

## ***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 garnishments mandated by legal judgment.
3. Participation in NDPERS or TIAA group retirement programs.
4. Participation in NDPERS group health & life insurance programs and Employee Assistance Program (EAP).
5. Standard Disability for TIAA participants.
6. Flexible benefit plan.
7. 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.
8. 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:

Ameriprise Financial, Equitable, TIAA SRA's, Aig Valic.

#### Deferred Comp Plans through PERS:

Aig Valic, American Trust Center, Axa Equitable Life Ins. Co, Bank of North Dakota, Hartford Life/Mass Mutual, Jackson National Life, Nationwide Life, NDPERS Companion Plan - TIAA, Waddell & Reed.

2. Cancer, Intensive Care Plans
  - a. AFLAC
3. Contributions
  - a. BSC Foundation
  - b. United Way
  - c. BSC Denim Days
4. Dental Insurance
  - a. TDA Dental
  - b. Delta Dental
5. Vision Insurance
  - a. Superior
6. Dues
  - a. BSC National Alumni Association
  - b. North Dakota United
7. Mystic Athletic Club

**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; December 6, 2010; October 25, 2016.