Policy IV.4000.R, Voluntary Retirement Plans

Purpose

The purpose of this policy is to outline the College's voluntary retirement plan offerings. These plans enable eligible participants to make elective contributions in accordance with applicable federal and state laws and are intended to supplement the College's mandatory retirement benefits.

Policy

The College offers voluntary retirement plan options for full-time and eligible part-time employees. Participation eligibility is determined in accordance with applicable plan documents, governing laws, and College procedures. All voluntary retirement plans are established and administered in compliance with Texas Government Code, Chapter 609, and the Internal Revenue Code § 403(b).

The Authority, Applicability, Sanctions, Exclusions, and Interpretation do not differ from Policy II.2000.A, Policy and Procedures Development, Review, Revision, and Rescission.

Associated Procedures

Procedure IV.4000.R.a, Voluntary Retirement Plans

Date of Board Approval	September 14, 2026
Effective Date	September 15, 2026
Primary Owner	Vice Chancellor, Human Resources, Organizational and Talent Effectiveness
Secondary Owner	Vice President, Human Resources