

Introduced by

Legislative Management

1 A BILL for an Act to amend and reenact sections 54-52-02.5, 54-52-02.9, 54-52-02.11,  
2 54-52-02.12, 54-52-02.15, 54-52.2-09, 54-52.6-01, 54-52.6-02, 54-52.6-02.1, 54-52.6-02.2,  
3 54-52.6-03, ~~and 54-52.6-05~~, 54-52.6-09, ~~and 54-52.6-15~~ of the North Dakota Century Code,  
4 relating to the public employees retirement system retirement plans; to provide an exemption; to  
5 provide a contingent effective date; and to provide an effective date.

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

7 **SECTION 1. AMENDMENT.** Section 54-52-02.5 of the North Dakota Century Code is  
8 amended and reenacted as follows:

9 **54-52-02.5. Newly elected and appointed state officials. (Effective through**  
10 **December 31, ~~2024~~2023)**

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

18 **Newly elected and appointed state officials. (Effective after December 31, ~~2024~~2023)**

19 1. After December 31, 1999, but before January 1, ~~2025~~2024, an individual elected or  
20 appointed to a state office for the first time must, from and after the date that individual  
21 qualifies and takes office, be a participating member of the public employees  
22 retirement system unless that person makes an election at any time during the first six  
23 months after the date the person takes office to participate in the defined contribution  
24 retirement plan established under chapter 54-52.6.

- 1        2. After December 31, ~~2024~~2023, an individual elected or appointed to a state office for  
2        the first time, from and after the date that individual qualifies and takes office, must be  
3        a participating member of the defined contribution retirement plan established under  
4        chapter 54-52.6, unless at the time of election or appointment the individual is a  
5        participating or deferred member under this chapter, in which case the official remains  
6        a participating member under this chapter.
- 7        3. As used in this section, the phrase "for the first time" means an individual appointed,  
8        who, after December 31, 1999, does not hold office as an appointed official at the time  
9        of that individual's appointment.

10        **SECTION 2. AMENDMENT.** Section 54-52-02.9 of the North Dakota Century Code is  
11        amended and reenacted as follows:

12        **54-52-02.9. Participation by temporary employees. (Effective through December 31,**  
13        **~~2024~~2023)**

- 14        1. Within one hundred eighty days of beginning employment, a temporary employee may  
15        elect to participate in the public employees retirement system and receive credit for  
16        service after enrollment. Monthly, the temporary employee shall pay to the fund an  
17        amount equal to eight and twelve hundredths percent times the temporary employee's  
18        present monthly salary. The amount required to be paid by a temporary employee  
19        increases by two percent times the temporary employee's present monthly salary  
20        beginning with the monthly reporting period of January 2012, and with an additional  
21        two percent increase, beginning with the reporting period of January 2013, and with an  
22        additional increase of two percent, beginning with the monthly reporting period of  
23        January 2014.
- 24        2. If the temporary employee first enrolled:
  - 25        a. Before January 1, 2020, in addition the temporary employee shall pay the  
26        required monthly contribution to the retiree health benefit fund established under  
27        section 54-52.1-03.2. This contribution must be recorded as a member  
28        contribution pursuant to section 54-52.1-03.2.
  - 29        b. After December 31, 2019, the temporary employee shall pay to the fund an  
30        additional amount equal to one and fourteen hundredths percent times the  
31        temporary employee's present monthly salary.

1       3. An employer may not pay the temporary employee's contributions. A temporary  
2       employee may continue to participate as a temporary employee in the public  
3       employees retirement system until termination of employment or reclassification of the  
4       temporary employee as a permanent employee. A temporary employee may not  
5       purchase any additional credit, including additional credit under section 54-52-17.4 or  
6       past service under section 54-52-02.6.

7       **Participation by temporary employees. (Effective after December 31, 20242023)**

- 8       1. Before January 1, 20252024, within one hundred eighty days of beginning  
9       employment, a temporary employee may elect to participate in the public employees  
10      retirement system under this chapter and receive credit for service after enrollment.  
11      Monthly, the temporary employee shall pay to the fund an amount equal to fourteen  
12      and twelve hundredths percent times the temporary employee's present monthly  
13      salary. The amount required to be paid by a temporary employee increases by one  
14      percent times the temporary employee's present monthly salary beginning with the  
15      monthly reporting period of January 20252024.
- 16      2. If the temporary employee first enrolled:
- 17      a. Before January 1, 2020, in addition the temporary employee shall pay the  
18      required monthly contribution to the retiree health benefit fund established under  
19      section 54-52.1-03.2. This contribution must be recorded as a member  
20      contribution pursuant to section 54-52.1-03.2.
- 21      b. After December 31, 2019, the temporary employee shall pay to the fund an  
22      additional amount equal to one and fourteen hundredths percent times the  
23      temporary employee's present monthly salary.
- 24      3. A temporary employee who is a participating member under this chapter due to  
25      employment before January 1, 20252024, who becomes a permanent employee after  
26      December 31, 20242023, qualifies to participate in the defined benefit retirement plan  
27      under this chapter and receive credit for service after enrollment.
- 28      4. After December 31, 20242023, and within one hundred eighty days of beginning  
29      employment, a temporary employee may elect to participate in the defined contribution  
30      retirement plan under chapter 54-52.6.

1       5. An employer may not pay the temporary employee's contributions. A temporary  
2       employee may continue to participate as a temporary employee in the public  
3       employees retirement system until termination of employment or reclassification of the  
4       temporary employee as a permanent employee. A temporary employee may not  
5       purchase any additional credit, including additional credit under section 54-52-17.4 or  
6       past service under section 54-52-02.6.

7       **SECTION 3. AMENDMENT.** Section 54-52-02.11 of the North Dakota Century Code is  
8       amended and reenacted as follows:

9       **54-52-02.11. Participation requirements for nonstate elected officials. (Effective**  
10      **through December 31, ~~2024~~2023)**

11      Elected officials of participating counties, at their individual option, may enroll in the defined  
12      benefit plan within the first six months of their term.

13      **Participation requirements for nonstate elected officials. (Effective after**  
14      **December 31, ~~2024~~2023)**

15      1. Before January 1, ~~2025~~2024, eligible elected officials of participating counties, at their  
16      individual option, may enroll in the defined benefit plan within the first six months of  
17      their term.

18      2. After December 31, ~~2024~~2023, eligible elected officials of participating counties, at  
19      their individual option, may enroll in the defined contribution retirement plan under  
20      chapter 54-52.6 within the first six months of their term.

21      **SECTION 4. AMENDMENT.** Section 54-52-02.12 of the North Dakota Century Code is  
22      amended and reenacted as follows:

23      **54-52-02.12. Participation requirements for nonstate appointed officials. (Effective**  
24      **through December 31, ~~2024~~2023)**

25      Nonstate appointed officials of participating employers appointed on or after August 1,  
26      1999, who meet the participation requirements of this chapter must be enrolled in the defined  
27      benefit plan effective within the first month of taking office.

28      **Participation requirements for nonstate appointed officials. (Effective after**  
29      **December 31, ~~2024~~2023)**

30      1. Nonstate appointed officials of participating employers appointed on or after August 1,  
31      1999, but before January 1, ~~2025~~2024, who meet the participation requirements of this

1 chapter must be enrolled in the defined benefit plan effective within the first month of  
2 taking office.

3 2. After December 31, ~~2024~~2023, nonstate appointed officials of participating employers  
4 who meet the participation requirements must be enrolled in the defined contribution  
5 retirement plan under chapter 54-52.6 effective within the first month of taking office.

6 **SECTION 5. AMENDMENT.** Section 54-52-02.15 of the North Dakota Century Code is  
7 amended and reenacted as follows:

8 **54-52-02.15. Public employees retirement system main plan - Closure to new hires -**  
9 **Multiple plan membership. (Effective after December 31, ~~2024~~2023)**

- 10 1. Under this section "eligible employee" means a permanent employee who:
- 11 a. Meets all the eligibility requirements set by this chapter;
  - 12 b. Is at least eighteen years of age;
  - 13 c. Becomes a participating member after December 31, ~~2024~~2023; and
  - 14 d. Is not eligible to participate in the law enforcement plan, judges' plan, highway  
15 patrol plan, teachers' fund for retirement plan, or alternative retirement program  
16 established under section 15-10-17 for university system employees.
- 17 2. Effective January 1, ~~2025~~2024, the public employees retirement system defined  
18 benefit main plan maintained for employees is closed to new eligible employees.  
19 However, an employee who becomes a participating or deferred member under this  
20 chapter before January 1, ~~2025~~2024, remains in the defined benefit retirement plan  
21 under this chapter, regardless of being rehired after December 31, ~~2024~~2023.
- 22 3. Except as otherwise provided under this section, effective January 1, ~~2025~~2024, an  
23 eligible employee who begins employment with an employer shall participate in the  
24 defined contribution retirement plan under chapter 54-52.6 as provided under section  
25 54-52.6-02.1.
- 26 4. This section does not impact an employee to the extent the employee is a participating  
27 member in one or more of the following enumerated plans: law enforcement plan,  
28 judges' plan, highway patrol plan, teachers' fund for retirement plan, or alternative  
29 retirement program established under section 15-10-17 for university system  
30 employees.

1           a. A participating or deferred member in the defined contribution retirement plan  
2           under chapter 54-52.6 who becomes eligible to participate in a plan enumerated  
3           under this subsection is eligible to participate in the retirement plan enumerated  
4           under this subsection.

5           b. A participating member of a retirement plan enumerated under this subsection  
6           who becomes an eligible employee is not eligible to participate in the defined  
7           benefit retirement plan under this chapter but instead participates in the defined  
8           contribution retirement plan under chapter 54-52.6. However, this subdivision  
9           does not apply to an individual who before January 1, ~~2025~~2024, is a  
10          participating or a deferred member under this chapter, as that individual  
11          continues to participate in the defined benefit retirement plan under this chapter.

12          5. The board shall adopt rules to implement this section.

13          **SECTION 6. AMENDMENT.** Section 54-52.2-09 of the North Dakota Century Code is  
14          amended and reenacted as follows:

15          **54-52.2-09. Employer match for members of defined contribution retirement plan.**

16          An employee who first participated in the defined contribution retirement plan under chapter  
17          54-52.6 after December 31, ~~2024~~2023, who elects to contribute less than the optional three  
18          percent of wages or salary under subdivision b of subsection 1 of section 54-52.6-09, who  
19          participates in the deferred compensation program under this chapter, qualifies for employer  
20          matching of contributions made under this section. The employee may elect to contribute an  
21          amount of wages or salary which does not exceed any remaining balance of the optional three  
22          percent contribution and the employer shall match this contribution. This section does not limit  
23          the ability of an employee to contribute unmatched wages or salary under this chapter, subject  
24          to federal contribution limitations.

25          **SECTION 7. AMENDMENT.** Section 54-52.6-01 of the North Dakota Century Code is  
26          amended and reenacted as follows:

27          **54-52.6-01. Definition of terms. (Effective through December 31, ~~2024~~2023)**

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

- 29          1. "Board" means the public employees retirement system board.  
30          2. "Deferred member" means a person who elected to receive deferred vested retirement  
31          benefits under chapter 54-52.

- 1       3. "Eligible employee" means a permanent state employee, except an employee of the  
2           judicial branch or an employee of the board of higher education and state institutions  
3           under the jurisdiction of the board, who is eighteen years or more of age and who is in  
4           a position not classified by North Dakota human resource management services. If a  
5           participating member loses permanent employee status and becomes a temporary  
6           employee, the member may still participate in the defined contribution retirement plan.
- 7       4. "Employee" means any person employed by the state, whose compensation is paid  
8           out of state funds, or funds controlled or administered by the state or paid by the  
9           federal government through any of its executive or administrative officials.
- 10      5. "Employer" means the state of North Dakota.
- 11      6. "Participating member" means an eligible employee who elects to participate in the  
12         defined contribution retirement plan established under this chapter.
- 13      7. "Permanent employee" means a state employee whose services are not limited in  
14         duration and who is filling an approved and regularly funded position and is employed  
15         twenty hours or more per week and at least five months each year.
- 16      8. "Wages" and "salaries" means earnings in eligible employment under this chapter  
17         reported as salary on a federal income tax withholding statement plus any salary  
18         reduction or salary deferral amounts under 26 U.S.C. 125, 401(k), 403(b), 414(h), or  
19         457. "Salary" does not include fringe benefits such as payments for unused sick leave,  
20         personal leave, vacation leave paid in a lump sum, overtime, housing allowances,  
21         transportation expenses, early retirement, incentive pay, severance pay, medical  
22         insurance, workforce safety and insurance benefits, disability insurance premiums or  
23         benefits, or salary received by a member in lieu of previously employer-provided fringe  
24         benefits under an agreement between an employee and a participating employer.  
25         Bonuses may be considered as salary under this section if reported and annualized  
26         pursuant to rules adopted by the board.

27       **Definition of terms. (Effective after December 31, ~~2024~~2023)** As used in this chapter,  
28 unless the context otherwise requires:

- 29      1. "Board" means the public employees retirement system board.
- 30      2. "Deferred member" means a person who elected to receive deferred vested retirement  
31         benefits under chapter 54-52.

- 1        3. "Eligible employee", for employees who become participating members after  
2        December 31, ~~2024~~2023, has the same meaning as provided under section  
3        54-52-02.15. For employees who elected to join the defined contribution retirement  
4        plan under this chapter before January 1, ~~2025~~2024, the term includes a permanent  
5        state employee, except an employee of the judicial branch or an employee of the  
6        board of higher education and state institutions under the jurisdiction of the board of  
7        higher education, who is at least eighteen years of age and who is in a position not  
8        classified by the North Dakota human resource management services.
- 9        4. "Employee" means any person employed by the state, whose compensation is paid  
10       out of state funds, or funds controlled or administered by the state or paid by the  
11       federal government through any of its executive or administrative officials.
- 12       5. "Employer" means the state of North Dakota.
- 13       6. "Participating member" means an eligible employee who elects to participate in the  
14       defined contribution retirement plan established under this chapter.
- 15       7. "Permanent employee" means a state employee whose services are not limited in  
16       duration and who is filling an approved and regularly funded position and is employed  
17       twenty hours or more per week and at least five months each year.
- 18       8. "Wages" and "salaries" means earnings in eligible employment under this chapter  
19       reported as salary on a federal income tax withholding statement plus any salary  
20       reduction or salary deferral amounts under 26 U.S.C. 125, 401(k), 403(b), 414(h), or  
21       457. "Salary" does not include fringe benefits such as payments for unused sick leave,  
22       personal leave, vacation leave paid in a lump sum, overtime, housing allowances,  
23       transportation expenses, early retirement, incentive pay, severance pay, medical  
24       insurance, workforce safety and insurance benefits, disability insurance premiums or  
25       benefits, or salary received by a member in lieu of previously employer-provided fringe  
26       benefits under an agreement between an employee and a participating employer.  
27       Bonuses may be considered as salary under this section if reported and annualized  
28       pursuant to rules adopted by the board.

29       **SECTION 8. AMENDMENT.** Section 54-52.6-02 of the North Dakota Century Code is  
30       amended and reenacted as follows:



1       **54-52.6-02. Election. (Effective through December 31, ~~2024~~2023)**

- 2       1. The board shall provide an opportunity for each eligible employee who is a member of  
3       the public employees retirement system on September 30, 2001, and who has not  
4       made a written election under this section to transfer to the defined contribution  
5       retirement plan before October 1, 2001, to elect in writing to terminate membership in  
6       the public employees retirement system and elect to become a participating member  
7       under this chapter. Except as provided in section 54-52.6-03, an election made by an  
8       eligible employee under this section is irrevocable. The board shall accept written  
9       elections under this section from eligible employees during the period beginning on  
10      July 1, 1999, and ending 12:01 a.m. December 14, 2001. An eligible employee who  
11      does not make a written election or who does not file the election during the period  
12      specified in this section continues to be a member of the public employees retirement  
13      system. An eligible employee who makes and files a written election under this section  
14      ceases to be a member of the public employees retirement system effective twelve  
15      midnight December 31, 2001; becomes a participating member in the defined  
16      contribution retirement plan under this chapter effective 12:01 a.m. January 1, 2002;  
17      and waives all of that person's rights to a pension, annuity, retirement allowance,  
18      insurance benefit, or any other benefit under the public employees retirement system  
19      effective December 31, 2001. This section does not affect a person's right to health  
20      benefits or retiree health benefits under chapter 54-52.1. An eligible employee who is  
21      first employed and entered upon the payroll of that person's employer after  
22      September 30, 2001, may make an election to participate in the defined contribution  
23      retirement plan established under this chapter at any time during the first six months  
24      after the date of employment. If the board, in its sole discretion, determines that the  
25      employee was not adequately notified of the employee's option to participate in the  
26      defined contribution retirement plan, the board may provide the employee a  
27      reasonable time within which to make that election, which may extend beyond the  
28      original six-month decision window.
- 29      2. If an individual who is a deferred member of the public employees retirement system  
30      on September 30, 2001, is re-employed and by virtue of that employment is again  
31      eligible for membership in the public employees retirement system under chapter

1           54-52, the individual may elect in writing to remain a member of the public employees  
2           retirement system or if eligible to participate in the defined contribution retirement plan  
3           established under this chapter to terminate membership in the public employees  
4           retirement system and become a participating member in the defined contribution  
5           retirement plan established under this chapter. An election made by a deferred  
6           member under this section is irrevocable. The board shall accept written elections  
7           under this section from a deferred member during the period beginning on the date of  
8           the individual's re-employment and ending upon the expiration of six months after the  
9           date of that re-employment. If the board, in its sole discretion, determines that the  
10          employee was not adequately notified of the employee's option to participate in the  
11          defined contribution retirement plan, the board may provide the employee a  
12          reasonable time within which to make that election, which may extend beyond the  
13          original six-month decision window. A deferred member who makes and files a written  
14          election to remain a member of the public employees retirement system retains all  
15          rights and is subject to all conditions as a member of that retirement system. A  
16          deferred member who does not make a written election or who does not file the  
17          election during the period specified in this section continues to be a member of the  
18          public employees retirement system. A deferred member who makes and files a  
19          written election to terminate membership in the public employees retirement system  
20          ceases to be a member of the public employees retirement system effective on the  
21          last day of the payroll period that includes the date of the election; becomes a  
22          participating member in the defined contribution retirement plan under this chapter  
23          effective the first day of the payroll immediately following the date of the election; and  
24          waives all of that person's rights to a pension, an annuity, a retirement allowance,  
25          insurance benefit, or any other benefit under the public employees retirement system  
26          effective the last day of the payroll that includes the date of the election. This section  
27          does not affect any right to health benefits or retiree health benefits to which the  
28          deferred member may otherwise be entitled.

- 29          3. An eligible employee who elects to participate in the retirement plan established under  
30          this chapter must remain a participant even if that employee returns to the classified  
31          service or becomes employed by a political subdivision that participates in the public

1 employees retirement system. The contribution amount must be as provided in this  
2 chapter, regardless of the position in which the employee is employed.  
3 Notwithstanding the irrevocability provisions of this chapter, if a member who elects to  
4 participate in the retirement plan established under this chapter becomes a supreme  
5 or district court judge, becomes a member of the highway patrol, becomes employed  
6 in a position subject to teachers' fund for retirement membership, or becomes an  
7 employee of the board of higher education or state institution under the jurisdiction of  
8 the board who is eligible to participate in an alternative retirement program established  
9 under subsection 6 of section 15-10-17, the member's status as a member of the  
10 defined contribution retirement plan is suspended, and the member becomes a new  
11 member of the retirement plan for which that member's new position is eligible. The  
12 member's account balance remains in the defined contribution retirement plan, but no  
13 new contributions may be made to that account. The member's service credit and  
14 salary history that were forfeited as a result of the member's transfer to the defined  
15 contribution retirement plan remain forfeited, and service credit accumulation in the  
16 new retirement plan begins from the first day of employment in the new position. If the  
17 member later returns to employment that is eligible for the defined contribution plan,  
18 the member's suspension must be terminated, the member again becomes a member  
19 of the defined contribution retirement plan, and the member's account resumes  
20 accepting contributions. At the member's option, and pursuant to rules adopted by the  
21 board, the member may transfer any available balance as determined by the  
22 provisions of the alternate retirement plan into the member's account under this  
23 chapter.

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

30 5. If the board receives notification from the internal revenue service that this section or  
31 any portion of this section will cause the public employees retirement system or the

1 retirement plan established under this chapter to be disqualified for tax purposes  
2 under the Internal Revenue Code, then the portion that will cause the disqualification  
3 does not apply.

4 6. A participating member who becomes a temporary employee may still participate in  
5 the defined contribution retirement plan upon filing an election with the board within  
6 one hundred eighty days of transferring to temporary employee status. The  
7 participating member may not become a member of the defined benefit plan as a  
8 temporary employee. The temporary employee electing to participate in the defined  
9 contribution retirement plan shall pay monthly to the fund an amount equal to eight  
10 and twelve hundredths percent times the temporary employee's present monthly  
11 salary. The amount required to be paid by a temporary employee increases by two  
12 percent times the temporary employee's present monthly salary beginning with the  
13 monthly reporting period of January 2012, and with an additional increase of two  
14 percent, beginning with the monthly reporting period of January 2013, and with an  
15 additional increase of two percent, beginning with the monthly reporting period of  
16 January 2014. The temporary employee shall also pay the required monthly  
17 contribution to the retiree health benefit fund established under section 54-52.1-03.2.  
18 This contribution must be recorded as a member contribution pursuant to section  
19 54-52.1-03.2. An employer may not pay the temporary employee's contributions. A  
20 temporary employee may continue to participate as a temporary employee until  
21 termination of employment or reclassification of the temporary employee as a  
22 permanent employee.

23 7. A former participating member who has accepted a retirement distribution pursuant to  
24 section 54-52.6-13 and who subsequently becomes employed by an entity different  
25 from the employer with which the member was employed at the time the member  
26 retired but which does participate in any state-sponsored retirement plan may, before  
27 re-enrolling in the defined contribution retirement plan, elect to permanently waive  
28 future participation in the defined contribution retirement plan, whatever plan in which  
29 the new employing entity participates, and the retiree health program and maintain  
30 that member's retirement status. Neither the member nor the employer are required to  
31 make any future retirement contributions on behalf of that employee.

1       **Election through December 31, ~~2024~~2023. (Effective after December 31, ~~2024~~2023)**

- 2       1. The board shall provide an opportunity for each eligible employee who is a member of  
3       the public employees retirement system on September 30, 2001, and who has not  
4       made a written election under this section to transfer to the defined contribution  
5       retirement plan before October 1, 2001, to elect in writing to terminate membership in  
6       the public employees retirement system and elect to become a participating member  
7       under this chapter. Except as provided in section 54-52.6-03, an election made by an  
8       eligible employee under this section is irrevocable. The board shall accept written  
9       elections under this section from eligible employees during the period beginning on  
10      July 1, 1999, and ending 12:01 a.m. December 14, 2001. An eligible employee who  
11      does not make a written election or who does not file the election during the period  
12      specified in this section continues to be a member of the public employees retirement  
13      system. An eligible employee who makes and files a written election under this section  
14      ceases to be a member of the public employees retirement system effective twelve  
15      midnight December 31, 2001; becomes a participating member in the defined  
16      contribution retirement plan under this chapter effective 12:01 a.m. January 1, 2002;  
17      and waives all of that person's rights to a pension, annuity, retirement allowance,  
18      insurance benefit, or any other benefit under the public employees retirement system  
19      effective December 31, 2001. This section does not affect an individual's right to  
20      health benefits or retiree health benefits under chapter 54-52.1. An eligible employee  
21      who is first employed and entered upon the payroll of that person's employer after  
22      September 30, 2001, and before January 1, ~~2025~~2024, may make an election to  
23      participate in the defined contribution retirement plan established under this chapter at  
24      any time during the first six months after the date of employment. If the board, in its  
25      sole discretion, determines that the employee was not adequately notified of the  
26      employee's option to participate in the defined contribution retirement plan, the board  
27      may provide the employee a reasonable time within which to make that election, which  
28      may extend beyond the original six-month decision window.
- 29      2. If an individual who is a deferred member of the public employees retirement system  
30      on September 30, 2001, is re-employed before January 1, ~~2025~~2024, and by virtue of  
31      that employment is again eligible for membership in the public employees retirement

1 system under chapter 54-52, the individual may elect in writing to remain a member of  
2 the public employees retirement system or if eligible to participate in the defined  
3 contribution retirement plan established under this chapter to terminate membership in  
4 the public employees retirement system and become a participating member in the  
5 defined contribution retirement plan established under this chapter. An election made  
6 by a deferred member under this section is irrevocable. The board shall accept written  
7 elections under this section from a deferred member during the period beginning on  
8 the date of the individual's re-employment and ending upon the expiration of six  
9 months after the date of that re-employment. If the board, in its sole discretion,  
10 determines that the employee was not adequately notified of the employee's option to  
11 participate in the defined contribution retirement plan, the board may provide the  
12 employee a reasonable time within which to make that election, which may extend  
13 beyond the original six-month decision window. A deferred member who makes and  
14 files a written election to remain a member of the public employees retirement system  
15 retains all rights and is subject to all conditions as a member of that retirement system.  
16 A deferred member who does not make a written election or who does not file the  
17 election during the period specified in this section continues to be a member of the  
18 public employees retirement system. A deferred member who makes and files a  
19 written election to terminate membership in the public employees retirement system  
20 ceases to be a member of the public employees retirement system effective on the  
21 last day of the payroll period that includes the date of the election; becomes a  
22 participating member in the defined contribution retirement plan under this chapter  
23 effective the first day of the payroll immediately following the date of the election; and  
24 waives all of that person's rights to a pension, an annuity, a retirement allowance,  
25 insurance benefit, or any other benefit under the public employees retirement system  
26 effective the last day of the payroll that includes the date of the election. This section  
27 does not affect any right to health benefits or retiree health benefits to which the  
28 deferred member may otherwise be entitled.

- 29 3. An eligible employee who elects under this section to participate in the retirement plan  
30 established under this chapter must remain a participant even if that employee returns  
31 to the classified service or becomes employed by a political subdivision that

1 participates in the public employees retirement system. The contribution amount must  
2 be as provided in this chapter, regardless of the position in which the employee is  
3 employed. Notwithstanding the irrevocability provisions of this chapter, if a member  
4 who elects to participate in the retirement plan established under this chapter  
5 becomes a supreme or district court judge, becomes a member of the highway patrol,  
6 becomes employed in a position subject to teachers' fund for retirement membership,  
7 or becomes an employee of the board of higher education or state institution under the  
8 jurisdiction of the board of higher education who is eligible to participate in an  
9 alternative retirement program established under subsection 6 of section 15-10-17, the  
10 member's status as a member of the defined contribution retirement plan is  
11 suspended, and the member becomes a new member of the retirement plan for which  
12 that member's new position is eligible. The member's account balance remains in the  
13 defined contribution retirement plan, but no new contributions may be made to that  
14 account. The member's service credit and salary history that were forfeited as a result  
15 of the member's transfer to the defined contribution retirement plan remain forfeited,  
16 and service credit accumulation in the new retirement plan begins from the first day of  
17 employment in the new position. If the member later returns to employment that is  
18 eligible for the defined contribution retirement plan, the member's suspension must be  
19 terminated, the member again becomes a member of the defined contribution  
20 retirement plan, and the member's account resumes accepting contributions. At the  
21 member's option, and pursuant to rules adopted by the board, the member may  
22 transfer any available balance as determined by the provisions of the alternate  
23 retirement plan into the member's account under this chapter.

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

30 5. If the board receives notification from the internal revenue service that this section or  
31 any portion of this section will cause the public employees retirement system or the

1 retirement plan established under this chapter to be disqualified for tax purposes  
2 under the Internal Revenue Code, then the portion that will cause the disqualification  
3 does not apply.

4 6. A participating member under this section who becomes a temporary employee may  
5 still participate in the defined contribution retirement plan upon filing an election with  
6 the board within one hundred eighty days of transferring to temporary employee  
7 status. The participating member may not become a member of the defined benefit  
8 plan as a temporary employee.

9 a. The temporary employee electing to participate in the defined contribution  
10 retirement plan shall pay into the plan as provided under section 54-52.6-09.6.

11 b. An employer may not pay the temporary employee's contributions.

12 c. A temporary employee may continue to participate as a temporary employee until  
13 termination of employment or reclassification of the temporary employee as a  
14 permanent employee.

15 7. A former participating member under this section who has accepted a retirement  
16 distribution pursuant to section 54-52.6-13 and who subsequently becomes employed  
17 by an entity different from the employer with which the member was employed at the  
18 time the member retired but which does participate in any state-sponsored retirement  
19 plan may, before re-enrolling in the defined contribution retirement plan, elect to  
20 permanently waive future participation in the defined contribution retirement plan,  
21 whatever plan in which the new employing entity participates, and the retiree health  
22 program and maintain that member's retirement status. Neither the member nor the  
23 employer are required to make any future retirement contributions on behalf of that  
24 employee.

25 8. After December 31, ~~2024~~2023, an eligible employee is no longer allowed to elect  
26 participation under this section.

27 **SECTION 9. AMENDMENT.** Section 54-52.6-02.1 of the North Dakota Century Code is  
28 amended and reenacted as follows:



1       **54-52.6-02.1. Participation in defined contribution retirement plan. (Effective after**  
2 **December 31, ~~2024~~2023)**

- 3       1. Except as otherwise provided under section 54-52-02.5 or 54-52-02.15 or this chapter,  
4       effective January 1, ~~2025~~2024, an eligible employee who is first enrolled shall  
5       participate in the defined contribution retirement plan under this chapter.
- 6       2. A temporary employee may elect to participate in the defined contribution retirement  
7       plan as provided under section 54-52.6-09.6.
- 8       3. A county elected official may elect to participate in the defined contribution retirement  
9       plan as provided under section 54-52-02.11.
- 10      4. A nonstate appointed official shall participate in the defined contribution retirement  
11      plan as provided under section 54-52-02.12.

12       **SECTION 10. AMENDMENT.** Section 54-52.6-02.2 of the North Dakota Century Code is  
13 amended and reenacted as follows:

14       **54-52.6-02.2. Election after December 31, ~~2024~~2023 - Additional employer**  
15 **contribution. (Effective after December 31, ~~2024~~2023)**

- 16      1. As used in this section, "eligible employee" means a permanent state employee who  
17      on December 31, ~~2024~~2023, is a participating member of the public employees  
18      retirement system main system plan under chapter 54-42, who has been a  
19      participating member under chapter 54-52 for no more than five years, and who is at  
20      least eighteen years of age.
- 21      2. The board shall provide a three-month election period, from January 1, ~~2025~~2024,  
22      through March 31, ~~2025~~2024, for an eligible employee to transfer to the defined  
23      contribution plan under this chapter pursuant to the rules and policies adopted by the  
24      board.
- 25          a. An election under this section made by a member of the public employees  
26          retirement system under chapter 54-52 to transfer to the defined contribution  
27          retirement plan under this chapter is irrevocable.
- 28          b. For an eligible employee who elects to transfer from the public employees  
29          retirement system under chapter 54-52 to the defined contribution retirement plan  
30          under this chapter, the board shall transfer a lump sum amount from the public  
31          employees retirement system fund to the member's account in the defined

1 contribution retirement plan under this chapter. However, if the eligible employee  
2 terminates employment before receiving the lump sum transfer under this  
3 section, the election made is ineffective and the eligible employee remains a  
4 member of the public employees retirement system under chapter 54-52 and  
5 retains all the rights and privileges under that chapter.

6 c. The board shall calculate the lump sum amount to be transferred based on the  
7 actuarial present value of the eligible employee's accumulated benefit obligation  
8 under the public employees retirement system based on the assumption the  
9 eligible employee will retire under the earlier applicable normal retirement age,  
10 plus interest from January 1, ~~2025~~2024, to the date of transfer, at the rate of  
11 one-half of one percent less than the actuarial interest assumption at the time of  
12 the election.

13 d. This section does not affect an eligible individual's right to health benefits under  
14 chapter 54-52.1.

15 3. The state employer of an eligible employee who elects under this section to participate  
16 in the defined contribution retirement plan under this chapter shall pay an additional  
17 annual contribution of three thousand three hundred and thirty-three dollars for up to  
18 three years. Under this subsection, the employer shall pay the additional contribution  
19 each year the eligible employee continues permanent employment with the state,  
20 beginning January ~~2026~~2025, and extending no further than January ~~2028~~2027.

21 4. If the board receives notification from the internal revenue service that this section or  
22 any portion of this section will cause the public employees retirement system or the  
23 retirement plan established under this chapter to be disqualified for tax purposes  
24 under the Internal Revenue Code, that portion that will cause the disqualification does  
25 not apply.

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

28 **54-52.6-03. Transfer of accumulated fund balances. (Effective through December 31,**  
29 **~~2024~~2023)**

30 For an individual who elects to terminate membership in the public employees retirement  
31 system under chapter 54-52, the board shall transfer a lump sum amount from the retirement

1 fund to the participating member's account in the defined contribution retirement plan under this  
2 chapter. However, if the individual terminates employment prior to receiving the lump sum  
3 transfer under this section, the election made under section 54-52.6-02 is ineffective and the  
4 individual remains a member of the public employees retirement system under chapter 54-52  
5 and retains all the rights and benefits provided under that chapter. The board shall calculate the  
6 amount to be transferred for persons employed before October 1, 2001, using the two following  
7 formulas, and shall transfer the greater of the two amounts obtained:

- 8 1. The actuarial present value of the individual's accumulated benefit obligation under the  
9 public employees retirement system based on the assumption that the individual will  
10 retire under the earliest applicable normal retirement age, plus interest from January 1,  
11 2001, to the date of transfer, at the rate of one-half of one percent less than the  
12 actuarial interest assumption at the time of the election; or
- 13 2. The actual employer contribution made, less vested employer contributions made  
14 pursuant to section 54-52-11.1, plus compound interest at the rate of one-half of one  
15 percent less than the actuarial interest assumption at the time of the election plus the  
16 employee account balance.

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

19 **Transfer of accumulated fund balances. (Effective after December 31, ~~2024~~2023)**

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

- 30 a. The actuarial present value of the individual's accumulated benefit obligation  
31 under the public employees retirement system based on the assumption that the

1 individual will retire under the earliest applicable normal retirement age, plus  
2 interest from January 1, 2001, to the date of transfer, at the rate of one-half of  
3 one percent less than the actuarial interest assumption at the time of the election;  
4 or

5 b. The actual employer contribution made, less vested employer contributions made  
6 pursuant to section 54-52-11.1, plus compound interest at the rate of one-half of  
7 one percent less than the actuarial interest assumption at the time of the election  
8 plus the employee account balance.

9 2. The board shall calculate the amount to be transferred for persons employed after  
10 September 30, 2001, and before January 1, ~~2025~~2024, using only the formula  
11 contained in subdivision b of subsection 1.

12 **SECTION 12. AMENDMENT.** Section 54-52.6-05 of the North Dakota Century Code is  
13 amended and reenacted as follows:

14 **54-52.6-05. Direction of investments. (Effective through December 31, ~~2024~~2023)**

15 Each participating member shall direct the investment of the individual's accumulated  
16 employer and employee contributions and earnings to one or more investment choices within  
17 available categories of investment provided by the board.

18 **Direction of investments. (Effective after December 31, ~~2024~~2023)**

19 1. Each participating member shall direct the investment of the individual's accumulated  
20 employer and employee contributions and earnings to one or more investment choices  
21 within available categories of investment provided by the board.

22 2. The board shall provide an investment menu of investment options. In establishing the  
23 investment options, the board shall:

24 a. Include predetermined investment portfolio options constructed to reflect different  
25 risk profiles that automatically reallocate and rebalance contributions as a  
26 participating member ages.

27 b. Allow a participating member to construct an investment portfolio using some or  
28 all of the investment options.

29 3. The board shall provide a diversified menu of mutual funds and in-plan lifetime annuity  
30 options, either fixed, variable, or a combination of both. In selecting an annuity  
31 provider the board shall comply with section 54-52.6-05.1.

4. This section applies to all defined contribution retirement plans regardless of the effective date of the plan.

**SECTION 13. AMENDMENT.** Section 54-52.6-09 of the North Dakota Century Code is amended and reenacted as follows:

**54-52.6-09. Contributions - Penalty. (Effective through December 31, 2024~~2023~~)**

1. Each participating member shall contribute monthly four percent of the monthly salary or wage paid to the participant, and this assessment must be deducted from the participant's salary in equal monthly installments commencing with the first month of participation in the defined contribution retirement plan established under this chapter. Participating member contributions increase by one percent of the monthly salary or wage paid to the participant beginning with the monthly reporting period of January 2012; with an additional increase of one percent, beginning with the reporting period of January 2013; and with an additional increase of one percent, beginning with the monthly reporting period of January 2014.
2. The employer shall contribute an amount equal to four and twelve-hundredths percent of the monthly salary or wage of a participating member. Employer contributions increase by one percent of the monthly salary or wage of a participating member beginning with the monthly reporting period of January 2012; with an additional increase of one percent, beginning with the monthly reporting period of January 2013; and with an additional increase of one percent, beginning with the monthly reporting period of January 2014. For members first enrolled after December 31, 2019, the employer contribution includes an additional increase of one and fourteen-hundredths percent. If the employee's contribution is paid by the employer under subsection 3, the employer shall contribute, in addition, an amount equal to the required employee's contribution. Monthly, the employer shall pay such contribution into the participating member's account from the employer's funds appropriated for payroll and salary or any other funds available for such purposes. If the employer fails to pay the contributions monthly, or fails to otherwise comply with the board's established wage reporting or payroll reporting process requirements, the employer is subject to a civil penalty of fifty dollars and, as interest, one percent of the amount due for each month of delay or fraction of a month after the payment became due. In lieu of assessing a

1 civil penalty or one percent per month, or both, interest at the actuarial rate of return  
2 may be assessed for each month the contributions are delinquent. If contributions are  
3 paid within ninety days of the date the contributions became due, penalty and interest  
4 to be paid on delinquent contributions may be waived.

- 5 3. Each employer, at its option, may pay the employee contributions required by this  
6 section for all compensation earned after December 31, 1999. The amount paid must  
7 be paid by the employer in lieu of contributions by the employee. If the employer  
8 decides not to pay the contributions, the amount that would have been paid will  
9 continue to be deducted from the employee's compensation. If contributions are paid  
10 by the employer, they must be treated as employer contributions in determining tax  
11 treatment under this code and the federal Internal Revenue Code. Contributions paid  
12 by the employer may not be included as gross income of the employee in determining  
13 tax treatment under this code and the federal Internal Revenue Code until they are  
14 distributed or made available. The employer shall pay these employee contributions  
15 from the same source of funds used in paying compensation to the employee. The  
16 employer shall pay these contributions by effecting an equal cash reduction in the  
17 gross salary of the employee or by an offset against future salary increases or by a  
18 combination of a reduction in gross salary and offset against future salary increases.  
19 Employee contributions paid by the employer must be treated for the purposes of this  
20 chapter in the same manner and to the same extent as employee contributions made  
21 before the date on which employee contributions were assumed by the employer. An  
22 employer shall exercise its option under this subsection by reporting its choice to the  
23 board in writing.

24 **Contributions - Penalty. (Effective after December 31, 2024~~2023~~)**

- 25 1. a. A participating member who first joined the defined contribution retirement plan  
26 before January 1, 2025~~2024~~, and an employee who elects to participate in the  
27 defined contribution plan under section 54-52.6-02.2, shall contribute monthly  
28 seven percent of the monthly salary or wage paid to the participant.  
29 b. A participating member who first joined the defined contribution retirement plan  
30 after December 31, 2024~~2023~~, except for an employee who elects to participate  
31 in the defined contribution plan under section 54-52.6-02.2, shall contribute

- 1                   monthly four percent of the monthly salary or wage paid to the participant. In  
2                   addition, the participating member may elect to contribute monthly up to an  
3                   additional three percent of the monthly salary or wage paid to the participant.
- 4           c.   This assessment must be deducted from the participant's salary in equal monthly  
5                   installments commencing with the first month of participation in the defined  
6                   contribution retirement plan established under this chapter.
- 7           2.   a.   For a participating member who first joined the defined contribution retirement  
8                   plan before January 1, ~~2025~~2024, and for an employee who elects to participate  
9                   in the defined contribution plan under section 54-52.6-02.2, the employer shall  
10                  contribute an amount equal to seven and twelve-hundredths percent of the  
11                  monthly salary or wage of the participating member.
- 12           b.   For a participating member who first joined the defined contribution retirement  
13                  plan after December 31, ~~2024~~2023, except for an employee who elects to  
14                  participate in the defined contribution plan under section 54-52.6-02.2, the  
15                  employer shall contribute an amount equal to four and twelve-hundredths percent  
16                  of the monthly salary or wage of a participating member, plus up to an additional  
17                  three percent as an employer matching contribution calculated based on the  
18                  participating member's election under subdivision b of subsection 1.
- 19           c.   For a participating member first enrolled after December 31, 2019, the employer  
20                  contribution includes an additional increase of one and fourteen-hundredths  
21                  percent.
- 22           d.   If the employee's contribution is paid by the employer under subsection 3, the  
23                  employer shall contribute, in addition, an amount equal to the required  
24                  employee's contribution. Monthly, the employer shall pay such contribution into  
25                  the participating member's account from the employer's funds appropriated for  
26                  payroll and salary or any other funds available for such purposes.
- 27           e.   If the employer fails to pay the contributions monthly, or fails to otherwise comply  
28                  with the board's established wage reporting or payroll reporting process  
29                  requirements, the employer is subject to a civil penalty of fifty dollars and, as  
30                  interest, one percent of the amount due for each month of delay or fraction of a  
31                  month after the payment became due. In lieu of assessing a civil penalty or one

1                   percent per month, or both, interest at the actuarial rate of return may be  
2                   assessed for each month the contributions are delinquent. If contributions are  
3                   paid within ninety days of the date the contributions became due, penalty and  
4                   interest to be paid on delinquent contributions may be waived.

- 5       3. Each employer, at its option, may pay the employee contributions required by this  
6       section for all compensation earned after December 31, 1999. The amount paid must  
7       be paid by the employer in lieu of contributions by the employee. If the employer  
8       decides not to pay the contributions, the amount that would have been paid will  
9       continue to be deducted from the employee's compensation. If contributions are paid  
10      by the employer, they must be treated as employer contributions in determining tax  
11      treatment under this code and the federal Internal Revenue Code. Contributions paid  
12      by the employer may not be included as gross income of the employee in determining  
13      tax treatment under this code and the federal Internal Revenue Code until they are  
14      distributed or made available. The employer shall pay these employee contributions  
15      from the same source of funds used in paying compensation to the employee. The  
16      employer shall pay these contributions by effecting an equal cash reduction in the  
17      gross salary of the employee or by an offset against future salary increases or by a  
18      combination of a reduction in gross salary and offset against future salary increases.  
19      Employee contributions paid by the employer must be treated for the purposes of this  
20      chapter in the same manner and to the same extent as employee contributions made  
21      before the date on which employee contributions were assumed by the employer. An  
22      employer shall exercise its option under this subsection by reporting its choice to the  
23      board in writing.

24       **SECTION 14. AMENDMENT.** Section 54-52.6-15 of the North Dakota Century Code is  
25      amended and reenacted as follows:

26       **54-52.6-15. Board to provide information. (Effective through December 31, 2024~~2023~~)**

27       The board shall provide information to employees who are eligible to elect to become  
28      participating members under this chapter. The information must include at a minimum the  
29      employee's current account balance, the assumption of investment risk under a defined  
30      contribution retirement plan, administrative and investment costs, coordination of benefits  
31      information, and a comparison of projected retirement benefits under the public employees



1 retirement system under chapter 54-52 and the retirement plan established under this chapter.  
2 Notwithstanding any other provision of law, the board is not liable for any election or investment  
3 decision made by an employee based upon information provided to an employee under this  
4 chapter.

5 **Board to provide information. (Effective after December 31, 2024~~2023~~)**

- 6 1. The board shall provide information to employees who are eligible under section  
7 54-52.6-02 or 54-52.6-02.2 to elect to become participating members under this  
8 chapter. The information must include at a minimum the employee's current account  
9 balance, the assumption of investment risk under a defined contribution retirement  
10 plan, administrative and investment costs, coordination of benefits information, and a  
11 comparison of projected retirement benefits under the public employees retirement  
12 system under chapter 54-52 and the retirement plan established under this chapter.
- 13 2. The board, or the board's vendor, shall provide to all participating members of the  
14 defined contribution retirement plan, including individuals who elected to become  
15 participating members under section 54-52.6-02 or 54-52.6-02.2:
- 16 a. Enrollment information that includes benefits of the defined contribution  
17 retirement plan, investment options available, the assumption of risk, and  
18 administrative and investment costs.
  - 19 b. Ongoing investment and retirement income planning, including education on how  
20 to set, measure, and adjust income and saving goals based on desired  
21 retirement income and financial objectives, actual behavior, and changing  
22 circumstances.
  - 23 c. Retirement income education, including distribution options available and in-plan  
24 annuitization options.
  - 25 d. Advice and guidance information, tools, and services primarily focused on long-  
26 term planning and investing and life events that potentially influence and impact  
27 retirement savings.
- 28 3. Notwithstanding any other provision of law, the board is not liable for any election or  
29 investment decision made by an employee individual based upon information provided  
30 to an employee individual under this chapter.

1       **SECTION 15. EXEMPTION - EMPLOYEE BENEFITS PROGRAMS COMMITTEE.** This Act  
2 is exempt from the requirements of section 54-35-02.4.

3       **SECTION 16. CONTINGENT EFFECTIVE DATE.** Sections 1 through ~~12~~14 of this Act  
4 become effective on January 1, 2024, if before that date the retirement board certifies to the  
5 legislative council that the public employees retirement system is prepared to close the main  
6 system defined benefit retirement plan on December 31, 2023, and to open the new defined  
7 contribution retirement plan on January 1, 2024.

8       **SECTION 17. EFFECTIVE DATE.** Sections ~~13~~15 and ~~14~~16 of this Act become effective on  
9 the date this Act is filed with the secretary of state.