

WISH LIST FOR STATE EMPLOYEES

As recommended by the "Freedom" Foundation (Opt Out Today) in their State Budget Reform Toolkit

1

FREEZE ALL HIRING

Adopt a state hiring freeze encompassing all departments, ensuring the overall size of government doesn't grow. (page 23)

2

LAY OFF EMPLOYEES

An exception to the hiring freeze would be to lay off existing employees to be replaced by new hires that are less costly. (page 23)

3

CUT PENSIONS

States should consider replacing pensions with defined-contribution (401(k) style) plans for new employees. (page 24)

4

RAISE RETIREMENT AGE

Recommendations to reform state pensions include raising the retirement age for new employees. (page 24)

5

FREEZE HEALTH PLANS

Freeze defined-benefit OPEB plans, and replace them with defined-contribution plans for new employees, such as an HSA. (page 25)

6

REDUCE BENEFITS

Recommendations for state retiree health care reform include lowering health plan benefits, (page 25)

7

DELAY RAISES

Policymakers should delay automatic pay increases for state employees until rising costs of government are brought under control. (page 26)

8

RAISE HEALTH COSTS

Other recommendations for reform include increasing employee contributions to health care plans, (page 25)

9

PURGE DEPARTMENTS

Review 20 percent of state programs each year and recommend the elimination or consolidation of certain programs. (page 27)

10

PRIVATIZE JOBS

Increase the use of privatization and contracting to lower costs. (page 40)