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TO: Presidents of the  
State College and Universities

FROM: R. David Rousseau  
Office of the State Treasurer

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The budget that was enacted for FY 2010 requires that the nine State Colleges and Universities achieve personnel related savings in FY 2010 that are equivalent to the FY 2010 savings achieved by the State through the negotiated self-directed furlough program for civilian State employees. The Colleges and Universities were directed to obtain these savings through wage freezes, unpaid furlough days, or other appropriate actions. This is a commitment that is in addition to the pledge by the Colleges and Universities to limit the increase of tuition and fees to 3% which is also a requirement contained in the FY2010 budget.

The recent efforts undertaken by the Colleges and Universities to implement these budget requirements include the tentative agreement with the AFT as well as the recently ratified agreements with CWA and IFPTE. These agreements achieve personnel related savings through the deferral of negotiated wage increases and the implementation of a specific number of unpaid furlough days. These agreements also provide that the personnel related savings achieved therein are to be coupled with personnel related savings to be obtained from non-aligned employees and managers at the nine State Colleges and Universities. The Governor is taking action at the State level by implementing a salary freeze with respect to managers and non-represented employees, unpaid furlough days, and other appropriate actions to obtain personnel savings equivalent to those achieved with represented employees.

This is to confirm that the nine State Colleges and Universities are required to achieve the equivalent personnel related cost savings from managerial and non-aligned employees through wage freezes, unpaid furlough days or other appropriate actions as mandated by the FY 2010 budget requirements. Such equitable treatment ensures that non-aligned employees at each College or University share in the sacrifices required of represented employees. It is critical that such sacrifices are borne by all employees so that each State College or University can demonstrate to OMB, as required; that it has achieved the personnel related savings required by the FY2010 budget.