

# 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)

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## **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)

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## **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)