



NOTICE 4

# IMPORTANT INFORMATION ABOUT YOUR 2020 BENEFITS OPEN ENROLLMENT

## New Hospital Indemnity Benefit, Changes to Identity Protection Plan, New Financial Wellness Benefit, Flexible Spending and Health Savings Account Contributions

The 2020 Benefits Open Enrollment will begin on Wednesday July 15, 2020 at 8 a.m. and end at 5 p.m. on Friday August 21, 2020. Elections made during Open Enrollment will be effective September 1, 2020 unless underwriting is required. This Open Enrollment communication contains information about the new Hospital Indemnity benefit, changes to the Identity Protection benefit, a new Financial Wellness benefit, and new contribution limits for Flexible Spending Accounts and Health Savings Accounts. Please visit the [2020 Benefits Open Enrollment](#) page on the Employee Benefits Center to view prior communications.

### HOSPITAL INDEMNITY PLAN

A Hospital Indemnity benefit helps employees fill financial gaps caused by paying medical expenses related to in-patient hospital admissions such as deductibles, co-payments and non-covered medical services. The MetLife Hospital Indemnity plan gives employees three coverage options to choose from. Coverage can include spouse and children.

#### Key Features of the Hospital Indemnity Plan

- Hospital admission benefit of \$1000, \$2000 or \$3000 depending on plan choice.
- Corresponding hospital confinement benefit of \$100, \$200 or \$300 per day depending on plan choice.
- Health screening benefit of \$50 per calendar year per covered family member.
- Supplemental hospital admission and confinement benefits when a covered person is admitted to ICU.
- No underwriting requirements and no pre-existing condition limitations.
- Benefits are paid directly to the covered employee to spend as they choose.
- Coverage can be continued directly with MetLife if employment ends.

Rates are below. Find more information on the [Employee Benefits Center](#).

	Monthly Rates Low Plan	Monthly Rates High Plan	Monthly Rates Highest Plan
Employee Only	\$15.15	\$28.41	\$41.99
Employee + Spouse	\$27.66	\$51.73	\$76.36
Employee + Children	\$23.07	\$43.13	\$63.67
Employee + Family	\$35.58	\$66.44	\$98.05

### IDENTITY PROTECTION

Identity Protection through iLock-360 is switching to a fully voluntary employee paid benefit. Garland ISD will no longer be providing basic identity protection to benefits eligible employees. Most financial institutions offer some form of basic

identity protection that monitors for theft and fraud. Benefits eligible employees can continue or enroll in iLock-360's Plus and Premium protection services that offer multiple layers of defense against identity theft. Rates will not change.

Key Features of Identity Protection Plus and Premium plans:

- Monitoring of personal information 24/7/365.
- Coverage can include spouse and children.
- \$1 million of identity theft insurance.
- Lost wallet protection.
- Full-service identity restoration.
- Sex offender reports.
- Credit report monitoring.
- Social Security number trace.

Rates are below. Find more information on the [Employee Benefits Center](#).

	Monthly Rate Plus Plan	Monthly Rate Premium Plan
Employee Only	\$8	\$15
Employee + Spouse	\$15	\$22
Employee + Children	\$13	\$20
Employee + Family	\$20	\$27

## FINANCIAL WELLNESS BENEFIT

Finpath is a new benefit that will be paid for by the district and provided free of charge to all benefits eligible employees. Garland ISD recognizes that financial stress can take a toll on personal wellbeing. The district is partnering with TCG Administrators, our voluntary retirement plans administrator, to provide financial support, resources and solutions that can help empower individuals of all income backgrounds to save for a secure financial future.

Key Features of the FinPath Financial Wellness Benefit

- No enrollment is necessary. Benefits eligible employees will have access to the FinPath website and resources beginning September 1, 2020.
- Employees can participate in the program as much or as little as they want. FinPath will be available whenever it is needed. Simply register on the FinPath website to access the features.
- Finpath is composed of learning modules, a financial planning toolkit, and live advisor support.
  - The self-guided learning modules cover a range of financial topics such as debt management, retirement planning, repaying student loans, creating an emergency fund, and much more.
  - Participants can take a comprehensive financial assessment and obtain a financial wellness score along with a detailed, goal-oriented plan of actionable steps to improve their financial health.
  - Financial wellness coaches, including Certified Financial Planners, will be available for assistance via phone, chat or email.
- Modules and coaching will be available in Spanish.

Garland ISD Employee Wellness will be communicating more information about FinPath Financial Wellness via email and social media throughout the year.

## FLEXIBLE SPENDING ACCOUNTS AND HEALTH SAVINGS ACCOUNTS

Healthcare Flexible Spending Accounts (FSA's) and Health Savings Accounts (HSA's) allow employees to set aside pre-tax dollars for healthcare expenses. Daycare Flexible Spending Accounts allow employees to set aside pre-tax dollars for daycare expenses. The IRS updates maximum contribution amounts for these accounts each year.

### Healthcare Flexible Spending Account (Healthcare FSA)

- Maximum contribution for 2020-21 plan year is \$2,750.
- Contributions must be used before August 31, 2021. "Use it or lose it" policy.
- The IRS expanded the ability of current participants to use dollars contributed during the 2019-2020 plan year. Any FSA dollars remaining in an account at August 31, 2020 can be used for eligible expenses incurred through December 31, 2020. Please take this into consideration when electing contribution amounts for the 2020-21 plan year. If you have dollars remaining for 2019-20 that you need to use through December 2020, you may want to elect a lesser amount for the 2020-21 plan year than you otherwise would have.

### Daycare Flexible Spending Account (Daycare FSA)

- Contribution maximum for the 2020-21 plan year will remain the same, \$5,000 per plan year (\$2,750 if married filing separately).
- Contributions must be used before August 31, 2021. "Use it or lose it" policy.

### Health Savings Account (HSA)

- Maximum contributions for 2020 are:
  - \$3,550 per individual
  - \$7,100 for family
  - +\$1,000 for age 55+
- HSA contributions are not subject to the "use it or lose it" policy. Funds remain in your account until they are used for eligible healthcare expenses.

Find more information on the [Employee Benefits Center](#).

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### EMPLOYEE BENEFITS CENTER (EBC)

FOR BENEFITS PLANS & PREMIUMS, BENEFIT ELECTIONS & VIEW BENEFITS, MID-YEAR CHANGES:

<http://benefits.ffga.com/garlandisd>

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**FOR FFGA BENEFITS ADVISOR ASSISTANCE, CONTACT:**

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