

# 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)

From State Budget Reform Toolkit: <https://bit.ly/2Dk9a5L>