

From: [Todd Ruecker](#)
To: [Interim Retirement and Benefits Committee](#)
Subject: Proposed PEPB benefit cuts
Date: Tuesday, December 15, 2020 11:18:41 AM

To Whom it May Concern:

I am writing to express my concerns about the proposed cuts to the PEBP budget. I learned about the proposed changes to state employee healthcare options and was very disappointed to see such drastic changes to our insurance options. I just moved to Nevada for a job at UNR a few years ago from the University of New Mexico and was happy to see that the benefit options were a slight improvement on my old institution's and this was a selling point for us even if the cost of living was higher in other areas, especially housing. However, these new changes will make our healthcare options no better, and perhaps worse, than where we came from. I would prefer to see cuts elsewhere, even tiered furloughs, as an option for savings instead of cutting healthcare. Healthcare and benefit cuts, especially without a tiered model where costs are tied into base salary, is a regressive way to fix the budget that hits lower paid employees hardest. They also make it harder for institutions like UNR to recruit talented staff and faculty, something that should be a concern as we work to maintain R1 status and the cost of living in Reno continues a dramatic increase.

Best,

Todd

Todd Ruecker, PhD
Associate Professor
Director of Core Writing
Co-Editor, *Journal of Second Language Writing*
Department of English - University of Nevada, Reno
he/him/his - trueecker@unr.edu