

General Policy - Payroll Deductions

Policy:

Bismarck State College shall allow and provide for such payroll deductions as are authorized by the State Board of Higher Education and the President of the College.

Deductions Allowed by the State Board of Higher Education policy:

1. Applicable federal, state, and local taxes.
2. Assignments, levies, and garnishment mandated by legal judgment.
3. Participation in NDPERS, NDTFFR, or TIAA-CREF group retirement programs.
4. Participation in NDPERS group health & life insurance programs and Employee Assistance Program (EAP).
5. Standard Disability for TIAA-CREF participants.
6. Participation in a specific employee insurance and tax deferred annuity plan when a plan provider has been requested by a minimum of 50 University System employees and approved by the Chancellor or Chancellor's designee. Campus officials may on an individual basis consider an alternate provider of tax deferred annuities, when requested by a new employee who is currently participating in another plan through a previous employer.
7. Other miscellaneous deductions as approved by the institutions, the Chancellor, or Chancellor's designee.

Miscellaneous deductions allowed and authorized by Bismarck State College:

Annuity Plans:

American Express Financial, Equitable, Thrivent Financial, Northern Life, NW Mutual, TIAA/CREF SRA's, Valic.

Deferred Comp Plans through PERS:

Valic, Waddrell & Reed, Inc., Aetna Life, American Express, Bank of ND, Equitable, Great West Life, Hartford Life, Jackson National Life, John G. Kinnard & Co./Kemper, Lincoln National Life, New York Life, Safeco Life, Sunset Life, Uslico.

2. Cancer, Intensive Care Plans

- a. AFLAC
- b. Capitol American
- 3. Contributions
 - a. BSC Foundation
 - b. United Way
- 4. Dental Insurance
 - a. ProviDent
 - b. Reliastar
- 5. Vision Insurance
 - a. Ameritas
- 6. Dues
 - a. NDEA
 - b. NDPEA
 - c. SHEP
- 7. U.S. Savings Bonds
- 8. CNA - Long Term Care
- 9. Women's Health Center
- 10. YMCA

Reference:

SBHE policy 702.1

History of This Policy:

First policy draft February 22, 1983.

Revisions - December 23, 1985; June 1, 1990; November 21, 1991; August 19, 1993; July 21, 1994; June 21, 1995; August 12, 1997; June 18, 1998; August 3, 2005.