

Non-negotiated State Employee Savings and Other Policy Changes

Health Care Changes - Non-Union Employees

20% Premium Increase	14.2	14.2
Implement Tiered Deductible (\$1,000, \$1,500, \$2,000)	5.5	5.5
Increase Rx Copays	2.5	2.5
10% Increase in Dental Premiums	0.1	0.1
Emergency Visit Copay Increase for Non-Emergencies (\$30 to \$300)	2.8	2.8
Increase Office Visit Copay by \$10	4.1	4.1
Manager's OPEB Contribution Increase from 3% to 5%	10.9	10.9

Medicare Advantage Conversion

Convert from state-insured retiree healthcare to Medicare Advantage	63.3	130.5
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Pension Changes Beginning 2022 - Actuarial Savings

Pension Savings Related to Salary Freeze	89.0	89.0
Convert New Employees to Defined Contribution Plans	0.0	7.0
Increase SERS Contribution to 6%	143.0	139.0
Elimination of Overtime from Pension	70.0	70.0

Salaries, Wages, and Work Condition Changes

Wage Rate Differential	32.0	32.0
Elimination of Longevity	22.0	22.0
Eliminate State Funding for Union Work (Union Stewards)	3.1	3.1
Salary Reduction (> \$100k salary = 5% reduction. > \$120k salary = 7% reduction)	32.3	32.3
Seven Furlough Days	66.7	66.7
Elimination of Meal Allowance	10.2	16.0
Delay Accrued Payouts	34.0	34.0
Salary Freeze	<u>300.0</u>	<u>468.2</u>

Subtotal Savings - State Employees	905.7	1,149.9
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