

Sixty-first
Legislative Assembly
of North Dakota

SENATE BILL NO. 2153

Introduced by

Government and Veterans Affairs Committee

(At the request of the Public Employees Retirement System Board)

1 A BILL for an Act to create and enact a new subsection to section 39-03.1-09, a new
2 subdivision to subsection 9 of section 39-03.1-11, a new subsection to section 54-52-05, and a
3 new subdivision to subsection 9 of section 54-52-17 of the North Dakota Century Code, relating
4 to payment of employee contributions and retirement benefits under the highway patrolmen's
5 retirement plan and the public employees retirement system; to amend and reenact
6 subsection 1 of section 21-10-01, section 39-03.1-08.2, subdivision a of subsection 1 of section
7 39-03.1-10.1, section 39-03.1-11.2, subsection 4 of section 54-52-03, subsections 6 and 7 of
8 section 54-52-17, section 54-52-28, subsection 7 of section 54-52.1-03, and section
9 54-52.1-03.4 of the North Dakota Century Code, relating to membership of the state investment
10 board, purchase of service credit, member refunds, Internal Revenue Code compliance, and
11 board elections under the highway patrolmen's retirement plan and the public employees
12 retirement system, and participation and employer payments under the uniform group insurance
13 program; and to provide an effective date.

14 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

15 **SECTION 1. AMENDMENT.** Subsection 1 of section 21-10-01 of the North Dakota
16 Century Code is amended and reenacted as follows:

17 1. The North Dakota state investment board consists of the governor, the state
18 treasurer, the commissioner of university and school lands, the director of
19 workforce safety and insurance, the insurance commissioner, three members of
20 the teachers' fund for retirement board or the board's designees who need not be
21 members of the fund as selected by that board, ~~and three~~ two of the elected
22 members of the public employees retirement system board as selected by that
23 board, and one member of the public employees retirement system board as
24 selected by that board. The director of workforce safety and insurance may

1 appoint a designee, subject to approval by the workforce safety and insurance
2 board of directors, to attend the meetings, participate, and vote when the director is
3 unable to attend. The teachers' fund for retirement board may appoint an alternate
4 designee with full voting privileges to attend meetings of the state investment board
5 when a selected member is unable to attend. The public employees retirement
6 system board may appoint an alternate designee with full voting privileges from the
7 public employees retirement system board to attend meetings of the state
8 investment board when a selected member is unable to attend. The members of
9 the state investment board, except elected and appointed officials and the director
10 of workforce safety and insurance or the director's designee, are entitled to receive
11 as compensation sixty-two dollars and fifty cents per day and necessary mileage
12 and travel expenses as provided in sections 44-08-04 and 54-06-09 for attending
13 meetings of the state investment board.

14 **SECTION 2. AMENDMENT.** Section 39-03.1-08.2 of the North Dakota Century Code
15 is amended and reenacted as follows:

16 **39-03.1-08.2. Purchase of additional service credit.**

- 17 1. The fund may accept rollovers from other eligible plans under rules adopted by the
18 board for the purchase of additional service credit, but only to the extent the
19 transfer is a rollover contribution that meets the requirement of section 408 of the
20 Internal Revenue Code [26 U.S.C. 408].
- 21 2. ~~Except as provided in subsection 3 of section 39-03.1-10.1, a contributor is entitled~~
22 ~~to purchase additional credit under this section for active employment in the armed~~
23 ~~forces of the United States, for up to four years of credit, if the contributor is not~~
24 ~~presently receiving credit for that service. A contributor may not purchase credit~~
25 ~~under this subsection if the years claimed also qualify for retirement benefits from~~
26 ~~another retirement system.~~
- 27 3. ~~A contributor may elect to purchase credit for an employer approved leave of~~
28 ~~absence if the contributor is not presently receiving credit for that absence.~~
- 29 4. The board may accept trustee-to-trustee transfers as permitted by Internal
30 Revenue Code section 403(b)(13) and section 457(e)(17) from an Internal
31 Revenue Code section 403(b) annuity or Internal Revenue Code section 457

deferred compensation plan for the purchase of permissive service credit, as defined in Internal Revenue Code section 415(n)(3)(A), or as repayment of a cashout from a governmental plan under Internal Revenue Code section 415(k)(3).

3. A contributor may elect to purchase credit for years of service and prior service for which the contributor is not presently receiving credit. A contributor is entitled to purchase additional credit under this section for the following service or prior service, except this service is not eligible for credit if the years claimed also qualify for retirement benefits from another retirement system:

a. Except as provided in subsection 3 of section 39-03.1-10.1, up to four years of credit for active employment in the armed forces of the United States.

b. Employment as a permanent employee by a public employer either within or outside the state.

c. Employment as a permanent employee by the federal government.

4. A contributor may elect to purchase credit for the following absences for which the participating contributor is not receiving service credit:

a. Employer-approved leave of absence; and

b. Months away from work while participating as a seasonal employee.

5. The contributor may purchase credit under this section by paying to the board an amount equal to the actuarial cost to the fund of providing the credit. The board shall adopt rules governing the purchase of additional credit under this section.

6. The board may establish individual retirement accounts and individual retirement annuities as permitted under section 408(q) of the Internal Revenue Code to allow employees to make voluntary employee contributions. The board may adopt appropriate rules as may be necessary to implement and administer the accounts and annuities under this section.

7. In addition to service credit identified in this section, a contributor may purchase up to five years of service credit.

8. Pursuant to rules adopted by the board, the board may allow a contributor to purchase service credit with either pretax or aftertax moneys, at the board's discretion. If a contributor elects to purchase service credit using pretax moneys,

the requirements and restrictions in subsection 2 of section 39-03.1-09 apply to the purchase arrangement.

SECTION 3. A new subsection to section 39-03.1-09 of the North Dakota Century Code is created and enacted as follows:

For compensation earned after August 1, 2009, all employee contributions required under subsection 1, and not otherwise paid under subsection 2, must be paid by the state in lieu of contributions by the member. All contributions paid by the state under this subsection must be treated as employer contributions in determining tax treatment under this code and the federal Internal Revenue Code. Contributions paid by the state under this subsection may not be included as gross income of the member in determining tax treatment under this code and the Internal Revenue Code until the contributions are distributed or made available. Contributions paid by the state in accordance with this subsection must be treated for the purposes of this chapter in the same manner and to the same extent as member contributions made before the date the contributions were assumed by the state. The state shall pay these member contributions from the same source of funds used in paying compensation to the members. The state shall pay these contributions by effecting an equal cash reduction in the gross salary of the employee. The state shall continue making payments under this section unless otherwise specifically provided for under the agency's biennial appropriation or by law.

SECTION 4. AMENDMENT. Subdivision a of subsection 1 of section 39-03.1-10.1 of the North Dakota Century Code is amended and reenacted as follows:

a. If the contributor has less than ten years of service at termination of employment, the refund is payable either on application of the contributor or; is automatically payable if within thirty days after termination the contributor has not provided a written statement to the board waiving the refund and requesting the contributor's account remain in the fund, automatically and the contributor has an account balance of less than one thousand dollars.

SECTION 5. A new subdivision to subsection 9 of section 39-03.1-11 of the North Dakota Century Code is created and enacted as follows:

An actuarially equivalent graduated benefit option with either a one percent or two percent increase to be applied the first day of January of each year.

SECTION 6. AMENDMENT. Section 39-03.1-11.2 of the North Dakota Century Code is amended and reenacted as follows:

39-03.1-11.2. Internal Revenue Code compliance.

1. The board shall administer the plan in compliance with section 415, section 401(a)(9), section 401(a)(17), and section 401(a)(31) of the Internal Revenue Code in effect on August 1, ~~2007~~ 2009, as it applies for governmental plans.
2. The defined benefit dollar limitation under section 415(b)(1)(A) of the Internal Revenue Code, as approved by the legislative assembly, must be adjusted under section 415(d) of the Internal Revenue Code, effective January first of each year following a regular legislative session. The adjustment of the defined benefit dollar limitation under section 415(d) applies to participating members who have had a separation from employment, but that member's benefit payments may not reflect the adjusted limit prior to January first of the calendar year in which the adjustment applies.
3. If a participating member's benefit is increased by plan amendment after the commencement of benefit payments, the member's annual benefit may not exceed the defined benefit dollar limitation under section 415(b)(1)(A) of the Internal Revenue Code, as adjusted under section 415(d) for the calendar year in which the increased benefit is payable.
4. If a participating member is, or ever has been, a participant in another defined benefit plan maintained by the employer, the sum of the participant's annual benefits from all the plans may not exceed the defined benefit dollar limitation under section 415(b)(1)(A) of the Internal Revenue Code. If the participating member's employer-provided benefits under all such defined benefit plans would exceed the defined benefit dollar limitation, the benefit must be reduced to comply with section 415 of the Internal Revenue Code. This reduction must be made pro rata between the plans, in proportion to the participating member's service in each plan.

1 **SECTION 7. AMENDMENT.** Subsection 4 of section 54-52-03 of the North Dakota
2 Century Code is amended and reenacted as follows:

- 3 4. Three board members must be elected by and from among the active participating
4 members, members of the retirement plan established under chapter 54-52.6,
5 members of the retirement plan established under chapter 39-03.1, and members
6 of the job service North Dakota retirement plan. Employees who have terminated
7 their employment for whatever reason are not eligible to serve as elected members
8 of the board under this subsection. Board members must be elected to a five-year
9 term pursuant to an election called by the board. Notice of board elections must be
10 given to all active participating members. The time spent in performing duties as a
11 board member may not be charged against any employee's accumulated annual or
12 any other type of leave.

13 **SECTION 8.** A new subsection to section 54-52-05 of the North Dakota Century Code
14 is created and enacted as follows:

15 For compensation earned after August 1, 2009, all employee contributions required
16 under section 54-52-06.1 and the job service North Dakota retirement plan, and not
17 otherwise paid under subsection 3, must be paid by the employer in lieu of
18 contributions by the member. All contributions paid by the employer under this
19 subsection must be treated as employer contributions in determining tax treatment
20 under this code and the Internal Revenue Code. Contributions paid by the
21 employer under this subsection may not be included as gross income of the
22 member in determining tax treatment under this code and the Internal Revenue
23 Code until the contributions are distributed or made available. Contributions paid
24 by the employer in accordance with this subsection must be treated for the
25 purposes of this chapter in the same manner and to the same extent as member
26 contributions made before the date the contributions were assumed by the
27 employer. The employer shall pay these member contributions from the same
28 source of funds used in paying compensation to the employee. The employer shall
29 pay these contributions by effecting an equal cash reduction in the gross salary of
30 the employee. The employer shall continue making payments under this section

unless otherwise specifically provided for under the agency's biennial appropriation
or by amendment to law.

SECTION 9. AMENDMENT. Subsections 6 and 7 of section 54-52-17 of the North
Dakota Century Code are amended and reenacted as follows:

6. If before retiring a member dies after completing three years of eligible
employment, except for supreme and district court judges, who must have
completed five years of eligible employment, the board shall pay the member's
account balance to the member's designated beneficiary as provided in this
subsection. If the member has designated an alternate beneficiary with the
surviving spouse's written consent, the board shall pay the member's account
balance to the named beneficiary. If the member has named more than one
primary beneficiary, the board shall pay the member's account balance to the
named primary beneficiaries in the percentages designated by the member or, if
the member has not designated a percentage for the beneficiaries, in equal
percentages. If one or more of the primary beneficiaries has predeceased the
member, the board shall pay the predeceased beneficiary's share to the remaining
primary beneficiaries. If there are no remaining primary beneficiaries, the board
shall pay the member's account balance to the contingent beneficiaries in the
same manner. If there are no remaining designated beneficiaries, the board shall
pay the member's account balance to the member's estate. If the member has not
designated an alternate beneficiary or the surviving spouse is the beneficiary, the
surviving spouse of the member may select a form of payment as follows:

- a. If the member was a supreme or district court judge, the surviving spouse
may select one of the following optional forms of payment:
 - (1) A lump sum payment of the member's retirement account as of the date
of death.
 - (2) Payments as calculated for the deceased member as if the member
was of normal retirement age at the date of death, payable until the
spouse dies.
- b. The surviving spouse of all other members may select one of the following
options:

- 1 (1) A lump sum payment of the member's retirement account as of the date
2 of death.
- 3 (2) ~~Payments for sixty months as calculated for the deceased member as if~~
4 ~~the member was of normal retirement age at the date of death.~~
- 5 (3) Payment of a monthly retirement benefit equal to fifty percent of the
6 deceased member's accrued single life retirement benefits until the
7 spouse dies.
- 8 (4) (3) If the member dies on or after the member's normal retirement date, the
9 payment of a monthly retirement benefit equal to an amount that would
10 have been paid to the surviving spouse if the member had retired on
11 the day of the member's death and had selected a one hundred percent
12 joint and survivor annuity, payable until the spouse dies. A surviving
13 spouse who received a benefit under this subsection as of July 31,
14 1995, is entitled to the higher of that person's existing benefit or the
15 equivalent of the accrued benefit available under the one hundred
16 percent joint and survivor provision as if the deceased member were of
17 normal retirement age, with the increase payable beginning August 1,
18 1995.
- 19 7. If a member not coming under the provisions of subsection 6 terminates
20 employment because of death, permanent and total disability, or any voluntary or
21 involuntary reason prior to retirement, the member or the member's designated
22 beneficiary is entitled to the member's account balance at termination. The board
23 ~~shall~~ automatically shall refund a member's account balance if the member has
24 completed less than three years of eligible employment, has an account balance of
25 less than one thousand dollars, and was not a supreme or district court judge. If
26 the member was a supreme or district court judge, the board ~~shall~~ automatically
27 shall refund a member's account balance if the member completed less than five
28 years of eligible employment. A member may waive the refund if the member
29 submits a written statement to the board, within thirty days after termination,
30 requesting that the member's account balance remain in the fund.

1 **SECTION 10.** A new subdivision to subsection 9 of section 54-52-17 of the North
2 Dakota Century Code is created and enacted as follows:

3 An actuarially equivalent graduated benefit option with either a one percent or
4 two percent increase to be applied the first day of January of each year.

5 **SECTION 11. AMENDMENT.** Section 54-52-28 of the North Dakota Century Code is
6 amended and reenacted as follows:

7 **54-52-28. Internal Revenue Code compliance.**

- 8 1. The board shall administer the plan in compliance with section 415, section
9 401(a)(9), section 401(a)(17), and section 401(a)(31) of the Internal Revenue Code
10 in effect on August 1, ~~2007~~ 2009, as it applies for governmental plans.
- 11 2. The defined benefit dollar limitation under section 415(b)(1)(A) of the Internal
12 Revenue Code, as approved by the legislative assembly, must be adjusted under
13 section 415(d) of the Internal Revenue Code, effective January first of each year
14 following a regular legislative session. The adjustment of the defined benefit dollar
15 limitation under section 415(d) applies to participating members who have had a
16 separation from employment, but that member's benefit payments may not reflect
17 the adjusted limit prior to January first of the calendar year in which the adjustment
18 applies.
- 19 3. If a participating member's benefit is increased by plan amendment after the
20 commencement of benefit payments, the member's annual benefit may not exceed
21 the defined benefit dollar limitation under section 415(b)(1)(A) of the Internal
22 Revenue Code, as adjusted under section 415(d) for the calendar year in which the
23 increased benefit is payable.
- 24 4. If a participating member is, or ever has been, a participant in another defined
25 benefit plan maintained by the employer, the sum of the participant's annual
26 benefits from all the plans may not exceed the defined benefit dollar limitation
27 under section 415(b)(1)(A) of the Internal Revenue Code. If the participating
28 member's employer-provided benefits under all such defined benefit plans would
29 exceed the defined benefit dollar limitation, the benefit must be reduced to comply
30 with section 415 of the Internal Revenue Code. The reduction must be made

1 pro rata between the plans, in proportion to the participating member's service in
2 each plan.

3 **SECTION 12. AMENDMENT.** Subsection 7 of section 54-52.1-03 of the North Dakota
4 Century Code is amended and reenacted as follows:

- 5 7. If the participating employee is a ~~teacher~~ faculty member in a state charitable,
6 penal, or educational institution who receives a salary or wages on a ~~nine-month~~
7 less than a twelve-month basis and has signed a contract to teach for the next
8 ensuing school year, the agency shall make arrangements to include that
9 employee in the insurance program on a twelve-month basis and make the
10 contribution authorized by this section for each month of the twelve-month period.

11 **SECTION 13. AMENDMENT.** Section 54-52.1-03.4 of the North Dakota Century Code
12 is amended and reenacted as follows:

13 ~~**54-52.1-03.4. Participation by employees of certain political subdivisions and**~~
14 ~~**temporary Temporary employees and employees on unpaid leave of absence. An**~~
15 ~~employee of a county, city, school district, district health unit, or park district that is not~~
16 ~~participating in the uniform group insurance program pursuant to section 54-52.1-03.1 and is~~
17 ~~not eligible for any other employee group health plan may elect to participate in the uniform~~
18 ~~group insurance program by completing the necessary enrollment forms and qualifying under~~
19 ~~the medical underwriting requirements established by the board. The board may use~~
20 ~~risk-adjusted premiums for individual insurance contracts to implement the provisions of this~~
21 ~~section allowing employees of a county, city, school district, district health unit, or park district to~~
22 ~~participate in the uniform group insurance program. The county, city, school district, district~~
23 ~~health unit, or park district employee participating in the uniform group insurance program under~~
24 ~~this section shall pay monthly to the board the premiums in effect for the coverage being~~
25 ~~provided.~~ A temporary employee employed before August 1, 2007, may elect to participate in
26 the uniform group insurance program by completing the necessary enrollment forms and
27 qualifying under the medical underwriting requirements of the program. A temporary employee
28 employed on or after August 1, 2007, is only eligible to participate in the uniform group
29 insurance program if the employee is employed at least twenty hours per week and at least
30 twenty weeks each year of employment. The temporary employee or the temporary
31 employee's employer shall pay monthly to the board the premiums in effect for the coverage

1 being provided. An employer may pay health or life insurance premiums for a permanent
2 employee on an unpaid leave of absence. A political subdivision, department, board, or agency
3 may make a contribution for coverage under this section.

4 **SECTION 14. EFFECTIVE DATE.** Sections 2, 5, and 10 of this Act become effective
5 on March 1, 2011.