

HOUSE BILL NO. 1228

Introduced by

Representatives Grande, Vigesaa, Weisz

Senators Andrist, Grindberg, Miller

1 A BILL for an Act to amend and reenact subsection 4 of section 54-52-01 and sections
2 54-52-02.5, 54-52-02.9, 54-52.6-01, 54-52.6-02, and 54-52.6-03 of the North Dakota Century
3 Code, relating to a defined contribution retirement plan for state employees.

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

5 **SECTION 1. AMENDMENT.** Subsection 4 of section 54-52-01 of the North Dakota Century
6 Code is amended and reenacted as follows:

7 4. "Eligible employee" means all permanent employees who are first employed before
8 August 1, 2011, and who meet all of the eligibility requirements set by this chapter and
9 who are eighteen years or more of age, and includes appointive and elective officials
10 under sections 54-52-02.5, 54-52-02.11, and 54-52-02.12, first employed before
11 August 1, 2011, and nonteaching employees of the superintendent of public
12 instruction, including the superintendent of public instruction, who ~~elect~~elected to
13 transfer from the teachers' fund for retirement to the public employees retirement
14 system under section 54-52-02.13, and employees of the state board for career and
15 technical education who ~~elect~~elected to transfer from the teachers' fund for retirement
16 to the public employees retirement system under section 54-52-02.14. Eligible
17 employee does not include ~~nonclassified~~ state employees who ~~elect to become~~
18 ~~members of the retirement plan established under chapter 54-52.6~~are first employed
19 after July 31, 2011, but does include employees of the judicial branch, employees
20 eligible to participate in the national guard retirement plan or a law enforcement
21 retirement plan; employees of a political subdivision, and employees of the board of
22 higher education and state institutions under the jurisdiction of the board first
23 employed before August 1, 2011, and who are not participating in the teachers'

1 insurance and annuity association of America - college retirement equities fund
2 retirement plan.

3 **SECTION 2. AMENDMENT.** Section 54-52-02.5 of the North Dakota Century Code is
4 amended and reenacted as follows:

5 **54-52-02.5. Newly elected and appointed state officials.**

6 After December 31, 1999, a ~~person~~ and before August 1, 2011, an individual elected or
7 appointed to a state office for the first time must, from and after the date that ~~person~~individual
8 qualifies and takes office, be a participating member of the public employees retirement system
9 unless that ~~person~~individual makes an election at any time during the first six months after the
10 date the ~~person~~individual takes office to participate in the retirement plan established under
11 chapter 54-52.6. After July 31, 2011, an individual elected or appointed to a state office for the
12 first time must, from and after the date that individual qualifies and takes office, be a
13 participating member of the retirement plan established under chapter 54-52.6. As used in this
14 section, the phrase "for the first time" means a ~~person~~an individual appointed, who, after
15 December 31, 1999, does not hold office as an appointed official at the time of that
16 ~~person's~~individual's appointment.

17 **SECTION 3. AMENDMENT.** Section 54-52-02.9 of the North Dakota Century Code is
18 amended and reenacted as follows:

19 **54-52-02.9. Participation by temporary employees.**

20 A~~Before August 1, 2011, a~~ temporary employee may elect, within one hundred eighty days
21 of beginning employment, to participate in the public employees retirement system under this
22 chapter and receive credit for service after enrollment. After July 31, 2011, a temporary
23 employee may elect, within one hundred eighty days of beginning employment, to participate in
24 the retirement plan established under chapter 54-52.6. The temporary employee shall pay
25 monthly to the fund an amount equal to eight and twelve-hundredths percent times the
26 temporary employee's present monthly salary. The temporary employee shall also pay the
27 required monthly contribution to the retiree health benefit fund established under section
28 54-52.1-03.2. This contribution must be recorded as a member contribution pursuant to section
29 54-52.1-03.2. An employer may not pay the temporary employee's contributions. A temporary
30 employee may continue to participate as a temporary employee in the public employees
31 retirement system until termination of employment or reclassification of the temporary employee

1 as a permanent employee. A temporary employee may not purchase any additional credit,
2 including additional credit under section 54-52-17.4 or past service under section 54-52-02.6.

3 **SECTION 4. AMENDMENT.** Section 54-52.6-01 of the North Dakota Century Code is
4 amended and reenacted as follows:

5 **54-52.6-01. Definition of terms.**

6 As used in this chapter, unless the context otherwise requires:

- 7 1. "Board" means the public employees retirement system board.
- 8 2. "Deferred member" means a person who elected to receive deferred vested retirement
9 benefits under chapter 54-52.
- 10 3. "Eligible employee" means a permanent state employee, except an employee of the
11 judicial branch or an employee of the board of higher education and state institutions
12 under the jurisdiction of the board eligible to participate in the teachers' insurance and
13 annuity association of America - college retirement equities fund retirement plan, and
14 an employee eligible to participate in the national guard retirement plan or a law
15 enforcement retirement plan, who is eighteen years or more of age and ~~who is in a~~
16 ~~position not classified by North Dakota human resource management services a~~
17 temporary employee who elects to participate after July 31, 2011, in the retirement
18 plan established under this chapter. If a participating member loses permanent
19 employee status and becomes a temporary employee, the member may still
20 participate in the defined contribution retirement plan.
- 21 4. "Employee" means any person employed by the state, whose compensation is paid
22 out of state funds, or funds controlled or administered by the state or paid by the
23 federal government through any of its executive or administrative officials.
- 24 5. "Employer" means the state of North Dakota.
- 25 6. "Participating member" means an eligible employee who ~~elects to~~
26 ~~participate~~participates in the defined contribution retirement plan established under
27 this chapter.
- 28 7. "Permanent employee" means a state employee whose services are not limited in
29 duration and who is filling an approved and regularly funded position and is employed
30 twenty hours or more per week and at least five months each year.

1 8. "Wages" and "salaries" means earnings in eligible employment under this chapter
2 reported as salary on a federal income tax withholding statement plus any salary
3 reduction or salary deferral amounts under 26 U.S.C. 125, 401(k), 403(b), 414(h), or
4 457. "Salary" does not include fringe benefits such as payments for unused sick leave,
5 personal leave, vacation leave paid in a lump sum, overtime, housing allowances,
6 transportation expenses, early retirement, incentive pay, severance pay, medical
7 insurance, workforce safety and insurance benefits, disability insurance premiums or
8 benefits, or salary received by a member in lieu of previously employer-provided fringe
9 benefits under an agreement between an employee and a participating employer.
10 Bonuses may be considered as salary under this section if reported and annualized
11 pursuant to rules adopted by the board.

12 **SECTION 5. AMENDMENT.** Section 54-52.6-02 of the North Dakota Century Code is
13 amended and reenacted as follows:

14 **54-52.6-02. Election.**

15 1. The board shall provide an opportunity for each eligible employee who is a member of
16 the public employees retirement system on ~~September 30, 2001, and who has not~~
17 ~~made a written election under this section~~February 28, 2012, to transfer to the defined
18 contribution retirement plan ~~before October 1, 2001, to elect~~by electing in writing to
19 terminate membership in the public employees retirement system and elect to become
20 a participating member under this chapter. Except as provided in section 54-52.6-03,
21 an election made by an eligible employee under this section is irrevocable. ~~The board~~
22 ~~shall accept written elections under this section from eligible employees during the~~
23 ~~period beginning on July 1, 1999, and ending 12:01 a.m. December 14, 2001. An~~
24 ~~eligible employee who does not make a written election or who does not file the~~
25 ~~election during the period specified in this section continues to be a member of the~~
26 ~~public employees retirement system. An eligible employee who makes and files a~~
27 ~~written election~~transfers to the defined contribution plan under this section ceases to
28 be a member of the public employees retirement system ~~effective twelve midnight~~
29 ~~December 31, 2001;~~and becomes a participating member in the defined contribution
30 retirement plan under this chapter ~~effective 12:01 a.m. January 1, 2002;~~ and waives all
31 of that person's rights to a pension, annuity, retirement allowance, insurance benefit,

1 or any other benefit under the public employees retirement system effective-
2 December 31, 2004. This section does not affect a person's right to health benefits or
3 retiree health benefits under chapter 54-52.1. An eligible employee who is first
4 employed and entered upon the payroll of that person's employer after September 30,
5 2001, and before August 1, 2011, may make an election to participate in the defined
6 contribution retirement plan established under this chapter at any time during the first
7 six months after the date of employment. If the board, in its sole discretion, determines
8 that the employee was not adequately notified of the employee's option to participate
9 in the defined contribution retirement plan, the board may provide the employee a
10 reasonable time within which to make that election, which may extend beyond the
11 original six-month decision window.

- 12 2. If an individual who is a deferred member of the public employees retirement system
13 on September 30, 2001, is reemployed and by virtue of that employment is again
14 eligible for membership in the public employees retirement system under chapter
15 54-52, the individual may elect in writing to remain a member of the public employees
16 retirement system or if eligible to participate in the defined contribution retirement plan
17 established under this chapter to terminate membership in the public employees
18 retirement system and become a participating member in the defined contribution
19 retirement plan established under this chapter. An election made by a deferred
20 member under this section is irrevocable. The board shall accept written elections
21 under this section from a deferred member during the period beginning on the date of
22 the individual's reemployment and ending upon the expiration of six months after the
23 date of that reemployment. If the board, in its sole discretion, determines that the
24 employee was not adequately notified of the employee's option to participate in the
25 defined contribution retirement plan, the board may provide the employee a
26 reasonable time within which to make that election, which may extend beyond the
27 original six-month decision window. A deferred member who makes and files a written
28 election to remain a member of the public employees retirement system retains all
29 rights and is subject to all conditions as a member of that retirement system. A
30 deferred member who does not make a written election or who does not file the
31 election during the period specified in this section continues to be a member of the

1 public employees retirement system. A deferred member who makes and files a
2 written election to terminate membership in the public employees retirement system
3 ceases to be a member of the public employees retirement system effective on the
4 last day of the payroll period that includes the date of the election; becomes a
5 participating member in the defined contribution retirement plan under this chapter
6 effective the first day of the payroll immediately following the date of the election; and
7 waives all of that person's rights to a pension, an annuity, a retirement allowance,
8 insurance benefit, or any other benefit under the public employees retirement system
9 effective the last day of the payroll that includes the date of the election. This section
10 does not affect any right to health benefits or retiree health benefits to which the
11 deferred member may otherwise be entitled.

- 12 3. An eligible employee who elects to participate in the retirement plan established under
13 this chapter must remain a participant even if that employee returns to the classified
14 service or becomes employed by a political subdivision that participates in the public
15 employees retirement system. The contribution amount must be as provided in this
16 chapter, regardless of the position in which the employee is employed.

17 Notwithstanding the irrevocability provisions of this chapter, if a member who elects to
18 participate in the retirement plan established under this chapter becomes a supreme
19 or district court judge, becomes a member of the highway patrol, becomes employed
20 in a position subject to teachers' fund for retirement membership, or becomes an
21 employee of the board of higher education or state institution under the jurisdiction of
22 the board who is eligible to participate in an alternative retirement program established
23 under subsection 6 of section 15-10-17, the member's status as a member of the
24 defined contribution retirement plan is suspended, and the member becomes a new
25 member of the retirement plan for which that member's new position is eligible. The
26 member's account balance remains in the defined contribution retirement plan, but no
27 new contributions may be made to that account. The member's service credit and
28 salary history that were forfeited as a result of the member's transfer to the defined
29 contribution retirement plan remain forfeited, and service credit accumulation in the
30 new retirement plan begins from the first day of employment in the new position. If the
31 member later returns to employment that is eligible for the defined contribution plan,

1 the member's suspension must be terminated, the member again becomes a member
2 of the defined contribution retirement plan, and the member's account resumes
3 accepting contributions. At the member's option, and pursuant to rules adopted by the
4 board, the member may transfer any available balance as determined by the
5 provisions of the alternate retirement plan into the member's account under this
6 chapter.

7 4. After consultation with its actuary, the board shall determine the method by which a
8 participating member or deferred member may make a written election under this
9 section. If the participating member or deferred member is married at the time of the
10 election, the election is not effective unless the election is signed by the individual's
11 spouse. However, the board may waive this requirement if the spouse's signature
12 cannot be obtained because of extenuating circumstances.

13 5. If the board receives notification from the internal revenue service that this section or
14 any portion of this section will cause the public employees retirement system or the
15 retirement plan established under this chapter to be disqualified for tax purposes
16 under the Internal Revenue Code, then the portion that will cause the disqualification
17 does not apply.

18 6. A participating member who becomes a temporary employee may still participate in
19 the defined contribution retirement plan upon filing an election with the board within
20 one hundred eighty days of transferring to temporary employee status. The
21 participating member may not become a member of the defined benefit plan as a
22 temporary employee. The temporary employee electing to participate in the defined
23 contribution retirement plan shall pay monthly to the fund an amount equal to eight
24 and twelve-hundredths percent times the temporary employee's present monthly
25 salary. The temporary employee shall also pay the required monthly contribution to the
26 retiree health benefit fund established under section 54-52.1-03.2. This contribution
27 must be recorded as a member contribution pursuant to section 54-52.1-03.2. An
28 employer may not pay the temporary employee's contributions. A temporary employee
29 may continue to participate as a temporary employee until termination of employment
30 or reclassification of the temporary employee as a permanent employee.

1 7. A former participating member who has accepted a retirement distribution pursuant to
2 section 54-52.6-13 and who subsequently becomes employed by an entity different
3 from the employer with which the member was employed at the time the member
4 retired but which does participate in any state-sponsored retirement plan may, before
5 reenrolling in the defined contribution retirement plan, elect to permanently waive
6 future participation in the defined contribution retirement plan, whatever plan in which
7 the new employing entity participates, and the retiree health program and maintain
8 that member's retirement status. Neither the member nor the employer are required to
9 make any future retirement contributions on behalf of that employee.

10 **SECTION 6. AMENDMENT.** Section 54-52.6-03 of the North Dakota Century Code is
11 amended and reenacted as follows:

12 **54-52.6-03. Transfer of accumulated fund balances.**

13 For an individual who elects to terminate membership in the public employees retirement
14 system under chapter 54-52, the board shall transfer a lump sum amount from the retirement
15 fund to the participating member's account in the defined contribution retirement plan under this
16 chapter. However, if the individual terminates employment prior to receiving the lump sum
17 transfer under this section, the election made under section 54-52.6-02 is ineffective and the
18 individual remains a member of the public employees retirement system under chapter 54-52
19 and retains all the rights and benefits provided under that chapter. The board shall calculate the
20 amount to be transferred ~~for persons employed before October 1, 2001,~~ using the two following
21 formulas, and shall transfer the greater of the two amounts obtained:

- 22 1. The actuarial present value of the individual's accumulated benefit obligation under the
23 public employees retirement system based on the assumption that the individual will
24 retire under the earliest applicable normal retirement age, plus interest from ~~January 1,~~
25 ~~2001~~March 1, 2012, to the date of transfer, at the rate of one-half of one percent less
26 than the actuarial interest assumption at the time of the election; or
- 27 2. The actual employer contribution made, less vested employer contributions made
28 pursuant to section 54-52-11.1, plus compound interest at the rate of one-half of one
29 percent less than the actuarial interest assumption at the time of the election plus the
30 employee account balance.

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Legislative Assembly

- 1 ~~The board shall calculate the amount to be transferred for persons employed after~~
- 2 ~~September 30, 2001, using only the formula contained in subsection 2.~~