



**NORTH DAKOTA
PUBLIC EMPLOYEES
RETIREMENT SYSTEM**



WHO WE ARE

42

Full-time Team Members

1

Temporary Team Member

44

Business Partners

WHAT WE'RE ABOUT

Our Mission

Champion the health and financial security of our members by providing comprehensive, innovative retirement and insurance benefit solutions through collaboration and personalized support.

Proud to serve our members

NDPERS is one of only a handful of state agencies in the entire country that administers both retirement plans and insurance plans for the benefit of state and political subdivision employees and their families.

Dedicated to providing exceptional service, the agency offers nine retirement plans and a broad selection of insurance options for employers, participating members, and their families.

WHO WE SERVE

Retirement Plans

Almost 60,000 employees and retirees participate in the retirement plans we administer

Employer Participation

100 state agencies, 51 counties, 100 cities, 133 school districts, and 95 other political subdivisions in our retirement plans

Retirement Benefits

We make nearly \$240 million in retirement benefit payments every year to retirees living in every county in the state



Health Plans

Our health plans cover nearly 60,000 North Dakotans, including actives, retirees, and covered dependents

Employer Participation

101 state agencies, 26 counties, 28 cities, 14 school districts, and 51 other political subdivisions in our health plans

Health Plan Benefits

We provide our covered members with over \$370 million in health benefits every year



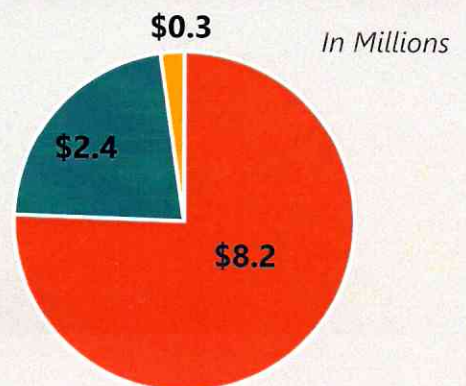
HOW WE DO IT

**Total Legislative
Base Budget:**

\$10,898,654

- All special funds

- Salary
- Operating
- Contingency



NORTH DAKOTA PUBLIC EMPLOYEES RETIREMENT SYSTEM (NDPERS)

WHAT WE'RE PROUD OF

Remote Workforce

NDPERS was one of the first state agencies to recognize the long-term benefit of remote workers, and moved into new offices on state property in 2021, cutting our footprint and rent by 50%

Member Education

Our website and YouTube channel offer a wealth of information and educational resources, making it easier for employers and members to access valuable content

Improved Technology

Technological upgrades, including laptops for all employees and new benefit software, improves disaster recovery and our ability to serve our members

Retirement Plan Funding Stabilization

Expansive Employee Benefit Program Menu

Successfully Implemented House Bill (HB) 1040

Implemented Jr. Management Program for Succession Planning

WHAT WE DO



Retirement – Defined Benefit

The Defined Benefit/Hybrid retirement plan provides a modest yet secure retirement benefit to public employees.



Uniform Group Insurance

Including Health, Dental, Vision, Life, and EAP insurance options for our public employees.



Retirement – Defined Contribution

A 401(K)-like retirement option open to new employees starting January 1, 2025.



Retiree Health Insurance Credit

A monthly lifetime benefit eligible retirees can use as reimbursement for after-tax insurance premiums.



Retirement – Deferred Compensation

An optional, supplementary tax-deferred savings option for public employees.



Flexible Compensation

A pre-tax savings program that active employees can use to pay for medical and dependent care expenses.

HOW WE MEASURE SUCCESS

4-Point Customer Service Report Cards

- Courtesy – 3.76
- Promptness – 3.59
- Staff Explanation – 3.66
- Ease of Understanding – 3.61

Team ND Gallup Surveys

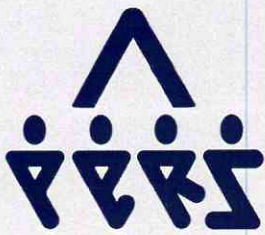
The HRMS Gallup Survey revealed that the Fully Paid Health Insurance Plan and the Retirement Plan ranked among the top three reasons employees value their roles with Team ND

Awards and Recognition

- GFOA Certificate of Achievement for Excellence in Financial Reporting
- Public Pension Coordinating Council Award for Administration

Clean Audit Opinion

Twenty-seven consecutive years of unmodified opinions from an independent audit firm



**NORTH DAKOTA
PUBLIC EMPLOYEES
RETIREMENT SYSTEM**



WHO WE SERVE

26,037

Active Members

14,274

Retired Members

18,698

Deferred Members

479

Participating Employers

KEY RETIREMENT FACTS

Opening its doors in July 1966, the Public Employees Retirement System has since grown to administer **nine retirement plans** for the State of North Dakota along with numerous insurance plans.

The breadth and complexity of the benefits that NDPERS administers make it one of the most unique state government agencies in the entire nation.

Historical Financial Breakdown as of July 2024

\$3.2 B

Contributions
received

\$3.5 B

Paid
benefits

\$4.3 B

Value of
Assets

NINE RETIREMENT PLANS ADMINISTERED BY NDPERS

EE represents Employee, ER represents Employer

Main Defined Benefit

Hybrid Plan – Three Benefit Tiers

Total Participants:	57,073
Current Funded Ratio:	66.3%
EE Contribution Rate:	7.00%
ER Contribution Rate:	8.52%

Public Safety

With Prior Service

Total Participants:	2,407
Current Funded Ratio:	68.6%
Pol Sub EE Contribution Rate:	5.5%
Pol Sub ER Contribution Rate:	11.4%
BCI EE Contribution Rate:	8.00%
BCI Employer Contribution:	22.26%

Public Safety

Without Prior Service

Total Participants:	490
Current Funded Ratio:	93%
EE Contribution Rate:	5.50%
ER Contribution Rate:	9.16%

Highway Patrol

Total Participants:	373
Current Funded Ratio:	68.6%
EE Contribution Rate:	15.3%
ER Contribution Rate:	21.7%

Judges

Total Participants:	128
Current Funded Ratio:	112.5%
EE Contribution Rate:	8.00%
ER Contribution Rate:	17.52%

Job Service

Total Participants:	164
Current Funded Ratio:	117.8%
EE Contribution Rate:	7%
ER Contribution Rate:	0%

457 Deferred Compensation

*Optional supplemental
retirement plan*

Current participants:	9,182
Market Value of Assets:	\$220.1M

Defined Contribution

Three Benefit Tiers

*Tier 3 is the primary retirement plan
for members first enrolled after 2024*

Current participants:	88
Market Value of Assets:	\$23.2M

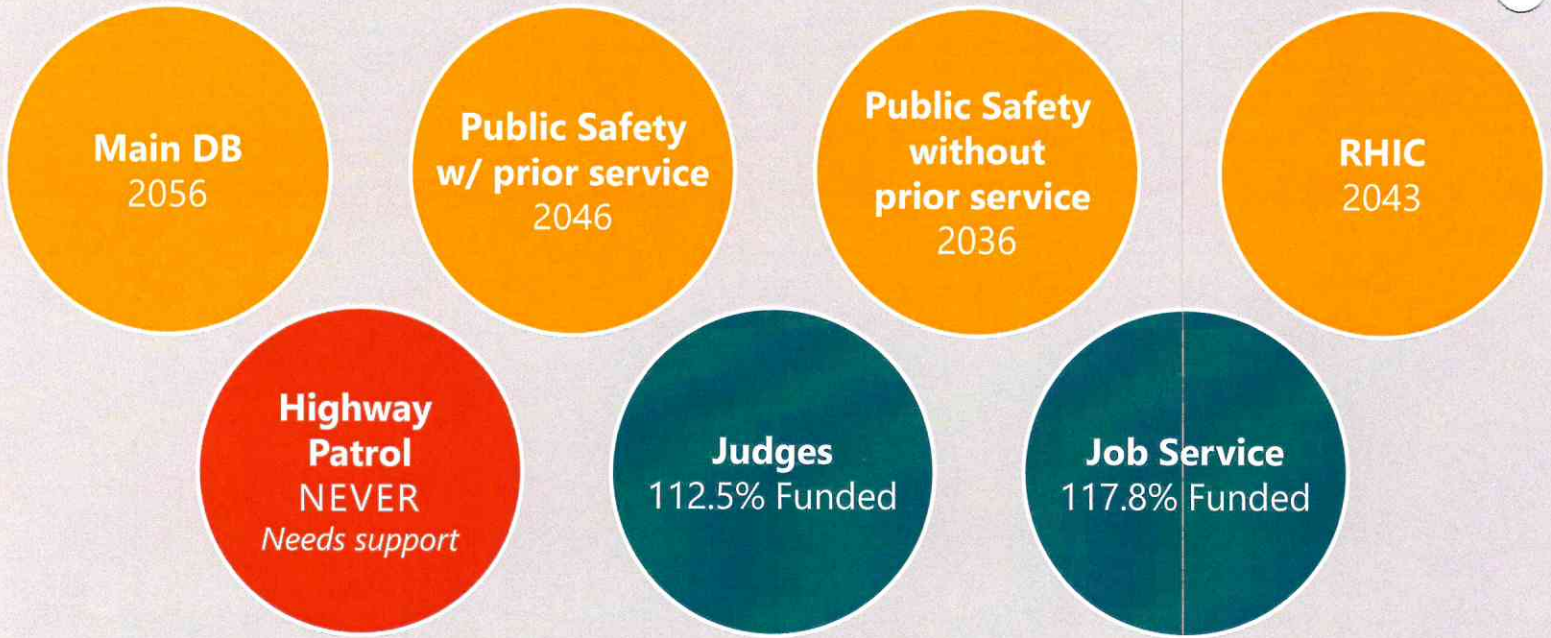
RHIC – Retiree Health Insurance Credit

*Eligible retirees receive \$5 in
monthly credit for each year they
earned service*

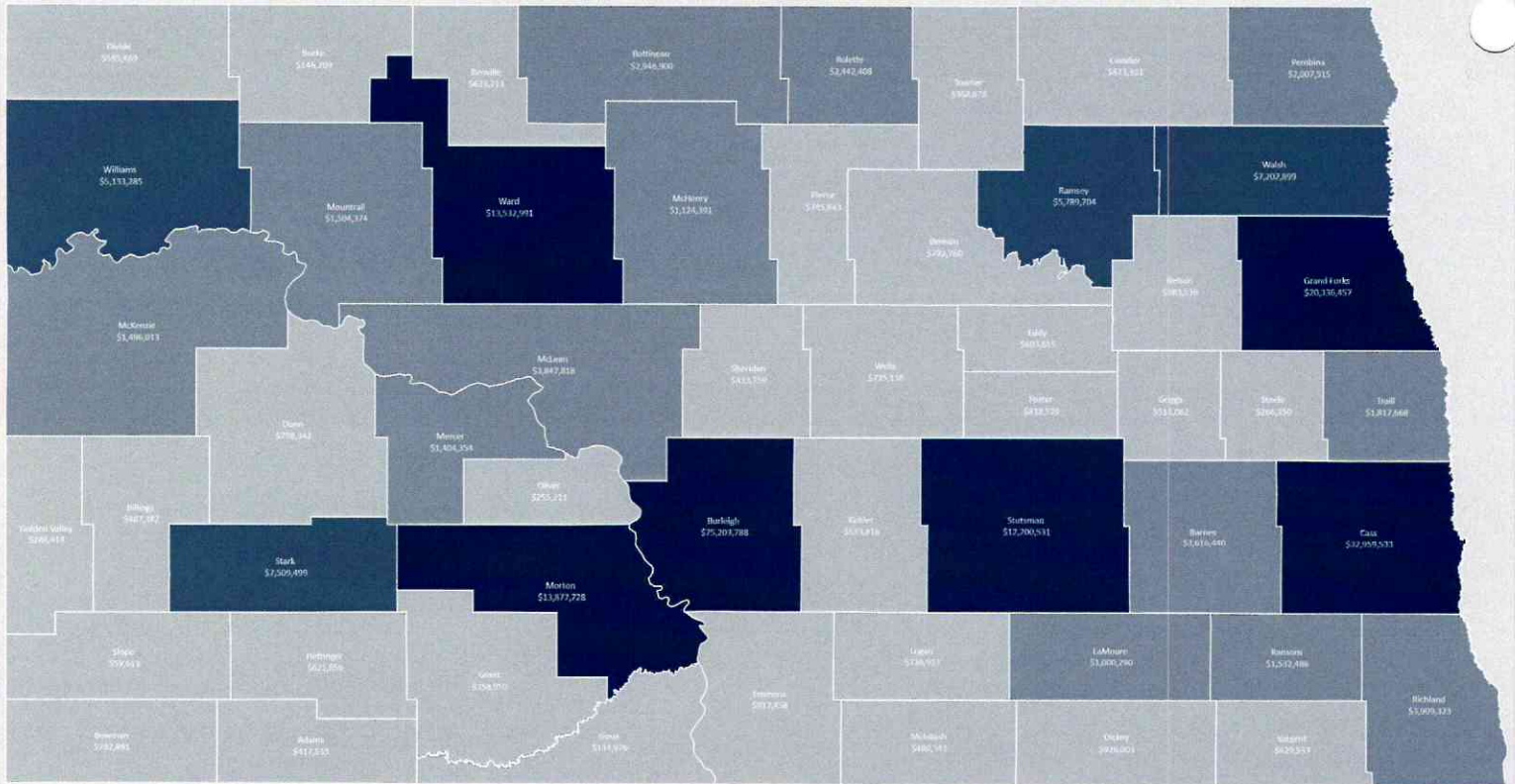
Total participants:	16,283
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NORTH DAKOTA PUBLIC EMPLOYEES RETIREMENT SYSTEM

YEAR EACH PLAN IS PROJECTED TO BE FULLY FUNDED



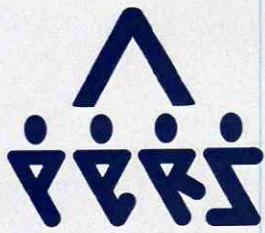
ECONOMIC IMPACT ACROSS NORTH DAKOTA



Average Monthly Benefit
The average monthly per retiree is \$1,496



Total Payments in 2024
In-state paid benefits: \$239,002,577
Out-of-state paid benefits: \$279,238,745



**NORTH DAKOTA
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RETIREMENT SYSTEM**



WHO WE SERVE

18,293

Active Contracts

7,086

Retiree Contracts

58,763

Total Covered Lives

225

Participating Employers

KEY HEALTH INSURANCE FACTS

NDPERS administers six health insurance plans for eligible active employees, retirees, and their family members as part of the Dakota Plan.

The Dakota Plan, underwritten by Sanford Health Plan (SHP), was created to promote wellness, reduce personnel turnover, and offer an incentive to individuals to enter and remain in the service of state employment.



SIX HEALTH INSURANCE PLANS

Grandfathered Plan

PPO/Basic

Total Contracts: 17,191
Total Participating Employers: 223

Non-Grandfathered Plan

PPO/Basic

Total Contracts: 334
Total Participating Employers: 2

High Deductible Health Plan

Health Savings Account Option

Total Contracts: 768
Total Participating Employers: 101

Dakota Retiree Plan

Bundled With Medicare Part D

Total Contracts: 7,039

Medicare Part D Prescription Drug Plan

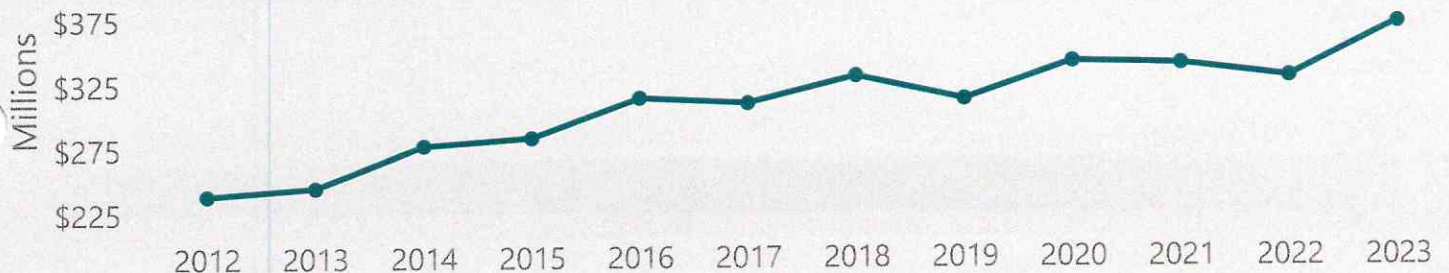
Underwritten by Humana

Total Contracts: 9,115

Non-Medicare Retiree

Total Contracts: 47

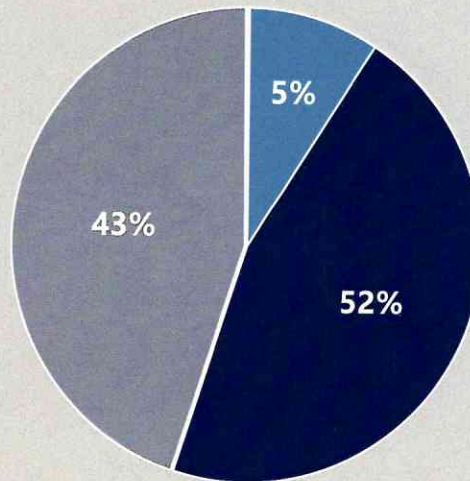
HEALTH INSURANCE BENEFITS PAID



HEALTH INSURANCE PLAN FUNDING

HYBRID Fully Insured/Self Insured Plan

- NDPERS receives the gains but has no risk for losses
- Reserves cover the administration fee shortage (roughly .01% of premium) and benefit enhancements, and buy down premiums when General Fund monies are not available



- Federal
- Special
- General Fund

OTHER WELLNESS BENEFITS

Diabetes Prevention and Management

NDPERS provides diabetes prevention and management programs, including Teladoc Health, through SHP, and About the Patient through the ND Pharmacy Association.

Healthy Pregnancy

SHP offers the Healthy Pregnancy Program as a free offering with tools and support for expecting parents to give their baby the healthiest start possible with up to \$850 in out-of-pocket savings.

Wellness Benefit

The NDPERS Dakota Wellness Program \$250 Benefit is available to all eligible members and their covered spouses participating in the NDPERS group health insurance plan.

ND Quits

NDPERS partners with the ND Department of Health & Human Services to promote the ND Quits program, which offers free counseling, Nicotine Replacement Therapy, and other resources.

OTHER INSURANCE PLANS ADMINISTERED BY NDPERS



Dental Insurance

Underwritten by Delta Dental of Minnesota with 14,375 current contracts.



Life Insurance

Underwritten by Voya Life Insurance with 22,714 current contracts.



Vision Insurance

Underwritten by Superior Vision with 14,513 current contracts.



Employee Assistance Program

Provides confidential, voluntary, short-term assessment and counseling sessions for employees and families.



Flexible Compensation

This benefit allows employees to pre-tax eligible insurance premiums and contribute to Flexible Spending Accounts.



Health Savings Accounts

Eligible members enrolled in the High Deductible Health Plan can benefit from a Health Savings Account (HSA).