



OFFICE OF THE COUNTY ADMINISTRATOR

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Dear Mr. Chairman,

My name is Darlene Lucas. I am the Human Resource Director and Benefits Administrator for Finney County. I am writing this letter to ask that you vote in favor of HB 2424.

Finney County's best attempt at recruitment for "essential personnel" and personnel in general is our benefits offerings.

Finney County continues to face a huge challenge brought on by the tax lid and the rising costs of benefits. In fact, Finney County is extremely concerned with the negative effect changes in benefits and increased cost-sharing will have on employee loyalty and our ability to attract and retain talent.

A recent study in benefit trends reveal public sector employees attribute benefits as the main reason they come to work for the public sector and most importantly why they stay.

Increases in employer contributions for social security, workers compensation, unemployment insurance, health-care costs, employee benefits plans and employee retirement and pension programs continue to plague our recruitment efforts.

Today, I'm asking for your consideration to vote "Yes" on HB 2424.

Thank you for allowing me the opportunity to comment on this very important Bill.

Regards,
Darlene Lucas, SHRM-CP, PHR
Finney County Human Resource Director