FY 2012-2013 biennium.		
Benefits/Pensions Changes	Proposed	Legislators proposed cutting state contributions to state employee insurance plans. The measure would save state \$298.1 million over the FY 2012-2013 biennium.		
Utah				
Furloughs	Enacted			Lawmakers proposed implementing 11 days of optional furloughs for state employees and up to five days for public education employees. However this measure was not adopted.
Benefits/Pensions Changes	Enacted			Employee contributions to health insurance increased from 2% to 5%. Employee out-of-pocket expenses were also changed.
Vermont				
Layoffs	Enacted			Post-enactment of the budget, the governor laid off roughly 160 positions. 123 of these positions were eliminated through 82 employees who accepted an early retirement offer and 40 vacant positions were cut.
Furloughs	Enacted			Post-enactment of the budget, the governor mandated that state employees take two furlough days, forfeit their health wellness program, and give up tuition reimbursement, as a part of the \$7.5 million in workforce savings that the governor called for.
Benefits/Pensions Changes	Enacted	The Vermont State Employees Association agreed to contribute 1.3% a year more towards retirement plans for the next five years.		
Benefits/Pensions Changes	Enacted		Based on an agreement reached between union and state officials, teachers will contribute more to their pension plans, saving \$15 million in FY 2011.	
Benefits/Pensions Changes	Enacted		Measure renegotiated contracts with state employees (new two-year contract that reduces pay by 3%).	
Benefits/Pensions Changes	Enacted			Post-enactment of the budget, the Vermont State Employees Association reached an agreement on a two-year contract, including a 3% wage cut and a suspension on automatic annual wage increases.
Other Employee Actions	Enacted			A salary freeze was enacted for state employees in FY 2010.
Virginia				
Layoffs	Enacted			Post-enactment of the budget, the Governor eliminated 929 state jobs, including 593 layoffs.
Layoffs	Enacted			Post-enactment of the budget, the governor laid off roughly 200 temporary and hourly wage employees who supplement the state's full-time work force. The wage-worker reductions were anticipated to save \$2.3 million.
Layoffs	Enacted			In January 2010 the Dept. of Transportation laid off 678 employees.
Furloughs	Enacted			Post-enactment of the budget, the governor ordered a furlough of state employees on the Friday before Memorial Day 2010. The unpaid day off did not apply to critical personnel such as police and emergency crews.

Benefits/Pensions Changes	Enacted		The budget reduced cash match contributions to the Virginia Retirement System in FY 2011.	
Benefits/Pensions Changes	Enacted			A 2% scheduled pay raise for state employees and teachers was canceled.
Benefits/Pensions Changes	Enacted			Post-enactment of the budget, the governor required state employees to contribute to their own retirement plans for the first time since 1983.
Benefits/Pensions Changes	Enacted			Post-enactment of the budget, the governor suspended, for one quarter, the payments that the state makes to the employees retirement fund. This measure saved an estimated \$104 million.
Other Employee Actions	Enacted			A 2% scheduled pay raise for state employees and teachers was cancelled.
Washington				
Layoffs	Enacted			The budget eliminates about 7,000 jobs in state government agencies, universities, and local public schools.
Layoffs	Enacted			Both the House and Senate are cutting their full-time staffs by 5%.
Layoffs	Enacted		Dept. of Social and Health Services eliminated 160 positions in their Medicaid program.	
Layoffs	Proposed	A House budget plan proposes eliminating 1,619 state jobs.		
Furloughs	Enacted		12,500 state employees will be furloughed 10 days to save \$50 million in wages and salaries.	
Furloughs	Enacted		SB6503 placed nine additional furlough days through June 2011, affecting up to 35,000 state government and college employees. The furloughs are expected to save \$38 million in general-fund payment and \$73 million from other funds.	
Furloughs	Enacted		The Dept. of Transportation is requiring two furlough days for about 5,000 staff members, saving \$1.4 million.	
Benefits/Pensions Changes	Enacted	The Washington Federation of State Employees agreed to a 3% pay cut and higher contributions toward health insurance premiums beginning July 1, 2011.		
Benefits/Pensions Changes	Enacted		Dept. of Transportation is requiring two furlough days for about 5,000 staff members, saving \$1.4 million.	
Benefits/Pensions Changes	Enacted		State auditor's office is saving \$2.6 million with voluntary retirements, leave without pay, reduced worker hours, and eliminated positions.	
Benefits/Pensions Changes	Enacted			Governor signed partial hiring freeze into law; prison workers and some other employee groups were exempt.
Benefits/Pensions Changes	Enacted			Budget scrapped cost-of-living-adjustments for state and public school workers for two years. Instead, workers received "step" increases based on time spent at work.
Benefits/Pensions Changes	Proposed	A House budget plan proposes a 3% pay cut for most state workers.		
Benefits/Pensions Changes	Proposed	A House budget plan ends automatic cost of living increases for some pension recipients.		
West Virginia				
Benefits/Pensions Changes	Enacted		At the request of the governor, the Consolidated Public Retirement Board revisited the premiums it charges to employees enrolled in the state pension plan. The board raised premiums by 1.5%, to 12.5%, freeing up nearly \$15 million in general revenue.	

Wisconsin				
Layoffs	Enacted			The budget resulted in 1,110 state employees being laid-off.
Furloughs	Enacted			The 2009-2011 biennial budget requires a total of 16 furlough days for state employees, with 8 coming in each budget year.
Furloughs	Enacted		The 2009-2011 biennial budget requires a total of 16 furlough days for state employees, with eight in each budget year.	