

Sixty-eighth  
Legislative Assembly  
of North Dakota

## ENGROSSED HOUSE BILL NO. 1040

Introduced by

Legislative Management

(Retirement Committee)

1 A BILL for an Act to create and enact sections 54-52-02.15, 54-52.2-09, 54-52.6-02.1,  
2 [54-52.6-02.2](#), 54-52.6-05.1, 54-52.6-09.5, 54-52.6-09.6, ~~and 54-52.6-22~~, [and 54-52.6-23](#) of the  
3 North Dakota Century Code, relating to the closure of the public employees retirement system  
4 main plan, the deferred compensation program, and expansion of the defined contribution  
5 retirement plan; to amend and reenact section 6-09.4-10.1, paragraph 1 of subdivision a of  
6 subsection 1 of section 15-39.1-10.3, sections 21-10-13, 54-52-01, 54-52-02.5, 54-52-02.9,  
7 54-52-02.11, and 54-52-02.12, subsection 2 of section 54-52-05, sections 54-52-06 and  
8 54-52-14.3, subdivision b of subsection 1 of section 54-52-17.2, and sections 54-52.6-01,  
9 54-52.6-02, 54-52.6-03, 54-52.6-05, 54-52.6-08, 54-52.6-09, 54-52.6-10, 54-52.6-13,  
10 54-52.6-15, and 54-52.6-19 of the North Dakota Century Code, relating to a transfer from the  
11 legacy earnings fund to the public employees retirement system main plan and the public  
12 employees retirement system defined benefit and defined contribution retirement plans; to  
13 repeal ~~section~~[sections](#) 54-52-06.5 [and 54-52.6-03](#) of the North Dakota Century Code, relating to  
14 public employees retirement system retirement plan contribution rates upon reaching full  
15 funding [and balance transfer when opting to participate in the defined contribution plan](#); to  
16 provide for a study; to provide for a transfer; to provide for application; and to provide an  
17 effective date.

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

19 **SECTION 1. AMENDMENT.** Section 6-09.4-10.1 of the North Dakota Century Code is  
20 amended and reenacted as follows:

21 **6-09.4-10.1. Legacy sinking and interest fund - Debt service requirements - Public**  
22 **finance authority.**

23 There is created in the state treasury the legacy sinking and interest fund. The fund consists  
24 of all moneys deposited in the fund under section 21-10-13. Moneys in the fund may be spent

1 by the public finance authority pursuant to legislative appropriations to meet the debt service  
2 requirements for evidences of indebtedness issued by the authority for transfer to the Bank of  
3 North Dakota for allocations to infrastructure projects and programs. ~~Any moneys in the fund in  
4 excess of the amounts appropriated from the fund to meet the debt service requirements for a  
5 biennium must be transferred by the state treasurer to the public employees retirement system  
6 main system plan under chapter 54-52, but only if the public employees retirement system main  
7 system plan's actuarial funded ratio as reported for the most recently completed even-  
8 numbered fiscal year is less than ninety percent. If the public employees retirement system  
9 main system plan's actuarial funded ratio is ninety percent or more and then subsequently  
10 decreases below ninety percent, the state treasurer may not resume the transfers under this  
11 subdivision unless the main system plan's actuarial funded ratio is less than seventy percent.~~

12 **SECTION 2. AMENDMENT.** Paragraph 1 of subdivision a of subsection 1 of section  
13 15-39.1-10.3 of the North Dakota Century Code is amended and reenacted as follows:

14 (1) The public employees retirement system, except an "eligible employee" as  
15 that term is defined under section 54-52-02.15.

16 **SECTION 3. AMENDMENT.** Section 21-10-13 of the North Dakota Century Code is  
17 amended and reenacted as follows:

18 **21-10-13. Legacy earnings fund - State treasurer - Transfers.**

- 19 1. There is created in the state treasury the legacy earnings fund. The fund consists of all  
20 moneys transferred to the fund under subsection 2 and all interest and earnings upon  
21 moneys in the fund.
- 22 2. Any legacy fund earnings transferred to the general fund at the end of each biennium  
23 in accordance with section 26 of article X of the Constitution of North Dakota must be  
24 immediately transferred by the state treasurer to the legacy earnings fund.
- 25 3. For each biennium subsequent to the biennium in which the legacy fund earnings are  
26 transferred under subsection 2, the amount available for appropriation from the legacy  
27 earnings fund is seven percent of the five-year average value of the legacy fund  
28 assets as reported by the state investment board. The average value of the legacy  
29 fund assets must be calculated using the value of the assets at the end of each fiscal  
30 year for the five-year period ending with the most recently completed even-numbered  
31 fiscal year.

- 1           4.    On July first of each odd-numbered year, from the amount available for appropriation  
2                    or transfer from the legacy earnings fund for the biennium, the state treasurer shall  
3                    transfer funding in the following order:
- 4                    a.    The lesser of the first one hundred fifty million dollars or an amount equal to any  
5                    legislative appropriations to meet the debt service requirements for a biennium  
6                    for evidences of indebtedness issued by the public finance authority for transfer  
7                    to the Bank of North Dakota for allocations to infrastructure projects and  
8                    programs to the legacy sinking and interest fund under section 6-09.4-10.1.
- 9                    b.    The next seventy million dollars to the public employees retirement system for  
10                   administrative expenses for chapters 54-52 and 54-52.6 and for the unfunded  
11                   liability of the main system plan under chapter 54-52, but only if the public  
12                   employees retirement system main system plan's actuarial funded ratio as  
13                   reported for the most recently completed even-numbered fiscal year is less than  
14                   ninety percent. If the public employees retirement system main system plan's  
15                   actuarial funded ratio is ninety percent or more and subsequently decreases  
16                   below ninety percent, the state treasurer may not resume the transfers under this  
17                   subdivision unless the main system plan's actuarial funded ratio is less than  
18                   seventy percent as reported for the most recently completed even-numbered  
19                   fiscal year.
- 20                    c.    The next sixty million dollars to the highway tax distribution fund for allocations  
21                    under section 54-27-19.
- 22                    e.d. Any remaining funds for other purposes as designated by the legislative  
23                    assembly, including:
- 24                    (1) Up to fifty million dollars for tax relief pursuant to appropriations or transfers  
25                    authorized by the legislative assembly;
- 26                    (2) Up to thirty million dollars to the clean sustainable energy fund pursuant to  
27                    appropriations or transfers authorized by the legislative assembly; and
- 28                    (3) Up to thirty million dollars for university research programs, the innovation  
29                    loan fund to support technology advancement, and workforce enrichment  
30                    initiatives pursuant to appropriations or transfers authorized by the  
31                    legislative assembly.

- 1           5. If the amounts transferred under subsection 2 exceed the amount available for  
2           appropriation under subsection 3, an amount equal to any appropriations from the  
3           legacy sinking and interest fund for bond payments under section 6-09.4-10.1 must be  
4           retained in the legacy earnings fund through June 30, 2025, after which an amount  
5           equal to twice any appropriations from the legacy sinking and interest fund under  
6           section 6-09.4-10.1 for bond payments, but not more than one hundred fifty million  
7           dollars, must be retained in the legacy earnings fund. After deducting any amounts to  
8           be retained in the legacy earnings fund, the state treasurer shall transfer, within thirty  
9           days, any remaining amounts under this subsection in the following order:
- 10           a. The first one hundred million dollars to the legacy fund to become part of the  
11           principal.
- 12           b. Any remaining amount to the strategic investment and improvements fund to be  
13           used in accordance with the provisions of section 15-08.1-08.

14           **SECTION 4. AMENDMENT.** Section 54-52-01 of the North Dakota Century Code is  
15 amended and reenacted as follows:

16           **54-52-01. Definition of terms.**

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

- 18           1. "Account balance" means the total contributions made by the employee, vested  
19           employer contributions under section 54-52-11.1, the vested portion of the vesting  
20           fund as of June 30, 1977, and interest credited thereon at the rate established by the  
21           board.
- 22           2. "Beneficiary" means any person in receipt of a benefit provided by this plan or any  
23           person designated by a participating member to receive benefits.
- 24           3. "Correctional officer" means a participating member who is employed as a correctional  
25           officer by a political subdivision.
- 26           4. "Deferred member" means a participating member who is not actively participating in  
27           the main plan under this chapter and who has an account intact in the main plan under  
28           this chapter.
- 29           5. "Eligible employee", except as otherwise provided under section 54-52-02.15, means  
30           ~~a~~ a permanent employees ~~employee~~ who meet ~~meets~~ all of the eligibility requirements  
31           set by this chapter and who ~~are~~ is eighteen years or more of age, ~~and.~~ The term

1 includes appointive and elective officials under sections 54-52-02.5, 54-52-02.11, and  
2 54-52-02.12, and nonteaching employees of the superintendent of public instruction,  
3 including the superintendent of public instruction, who elect to transfer from the  
4 teachers' fund for retirement to the public employees retirement system under section  
5 54-52-02.13, and employees of the state board for career and technical education who  
6 elect to transfer from the teachers' fund for retirement to the public employees  
7 retirement system under section 54-52-02.14. ~~Eligible employee~~The term does not  
8 include nonclassified state employees who ~~elect~~elect under section 54-52.6-02 to  
9 become members of the retirement plan established under chapter 54-52.6 ~~but~~. The  
10 term does include employees of the judicial branch and employees of the board of  
11 higher education and state institutions under the jurisdiction of the board of higher  
12 education.

13 ~~5-6.~~ "Employee" means any individual employed by a governmental unit, whose  
14 compensation is paid out of the governmental unit's funds, or funds controlled or  
15 administered by a governmental unit, or paid by the federal government through any of  
16 its executive or administrative officials; licensed employees of a school district means  
17 those employees eligible to participate in the teachers' fund for retirement who, except  
18 under subsection 2 of section 54-52-17.2, are not eligible employees under this  
19 chapter.

20 ~~6-7.~~ "Employer" means a governmental unit.

21 ~~7-8.~~ "Firefighter" means a participating member who is employed as a firefighter by a  
22 political subdivision and, notwithstanding subsection 13, for an individual employed  
23 after July 31, 2017, is employed at least thirty-two hours per week and at least twenty  
24 weeks each year of employment. A firefighter who is a participating member of the law  
25 enforcement retirement plan created by this chapter who begins employment after  
26 July 31, 2017, is ineligible to participate concurrently in any other retirement plan  
27 administered by the public employees retirement system. The term does not include a  
28 firefighter employee of the North Dakota national guard.

29 ~~8-9.~~ "Funding agent" or "agents" means an investment firm, trust bank, or other financial  
30 institution which the retirement board may select to hold and invest the employers' and  
31 members' contributions.

Sixty-eighth  
Legislative Assembly

- 1    ~~9-10.~~    "Governmental unit" means the state of North Dakota, except the highway patrol for  
2            members of the retirement plan created under chapter 39-03.1, or a participating  
3            political subdivision ~~thereof~~ of the state.
- 4    ~~10-11.~~ "National guard security officer or firefighter" means a participating member who is:  
5            a.    A security police employee of the North Dakota national guard; or  
6            b.    A firefighter employee of the North Dakota national guard.
- 7    ~~11-12.~~ "Participating member" means an eligible employee who through payment into the  
8            plan has established a claim against the plan.
- 9    ~~12-13.~~ "Peace officer" means a participating member who is a peace officer as defined in  
10           section 12-63-01 and is employed as a peace officer by the bureau of criminal  
11           investigation or by a political subdivision and, notwithstanding subsection 13, for  
12           persons employed after August 1, 2005, is employed thirty-two hours or more per  
13           week and at least twenty weeks each year of employment. A peace officer who is a  
14           participating member of the law enforcement retirement plan created by this chapter  
15           who begins employment after August 1, 2005, is ineligible to participate concurrently in  
16           any other retirement plan administered by the public employees retirement system.
- 17   ~~13-14.~~ "Permanent employee" means ~~a governmental unit~~ an employee whose services are  
18           not limited in duration and who is filling an approved and regularly funded position in  
19           an eligible governmental unit, and is employed twenty hours or more per week and at  
20           least twenty weeks each year of employment.
- 21   ~~14-15.~~ "Prior service" means service or employment before July 1, 1966.
- 22   ~~15-16.~~ "Prior service credit" means such credit toward a retirement benefit as the retirement  
23           board may determine under the provisions of this chapter.
- 24   ~~16-17.~~ "Public employees retirement system" means the retirement plan and program  
25           established by this chapter.
- 26   ~~17-18.~~ "Retirement" means the acceptance of a retirement allowance under this chapter upon  
27           either termination of employment or termination of participation in the retirement plan.
- 28   ~~18-19.~~ "Retirement board" or "board" means the governing authority created under section  
29           54-52-03.
- 30   ~~19-20.~~ "Seasonal employee" means a participating member who does not work twelve  
31           months a year.

1 ~~20-21.~~ "Service" means employment on or after July 1, 1966.

2 ~~21-22.~~ "Service benefit" means the credit toward retirement benefits as determined by the  
3 retirement board under the provisions of this chapter.

4 ~~22-23.~~ "Temporary employee" means a ~~governmental unit~~an employee who is not eligible to  
5 participate as a permanent employee, who is at least eighteen years old and not  
6 actively contributing to another employer-sponsored pension fund, and, if employed by  
7 a school district, occupies a noncertified teacher's position.

8 ~~23-24.~~ "Wages" and "salaries" means the member's earnings in eligible employment under  
9 this chapter reported as salary on the member's federal income tax withholding  
10 statements plus any salary reduction or salary deferral amounts under 26 U.S.C. 125,  
11 401(k), 403(b), 414(h), or 457. "Salary" does not include fringe benefits such as  
12 payments for unused sick leave, personal leave, vacation leave paid in a lump sum,  
13 overtime, housing allowances, transportation expenses, early retirement incentive pay,  
14 severance pay, medical insurance, workforce safety and insurance benefits, disability  
15 insurance premiums or benefits, or salary received by a member in lieu of previously  
16 employer-provided fringe benefits under an agreement between the member and  
17 participating employer. Bonuses may be considered as salary under this section if  
18 reported and annualized pursuant to rules adopted by the board.

19 **SECTION 5. AMENDMENT.** Section 54-52-02.5 of the North Dakota Century Code is  
20 amended and reenacted as follows:

21 **54-52-02.5. Newly elected and appointed state officials.**

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

28 2. After December 31, 2024, an individual elected or appointed to a state office for the  
29 first time, from and after the date that individual qualifies and takes office, must be a  
30 participating member of the defined contribution retirement plan established under  
31 chapter 54-52.6, unless at the time of election or appointment the individual is a

1 participating or deferred member under this chapter, in which case the official remains  
2 a participating member under this chapter.

3 3. As used in this section, the phrase "for the first time" means a person an individual  
4 appointed, who, after December 31, 1999, does not hold office as an appointed official  
5 at the time of that ~~person's~~ individual's appointment.

6 **SECTION 6. AMENDMENT.** Section 54-52-02.9 of the North Dakota Century Code is  
7 amended and reenacted as follows:

8 **54-52-02.9. Participation by temporary employees.**

- 9 1. ~~Within~~ Before January 1, 2025, within one hundred eighty days of beginning  
10 employment, a temporary employee may elect to participate in the public employees  
11 retirement system under this chapter and receive credit for service after enrollment.  
12 Monthly, the temporary employee shall pay to the fund an amount equal to  
13 ~~eight~~ fourteen and twelve hundredths percent times the temporary employee's present  
14 monthly salary. The amount required to be paid by a temporary employee increases  
15 by ~~two~~ one percent times the temporary employee's present monthly salary beginning  
16 with the monthly reporting period of January ~~2012~~, ~~and with an additional two percent~~  
17 ~~increase, beginning with the reporting period of January 2013, and with an additional~~  
18 ~~increase of two percent, beginning with the monthly reporting period of January~~  
19 ~~2014~~ 2025.
- 20 2. If the temporary employee first enrolled:  
21 a. Before January 1, 2020, in addition the temporary employee shall pay the  
22 required monthly contribution to the retiree health benefit fund established under  
23 section 54-52.1-03.2. This contribution must be recorded as a member  
24 contribution pursuant to section 54-52.1-03.2.  
25 b. After December 31, 2019, the temporary employee shall pay to the fund an  
26 additional amount equal to one and fourteen hundredths percent times the  
27 temporary employee's present monthly salary.
- 28 3. A temporary employee who is a participating member under this chapter due to  
29 employment before January 1, 2025, who becomes a permanent employee after  
30 December 31, 2024, qualifies to participate in the defined benefit retirement plan  
31 under this chapter and receive credit for service after enrollment.



1       4. After December 31, 2024, and within one hundred eighty days of beginning  
2       employment, a temporary employee may elect to participate in the defined contribution  
3       retirement plan under chapter 54-52.6.

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

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

12       **54-52-02.11. Participation requirements for nonstate elected officials.**

13       Elected

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

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

20       **SECTION 8. AMENDMENT.** Section 54-52-02.12 of the North Dakota Century Code is  
21 amended and reenacted as follows:

22       **54-52-02.12. Participation requirements for nonstate appointed officials.**

23       1. Nonstate appointed officials of participating employers appointed on or after August 1,  
24       1999, but before January 1, 2025, who meet the participation requirements of this  
25       chapter must be enrolled in the defined benefit plan effective within the first month of  
26       taking office.

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

30       **SECTION 9.** Section 54-52-02.15 of the North Dakota Century Code is created and enacted  
31 as follows:

1 **54-52-02.15. Public employees retirement system main plan - Closure to new hires -**

2 **Multiple plan membership.**

3 1. Under this section "eligible employee" means a permanent employee who:

4 a. Meets all the eligibility requirements set by this chapter;

5 b. Is at least eighteen years of age;

6 c. Becomes a participating member after December 31, 2024; and

7 d. Is not eligible to participate in the law enforcement plan, judges' plan, highway  
8 patrol plan, teachers' fund for retirement plan, or alternative retirement program  
9 established under section 15-10-17 for university system employees.

10 2. Effective January 1, 2025, the public employees retirement system defined benefit  
11 main plan maintained for employees is closed to new eligible employees. However, an  
12 employee who becomes a participating or deferred member under this chapter before  
13 January 1, 2025, remains in the defined benefit retirement plan under this chapter,  
14 regardless of being rehired after December 31, 2024.

15 3. Except as otherwise provided under this section, effective January 1, 2025, an eligible  
16 employee who begins employment with an employer shall participate in the defined  
17 contribution retirement plan under chapter 54-52.6 as provided under section  
18 54-52.6-02.1.

19 4. This section does not impact an employee to the extent the employee is a participating  
20 member in one or more of the following enumerated plans: law enforcement plan,  
21 judges' plan, highway patrol plan, teachers' fund for retirement plan, or alternative  
22 retirement program established under section 15-10-17 for university system  
23 employees.

24 a. A participating or deferred member in the defined contribution retirement plan  
25 under chapter 54-52.6 who becomes eligible to participate in a plan enumerated  
26 under this subsection is eligible to participate in the retirement plan enumerated  
27 under this subsection.

28 b. A participating member of a retirement plan enumerated under this subsection  
29 who becomes an eligible employee is not eligible to participate in the defined  
30 benefit retirement plan under this chapter but instead participates in the defined  
31 contribution retirement plan under chapter 54-52.6. However, this subdivision

1                    does not apply to an individual who before January 1, 2025, is a participating or a  
2                    deferred member under this chapter, as that individual continues to participate in  
3                    the defined benefit retirement plan under this chapter.

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

5            **SECTION 10. AMENDMENT.** Subsection 2 of section 54-52-05 of the North Dakota  
6 Century Code is amended and reenacted as follows:

7            2.   Each member must be assessed and required to pay monthly ~~four~~seven percent of the  
8            monthly salary or wage paid to the member, and such assessment must be deducted  
9            and retained out of such salary in equal monthly installments commencing with the  
10           monthly salary or wage paid to the member beginning with the monthly reporting  
11           period of January 2012, and with an additional increase of one percent, beginning with  
12           the monthly reporting period of January 2013, and with an additional increase of one  
13           percent, beginning with the monthly reporting period of January 2014.

15           **SECTION 11. AMENDMENT.** Section 54-52-06 of the North Dakota Century Code is  
16 amended and reenacted as follows:

17           **54-52-06. Employer's contribution to retirement plan - Report to the legislative-**  
18 **assemblyemployee benefits programs committee.**

19           1.   Each governmental unit shall contribute an amount equal to four and  
20           twelve-hundredths percent of the monthly salary or wage of a participating member.  
21           Governmental unit contributions increase by one percent of the monthly salary or  
22           wage of a participating member beginning with the monthly reporting period of  
23           January 2012; with an additional increase of one percent, beginning with the reporting  
24           period of January 2013; ~~and~~ with an additional increase of one percent, beginning with  
25           the monthly reporting period of January 2014; and with an additional increase of  
26           one percent, beginning with the monthly reporting period of January 2024. For a  
27           participating member who first enrolls after December 31, 2019, the governmental unit  
28           shall contribute an additional amount equal to one and fourteen-hundredths percent of  
29           the monthly salary or wage of the participating member.

30           2.   For those members who elect to exercise their rights under section 54-52-17.14, the  
31           employing governmental unit, or in the case of a member not presently under covered

1 employment the most recent employing governmental unit, shall pay the associated  
2 employer contribution. If the employee's contribution is paid by the governmental unit  
3 under subsection 3 of section 54-52-05, the employer unit shall contribute, in addition,  
4 an amount equal to the required employee's contribution. Each governmental unit  
5 shall pay the contribution monthly, or in the case of an election made pursuant to  
6 section 54-52-17.14 a lump sum, into the retirement fund from the governmental unit's  
7 funds appropriated for payroll and salary or any other funds available for these  
8 purposes. Any governmental unit failing to pay the contributions monthly, or in the  
9 case of an election made pursuant to section 54-52-17.14 a lump sum, or failing to  
10 otherwise comply with the board's established wage reporting or payroll reporting  
11 process requirements, is subject to a civil penalty of fifty dollars and, as interest, one  
12 percent of the amount due for each month of delay or fraction of a month after the  
13 payment became due. In lieu of assessing a civil penalty or one percent per month, or  
14 both, interest at the actuarial rate of return may be assessed for each month the  
15 contributions are delinquent. If contributions are paid within ninety days of the date the  
16 contributions became due, penalty and interest to be paid on delinquent contributions  
17 may be waived.

18 3. An employer is required to submit contributions for any past eligible employee who  
19 was employed after July 1, 1977, for which contributions were not made if the  
20 employee would have been eligible to become vested had the employee participated  
21 and if the employee elects to join the public employees retirement system. Employer  
22 contributions may not be assessed for eligible service that an employee has waived  
23 pursuant to subsection 1 of section 54-52-05.

24 4. ~~The~~Annually, the board shall report to ~~each session of the legislative assembly~~the  
25 employee benefits programs committee the contributions necessary, as determined by  
26 the actuarial study, to maintain the fund's actuarial soundness.

27 **SECTION 12. AMENDMENT.** Section 54-52-06 of the North Dakota Century Code is  
28 amended and reenacted as follows:

29 **54-52-06. Employer's contribution to retirement plan - Report to the employee**  
30 **benefits programs committee.**

31 ~~4. Each~~

- 1       1.   a.   As determined by actuarial valuations, each state governmental unit shall  
2            contribute to the defined benefit plan an amount equal to four and  
3            twelve-hundredths percent of the monthly salary or wage of a participating  
4            member. Governmental unit contributions increase by one percent of the monthly  
5            salary or wage of a participating member beginning with the monthly reporting  
6            period of January 2012; with an additional increase of one percent, beginning  
7            with the reporting period of January 2013; with an additional increase of one  
8            percent, beginning with the monthly reporting period of January 2014; and with  
9            an additional increase of one percent, beginning with the monthly reporting  
10           period of January 2024 on a level percent of compensation basis for all main  
11           system defined benefit retirement plan employees and all defined contribution  
12           retirement plan employees sufficient under the actuarial valuation to meet both  
13           the normal cost plus the actuarially determined amount required to amortize the  
14           unfunded accrued liability of the main plan over a closed period of two hundred  
15           forty-six months, beginning January 1, 2026, and continuing through June 30,  
16           2046. By November fifteenth of each even-numbered year the board shall publish  
17           the contribution rate required under this subsection. The board shall calculate this  
18           rate based on the July first actuarial report of that year.
- 19        b.   Each participating political subdivision shall contribute an amount equal to eight  
20            and twelve-hundredths percent of the monthly salary or wage of a participating  
21            member.
- 22        c.   For a participating member who first enrolls after December 31, 2019, the  
23            governmental unit a participating political subdivision shall contribute an additional  
24            amount equal to one and fourteen-hundredths percent of the monthly salary or  
25            wage of the participating member.
- 26        2.   For those members who elect to exercise their rights under section 54-52-17.14, the  
27            employing governmental unit, or in the case of a member not presently under covered  
28            employment the most recent employing governmental unit, shall pay the associated  
29            employer contribution. If the employee's contribution is paid by the governmental unit  
30            under subsection 3 of section 54-52-05, the employer unit shall contribute, in addition,  
31            an amount equal to the required employee's contribution. Each governmental unit

1 shall pay the contribution monthly, or in the case of an election made pursuant to  
2 section 54-52-17.14 a lump sum, into the retirement fund from the governmental unit's  
3 funds appropriated for payroll and salary or any other funds available for these  
4 purposes. Any governmental unit failing to pay the contributions monthly, or in the  
5 case of an election made pursuant to section 54-52-17.14 a lump sum, or failing to  
6 otherwise comply with the board's established wage reporting or payroll reporting  
7 process requirements, is subject to a civil penalty of fifty dollars and, as interest, one  
8 percent of the amount due for each month of delay or fraction of a month after the  
9 payment became due. In lieu of assessing a civil penalty or one percent per month, or  
10 both, interest at the actuarial rate of return may be assessed for each month the  
11 contributions are delinquent. If contributions are paid within ninety days of the date the  
12 contributions became due, penalty and interest to be paid on delinquent contributions  
13 may be waived.

14 3. An employer is required to submit contributions for any past eligible employee who  
15 was employed after July 1, 1977, for which contributions were not made if the  
16 employee would have been eligible to become vested had the employee participated  
17 and if the employee elects to join the public employees retirement system. Employer  
18 contributions may not be assessed for eligible service that an employee has waived  
19 pursuant to subsection 1 of section 54-52-05.

20 4. Annually, the board shall report to the employee benefits programs committee the  
21 contributions necessary, as determined by the actuarial study, to maintain the fund's  
22 actuarial soundness.

23 **SECTION 13. AMENDMENT.** Section 54-52-14.3 of the North Dakota Century Code is  
24 amended and reenacted as follows:

25 **54-52-14.3. Public employee retirement funds - Use and investment.**

26 Any provision of law relating to the use and investment of public employee retirement funds  
27 must be deemed a part of the employment contracts of the employees participating in any  
28 public employee retirement system. All moneys from any source paid into any public employee  
29 retirement system fund created by the laws of this state must be used and invested only for the  
30 exclusive benefit of the members, retirees, and beneficiaries of ~~that~~the retirement system,  
31 including the payment of system administrative costs.

1       **SECTION 14. AMENDMENT.** Subdivision b of subsection 1 of section 54-52-17.2 of the  
2 North Dakota Century Code is amended and reenacted as follows:

3           b. ~~Pursuant~~Subject to section 54-52-02.15 and pursuant to rules adopted by the  
4 board, an employee who has service credit in the system and in any of the plans  
5 described in paragraphs 1 and 2 of subdivision a is entitled to benefits under this  
6 chapter. The benefits of a temporary employee employed after July 31, 2015,  
7 must be calculated using the benefit formula in section 54-52-17. A permanent  
8 employee or a temporary employee employed before August 1, 2015, may elect  
9 to have benefits calculated using the benefit formula in section 54-52-17 under  
10 either of the following methods:

- 11           (1) The final average salary as calculated in section 54-52-17. If the  
12 participating member has worked for less than thirty-six months at  
13 retirement, the final average salary is the average salary for the total months  
14 of employment.
- 15           (2) The final average salary as calculated in section 54-52-17 for employment  
16 with any of the three eligible employers under this subdivision, with service  
17 credit not to exceed one month in any month when combined with the  
18 service credit earned in the alternate retirement system.

19       **SECTION 15.** Section 54-52.2-09 of the North Dakota Century Code is created and enacted  
20 as follows:

21       **54-52.2-09. Employer match for members of defined contribution retirement plan.**

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

1       **SECTION 16. AMENDMENT.** Section 54-52.6-01 of the North Dakota Century Code is  
2 amended and reenacted as follows:

3       **54-52.6-01. Definition of terms.**

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

- 5       1. "Board" means the public employees retirement system board.
- 6       2. "Deferred member" means ~~a person who elected to receive deferred vested retirement~~  
7       benefits an individual who is not actively participating in the main plan under chapter  
8       54-52 who has an account intact in the main plan under chapter 54-52.
- 9       3. "Eligible employee" means ~~a permanent state employee, except an employee of the~~  
10       judicial branch or an employee of the board of higher education and state institutions  
11       under the jurisdiction of the board, who is eighteen years or more of age and who is in  
12       a position not classified by North Dakota human resource management services. If a  
13       participating member loses permanent employee status and becomes a temporary  
14       employee, the member may still participate in the defined contribution retirement plan,  
15       for employees who become participating members after December 31, 2024, has the  
16       same meaning as provided under section 54-52-02.15. For employees who elected to  
17       join the defined contribution retirement plan under this chapter before January 1, 2025,  
18       the term includes a permanent state employee, except an employee of the judicial  
19       branch or an employee of the board of higher education and state institutions under  
20       the jurisdiction of the board of higher education, who is at least eighteen years of age  
21       and who is in a position not classified by the North Dakota human resource  
22       management services.
- 23       4. "Employee" means ~~any person~~ an individual employed by the ~~state~~ governmental  
24       unit, whose compensation is paid out of ~~state~~ the governmental unit's funds, or funds  
25       controlled or administered by the ~~state~~ governmental unit or paid by the federal  
26       government through any of its executive or administrative officials.
- 27       5. "Employer" means ~~the state of North Dakota~~ a governmental unit.
- 28       6. "Governmental unit" means the state of North Dakota or a participating political  
29       subdivision of the state.
- 30       7. "Normal retirement date" is determined based on subsection 3 of section 54-52-17.



1        8. "Participating member" means an eligible employee who elects to  
2        ~~participate~~participates in the defined contribution retirement plan established under  
3        this chapter.

4        ~~7-9.~~ "Permanent employee" means a statean employee whose services are not limited in  
5        duration and who is filling an approved and regularly funded position and is employed  
6        twenty hours or more per week and at least five months each year.

7        ~~8-10.~~ "Temporary employee" means a governmental unit employee who is not an eligible  
8        employee due to not meeting the qualification of being a permanent employee, and  
9        who is not actively contributing to another employer-sponsored pension fund, and, if  
10       employed by a school district, occupies a noncertified teacher's position.

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

22       **SECTION 17. AMENDMENT.** Section 54-52.6-02 of the North Dakota Century Code is  
23       amended and reenacted as follows:

24       **54-52.6-02. Election through December 31, 2024.**

25       1. The board shall provide an opportunity for each eligible employee who is a member of  
26       the public employees retirement system on September 30, 2001, and who has not  
27       made a written election under this section to transfer to the defined contribution  
28       retirement plan before October 1, 2001, to elect in writing to terminate membership in  
29       the public employees retirement system and elect to become a participating member  
30       under this chapter. Except as provided in section 54-52.6-03, an election made by an  
31       eligible employee under this section is irrevocable. The board shall accept written

1 elections under this section from eligible employees during the period beginning on  
2 July 1, 1999, and ending 12:01 a.m. December 14, 2001. An eligible employee who  
3 does not make a written election or who does not file the election during the period  
4 specified in this section continues to be a member of the public employees retirement  
5 system. An eligible employee who makes and files a written election under this section  
6 ceases to be a member of the public employees retirement system effective twelve  
7 midnight December 31, 2001; becomes a participating member in the defined  
8 contribution retirement plan under this chapter effective 12:01 a.m. January 1, 2002;  
9 and waives all of that person's rights to a pension, annuity, retirement allowance,  
10 insurance benefit, or any other benefit under the public employees retirement system  
11 effective December 31, 2001. This section does not affect a person's an individual's  
12 right to health benefits or retiree health benefits under chapter 54-52.1. An eligible  
13 employee who is first employed and entered upon the payroll of that person's  
14 employer after September 30, 2001, and before January 1, 2025, may make an  
15 election to participate in the defined contribution retirement plan established under this  
16 chapter at any time during the first six months after the date of employment. If the  
17 board, in its sole discretion, determines that the employee was not adequately notified  
18 of the employee's option to participate in the defined contribution retirement plan, the  
19 board may provide the employee a reasonable time within which to make that election,  
20 which may extend beyond the original six-month decision window.

- 21 2. If an individual who is a deferred member of the public employees retirement system  
22 on September 30, 2001, is re-employed before January 1, 2025, and by virtue of that  
23 employment is again eligible for membership in the public employees retirement  
24 system under chapter 54-52, the individual may elect in writing to remain a member of  
25 the public employees retirement system or if eligible to participate in the defined  
26 contribution retirement plan established under this chapter to terminate membership in  
27 the public employees retirement system and become a participating member in the  
28 defined contribution retirement plan established under this chapter. An election made  
29 by a deferred member under this section is irrevocable. The board shall accept written  
30 elections under this section from a deferred member during the period beginning on  
31 the date of the individual's re-employment and ending upon the expiration of six

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

- 21 3. An eligible employee who elects under this section to participate in the retirement plan  
22 established under this chapter must remain a participant even if that employee returns  
23 to the classified service or becomes employed by a political subdivision that  
24 participates in the public employees retirement system. The contribution amount must  
25 be as provided in this chapter, regardless of the position in which the employee is  
26 employed. Notwithstanding the irrevocability provisions of this chapter, if a member  
27 who elects to participate in the retirement plan established under this chapter  
28 becomes a supreme or district court judge, becomes a member of the highway patrol,  
29 becomes employed in a position subject to teachers' fund for retirement membership,  
30 or becomes an employee of the board of higher education or state institution under the  
31 jurisdiction of the board of higher education who is eligible to participate in an

1 alternative retirement program established under subsection 6 of section 15-10-17, the  
2 member's status as a member of the defined contribution retirement plan is  
3 suspended, and the member becomes a new member of the retirement plan for which  
4 that member's new position is eligible. The member's account balance remains in the  
5 defined contribution retirement plan, but no new contributions may be made to that  
6 account. The member's service credit and salary history that were forfeited as a result  
7 of the member's transfer to the defined contribution retirement plan remain forfeited,  
8 and service credit accumulation in the new retirement plan begins from the first day of  
9 employment in the new position. If the member later returns to employment that is  
10 eligible for the defined contribution retirement plan, the member's suspension must be  
11 terminated, the member again becomes a member of the defined contribution  
12 retirement plan, and the member's account resumes accepting contributions. At the  
13 member's option, and pursuant to rules adopted by the board, the member may  
14 transfer any available balance as determined by the provisions of the alternate  
15 retirement plan into the member's account under this chapter.

- 16 4. After consultation with its actuary, the board shall determine the method by which a  
17 participating member or deferred member may make a written election under this  
18 section. If the participating member or deferred member is married at the time of the  
19 election, the election is not effective unless the election is signed by the individual's  
20 spouse. However, the board may waive this requirement if the spouse's signature  
21 cannot be obtained because of extenuating circumstances.
- 22 5. If the board receives notification from the internal revenue service that this section or  
23 any portion of this section will cause the public employees retirement system or the  
24 retirement plan established under this chapter to be disqualified for tax purposes  
25 under the Internal Revenue Code, then the portion that will cause the disqualification  
26 does not apply.
- 27 6. A participating member under this section who becomes a temporary employee may  
28 still participate in the defined contribution retirement plan upon filing an election with  
29 the board within one hundred eighty days of transferring to temporary employee  
30 status. The participating member may not become a member of the defined benefit  
31 plan as a temporary employee.

1           a. The temporary employee electing to participate in the defined contribution  
2           retirement plan shall pay monthly to the fund an amount equal to eight and twelve  
3           hundredths percent times the temporary employee's present monthly salary. The  
4           amount required to be paid by a temporary employee increases by two percent  
5           times the temporary employee's present monthly salary beginning with the  
6           monthly reporting period of January 2012, and with an additional increase of two  
7           percent, beginning with the monthly reporting period of January 2013, and with  
8           an additional increase of two percent, beginning with the monthly reporting period  
9           of January 2014. The temporary employee shall also pay the required monthly  
10          contribution to the retiree health benefit fund established under section  
11          54-52.1-03.2. This contribution must be recorded as a member contribution  
12          pursuant to section 54-52.1-03.2 into the plan as provided under section  
13          54-52.6-09.6.

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

15          c. A temporary employee may continue to participate as a temporary employee until  
16          termination of employment or reclassification of the temporary employee as a  
17          permanent employee.

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

28          8. After December 31, 2024, an eligible employee is no longer allowed to elect  
29          participation under this section.

30          **SECTION 18.** Section 54-52.6-02.1 of the North Dakota Century Code is created and  
31          enacted as follows:

**54-52.6-02.1. Participation in defined contribution retirement plan.**

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

**SECTION 19.** Section 54-52.6-02.2 of the North Dakota Century Code is created and enacted as follows:

**54-52.6-02.2. Election after December 31, 2024 - Additional employer contribution.**

1. As used in this section, "eligible employee" means a permanent state employee who on January 1, 2025, is a participating member of the public employees retirement system main system plan under chapter 54-42, who has been a participating member under chapter 54-52 for no more than five years, and who is at least eighteen years of age.
2. The board shall provide a three-month election period, from January 1, 2025, through March 31, 2025, for an eligible employee to transfer to the defined contribution plan under this chapter pursuant to the rules and policies adopted by the board.
  - a. An election under this section made by a member of the public employees retirement system under chapter 54-52 to transfer to the defined contribution retirement plan under this chapter is irrevocable.
  - b. For an eligible employee who elects to transfer from the public employees retirement system under chapter 54-52 to the defined contribution retirement plan under this chapter, the board shall transfer a lump sum amount from the public employees retirement system fund to the member's account in the defined contribution retirement plan under this chapter. However, if the eligible employee terminates employment before receiving the lump sum transfer under this section, the election made is ineffective and the eligible employee remains a

1 member of the public employees retirement system under chapter 54-52 and  
2 retains all the rights and privileges under that chapter.

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

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

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

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

23 **SECTION 20. AMENDMENT.** Section 54-52.6-03 of the North Dakota Century Code is  
24 amended and reenacted as follows:

25 **54-52.6-03. Transfer of accumulated fund balances.**

26 1. For an individual who elects under section 54-52.6-02 to terminate membership in the  
27 public employees retirement system under chapter 54-52, the board shall transfer a  
28 lump sum amount from the retirement fund to the participating member's account in  
29 the defined contribution retirement plan under this chapter. However, if the individual  
30 terminates employment ~~prior to~~ before receiving the lump sum transfer under this  
31 section, the election made under section 54-52.6-02 is ineffective and the individual

1 remains a member of the public employees retirement system under chapter 54-52  
2 and retains all the rights and benefits provided under that chapter. The board shall  
3 calculate the amount to be transferred for persons employed before October 1, 2001,  
4 using the two following formulas, and shall transfer the greater of the two amounts  
5 obtained:

6 1-a. The actuarial present value of the individual's accumulated benefit obligation  
7 under the public employees retirement system based on the assumption that the  
8 individual will retire under the earliest applicable normal retirement age, plus  
9 interest from January 1, 2001, to the date of transfer, at the rate of one-half of  
10 one percent less than the actuarial interest assumption at the time of the election;  
11 or

12 2-b. The actual employer contribution made, less vested employer contributions made  
13 pursuant to section 54-52-11.1, plus compound interest at the rate of one-half of  
14 one percent less than the actuarial interest assumption at the time of the election  
15 plus the employee account balance.

16 2. The board shall calculate the amount to be transferred for persons employed after  
17 September 30, 2001, and before January 1, 2025, using only the formula contained in  
18 subdivision b of subsection 21.

19 **SECTION 21. AMENDMENT.** Section 54-52.6-05 of the North Dakota Century Code is  
20 amended and reenacted as follows:

21 **54-52.6-05. Direction of investments.**

22 1. Each participating member shall direct the investment of the individual's accumulated  
23 employer and employee contributions and earnings to one or more investment choices  
24 within available categories of investment provided by the board. The board shall follow  
25 federal guidelines for establishing a qualified default investment alternative for  
26 contributions made by a participating member who fails to provide explicit investment  
27 direction. The qualified default investment alternative must include an in-plan annuity.  
28 If a participating member does not elect an investment option upon enrollment into the  
29 defined contribution retirement plan, the board shall automatically enroll the  
30 participating member into the qualified default investment alternative option.



- 1       2. The board shall provide an investment menu of investment options. In establishing the  
2       investment options, the board shall:  
3       a. Include predetermined investment portfolio options constructed to reflect different  
4       risk profiles that automatically reallocate and rebalance contributions as a  
5       participating member ages.  
6       b. Allow a participating member to construct an investment portfolio using some or  
7       all of the investment options.  
8       3. The board shall provide a diversified menu of mutual funds and in-plan lifetime annuity  
9       options, either fixed, variable, or a combination of both. In selecting an annuity  
10       provider the board shall comply with section 54-52.6-05.1.

11       **SECTION 22.** Section 54-52.6-05.1 of the North Dakota Century Code is created and  
12       enacted as follows:

13       **54-52.6-05.1. Annuity provider - Qualifications.**

- 14       1. The board shall select one or more annuity providers to provide the annuity options  
15       under this chapter.  
16       2. In selecting an annuity provider under this section, the board shall:  
17       a. Determine whether the annuity provider and the provider's subsidiaries and  
18       affiliates have appropriate financial strength and stability at the time of selection  
19       and during the term of contract with the board.  
20       (1) The board may require the provider to provide the board with written  
21       representation:  
22       (a) The provider is in compliance with title 26.1.  
23       (b) The provider at the time of selection is and for each of the preceding  
24       seven years was in compliance and good standing with the insurance  
25       commissioner of the provider's domiciliary state and the provider is  
26       not operating under an order of rehabilitation or liquidation.  
27       (c) The provider maintains and has maintained reserves that satisfy the  
28       statutory requirements of each state in which the provider does  
29       business.

- 1           (2) The board may require a provider selected by the board to provide annuities  
2                     under this chapter to notify the board of a change of circumstances resulting  
3                     in the provider failing to meet any of the requirements under paragraph 1.
- 4           (3) The board must have determined the provider has a claims paying ability  
5                     rating that meets standards adopted by the board.
- 6           b. Determine whether the annuity provider is able to provide contracted rights and  
7                     benefits to a participating member.
- 8           c. Determine whether the costs, including fees and commissions, of the annuity  
9                     options in relation to the benefits and product features of the annuity options are  
10                    reasonable.
- 11          d. Determine whether the administrative services to be provided under the annuity  
12                     option are appropriate. At a minimum the administrative services must include  
13                     periodic reports to the board.
- 14          e. Determine whether the annuity provider is experienced in paying lifetime  
15                     retirement income through annuities offered to public employee defined  
16                     contribution retirement plans.
- 17          f. Determine whether the annuity provider offers a menu of annuity options that  
18                     meet the following conditions:
- 19                (1) The annuity options are suitable for participating members and  
20                     beneficiaries.
- 21                (2) The contract terms and income benefits are clearly stated, based on  
22                     reasonable assumptions.
- 23                (3) The menu of annuity options offers a range of lifetime income options.
- 24                (4) If an annuity is a variable annuity, the annuity offers a fixed account option  
25                     along with a variable option.
- 26          g. Determine whether the annuity provider offers objective and participant-specific  
27                     education and tools to help a participating member understand the appropriate  
28                     use of annuities as a long-term retirement savings vehicle.

29           **SECTION 23. AMENDMENT.** Section 54-52.6-08 of the North Dakota Century Code is  
30 amended and reenacted as follows:

1       **54-52.6-08. Credit of transfers.**

2       The board shall promptly credit the plan account of a participating member who makes an  
3 election under ~~this chapter~~ section 54-52.6-02 to terminate membership in the public employees  
4 retirement system under chapter 54-52 with any amount transferred from the public employees  
5 retirement system.

6       **SECTION 24. AMENDMENT.** Section 54-52.6-09 of the North Dakota Century Code is  
7 amended and reenacted as follows:

8       **54-52.6-09. Contributions - Penalty.**

9       1. Each

- 10       a. A participating member who first joined the defined contribution retirement plan  
11       before January 1, 2025, shall contribute monthly seven percent of the monthly  
12       salary or wage paid to the participant.
- 13       b. A participating member who first joined the defined contribution retirement plan  
14       after December 31, 2024, shall contribute monthly four percent of the monthly  
15       salary or wage paid to the participant, and this. In addition, the participating  
16       member may elect to contribute monthly up to an additional three percent of the  
17       monthly salary or wage paid to the participant.
- 18       c. This assessment must be deducted from the participant's salary in equal monthly  
19       installments commencing with the first month of participation in the defined  
20       contribution retirement plan established under this chapter. Participating member  
21       contributions increase by one percent of the monthly salary or wage paid to the  
22       participant beginning with the monthly reporting period of January 2012; with an  
23       additional increase of one percent, beginning with the reporting period of  
24       January 2013; and with an additional increase of one percent, beginning with the  
25       monthly reporting period of January 2014.

26       2. The

- 27       a. For a participating member who first joined the defined contribution retirement  
28       plan before January 1, 2025, the employer shall contribute an amount equal to  
29       seven and twelve-hundredths percent of the monthly salary or wage of the  
30       participating member.

1           **b.** For a participating member who first joined the defined contribution retirement  
2           plan after December 31, 2024, the employer shall contribute an amount equal to  
3           four and twelve-hundredths percent of the monthly salary or wage of a  
4           participating member, plus up to an additional three percent as an employer  
5           matching contribution calculated based on the participating member's election  
6           under subdivision b of subsection 1. ~~Employer contributions increase by one-~~  
7           ~~percent of the monthly salary or wage of a participating member beginning with~~  
8           ~~the monthly reporting period of January 2012; with an additional increase of one-~~  
9           ~~percent, beginning with the monthly reporting period of January 2013; and with~~  
10           ~~an additional increase of one percent, beginning with the monthly reporting~~  
11           ~~period of January 2014.~~

12           **c.** For ~~members~~ a participating member first enrolled after December 31, 2019, the  
13           employer contribution includes an additional increase of one and fourteen-  
14           hundredths percent.

15           **d.** If the employee's contribution is paid by the employer under subsection 3, the  
16           employer shall contribute, in addition, an amount equal to the required  
17           employee's contribution. Monthly, the employer shall pay such contribution into  
18           the participating member's account from the employer's funds appropriated for  
19           payroll and salary or any other funds available for such purposes.

20           **e.** If the employer fails to pay the contributions monthly, or fails to otherwise comply  
21           with the board's established wage reporting or payroll reporting process  
22           requirements, the employer is subject to a civil penalty of fifty dollars and, as  
23           interest, one percent of the amount due for each month of delay or fraction of a  
24           month after the payment became due. In lieu of assessing a civil penalty or one  
25           percent per month, or both, interest at the actuarial rate of return may be  
26           assessed for each month the contributions are delinquent. If contributions are  
27           paid within ninety days of the date the contributions became due, penalty and  
28           interest to be paid on delinquent contributions may be waived.

29           **3.** Each employer, at its option, may pay the employee contributions required by this  
30           section for all compensation earned after December 31, 1999. The amount paid must  
31           be paid by the employer in lieu of contributions by the employee. If the employer

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

17 **SECTION 25.** Section 54-52.6-09.5 of the North Dakota Century Code is created and  
18 enacted as follows:

19 **54-52.6-09.5. Employer contribution for defined benefit plan.**

20 In addition to the employer contribution under section 54-52.6-09, a state employer shall  
21 contribute to the defined benefit retirement plan under chapter 54-52, an amount equal to the  
22 contribution rate calculated under section 54-52-06 less the amount of the required employer  
23 contribution under sections 54-52.2-09 and 54-52.6-09. If a state employer uses federal funds  
24 to pay any or all of an employee's wages, the employer shall use state funds to pay this  
25 additional contribution.

26 **SECTION 26.** Section 54-52.6-09.6 of the North Dakota Century Code is created and  
27 enacted as follows:

28 **54-52.6-09.6. Participation by temporary employees.**

29 A temporary employee may elect, within one hundred eighty days of beginning employment,  
30 to participate in the defined contribution retirement plan under this chapter. Monthly, the  
31 temporary employee shall contribute an amount equal to nine and twenty-six hundredths

1 percent times the temporary employee's present monthly salary, and may elect to contribute up  
2 to an additional six percent. An employer may not pay the temporary employee's contribution. A  
3 temporary employee may continue to participate as a temporary employee until termination of  
4 employment or reclassification of the temporary employee as a permanent employee.

5 **SECTION 27. AMENDMENT.** Section 54-52.6-10 of the North Dakota Century Code is  
6 amended and reenacted as follows:

7 **54-52.6-10. Vesting.**

8 1. A participating member is immediately one hundred percent vested in that member's  
9 contributions made to that member's account under this chapter. A participating  
10 member vests in the employer contributions made on that member's behalf to an  
11 account under this chapter according to the following schedule:

12 1.a. Upon completion of two years of service, fifty percent.

13 2.b. Upon completion of three years of service, seventy-five percent.

14 3.c. Upon completion of four years of service, one hundred percent.

15 2. A participating member also becomes one hundred percent vested in the employer  
16 contributions upon reaching age sixty-five. A participating member who was a member  
17 or deferred member of the public employees retirement system under chapter 54-52  
18 who makes an election to participate in the defined contribution retirement plan  
19 ~~pursuant to this chapter~~under section 54-52.6-02 must be credited with the years of  
20 service accrued under the public employees retirement system on the effective date of  
21 participation in the defined contribution retirement plan for the purpose of meeting  
22 vesting requirements for benefits under this section. Any forfeiture as a result of the  
23 failure of a participating member to vest in the employer contribution must be  
24 deposited in the administrative expenses account.

25 **SECTION 28. AMENDMENT.** Section 54-52.6-13 of the North Dakota Century Code is  
26 amended and reenacted as follows:

27 **54-52.6-13. Distributions.**

28 1. A participating member is eligible to receive distribution of that ~~person's~~individual's  
29 accumulated balance in the plan upon becoming a former participating member.

30 2. Upon the death of a participating member or former participating member, the board  
31 shall pay the accumulated account balance of that deceased participant to the

1           deceased participant's refund beneficiary, if any, as provided in this subsection. If the  
2           deceased participant designated an alternate refund beneficiary with the surviving  
3           spouse's written consent, the board shall distribute the accumulated balance to the  
4           named beneficiary. If the deceased participant named more than one primary  
5           beneficiary with the surviving spouse's written consent, the board shall pay the  
6           accumulated account balance to the named primary beneficiaries in the percentages  
7           designated by the deceased participant or, if the deceased participant had not  
8           designated a percentage for the beneficiaries, in equal percentages. If one or more of  
9           the primary beneficiaries has predeceased the deceased participant, the board shall  
10          pay the predeceased beneficiary's share to the remaining primary beneficiaries. If any  
11          beneficiary survives the deceased participant, yet dies before distribution of the  
12          beneficiary's share, the beneficiary must be treated as if the beneficiary predeceased  
13          the deceased participant. If there is no remaining primary beneficiary, the board shall  
14          pay the accumulated account balance of that deceased participant to the contingent  
15          beneficiaries in the same manner. If there is no remaining designated beneficiary, the  
16          board shall pay the accumulated account balance of that deceased participant to the  
17          deceased participant's estate. If the deceased participant had not designated an  
18          alternate refund beneficiary or the surviving spouse is the refund beneficiary, the  
19          surviving spouse of the deceased participant may select a form of payment as  
20          provided in subdivision d of subsection 3.

- 21          3.   a.   A former participating member may elect one or a combination of several of the  
22                following methods of distribution of the accumulated balance:
- 23                a.   (1)   A lump sum distribution to the recipient.
- 24                b.   (2)   A lump sum direct rollover to another qualified plan, to the extent allowed by  
25                federal law.
- 26                c.   (3)   Periodic distributions, including annuities, as authorized by the board.
- 27                d.   (4)   No current distribution, in which case the accumulated balance must remain  
28                in the plan until the former participating member or refund beneficiary elects  
29                a method or methods of distribution under this section, to the extent allowed  
30                by federal law.

1           **b.** A surviving spouse beneficiary may elect one or a combination of several of the  
2           methods of distribution provided in ~~subdivisions a, b, or c~~ paragraph 1, 2, or 3 of  
3           subdivision a if the surviving spouse is the sole refund beneficiary. If the surviving  
4           spouse is not the sole refund beneficiary, the refund beneficiary may only choose  
5           a lump sum distribution of the accumulated balance.

6           4. If the former participating member's vested account balance is less than one thousand  
7           dollars, the board ~~shall~~ automatically shall refund the member's vested account  
8           balance upon termination of employment. The member may waive the refund if the  
9           member submits a written statement to the board, within one hundred twenty days  
10          after termination, requesting that the member's vested account balance remain in the  
11          plan.

12          **SECTION 29. AMENDMENT.** Section 54-52.6-15 of the North Dakota Century Code is  
13          amended and reenacted as follows:

14          **54-52.6-15. Board to provide information.**

15          1. The board shall provide information to employees who are eligible under section  
16          54-52.6-02 to elect to become participating members under this chapter. The  
17          information must include at a minimum the employee's current account balance, the  
18          assumption of investment risk under a defined contribution retirement plan,  
19          administrative and investment costs, coordination of benefits information, and a  
20          comparison of projected retirement benefits under the public employees retirement  
21          system under chapter 54-52 and the retirement plan established under this chapter.

22          2. The board, or the board's vendor, shall provide to participating members:

23          a. Enrollment information that includes benefits of the defined contribution  
24          retirement plan, investment options available, the assumption of risk, and  
25          administrative and investment costs.

26          b. Ongoing investment and retirement income planning, including education on how  
27          to set, measure, and adjust income and saving goals based on desired  
28          retirement income and financial objectives, actual behavior, and changing  
29          circumstances.

30          c. Retirement income education, including distribution options available and in-plan  
31          annuitization options.



1           d. Advice and guidance information, tools, and services primarily focused on long-  
2           term planning and investing and life events that potentially influence and impact  
3           retirement savings.

4           3. Notwithstanding any other provision of law, the board is not liable for any election or  
5           investment decision made by an employee based upon information provided to an  
6           employee under this chapter.

7           **SECTION 30. AMENDMENT.** Section 54-52.6-19 of the North Dakota Century Code is  
8           amended and reenacted as follows:

9           **54-52.6-19. Overpayments.**

10          The board has the right of setoff to recover overpayments made under this chapter and to  
11          satisfy any claims arising from embezzlement or fraud committed by a participating member,  
12          deferred member under this chapter, refund beneficiary, or other person ~~who~~that has a claim to  
13          a distribution or any other benefit from a plan governed by this chapter.

14          **SECTION 31.** Section 54-52.6-22 of the North Dakota Century Code is created and enacted  
15          as follows:

16          **54-52.6-22. Report to employee benefits programs committee.**

17          Annually, the board shall provide a report to the employee benefits programs committee on  
18          the status of the defined contribution retirement plan under this chapter.

19          **SECTION 32.** Section 54-52.6-23 of the North Dakota Century Code is created and enacted  
20          as follows:

21          **54-52.6-23. Savings clause - Plan modification.**

22          If the board determines any section of this chapter does not comply with applicable federal  
23          statutes or rules, the board shall adopt appropriate terminology with respect to that section as  
24          will comply with those federal statutes or rules, subject to the approval of the employee benefits  
25          programs committee. Any plan modifications made by the board pursuant to this section are  
26          effective until the effective date of any measure enacted by the legislative assembly providing  
27          the necessary amendments to this chapter to ensure compliance with the federal statutes or  
28          rules.

29          **SECTION 33. REPEAL.** ~~Section~~Sections 54-52-06.5 and 54-52.6-03 of the North Dakota  
30          Century Code ~~is~~are repealed.

1       **SECTION 34. LEGISLATIVE MANAGEMENT STUDY - PUBLIC EMPLOYEES**

2       **RETIREMENT SYSTEM RETIREMENT PLAN.** During the 2023-24 interim, the legislative  
3 management shall study the public employees retirement system main system plan, including  
4 funding options and contributions by political subdivisions. The legislative management shall  
5 report its findings and recommendations, together with any legislation required to implement the  
6 recommendations, to the sixty-ninth legislative assembly.

7       **SECTION 35. TRANSFER - STRATEGIC INVESTMENT AND IMPROVEMENTS FUND TO**

8       **PUBLIC EMPLOYEES RETIREMENT SYSTEM FUND.** The office of management and budget  
9 shall transfer \$240,000,000 from the strategic investment and improvements fund to the public  
10 employees retirement system fund, for the purpose of reducing the unfunded liability of the  
11 public employees retirement system main system plan, during the biennium beginning July 1,  
12 2023, and ending June 30, 2025.

13       **SECTION 36. APPLICATION.** Subdivision a of subsection 1 of section 54-52-06, as  
14 amended under section 12 of this Act, applies to employer contributions beginning January  
15 2026, using a contribution rate based on the July 1, 2024, actuarial analysis.

16       **SECTION 37. EFFECTIVE DATE.** Sections 1, 3, 11, ~~32~~34 and ~~33~~35 of this Act become  
17 effective July 1, 2023; section 2, sections 4 through 10, sections 13 through ~~23~~24, and sections  
18 ~~25~~26 through ~~31~~33 of this Act become effective January 1, 2025; and sections 12, ~~24~~25, and  
19 ~~34~~36 of this Act become effective January 1, 2026.