

**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

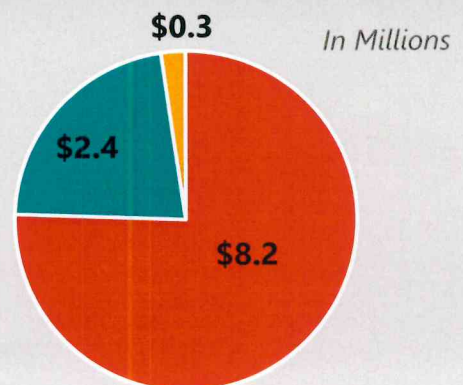


## HOW WE DO IT

**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

**Main DB**  
2056

**Public Safety  
w/ prior service**  
2046

**Public Safety  
without  
prior service**  
2036

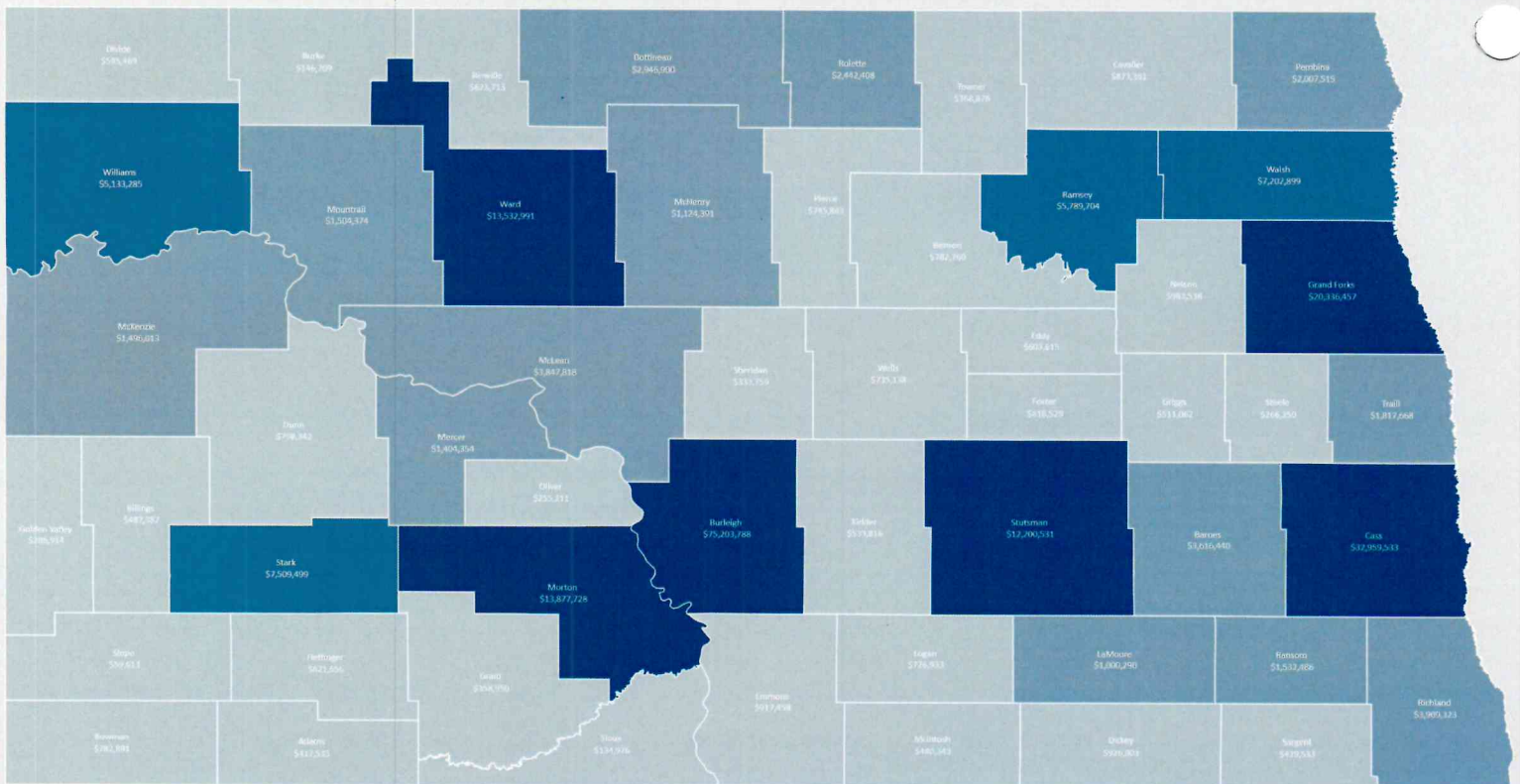
**RHIC**  
2043

**Highway  
Patrol**  
**NEVER**  
*Needs support*

**Judges**  
112.5% Funded

**Job Service**  
117.8% Funded

## ECONOMIC IMPACT ACROSS NORTH DAKOTA



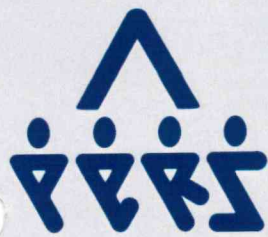
**Average Monthly Benefit**  
The average monthly per retiree is \$1,496



### Total Payments in 2024

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





**NORTH DAKOTA  
PUBLIC EMPLOYEES  
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.

**3**

Active Member  
Plans

**1**

Non-Medicare  
Retiree Plan

**2**

Retiree Plans Bundled  
With Medicare

## 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

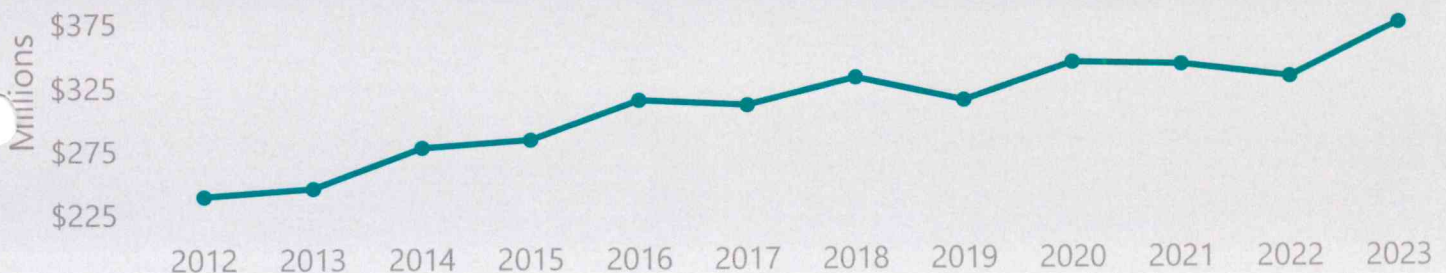
*Underwritten by Humana*

Total Contracts: 9,115

### Non-Medicare Retiree

Total Contracts: 47

## HEALTH INSURANCE BENEFITS PAID

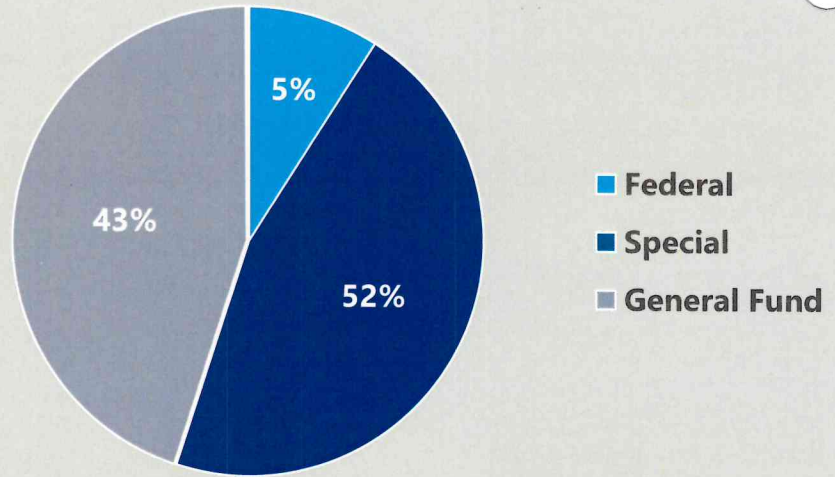




## HEALTH INSURANCE PLAN FUNDING

### 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



## 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).