

401(a) Incentive Plan



NEW! HARMONY PUBLIC SCHOOLS PROVIDES AN EXTRA INCENTIVE TO SAVE

A 401(a) plan is an employer-sponsored retirement plan that allows dollar or percentage-based contributions from the employer, the employee, or both. Harmony Public Schools has created this incentive match plan to help you help build your retirement savings by rewarding your “Steps” as an employee. The matched contributions are determined by a fixed formula.

Beginning February 1, 2021, all Exempt (salaried teachers, professionals and administrators) employees will receive a 100% match of deferrals to the 403(b) and/or 457(b) Plan up to a cap based on the Step you are currently on. You must be employed with HPS on the last day of the plan year (8/31) to receive each year’s contribution.

Matching Contribution

Step	Maximum Match
Steps 0 - 1	\$250.00
Steps 2 - 5	\$500.00
Steps 6 - 10	\$1,000.00
Steps 11 - 15	\$1,250.00
Steps 16+	\$1,500.00

What’s my Step?

Steps represent previous years of education experience plus other factors. Your current salary is determined by your Step. Please refer to HR for clarification on your Step.

Vesting

You will vest in your account (the percentage of employer contributions you own) as you stay with Harmony PS longer. Vesting begins from your original hire date. Vesting starts at 0% the first 2 years, goes to 50% in year 3, 75% in year 4 and 100% at the end of 5 years of employment. You become immediately vested if you die, become disabled or retire under TRS with full benefits. Years of service are calculated the same way as with TRS.

Enrollment

Enrollment is automatic if you are contributing to the 403(b) or 457(b) Plan.

Have questions?

TCG Retirement Plan Specialists can help you get the most out of your match. Get started using the link below.

www.tcgservices.com/harmonytx