

North Dakota Court System Benefit Summary

Effective January 1, 2023

BENEFIT	ELIGIBILITY																								
HEALTH INSURANCE	First day of the month following hiring date.																								
<p>Benefit: Sanford Health Plan</p> <p>An employee may participate in the PPO/Basic Plan or the High Deductible Health Plan/Health Savings Account.</p> <p>PPO/Basic Plan</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 15%;">Contribution:</td> <td style="width: 35%;"><u>Coverage Level</u></td> <td style="width: 15%;"><u>Monthly Rates</u></td> <td style="width: 35%;"></td> </tr> <tr> <td></td> <td>Employee</td> <td>Employer Paid</td> <td></td> </tr> <tr> <td></td> <td>Family</td> <td>Employer Paid</td> <td></td> </tr> </table> <p>or</p> <p>High Deductible Health Plan/Health Savings Account</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 15%;">Contribution:</td> <td style="width: 35%;"><u>Coverage Level</u></td> <td style="width: 15%;"><u>Monthly Employer Contribution</u></td> <td style="width: 35%;"><u>Maximum Employee/Employer Contribution</u></td> </tr> <tr> <td></td> <td>Employee</td> <td>\$88.46</td> <td>\$3,850.00</td> </tr> <tr> <td></td> <td>Family</td> <td>\$214.06</td> <td>\$7,750.00</td> </tr> </table>	Contribution:	<u>Coverage Level</u>	<u>Monthly Rates</u>			Employee	Employer Paid			Family	Employer Paid		Contribution:	<u>Coverage Level</u>	<u>Monthly Employer Contribution</u>	<u>Maximum Employee/Employer Contribution</u>		Employee	\$88.46	\$3,850.00		Family	\$214.06	\$7,750.00	
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LIFE INSURANCE	First day of the month following hiring date.																								
<p>Benefit: Voya*</p> <p>Employee Basic Life - \$7,000 term life coverage. Supplemental Employee Life - elect in increments of \$5,000 up to a maximum of \$400,000. Supplemental Dependent Life - must have Supplemental Employee Life to elect \$7,000 or \$10,000 coverage level. Supplemental Spouse Life - must have Supplemental Employee and Dependent Life to elect in increments of \$5000 up to 50% of the total of supplemental employee coverage.</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 15%;">Contribution:</td> <td style="width: 35%;"><u>Coverage Level</u></td> <td style="width: 15%;"><u>Monthly Rates</u></td> <td style="width: 35%;"></td> </tr> <tr> <td></td> <td>Employee Basic Life of \$7,000</td> <td>Employer Paid</td> <td></td> </tr> <tr> <td></td> <td>Supplemental Employee Life and AD&D</td> <td>Based on Employee Age</td> <td></td> </tr> <tr> <td></td> <td>Supplemental Dependent Life</td> <td>Based on Employee Age</td> <td></td> </tr> <tr> <td></td> <td>Supplemental Spouse Life</td> <td>Based on Employee Age</td> <td></td> </tr> </table> <p>*Supplemental Employee Life Insurance premium up to \$50,000 of coverage will automatically be pre-taxed.</p>	Contribution:	<u>Coverage Level</u>	<u>Monthly Rates</u>			Employee Basic Life of \$7,000	Employer Paid			Supplemental Employee Life and AD&D	Based on Employee Age			Supplemental Dependent Life	Based on Employee Age			Supplemental Spouse Life	Based on Employee Age						
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FLEXCOMP PLAN	First day of the month following hiring date.																								
<p>Benefit: Allows tax savings on the amount paid for eligible insurance premiums, medical expenses, and dependent care expenses.</p> <p>Premium Conversion Allows for pre-tax treatment for certain payroll deduction premiums under various insurance programs. (Examples include dental, vision, and cancer insurance policies).</p> <p>Medical Spending Account Pre-tax savings account which allows for reimbursement of employee and dependent medical, dental, vision expenses beyond coverage in benefit plans. \$2,850 maximum annual deferral ("use it or lose it").</p> <p>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)</p>																									
EMPLOYEE ASSISTANCE PROGRAM	Automatically enrolled.																								
<p>Benefit: Provides professional services and counseling to an employee and the employee's household members.</p> <p>Contribution: Employer Paid</p>																									

BENEFIT**ELIGIBILITY****RETIREMENT PLAN**

Contributions begin with first paycheck.

Benefit: **Defined Benefit Hybrid Plan**

If vested, a guaranteed benefit at retirement, which is generally based on compensation, the benefit multiplier, and 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

Anytime.

Benefit: **Deferred Compensation 457 Supplemental Retirement Plan**

Voluntary, supplemental retirement savings program designed to increase an employee's personal savings for retirement and reduce an employee's current taxable income.

Contribution: Minimum Contributions	<u>Monthly</u>
	\$25

For more information on the above benefits, please visit North Dakota Public Employees Retirement System (NDPERS) website:<http://www.nd.gov/ndpers/>**SICK LEAVE**

First day of employment - as accrued.

Benefit: Based on years of service - accrued per pay period.

<u>Service/Months</u>	<u>Hours/Month</u>	<u>Days/Year</u>
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).

ANNUAL LEAVE

First day of employment - as accrued.

Benefit: Based on years of service - accrued per pay period.

<u>Service/Months</u>	<u>Hours/Month</u>	<u>Days/Year</u>
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.

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.

North Dakota Court System
Judicial Wing, 1st Floor
600 E Boulevard Avenue
Bismarck, ND 58505-0530
Human Resources (701) 328-4216
www.ndcourts.gov