

# Las Cruces Schools Benefit Summary

December 1, 2015

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November 30, 2016

Look inside for important  
information about the benefits  
offered to you as an employee  
of Las Cruces Schools.



## What is Section 125/Cafeteria Plan?

As a district employee, you are eligible to participate in a Section 125 Flexible Benefit Plan. Enrollment opportunities are limited to the plan year dates for your district.

A Section 125 Flexible Benefit Plan allows you, the employee, to select from a list of available benefits that will meet your family's healthcare needs. Certain benefit premiums are deducted from your gross earnings before federal withholding taxes are figured. The amount you elect to have deducted "pre-tax" actually lowers your taxable income. By implementing this plan, your employer is helping you reduce your taxes and increase your take home pay.

Representatives from First Financial will be in the district August 31st - October 2nd to review plan options and help make changes to your voluntary benefit elections under the Cafeteria Plan.

*All employees are required to see a Representative and sign an election form, even if you do not participate.*

Earnings and Hours	Without 125	With 125
Monthly Salary	\$3,000.00	\$3,000.00
Benefits	n/a	\$449.00
Taxable Gross	\$3,000.00	\$2,551.00
Taxes	\$(450.00)	\$(382.65)
Benefits	\$(449.00)	n/a
Take Home Pay	\$2,101.00	\$2,168.35

**WOW - YOU KEEP \$67**

**Existing insureds may be able to increase your disability benefit with no health questions asked.**



## Disability Insurance - American Fidelity

A disability policy is a great way to meet your financial obligations should you be unable to work. This insurance is designed to provide a monthly income to an individual that becomes disabled due to an accident, illness, or pregnancy.

## Permanent Whole Life Insurance - Texas Life

This life insurance is available to employees who want long-term coverage. As an LCPS employee you are eligible to apply for up to \$300,000 through Express Issue in life insurance with very limited health questions asked. This plan is flexible, allowing employees to get life insurance coverage on their spouses, children and grandchildren, even if they do not participate themselves.

## Cancer Insurance - American Fidelity

Cancer insurance is designed to be a supplement and pays for many of the costs not covered by your major medical insurance. This plan pays in addition to other coverage you may have.



## Accident Insurance - American Fidelity

You can not predict when or if an accident will happen, but you can protect yourself and your family against the high cost of an accidental injury or death. This plan pays in addition to other coverage you may have. Family coverage is available.



## Long Term Care - LifeSecure

The Need for Long-Term Care Can Happen To Anyone. Anyone can be affected by an illness or accident, not just the elderly. Long-Term Care Insurance is a good choice at any age. Statistics show that *40% of people receiving long term care services are working age adults, between the ages of 18 and 64.* (Conning & Company, Long term care insurance - Baby Boom or Bust?", 1999).

## Flexible Spending Accounts

Flexible Spending Accounts are tax-favored accounts that allow participants to set aside mon-  
ey pretax for eligible Medical and Dependent Care costs. Flexible Spending Accounts (FSAs)  
allow an employee the opportunity to put some of his/her salary aside before taxes  
to pay for many common out-of-pocket expenses.

Use-it-or-lose-it refers to an IRS requirement. If you do not spend all the money  
you have elected, it will be forfeited because it cannot be rolled over or refunded  
to you. Any money that you elect to set aside in a flexible spending account for a  
given Benefit Period may be used only for eligible expenses you incur for services  
received during that Benefit Period. So, it's very important that you plan carefully  
when deciding on how much to allot for your FSA account(s).



The Benefit period for Las Cruces Public Schools is December 1, 2015 – November 30, 2016.

## Medical Reimbursement

Your medical reimbursement account may be used to reimburse you for expenses that you in-  
cur for treatment of yourself, spouse and dependent children.

Eligible medical expenses include deductibles and coinsurance amounts under a group health  
plan, charges that are in excess of the amount reimbursed under a group health plan, and  
charges that are not covered under a group health plan such as certain corrective surgeries,  
vision care, dental care and hearing aids.

Maximum contribution amount for the 2014 plan year is \$2,550 (\$212.50 per month, \$106.25  
per check).

As an added bonus, your district is eligible for the Metavante Debit Card. Use this to pay with  
eligible expenses from your Medical Reimbursement account without having to submit a  
claim. Talk to your agent for more information on this.

## Dependent Childcare Reimbursement

This benefit allows you to pay for dependent care expenses with “pre-tax” dollars. The maxi-  
mum amount for Dependent Care Reimbursement is \$5,000 per plan year.

Dependent daycare center expenses are eligible if the care is for your dependent under age 13  
and for any other qualifying dependent (including adult dependents), who regularly spends at  
least 8 hours each day in your household.

Child support payments and childcare payments qualifying as alimony are not qualified ex-  
penses for reimbursement.

## Contact Information

### **First Financial Administrators**

New Mexico Branch Office  
Myrna Gomez, Account Manager  
Nicole Brown, Customer Service Representative

800-365-3860  
myrna.gomez@ffga.com  
nicole.brown@ffga.com

Flex Claim Status  
Flex Claim Forms & Account History

800-523-8422  
[www.ffga.com/onlineflex.htm](http://www.ffga.com/onlineflex.htm)

Retirement Service Department

800-523-8422  
[Www.ffga.com/403b/403bMain.aspx](http://Www.ffga.com/403b/403bMain.aspx)

### **American Fidelity (Disability, Cancer, Accident & LTC)**

Customer Service  
Claim Forms

800-654-8489  
[www.afadvantage.com](http://www.afadvantage.com)

### **Texas Life (Life Insurance)**

Customer Service

800-283-9233  
[www.texaslife.com](http://www.texaslife.com)

### **AUL/One America (403b)**

Customer Service

800-249-6269  
[www.oneamerica.com](http://www.oneamerica.com)

