

REPORT TO CITY COUNCIL

Approved by:

Wendy Silva
Wendy Silva, Director of Human Resources

Arnoldo Rodriguez
Arnoldo Rodriguez, City Manager

Council Meeting of: June 5, 2019

Agenda Number: B-11

SUBJECT:

Consideration of a Minute Order Approving an Affiliation Letter with Omair Javaid of World Financial Group to Provide Financial Education and Financial Counseling Services for City Employees as an Optional Employee Benefit and Authorizing the City Manager to Sign the Letter

RECOMMENDATION:

It is recommended the City Council (Council) approve the affiliation with Omair Javaid of World Financial Group (WFG) and authorize the City Manager.

SUMMARY:

The City offers various benefits and opportunities to its employees through affiliations with a wide range of providers. This includes supplemental disability insurance, voluntary life insurance, and affiliation with two local credit unions. Mr. Omair Javaid is a local provider of financial education and counseling services and has offered to provide these services to City employees.

DISCUSSION:

Mr. Javaid approached staff with an offer to provide financial education classes to City employees. Staff reviewed with Mr. Javaid the financial education topics he can provide, attached as Exhibit 1, as well as verified that he is affiliated with a reputable company. After meeting with Mr. Javaid and obtaining an understanding of his offered partnership, staff is recommending affiliation with Mr. Javaid to provide employees with an additional option for financial education. This affiliation will both complement and supplement financial education options currently provided through the City's affiliation with Noble Credit Union, as well as the existing retirement savings providers. Mr. Javaid has a solid understanding of the City's existing benefits and will assist staff in helping employees understand their financial management options when taking into consideration their City-provided defined benefit retirement program and 457 Deferred Compensation program.

If approved, the affiliation between the City and Mr. Javaid will provide the following optional benefits/services to our employees:

- Free financial management classes for City employees, to be offered in a Lunch & Learn type setting (Exhibit 1)
- One-on-one financial education and consultation sessions available to employees quarterly

The City's Human Resources department will coordinate scheduling and advertisement of the educational opportunities.

FINANCIAL IMPACT:

Staff time will be utilized to scheduling training sessions, however there will be no direct costs to the City associated with this affiliation. It will be administered similarly to the City's existing optional benefit programs.

CONSISTENCY WITH THE VISION MADERA 2025 PLAN:

The information contained herein is not addressed by the Vision Madera 2025 plan, nor is the information in conflict with that plan.

ALTERNATIVES:

If Council does not approve the affiliation letter, the optional benefits offered by Mr. Javaid will not be added to the City's benefit offerings.

ATTACHMENTS:

1. Exhibit 1: Financial Education Topics
2. Affiliation Letter


Money Matters

Make it Work for You



A Transamerica Company





No matter your goals, take control of your money now and **make it work for you.**

You have goals and dreams – such as buying a home, sending a child to college or retiring when and where you want – most of which require you have a financial strategy in place to achieve them. But what's the best strategy? There's no one way to prepare for the future that is right for everyone, but that's where an associate of World Financial Group, Inc. (WFG) comes in. Your licensed WFG financial professional can assess your specific needs and help you create a strategy for you to use to work toward your goals.

Not only that, they will share and help you understand important financial fundamentals to help you be a more informed consumer. At WFG, we believe there's nothing more important than helping individuals and families become more financially secure, and knowledge is a key part of getting there.

Take control of your money now and make it work for you. **Money matters. Make it count.**

Our Product Providers

Choice equals power, which is why you're not limited to one product or provider with WFG.

Your licensed WFG associate offers a broad array of products and services from many well-known companies to help you determine your best path forward.

We ask that you carefully consider all the information provided to you and to ask any questions you may have before you make a decision. We want you to be comfortable with the choices you make and have a long-term, rewarding relationship with your licensed WFG associate.

Some of the products we offer include:

- Indexed Universal Life Insurance
- Universal Life Insurance
- Term Life Insurance
- Whole Life Insurance/Final Expense
- Fixed Annuities
- Long Term Care Insurance
- Disability Insurance



Here are some of the companies a licensed WFG associate has access to:



The city and state locations of these companies are: Everest Funeral Package, LLC, Houston, Texas; Nationwide Life Insurance Company, Columbus, Ohio; Pacific Life Insurance Company, Newport Beach, California; Prudential Annuities Distributors, Inc., Shelton, Connecticut; Transamerica Life Insurance Company, Cedar Rapids, Iowa; Transamerica Premier Life Insurance Company, Cedar Rapids, Iowa; Voya Insurance and Annuity Company, Des Moines, Iowa.

Challenges

There is usually one obstacle or another that gets in the way of planning for your financial future.

Based on your goals, your licensed WFG associate will help you build a strategy that addresses your concerns. Here are just some of the challenges that people face.

Big Debt & Little Savings

Debt, particularly credit card debt, is a big concern for many families. In 2017 the total credit card debt owed by consumers was \$931 billion. On average, a household carried \$15,983 of this type of debt and those with revolving credit card debt pay \$904 in interest per year.¹ Are you concerned about the amount you owe?

Additionally, the personal savings rate – personal savings as a percentage of disposable personal income – has slipped lower. In March 2017, the rate was 3.9% and as of March 2018 it's at 3.1%.² Are you're saving enough?

College Costs

Without proper planning, paying to send a child to college can put a strain on savings. According to the College Board, the actual cost a student pays college is usually lower than the per-year prices these institutions publish publicly, which range from more than \$9,410 for an in-state student at a public four-year college to slightly more than \$32,000 for a private four-year college.³

The organization notes that more than half of full-time students pay \$11,814 or less per year for tuition and fees thanks to grants, scholarships and other types of financial aid.³ Remember, though, that tuition and fees are only part of the cost of college. Students also have to pay for housing, food, books, supplies and other expenses.

It's also important to plan ahead since the price can increase over time. If you currently have a 1-year-old child, and the cost of college increases by only 3% each year, when he/she reaches college age it could cost \$148,304 to send them to a 4-year program at an in-state public college or university.⁴

Retirement Confidence

Just 17% of workers feel very confident they will live comfortably in retirement, while 47% are somewhat confident, per the most recent Retirement Confidence Survey.⁵ Yet a large portion of these workers have little to no money savings or investments: 45% report that the total value of their household's savings and investments, excluding the value of their primary home and any defined benefit plans, is less than \$25,000, including 26% who say they have less than \$1,000 in savings.⁶

Social Security

Social Security may not be a reliable source of income in the future. A recent Social Security trustees report noted that the combined trust fund reserves will begin to decline in 2022 until reserves become depleted in 2034. When looked at separately, the Disability Insurance Trust Fund reserves become depleted in 2028 and the Old-Age, Survivors, and Disability Insurance Trust Fund reserves become depleted in 2035.⁷

Rising Cost of Living

Often people fail to consider the rising cost of living when creating a strategy for their future. To show how this can affect you, consider this: If you and your spouse are each 45 years old, earn \$100,000 per year and plan to retire in 20 years and inflation averages 4.5% during the next two decades, you will need more than \$241,000 a year to equal your current \$100,000 annual income.

Unexpected Loss

If you should die unexpectedly, without proper planning that includes life insurance and/or emergency savings, your family could face serious financial issues due to funeral costs, credit card bills, mortgage costs, education tuition and more.



Our Solution: The WFG Financial Needs Analysis



Cash Flow

- Earn additional income
- Manage expenses



Debt Management

- Consolidate debt
- Strive to eliminate debt



Emergency Fund

- Save at least 3-6 months' income
- Prepare for unexpected expenses



Proper Protection

- Protect against loss of income
- Protect family assets



Build Wealth

- Strive to outpace inflation and reduce taxes



Preserve Wealth

- Reduce taxation
- Build a family legacy

When investing, there are certain risks, fees and charges, and limitations that one must take into consideration.

The WFG Financial Needs Analysis, developed by World Financial Group, is based on the accuracy and completeness of the data provided by the client. The analysis uses sources that are believed to be reliable and accurate, although they are not guaranteed. Discuss any legal, tax or financial matter with the appropriate professional. Neither the information presented nor any opinion expressed constitutes solicitation for the purchase or sale of any specific product or financial service.

Understanding Cash Flow

An important part of a financial strategy is determining how much money is available to you and, when possible, increasing that amount.

This money, often referred to as cash flow, can help you accomplish many things including reducing or eliminating debt and increasing your savings.

To help increase cash flow, it's important to manage and reduce expenses. Here are a few ideas on how to accomplish both:

- Create a budget and stick to it by weighing your monthly income and expenses, and determining needs versus wants
- Spend less money than you earn - although this seems obvious, it's not always easy to accomplish without a plan and/or budget
- Consider raising deductibles on your auto, homeowners and other insurance policies, which can help lower premiums
- Look for ways to reposition money that is currently in low-interest savings accounts
- If your mortgage includes Private Mortgage Insurance (PMI), drop it as soon as the equity in your home reaches 20% of your home's value

If it's necessary to increase your household income to improve your cash flow, you can consider:

- Starting a second career or a part-time opportunity to earn additional income
- Adjusting your W-2 allowances if you are expecting a tax refund, but consult with your tax advisor before making this change

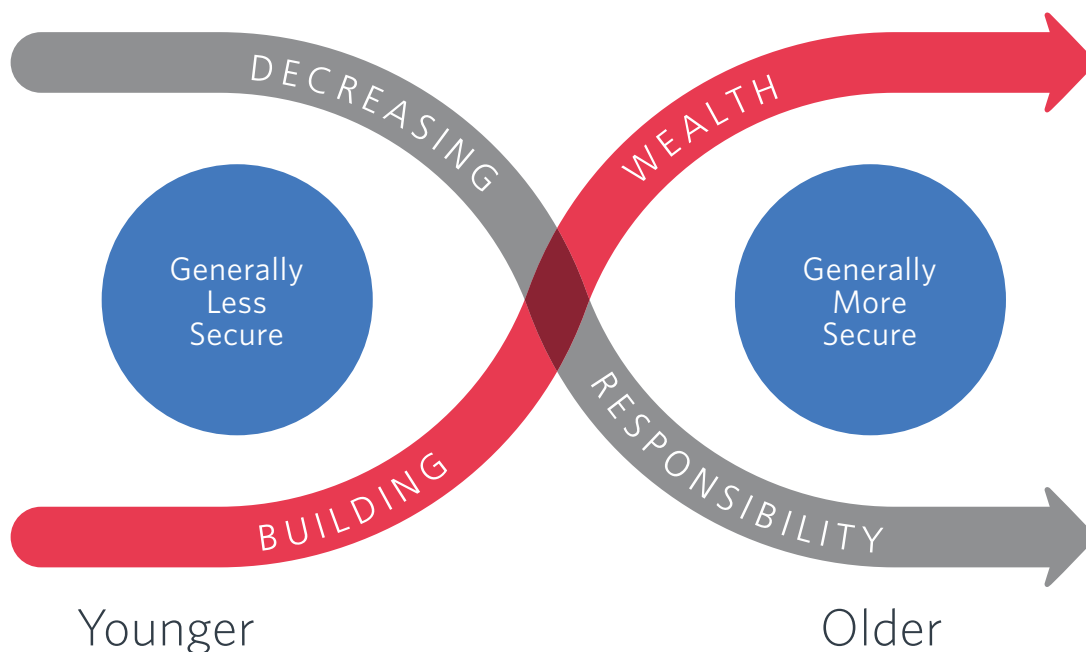
Proper Protection

A key component to building a sound financial strategy is to use life insurance to help protect your beneficiaries in the event of your death.

This coverage can help replace lost income and help preserve your family's standard of living.

You may think that life insurance isn't necessary when you're young, but if you have a family you may need it more than ever. Should you die at a young age the death benefit from a life insurance policy can help pay debts, education costs, childcare, and so much more. When you are older, life insurance may help your family protect the assets you have accumulated.

The graphic below shows that, in general, when you're young, you have many responsibilities and are only in the beginning stages of building wealth. And conversely, as you grow older, you have fewer responsibilities and have probably accumulated more wealth.



How Much Life Insurance Do You Need?

The amount of life insurance coverage necessary is different for everyone and is based on a variety of factors including your:

- Age
- Health
- Number of dependents
- Income/current financial situation

Based on these considerations, a basic rule of thumb is to have enough life insurance to provide about 10 times your annual family income. For example, if your current household income is \$50,000, you may want to consider having \$500,000 in life insurance protection.

But there are many variables that can affect your life insurance needs. Consider these questions:

- How much long- and/or short-term debt do you have?
- What are your long-term goals?
- How much of the insured's income will be needed and over how many years?
- How much do you want to set aside for funeral costs and/or an emergency fund?
- What assets do you have that may be able to cover these costs?

To ensure that you have the right type and amount of insurance, make sure to consult with an experienced life insurance professional for a thorough evaluation of your needs.



Debt Management

One of the biggest obstacles to a sound financial future is consumer debt. It's important to have a strategy that can help reduce and eliminate debt or at least consolidate debt.

Pay Off Your Debt

Revolving high-interest credit card debt is one of the worst types of debt because it can quickly grow into an unhealthy financial situation. Here's an example of the true cost of using a credit card.

Beginning Balance	\$5,000
Credit Card Interest Rate	18%
Monthly Payment	\$200
Time to Pay Off Credit Card	32 months
Total Debt Paid	\$8,000

In the above scenario, you end up paying \$3,000 in interest. However, if you commit to paying slightly more each month, you can pay off the card's balance in much less time and pay only \$1,666.67 in interest.

Beginning Balance	\$5,000
Credit Card Interest Rate	18%
Monthly Payment (4% of original balance)	\$300
Time to Pay Off Credit Card	19 months
Total Debt Paid	\$6,666.67

This shows you why it's important to strive to pay off credit card and high-interest loan debt sooner rather than later. Here are some ideas on how you can achieve this goal:

- Itemize all your outstanding credit card debt or loans from the highest to the lowest interest rate, and list the monthly payments for each
- Pay more than the minimum – as much as possible within your budget – on the credit card/loan with the highest interest rate, then, once you pay off that credit card/loan, begin paying off the next highest interest rate credit card/loan
- Quit charging: Put your credit cards away so you don't consider charging on them while you're paying down your debt or after it's paid off

If you are a homeowner, you can also consider the possibility of taking out a low-interest home equity loan to pay off your debt. Although a home equity loan is still debt, often the interest is tax deductible.

Refinance Your Mortgage

When current interest rates for home mortgages are low, it may be prudent to consider refinancing. However, before you refinance, it's important to consider:

- The type of mortgage
- The mortgage amount
- Refinancing fees
- The number of years you plan to live in the home

The bottom line in deciding if refinancing will reduce your debt? Determine how long it will take to recoup the expenses associated with refinancing.



Emergency Fund

No matter how well you plan in life, the unexpected happens.

To prepare for life's little "disasters," set up an emergency fund to help pay for any resulting expenses. To determine how much you should have in your emergency fund, consider setting aside at least three to six months of your income.

Don't think you need an Emergency Fund? Consider these potential expenses and scenarios:



Major car repairs



Major home repairs



Major appliance repairs or replacement



Loss of a job



Serious illness or hospitalization



Extended elder care or long term care

Build Wealth

When developing financial goals, it's important to have a long-term asset accumulation strategy in place.

A long-term asset accumulation strategy should have the potential to outpace inflation and take into consideration how different products and account types are taxed. When determining the best strategy for you, it's important to determine how long you may live in retirement and how much it will cost to live comfortably during those years. Your licensed WFG associate can help you develop a strategy based on your needs.

The Rule of 72

Divide 72 by an annual interest rate to calculate approximately how many years it takes for money to double assuming the interest is compounded annually. Keep in mind that this is just a mathematical concept. Interest rates will fluctuate over time, so the period in which money can double cannot be determined with certainty. Additionally, this hypothetical example does not reflect any taxes, expenses, or fees associated with any specific product. If these costs were reflected the amounts shown would be lower and the time to double would be longer.

72 ÷ 2% = 36 At 2% money nearly doubles every 36 years		72 ÷ 4% = 18 At 4% money nearly doubles every 18 years		72 ÷ 6% = 12 At 6% money nearly doubles every 12 years	
Years	Amount	Years	Amount	Years	Amount
Initial Amount	\$10,000	Initial Amount	\$10,000	Initial Amount	\$10,000
35	\$19,999	18	\$20,258	12	\$20,122
70	\$39,996	36	\$41,039	24	\$40,489
		53	\$79,941	36	\$81,473
				48	\$163,939

Preserve Wealth

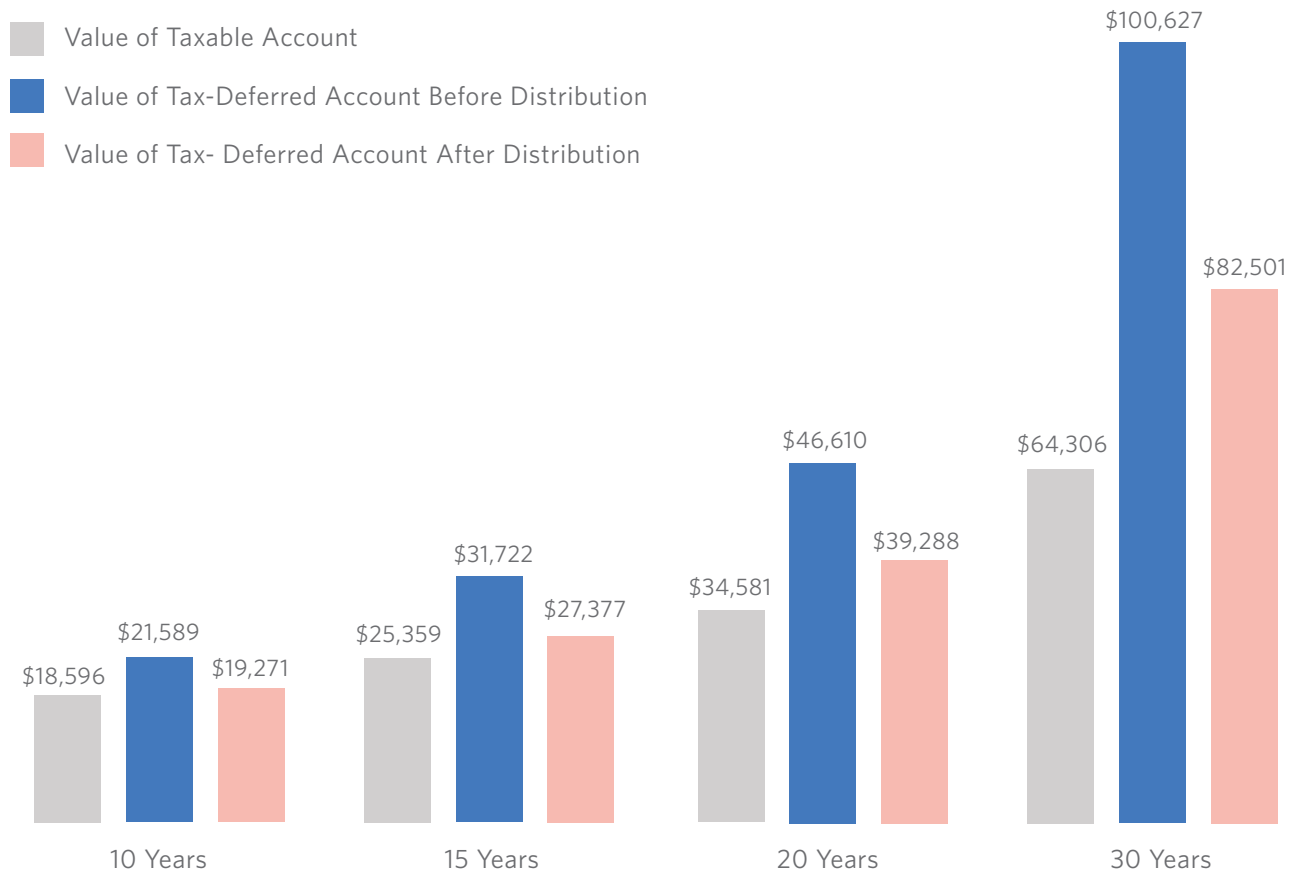
In addition to procrastination, taxation also is an enemy when trying to build and maintain savings.

Harness the Power of Tax Advantages

The hypothetical example below shows the value of \$10,000 invested in a tax-deferred and a taxable account, assuming an 8% return and a 20% tax rate on any gains. It also shows the value of the tax deferred account upon distribution.

This example is for illustrative purposes only and doesn't represent a specific investment nor does it reflect any fees or charges associated with any investment, which would lower the listed values. Both the rate of return and the principal value of the investments will fluctuate over time, and it is unlikely that any one rate of return is sustainable over long periods of time.

Value of a Tax-Deferred versus a Taxable Account



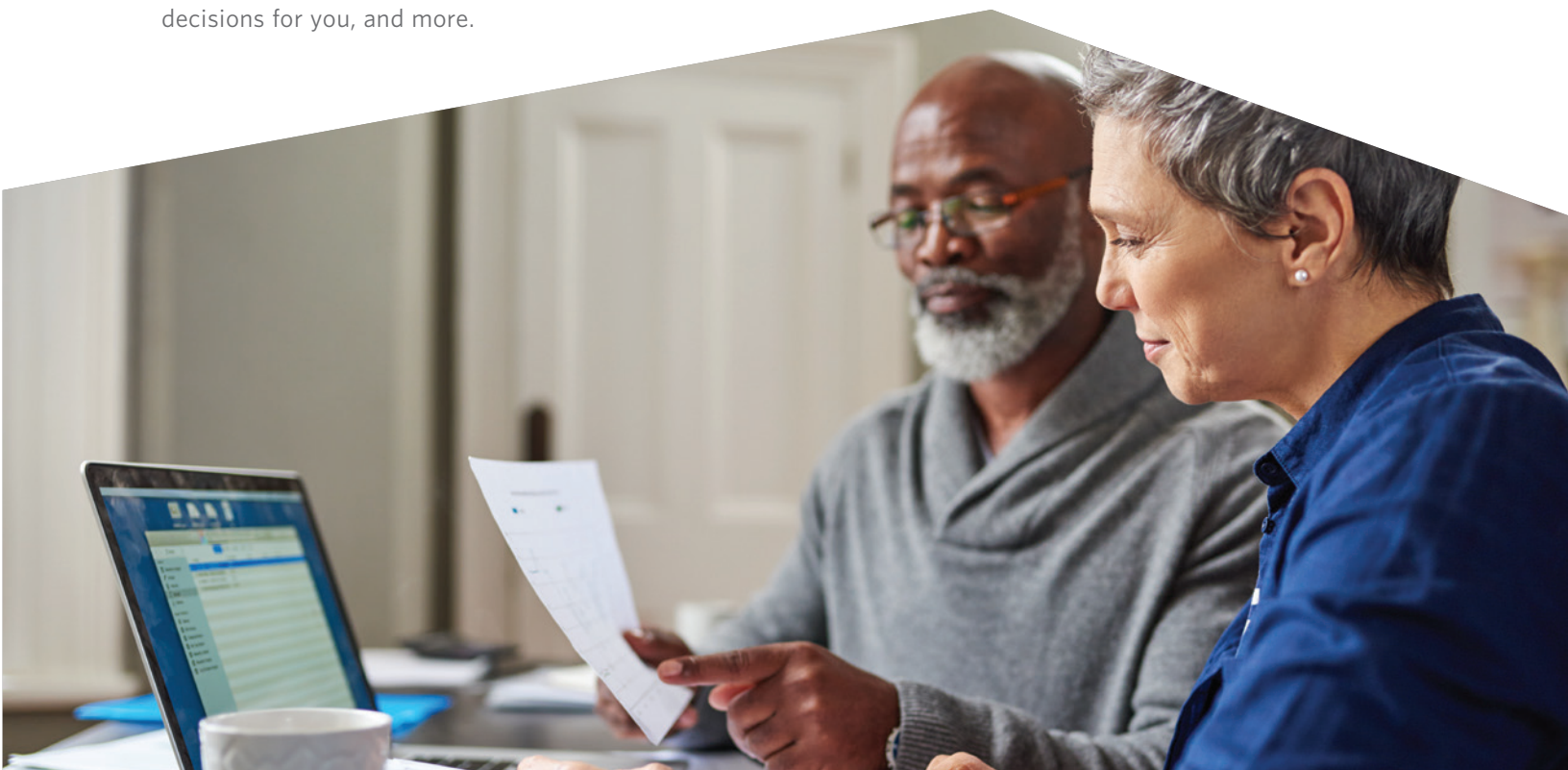
Have an Adequate Estate Plan

It is important to work with a qualified attorney to put an estate plan in place that meets your individual needs. Following are just few items you can consider addressing in your estate plan.

- How your assets can transfer to your heirs at your death. There are different ways to structure the distribution of your assets so it is important to understand the costs and benefits of each.
- Managing estate taxes. Current tax law exempts estates up to \$11.2 million for an individual and \$22.4 million for married couples.⁸
- Ensuring your legacy reaches your intended heirs, including any life insurance coverage, pensions and annuities.
- Setting up medical and financial powers of attorney so that, should you become incapacitated, someone can take care of your finances, make medical decisions for you, and more.

Estate planning can be an essential part of your financial strategy, helping to ensure that the wealth you accumulated over the years is not marred by the effects of taxes or other unintended consequences. Please consult with your attorney for guidance regarding your specific circumstances.

Please note that WFG, its affiliated companies, and their associates do not offer tax, legal or accounting advice. This is provided for informational purposes only and should not be construed as tax, accounting or legal advice. You should rely solely upon your independent advisors regarding your particular situation.



Money Matters: Make it Work For You

Your licensed WFG associate is ready to help you make your money work for you.

By walking you through the WFG Financial Needs Analysis (FNA), you and your licensed WFG associate can obtain a clear understanding of where you are now and where you want and need to be for a better financial future. And, when your life brings change or challenges, your WFG associate is ready to help you update your strategy accordingly.

Take the Next Step

Procrastination is an enemy to your goals, but it can easily be overcome. By starting your financial strategy now, you can put time on your side.

To begin today:

- 1 Share information with your licensed WFG associate so you can obtain an FNA
- 2 Set a follow up appointment with your associate to obtain the results of this analysis
- 3 Implement the strategy recommended by your licensed WFG associate based on your FNA results
- 4 Include your WFG associate in your referral network

Put time on your
side. **Get started
now.**



- 1 "2017 American Household Credit Card Debt Study," Erin El Issa, NerdWallet.com, <https://www.nerdwallet.com/blog/average-credit-card-debt-household/>, May 2018.
- 2 U.S. Personal Saving Rate, YCharts.com, https://ycharts.com/indicators/personal_saving_rate, May 2018.
- 3 "College Costs: FAQs," The College Board, May 2018.
- 4 College Cost Calculator, The College Board.
- 5 2018 Retirement Confidence Survey, Employee Benefits Research Institute and Greenwald & Associates, April 24, 2018.
- 6 2018 RCS Fact Sheet #3, Preparing For Retirement In America, Employee Benefits Research Institute and Greenwald & Associates, 2018.
- 7 The 2017 Annual Report of the Board of Trustees of the Federal Old-Age and Survivors Insurance and Federal Disability Insurance Trust Funds, July 13, 2017.
- 8 Final Tax Bill Includes Huge Estate Tax Win For The Rich: The \$22.4 Million Exemption, Ashlea Ebeling, Forbes.com, Dec. 21, 2017.

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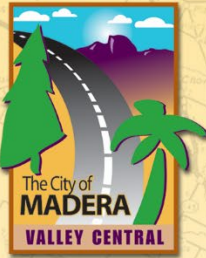
Headquarters: 11315 Johns Creek Parkway, Johns Creek, GA 30097-1517. Phone: 770.453.9300. WorldFinancialGroup.com

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June 5, 2019

Omar Javid
World Financial Group
423 West Fallbrook Ave., Suite 108
Fresno, CA93720

Affiliation Letter for Partner Benefit Services

Dear Mr. Javid:

The purpose of this letter is to confirm an affiliation between the City of Madera and yourself, Mr. Omar Javid, of World Financial Group.

The City of Madera employs over 350 full and part time employees. While the City offers a generous core benefits package, employees also have access to optional benefits. From time to time the City becomes aware of local individuals and/or agencies who can provide optional benefits through a mutually beneficial arrangement with the City.

You, as a representative of World Financial Group, have offered free financial management classes for City employees to be offered in a lunch-and-learn style setting at City offices. You will also be available to provide one-on-one education and consultation services for City employees to help educate them about financial planning on a quarterly basis. The City will provide an appropriate location for these trainings and consultations. Additionally, as a partner benefit provider, you will be provided booth space at the City's Employee Benefits Fair.

We look forward to the benefits of this partnership and the educational opportunities for our employees.

Sincerely,

Arnoldo Rodriguez
City Manager