

# Ector County ISD 2025 BENEFITS GUIDE



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*This guide contains a summary of the benefits offered by your employer. If there is a conflict between the terms of this outline of benefits and the actual contracts, the terms of the contracts will prevail.*

# Employee Benefits Center

## A guide to your benefits!

Ector County ISD and FFGA are excited to provide you with a custom website filled with information about your benefits. Visit the Employee Benefits Center to see current benefit options for your employer as well as find claim forms, important phone numbers and enrollment information.

There's no need to register for site access. Simply type the URL below into your browser and you will be directed to your Employee Benefits Center.



*Scan the QR code to learn more about the plans that are available this year!*

<https://ffbenefits.ffga.com/ectorcountyisd>



# How to Enroll

## Benefits Enrollment

### On-Site Enrollment

When it's time to enroll in your benefits, your FFGA Account Representative will be on-site to assist you with making your elections. Visit your EBC for more information.

### Online Enrollment

To begin online enrollment, visit <https://ffga.benselect.com/Enroll/login.aspx>.

#### Enroll Now

#### Login

- Login: Your Employee ID or Social Security Number (no dashes)
- PIN (first login only): The last four digits of your Social Security Number and the last two digits of the year you were born (six digits total)
- New PIN: The first time you log in you will be required to change to a new PIN. Please note your new PIN because you will use the new PIN from that point forward.

#### View Current Benefits

After logging in, you will arrive at the welcome screen. Your current benefits and premium deductions will be listed on this screen.

#### View/Add Dependents

Click next to view your dependents. It is very important to make sure the social security numbers and birth dates listed are correct. If you plan to add dependents, you will need to enter their legal name, social security numbers and birth dates.

#### Begin Elections

Click next again to begin making your benefit elections. Remember, no changes to your elections can be made during the plan year unless you have either a qualified mid-year change under Section 125 or a special enrollment event.

### Enrollment Assistance Center Instructions

Call Toll Free 888-580-8015 and follow the prompts to be connected to your local FFGA branch office. Hours of operation are 8 a.m. to 5 p.m. (local time) Monday through Friday. There is an option to leave a voice message for a representative to call you back. Phone calls will be returned as soon as possible or the next business day if it is after hours.

# Benefit Eligibility & Coverage

## Employee Coverage

### Eligibility

Eligible employees must be actively at work on the plan effective date for new benefits to be effective.

### New Employees

You have 31 days from your actively-at-work date to make benefit elections. Insurance coverage becomes effective on the first day of the month that follows a waiting period of 30 calendar days.

### Existing Employees

When it's time to enroll in your benefits, your FFGA Account Representative will be available to assist you with making your elections. Your elections can be made anytime during annual enrollment online from your work or home computer. Before enrollment, take time to educate yourself on the available benefits and what options would work best for you and your family by visiting the Employee Benefits Center.

### Mid-year Benefit Changes

You may add or cancel coverage during the plan year if you have a change in family status. You must notify the benefits department within 31 days of the change.

### Qualifying Life Events Include:

- Changes in household, including marriage, divorce, legal separation, annulment, death of a spouse, birth, adoption, placement for adoption or death of a dependent child
- Loss of health coverage, attributable to your spouse's employment, losing existing health coverage including job-based, individual and student plans, losing eligibility for Medicare, Medicaid, or CHIP, turning 26 and losing coverage through a parent's plan

### Declining Coverage

If you are eligible for benefits, but wish to DECLINE coverage, please complete the online enrollment either on your work or home computer. Under each option, you will need to select "waive." **You must still complete the beneficiary information.**

# Section 125 Plans

## Section 125 Plan Information & Rules

A Section 125 Plan provides a tax-saving way to pay for eligible medical or dependent care expenses. The funds are automatically deducted from your paycheck on a pre-tax basis.

### Here's How It Works

A Section 125 Plan reduces your taxes and increases your spendable income by allowing you to deduct the cost of eligible benefits from your earnings before tax. Plus, the plan is available to you at no cost, and you're already eligible – all you must do is enroll.

### Is It Right For Me?

The savings you may experience with a Section 125 Plan are outlined in the example below. For instance, you could potentially take home about \$70 more each month if you participated in your employer's Section 125 Plan – that's a savings of \$840 a year!

You cannot change your benefit elections for the plan year unless the benefits office receives notification in writing within 31 days of the status change. If the benefits office is not notified within 31 days of the status change, no benefit change can be made until the next annual open enrollment.

IRS specified changes in family status include:

- Change in legal married status
- Change in number of dependents
- Termination or commencement of employment
- Dependent satisfies or ceases to satisfy dependent eligibility requirements
- Change in residence or worksite that affects eligibility for coverage

Section 125 Plan Sample Paycheck		
	Without S125	With S125
Monthly Salary	\$2,000	\$2,000
Less Medical Deductions	-N/A	-\$250
Tax Gross Income	\$2,000	\$1,750
Less Taxes (Fed/State at 20%)	-\$400	-\$350
Less Estimated FICA (7.65%)	-\$153	-\$133
Less Medical Deductions	-\$250	-N/A
Take Home Pay	\$1,197	\$1,267

**You could save \$70 per month in taxes by paying for your benefits on a pre-tax basis!**

*\*The figures in the sample paycheck above are for illustrative purposes only.*

# Medical Coverage

Aetna Life Insurance Co.



The district's medical plans are administered by Aetna Life Insurance Co. As an employee of Ector County ISD, you have 3 medical plan options: Aetna Choice Option I, Option II, and Option III HSA. Please review this page for monthly plan rates.

Aetna Life | [www.aetnaresource.com/p/Ector-County-ISD](http://www.aetnaresource.com/p/Ector-County-ISD) | 1.888.982.3862

## Aetna Medical Premiums

Employee Monthly Premiums				Staff Contribution Only
	Option I	Option II	Option III HSA	In-Hospital Indemnity
Employee Only	150.00	60.00	0.00	0.00
Employee + Spouse	705.00	540.00	495.00	N/A
Employee + Child	453.00	333.00	300.00	N/A
Employee + Children	526.00	385.00	345.00	N/A
Employee, Spouse & Child(ren)	942.00	738.00	700.00	N/A

Monthly Premiums shown above include the Employer contribution of \$380.00

For more information, please refer to the Aetna website.



## Plan Benefits: ECISD



Plan Option	Day Supply	Tier 1 (Generic)	Tier 2 (Preferred Brand)	Tier 3 (Non-Preferred Brand)	Specialty	MOOP (Individual/Family)	Deductible
<b>Option 1</b>	30-Day Retail @ Preferred Network	\$0	\$100	\$175	N/A	\$9,000 / \$18,000	\$500 per person for Tier 1, 2, 3 brands & Specialty Tier 4 (brands or generics)
	30-Day Retail @ Non-Preferred Network	\$12	\$125	\$200			
	30-Day Mail - Amazon	\$0	N/A	N/A			
	90-Day Retail @ Preferred Network	\$0	\$300	\$525			
	90-Day Retail @ Non-Preferred Network	\$36	\$375	\$600			
	90-Day Mail - Amazon (2x Copay)	\$0	\$200	\$350			
	Mark Cuban Cost Plus	\$0	\$0	\$0			
	30-Day Specialty	N/A	N/A	N/A	25% (Max \$2,000)		
<b>Option 2</b>	30-Day Retail @ Preferred Network	\$0	25% (after-deductible)	25% (after-deductible)	N/A	\$8,000 / \$16,000	\$500 per person for Tier 1, 2, 3 brands & Specialty Tier 4 (brands or generics)
	30-Day Retail @ Non-Preferred Network	\$12					
	30-Day Mail - Amazon	\$0	N/A	N/A			
	90-Day Retail @ Preferred Network	\$0	25% (after-deductible)	25% (after-deductible)			
	90-Day Retail @ Non-Preferred Network	\$36					
	90-Day Mail - Amazon	\$0					
	Mark Cuban Cost Plus	\$0	\$0	\$0			
	30-Day Specialty	N/A	N/A	N/A	25% (Max \$2,000)		
<b>HSA Plan</b>	30-Day Retail @ Preferred Network	25% (after-deductible)	25% (after-deductible)	25% (after-deductible)	N/A	\$8,000 / \$16,000	\$3,250 (EE Only) \$6,500 (Family Non-Embedded) Family Non-embedded deductible plans do not begin to pay for pharmacy expenses until the entire family deductible has been met.
	30-Day Retail @ Non-Preferred Network		N/A	N/A			
	30-Day Mail - Amazon						
	90-Day Retail @ Preferred Network		25% (after-deductible)	25% (after-deductible)			
	90-Day Retail @ Non-Preferred Network						
	90-Day Mail - Amazon						
	Mark Cuban Cost Plus	\$0	\$0	\$0			
	30-Day Specialty	N/A	N/A	N/A	25% (Max \$2,000) After Deductible		

Preferred Pharmacy Network includes HEB Pharmacies in Odessa and Midland, TX., Monahan's - Monahan, TX., Evans Prescription Pharmacy- Odessa, TX., Dorado Pharmacy- Odessa, Tx, and Town & Country-Odessa, TX





# PHARMACY SAVINGS CARD

**SAVE UP TO 80% OFF YOUR PRESCRIPTIONS**

## HOW CAN I USE IT:

Easy savings card to use right away at your pharmacy with unlimited uses!

1. Get the prescription savings card from below or at [www.savings.pcarx.com/ecisd](http://www.savings.pcarx.com/ecisd). The website shows prices and coupons for various pharmacies.
2. Show the card to your pharmacist when picking up medications.
3. Save up to 80%!



## WHERE CAN I USE IT:

Accepted at major pharmacy chains nationwide. Approximately 35,000 access points, including CVS (Target, Longs Drugs), Walgreens (Rite-Aid, Duane Reade), Walmart, Kroger (Harris Teeter, Fry's), Benzer, Giant Eagle, Kinney Drugs, Brookshire, Winn-Dixie, HEB, Hy-Vee, Wegmans, and Meijer.



OUR students...THE future

**PHARMACY SAVINGS CARD**  
POWERED BY PCA Rx

AUTHORIZATION NUMBER	BIN	<b>610378</b>
<b>006238210</b>	GRP	<b>ECISDC</b>
	PCN	<b>SC1</b>

**UP TO 80% OFF YOUR PRESCRIPTIONS**

Customer Support: 855-509-0786  
Prescription Prices: [savings.pcarx.com/ecisd](http://savings.pcarx.com/ecisd)      This card is not insurance.

# Dental Insurance

Metlife



Metlife | [www.metlife.com](http://www.metlife.com) | 1.800.275.4638

Taking care of your oral health is not a luxury, it is a necessity to long-term optimal health. Dental insurance can greatly reduce your costs when it comes to preventative, restorative, and emergency procedures. Review the plan benefits to see which option is best for you and your family's dental needs. A range of procedures may be covered, such as:

- Comprehensive Exams
- Cleanings
- X-Rays
- Fillings
- Tooth Extractions
- General Anesthesia
- Crown
- Root Canals

## Dental Monthly Premiums

### Basic

Employee Only	\$34.24
Employee + Family	\$91.64

# Vision Insurance Metlife

Superior by Metlife | [www.metlife.com](http://www.metlife.com) | 1.855.564.6638

Proper vision care is essential to your overall well-being. Regular eye exams at any age will help prevent eye disease and keep your vision strong for years to come.

Your employer provides you with a vision plan to take care of you and your family's needs. You must enroll in the vision plan each plan year and premiums are typically paid through payroll deduction. Here are just a few of the areas where you will save money with your plan:

- Eye Exams
- Eyeglasses
- Contact lenses
- Eye surgeries
- Vision correction
- 2nd Pair

Vision Monthly Premium		
Monthly Premium	Low	High
Employee Only	\$6.41	\$8.88
Employee + Family	\$17.32	\$23.81



# Disability Insurance

The Standard | [www.standard.com](http://www.standard.com) | 1.855.757.4717

## Why Do I Need Disability Insurance?

Have you ever wondered what would happen to your income if you had an accidental injury, sickness, or pregnancy? That is why you need disability coverage. It replaces a portion of income for the period you are unable to work due to those reasons. You can choose the benefit amount, which is the amount of your income to replace, and the waiting period that you begin receiving payments.

How do you decide if you need disability insurance? Consider these questions when making your decision:

- How much employer leave do you have?
- Do you have savings?
- Do you have other income you can rely on, such as from your spouse or from child support?
- How close are you to retirement?
- Could you go on Social Security Disability or take a Disability Retirement?
- What are your other sources of income?

**FOR FULL PREMIUM DETAILS PLEASE VISIT THE EBC SITE:**

<https://ffbenefits.ffga.com/ectorcountyisd/disability>



# Accident Insurance

Metlife | [www.metlife.com](http://www.metlife.com) | 1.855.564.6638

The costs associated with an injury can add up. Between hospital visits, exams and treatment, out-of-pocket costs could put you in a financial hardship. An accident plan pays benefits directly to you so you can determine where to spend the money. It's comforting to know that an accident insurance policy can be there through all stages of your care, from initial treatment to follow-up care. Accident coverage is available to you through payroll deduction and may provide a benefit for costs associated with:

- Concussions
- Lacerations
- Broken teeth
- Emergency room visits
- Ambulance, ground or air
- Intensive care unit

Accident Insurance		
Monthly Premium	Low Plan	High Plan
Employee	\$9.47	\$15.43
Employee + Spouse	\$18.95	\$30.85
Employee + Children	\$22.68	\$36.72
Employee + Family	\$26.91	\$43.69



# Critical Illness Insurance

Metlife | [www.metlife.com](http://www.metlife.com) | 1.855.564.6638

## Prepare For the Unexpected

If you've heard of heart attacks, strokes, organ transplants or paralysis, then you're familiar with critical illness. It's likely you or someone you know has experienced one of these life-altering events. Often times, a critical illness has a powerful impact on people's lives, affecting their livelihood and finances.

A critical illness plan can help with the treatment costs of covered illnesses. Benefits are paid directly to you, unless otherwise assigned, giving you the choice of how to spend the money. Plus, there are plans available to provide coverage for you, your spouse and dependent children.

Prepare now for the unexpected with a critical illness insurance plan. The plan helps you focus on getting well rather than worrying about finances. Visit the Employee Benefits Center and view policy for more details.

## HIGHLIGHTS

- Age banded
- \$10,000 increments up to a maximum of \$50,000
- Health screening benefit
- Employee and spouse and family coverage available
- Portability coverage

## FOR FULL PREMIUM DETAILS PLEASE VISIT THE EBC SITE:

[ffbenefits.ffga.com/ectorcountyisd/critical-illness](http://ffbenefits.ffga.com/ectorcountyisd/critical-illness)



# Hospital Indemnity Insurance

Aetna | [www.myaetnasupplemental.com](http://www.myaetnasupplemental.com) | 1.800.607.3366

Hospital stays are costly. If you or a family member find yourself in the hospital due to a sudden accident or illness, you may struggle financially, even if you have a good medical plan. With a hospital indemnity plan, you can rest assured those extra expenses won't be a financial burden.

Unlike medical plans, there are no deductibles to meet with a hospital indemnity plan. As soon as you incur a qualified event, you can file a claim and start receiving benefits.

The plan pays a lump sum benefit in a previously specified amount. The money can be used for medical costs, insurance deductibles, groceries, transportation, childcare – the choice is up to you!

	<b>Employee</b>	<b>Employee + Spouse</b>	<b>Employee + Child(ren)</b>	<b>Family</b>
Plan 1	\$7.97	\$16.51	\$12.53	\$19.84
Plan 3	\$24.20	\$53.86	\$41.48	\$68.54



# Group Cancer Insurance

## Plan Options



Allstate | [www.allstate.com/mybenefits](http://www.allstate.com/mybenefits) | 1.888.282.2550

Thousands of Americans are diagnosed with cancer each day. No doubt, the news is devastating, both personally and financially. It's impossible to anticipate a cancer diagnosis, but it is possible to prepare for it with a cancer insurance plan.

It is likely that your major medical coverage will not cover all the costs associated with a cancer diagnosis. Supplementing your major medical with cancer insurance may help you pay for related expenses, such as copays and deductibles, specialists, experimental treatment, specialty hospitals, travel expenses, in-home care and more.

Premiums are paid through convenient payroll deduction to ensure your policy remains in force if you should need it. Benefits are paid directly to you, so you can choose how to spend the money. Visit the Employee Benefits Center and view policy for more details.

Cancer Insurance		
Monthly Premium	Plan 1	Plan 2
Employee	\$18.68	\$38.77
Employee + Spouse	\$28.99	\$60.06
Employee + Children	\$26.49	\$55.05
Employee + Family	\$36.78	\$76.33



# Individual Cancer Insurance

AFA | <http://americanfidelity.com> | 800.654.8489

## Why Cancer Insurance?

Thousands of Americans are diagnosed with cancer each day. No doubt, the news is devastating, both personally and financially. It's impossible to anticipate a cancer diagnosis, but it is possible to prepare for it with a cancer insurance plan.

It is likely that your major medical coverage will not cover all of the costs associated with a cancer diagnosis. Supplementing your major medical with cancer insurance may help you pay for related expenses, such as copays and deductibles, specialists, experimental treatment, specialty hospitals, travel expenses, in-home care and more.

Premiums are paid through convenient payroll deduction to ensure your policy remains in force if you should need it. Benefits are paid directly to you, so you can choose how to spend the money. Get the type of care you need and focus on your recovery with a cancer insurance plan.

*Visit with your FFGA Account Manager for plan details.*



# Texas Life

## Permanent Life



Texas Life | [www.texaslife.com](http://www.texaslife.com) | 1.800.283.9233

### **Texas Life Insurance - Permanent, Portable Life Insurance**

The peace of mind voluntary, permanent life insurance provides is unmatched. It is a solid companion to your group life insurance plan. Texas Life provides life insurance that you can keep for a lifetime. The plan is easy to purchase, pay for, and keep through the convenience of payroll deduction. Coverage is affordable and dependable. Plus, Texas Life has over a century of experience protecting families and giving the peace of mind only permanent life insurance can provide.

### **Texas Life - Permanent Life Highlights**

- You own the policy, even if you change jobs or retire.
- The policy remains in force until you die or up to age 121 if you pay the necessary premium on time.
- It is a permanent, universal life policy which means you can rest easy knowing your loved ones will be well taken care of when you're gone.

# Term Life & AD&D

## Employer-Paid & Voluntary

The Standard | [www.standard.com](http://www.standard.com) | 1.855.757.4717

### Employer-Paid Term Life & AD&D Insurance

Life insurance protects your loved ones. It pays a benefit so they can afford to pay for funeral expenses, pay off debt and maintain their current standard of living. It is one of the best ways to show you care. Your employer provides all eligible employees a \$10,000. The cost of this policy is paid for 100% by your employer. This is a term life policy that is in effect while you are employed.

### Employer-Paid Term Life Insurance

Life insurance protects your loved ones. It pays a benefit so they can afford to pay for funeral expenses, pay off debt and maintain their current standard of living. It is one of the best ways to show you care. Your employer provides all eligible employees a \$10,000. The cost of this policy is paid for 100% by your employer. This is a term life policy that is in effect while you are employed.

### Voluntary Term Life Insurance

Voluntary life insurance is term life coverage you can purchase in addition to the basic life plan provided by your employer. It will cover you for a specific period of time while you are employed. Plan amounts are offered in tiers so you can choose the amount of coverage that works best for you and your family. Because it's a group plan, premiums are typically lower, so it's more affordable to gain the peace of mind that life insurance provides. Limitations apply, please see policy for details. Visit the Employee Benefits Center for more details.



# Whole Life



Allstate | [www.allstate.com](http://www.allstate.com) | 800-521-3535

## GROUP WHOLE LIFE INSURANCE

Life insurance protects your loved ones. It pays a benefit so they can afford to pay for funeral expenses, pay off debt and maintain their current standard of living. It is one of the best ways to show you care. A whole life policy is one that stays in force as long as premiums are paid as required. You keep it even after employment ends, making it a smart choice to protect your loved ones.

## HERE'S HOW IT WORKS

With Group Whole Life Insurance from Allstate Benefits, you get simplified and straightforward coverage. You decide how much coverage and who to cover. You get guaranteed rates for the life of the policy and a guaranteed death benefit to be paid to your beneficiaries. As the policy builds cash value, you can achieve your financial goals or borrow against it should you need to.

# TeleHealth



Recuro Health | [www.recurohealth.com](http://www.recurohealth.com) | 855.6RECURO

Studies show that more than 50 percent of doctor's office visits can be handled over the phone. With the Telehealth program, you can get a diagnosis quicker and spend less time in the waiting room.

Board Certified physicians will diagnose your illness, recommend treatment, and prescribe medication via telephone or video. You can contact them from anywhere – home, work, school, even while on vacation. They can treat common health issues like acid reflux, allergies, asthma, cold and flu, sinus infections, rashes, sore throat and more.

It's like having a doctor on call whenever you need medical advice. Access is only a call or click away!

# Medical Transport

MASA MTS | [www.masamts.com](http://www.masamts.com) | 1.954.334.8261

Americans today suffer from a false sense of security that their medical coverage will pay for all costs associated with emergency or critical care transport. The reality is that a majority of Americans are only partially covered for these high costs.

Most medical plans will only pay a portion of costs leaving you with the remainder of the bill. There is also the possibility of your medical provider denying your claim altogether, which means you would be responsible for paying the entire bill.

With medical transport protection, you will have zero out-of-pocket expenses for any emergent air or ground transport from anywhere in the United States, regardless of who transports you. You will receive medical emergency transportation solutions to help cover your out-of-pocket medical transport costs when your insurance falls short.

Monthly Premium		
Monthly Premium	Emergent Plus	Platinum
Employee or Employee & Family	\$14.00	\$39.00



# Identity Theft Protection

ILock360 | [www.ILock360.com](http://www.ILock360.com) | 1.855.287.8888

Millions of Americans report having their identity stolen each year. People are online and mobile more than any time in history, so it's no surprise that identity theft is on the rise. And it goes far beyond simply having your credit card number stolen. While credit card fraud is one of the highest reported types of identity theft, it also includes bank, loan, phone and tax-related fraud.

Identity theft insurance won't prevent your identity from being stolen. But it will be there to alert you if any suspicious activity is noticed under your name. The plan includes credit bureau monitoring, social security number usage and lost wallet protection. Accounts are monitored daily so you can rest easy knowing your identity is being protected even while you sleep. The sooner you can take action to close your accounts, the quicker you can recover your identity.

It takes years to establish a good reputation with credit lenders and employers. Make sure it remains yours by taking advantage of the identity theft insurance offered through your employer.



# Legal Plan



Legalshield | [www.w3.legalshield.com](http://www.w3.legalshield.com) | 1.800.654.7757

Have you ever found yourself in need of legal advice, but aren't sure where to go? A voluntary group legal plan helps fill that need. It provides you with access to professional lawyers at a low monthly rate. For just a few dollars a month, you can consult with a lawyer about having your will prepared, reviewing documents, contesting a traffic ticket, lawsuits, divorce and so much more. Expert legal advice is available at your fingertips.

**Family Price \$18.95**



# Voluntary Retirement Plans



First Financial Administrators, Inc. | [www.ffga.com](http://www.ffga.com) | 1.800.523.8422  
option 2 | [retirement@ffga.com](mailto:retirement@ffga.com)

## 403(b) Retirement Plan

Research shows that Americans are living well past retirement years. Are you saving enough to be able to enjoy those years? A 403(b) plan can help you get there.

It's an IRS-approved retirement plan that allows you to set aside money on a pre-tax basis for your retirement. Contributions are conveniently made through payroll deduction, so money is moved from your paycheck into the account automatically. Plus, your employer may even match your contributions based on how much you put into the plan. Now is the time to take full advantage of this opportunity to maximize your retirement savings!

## 457(b) Retirement Plan

The 457(b) plan is an employer-sponsored voluntary retirement savings plan that allows you to save money for retirement on a tax-deferred or ROTH basis. One significant way the 457(b) differs from the 403(b) is that distributions are never subject to the 10 percent tax for early withdrawal.

Contribution Limits	
2024	2025
\$23,000	

Participants aged 50 and older at any time during the calendar year are permitted to contribute an additional \$7,500.

# 403(b) Retirement Plans

First Financial Administrators, Inc. | [www.ffga.com](http://www.ffga.com) |  
800-523-8422, option 2 | [retirement@ffga.com](mailto:retirement@ffga.com)

The 403(b) can be an excellent way to save money for retirement. It can serve as a supplement to a traditional pension plan or other retirement plan(s), or as a stand-alone plan. The 403(b) is a tax deferred retirement plan available to employees of educational institutions and certain non-profit organizations as determined by section 501(c)(3) of the Internal Revenue Code. Contributions and investment earnings in a 403(b) grow tax deferred until withdrawal (assumed to be retirement), at which time they are taxed as ordinary income. The 403(b) is named after the section of the IRS code governing it.

## How a 403(b) Works

Employees enroll and participate through their employer. Contributions to a 403(b) are made on a pre-tax basis through a Salary Reduction Agreement. This is an arrangement where the participating employee agrees to take a reduction in salary. The amount by which the salary is reduced is directed to investments offered through the employer and selected by the employee. These contributions are called elective deferrals and are excluded from the employee's taxable income. Contributions grow tax-deferred until the time of retirement when withdrawals are taxed as ordinary income.

## Benefits

- Tax deferred growth: no annual taxation on earnings
- Investment options: fixed annuities, variable annuities, or mutual funds
- Competitive interest rates
- Flexibility: start, stop, and adjust your contributions as allowed by your employer's plan.
- Receive periodic account statements

Contribution Limits	
2024	2025
\$23,000	

Participants aged 50 and older at any time during the calendar year are permitted to contribute an additional \$7,500.

# 457(b) Retirement Plans



First Financial Administrators, Inc. | [www.ffga.com](http://www.ffga.com) |  
800-523-8422, option 2 | [retirement@ffga.com](mailto:retirement@ffga.com)

A 457(b) plan is a Tax Deferred Retirement Plan available to employees of state and local governmental agencies, including public school employees. They are similar to 401(k) plans because they allow you to place a percentage of your salary into an employer-sponsored plan that helps you save for retirement. You will not have to pay taxes on what you contribute or your earnings made until you withdraw the money.

## Benefits

- Investment options: fixed annuities, variable annuities, or mutual funds
- Flexibility: start, stop, and adjust your contributions as allowed by your employer's plan
- Receive periodic account statements
- No 10% federal penalty on interest or earnings for early withdrawal
- No current federal income taxes on the money you put into the plan until it is time to take withdrawals

Contribution Limits	
2024	2025
\$23,000	

Participants aged 50 and older at any time during the calendar year are permitted to contribute an additional \$7,500.

*All investing involves risk. Past performance is not a guarantee of future returns.*



# 457(b) RETIREMENT PLAN



The FFinvest Retirement Plan is a comprehensive plan, funded by Net Asset Value Mutual Funds. It is a competitive & simple, yet flexible plan with a 401(k) type of approach.

## PLAN HIGHLIGHTS

### Multiple Investment Options

- The plan provides 30+ different investment options , for savers and investors of all risk tolerances

### ROTH (After-Tax) Option

### Loan availability (subject to balance)

### Rollovers/Transfers

- Rollovers and Transfers are accepted into the plan from other retirement plans

### No Front-End or Deferred Sales Charges



## ENROLL ONLINE

### Go to [www.tcgservices.com](http://www.tcgservices.com)

- Click Enroll (upper right-hand corner)
- Search for your Employer
- Click Enroll in the 457(b) Savings Plan

If you have questions, please contact TCG Administrators at [\(800\) 943-9179](tel:8009439179) Monday - Friday, 8:00 a.m. - 7:00 p.m.

## 24/7, 365 ONLINE ACCESS VIA WEB OR MOBILE APP

Vast Learning Center located at [www.tcgservices.com](http://www.tcgservices.com)

- Video Library
- Retirement Rundown & Market Commentary
- Financial Calculators

Service from your FFGA Account Rep  
Dedicated email address: [FFInvest@ffga.com](mailto:FFInvest@ffga.com)

# Flexible Spending Accounts

First Financial Administrators, Inc. | [www.ffga.com](http://www.ffga.com)  
1.866.853.3539 P.O. Box 161968 | Altamonte Springs, FL 32716

## Medical FSA

A Medical Flexible Spending Account (Medical FSA) is an IRS-approved program to help you save taxes and reimburse yourself for out-of-pocket medical expenses not covered under your medical plan. Your employer has chosen the \$640 carryover option for your Medical FSA plan. This option allows you the opportunity to carry over up to \$640 of unclaimed Medical FSA funds into the following plan year. Keep in mind that balances more than \$640 will be forfeited under the use-it-or-lose-it rule.

**FSA PLAN YEAR: JANUARY 1 - DECEMBER 31, 2025**

**FSA MAX: THE MAXIMUM YOU CAN SET ASIDE IN 2024 IS \$3,200**

**(2025 limits have not yet been released by the IRS)**

## Medical FSA Highlights

- Contributions are automatically deducted from your paycheck on a pre-tax basis, which helps reduce your taxable income and increase your spendable income.
- Your full election will be available to you at the beginning of the plan year.
- Be conservative – any money left in your account at the end of the plan year will be forfeited.
- Use your benefits card to pay for qualified expenses upfront without spending money out of pocket.
- Keep all receipts in case you need to substantiate a claim for tax purposes.

**NOTE: The IRS requires proof that all expenses are eligible. Keep all receipts in case you need to substantiate a claim for tax purposes. Your receipt must include the date of purchase or service, amount you were required to pay after insurance, description of the product or service, merchant or provider name, and the patient's name.**

## Dependent Care FSA

With a Dependent Care Flexible Spending Account, you can set aside part of your pay on a pre-tax basis to pay for eligible dependent care expenses like childcare, babysitters, and adult day care.

**You may allocate up to \$5,000 per tax year for reimbursement of dependent care services.**

**If you are married and file a separate tax return, the limit is \$2,500.**

## Dependent Care FSA Highlights

- Eligible dependents must be claimed as an exemption on your tax return.
- Eligible dependents must be children under age 13 or an adult dependent incapable of self-care.
- Funds become available as contributions are made to your account.
- Keep all receipts in case you need to substantiate a claim for tax purposes.
- Balances will be forfeited at the end of the runoff or grace period.

# Health Savings Account

First Financial Administrators, Inc. | [www.ffga.com](http://www.ffga.com) | 1.866.853.3539  
 P.O. Box 161968 | Altamonte Springs, FL 32716

A Health Savings Account (HSA) is a great way to help you control your healthcare costs. It works in conjunction with a qualified High Deductible Health Plan (HDHP) to combine tax-free savings earmarked for qualified medical expenses. An HSA allows you to set aside money to pay for higher deductibles associated with a lower monthly premium HDHP. The money you save in monthly insurance premiums is reserved for eligible medical expenses you incur in the future. Eligible expenses include things like co-pays and deductibles, prescriptions, vision expenses, dental care, therapy and medical supplies.

## Health Savings Account Highlights

- Balances roll over from year to year and earn interest along the way.
- Portable – you keep it even after you leave employment.
- Tax advantages – invest money in mutual funds to grow your tax savings for either future healthcare costs or retirement.
- Pay for expenses with a benefits debit card that gives you immediate access to your money at the time of purchase.
- Expenses also can be reimbursed through our online portal, online bill pay directly to your provider or submitting a distribution request form.
- Receipts are not required for reimbursement but be sure to save them for tax purposes.

## Who Can Participate in an HSA?

- You must be enrolled in a qualified High Deductible Health Plan (HDHP).
- You cannot be enrolled in Tricare or Medicare or covered under your spouse’s traditional (non-HDHP) health care plan.
- You cannot participate in a general purpose Flexible Spending Account (FSA) or Health Reimbursement Arrangement.
- Limited Purpose Flexible Spending Accounts are permitted (dental and vision expenses only).
- You cannot participate if your spouse has a general purpose FSA or HRA at their place of employment.
- You cannot participate if you are being claimed as a dependent on another person’s tax return.

	2024	2025
HSA Contribution Limits	<ul style="list-style-type: none"> <li>• Self: \$4,150</li> <li>• Family: \$8,300</li> </ul>	<ul style="list-style-type: none"> <li>• Self Only: \$4,300</li> <li>• Family: \$8,550</li> </ul>
Health Insurance Deductible Limits	<ul style="list-style-type: none"> <li>• Self Only: \$1,600</li> <li>• Family: \$3,200</li> </ul>	<ul style="list-style-type: none"> <li>• Self Only: \$1,650</li> <li>• Family: \$3,300</li> </ul>

\$1,000 catch-up contributions (age 55 or older)

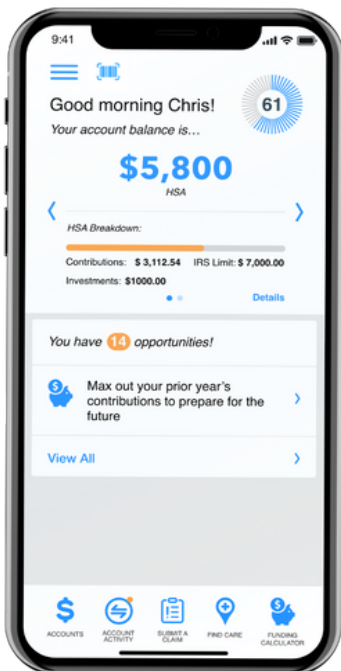
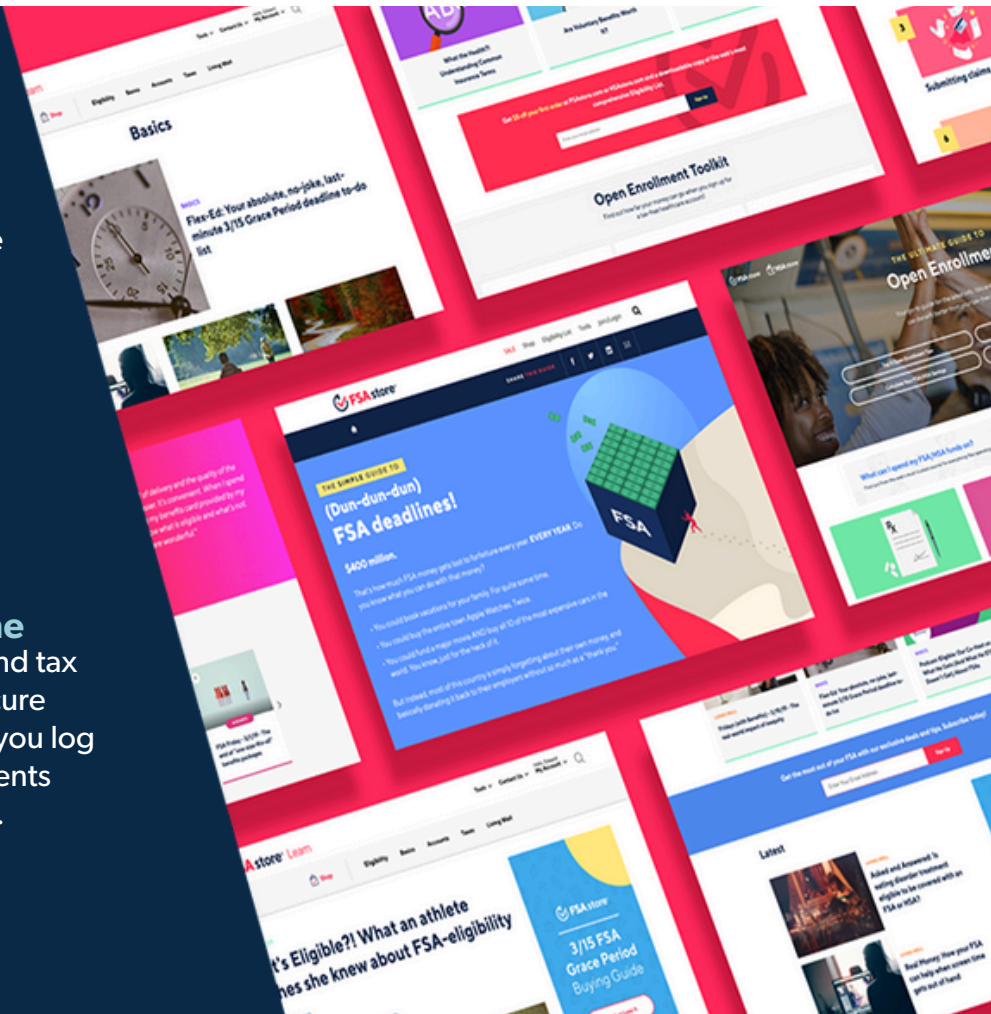
# FSA & HSA Resources

## Benefits Card

The FFGA Benefits Card is available to all employees that participate in a Flexible Spending Account or Health Savings Account. The Benefits Card gives you immediate access to your money at the point of purchase. Cards are available for participating employees, their spouse and any eligible dependents who are at least 18 years old.

## View Your Account Details Online

Sign up to view your account balance, find tax forms and check claims status on our secure website. Log in at [www.ffga.com](http://www.ffga.com). After you log in, you may sign up to have reimbursements directly deposited to your bank account.



## FF Mobile Account App

With the FF Mobile Account App, you can submit claims, view account balance and history, check claims status, view alerts, upload receipts and documentation and more! The FF Mobile Account App is available for Apple® and Android™ devices on either the App Store or Google Play Store.

## FSA/HSA Store

FFGA has partnered with the FSA Store and HSA Store to bring you easy-to-use online stores to better understand and manage your account. You can shop for eligible medical items like bandages and contact solution, browse for products and services using the Eligibility List and visit the Learning Center to find answers to commonly asked questions. Visit the stores at <http://www.ffga.com/individuals/#stores> for more details and special deals.



# COBRA

First Financial Administrators, Inc. | [www.ffga.com](http://www.ffga.com) | 800-523-8422, option 4

Life is full of unexpected events that may impact your health insurance coverage. Under the Consolidated Omnibus Budget Reconciliation Act, better known as COBRA, you have the right to continue your group health coverage such as medical, dental, vision insurance and flexible spending accounts for a limited period of time.

## COBRA Highlights

- Temporary continuation of coverage that generally lasts for 18 months due to employment termination or reduction of hours of work, divorce, death or a child no longer qualifying as a dependent. Certain qualifying events, or a second qualifying event during the initial period of coverage, may permit a beneficiary to receive a maximum of 36 months of coverage.
- Either you or your family member are responsible for notifying your employer of a divorce, legal separation or child losing dependent status within 60 days of the event. In the case of termination, death or reduction in hours, your employer will be responsible for letting the provider know that you have the right to continue coverage under COBRA.
- Benefits will remain identical to what you had while employed. However, you will be responsible for paying the full premium, plus any applicable fees.

First Financial Administrators, Inc. provides COBRA administration services for the following plans:  
Medical, Dental, Vision, FSA, HRA, Group Cancer





# Medicare & Age 65



FFMS | <https://www.ffga.com/medicare-solutions> | 800-523-8422

## Questions to Consider Before Retiring

- Do I **plan** to Retire?
- Am I **eligible** to Enroll?
- **When** can I enroll?
- Do I really **want** to enroll?
- **Should** I enroll now or wait?
- What happens if I **don't** enroll when I'm eligible?

Whether or not you intend to retire yet, these questions and more may occur as you approach age 65.

Planning for your future is important, and you don't have to do it alone.

Let the experts at First Financial assist you through this process.

**Robert Dawson**  
**FFMS Coordinator**  
Cell: 281-889-9382

# Contact Information

Ector County ISD Benefits Office  
802 N. Sam Houston, Odessa, TX  
79761

Yolanda Gordon, Director of  
Benefits & Risk Management  
432-456-9784

Maria Melendez, Health Benefits  
Specialist 432-456-9780

FFGA  
Ty Stovall, Senior Account Manager  
432-770-5645 | [ty.stovall@ffga.com](mailto:ty.stovall@ffga.com)

Product	Carrier	Website	Phone
Medical	AETNA	<a href="http://www.aetnaresource.com/p/ector-county-isd">www.aetnaresource.com/p/ector-county-isd</a>	888-982-3862
Pharmacy Benefit	PCA Rx	<a href="http://Pcarx.myrxplan">Pcarx.myrxplan</a>	855-286-7882
Dental	MetLife	<a href="http://www.metlife.com">www.metlife.com</a>	800-275-4638
Vision	Superior Vision by MetLife	<a href="http://www.metlife.com">www.metlife.com</a>	855-564-6638
Disability	The Standard	<a href="http://www.standard.com">www.standard.com</a>	855-757-4717
Accident	MetLife	<a href="http://www.metlife.com">www.metlife.com</a>	855-564-6638
Critical Illness	MetLife	<a href="http://www.metlife.com">www.metlife.com</a>	855-564-6638
Hospital Indemnity	AETNA	<a href="http://www.myaetnasupplemental.com">www.myaetnasupplemental.com</a>	800-607-3366
Cancer	Allstate	<a href="http://www.allstatebenefits.com/mybenefits">www.allstatebenefits.com/mybenefits</a>	800-282-2550
Permanent Life Insurance	Texas Life Insurance	<a href="http://www.texaslife.com">www.texaslife.com</a>	800-283-9233
Group Life	The Standard	<a href="http://www.standard.com">www.standard.com</a>	855-757-4717

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432-770-5645 | [ty.stovall@ffga.com](mailto:ty.stovall@ffga.com)

Product	Carrier	Website	Phone
Whole Life	Allstate	<a href="http://www.allstatebenefits.com/mybenefits">www.allstatebenefits.com/mybenefits</a>	800-282-2550
Telehealth	Recuro Health	<a href="http://recurohealth.com">recurohealth.com</a>	855-6RECURO
Legal	Legal Shield	<a href="http://www.w3legalshield.com">www.w3legalshield.com</a>	800-654-7757
Medical Transport	MASA MT	<a href="http://www.masamts.com">www.masamts.com</a>	954-334-8261
ID Theft Protection	iLock	<a href="http://www.ilock360.com">www.ilock360.com</a>	855-287-8888
Retirement Plans	First Financial	<a href="http://www.ffga.com">www.ffga.com</a>	800-523-8422 x2
FFInvest 457(b)	TCG	<a href="http://www.tcgservices.com">www.tcgservices.com</a>	800-943-9179
FSA ad HSA	First Financial	<a href="http://www.ffga.com">www.ffga.com</a>	866-853-3536
Dependent Care	First Financial	<a href="http://www.ffga.com">www.ffga.com</a>	866-853-3539