

NORTH DAKOTA COURT SYSTEM



BENEFIT SUMMARY

Effective January 1, 2026

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**

Coverage Level

Monthly Rates

Employee

Employer Paid

Family

Employer Paid

or

High Deductible Health Plan/Health Savings Account

Contribution: Coverage Level

Monthly Employer Contribution

Maximum Employee/Employer Contribution

Employee

\$119.62

\$4,400.00

Family

\$289.36

\$8,750.00

DENTAL INSURANCE

First day of the month following hiring date.

Benefit: **Delta Dental***

Contribution: Coverage Level

Monthly Rates

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***

Contribution: Coverage Level

Monthly Rates

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.

Contribution: Coverage Level

Monthly Rates

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. \$3,300 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.

\$7,500 maximum annual deferral if single or married filing jointly

\$3,750 maximum annual deferral if married but filing a single tax

BENEFIT		ELIGIBILITY
EMPLOYEE ASSISTANCE PROGRAM		
Automatically enrolled.		
Benefit:	Provides professional services & counseling to an employee & the employee's household members.	
Contribution:	Employer Paid	
RETIREMENT PLAN		
Contributions begin with first paycheck.		
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		
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
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).	
	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.		
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.	
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

