

PERSONNEL

**Table 7.7
ALTERNATIVE WORKING ARRANGEMENTS FOR STATE EMPLOYEES**

<i>State</i>	<i>Flextime</i>	<i>Share leave</i>	<i>Telecommute</i>	<i>Job sharing</i>	<i>Incentives/credits for not using sick leave</i>
Alabama .....	★	★	...	...	...
Alaska	★	★	★	★	...
Arizona	★	★	★	★	★
Arkansas	★	★	★	★	★
California	★	★	★	★	...
Colorado	★	★	★	★	★
Connecticut*	★	★	...	★	...
Delaware .....	★	...	...	...	...
Florida	★	★	★	★	...
Georgia*	★	★	★	★	★
Hawaii	★	★	★	★	★
Idaho	★	★	★	★	★
Illinois	★	★	★	★	★
Indiana	★	...	★	★	...
Iowa	★	★	★	★	★
Kansas	★	★	★	...	★
Kentucky	★	★	★	N.A.	★
Louisiana .....	★	...	★	...	...
Maine .....	★	...	...	★	...
Maryland	★	★	★	★	★
Massachusetts	★	★	★	★	...
Michigan	N.A.	★	N.A.	★	...
Minnesota .....	...	...	★	...	...
Mississippi .....	★	★	...	...	...
Missouri	★	★	★(limited)	★	...
Montana*	★	★	...	★	★
Nebraska	★	...	★	★	...
Nevada	★	★	★	★	★
New Hampshire* .....	★	...	...	★	★
New Jersey .....	.....	.....	(a).....	.....	.....
New Mexico	★	★	★	★	★
New York	★(d)	★	★	★	...
North Carolina*	★	★	N.A.	★	...
North Dakota	★	★	★	★	★
Ohio .....	★	★	...	...	★
Oklahoma .....	★	★	...	...	...
Oregon	★	★	★	★	★
Pennsylvania .....	★	...	...	★	★
Rhode Island	★	...	★	★	★
South Carolina	★	★	★	★	(b)
South Dakota	★	★	...	★	...
Tennessee	★	★	★	★	...
Texas	★	...	★	★	...
Utah	★	★	★	★	★
Vermont	★	★	★	★	★
Virginia*	★	★	★	★	★
Washington*	★	★	★	★	★
West Virginia	★	★	★	★	★
Wisconsin	★	★	★	★	★
Wyoming	★	★	★	★	...

Source: The Council of State Governments survey, January 2000, except where * denotes information from 1998-1999 Book of the States.

Key:

★ — Yes

... — No

N.A. — Not applicable.

(a) Information not available.

(b) 90 days may be credited towards retirement.

(c) New York has two types of alternative work schedules, compressed workweeks and compressed pay periods.

(d) Not currently in use.