

# NORTH DAKOTA COURT SYSTEM



## BENEFIT SUMMARY

Effective January 1, 2025

### 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

**Contribution:** **High Deductible Health Plan/Health Savings Account**

<u>Coverage Level</u>	<u>Monthly Employer Contribution</u>	<u>Maximum Employee/Employer Contribution</u>
Employee	\$101.74	\$4,300.00
Family	\$246.16	\$8,550.00

#### DENTAL INSURANCE

First day of the month following hiring date.

**Benefit:** **Delta Dental\***

<u>Coverage Level</u>	<u>Monthly Rates</u>
Employee	\$42.24
Employee & Spouse	\$81.50
Employee & Child(ren)	\$94.62
Family	\$134.74

\*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\***

<u>Coverage Level</u>	<u>Monthly Rates</u>
Employee	\$5.03
Employee & Spouse	\$10.06
Employee & Child(ren)	\$9.16
Family	\$14.19

\*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.

<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. (e.g., 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. \$3,200 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
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EMPLOYEE ASSISTANCE PROGRAM	Automatically enrolled.
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**Benefit:** Provides professional services & counseling to an employee & the employee's household members.

**Contribution:** Employer Paid

RETIREMENT PLAN	Contributions begin with first paycheck.
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**Benefit:** **Defined Contribution**  
Benefit amount is determined by your investment allocation, the length of time you are invested, your vesting status and the performance of your investments.

Vesting Schedule for Employee Contributions	100% immediately
Vesting Schedule for Employer Contributions	50% after two years of service/75% after three years of service/100% after four years of service

**Contribution:** Minimum Employee Contribution 4.00% / Employer Contribution 5.26%      Employer Paid  
Optional Employee Contributions Eligible for up to a 3% Employer Match      3% Employee Paid/3% Employer Paid

SUPPLEMENTAL RETIREMENT	Anytime
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**Benefit:** **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
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SICK LEAVE	First day of employment - as accrued.
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**Benefit:** 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	First day of employment - as accrued.
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**Benefit:** 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	
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**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	
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**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 grandchild, niece, nephew, aunt or uncle.

EDUCATION REIMBURSEMENT	
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**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	
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**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**



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