



## Minnesota Judicial Branch Policy

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<b>Policy Number:</b>	315
<b>Category:</b>	Human Resources
<b>Title:</b>	Election of County Benefits
<b>Effective Date:</b>	October 21, 2005
<b>Revision Date(s):</b>	
<b>Supercedes:</b>	

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### Election of County Benefits

#### I. POLICY STATEMENT

It is the policy of the Minnesota Judicial Branch that district court administration employees who transitioned from county to state funding have the statutory right to elect specific benefits noted in Minn. Stat. §480.181. In addition, the Judicial Branch volitionally recognizes that said court administrative employees could continue to be eligible to participate in the deferred compensation program; post-retirement health care savings plan; health, dental, and dependent care pre-tax expense accounts; short-term or long-term disability insurance plans; or long term care insurance plans offered by the county. In order to continue these “volitionally recognized benefits” as a state employee, the benefit must be established by the county at the time of transition and the employee must be a participant in the benefit program at the time the employee transitioned to state funding.

The Judicial Branch will continue to recognize these other volitionally recognized benefits so long as the applicable county applies the same terms and conditions of the benefit to state employees as are applied to all other eligible county employees. Furthermore, in the event that a county increases the employer’s monetary contribution towards these benefits, such an increase by the county will not apply to the state employee and will not increase the financial obligation of the Judicial Branch.<sup>1</sup> In the event that the county decreases the employer contribution subsequent to the transition, the financial obligation of the Judicial Branch will decrease by a like amount.

Any current employer contributions for volitionally recognized benefits that were elected by employees prior to the implementation of this policy shall be frozen at their current rate. The Judicial Branch does not assume financial liability in the event the county increases its contribution for any volitionally recognized benefits after the date of this policy.

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<sup>1</sup> Increased employer contributions for the statutorily mandated benefits, however, will continue to be borne by the Judicial Branch.

## **II. IMPLEMENTATION AUTHORITY**

Implementation of this policy shall be the responsibility of the State Court Administrator, acting as the Judicial Council's agent.

## **III. EXECUTIVE LIMITATIONS**

Not applicable.