



**EXECUTIVE DEPARTMENT
OFFICE OF THE GOVERNOR
EXECUTIVE ORDER NUMBER 25-039**

HIRING FREEZE EXECUTIVE BRANCH

WHEREAS, my team is working diligently to right size our State's fiscal affairs;

WHEREAS, recent budgets under the prior administration were bloated by unprecedented federal spending, which included one-time case injections for various state programs and agencies;

WHEREAS, the Five-Year Baseline Projection is commonly used to determine if the state is expected to have a surplus or fiscal shortfall in future years;

WHEREAS, on January 17, 2024, the Five-Year Baseline Projection was presented to the Joint Legislative Committee on the Budget documenting the projected revenues based on the adopted Revenue Estimating Conference forecast, the projected expenditures for the current fiscal year and the ensuing four fiscal years, and showing a budget shortfall;

WHEREAS, on October 26, 2024, I issued a call for the Legislature to convene into an Extraordinary Session to legislate relative to revenue and finance, for purposes of addressing the budget shortfall to avoid major cuts to health care for the poor, elderly, disabled, as well as significant budget reductions for state colleges and universities, and to create a methodology that would have allowed for the creation of permanent teacher and school personnel pay raises;

WHEREAS, on November 25, 2024, the Legislature by two-thirds vote of its members, in a bipartisan fashion, passed proposed revisions to La. Const. art. VII that, if ratified, would have raised revenue and addressed the fiscal shortfall. *See* Act 1 of the 2024 Third Extraordinary Session ("Amendment 2");

WHEREAS, as anticipated, on January 16, 2025, the Five-Year Baseline Projection was presented to the Joint Legislative Committee on the Budget, documenting the projected revenues based on the adopted Revenue Estimating Conference forecast, the projected expenditures for the current fiscal year and the ensuing four fiscal years, and showing a budget shortfall;

WHEREAS, the January 16, 2025, Five-Year Baseline Projection showed a shortfall of \$86,241,972 in Fiscal Year 2026-2027, growing to a shortfall of \$571,162,301 in Fiscal Year 2027-2028, and a shortfall of \$667,762,098 in Fiscal Year 2028-2029;

WHEREAS, the state budget historically requires a supplemental appropriation at the end of the fiscal year due to unforeseen expenditures related to items such as emergencies, disasters, revenue shortfalls, and increases in utilization of services above those estimated in the state budget;

WHEREAS, the December 19, 2024, adopted Revenue Estimating Conference forecast projects \$29.4 million available for Fiscal Year 2024–2025 to cover supplemental appropriation needs at the end of the fiscal year;

WHEREAS, supplemental needs to close out the current fiscal year are projected to be well beyond the \$29.4 million available due to unforeseen costs, such as the terrorist event of January 1, 2025, and the related increased costs of security for the Super Bowl and Mardi Gras, increased costs of housing state offenders, revenue shortfalls related to the Office of Motor Vehicles, and increased costs for child welfare;

WHEREAS, on March 29, 2025, Amendment 2, which would have resulted in additional revenue, was submitted to the electors of the state of Louisiana and rejected;

WHEREAS, working with the Legislature and our people to make Louisiana a growing and thriving economy is necessary, while at the same time we must continue to make significant progress toward conservative stewardship of our State’s finances;

WHEREAS, the 2025-2026 Executive Budget was prepared using a standstill philosophy, removing one-time items and items identified by cabinet members as efficiencies in response to JML 24-011;

WHEREAS, to ensure the long-term fiscal health of Louisiana and protect essential services for our most valuable citizens, we must take decisive action to address revenue shortfalls;

WHEREAS, pursuant to R.S. 42:375, the governor may issue executive orders prohibiting or regulating the filling of any new or existing vacancies in positions of employment in the executive branch of state government (hereafter “hiring freeze”);

WHEREAS, R.S. 39:84 provides authority to the governor to regulate and control personnel transactions; and

WHEREAS, to limit or control the growth in government positions, prudent fiscal management practices dictate that the best interests of the citizens of the state of Louisiana will be

served by the implementation of a hiring freeze throughout the executive branch of state government to achieve an annualized state general fund dollar savings of twenty million dollars (\$20,000,000).

NOW THEREFORE, I, JEFF LANDRY, Governor of the State of Louisiana, by virtue of the authority vested by the Constitution do hereby order and direct as follows:

Section 1: Definitions

- A. “Executive branch” means and includes all departments, agencies, boards, commissions, and other instrumentalities declared by the constitution or laws of this state to constitute a part of the executive branch of state government and all such instrumentalities not declared by the constitution or by law to be within the legislative or judicial branches of state government, but does not mean or include political subdivisions, as defined by La. Const. Art. VI, Sec. 44(2).
- B. “Position of new employment” means any authorized position of employment for which a budget has been approved and an appropriation has been made or a transfer of funds effected pursuant to law, but which position has never been filled or occupied by the employment of any person.
- C. “Vacancy” means any authorized position of employment for which a budget has been approved, and an appropriation has been made or a transfer of funds effected pursuant to law, and which position has been occupied previously but, due to termination of employment, is unoccupied.

Section 2: Regulation of Filling Vacancies in Positions of Employment

- A. No vacancy in an existing or new position of employment within the executive branch of state government, that exists on or occurs after April 11, 2025, shall be filled or posted for filling without the express written approval of the Commissioner of Administration.
- B. After the effective date of this Order, employee transfers, promotions, re-allocations and the creation of any new positions of employment within the executive branch of state government shall not, in any manner, increase the aggregate number of positions or Full Time Equivalent (FTE) of employment within the department, budget unit, agency, office, board, or commission within the executive branch of state government beyond the number filled as of the effective date of this Order unless otherwise authorized by the Commissioner of Administration or a mid-year budget adjustment.

- C. The Commissioner of Administration is authorized to grant an exemption to any department, budget unit, agency, office, board, or commission in the executive branch of state government, on a case-by-case basis or by category, from all or a part of the prohibitions set forth in this Section, as he deems necessary and appropriate. Such an exemption shall be express and in writing.
- D. The Commissioner of Administration may develop guidelines for exemption requests.
- E. Requests for exemptions shall be submitted only by a statewide elected official, the secretary or head of a department, or the head of a budget unit, agency, office, board, or commission not within a department. Each request shall be in writing and contain a description and justification for the exemption sought.

Section 3: The Division of Administration shall submit a report to the Legislature indicating the general fund dollar savings achieved as a result of this executive order. To facilitate this report, each department, budget unit, agency, office, board, or commission shall file a report with the Division of Administration reflecting projected savings, by means of financing, that the department, budget unit, agency, office, board, or commission will generate through the implementation of this Order.

Unless otherwise modified by the Commissioner of Administration, monthly reports shall be submitted by the third working day after the last pay period of each month, beginning with the last pay period in April. The report shall reflect a full accounting of personnel changes within the department, budget unit, agency, office, board, or commission for the reporting period covered. The report requirement details shall be developed by the Commissioner of Administration.

Section 4: The governor, in accordance with R.S. 42:375(D), may order the Commissioner of Administration to withhold allotments in the appropriate category of expenditures from which the salary or compensation of any employee employed in violation of this Order is paid in an amount equal to such compensation.

Section 5: All departments, budget units, agencies, offices, boards, commissions, entities, and officers of the State of Louisiana, or any political subdivision thereof, are authorized and directed to cooperate in the implementation of the provisions of this Order.

Section 6: This Order is effective from Wednesday, April 11, 2025, to June 30, 2025,

unless it is terminated sooner.



IN WITNESS WHEREOF, I have set my hand officially and caused to be affixed the Great Seal of Louisiana in the City of Baton Rouge, on this 2nd day of April, 2025.

Jeff Landry
GOVERNOR OF LOUISIANA

ATTEST BY THE SECRETARY
OF STATE

Nancy Landry
SECRETARY OF STATE