ERNIE FLETCHER
GOVERNOR

EXECUTIVE ORDER

2003 - 023

Secretary of State
Frankfort
Kentucky

December 9, 2003

RELATING TO MORATORIUM ON HIRING

WHEREAS, the Commonwealth of Kentucky has always promoted the effective and efficient management of state government operations; and

WHEREAS, a moratorium on current hiring practices is warranted in light of the mandates of KRS 18A.010 and other applicable statutory and regulatory provisions; and

WHEREAS, it is in the best interest of the Commonwealth that a moratorium on hiring be imposed so that the state government may properly carry out its functions more effectively and efficiently its functions, as well as to allow more meaningful governance; and

WHEREAS, it has been determined that a moratorium on hiring should be imposed in order to provide improved administration and greater efficiency so as to accommodate the needs of transition;

NOW, THEREFORE, I, Ernie Fletcher, by virtue of the authority vested in me by the Constitution and the laws of the Commonwealth of Kentucky, do hereby order and direct as follows:

A hiring freeze covering all vacant positions throughout State Government is hereby effective. The essential elements of this personnel policy are as follows:

1. Effective immediately, no appointments to vacant positions in all agencies of State Government are to be made except as outlined hereinafter.
2. Essential positions, as defined by the Governor are exempted from the freeze.
3. The establishment of new positions is hereby limited to those certified as necessary by the Agency Head and approved as such by the Governor and the Secretary of Personnel.
4. The filling of positions vacated after this date will also be subject to the same proof of necessity requirements.

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5. All vacant positions should be reviewed by Agency Heads, with a view toward abolishing all such positions that are not essential to the maintenance of essential Government services.

ERNIE FLETCHER, Governor
Commonwealth of Kentucky

JOHN Y. BROWN III
Secretary of State