

Board of Regents Rules

04.1000 Retirement and Deferred Compensation Plans

04.1001 Optional Retirement Program

1. Optional Retirement Program. As authorized by Chapter 830 of the Texas Government Code and Section 403(b) of the Internal Revenue Code, the Optional Retirement Program is available for employees eligible to participate under chapter 830 and rules adopted by the Texas Higher Education Coordinating Board.
2. Plan Document. The System shall have a written plan document approved by the Board for the Optional Retirement Program in accordance with Section 403(b) of the Internal Revenue Code and consistent with Chapter 830 of the Texas Government Code.
3. Supplemental Employer Contribution Rate. The Board delegates to the Chancellor the authority to approve a supplemental employer contribution rate for the Optional Retirement Program in accordance with rules issued by the Texas Higher Education Coordinating Board, provided any approved supplemental employer contribution rate shall be uniform for all UNT System Administration and Institution Optional Retirement Program participants.

04.1002 Tax-Sheltered Annuities – Voluntary Section 403(b) Plan.

1. Establishment of Tax-Sheltered Annuity Program. As authorized by Texas Revised Civil Statutes Annotated Article 6228a-5, Sections 1 and 2, the Board has established a voluntary Tax-Sheltered Annuity Program pursuant to Section 403(b) of the Internal Revenue Code, for the benefit of all System employees; provided, however, an employee who is a student performing services described in Internal Revenue Code section 3121(b)(10) shall not be eligible to participate in the Plan.
2. Designated 403(b) Pre-Tax and Roth Accounts – Pursuant to Section 403(b) of the Internal Revenue Code, the Tax-Sheltered Annuity Program may provide all eligible participants with the option of making contributions to either, or both, a designated Pre-Tax or Roth 403(b) account.

3. Tax-Sheltered Annuity Program Plan Document. The System shall have a written plan document approved by the Board for the Tax-Sheltered Annuity Program in accordance with Section 403(b) of the Internal Revenue Code.

04.1003 457(b) Deferred Compensation Plan.

1. TexaSaver Deferred Compensation Plan. As authorized by Chapter 609 of the Texas Government Code and Section 457(b) of the Internal Revenue Code, any eligible System employee as defined by the Employee Retirement System of Texas (ERS) may participate in the TexaSaver Deferred Compensation Plan administered by ERS.

04.1004 Delegations of Authority.

1. Delegation of Authority to the Chancellor. The Board delegates to the Chancellor the authority, upon the recommendation of the Deputy Chancellor, to select companies qualified to provide Retirement and Deferred Compensation investment products, and to sign agreements with selected companies for account management, remittance, and compliance services.

2. Delegation of Authority to the Deputy Chancellor. The Board delegates to the Deputy Chancellor the authority to perform the following duties and responsibilities:

(a) To act as the named fiduciary for the 403(b) Optional Retirement Program, and 403(b) Tax-Sheltered Annuity Program (collectively “Retirement Plans”);

(b) To appoint members of a Retirement Plan Investment Committee to include, at a minimum, the Chief Financial Officers of each Institution and the System Treasurer;

(c) Upon advice from the Retirement Plan Investment Committee, to adopt and amend a Retirement Plan Investment Regulation establishing guidelines for designation of asset classes and selection of Retirement Plan investment options;

(d) Upon advice from the Retirement Plan Investment Committee, to select Retirement Plan investment options available for participants, providing a core set of investment options with different risk and return characteristics and keeping fees reasonable;

(e) With advice from the Retirement Plan Investment Committee, to monitor the performance of investment options, investment managers, investment advisors, trustees, and other investment

fiduciaries according to the objectives described in the Retirement Plan Investment Regulation;

- (f) With advice from the Retirement Plan Investment Committee, to appoint, remove, or replace any investment manager, investment advisor, trustees, or any other fiduciary of the Retirement Plans in accordance with the plan documents;
- (g) To recommend to the Chancellor selected companies qualified to provide Retirement Plan investment products and account management, remittance, and compliance services;
- (h) To make such other decisions as are necessary and appropriate to manage prudently the Retirement Plan selection of investment options and investment-related services;
- (i) To perform, or cause to be performed, such record keeping functions as necessary or advisable to administer and maintain the Retirement Plans;
- (j) To maintain, through the UNT System Administration human resources department , a listing of companies authorized to offer annuities or other investments under the Retirement Plans; and
- (k) To take all other actions and make all decisions and interpretations necessary or appropriate to administer and operate the Retirement Plans consistent with the plan documents and applicable law.

04.1005 Indemnity.

To the extent permitted by law, the System shall indemnify the Deputy Chancellor and each member of the Retirement Plan Investment Committee, and any other employee of the System with duties under each Retirement Plan, against expenses (including claims paid) reasonably incurred in connection with any claims made by reason of conduct in the performance of duties under the Retirement Plan, except in relation to acts or omissions made fraudulently or in bad faith. This right of indemnification shall be in addition to any other right that exists as a matter of law or otherwise.

04.1006 457(f) Deferred Compensation Plan.

1. Establishment of 457(f) Deferred Compensation Plan. As authorized by Texas Revised Civil Statutes Annotated Article 6228a-5, Section 3(a), the Board has established a non-qualified deferred compensation plan pursuant to Section 457(f) of the Internal Revenue Code.
2. Purpose of the Plan. Section 457(f) deferred compensation plans

provide financial incentives in recruiting highly qualified candidates for employment and encouraging existing qualified employees to continue to devote their best efforts to the service of the System, System Administration, and Institutions. Such plans may be made available for the benefit of a select group of employees as determined solely by the Board. Each participant in the plan shall enter into a separate deferred compensation agreement with the Board.

3. 457(f) Plan Documents. The System shall have a master plan document approved by the Board for the 457(f) deferred compensation plan.
4. Delegation of Authority. The Board delegates to the Vice Chancellor for Finance the authority to take all actions and to make all decisions and interpretations that may be necessary or appropriate to administer and operate the 457(f) deferred compensation plan consistent with the plan documents. The Vice Chancellor for Finance will perform, or cause to be performed, such record keeping functions as necessary to administer and maintain such Plan in accordance with Sections 457(f) and 409A of the Internal Revenue Code, consistent with Texas Revised Civil Statutes Annotated Article 6228a-5, Section 3(a).
5. Not Eligible for Retirement Benefits. 457(f) deferred compensation is not part of an employee's base salary and shall be reported as a separate element of the employee's cash compensation. Deferred compensation is not eligible for Teacher Retirement System or Optional Retirement Program retirement benefits or other retirement benefits.

04.1007 Adoption of Additional Plans.

The adoption of any type of retirement benefit or deferred compensation plan not listed in this Rule or mandated by State law requires the approval of the Board.

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