

Dear Committee Members,

I am writing in opposition to both HB 1040 and 1039.

As an employer in a rural county in North Dakota and in the field of healthcare, it cannot be overstated how important the NDPERS Pension is as a retention and recruitment tool for our agency. Hiring and retaining employees has become an incredibly challenging issue over the course of the past 4 years, with no signs of stopping. Elimination of the plan for new employees will only exacerbate the situation by further encouraging a revolving door of employees. In smaller counties, paying competitively remains a challenge due to budgetary constraints, so the reliance on high quality benefits is imperative to recruitment and retention.

I believe that the elimination of the NDPERS pension will also have negative effects on the ability of small towns to recruit teachers, law enforcement, and other public positions.

Allen Anderson, Administrator

Walsh County Health District