

RETIREMENT 313

Effective Date: 02/01/2016

All new non-elected employees employed twenty hours or more per week, for more than five months per year, are required to participate in the North Dakota Public Employees Retirement System (NDPERS). Elected officials may apply for membership.

Cass County pays a portion of the employee's gross monthly salary on the employee's behalf. Employees are required to contribute a percentage on a pre-tax basis. NDPERS provides for invested retirement benefits after three years of service.

The NDPERS Portability Enhancement Provision (PEP) allows employees to vest in the employer contribution by participating in an approved pre-tax Deferred Compensation Program. This means that if an employee leaves employment does not wish to draw a pension, they have the opportunity to take both the employee contribution and employer contribution out of the NDPERS system.

If an employee terminates employment with the County prior to being vested (three years), he/she may be required to receive a refund. If an employee terminates employment with the County after becoming vested, he/she should work with Human Resources and NDPERS.

A temporary or part-time employee employed less than 20 hours per week may elect to participate in NDPERS. The employee shall pay monthly to the fund an amount equal to the applicable percentage as defined times the present monthly salary. The employee may continue to participate as a temporary or part-time employee in the public employee's retirement system until termination of employment or classification of the employee as a standard employee.

Refer to the appropriate North Dakota Public Employees Retirement System handbook for more details.

Employees who began employment prior to the mandatory date (May 1971) for NDPERS enrollment are not required to participate in NDPERS. At that time, employees had the option to enroll under the NACo Deferred Compensation Program. Under NACo, Cass County contributes a portion of employee's gross monthly salary as a benefit.

Elected officials may choose either NDPERS or NACo.