

NORTH DAKOTA COURT SYSTEM



BENEFIT SUMMARY

BENEFIT		ELIGIBILITY	
HEALTH INSURANCE		First day of the month following hiring date.	
Benefit:	Sanford Health Plan An employee may participate in the PPO/Basic Plan or the High Deductible Health Plan/Health Savings Account.		
Contribution:	PPO/Basic Plan		
	<u>Coverage Level</u>	<u>Monthly Rates</u>	
	Employee	Employer Paid	
	Family	Employer Paid	
or			
	High Deductible Health Plan/Health Savings Account		
Contribution:	<u>Coverage Level</u>	<u>Monthly Employer Contribution</u>	<u>Maximum Employee/Employer Contribution</u>
	Employee	\$101.74	\$3,850.00
	Family	\$246.16	\$7,750.00
DENTAL INSURANCE		First day of the month following hiring date.	
Benefit:	Delta Dental*		
Contribution:	<u>Coverage Level</u>	<u>Monthly Rates</u>	
	Employee	\$41.00	
	Employee & Spouse	\$79.12	
	Employee & Child(ren)	\$91.86	
	Family	\$130.82	
	*The premium is eligible for pre-tax treatment through the IRC Section 125 FlexComp program.		
VISION INSURANCE		First day of the month following hiring date.	
Benefit:	Superior Vision*		
Contribution:	<u>Coverage Level</u>	<u>Monthly Rates</u>	
	Employee	\$6.57	
	Employee & Spouse	\$13.15	
	Employee & Child(ren)	\$11.98	
	Family	\$18.55	
	*The premium is eligible for pre-tax treatment through the IRC Section 125 FlexComp program.		
LIFE INSURANCE		First day of the month following hiring date.	
Benefit:	Voya*		
	Employee Basic Life - \$12,000 term life coverage.		
	Supplemental Employee Life - elect in increments of \$5,000 up to a maximum of \$600,000.		
	Supplemental Dependent Life - must have Supplemental Employee Life to elect \$2,000, \$5,000, \$7,000 or \$10,000 coverage level.		
	Supplemental Spouse Life - must have Supplemental Employee & Dependent Life to elect in increments of \$5000 up to 50% of the total of supplemental employee coverage.		
Contribution:	<u>Coverage Level</u>	<u>Monthly Rates</u>	
	Employee Basic Life of \$12,000	Employer Paid	
	Supplemental Employee Life & AD&D	Based on Employee Age	
	Supplemental Dependent Life	Based on Employee Age	
	Supplemental Spouse Life	Based on Employee Age	
	*Supplemental Employee Life Insurance premium up to \$50,000 of coverage will automatically be pre-taxed.		
FLEXCOMP PLAN		First day of the month following hiring date.	
Benefit:	Allows tax savings on the amount paid for eligible insurance premiums, medical expenses & dependent care expenses.		
	Premium Conversion		
	Allows for pre-tax treatment for certain payroll deduction premiums under various insurance programs. (Examples include dental, vision & cancer insurance policies).		
	Medical Spending Account		
	Pre-tax savings account which allows for reimbursement of employee & dependent medical, dental & vision expenses beyond coverage in benefit plans.		
	\$2,850 maximum annual deferral ("use it or lose it").		
	Dependent Care Reimbursement Account		
	Pre-tax savings account which allows for reimbursement of dependent care expenses incurred.		
	(\$5,000 maximum annual deferral ("use it or lose it").		
	(\$2,500 maximum annual deferral if married but filing separate on tax return)		

BENEFIT		ELIGIBILITY	
EMPLOYEE ASSISTANCE PROGRAM			
Benefit:		Provides professional services & counseling to an employee & the employee's household members.	
Contribution:		Employer Paid	
RETIREMENT PLAN			
Benefit:		Contributions begin with first paycheck.	
		Defined Benefit Hybrid Plan	
		If vested, a guaranteed benefit at retirement, which is generally based on compensation, the benefit multiplier, & years of service.	
		Vesting in Disability Benefit:	180 Days
		Vesting in Retirement Benefit:	36 Months
Contribution:		Employee Contribution: 7.00% of salary	3% Employee Paid/4% Employer Paid
		Employer Contribution: *8.26% of covered payroll	Employer Paid
		*Employees hired on or after January 1, 2020	
		Employees hired before January 1, 2020: 7.12% employer contribution + 1.14% health insurance credit	
SUPPLEMENTAL RETIREMENT			
Benefit:		Anytime	
		Deferred Compensation 457 Supplemental Retirement Plan	
		Voluntary, supplemental retirement savings program designed to increase an employee's personal savings for retirement & reduce an employee's current taxable income.	
Contribution:		Minimum Contributions	Monthly \$25
For more information on the above benefits, please visit North Dakota Public Employees Retirement System (NDPERS) website: https://www.ndpers.nd.gov/			
BENEFIT		ELIGIBILITY	
SICK LEAVE			
Benefit:		First day of employment - as accrued.	
		Based on years of service - accrued per pay period.	
		Service/Months	Hours/Month Days/Year
		0 through 12	8 12
		13 through 24	10 15
		Over 24	12 18
		Family Sick Leave	
		Up to 80 hours of an employee's accrued sick leave per calendar year may be used to care for the medical condition of an eligible family member (parent, spouse, child, grandparent, grandchild, sibling, domestic partner, or an individual who is verifiably dependent on the employee for care).	
		Leave Sharing	
		The leave sharing program allows employees under certain serious conditions that has caused or is likely to cause an employee to take leave without pay or terminate employment to receive donated leave from other Court System employees or state employees.	
ANNUAL LEAVE			
Benefit:		First day of employment - as accrued.	
		Based on years of service - accrued per pay period.	
		Service/Months	Hours/Month Days/Year
		0 through 24	8 12
		25 through 48	10 15
		49 through 72	12 18
		73 through 96	14 21
		Over 96	16 24
HOLIDAYS			
Benefit:		10 Holidays	
		New Year's Day, Martin Luther King Jr. Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Day.	
FUNERAL & BURIAL LEAVE			
Benefit:		24 Hours Paid Leave	
		Eligible family members include relatives of the employee & the employee's spouse or domestic partner including in-laws, step-relatives, foster or equivalent relationship for spouse, domestic partner, children, parents, siblings, all levels of grandparent, all levels of of granchild, niece, nephew, aunt or uncle.	
EDUCATION REIMBURSEMENT			
Benefit:		100% for courses directly related to current position	
		80% for courses required toward the degree recommended in the position's career ladder	
		\$15,000 Lifetime Max	
ALTERNATIVE WORK SCHEDULE			
Benefit:		An alternative work schedule may be approved by a supervisor to allow an employee's fulfillment of a 40 hour work week.	

DISCOVER MORE

