



17,339
TCDRS AND IRC 415

FILED FOR RECORD
at 1:00 o'clock P M
MAR 22 2022
BECKY LANDRUM
County Clerk, Hunt County, Tex.
By [Signature]

Q: What is IRC 415?

A: IRC 415 refers to Section 415 of the Internal Revenue Code. This section sets a limit on the total amount of annual benefit payments an individual employee can receive from TCDRS.

Q: How does IRC 415 affect my employees?

A: If any of your employees stand to receive an annual benefit amount higher than is allowable by IRC 415 in retirement, TCDRS will only be able to issue their benefit payments until they reach that limit.

Q: What is the current payout cap under IRC 415?

A: For 2020, the annual benefit limit is \$230,000 for employees age 62 or older. The limit is lower for younger retirees.

Q: Will TCDRS let me know if any of my employees may be affected by IRC 415?

A: Yes. Each year, TCDRS identifies employees who may be affected by IRC 415 at retirement. We will send you an email letting you know if any of your employees are affected.

Q: What can I do if one of my employees is affected by IRC 415?

A: Some employers choose to adopt a qualified benefit replacement arrangement with TCDRS. When an affected employee retires, this arrangement would allow your organization to pay the retiree directly for the payments reduced under Section 415.

Q: How does a qualified benefit replacement arrangement work?

A: Under a qualified benefit replacement arrangement, an affected retiree would receive their full benefit payments as usual until the month they reach the annual 415 cap. From that month forward until the end of the year, TCDRS would credit your organization's monthly contributions by the amount that would have been paid to the retiree, and your organization would pay them directly.

Q: How can I set up a qualified benefit replacement arrangement?

A: Please contact your TCDRS Employer Services Representative at 800-651-3848 if you would like to set up a qualified benefit replacement arrangement, or if you have any questions.

**ABBREVIATED TABLE OF SECTION
415(b) LIMITS FOR 2022** | Limit increases
each month a member ages up until age 62

Age	Limit
50	\$112,681
51	119,741
52	127,326
53	135,484
54	144,267
55	153,734
56	163,937
57	174,934
58	186,815
59	199,663
60	213,575
61	228,651
62 and over	245,000



Agreement for the Adoption of the Texas County & District Retirement System Qualified Replacement Benefit Arrangement by Employer Name

1. ADOPTION OF ARRANGEMENT

Hunt County ("Employer") hereby agrees to adopt the Texas County & District Retirement System ("TCDRS") Qualified Replacement Benefit Arrangement ("Arrangement") attached hereto as Exhibit A with respect to Participants under the Arrangement and with respect to certain retirement benefits accrued under TCDRS in accordance with the provisions of Government Code, Title 8, Subtitle F (all capitalized terms in this Agreement have the meaning set forth in the Arrangement). The signatory represents that they have the authority to sign this Agreement and to bind the Employer to the terms hereof. The signatory further represents that they and the Employer have taken all actions necessary to effectuate the terms of this Agreement, including but not limited to obtaining any approval required by the Employer's board or other governing body. The signatory acknowledges that the Employer's adoption of the Arrangement allows for the payment of certain benefits in accordance with Internal Revenue Code Section 415(m); such benefits which would not be eligible to be paid to a Member or other Benefit Recipient by TCDRS without the Employer's adoption of the Arrangement.

2. AGREEMENT TO BE BOUND BY TERMS OF ARRANGEMENT

Employer agrees to be bound by the terms of the Arrangement, as the same may be amended from time to time. Employer further agrees to be bound by all actions, decisions, and interpretations of TCDRS or the board of trustees of TCDRS, in connection with the administration of the Arrangement. Employer specifically acknowledges that it will be responsible for the payment of benefits under the Arrangement, as calculated by TCDRS, and also to be responsible for all applicable tax withholdings and tax reporting, both state and federal.

3. CERTIFICATION

I certify that Hunt County ("Employer") adopted the Arrangement effective for the 2022 plan year and future plan years unless terminated. The Arrangement was adopted by official action taken during a properly posted and noticed meeting on 3-22-22 (date), and such action is properly recorded in the official meeting minutes.

County Judge or Presiding Officer:

Bobby W. Stovall, County Judge

Print Name and Title



Signature

3-22-2022

Date



Texas County & District Retirement System Qualified Replacement Benefit Arrangement Exhibit A

Revised
04/2021
Page 1 of 5

PURPOSE OF THIS EXHIBIT

The purpose of this exhibit is to set out the terms of the Texas County & District Retirement System Qualified Replacement Benefit Arrangement. In accordance with Section 415(m) of the Internal Revenue Code and as authorized under Section 845.504 of the Texas Government Code, the Texas County & District Retirement System by rule established a qualified governmental excess benefit program entitled the Texas County & District Retirement System Qualified Replacement Benefit Arrangement. The administrative rules governing the Texas County & District Retirement System Qualified Replacement Benefit Arrangement are found in Title 34, Part 5, Chapter 113 of the Texas Administrative Code (Chapter 113 Rules). Consistent with the Chapter 113 Rules, the terms of the Arrangement are as follows:

SECTION 1. DEFINITIONS

The following words and terms, when used in the Arrangement, shall have the following meanings, unless the context clearly indicates otherwise.

- (1) "Act" means the provisions of Texas Government Code, Title 8, Subtitle F, as amended from time to time, establishing the Texas County & District Retirement System.
- (2) "Arrangement" means the Texas County & District Retirement System Qualified Replacement Benefit Arrangement, as set forth herein and as amended from time to time.
- (3) "TCDRS" or "System" means the Texas County & District Retirement System, as established under the provisions of the Act.
- (4) "Benefit Recipient" means any individual who receives a retirement benefit from TCDRS as a Retiree or as a surviving beneficiary of a deceased Member or Retiree. The term may include an alternate payee of a deceased Member or Retiree.
- (5) "Benefit" means a retirement benefit accrued under the provisions of the Act.
- (6) "Board" means the Board of Trustees of TCDRS.
- (7) "Code" means the Internal Revenue Code of 1986, as amended (and corresponding provisions of any subsequent federal tax laws) and the regulations there under.
- (8) "Eligible Member" means a Retiree or a deceased Member or Retiree with respect to an Employer, from and after the date the Employer adopts the Arrangement.
- (9) "Employer" means an Employer whose employees are Members of TCDRS with respect to retirement benefits paid by TCDRS under the provisions of the Act; provided that the Employer signs an adoption agreement in the form specified by the Board to adopt the Arrangement.
- (10) "Restricted Benefit" means the maximum Benefit permitted to be paid to a Benefit Recipient under the Retirement Plan of the Employer, as limited by Code Section 415, in accordance with Section 844.008 of the Act.
- (11) "Member" means any individual who accrues or has accrued a Benefit under the Act.
- (12) "Participant" means any Benefit Recipient with respect to an Employer who is eligible to participate in the Arrangement in accordance with Section 2 below.
- (13) "Plan Year" means the calendar year.
- (14) "Retirement Plan" means the defined benefit plan established under TCDRS for employees of the Employer, and their beneficiaries, in accordance with the Act, and qualified under Code Section 401(a).
- (15) "Retiree" means a Member who receives a Benefit under the Act with respect to an Employer.
- (16) "Unrestricted Benefit" means the benefit that would be payable to a Benefit Recipient under the Retirement Plan of the Employer if the limits of Code Section 415 were not applicable in accordance with Section 844.008 of the Act.



Texas County & District Retirement System Qualified Replacement Benefit Arrangement Exhibit A

SECTION 2. ELIGIBILITY AND PAYMENTS

(a) Eligibility to Receive Payments.

If, at the time an Eligible Member becomes a Retiree or dies or at any time thereafter, the Unrestricted Benefit of the Benefit Recipient under the Retirement Plan of the Employer exceeds the Restricted Benefit payable to the Benefit Recipient at that time, the Benefit Recipient shall become a Participant and shall be entitled to receive payments under this Arrangement, in accordance with the terms hereof, and may not waive or defer the receipt of such payments. A Benefit Recipient shall in no event become a Participant until the effective date of the applicable Employer's adoption of the Arrangement.

(b) Amount of Payments.

A Participant shall receive payments under this Arrangement equal to the difference between the Participant's Unrestricted Benefit and his or her Restricted Benefit, provided that the amount of payments so determined shall be subject to change and to such adjustments as TCDRS deems appropriate, from time to time. In no event shall a Participant be entitled to receive a payment under this Arrangement if such payment, when combined with other payments under this Arrangement and under the Retirement Plan of the Employer, would result in the Participant receiving total payments in excess of the Participant's Unrestricted Benefit.

(c) Form and Timing of Payments.

Payments under this Arrangement shall be paid by the applicable Employer to each Participant at the time and in the form and manner as the System may direct. Any election made by an Eligible Member with regard to the distribution of Benefits under the System, including the designation of a named beneficiary, as defined in Section 841.001(4) of the Act, shall be equally applicable to and binding on such Eligible Member and on all persons who at any time have or claim to have any interest in connection with payments under this Arrangement.

(d) Effect on TCDRS.

Any Benefit payable under the Retirement Plan of the Employer established under TCDRS shall be paid solely in accordance with the terms and provisions thereof and shall be subject to Section 415 of the Code and other applicable tax limitations; nothing in this Arrangement shall operate or be construed in any way to modify, amend or affect the Benefits payable there under.

(e) Tax Withholding.

All payments under this Arrangement shall be subject to and reduced by applicable federal, state, and local income, payroll and other tax withholding requirements and all other applicable deductions required by this Arrangement or by law

(f) Participation Determined Annually.

Participation in the Arrangement shall be determined annually for each plan year. In any plan year, benefits shall only be paid under the Arrangement to a Participant after the date in the plan year that the benefits paid to such person from TCDRS under the Retirement Plan of the Employer have reached the maximum annual benefit that can be paid by TCDRS under Code Section 415 for that plan year. The date the maximum annual benefit payment from TCDRS is reached is the beginning date of participation by the Participant for that plan year. The beginning date of a Participant's participation in the Arrangement may change from plan year to plan year as the amount payable under this Arrangement is predetermined. An individual's participation in the Arrangement will cease for any plan year or portion of a plan year for which the individual's Benefit is not limited by Code Section 415.

(g) No Election to Defer Compensation.

No election shall be provided at any time to a Participant or any other individual, directly or indirectly, to defer compensation under the Arrangement.



Texas County & District Retirement System Qualified Replacement Benefit Arrangement Exhibit A

SECTION 3. ADMINISTRATION

(a) Administrator.

TCDRS shall be the Administrator of the Arrangement and shall be responsible for the supervision and control of the operation and administration of the Arrangement, except as otherwise provided herein. Subject to the authority of the Board, TCDRS shall have the exclusive right and full discretion to construe and interpret the Arrangement, to establish rules and procedures for its operation and administration, and to decide any and all questions of fact, actuarial valuation, interpretation, definition or administration arising under or in connection with the administration of the Arrangement. The interpretation and construction of any provisions of the Arrangement by the Administrator and its exercise of any discretion granted under the Arrangement shall be binding and conclusive on all persons who at any time have or claim to have any interest whatever under this Arrangement.

(b) Contributions and Payments.

- (1) As soon as administratively feasible and before the receipt of Employer contributions, TCDRS shall calculate the portion of the contributions necessary to make the payments due to Participants of that Employer for the next payment period and for any applicable expenses under this Arrangement. Before depositing its contributions with TCDRS, the Employer shall deduct the calculated amounts and make payment directly to its Participants; and directly to TCDRS for any applicable expenses under the Arrangement. Notwithstanding the foregoing, if TCDRS determines, in its sole discretion, that the allocation of contributions to the Arrangement would jeopardize the actuarial soundness of the Retirement Plan of the Employer, TCDRS shall terminate the Arrangement and shall notify the participating Employer and Participants.
- (2) Amounts deducted for payments and expenses under the Arrangement shall be separately accounted for and shall be used exclusively for payments and expenses under the Arrangement.
- (3) The Employer from whom the Eligible Member retired or died while a Member with respect to such Employer shall be solely responsible for paying any amounts due to the Participant under the terms of the Arrangement. TCDRS shall have no obligation to pay any amounts due under the terms of the Arrangement.
- (4) The Employer shall be responsible for satisfying all tax withholding, payroll tax payments, other applicable tax payments and reporting requirements applicable to the Arrangement, if any, and shall be responsible for administering all payments due under the Arrangement.

(c) Plan Unfunded.

This Arrangement shall at all times be entirely unfunded within the meaning of the federal tax laws. Nothing contained herein shall be construed as providing for assets to be held in trust for the Participants. No Participant or any other person shall have any interest in any assets of TCDRS or any Employer by reason of the right to receive a payment under the Arrangement. Nothing contained herein shall be construed as a guarantee by TCDRS, any Employer, or any other entity or person that the assets of the Employer will be sufficient to pay any benefit hereunder.

(d) Appeal Procedure.

In the event a dispute arises between the Employer and the Administrator relating to the determination of the Administrator or the interpretation, operation or administration of this Arrangement, the Administrator's decision shall be final, conclusive and binding unless the Employer submits an appeal directly to the Board within 20 days from the date of notice of the decision, for consideration and action in accordance with the administrative review procedures set forth in 34 TAC Sections 101.19 – 101.23. The action of the Board, taken on its own motion or as the result of an appeal, is final, conclusive, and binding.



Texas County & District Retirement System Qualified Replacement Benefit Arrangement Exhibit A

Revised
04/2021

Page 4 of 5

SECTION 4. AMENDMENT AND TERMINATION

(a) Amendment and Termination of the Arrangement.

The Board reserves the right, in its sole discretion, to amend or terminate the Arrangement at any time and from time to time. By way of example, and not limitation, the Arrangement may be amended or terminated to eliminate all payments with respect to any Member or other individual who has not become eligible to participate in the Arrangement as of the date of such amendment or termination by reason of retirement or death in accordance with Section 113.3(a) of the Chapter 113 Rules. In addition, an amendment or termination may be retroactive to the extent that the Board deems such action necessary, in its sole discretion, to maintain the tax-qualified status of the System or the status of this Arrangement as a qualified governmental excess benefit arrangement as defined in Code Section 415(m) or to avoid jeopardizing the actuarial soundness of the Retirement Plan of the Employer.

(b) Termination of Employer's Participation.

- (1) An Employer may terminate its participation in the Arrangement at any time with the consent of and on terms established by the Administrator.
- (2) The Administrator may terminate the participation of an Employer if the Employer fails to comply with the rules established by the Board for the administration of the Arrangement as from time to time amended or modified, or fails to perform in accordance with the adoption agreement. The determination of an Employer's failure to comply and subsequent involuntary termination of participation is within the sole discretion and authority of the Administrator. The Administrator's decision is final, conclusive, and binding unless timely appealed directly to the Board in accordance with Section 113.3(d) of the Chapter 113 Rules.

(c) Participants.

If an Employer's participation in the Arrangement is voluntarily or involuntarily terminated, then any person who is a Benefit Recipient with respect to that Employer and who is a Participant in the Arrangement shall immediately cease such participation and shall be entitled to no benefits under this Arrangement and no benefits shall be paid or due to such Participant on or after the date of such termination. On the termination of an Employer in the Arrangement, the Employer shall have sole and complete responsibility and liability for paying any benefits that would otherwise be payable under the Arrangement with respect to its Participants, and the System and all other participating Employers shall have no responsibility or liability for any such benefits.

SECTION 5. GENERAL PROVISIONS

(a) Applicable Law.

- (1) All questions pertaining to the validity, construction and administration of the Arrangement shall be determined in conformity with the laws of the State of Texas, except to the extent federal law preempts state law.
- (2) If any provision of the Arrangement or the application thereof to any circumstance or person is invalid, the remainder of the Arrangement and the application of such provision to other circumstances or persons shall not be affected thereby.

(b) Indemnification

To the extent allowed by law, an Employer electing to participate in the Arrangement must agree to indemnify, defend, and hold harmless the System, the employees of the System, the Board, and all other Employers participating in the Arrangement from and against any and all direct or indirect liabilities, demands, claims, losses, costs and expenses, including reasonable attorney's fees, arising out of or resulting from the Employer's participation in the Arrangement and/or the Employer's voluntary or involuntary termination of participation in the Arrangement. The agreement of the Employer to



Texas County & District Retirement System Qualified Replacement Benefit Arrangement Exhibit A

indemnify, defend and hold harmless survives the termination of the Employer's participation in the Arrangement and the termination of the Arrangement.

(c) **Nonalienation.**

Benefits under this Arrangement shall not be subject to alienation or legal process, except to the extent permitted under Government Code, Chapter 804.

(d) **No Enlargement of Employment Rights.**

The establishment of the Arrangement shall not confer any legal rights upon any employee or other person for a continuation of employment, nor shall it interfere with the rights of the Employer to discharge any employee and to treat the employee without regard to the effect which that treatment might have upon the employee as a Participant in the Arrangement.

(e) **Information Required by Arrangement.**

Benefit Recipients, other individuals and Employers shall furnish to the Administrator such evidence, data and information as the Administrator considers necessary or desirable for the purpose of administering the Arrangement.

(f) **Paying Benefits, Costs and Expenses from TCDRS Assets is prohibited.**

No assets of the System shall be used directly or indirectly to pay benefits under the Arrangement or to pay any costs or expenses of administering the Arrangement. Expenses of administering the Arrangement may include expenses for professional, legal, accounting, and other services, and other necessary or appropriate costs of administration.



Tax Guidance

Revised
04/2021

Page 1 of 1

FEDERAL INCOME TAX WITHHOLDING FOR MEMBERS

Payments made by the Employer from the 415 Qualified Replacement Benefit Arrangement (QRBA) are subject to federal income tax withholding as wages. Because the income tax withholding is governed by Internal Revenue Code Section 3401, the retiree does not have an option of electing out of federal tax withholding (unlike withholding on qualified plan payments under Internal Revenue Code Section 3405). Generally, the member should complete a separate Form W-4 for withholding purposes. When a QRBA payment is being made to a member who also concurrently receives another wage payment from a Participating Employer (for example, when the member is a reemployed retiree of a Participating Employer at the same time the member is being paid by the QRBA), the QRBA payment should be treated as supplemental wages. See Rev. Rul. 82-46, 1982-1 C.B. 158; IRS Notice 2000-38. IRS Publication 15, Circular E, Employer's Tax Guide explains how to withhold on supplemental wages.

FEDERAL REPORTING FOR MEMBERS

Reporting is done on a Form W-2, and the income tax withheld is reported on Form 941. IRS Notice 2000-38. This reporting is not optional.

FEDERAL INCOME TAX WITHHOLDING FOR BENEFICIARIES

No federal income tax withholding is applied to QRBA payments made to a survivor of the employee. IRS Notice 2000-38; see, e.g., Rev. Rul. 59-64.

FEDERAL REPORTING FOR BENEFICIARIES

QRBA benefits paid after the death of the member to a survivor are reported on a Form 1099-MISC, issued to the beneficiary. See Form 1099-MISC Instructions.

WITHHOLDING FOR FICA AND MEDICARE

As stated above, payments from a QRBA are subject to federal income tax withholding as wages. See also PLRs 201132028 and 201132029. Although excess benefits are treated as supplemental wages, despite the instructions in Publication 15, the issue of whether social security taxes also should be deducted from the excess benefit is not settled. Neither the IRS nor Social Security Administration have issued any guidance on the issue of whether social security taxes also should be deducted. Based on advice from TCDRS outside tax counsel, we believe that an Employer reasonably can take the position that the excess benefits are not subject to FICA withholding because benefits from the QRBA are related to income for which FICA withholding already was paid (for those Employers which participate in Social Security) or because the underlying wages on which the benefit is being paid were not subject to Social Security and the retirement benefit is not subject to Social Security taxes (for those Employers which do not participate in Social Security).