



## How Can CT Save 22 Million Dollars Annually?

### Offer Options for Flexible Work Schedules for State Employees

#### Background:

Many older adults are “redefining retirement;” many need or want to work, but often on a reduced or alternative work schedule. Private companies who have offered flexible schedules for their workers have seen lower turnover, less use of sick leave, increased employee productivity and improved morale—and significant cost savings.

*An older workforce:* As of June 2008, 17.7% of State of Connecticut executive branch employees were eligible for retirement. By 2013, 39.1% will be eligible for retirement (DAS).

#### Lead by example:

State government, as the largest employer in the State of Connecticut (with over 55,000 active employees), should adopt worker-friendly initiatives that provide flexibility for workers, while ensuring that their work is completed on time and with high quality.

#### Options for the State of Connecticut (all would need supervisor or Dept. Head approval):

- 1) *voluntary schedule reductions* – employee chooses to reduce work hours and take corresponding salary reduction (job would be reclassified with fewer hours).
- 2) *flexible work schedules* – employee keeps the same number of hours, but is allowed nontraditional scheduling, such as Monday-Friday 7:00 am-3:30 pm, four ten-hour days, or other options.
- 3) *phased-in retirement* – employees within 5 years of retirement eligibility voluntarily reduce their schedule, as above; pension would be determined by full-time salary equivalent. (State savings occur during employment, but not after retirement).
- 4) *increased telecommuting availability* – employees are offered greater opportunities for telecommuting (as encouraged by Governor Rell and other policymakers for private companies through the Telecommute Connecticut! Program).

#### Benefits:

In addition to the benefits cited above, these options:

- 1) can help older workers stay employed, utilizing their expertise and institutional knowledge;
- 2) can reduce traffic and help the environment by reducing air pollution and greenhouse gas emissions; and,
- 3) **can save the state money: if 7% of the state workforce agreed to a 10% schedule reduction, the state could save over \$22 million annually.\* Energy savings also would be realized.**

\* Average executive branch employee salary is \$64,019.

**For more information, please contact the Connecticut Commission on Aging, at 860-240-5200.**

#### Other States' Experiences (a sample):

**New Mexico:** has an executive order for “telework” & alternative work schedules.

**Arizona:** More than 20% of the state workforce telecommutes; several state statutes and an executive order encourage telecommuting & alternative work schedules.

**Florida:** allows telecommuting, part-time and phased-in retirement.

**Virginia:** executive orders and statutes address telecommuting and aggressive implementation of alternative work schedules.

**Utah:** recently mandated a ten-hour, four-day work week for most state employees.