

# Employee Compensation

## Current and Significant General Fund Reforms and Major Changes (Dollars in millions)

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|--|-------|
| • Reformed Overtime—Calculate overtime pay based on actual time worked         | \$48  |
| • Eliminated Two State Holidays  | 75    |
| • Established an emergency Furlough Program of 3 days per month during 2009-10 | 1,278 |
| • Eliminated the Rural Health Care Equity Program by the end of 2009-10        | 15.7  |

## 2010-11 Budget Solutions (Dollars in millions)

### Reductions

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|---|-------|
| • Cap the size and cost of the workforce at a level 5 percent lower than present.   | 449.6 |
| • An across-the-board reduction in salary of 5 percent.   | 529.6 |
| • A 5-percent increase in employee contributions for their retirement and a corresponding 5-percent reduction in state contributions. | 405.8 |
| • Change statute to allow the state to contract for a lower cost health plan. Out year savings will pre-fund OPEB.                    | 152.8 |