

NDPERS 457 Plan

Presented by: HR Director



What changed?

- 1/1/2025 NDPERS Main Defined Benefit Plan closed, new hires are now enrolled in the NDPERS DC2025 Plan
- New employees are required to contribute 4% to the Plan
- Employer is required to contribute 5.26% to the Plan for each employee
- Employee may elect to increase their retirement saving through one of the following methods:
 - Contribute up to an additional 3% into the DC Plan within the first 30 days of employment. The City will be required to match the additional contribution up to 3%.
 - The employee is not allowed to ever make changes to that contribution after 30 days of employment.
 - If the City chooses to offer the NDPERS 457 Plan, the employee can choose at any time to contribute up to an additional 3% (not limited to the first 30 days of employment) and the City must match the additional contribution up to 3%.

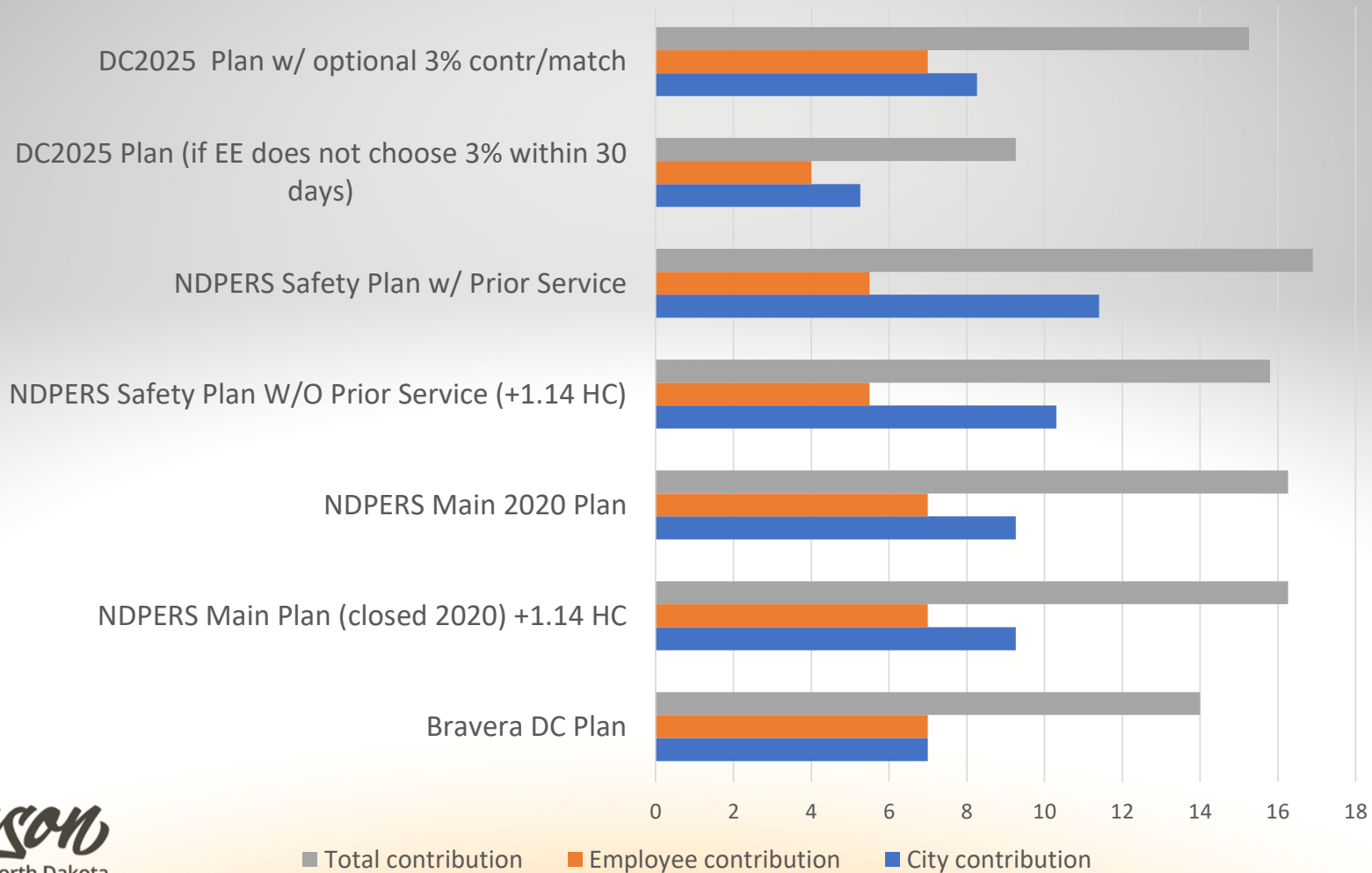
If we do not offer the NDPERS 457 Plan with up to 3% match after 30 days will that hinder our recruitment and retention efforts?



- If the City of Dickinson opts to participate in the NDPERS 457 plan, then all employees would have the option to contribute to this plan but only those participating in the DC2025 Plan (hired after 1/1/2025) could have the potential of up to 3% match from the City.
- Our current 457 Plan with Bravera will not allow a match to just those participating in the DC2025 Plan, it's all or none with a match.
- We can have both the NDPERS 457 plan and the current 457 plan through Bravera at the same time.



City of Dickinson Retirement Plans



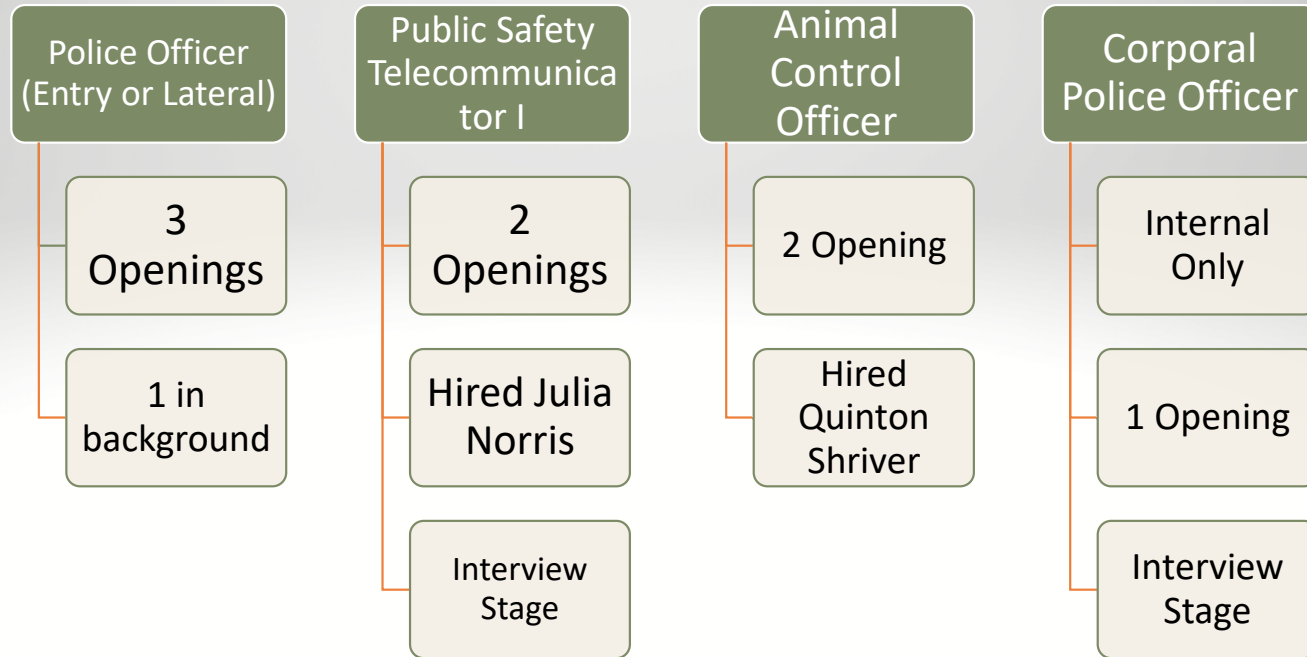
Human Resources

Hiring Journal

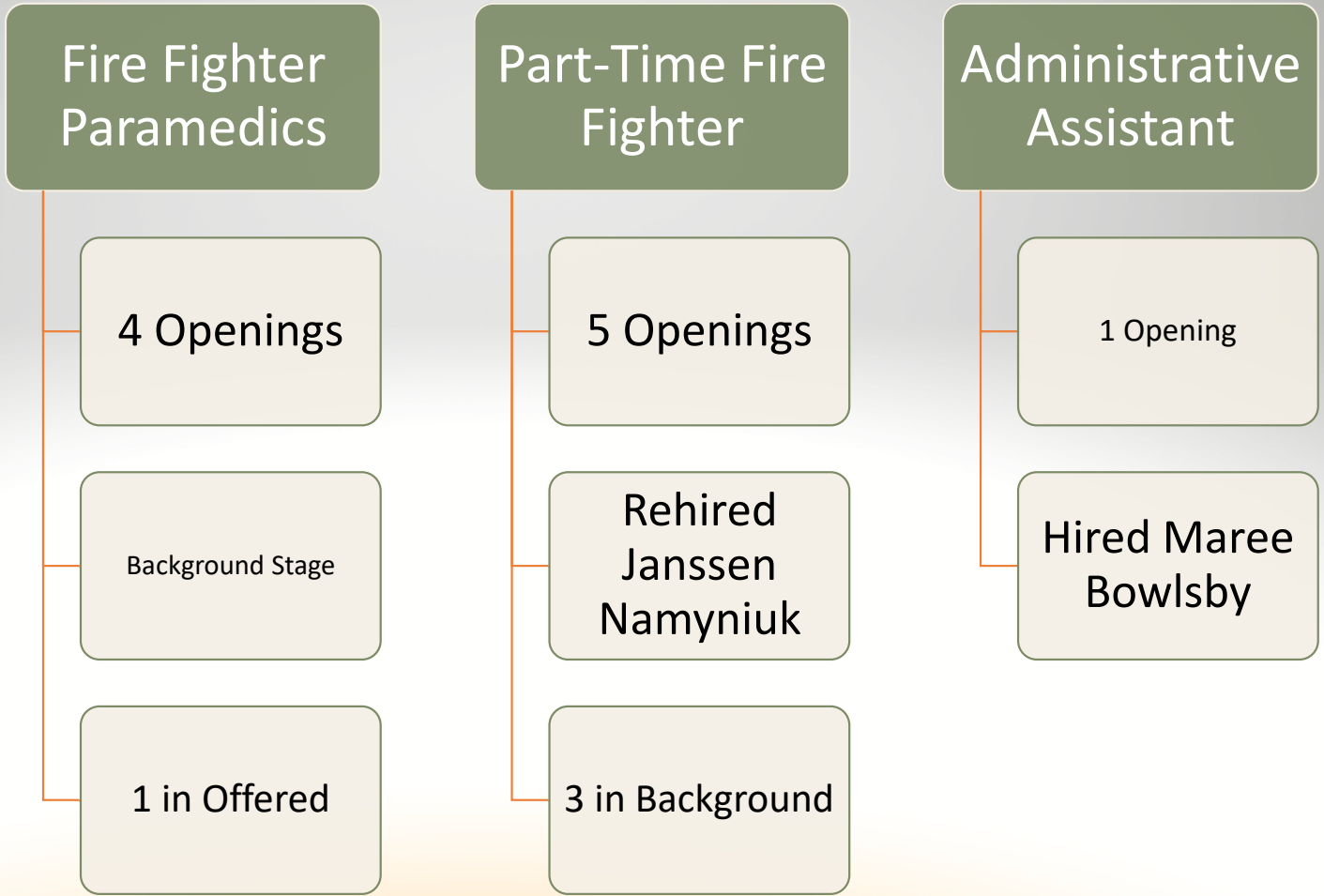
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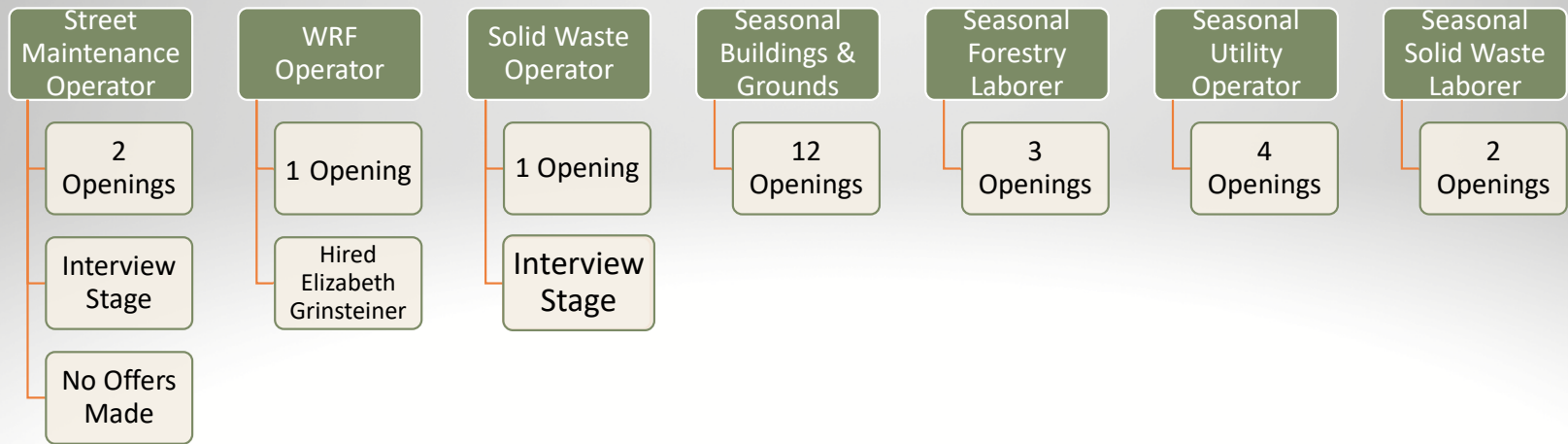
Police Department



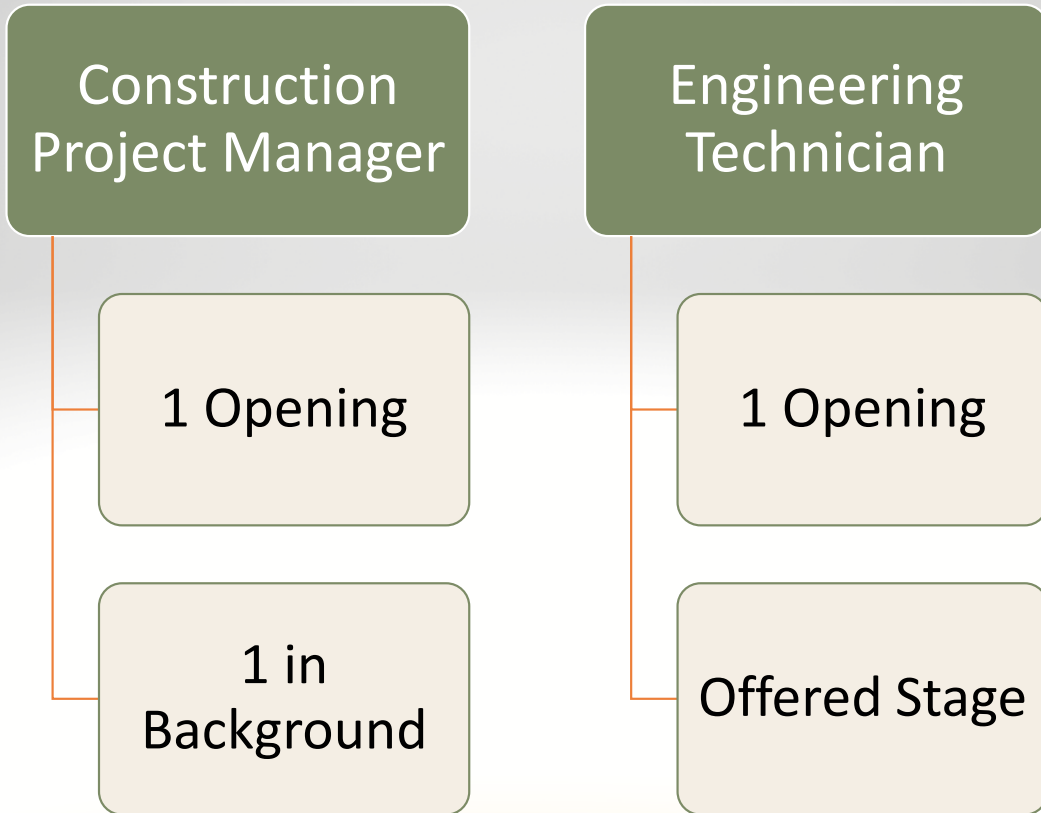
Fire Department



Public Works



Community
Development/
Engineering &
Building and
Codes



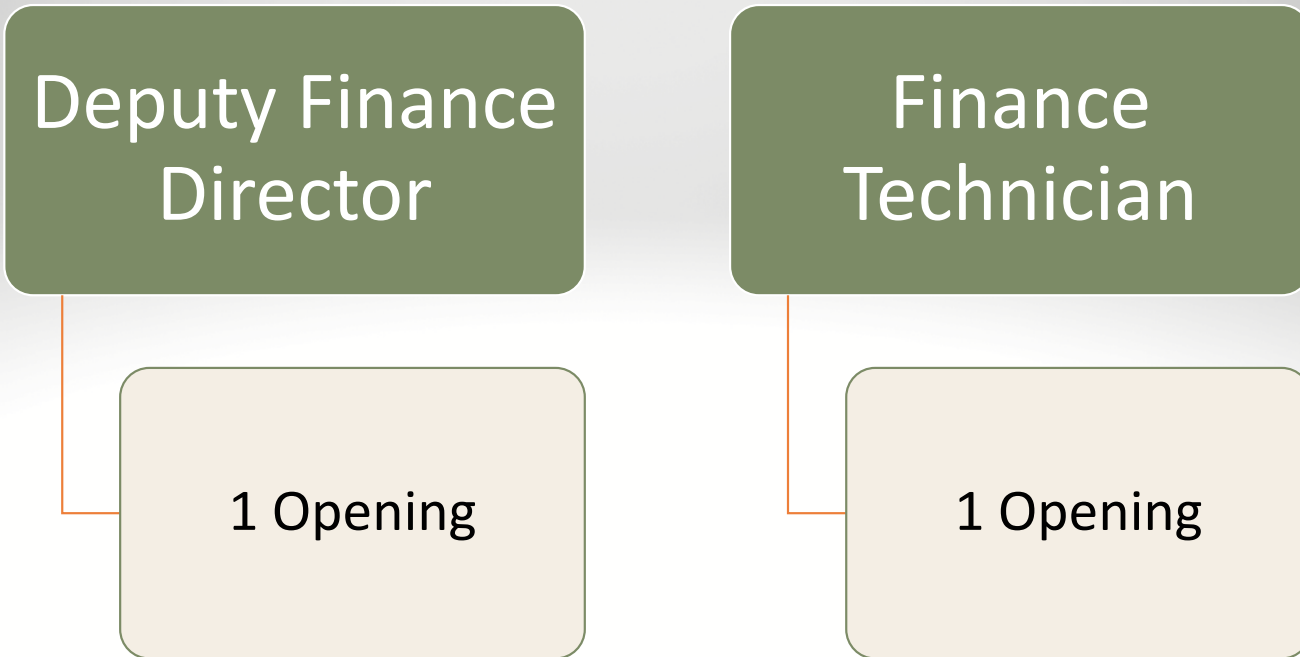
Museum

Seasonal
Paleontology
Assistant

1 Opening

1 in
Background

Finance



Legacy
Square

Marketing &
Events Director

1 Opening

Seasonal
Programming
Assistant

1 Opening

Questions?

