

NORTH DAKOTA COURT SYSTEM



BENEFIT SUMMARY

Effective January 1, 2026

BENEFIT	ELIGIBILITY										
HEALTH INSURANCE	First day of the month following hiring date.										
<p>Benefit: Sanford Health Plan An employee may participate in the PPO/Basic Plan or the High Deductible Health Plan/Health Savings Account.</p> <p>PPO/Basic Plan</p> <p>Contribution: <u>Coverage Level</u> <u>Monthly Rates</u></p> <table> <tr> <td>Employee</td> <td>Employer Paid</td> </tr> <tr> <td>Family</td> <td>Employer Paid</td> </tr> </table> <p>or</p> <p>High Deductible Health Plan/Health Savings Account</p> <p>Contribution: <u>Coverage Level</u> <u>Monthly Employer Contribution</u> <u>Maximum Employee/Employer Contribution</u></p> <table> <tr> <td>Employee</td> <td>\$119.62</td> <td>\$4,400.00</td> </tr> <tr> <td>Family</td> <td>\$289.36</td> <td>\$8,750.00</td> </tr> </table>	Employee	Employer Paid	Family	Employer Paid	Employee	\$119.62	\$4,400.00	Family	\$289.36	\$8,750.00	
Employee	Employer Paid										
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Family	\$289.36	\$8,750.00									
DENTAL INSURANCE	First day of the month following hiring date.										
<p>Benefit: Delta Dental*</p> <p>Contribution: <u>Coverage Level</u> <u>Monthly Rates</u></p> <table> <tr> <td>Employee</td> <td>\$42.24</td> </tr> <tr> <td>Employee & Spouse</td> <td>\$81.50</td> </tr> <tr> <td>Employee & Child(ren)</td> <td>\$94.62</td> </tr> <tr> <td>Family</td> <td>\$134.74</td> </tr> </table>	Employee	\$42.24	Employee & Spouse	\$81.50	Employee & Child(ren)	\$94.62	Family	\$134.74			
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<p>*The premium is eligible for pre-tax treatment through the IRC Section 125 FlexComp program.</p>											
VISION INSURANCE	First day of the month following hiring date.										
<p>Benefit: Superior Vision*</p> <p>Contribution: <u>Coverage Level</u> <u>Monthly Rates</u></p> <table> <tr> <td>Employee</td> <td>\$5.03</td> </tr> <tr> <td>Employee & Spouse</td> <td>\$10.06</td> </tr> <tr> <td>Employee & Child(ren)</td> <td>\$9.16</td> </tr> <tr> <td>Family</td> <td>\$14.19</td> </tr> </table>	Employee	\$5.03	Employee & Spouse	\$10.06	Employee & Child(ren)	\$9.16	Family	\$14.19			
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LIFE INSURANCE	First day of the month following hiring date.										
<p>Benefit: Voya*</p> <p>Employee Basic Life - \$12,000 term life coverage.</p> <p>Supplemental Employee Life - elect in increments of \$5,000 up to a maximum of \$600,000.</p> <p>Supplemental Dependent Life - must have Supplemental Employee Life to elect \$2,000, \$5,000, \$7,000 or \$10,000 coverage level.</p> <p>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.</p> <p>Contribution: <u>Coverage Level</u> <u>Monthly Rates</u></p> <table> <tr> <td>Employee Basic Life of \$12,000</td> <td>Employer Paid</td> </tr> <tr> <td>Supplemental Employee Life & 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>	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			
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<p>*Supplemental Employee Life Insurance premium up to \$50,000 of coverage will automatically be pre-taxed.</p>											
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 & dependent care expenses.</p> <p>Premium Conversion Allows for pre-tax treatment for certain payroll deduction premiums under various insurance programs. (e.g., dental, vision, cancer insurance policies).</p> <p>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").</p> <p>Dependent Care Reimbursement Account Pre-tax savings account which allows for reimbursement of dependent care expenses incurred.</p> <p>\$7,500 maximum annual deferral if single or married filing jointly \$3,750 maximum annual deferral if married but filing a single tax</p>											

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% Optional Employee Contributions Eligible for up to a 3% Employer Match		Employer Paid 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 <u>Monthly</u> \$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 grandchild, 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.		
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