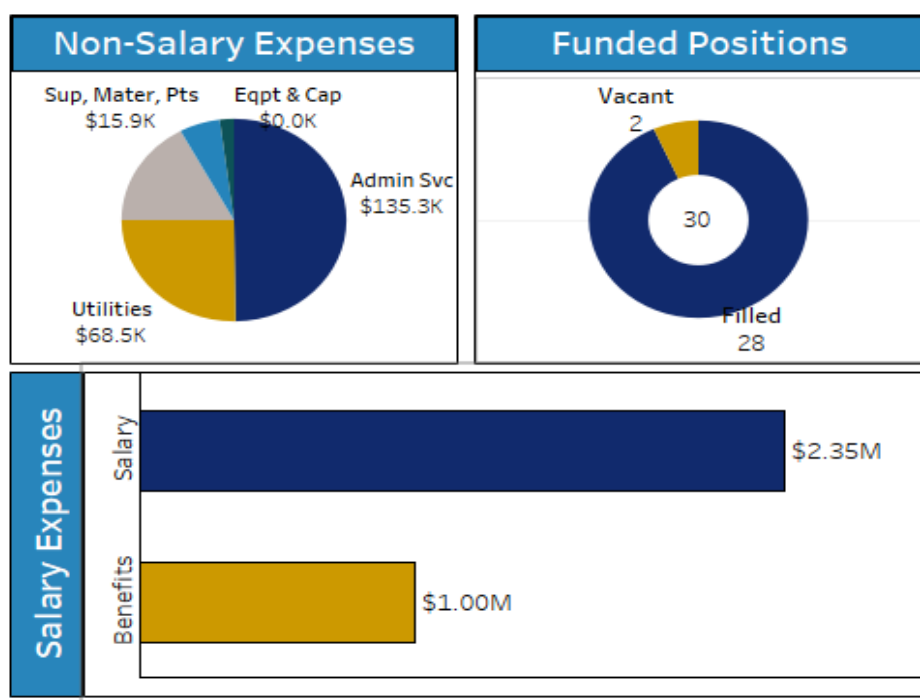




FY 2026 General Fund Strategic Spending Reductions

This strategic spending reduction plan aims to optimize expenditures in the Indiana State Personnel Department's (INSPD) General Fund appropriation while ensuring operational effectiveness and workforce stability. The plan focuses on sustainable cost containment through efficiency gains and disciplined vacancy management. INSPD's General Fund spends 92% on salaries and benefits and 8% on IOT and other administrative expenses, as broken out below:



INSPD will conduct and maintain continuous targeted personnel strategies, restructuring departments to improve control, eliminate redundancies, and cross train to handle multiple functions efficiently. These and the following measures will allow INSPD to achieve the 5% reserve target.

Position Management Strategy

Newly vacant positions will undergo formal review by INSPD leadership to determine if the position is critical or non-critical to operations. Where appropriate, we will attempt to collapse the responsibilities and functions of vacant positions into existing positions, programs, or teams before seeking to fill the role.

- Critical Positions - Positions deemed to be critical can be filled, but first must be vacant for at least 30 calendar days before being posted. This will ensure at least 60-90+ days of cost savings.

- Non-Critical – Positions deemed to be non-critical will not be filled and will be deactivated or held vacant for further review. For positions that are held vacant for further review, if, after 90, days the position is still deemed to be non-critical, it will be deactivated.

Current and Upcoming Vacancies

A thorough review of current INSPD General Fund vacancies was conducted. It was determined that the following list of positions will either be deactivated or held vacant for further review:

Department	Position	PCN	Action
Employee Information Systems	Business System Consultant Manager	10002806	On hold
Learning & Development	Learning & Dev Consultant	10050712	Deactivated
Division of Organizational Development	Compensation Consultant	10056635	Upcoming Retirement
Finance & Administration	Accounting Supervisor	10002759	Upcoming Retirement

Compliance with the FMCs

INSPD intends to comply with the provisions of all FMCs.

Travel, Procurement, and Contracts for FY2026:

INSPD has evaluated contracts and purchase orders funded through the general fund. The purchase of printed books (legal) has been eliminated. INSPD anticipates a significant reduction in in-state travel and will only permit out of state travel in unique circumstances. Additionally, INSPD will utilize virtual alternatives, where appropriate, for in-state meetings and conferences. INSPD also intends to limit agency and individual membership to strategic objectives only and reduce promotional items.

Federal Funds:

INSPD does not directly receive any federal funds or grants. There are no identified federal grants that INSPD will seek through the end of FY2026 and FY2027.

FY2026/2027 Staffing Plan:

INSPD will not fill the 1 current vacant position in FY2026. INSPD also anticipates 2 positions to be vacant because of the 5 % vacancy management plan.

Communications:

INSPD will not hire outside communication services. All communication will be supported with current resources such as Salesforce Marketing Cloud.

Physical Space Analysis:

INSPD is using IGC-S suite - W161. The current meeting rooms and other spaces are anticipated to be enough to support the operations. The agency does not lease property from an outside vendor and does not plan to do so in FY2026 and FY2027.

Summary of Cost Savings Identified Above

Item	Amount (\$)
Vacancies Management	\$178,512.00
Travel, training, membership & conference	\$15,000.00
Awards, Gifts & Promotional times	\$3,000.00
Total estimated reduction	\$196,512.00



State of Indiana

State Budget Agency
State House #212
Indianapolis, IN 46204
317-232-5610

Mike Braun, Governor

Chad Ranney, Director

Approved Fiscal Year 2026 Strategic Spending Reduction Plan

Agency Name: Indiana State Personnel Department

Pursuant to applicable state budgeting and financial management guidelines, the undersigned hereby affirm that the Fiscal Year 2026 Strategic Spending Reduction Plan submitted for the above-named agency has been reviewed and is approved for implementation. This approval signifies the plan submitted is in alignment with agency priorities, applicable legal requirements, and available funding levels.

Chad E. Ranney

Chad E. Ranney

State Budget Director

Date: 8/27/25

Lisa Hershman

Lisa Hershman

Secretary of Management and Budget

Date: 8/27/25

Matthew A. Brown

Matthew A. Brown

Director, Indiana State Personnel Department

Date: 8/27/25