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COMMITTED TO
E  **cellence**

Off-Boarding

Benefits and Wellness Department

What Exiting Employees Should Know.....

- Medical, dental, vision and FSA plans end on the last day of the month that employment ends.
- A former employee may continue benefits for a limited period of time after termination through Federal **COBRA continuation**. (Under the Consolidated Omnibus Budget Reconciliation Act (COBRA) , continuation of health coverage starts from the date the covered employee's health insurance ends and, depending on the type of qualifying event, may last for **18 months, 29 months or 36 months**.)
- Life and Disability Plans end at the end of the month of termination, but you may continue your life plans within 31 days of the last day of employment.
- Supplemental policies with Aflac can be continued by contacting Aflac directly.

Benefit Reminders for an Exiting Employee

- ❖ **Verify your address** in PeopleSoft. Make sure it is listed correctly.
- ❖ The COBRA package will be mailed from Discovery Benefits to the home address listed in PeopleSoft within 2 weeks of the employee's insurance coverage terminate date. If you do not receive it, contact Discovery Benefits at 1-800-433-5982, Option 1, Ext. 5696.

You may continue your Life Plans by contacting Guardian within 31 days of the last day of employment. You will no longer be eligible for the continuation after 31 days. **Contact Guardian at 800-433-5982, Option 1 Ext. 5696** or via email at National_Conversions@glic.com

- ❖ If you have **terminated** employment and still have money left in your **FSA** account, you have **90 days** from the date of termination to submit receipts.

Resignation and Retirement Information

Preview link with tracking disabled - do not distribute live

English | Español



FORT BEND ISD

Employee Benefits Resource Center



Welcome

FBISD is proud program that provides protection against...
The Employee about your enrollment...
If you are a new hire, click the Enroll button.

Reference Documents

Medical & Rx Benefits

- Kelsey UHC Charter SBC
- Nexus Plan SBC
- Choice Plus Plan SBC
- Choice HRA Plan SBC
- Choice High Deductible Plan SBC
- Virtual Visits (Doc on Demand)
- Prescription Drug Plan Summary
- National Preferred Formulary
- Pet Rx

Supplemental & Voluntary

- Flexible Spending Accounts
- Dental Plan Summary
- Vision Plan Summary
- Life and AD&D Plan Summary
- Disability Plan Summary
- Legal Shield
- MetLife Plans
- SurgeryPlus
- Airrosti Services
- Retirement Plans

Plan Information

- 2022 Benefits Guide
- 2021 Benefits Guide
- Benefit Plans Eligibility
- Biometric Screening & Health Survey Requirement
- FBISD LiveWell App

Onboarding & Offboarding

- New Hire Enrollment Information
- Resignation and Retirement Information
- 2022 Cobra Rates

Wellness Programs

- Employee Wellness Program
- Wellness Events
- Wellness Wednesdays
- Fall Fitness Classes
- Fitness Club Discounts
- FBISD Employee Cookbook

Wellness Programs

- Stress Management Seminars
- Mindfulness Resources
- Stress Relief Toolkit
- Employee Assistance Program
- Maternity Care Wellness
- Financial Wellness

Compliance

- Annual Notice
- Marketplace Notice
- Cafeteria Summary Plan Document

In-Network Laboratories

- United Healthcare Network Laboratories

FBISD is proud to offer a comprehensive benefits program that gives employees access to the best healthcare available and protection against unforeseen events.

Please review the chart below to determine your new FBISD Benefits Coordinator.

Alpha Split	Benefits Coordinator	Email Address	Phone
A–C	Cynthia Mucka	cynthia.mucka@fortbendisd.com	(281) 634-2810
D–G	Alton Nash	alton.nash@fortbendisd.com	(281) 327-0357
H–L	Gail Barnes-Maxwell	gail.barnesmaxwell@fortbendisd.com	(281) 634-1214
M–P	Janet Singleton	janet.singleton@fortbendisd.com	(281) 634-1208
Q - S	Sybil Willis	sybil.willis@fortbendisd.com	(281) 327-7511
T – Z	Johnetta Jones	Johnetta.jones@fortbendisd.com	(281) 634-3958

Additional Contacts

Kimberly Brown | **Benefit Analyst** *(for vendor billing and reporting inquiries)* kimberly.brown@fortbendisd.com
(281) 634-1241

Noemi Soler | **Benefit and Wellness Clerk**
noemi.soler@fortbendisd.com
(281) 634-1830

LaShonda Walls, MSPH, SHRM | **Director, Benefits & Wellness**
lashonda.walls@fortbendisd.com
(281) 634-1184

FBISD Benefits Department
benefits@fortbendisd.com
(281) 634-1418

FBISD Wellness Team
Gary Hajdasz
Courtney Skiles
wellness@fortbendisd.com
(281) 634-1807

Questions



**Fort Bend ISD Benefits Department
Fort Bend ISD Annex Building
3119 Sweetwater Blvd.
Sugar Land, Texas 77479
(281) 634-1418**

Benefits@fortbendisd.com



Fort Bend ISD Off-boarding

Our Services



Retirement Plan Administration

- 400+ plans, 450,000+ participants
- Fee-only, low-cost programs
- Administration of 403(b), 457(b), 401(a), 401(k), and 457(f) plans



Investment Management

- \$1.7 Billion in assets under management
- Solutions for
 - individuals
 - retirement plans
 - school district funds
 - other institutional needs



Financial Planning

- Fee-only solutions
- Wealth management
- Asset management
- Fiduciary support
- Goals-based strategies and planning



Consulting Solutions

- Investments
- Compensation
- Benefits
- Employee contracts
- Enterprise cybersecurity

For over 18 years, TCG Advisors has provided an elite customer service experience to clients all around the country. Everything we do is accomplished in-house by a team of professionals dedicated on delivering excellent solutions for each client.

Common Question



Is TRS Stable and Safe? Is it the Best Way to Provide Retirement for Educators?

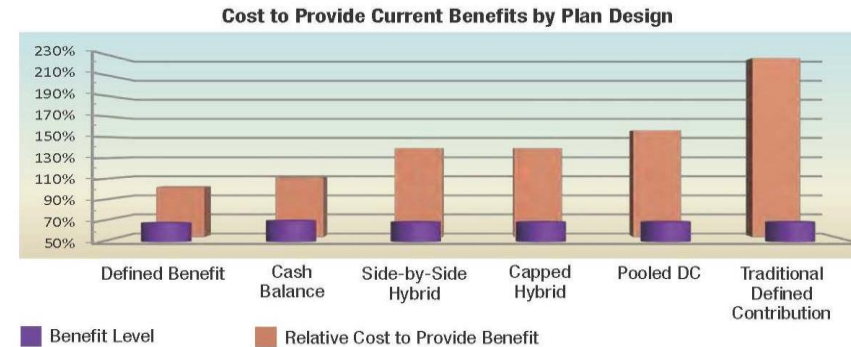
✓ Yes

- System is over 80.2% funded
- System is actuarially sound and can pay benefits through 2075 with no additional funding
- System is mandated and governed by the Texas Constitution

✓ TRS is also the most efficient system for providing pension benefits

Greater Efficiency from Defined Benefit Plans

Actuarial modeling shows that to provide the same level of benefits, other plan designs (such as traditional defined contribution plans) are 10 percent to 130 percent more expensive than the current TRS defined benefit plan.



Source: TRS Comprehensive Annual Reports August 31, 2013 and 2014, TRS Pension Benefit Design Study 9/1/2012, and TRS publication "A Great Value for All Texans"

Returning to Work After Retirement



- Return to work in TRS covered position with no penalty
 - If retired and out of TRS covered work for 12 consecutive months from retirement date
 - Surcharge for hiring retirees still must be paid
- Can also return to work and not lose annuity if work ½ time
 - This will result in you having to restart the 12-month waiting period to qualify for the permanent 12-month exception
 - Examples of positions that will not require forfeiture of annuity:
 - Substitute
 - Half-time or less
 - Substitute and half-time in the same calendar year
 - Full-time with a 12 consecutive month break in service

Return to Work after Retirement



Old Exceptions No Longer Apply

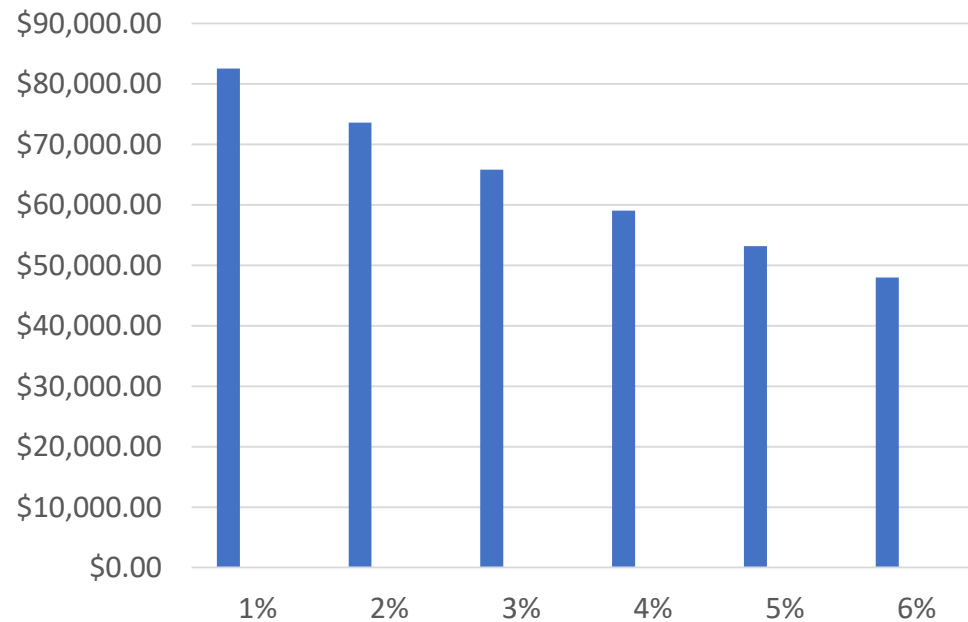
- ~~–6 Month Exception~~
- ~~–Acute Shortage Area~~
- ~~–Principal or Assistant Principal~~
- ~~–Bus Driver~~

Comparison: 403(b) and 457(b)



Feature	403(b)	457(b)
Individual vs. Group Plan	Most have higher fees, pay commission/sales loads. Limited number of no commission options	Low fees relative to most 403(b) plans; no commissions, full disclosure of fees
Penalty to withdraw fund (+ income tax)	10% (goes away at age 59½ or age 55 and retired)	None
Investment Options	Fixed/Variable Interest Annuities or Mutual Funds/Custodial Accounts	Fixed Annuity or Self-Directed Mutual Funds
Access to Funds	Termination of Employment, Death, Disability, Retirement, Age 59½ (even if still employed), Hardship or Loans	Termination of Employment, Death, Disability, Retirement, Unforeseeable Emergency, Age 59 1/2 or Loans
Investment Committee/Advisor Oversight	No	Yes
Contribution Limits (can contribute to both plans)	2019: \$19,000; \$25,000 age 50+	2019: \$19,000; \$25,000 age 50+
Roth Accounts	Available	Available

The Fee Effect



Annual Fee	Balance
1%	\$82,549.26
2%	\$73,599.44
3%	\$65,824.55
4%	\$59,057.63
5%	\$53,156.51
6%	\$48,000.00

Balance based on 6% earning net of fees with \$200 monthly contributions for 20 years at the beginning of the month. Actual rate of return is not guaranteed and is for illustration purposes only. Remember that all investing involves risk.

Rollover Option



One of the most important decisions you must make when leaving an employer is what to do with any open retirement accounts. Whether it is keeping the account as-is or rolling the funds into a new account, it is important for you to understand all your available options. The information provided below highlights the benefits and disadvantages of every possibility and can help you decide what to do next.

AVAILABLE OPTIONS	BENEFITS AND DISADVANTAGES
Leave money in previous employer's plan (if employee permits)	Benefits: no immediate action required; earnings remain tax-deferred Disadvantages: can no longer contribute; it can be complicated managing multiple plans
Rollover your money to your new employer's plan	Benefits: plan remains tax-deferred; you can continue to contribute; plans are consolidated Disadvantages: requires paperwork and approvals; this process can be somewhat time-consuming
Rollover money into an IRA	Benefits: plan remains tax-deferred; you may have access to more investment providers and investment options Disadvantages: you cannot borrow money from these accounts



Important Disclosures

TCG Advisors is a registered investment advisor regulated by the U.S. Securities and Exchange Commission (SEC) and registered municipal advisor, subject to the Rules and Regulations of the Investment Advisor Act of 1940 and the rules of the Municipal Securities Rulemaking Board (MSRB), and is a part of TCG Group Holdings, LLP. Registration does not imply a certain level of skill or training. TCG Advisors' parent company, TCG Group Holdings, LLP, owns and operates several other entities which provide various services to employers across the U. S. Those affiliates (wholly-owned subsidiaries of TCG Group Holdings, LLP) sometimes provide services to TCG Advisors' Clients. These affiliates are Total Compensation Group Consulting, LP; TCG Administrators, LP (f/k/a JEM Resource Partners, LP); TCG Benefits (f/k/a The Paragon Group, LP; Paragon National, LP; and Paragon Benefits, LP, collectively). The business activities of these companies are discussed in its ADV Part 2A. TCG Advisors is located in Austin, Texas, and a copy of its Form ADV Part 2 is available upon request.

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Past performance may not be indicative of any future results. No current or prospective client should assume that the future performance of any investment or investment strategy referenced directly or indirectly in this presentation will perform in the same manner in the future. Different types of investments and investment strategies involve varying degrees of risk—all investing involves risk—and may experience positive or negative growth. Nothing in this presentation should be construed as guaranteeing any investment performance.



Important Disclosures (continued)

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The projections or other information generated herein regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results and are not guarantees of future results. Hypothetical performance results have many inherent limitations. No representation is being made that any account will or is likely to achieve profits or losses similar to those shown. There are frequently substantial differences between hypothetical performance results and the actual results subsequently achieved by any particular trading program.

Thank You!



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Remember all investing involves risk.

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