Sixty-fourth Legislative Assembly of North Dakota

BILL NO.

Introduced by

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(At the request of the Adjutant General)

- 1 A BILL for an Act to amend and reenact section 54-52-01, subsection 3 of section 54-52-05,
- 2 sections 54-52-06.4 and 54-52-06.5, subsection 3 of section 54-52-17, and section
- 3 54-52.1-03.2 of the North Dakota Century Code, relating to state employee retirement plans;
- 4 and to repeal section 54-52-06.2 of the North Dakota Century Code, relating to retirement
- 5 contributions by national guard security officers and firefighters.

6 BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:

- SECTION 1. AMENDMENT. Section 54-52-01 of the North Dakota Century Code is
 amended and reenacted as follows:
- 9 54-52-01. (Effective through July 31, 2017) Definition of terms.
- 10 As used in this chapter, unless the context otherwise requires:
- 1. "Account balance" means the total contributions made by the employee, vested
 12 employer contributions under section 54-52-11.1, the vested portion of the vesting
 13 fund as of June 30, 1977, and interest credited thereon at the rate established by the
 14 board.
- 15 2. "Beneficiary" means any person in receipt of a benefit provided by this plan or any person designated by a participating member to receive benefits.
- 17 3. "Correctional officer" means a participating member who is employed as a correctional officer by a political subdivision.
 - 4. "Eligible employee" means all permanent employees who meet all of the eligibility requirements set by this chapter and who are eighteen years or more of age, and includes appointive and elective officials under sections 54-52-02.5, 54-52-02.11, and 54-52-02.12, and nonteaching employees of the superintendent of public instruction, including the superintendent of public instruction, who elect to transfer from the teachers' fund for retirement to the public employees retirement system under section

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- 1 54-52-02.13, and employees of the state board for career and technical education who 2 elect to transfer from the teachers' fund for retirement to the public employees 3 retirement system under section 54-52-02.14. Eligible employee does not include state 4 employees who elect to become members of the retirement plan established under 5 chapter 54-52.6.
 - 5. "Employee" means any person employed by a governmental unit, whose compensation is paid out of the governmental unit's funds, or funds controlled or administered by a governmental unit, or paid by the federal government through any of its executive or administrative officials; licensed employees of a school district means those employees eligible to participate in the teachers' fund for retirement who, except under subsection 2 of section 54-52-17.2, are not eligible employees under this chapter.
 - 6. "Employer" means a governmental unit.
 - 7. "Funding agent" or "agents" means an investment firm, trust bank, or other financial institution which the retirement board may select to hold and invest the employers' and members' contributions.
 - 8. "Governmental unit" means the state of North Dakota, except the highway patrol for members of the retirement plan created under chapter 39-03.1, or a participating political subdivision thereof.
 - 9. "National guard security officer or firefighter" means a participating member who is:
 - A a security police employee of the North Dakota national guard; or a.
 - A firefighter employee of the North Dakota national guard. b.
- 23 10. "Participating member" means all eligible employees who through payment into the plan have established a claim against the plan.
- 25 11. "Peace officer" means a participating member who is a peace officer as defined in 26 section 12-63-01 and is employed as a peace officer by the bureau of criminal 27 investigation or by a political subdivision and, notwithstanding subsection 12, for 28 persons employed after August 1, 2005, is employed thirty-two hours or more per 29 week and at least twenty weeks each year of employment. Participating members of 30 the law enforcement retirement plan created by this chapter who begin employment

- after August 1, 2005, are ineligible to participate concurrently in any other retirement plan administered by the public employees retirement system.
- 12. "Permanent employee" means a governmental unit employee whose services are not limited in duration and who is filling an approved and regularly funded position in an eligible governmental unit, and is employed twenty hours or more per week and at least twenty weeks each year of employment.
- 7 13. "Prior service" means service or employment prior to July 1, 1966.
- 8 14. "Prior service credit" means such credit toward a retirement benefit as the retirement board may determine under the provisions of this chapter.
- 15. "Public employees retirement system" means the retirement plan and programestablished by this chapter.
- 12 16. "Retirement" means the acceptance of a retirement allowance under this chapter upon 13 either termination of employment or termination of participation in the retirement plan 14 and meeting the normal retirement date.
- 15 17. "Retirement board" or "board" means the seven persons designated by this chapter as 16 the governing authority for the retirement system created.
- 17 18. "Seasonal employee" means a participating member who does not work twelve months a year.
- 19 19. "Service" means employment on or after July 1, 1966.
- 20. "Service benefit" means the credit toward retirement benefits as determined by the retirement board under the provisions of this chapter.
- 22 21. "Temporary employee" means a governmental unit employee who is not eligible to
 23 participate as a permanent employee, who is at least eighteen years old and not
 24 actively contributing to another employer-sponsored pension fund, and, if employed by
 25 a school district, occupies a noncertified teacher's position.
- 22. "Wages" and "salaries" means the member's earnings in eligible employment under
 this chapter reported as salary on the member's federal income tax withholding
 statements plus any salary reduction or salary deferral amounts under 26 U.S.C. 125,
 401(k), 403(b), 414(h), or 457. "Salary" does not include fringe benefits such as
 payments for unused sick leave, personal leave, vacation leave paid in a lump sum,
 overtime, housing allowances, transportation expenses, early retirement incentive pay,

severance pay, medical insurance, workforce safety and insurance benefits, disability insurance premiums or benefits, or salary received by a member in lieu of previously employer-provided fringe benefits under an agreement between the member and participating employer. Bonuses may be considered as salary under this section if reported and annualized pursuant to rules adopted by the board.

(Effective after July 31, 2017) Definition of terms. As used in this chapter, unless the context otherwise requires:

- "Account balance" means the total contributions made by the employee, vested employer contributions under section 54-52-11.1, the vested portion of the vesting fund as of June 30, 1977, and interest credited thereon at the rate established by the board.
- 2. "Beneficiary" means any person in receipt of a benefit provided by this plan or any person designated by a participating member to receive benefits.
- 3. "Correctional officer" means a participating member who is employed as a correctional officer by a political subdivision.
- 4. "Eligible employee" means all permanent employees who meet all of the eligibility requirements set by this chapter and who are eighteen years or more of age, and includes appointive and elective officials under sections 54-52-02.5, 54-52-02.11, and 54-52-02.12, and nonteaching employees of the superintendent of public instruction, including the superintendent of public instruction, who elect to transfer from the teachers' fund for retirement to the public employees retirement system under section 54-52-02.13, and employees of the state board for career and technical education who elect to transfer from the teachers' fund for retirement to the public employees retirement system under section 54-52-02.14. Eligible employee does not include nonclassified state employees who elect to become members of the retirement plan established under chapter 54-52.6 but does include employees of the judicial branch and employees of the board of higher education and state institutions under the jurisdiction of the board.
- 5. "Employee" means any person employed by a governmental unit, whose compensation is paid out of the governmental unit's funds, or funds controlled or administered by a governmental unit, or paid by the federal government through any of

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- its executive or administrative officials; licensed employees of a school district means
 those employees eligible to participate in the teachers' fund for retirement who, except
 under subsection 2 of section 54-52-17.2, are not eligible employees under this
 chapter.
- 5 6. "Employer" means a governmental unit.
- 7. "Funding agent" or "agents" means an investment firm, trust bank, or other financial institution which the retirement board may select to hold and invest the employers' and members' contributions.
 - 8. "Governmental unit" means the state of North Dakota, except the highway patrol for members of the retirement plan created under chapter 39-03.1, or a participating political subdivision thereof.
 - 9. "National guard security officer or firefighter" means a participating member who is:
 - a. A <u>a</u> security police employee of the North Dakota national guard; or
 - b. A firefighter employee of the North Dakota national guard.
- 15 10. "Participating member" means all eligible employees who through payment into the plan have established a claim against the plan.
- 17 11. "Peace officer" means a participating member who is a peace officer as defined in 18 section 12-63-01 and is employed as a peace officer by the bureau of criminal 19 investigation or by a political subdivision and, notwithstanding subsection 12, for 20 persons employed after August 1, 2005, is employed thirty-two hours or more per 21 week and at least twenty weeks each year of employment. Participating members of 22 the law enforcement retirement plan created by this chapter who begin employment 23 after August 1, 2005, are ineligible to participate concurrently in any other retirement 24 plan administered by the public employees retirement system.
- 25 12. "Permanent employee" means a governmental unit employee whose services are not
 26 limited in duration and who is filling an approved and regularly funded position in an
 27 eligible governmental unit, and is employed twenty hours or more per week and at
 28 least twenty weeks each year of employment.
- 29 13. "Prior service" means service or employment prior to July 1, 1966.
- 30 14. "Prior service credit" means such credit toward a retirement benefit as the retirement board may determine under the provisions of this chapter.

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- 1 15. "Public employees retirement system" means the retirement plan and program established by this chapter.
- 3 16. "Retirement" means the acceptance of a retirement allowance under this chapter upon 4 either termination of employment or termination of participation in the retirement plan 5 and meeting the normal retirement date.
- 17. "Retirement board" or "board" means the seven persons designated by this chapter as the governing authority for the retirement system created.
- 8 18. "Seasonal employee" means a participating member who does not work twelve 9 months a year.
- 10 19. "Service" means employment on or after July 1, 1966.
- 12 "Service benefit" means the credit toward retirement benefits as determined by the retirement board under the provisions of this chapter.
- 13 21. "Temporary employee" means a governmental unit employee who is not eligible to
 14 participate as a permanent employee, who is at least eighteen years old and not
 15 actively contributing to another employer-sponsored pension fund, and, if employed by
 16 a school district, occupies a noncertified teacher's position.
- 17 22. "Wages" and "salaries" means the member's earnings in eligible employment under 18 this chapter reported as salary on the member's federal income tax withholding 19 statements plus any salary reduction or salary deferral amounts under 26 U.S.C. 125, 20 401(k), 403(b), 414(h), or 457. "Salary" does not include fringe benefits such as 21 payments for unused sick leave, personal leave, vacation leave paid in a lump sum, 22 overtime, housing allowances, transportation expenses, early retirement incentive pay, 23 severance pay, medical insurance, workforce safety and insurance benefits, disability 24 insurance premiums or benefits, or salary received by a member in lieu of previously 25 employer-provided fringe benefits under an agreement between the member and 26 participating employer. Bonuses may be considered as salary under this section if 27 reported and annualized pursuant to rules adopted by the board.
 - **SECTION 2. AMENDMENT.** Subsection 3 of section 54-52-05 of the North Dakota Century Code is amended and reenacted as follows:
 - 3. Each employer, at its option, may pay all or a portion of the employee contributions required by subsection 2 and sections 54-52-06.1, 54-52-06.2, 54-52-06.3, and

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54-52-06.4 or the employee contributions required to purchase service credit on a pretax basis pursuant to subsection 5 of section 54-52-17.4. Employees may not receive the contributed amounts directly once the employer has elected to pay the employee contributions. The amount paid must be paid by the employer in lieu of contributions by the employee. If the state determines not to pay the contributions, the amount that would have been paid must continue to be deducted from the employee's compensation. If contributions are paid by the employer, they must be treated as employer contributions in determining tax treatment under this code and the federal Internal Revenue Code. If contributions are paid by the employer, they may not be included as gross income of the employee in determining tax treatment under this code and the Internal Revenue Code until they are distributed or made available. The employer shall pay these employee contributions from the same source of funds used in paying compensation to the employee or from the levy authorized by subsection 5 of section 57-15-28.1. The employer shall pay these contributions by effecting an equal cash reduction in the gross salary of the employee or by an offset against future salary increases or by a contribution of a reduction in gross salary and offset against future salary increases. If employee contributions are paid by the employer, they must be treated for the purposes of this chapter in the same manner and to the same extent as employee contributions made prior to before the date on which employee contributions were assumed by the employer. An employer exercising its option under this subsection shall report its choice to the board in writing.

SECTION 3. AMENDMENT. Section 54-52-06.4 of the North Dakota Century Code is amended and reenacted as follows:

54-52-06.4. Contribution by peace officers employed by the bureau of criminal investigation or security officers employed by the national guard - Employer contribution.

Each peace officer employed by the bureau of criminal investigation or national guard security officer who is a member of the public employees retirement system is assessed and shall pay monthly four percent of the employee's monthly salary. Peace officer contributions increase by one percent of the member's monthly salary beginning with the monthly reporting period of January 2012, and with an additional increase of one percent, beginning with the

1 reporting period of January 2013. The assessment must be deducted and retained out of the 2 employee's salary in equal monthly installments. The peace officer's or security officer's 3 employer shall contribute an amount determined by the board to be actuarially required to 4 support the level of benefits specified in section 54-52-17. The employer's contribution must be 5 paid from funds appropriated for salary or from any other funds available for such purposes. If 6 the peace officer's or security officer's assessment is paid by the employer under subsection 3 7 of section 54-52-05, the employer shall contribute, in addition, an amount equal to the required 8 peace officer's or security officer's assessment. 9 SECTION 4. AMENDMENT. Section 54-52-06.5 of the North Dakota Century Code is 10 amended and reenacted as follows: 11 54-52-06.5. Reduction in member and employer contributions. 12 The required increase in the amount of member and employer contributions under sections 13 54-52-02.9, 54-52-05, 54-52-06, 54-52-06.1, 54-52-06.2, 54-52-06.3, 54-52.6-02, and 14 54-52.6-09 must be reduced to the rate in effect on July 1, 2013, effective on the July first that 15 follows the first valuation of the public employees retirement system main system showing a 16 ratio of the actuarial value of assets to the actuarial accrued liability of the public employees 17 retirement system main system that is equal to or greater than one hundred percent. 18 SECTION 5. AMENDMENT. Subsection 3 of section 54-52-17 of the North Dakota Century 19 Code is amended and reenacted as follows: 20 Retirement dates are defined as follows: 21 Normal retirement date, except for a national guard security officer or firefightera. 22 or a peace officer or correctional officer employed by the bureau of criminal 23 investigation or by a political subdivision, is: 24 (1) The first day of the month next following the month in which the member 25 attains the age of sixty-five years; or 26 When the member has a combined total of years of service credit and years (2) 27 of age equal to eighty-five and has not received a retirement benefit under 28 this chapter. 29 Normal retirement date for a national quard security officer or firefighter is the first b. 30 day of the month next following the month in which the national guard security 31 officer or firefighter attains the age of fifty-five years and has completed at least

1		three eligible years of employment as a national guard security officer or-
2		firefighter.
3	C.	Normal retirement date for a peace officer or correctional officer employed by a
4		political subdivision is:
5		(1) The first day of the month next following the month in which the peace
6		officer or correctional officer attains the age of fifty-five years and has
7		completed at least three eligible years of employment as a peace officer or
8		correctional officer; or
9		(2) When the peace officer or correctional officer has a combined total of years
10		of service credit and years of age equal to eighty-five and has not received
11		a retirement benefit under this chapter.
12	d.	Normal retirement date for a peace officer employed by the bureau of criminal
13		investigation is:
14		(1) The first day of the month next following the month in which the peace
15		officer attains the age of fifty-five years and has completed at least three
16		eligible years of employment as a peace officer; or
17		(2) When the peace officer has a combined total of years of service credit and
18		years of age equal to eighty-five and has not received a retirement benefit
19		under this chapter.
20	e.	Postponed retirement date is the first day of the month next following the month
21		in which the member, on or after July 1, 1977, actually severs or has severed the
22		member's employment after reaching the normal retirement date.
23	f.	Early retirement date, except for a national guard security officer or firefighter or a
24		peace officer or correctional officer employed by the bureau of criminal
25		investigation or by a political subdivision, is the first day of the month next
26		following the month in which the member attains the age of fifty-five years and
27		has completed three years of eligible employment. For a national guard security
28		officer or firefighter, early retirement date is the first day of the month next
29		following the month in which the national guard security officer or firefighter
30		attains the age of fifty years and has completed at least three years of eligible
31		employment. For a peace officer or correctional officer employed by the bureau of

- criminal investigation or by a political subdivision, early retirement date is the first day of the month next following the month in which the peace officer or correctional officer attains the age of fifty years and has completed at least three years of eligible employment.
- g. Disability retirement date is the first day of the month after a member becomes permanently and totally disabled, according to medical evidence called for under the rules of the board, and has completed at least one hundred eighty days of eligible employment. For supreme and district court judges, permanent and total disability is based solely on a judge's inability to perform judicial duties arising out of physical or mental impairment, as determined pursuant to rules adopted by the board or as provided by subdivision a of subsection 3 of section 27-23-03. A member is eligible to receive disability retirement benefits only if the member:
 - (1) Became disabled during the period of eligible employment; and
 - (2) Applies for disability retirement benefits within twelve months of the date the member terminates employment.

A member is eligible to continue to receive disability benefits as long as the permanent and total disability continues and the member submits the necessary documentation and undergoes medical testing required by the board, or for as long as the member participates in a rehabilitation program required by the board, or both. If the board determines that a member no longer meets the eligibility definition, the board may discontinue the disability retirement benefit. The board may pay the cost of any medical testing or rehabilitation services it deems necessary and these payments are appropriated from the retirement fund for those purposes.

SECTION 6. AMENDMENT. Section 54-52.1-03.2 of the North Dakota Century Code is amended and reenacted as follows:

54-52.1-03.2. (Contingent expiration date) Retiree health benefits fund - Appropriation.

The board shall establish a retiree health benefits fund account with the Bank of North
Dakota for the purpose of prefunding and providing hospital benefits coverage and
medical benefits coverage under the uniform group insurance program for retired

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eligible employees or surviving spouses of retired eligible employees and their dependents as provided in this chapter. The state shall contribute monthly to the retiree health benefits fund an amount equal to one and fourteen hundredths percent of the monthly salaries and wages of all participating members of the highway patrolmen's retirement system under chapter 39-03.1, and one and fourteen hundredths percent of the monthly salaries of all supreme or district court judges who are participating members of the public employees retirement system under chapter 54-52. Each governmental unit that contributes to the public employees retirement system fund under section 54-52-06 or the retirement plan under chapter 54-52.6 shall contribute monthly to the retiree health benefits fund an amount equal to one and fourteen hundredths percent of the monthly salaries or wages of all participating members of the public employees retirement system under chapter 54-52 or chapter 54-52.6, except for nonteaching employees of the superintendent of public instruction who elect to participate in the public employees retirement system pursuant to section 54-52-02.13 and employees of the state board for career and technical education who elect to participate in the public employees retirement system pursuant to section 54-52-02.14. For nonteaching employees of the superintendent of public instruction who elect to participate in the public employees retirement system pursuant to section 54-52-02.13, the superintendent of public instruction shall contribute monthly to the retiree health benefits fund an amount equal to three and twenty-four hundredths percent of the monthly salaries or wages of those nonteaching employee members, beginning on the first of the month following the transfer under section 54-52-02.13 and continuing thereafter for a period of eight years, after which time the superintendent of public instruction shall contribute one and fourteen hundredths percent of the monthly salary or wages of those nonteaching employee members. For employees of the state board for career and technical education who elect to participate in the public employees retirement system pursuant to section 54-52-02.14, the state board for career and technical education shall contribute monthly to the retiree health benefits fund an amount equal to two and ninety-nine hundredths percent of the monthly salary or wages of those employee members, beginning on the first of the month following the transfer under section 54-52-02.14 and continuing

- thereafter for a period of eight years, after which time the state board for career and technical education shall contribute one and fourteen hundredths percent of the monthly salary or wages of those employee members. The employer of a national guard security officer or firefighter shall contribute monthly to the retiree health benefits fund an amount equal to one and fourteen hundredths percent of the monthly salaries or wages of all national guard security officers or firefighters participating in the public employees retirement system under chapter 54-52. Job service North Dakota shall reimburse monthly the retiree health benefits fund for credit received under section 54-52.1-03.3 by members of the retirement program established by job service North Dakota under section 52-11-01. The board, as trustee of the fund and in exclusive control of its administration, shall:
- a. Provide for the investment and disbursement of moneys of the retiree health benefits fund and administrative expenditures in the same manner as moneys of the public employees retirement system are invested, disbursed, or expended.
- Adopt rules necessary for the proper administration of the retiree health benefits fund, including enrollment procedures.
- 2. All moneys deposited in the fund established under subsection 1, not otherwise appropriated, are hereby appropriated to the board for the purpose of making investments for the fund and to make contributions toward hospital and medical benefits coverage for eligible retired employees or surviving spouses of eligible retired employees and their dependents under the uniform group insurance program.
- 3. If a member terminates employment because of death, permanent and total disability, or any voluntary or involuntary reason prior to retirement, the member or the member's designated beneficiary is entitled to the member's account balance at termination. If a member's account balance is withdrawn, the member relinquishes all rights to benefits under the retiree health benefits fund.

(Contingent effective date) Retiree health benefits fund - Appropriation.

The board shall establish a retiree health benefits fund account with the Bank of North
Dakota for the purpose of prefunding and providing hospital benefits coverage and
medical benefits coverage and prescription drug coverage under any health insurance
program and dental, vision, and long-term care benefits coverage under the uniform

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group insurance program for retired eligible employees or surviving spouses of retired eligible employees and their dependents as provided in this chapter. The state shall contribute monthly to the retiree health benefits fund an amount equal to one and fourteen hundredths percent of the monthly salaries and wages of all participating members of the highway patrolmen's retirement system under chapter 39-03.1, and one and fourteen hundredths percent of the monthly salaries of all supreme or district court judges who are participating members of the public employees retirement system under chapter 54-52. Each governmental unit that contributes to the public employees retirement system fund under section 54-52-06 or the retirement plan under chapter 54-52.6 shall contribute monthly to the retiree health benefits fund an amount equal to one and fourteen hundredths percent of the monthly salaries or wages of all participating members of the public employees retirement system under chapter 54-52 or chapter 54-52.6, except for nonteaching employees of the superintendent of public instruction who elect to participate in the public employees retirement system pursuant to section 54-52-02.13 and employees of the state board for career and technical education who elect to participate in the public employees retirement system pursuant to section 54-52-02.14. For nonteaching employees of the superintendent of public instruction who elect to participate in the public employees retirement system pursuant to section 54-52-02.13, the superintendent of public instruction shall contribute monthly to the retiree health benefits fund an amount equal to three and twenty-four hundredths percent of the monthly salaries or wages of those nonteaching employee members, beginning on the first of the month following the transfer under section 54-52-02.13 and continuing thereafter for a period of eight years, after which time the superintendent of public instruction shall contribute one and fourteen hundredths percent of the monthly salary or wages of those nonteaching employee members. For employees of the state board for career and technical education who elect to participate in the public employees retirement system pursuant to section 54-52-02.14, the state board for career and technical education shall contribute monthly to the retiree health benefits fund an amount equal to two and ninety-nine hundredths percent of the monthly salary or wages of those employee members, beginning on the first of the month following the transfer under section

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- 1 54-52-02.14 and continuing thereafter for a period of eight years, after which time the 2 state board for career and technical education shall contribute one and fourteen 3 hundredths percent of the monthly salary or wages of those employee members. The 4 employer of a national guard security officer or firefighter shall contribute monthly to 5 the retiree health benefits fund an amount equal to one and fourteen hundredths 6 percent of the monthly salaries or wages of all national guard security officers or-7 firefighters participating in the public employees retirement system under chapter 8 54-52. Job service North Dakota shall reimburse monthly the retiree health benefits 9 fund for credit received under section 54-52.1-03.3 by members of the retirement 10 program established by job service North Dakota under section 52-11-01. The board, 11 as trustee of the fund and in exclusive control of its administration, shall:
 - a. Provide for the investment and disbursement of moneys of the retiree health benefits fund and administrative expenditures in the same manner as moneys of the public employees retirement system are invested, disbursed, or expended.
 - Adopt rules necessary for the proper administration of the retiree health benefits fund, including enrollment procedures.
 - 2. All moneys deposited in the fund established under subsection 1, not otherwise appropriated, are hereby appropriated to the board for the purpose of making investments for the fund and to make contributions toward hospital and medical benefits coverage and prescription drug coverage under any health insurance program and dental, vision, and long-term care benefits coverage under the uniform group insurance program for eligible retired employees or surviving spouses of eligible retired employees and their dependents as elected.
 - 3. If a member terminates employment because of death, permanent and total disability, or any voluntary or involuntary reason prior to retirement, the member or the member's designated beneficiary is entitled to the member's account balance at termination. If a member's account balance is withdrawn, the member relinquishes all rights to benefits under the retiree health benefits fund.

SECTION 7. REPEAL. Section 54-52-06.2 of the North Dakota Century Code is repealed.