



Ivan Cantu <ivan.cantu@co.hidalgo.tx.us>

Section 125 Plan Document - Request for Legal Review

5 messages

Ivan Cantu <ivan.cantu@co.hidalgo.tx.us>

Tue, Mar 25, 2025 at 4:12 PM

To: "Garza, Victor" <victor.garza@da.co.hidalgo.tx.us>

Cc: Benefits Reporting <benefits.reporting@co.hidalgo.tx.us>, Iris Castillo <iris.castillo@co.hidalgo.tx.us>, Erika Reyna <erikag.reyna@co.hidalgo.tx.us>

Good afternoon Mr. Garza:

Attached for legal review is the Hidalgo County Section 125 Plan Document (section 2). I am also attaching the following reference documents:

- Section 3 Summary Plan Description (SPD)
- Section 4, Forms
- Section 5 Administration Guide & Non-Discrimination Testing

In addition, below please find the proposed caption for the agenda item to be placed in the next CC meeting, CC 4-1-2025:

CAPTION:

Discussion and approval of Section 125 Plan Document with authorization for the Human Resources Director to sign the restated plan.

Please advise.



Ivan Cantu, MACC
Employee Benefits Analyst III
 County of Hidalgo, Texas
 Department of Human Resources

📍 505 S. McColl Rd., Suite A
 Edinburg, TX 78539

☎ (956) 318-2660 ext. 4944

✉ ivan.cantu@co.hidalgo.tx.us

📎 2025 Hidalgo Co. Sec. 125 Plan-Needs Legal Approval.docx
 290K

Victor M. Garza <victor.garza@da.co.hidalgo.tx.us>

Tue, Mar 25, 2025 at 5:13 PM

To: Ivan Cantu <ivan.cantu@co.hidalgo.tx.us>, Robert Vina <robert.vina@da.co.hidalgo.tx.us>, Michelle Lopez <michelle.lopez@da.co.hidalgo.tx.us>
Cc: Benefits Reporting <benefits.reporting@co.hidalgo.tx.us>, Iris Castillo <iris.castillo@co.hidalgo.tx.us>, Erika Reyna <erikag.reyna@co.hidalgo.tx.us>

Mr. Cantu,

Received. Going forward, please include Chief Vina in request for legal assistance communications.

Thank you,

Victor M. Garza
Chief Administrative Attorney
Hidalgo County Criminal District Attorney's Office
Toribio "Terry" Palacios
Hidalgo County, Texas
100 East Cano Street
Edinburg, Texas 78539

(956) 292-7000 EXT. 8185
(956) 292-7619 FAX
victor.garza@da.co.hidalgo.tx.us

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[Quoted text hidden]

Michelle Lopez <michelle.lopez@da.co.hidalgo.tx.us> Fri, Mar 28, 2025 at 2:15 PM
To: "Victor M. Garza" <victor.garza@da.co.hidalgo.tx.us>
Cc: Ivan Cantu <ivan.cantu@co.hidalgo.tx.us>, Robert Vina <robert.vina@da.co.hidalgo.tx.us>, Benefits Reporting <benefits.reporting@co.hidalgo.tx.us>, Iris Castillo <iris.castillo@co.hidalgo.tx.us>, Erika Reyna <erikag.reyna@co.hidalgo.tx.us>

Good Afternoon Mr. Cantu,

This office has reviewed the 125 plan documents and at this time approves as to form. We would recommend that the agenda item language include permission for Erika Reyna, as HR Director, and/or Valde Guerra, as County Executive Officer, to sign on behalf of the County.

Thank you,
[Quoted text hidden]

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Michelle Lopez
Assistant District Attorney
Civil Litigation Division
(956) 292-7609 Ext. 8189
michelle.lopez@da.co.hidalgo.tx.us

Ivan Cantu <ivan.cantu@co.hidalgo.tx.us> Fri, Mar 28, 2025 at 2:48 PM
To: Michelle Lopez <michelle.lopez@da.co.hidalgo.tx.us>
Cc: "Victor M. Garza" <victor.garza@da.co.hidalgo.tx.us>, Robert Vina <robert.vina@da.co.hidalgo.tx.us>, Benefits Reporting <benefits.reporting@co.hidalgo.tx.us>, Iris Castillo <iris.castillo@co.hidalgo.tx.us>, Erika Reyna

<erikag.reyna@co.hidalgo.tx.us>

Received, thank you.



Ivan Cantu, MACC
Employee Benefits Analyst III
County of Hidalgo, Texas
Department of Human Resources

📍 505 S. McColl Rd., Suite A
Edinburg, TX 78539
☎ (956) 318-2660 ext. 4944
✉ ivan.cantu@co.hidalgo.tx.us

[Quoted text hidden]

Iris Castillo <iris.castillo@co.hidalgo.tx.us>
To: ivan.cantu@co.hidalgo.tx.us

Fri, Mar 28, 2025 at 2:54 PM

Your message

To: Iris Castillo
Subject: Re: Section 125 Plan Document - Request for Legal Review
Sent: 3/28/25, 2:48:44 PM CDT

was read on 3/28/25, 2:54:38 PM CDT