

North Dakota Court System Benefit Summary

Effective January 1, 2019

| 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: 30%;">Contribution: <u>Coverage Level</u></td> <td style="width: 30%;"><u>Monthly Rates</u></td> <td style="width: 40%;"></td> </tr> <tr> <td>Employee</td> <td>Employer Paid</td> <td></td> </tr> <tr> <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: 30%;">Contribution: <u>Coverage Level</u></td> <td style="width: 30%;"><u>Monthly Employer Contribution</u></td> <td style="width: 40%;"><u>Maximum Employee/Employer Contribution</u></td> </tr> <tr> <td>Employee</td> <td>\$76.80</td> <td>\$3,500.00</td> </tr> <tr> <td>Family</td> <td>\$185.88</td> <td>\$7,000.00</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 | \$76.80 | \$3,500.00 | Family | \$185.88 | \$7,000.00 | |
| 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 | \$76.80 | \$3,500.00 | | | | | | | | | | | | | | | | | |
| Family | \$185.88 | \$7,000.00 | | | | | | | | | | | | | | | | | |
| DENTAL INSURANCE | First day of the month following hiring date. | | | | | | | | | | | | | | | | | | |
| <p>Benefit: Delta Dental*</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 30%;">Contribution: <u>Coverage Level</u></td> <td style="width: 70%;"><u>Monthly Rates</u></td> </tr> <tr> <td>Employee</td> <td>\$38.64</td> </tr> <tr> <td>Employee & Spouse</td> <td>\$74.58</td> </tr> <tr> <td>Employee & Child(ren)</td> <td>\$86.58</td> </tr> <tr> <td>Family</td> <td>\$123.30</td> </tr> </table> <p>*The premium is eligible for pre-tax treatment through the IRC Section 125 FlexComp program.</p> | Contribution: <u>Coverage Level</u> | <u>Monthly Rates</u> | Employee | \$38.64 | Employee & Spouse | \$74.58 | Employee & Child(ren) | \$86.58 | Family | \$123.30 | | | | | | | | | |
| Contribution: <u>Coverage Level</u> | <u>Monthly Rates</u> | | | | | | | | | | | | | | | | | | |
| Employee | \$38.64 | | | | | | | | | | | | | | | | | | |
| Employee & Spouse | \$74.58 | | | | | | | | | | | | | | | | | | |
| Employee & Child(ren) | \$86.58 | | | | | | | | | | | | | | | | | | |
| Family | \$123.30 | | | | | | | | | | | | | | | | | | |
| VISION INSURANCE | First day of the month following hiring date. | | | | | | | | | | | | | | | | | | |
| <p>Benefit: Superior Vision*</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 30%;">Contribution: <u>Coverage Level</u></td> <td style="width: 70%;"><u>Monthly Rates</u></td> </tr> <tr> <td>Employee</td> <td>\$6.57</td> </tr> <tr> <td>Employee & Spouse</td> <td>\$13.15</td> </tr> <tr> <td>Employee & Child(ren)</td> <td>\$11.98</td> </tr> <tr> <td>Family</td> <td>\$18.55</td> </tr> </table> <p>*The premium is eligible for pre-tax treatment through the IRC Section 125 FlexComp program.</p> | Contribution: <u>Coverage Level</u> | <u>Monthly Rates</u> | Employee | \$6.57 | Employee & Spouse | \$13.15 | Employee & Child(ren) | \$11.98 | Family | \$18.55 | | | | | | | | | |
| Contribution: <u>Coverage Level</u> | <u>Monthly Rates</u> | | | | | | | | | | | | | | | | | | |
| Employee | \$6.57 | | | | | | | | | | | | | | | | | | |
| Employee & Spouse | \$13.15 | | | | | | | | | | | | | | | | | | |
| Employee & Child(ren) | \$11.98 | | | | | | | | | | | | | | | | | | |
| Family | \$18.55 | | | | | | | | | | | | | | | | | | |
| 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: 30%;">Contribution: <u>Coverage Level</u></td> <td style="width: 70%;"><u>Monthly Rates</u></td> </tr> <tr> <td>Employee Basic Life of \$7,000</td> <td>Employer Paid</td> </tr> <tr> <td>Supplemental Employee Life and AD&D</td> <td>Based on Employee Age</td> </tr> <tr> <td>Supplemental Dependent Life</td> <td>Based on Employee Age</td> </tr> <tr> <td>Supplemental Spouse Life</td> <td>Based on Employee Age</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 | | | | | | | | | |
| 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 | | | | | | | | | | | | | | | | | | |
| 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. \$2,650 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. \$5000 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 PLANS**

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: 7.12% of covered payroll | Employer Paid |

or

Benefit: Defined Contribution Plan

The amount of benefit will be affected by the investments selected, the amount of time you have to invest, vesting status, and the performance of the investment options chosen.

| | | |
|------------------------------------|-------------------------|--------------------------|
| Vesting in Employee Contributions: | Immediately | |
| Vesting in Employer Contributions: | <u>Years of Service</u> | <u>Percentage Vested</u> |
| | Less than 2 years | 0% |
| | 2 years | 50% |
| | 3 years | 75% |
| | 4 years | 100% |

| | |
|----------------------------------------------------------------------|-----------------------------------|
| Contribution: Employee Contribution: 7.00% of covered payroll | 3% Employee Paid/4% Employer Paid |
| Employer Contribution: 7.12% of covered payroll | Employer Paid |

RETIREE HEALTH INSURANCE CREDIT

Contributions begin with first paycheck.

Benefit: If elect and receive retirement, an employee is eligible to receive a credit towards the health insurance premium for the State health plan equal to \$5.00 for each year of credited service.**Contribution:** 1.14% of covered payroll Employer Paid**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 Annually
\$300

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).

VACATION

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