

NORTH DAKOTA LEGISLATIVE COUNCIL

Tentative Agenda

**EMPLOYEE BENEFITS PROGRAMS COMMITTEE**

Tuesday, October 24, 2006  
Harvest Room, State Capitol  
Bismarck, North Dakota

9:00 a.m. Call to order  
Roll call  
Consideration of the minutes of the previous meeting

**RETIREMENT PROGRAMS**

**Teachers' Fund for Retirement (TFFR)**

9:05 a.m. Presentation by Mr. Chris Conradi, Enrolled Actuary and Senior Consultant, Gabriel, Roeder, Smith & Company, Dallas, Texas, of the July 1, 2006, actuarial valuation of TFFR

9:45 a.m. Presentation by Mr. Conradi and Ms. Fay L. Kopp, Deputy Executive Director, Retirement and Investment Office, of technical comments and actuarial information relating to the bills submitted to the committee which affect TFFR as follows:

- Bill No. 68 makes changes to TFFR relating to definitions, federal law changes, employer contributions, service credit purchases, eligibility for and determination of benefits, vesting, early retirement, returning to teaching, and accepting a refund (TFFR)
- Bill No. 67 changes the conditions under which a retired member under TFFR may return to teaching (Representative Klein)

10:15 a.m. Presentation by Mr. Conradi, Ms. Kopp, and Mr. Sparb Collins, Executive Director, Public Employees Retirement System (PERS), of technical comments and actuarial information relating to the following bill submitted to the committee which affect TFFR and PERS:

- Bill No. 73 allows employees of the State Board for Career and Technical Education currently participating in TFFR to participate in PERS (State Board for Career and Technical Education)

10:30 a.m. Comments by other interested persons regarding TFFR and bills affecting TFFR

10:45 a.m. Committee discussion regarding the TFFR retirement program and bills affecting TFFR

**Public Employees Retirement System**

11:00 a.m. Presentation by Mr. Collins and Mr. Michael Moehle, Vice President and Consulting Actuary, The Segal Company, San Francisco, California, of the July 1, 2006, actuarial valuation of the Public Employees Retirement System main system, judges' retirement system, National Guard retirement system, law enforcement retirement system, Highway Patrolmen's retirement system, Job Service North Dakota retirement system, and the retiree health benefits fund

12:00 noon Luncheon recess

1:00 p.m. Presentation by Mr. Moehle and Mr. Collins of technical comments and actuarial information relating to the bills submitted to the committee which affect PERS, including:

- Bill No. 75 changes provisions relating to supplemental retiree benefits payments under PERS (PERS)
- Bill No. 76 changes provisions of PERS relating to confidentiality, final average salary calculations, payment of delayed retirement benefits, conversion of sick leave, temporary employee purchase of service credit, compliance with the Internal Revenue Code, employer service credit purchases, and automatic refund of account balances (PERS)
- Bill No. 80 changes provisions of PERS relating to employer contributions and increases for certain retiree's retirement payments (PERS)
- Bill No. 77 provides for automatic enrollment for employees in the deferred compensation program under PERS (PERS)
- Bill No. 79 changes the required contribution of monthly credit relating to the retiree health benefits fund (PERS)
- Bill No. 71 authorizes employees of the North Dakota Association of Counties to participate in PERS, the uniform group insurance program, and the deferred compensation program (Senator Krebsbach)

#### **Uniform Group Insurance Program**

- Bill No. 78 creates a new trust of prescription drug coverage under the uniform group insurance program and changes provisions relating to the employer payment of unused sick and annual leave, minimum life insurance benefits coverage, retiree health benefits fund, employer payments of a temporary employee's health insurance premium, temporary employee eligibility, and bids for prescription drug coverage (PERS)
- Bill No. 62 allows public health districts to participate in the uniform group insurance program under the same conditions as a state agency (Representative Price)
- Bill No. 30 expands the uniform group insurance program to allow participation by members of the North Dakota National Guard (Senator Mathern)
- Bill No. 31 expands the uniform group insurance program to allow participation by permanent employees of nonprofit organizations (Senator Mathern)
- Bill No. 32 expands the uniform group insurance program to allow participation by employees of small private sector employers (Senator Mathern)
- Bill No. 100 expands the uniform group insurance program to allow participation by other North Dakota residents without health insurance coverage (Senator Mathern)

#### **State Investment Board (SIB)**

2:15 p.m. Presentation by representatives of SIB regarding any technical comments or actuarial information regarding the following:

- Bill No. 82 changes provisions relating to the investment powers of SIB (SIB)

2:30 p.m. Comments by other interested persons regarding retirement and health insurance programs and bills being considered by the committee

2:45 p.m. Committee discussion regarding retirement and health insurance programs and the bills being considered by the committee

### **STATE EMPLOYEE COMPENSATION STUDY**

- 3:00 p.m. Presentation by representatives of PERS regarding projected health insurance premium rates under the uniform group insurance program for the 2007-09 biennium
- 3:15 p.m. Comments by Ms. Pam Sharp, Director, Office of Management and Budget, regarding recommendations of the State Employee Compensation Commission
- 3:25 p.m. Presentation by the Legislative Council staff of a memorandum summarizing agency compensation system recommendations and statistics
- 3:30 p.m. Presentation by representatives of Human Resource Management Services regarding:
- Administrative guidelines relating to employee compensation
  - State employee salary and fringe benefits comparisons to competitive markets
  - Projected cost of increasing salary range midpoints to 90 percent of market, 95 percent of market, and 100 percent of market
  - Implementation, progress, and bonuses provided under agency recruitment and retention bonus programs, pursuant to North Dakota Century Code Section 54-06-31
- 4:15 p.m. Comments by other interested persons regarding the state employee compensation systems study
- 4:30 p.m. Committee discussion regarding the state employee compensation system study and consideration of any committee recommendations
- 4:45 p.m. Committee discussion and staff directives
- 5:00 p.m. Adjourn

#### **Committee Members**

Representatives Matthew M. Klein (Chairman), Al Carlson, Joe Kroeber, Ken Svedjan, Francis J. Wald  
 Senators Ray Holmberg, Ralph L. Kilzer, Karen K. Krebsbach, Carolyn Nelson