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Governor

PERSONNEL CABINET

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Nikki R. Jackson
Secretary

July 9, 2010

Dear Fellow State Employee:

In the face of an ongoing global economic recession, we have been forced to balance the state budget eight times in two-and-a-half years, and the enacted 2011-12 biennial budget requires cuts even deeper than the enacted appropriations. Today I am presenting a regulation to the State Personnel Board outlining a plan to furlough state employees a total of six days for Fiscal Year 2011, as authorized by the 2011-12 biennial budget passed by the General Assembly. The plan was developed with an eye toward minimizing the impact to state employees and will prevent over 400 layoffs.

The six days include three common days during which state offices will be closed that are adjacent to existing state holiday weekends – Friday, September 3, 2010 (Labor Day weekend); Friday, November 12, 2010 (Veterans Day weekend); and Friday, May 27, 2011 (Memorial Day weekend). In addition, employees will be furloughed for one day each in the months of October, March and June. Agencies will schedule employees to be off work in a manner that minimizes the impact to the public.

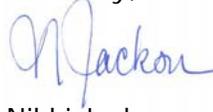
Both non-merit and merit system employees, full-time and part-time, including the Governor and all cabinet secretaries, will be furloughed the same numbers of days, regardless of salary, as will contract workers. In addition to furloughing non-merit system employees, the administration will reduce the overall number of non-merit system employees. Decisions about how to achieve those non-merit system employee reductions are still under discussion. Also, the Governor, all Cabinet Secretaries and the Governor's senior staff have taken and continue to take voluntary ten percent pay reductions to help balance the budget.

The administration does not take this step lightly, and it comes only in the face of eight budget-cutting exercises in two-and-a-half years, including the recent \$1.5 billion budget deficit. Though the impact of furloughs to state employees should not be downplayed, furloughs are certainly preferable to mass layoffs, something other states are experiencing. In addition, many states are implementing far deeper furlough plans – California has furloughed employees 46 days since February 2009 and Hawaii has proposed furloughing employees 42 days.

I know many of you will have questions about this plan's implementation. Please visit <http://personnel.ky.gov/furlough> to see frequently asked questions and answers, and please reach out to your Human Resources administrator. These resources are here to make this difficult time for state employees a little easier.

You are the backbone of state government, and your hard work and perseverance through these difficult economic times have had a positive impact on the lives of all Kentuckians. I know that many of you have taken on additional duties as the size of state government has been reduced. For that and all that you do, you have my appreciation and my commitment to assist you through this latest effort.

Sincerely,

A handwritten signature in blue ink that reads "Nikki Jackson". The signature is written in a cursive, flowing style.

Nikki Jackson
Secretary
Personnel Cabinet