



# Deferred Compensation Bulletin

February 2020

## Did You Know?

- ✍ Only 6 of every 10 workers are actively saving for retirement? According to a recent study from the Employee Benefit Research Institute, 40% are not saving at all.
- ✍ All vendor reps approved by the FBC will have an SDCOE badge? If they don't have a badge, you can't be certain of what they are selling or who they represent.
- ✍ The FBC Deferred Comp Plan is one of the lowest cost-to-participant programs in the State?
- ✍ Empower Retirement is now the second largest retirement plan provider in the U.S.? Convenient online enrollment, payroll contribution changes, and distributions are coming soon!

## News You Can Use

Welcome to the first Deferred Compensation Bulletin! The purpose of this new monthly publication is to increase communication and information flow to districts. By now, we've completed much of the transition from NBS to SchoolsFirst Plan Administration as our TPA. While there were a few expected, and unexpected, bumps in the road, we're pleased with the effort and speed with which SchoolsFirst is working to correct any issues, which includes payment of any lost interest earnings due to delays, enhancements to their website, and hiring six new, full-time staff to assist our members. Another measure we're taking to improve is the development of an enhanced website that will be more user-friendly to participants, while still a central hub for payroll, HR, and benefits staff. We've asked a few people from each group to help us test the website and provide feedback. The expected launch date is 03/01/2020.

SAVE THE DATE! Retirement Symposium – 03/28/2020 @ Del Norte HS

## February Workshops

Date:	Location:	Time:	Presenter:	Audience:
02/07	Iftin Charter	1pm	Anna/Andrew	STRS
02/08	TVUSD	9 & 11am	David	STRS, PERS
02/12	Seeley	1pm & 2pm	Andrew/Eric	PERS, STRS
02/14	Element Education	8am	Eric	Retirement Planning
02/18	Escondido UHS	4pm	Andrew/Eric	STRS/PERS/DC
02/20	SDCOE	4pm	Anna	PERS
02/22	NCREC	9am	Andrew	PERS
02/24	Rancho Santa Fe	7am	Anna/Andrew	STRS
02/26	PSUSD	4pm	David	Financial Fitness

## Plan Comparison

### 403(b) and Roth 403(b)

### 457(b)

<b>Contribution Limits</b>	\$19,500	\$19,500
<b>Additional Catch-up</b>	15 Years of Service Rule	Final 3 Year Rule
<b>Age 50 Catch-up</b>	\$6,500	\$6,500
<b>Section 415 Limit</b>	100% to \$57,000	N/A
<b>Compensation</b>	Calendar Year + Deferrals (for 125, 457(b) & 403(b))	Calendar Year + Deferrals (for 125, 457(b) & 403(b))
<b>Loans</b>	50% of total acct balance up to \$50,000. Paid back over ≤ 5 yrs. Defaulted loans are taxable. If participant defaults or has previously defaulted on a plan loan, no further loans will be permitted.	
<b>Distributions</b>	Only for death, disability, retirement, termination of employment, hardship, Age 59½, and Age 72 minimum distributions.	Only for death, disability, termination of employment, unforeseeable emergency, and Age 72 minimum distributions.
<b>Distribution Penalty</b>	10% for early distributions	None

## CONTACTS

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### EMPOWER RETIREMENT:

FBC HELPLINE: 1-844-732-7738  
myfbc retirement.empower-retirement.com

### SCHOOLSFIRST PLAN ADMINISTRATION:

DISTRICT LINE: 800.462.8328 x8793  
PARTICIPANT LINE: 800.462.8328 x4727