



COAERS

**FINANCIAL
WELLNESS
FORUM:**

**BUILDING
FINANCIAL
CONFIDENCE**

Connect with COAERS

The COAERS Member Services team is available to assist you with all your retirement planning needs.

(512) 4582551

member.services@coaers.org

www.coaers.org



facebook.com/coaers

instagram.com/coaers1

www.youtube.com/@coaers

bit.ly/COAERSlinkedin



Managing Today's Finance with Confidence

Simple steps for everyday financial control



FOUNDATION COMMUNITIES
PROSPER CENTERS



Finances are inherently emotional

- Managing money can feel overwhelming
- It is important to look at your finances *without* shame, but instead with a ***solution-focused mindset***
- While the past is behind us, we can focus on the *choices ahead* and use the *right information to move forward with confidence.*



What We'll Cover



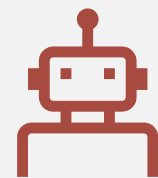
Understanding your money flow



Building a safety cushion

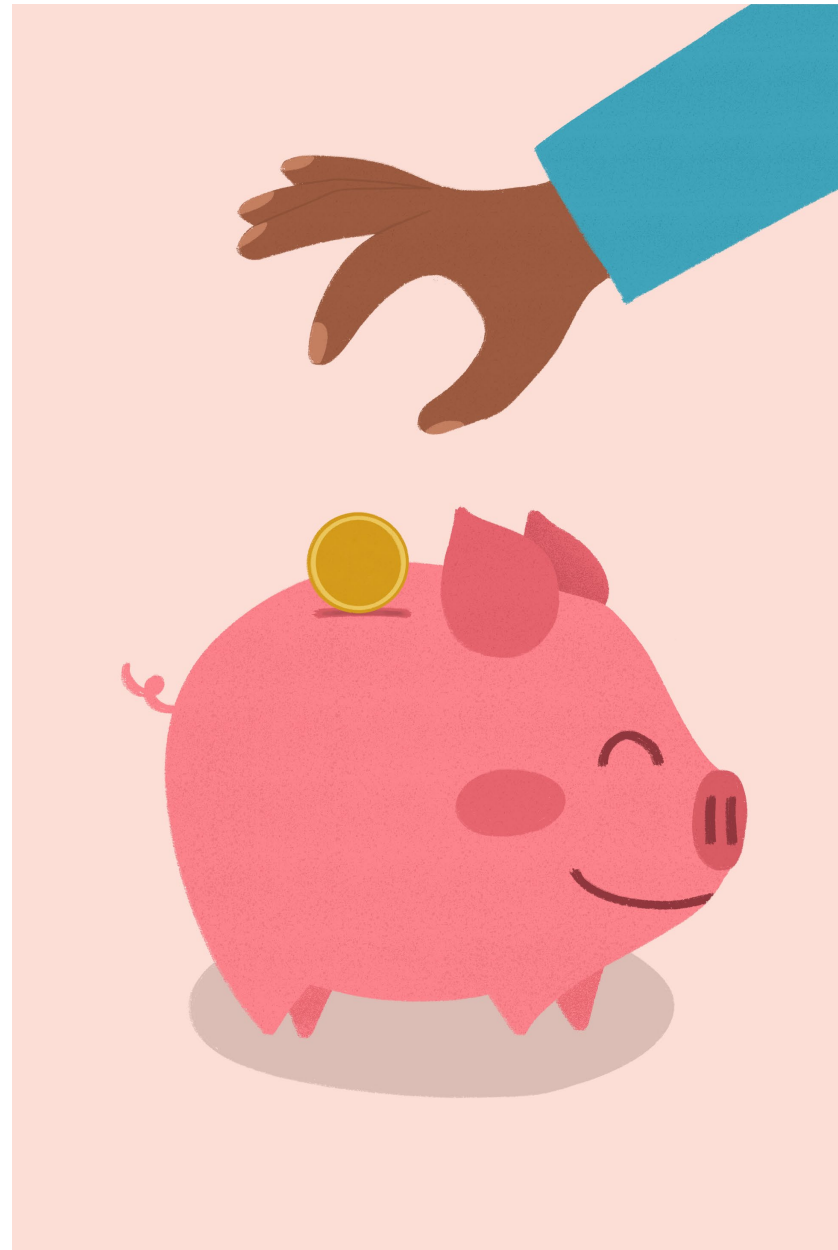


Needs vs. wants



Small habits that make a big difference

Where is your money going?



- **Income** = what \$ comes in
- **Expenses** = what \$ goes out
- **Cash flow** = what \$ is left (or not)

- **Simple Breakdown:**
 - Fixed expenses (rent, bills)
 - Flexible expenses (food, gas)
 - “Invisible spending” (subscriptions, small purchases)

- **Self-reflection questions:**
 - Do you usually have money left at the end of the month?*
 - What’s one expense that surprised you recently?*
 - What’s one thing you spend on automatically?*

Your Financial Safety Net: *Emergency Fund Basics*



- **Purpose:** unexpected expenses (car repair, medical, job gap)
- **Goal:** start small—not perfect
- **Simple targets:**
 - Starter goal: \$500–\$1,000
 - Long-term: 3–6 months of expenses
- *Even \$10–\$20 at a time builds security*
- **Tips:**
 - *Reduce discretionary spending (dining out, subscriptions) to increase contributions.*
 - *Deposit windfalls like tax refunds, bonuses, or cash gifts.*
 - *Make a savings account with your bank, and move \$ with every paycheck into it*

Identifying Wants VS Needs

- **Needs:**
Housing, food, transportation, healthcare
- **Wants:**
Eating out, subscriptions, shopping, upgrades
- **Helpful Reframe:** *Wants aren't bad—they just need boundaries.*
- **Smart Spending Tip:**
Save for larger purchases to avoid paying interest on credit cards or loans
- **Self-Check Questions:**
What happens if I don't buy this?
Is this a necessity or an upgrade?
Am I meeting a need or a desire?
- **Keep in Mind:**
Companies spend millions—even billions—on advertising designed to make things *feel* like needs. Taking a moment to pause puts you back in control.



Small Habits That Work

- Check your account once a week
- Automate savings (even small amounts)
- Pause before non-essential purchases (24-hour rule)
- Cancel unused subscriptions
- Pay essential expenses (like rent) before spending on wants.
- Organize your bills into your phone's calendar
- Find free options, like the library, for entertainment options



Tools and Support

- Budgeting apps (or simple spreadsheets)
- Bank alerts for spending
- Financial coaching or counseling programs
- Community/nonprofit resources
- Calendars for seeing when bills are due
- **Set a goal for the next week:**
 - Track spending for 1 week*
 - Save \$20 this week*
 - Review subscriptions*
 - Write down all monthly expenses*



Prosper Centers

Prosper Center – North

5900 Airport Blvd
Austin, TX 78752

Prosper Center – South

2900 S IH 35
Austin, TX 78704

Contact us!

737-717-4000

www.prospercenters.org



Questions?

“Whether you want to exercise more often or you’re hoping to become debt-free, real change happens in stages. Slow and steady progress is great—as long as you’re taking steps in the right direction.” —Amy Morin

COAERS

Making the Most of Your Retirement Benefits





Understanding Your COAERS Retirement Benefit



Your Unique and Valuable COAERS Retirement Benefit

How the COAERS Defined Benefit Plan Works

City of Austin Employees' Retirement System (COAERS) is a type of pension plan in which an employer promises a monthly retirement benefit that is based on a predetermined formula.



Your COAERS Retirement Benefit

What does the COAERS benefit mean for your financial future?

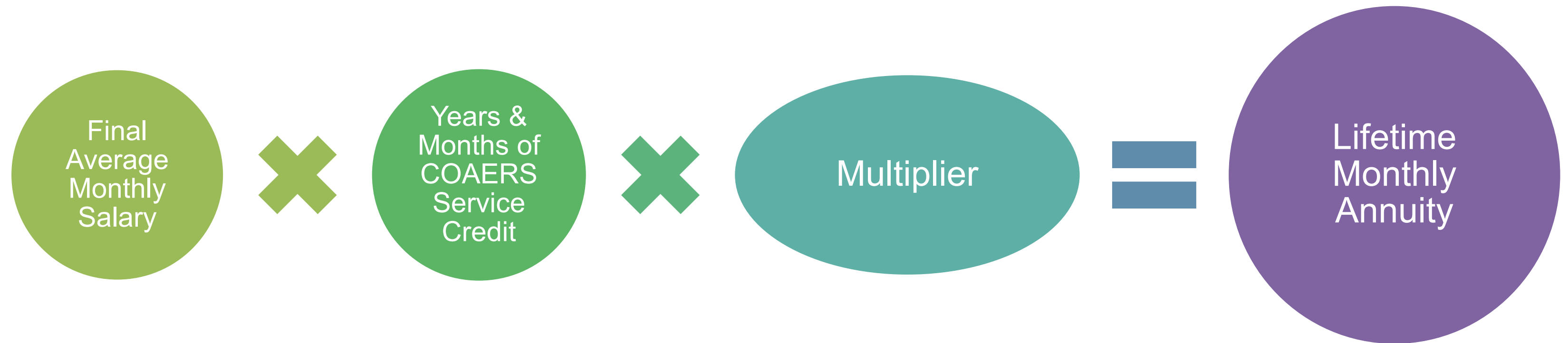
- Guaranteed income for life
 - The City is obligated to fund the promised benefits, and COAERS Trustees and Staff invest those assets to pay for the promised benefits. You don't assume any investment risks with your COAERS benefit. A member's benefit is not impacted by changes in financial markets
- Benefits earned/accrued are legally protected
- Provides survivor benefits
- Provides death benefits
- Provides disability Benefits
- Member contributions are tax-deferred. While you are working, your yearly retirement contribution lowers your taxable income.

Cost of Living Adjustments are not a promised benefit.

Your COAERS Retirement Benefit

How is Your Retirement Benefit Calculated?

- It's based on a predetermined formula



Your COAERS Retirement Benefit

Normal Retirement Life Annuity Estimates: Group A

Normal Retirement Life Annuity Estimates: Group B



Monthly Final Ave. Pay	COAERS Service Credit					
	5	10	15	20	25	30
\$2,000	\$300	\$600	\$900	\$1,200	\$1,500	\$1,800
\$3,000	\$450	\$900	\$1,350	\$1,800	\$2,250	\$2,700
\$4,000	\$600	\$1,200	\$1,800	\$2,400	\$3,000	\$3,600
\$5,000	\$750	\$1,500	\$2,250	\$3,000	\$3,750	\$4,500
\$6,000	\$900	\$1,800	\$2,700	\$3,600	\$4,500	\$5,400
\$7,000	\$1,050	\$2,100	\$3,150	\$4,200	\$5,250	\$6,300
\$8,000	\$1,200	\$2,400	\$3,600	\$4,800	\$6,000	\$7,200

Monthly Final Ave. Pay	COAERS Service Credit					
	5	10	15	20	25	30
\$2,000	\$250	\$500	\$750	\$1,000	\$1,250	\$1,500
\$3,000	\$375	\$750	\$1,125	\$1,500	\$1,875	\$2,250
\$4,000	\$500	\$1,000	\$1,500	\$2,000	\$2,500	\$3,000
\$5,000	\$625	\$1,250	\$1,875	\$2,500	\$3,125	\$3,750
\$6,000	\$750	\$1,500	\$2,250	\$3,000	\$3,750	\$4,500
\$7,000	\$875	\$1,750	\$2,625	\$3,500	\$4,375	\$5,250
\$8,000	\$1,000	\$2,000	\$3,000	\$4,000	\$5,000	\$6,000

What is Vesting?

Why is it Important?

Vesting means you have established enough service credit to receive a lifetime benefit once you reach retirement eligibility.

When are you vested?

- If you earned at least five years of service credit and do not withdraw your accumulated contributions if you leave City employment.
- If you have service credit with a retirement system that participates in the Proportionate Retirement Program, that service may count toward the five years of service credit needed for vesting.

Career Changes? Leaving City Employment

What happens if you leave City employment but are not retiring?

If you leave your City job, you have several choices when it comes to your COAERS membership if you are vested:

Option 1: Keep your COAERS membership

- You can keep your membership and service credit by leaving your contributions with COAERS. Your contributions are credited with interest annually upon approval by the Board.
- If you get reemployed with the City, your previously earned service will be used in determining your retirement benefits.

Option 2: Discontinue your membership and refund your contributions

- Complete a refund application with COAERS and select to:
 - Have your contributions refunded to you in lump-sum payment. It's important to note that there will be a 20% tax withhold and a possible 10% tax penalty from the IRS; or
 - Roll over your contributions to the City's deferred compensation plan or any other qualified plan such as an IRA, 401k, etc.

Life Changes? Keep Beneficiaries Up- to-Date

What happens if you get a divorce?

- Texas is a community property state, so any COAERS benefits you earn during marriage may be divided by a court in a divorce proceeding.
- During a divorce proceeding, if it is determined that you will keep 100% of your COAERS benefit, we do not need any paperwork from you.
- If it is determined that you and your spouse will be dividing your COAERS benefit, you will need to submit a Qualified Domestic Relations Order (QDRO).
 - A QDRO is a special legal order that is signed by the judge who has jurisdiction over your divorce. It tells us what portion of your retirement contributions or monthly retirement benefit to pay to your spouse and the form of payment (lump sum or annuity) after your divorce is final.

What happens if I marry after I retire?

- Once you are retired, you cannot change your survivor under any option. In other words, your new spouse cannot receive a monthly benefit payment after your death.

Death Benefits

What happens if you pass away before retirement?

Upon an active member's death, if member was ***not eligible to retire***:

- The beneficiaries on file with COAERS will receive a lump-sum payment that is double the account balance.
- Example: Penny Pensioner had \$40,000 in retirement contributions in her COAERS account; beneficiary will receive \$80,000 in death benefits.

Upon an active member's death, if member ***was eligible to retire***:

- The spouse can retire in place of the member.
- If the member is close to retirement, they can choose to pre-select a survivor beneficiary option.



Planning for Retirement



Three-Legged Stool

Building Your Money Mindset

Financial planners often refer to the “three-legged stool” in describing the most common sources of income during retirement.

Traditionally, the three legs of this savings model are:

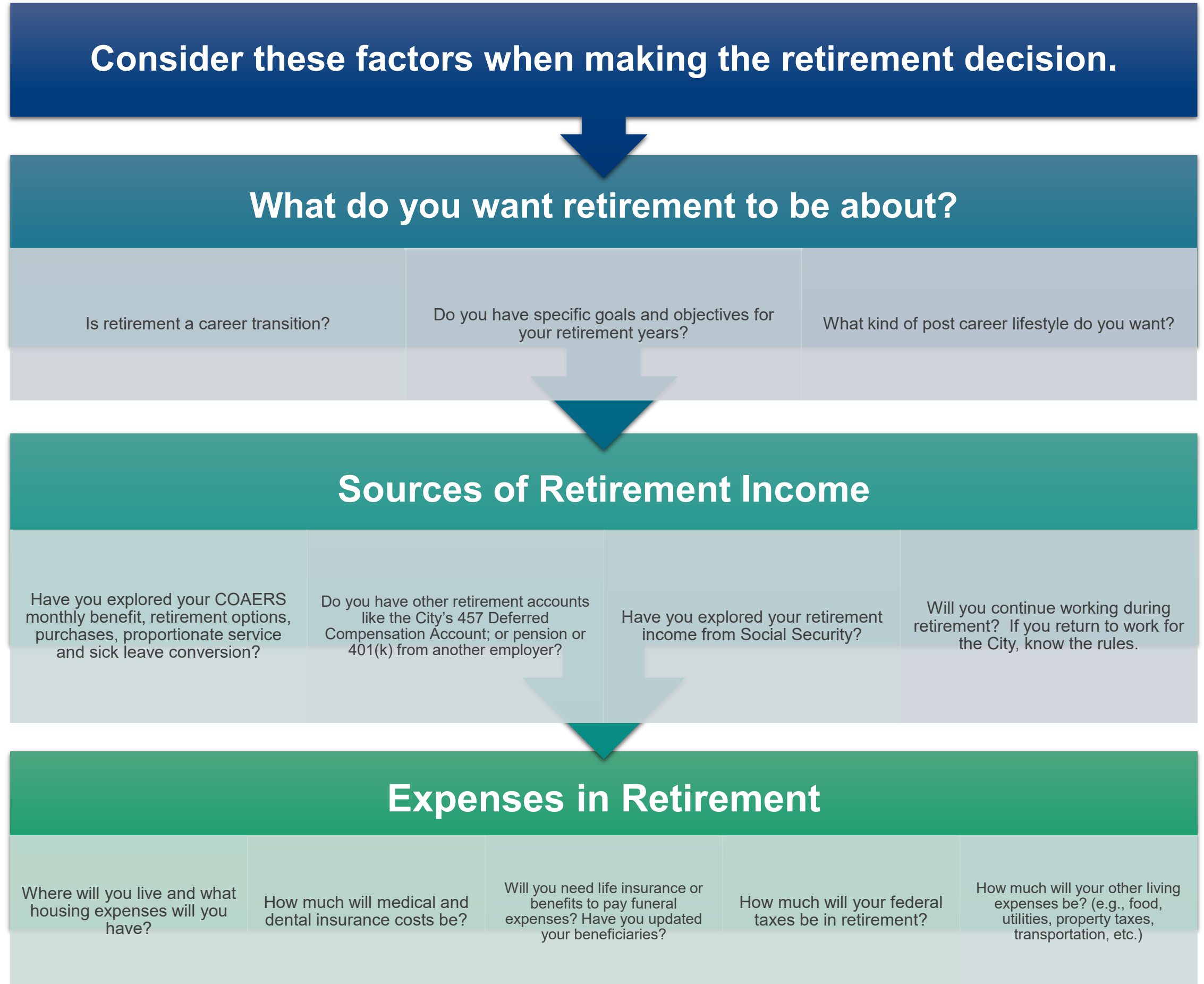
- A defined benefit (DB) pension plan (such as the COAERS plan)
- Social Security benefits
- Supplemental individual savings like a 401k and other deferred compensation programs such as the City’s 457 plan through Empower

If one the legs is “missing,” your other two income sources will bear a greater share of the needed income. It’s important to keep in mind all three of these income streams in planning for your financial security in retirement, and it’s never too late to start!



When will you be ready to retire?

Things to Consider When Making the Retirement Decision



Retirement Eligibility

Group A

Membership starts before January 1, 2012

Must have:

- 23 or more years of service credit; or
- Age 55 or older with at least 20 years of service credit; or
- Age 62 or older with at least 5 years of service credit

Group B

Membership starts on or after January 1, 2012

Must have:

- Age 62 or older with at least 30 years of service credit; or
- Age 65 or older with at least 5 years of service credit

Early Retirement

- Age 55 or older with at least 10 years of service credit

Declare Proportionate Service Credit

You may be able to combine your service credit from those retirement systems to help you meet retirement eligibility under the Proportionate Retirement Program.

May be eligible to:

- combine service to reach COAERS retirement eligibility

May not be used to:

- calculate monthly retirement benefit amount

Proportionate Retirement Systems

- Austin Police Retirement System
- El Paso Firemen and Policemen's Pension Fund
- The El Paso City Employees' Pension Fund
- Employees Retirement System of Texas (ERS)
- Judicial Retirement System of Texas I and II
- Teacher Retirement System of Texas (TRS)
- Texas County and District Retirement System (TCDRS)
- Texas Municipal Retirement System (TMRS)

Purchasing Service Credit

Consider the Financial Impact of Making a Service Purchase

- You can establish additional service credit by purchasing it.
- Service credit purchase does not make you eligible to retire any sooner, but it will increase your monthly benefit payment.

Purchase at Retirement

- Supplementary service credit
- Prior military service
- Non-contributory service
- Sick leave

Purchase Anytime

- Prior Service

Purchasing Sick Leave

How does it work?

- At the time of retirement, you may be able to purchase unused sick leave hours and convert it to service credit.
- A sick leave purchase does not make you eligible to retire any sooner, but it will increase your monthly benefit payment.
- You will pay the current contribution rate at the time of retirement to convert the unused sick hours to service credit.
- Use your COA 457 Deferred Compensation to fund the conversion via a rollover.

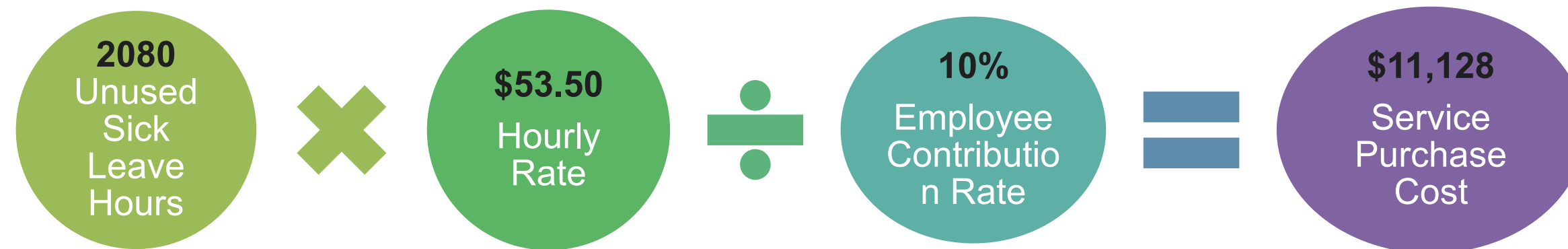
When can you make a sick leave purchase?

- You should start the conversion and purchase process 30 to 60 days before your retirement date.

Purchasing Sick Leave

How do you calculate the cost?

- COAERS only converts unused sick leave in 80-hour pay-period blocks of time.
- Every 16 days of service credit rounds up to add a month of service credit
- For example:
 - 80 – 159 hours = 14 days = 1 pay period;
 - 160 – 239 hours = 28 days = 2 pay periods;
 - 240 – 319 hours = 42 days = 3 pay periods;
 - 2080 – 2159 hours = 364 days = 26 pay periods
- Example cost calculation to purchase 1 year of service



Designate a Beneficiary

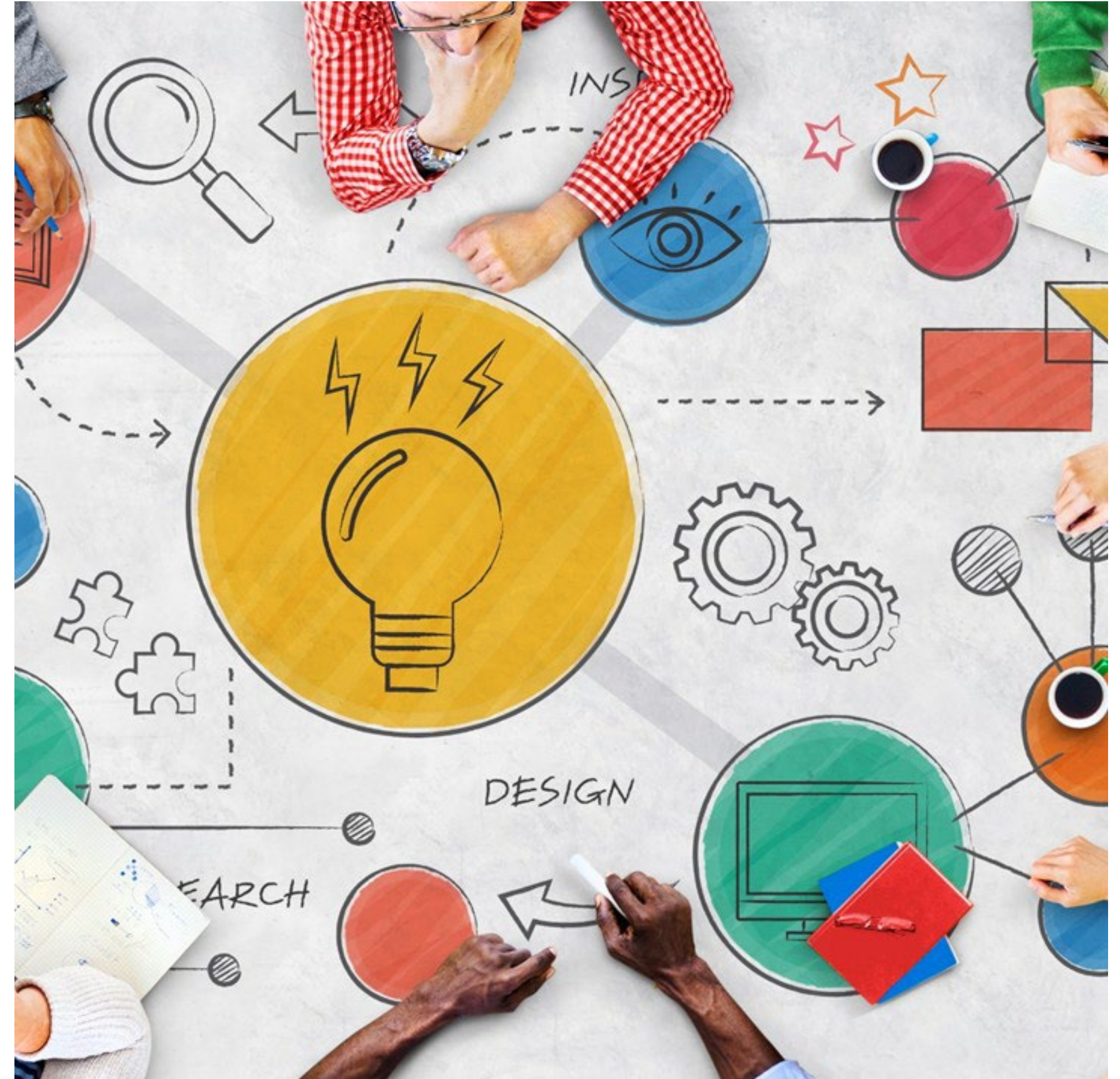
How to name a beneficiary

- Always have a completed COAERS Beneficiary Designation Form on file with COAERS so that at the time of your death, any retirement benefits you may have are paid in accordance with your intent.
- In the event of your death, COAERS pays benefits in the following order:
 - Surviving spouse
 - Valid beneficiary(ies)
 - Estate (if you do not have a surviving spouse or valid beneficiary designated on a COAERS Beneficiary Designation Form)
- **Spousal Consent**
Spouse must consent in writing to not being your sole primary beneficiary in order to pay your valid beneficiaries. If spouse does not consent, upon death your benefits will only be paid to the surviving spouse.





Tools and Resources



Your Member Responsibilities

When to Notify COAERS:

- Add or change a beneficiary (this is separate than City life insurance)
- Life events (marriage, birth of a child, divorce, etc.) – make sure you update your beneficiary form
- Add or change a phone number
- Add or change an email address
- Declare proportionate service with another retirement system

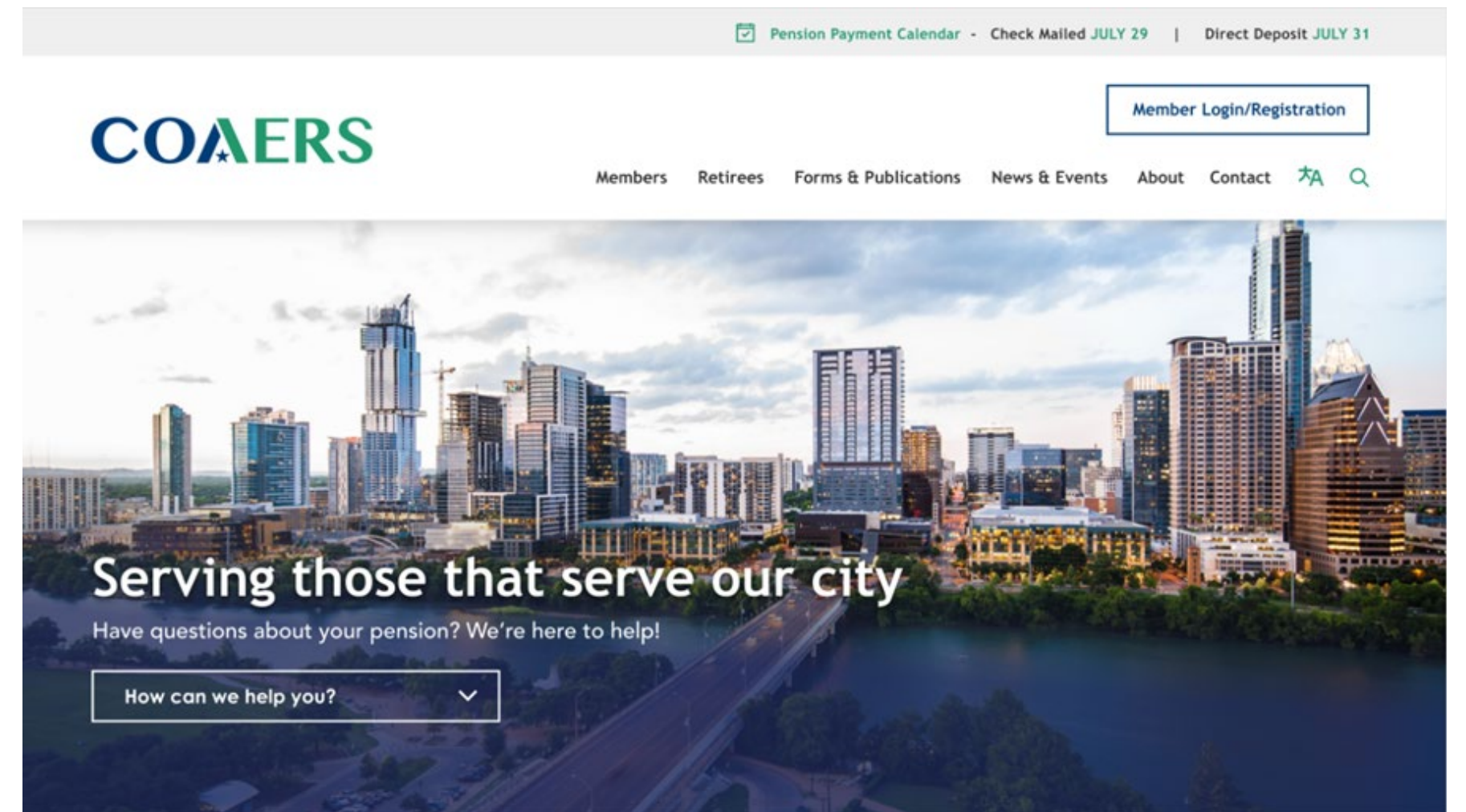
When to Notify City of Austin HR:

- Add or change a beneficiary for life insurance (separate than COAERS benefit)
- Change of address (COAERS will receive address information from COA for active members)

Track Your Retirement Benefits

Set Up Your MemberDirect Account

- MemberDirect is a self-service online information portal where you can:
 - Keep track of your earned benefits
 - Review your accrued service credits
 - Estimate your retirement benefit with the benefits calculator
 - Review or designate beneficiaries
 - Check retirement eligibility and much more.
 - Visit www.coaers.org to enroll today.



Leverage Your COAERS Resources



Attend

- Financial Wellness Seminar Series
- Mid Career Seminars
- Pre-Retirement Seminars
- Retiree Resources Seminars
- Beneficiary Designation Pop Up Events



Sign up

COAERS
newsletter

MemberDirect

Empower App



Visit

www.coaers.org

dcaustin.com

www.ssa.gov/myaccount



Schedule

Schedule one-on-one counseling appointments with COAERS



Meet

Meet with Empower's Certified Financial Planners

Actions You Can Take Now

Set up a
MemberDirect
account

Register for a
COAERS Seminar

Review and/or
update your
COAERS beneficiary
information

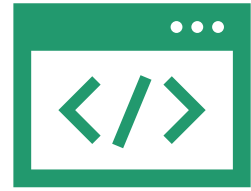
Declare
Proportionate
Service

Run a benefit
estimate

Review your
Annual Member
Statement within
MemberDirect

Plan Retirement
Dates

Connect with COAERS



WEB

www.coaers.org



WRITE

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CALL

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STAY CONNECTED



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VISIT

Office Hours:
Monday through Friday
8:00 am to 5:00 pm

4700 Mueller Blvd
Suite 100
Austin, TX 78723

BOOK AN APPOINTMENT

If you need assistance, please call ahead to make an appointment.

COAERS

Building Financial Longevity

Planning For Stability, Flexibility
and Independence
at Every Stage of Life



Rethinking Financial Longevity

Traditional thinking:

“Save as much as you can and live as long as you can”

New Reality:

- Saving alone isn't enough.
- Financial wellness over the long term requires planning across multiple life areas.
- True financial longevity means sustaining your lifestyle, independence, and peace of mind, and not just your savings balance.

FINANCIAL LONGEVITY MEANS:



Financial Stability



Personal Well-Being



Support Systems



Preparedness

The Financial Longevity Framework

01



Financial Stability

Know your financial picture, organize assets, and grow your savings.

02



Personal Well-Being

Maintain your health, purpose, and social connections.

03



Support Systems

Build relationships and community that sustain you.

04



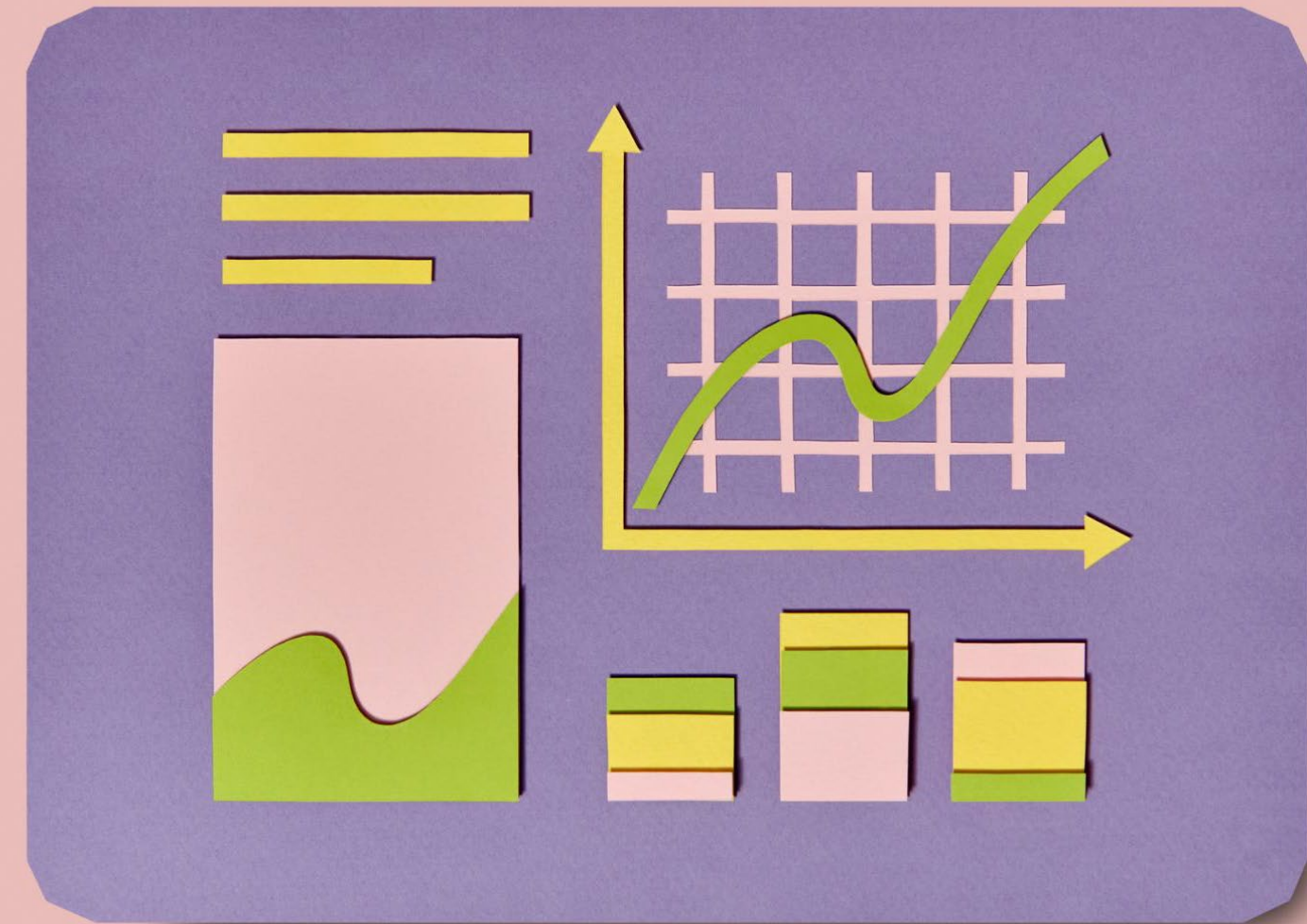
Preparedness

Legal documents, directives, and plans for the unexpected.

Financial Stability

Pillar 1 of 4:

Know your financial picture, organize your assets, grow your savings.



Know Your Financial Picture



Review Your Budget

Revisit income and expenses regularly. Know exactly what's coming in and going out.



Inventory Your Assets

List what you own — accounts, property, retirement plans, insurance, and investments.



Access & Beneficiaries

Know how to access each account, who has access, and whether beneficiaries are up to date.

Getting Financially Organized

Make an Inventory

- Checking & savings accounts
- IRAs or 401(k)s
- COAERS pension account
- Investment accounts
- Credit card accounts
- Insurance policies
- Billing/auto-pay accounts

For Each Account, Know:

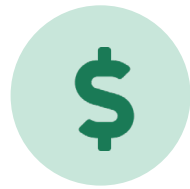
- How to access it (online & in person)
- Who else has access
- Named beneficiaries
- Online login credentials (stored safely)
- Automatic payments or withdrawals

Growing Your Assets



COAERS Deferred Compensation via Empower

COAERS members are eligible for the City's 457(b) deferred compensation plan through Empower Retirement. Contributions come out of your paycheck before you see them, which creates a powerful automatic savings habit.



Automate Your Savings

Most banks allow automatic transfers to savings or to a third-party IRA on a set schedule. Set it once and let your savings grow without thinking about it.



Micro-Investing Apps

Apps like Acorns or Stash round up everyday purchases and invest the change automatically. It's a painless way to build a secondary investment habit.

Adapting to Financial Challenge

Staying within your budget, saving, and organizing your financial affairs sounds easier than it is. When life happens, plan for it.

Family & Health

- Health emergencies
- Daycare & childcare
- Elder care
- Vehicle maintenance
- College expenses

Home & Work

- Home maintenance
- Natural disasters
- Technology costs
- School expenses
- Accidents & layoffs

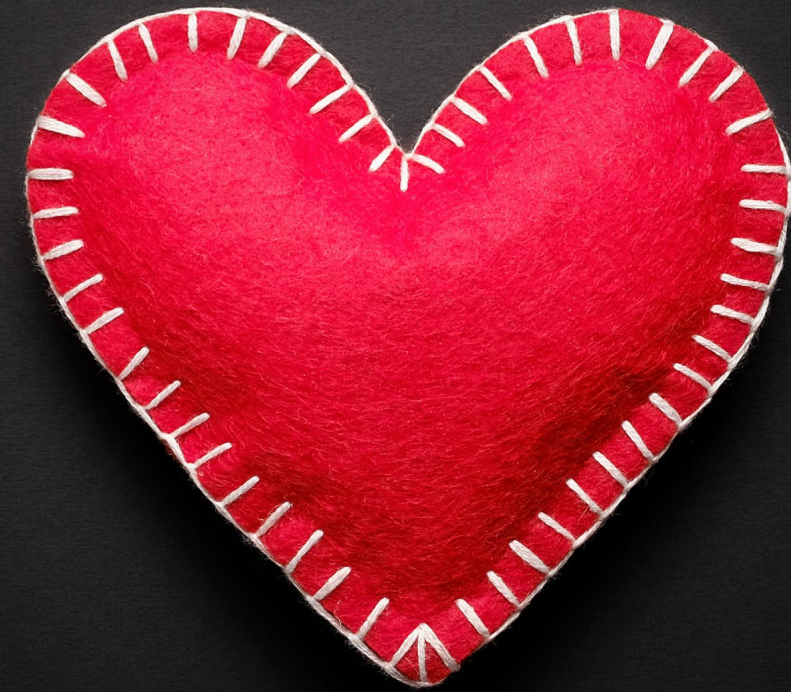
Life Events

- Holiday & gift costs
- Weddings & funerals
- Friends' needs
- Extended family needs
- Unexpected travel

Personal Well-Being

Pillar 2 of 4:

Your financial longevity is driven by the quality of your life.



Maintaining Your Health

An investment in your health now can allay future medical costs.

Staying Healthy Now



Exercise regularly

Consistent movement is one of the top predictors of longevity and cognitive health.



Use your brain

Puzzles, learning, social engagement — keep your mind active and engaged.



Eat well

Nutritious habits reduce chronic disease risk and support energy and mood.

Planning for When You Need Help



Update your contacts

Ensure emergency contacts and healthcare proxies reflect your current wishes.



Consider your physical space

Will your current home be accessible as mobility changes? Plan modifications early.



Consider transportation

What happens if you can no longer drive? Identify options before you need them.

Purpose, Connection, & Social Well-Being

While you are raising a family and working full time, community comes naturally. When you retire, you need to be intentional about staying connected to avoid isolation and loneliness.

Companionship



- Who are your closest friends?
- How often do you connect with family?
- Are you part of a community group?

What You Enjoy



- What activities bring you joy — even if you're not good at them?
- What hobbies have you always wanted to explore?

What You're Good At



- What skills and experience can you share?
- What are you really good at?

How You Contribute



- How can your talents serve others?
- Volunteering, mentoring, teaching?

Support Systems

Pillar 3 of 4:
Build the relationships and community
that will carry you forward.



Building Your Support Network

Personal Circle

- Close friends you can rely on
- Family relationships nurtured over time
- Neighbors and community members
- Social, hobby, or faith groups



Professional Network

- Financial advisor
- Estate attorney
- Accountant or tax preparer
- Insurance agent
- Healthcare providers



Institutional Support

- COAERS Member Services
- 457 deferred comp / Empower
- Medicare or insurance advocate
- Local aging services (Area Agency on Aging)

Preparedness

Pillar 4 of 4:

Legal documents, directives, and plans for the unexpected.



Powers of Attorney - Financial

A Power of Attorney authorizes someone to act on your behalf. Choosing the right type matters.

Limited POA

Used for isolated transactions, such as selling property in another state or managing one specific account. Narrow scope.

General POA

Covers a broad array of financial actions: managing bank accounts, signing checks, buying or selling property. Wide scope.

Durable POA

RECOMMENDED

Remains in effect even if you become incapacitated. Your agent can act on your behalf continuously.

Springing POA

Activates only when a specified condition is met, such as becoming incapacitated. Useful for 'just in case' planning.

Powers of Attorney – Healthcare & Directives

Put your healthcare wishes in writing before you need them.



Medical Power of Attorney

Designates an agent to make healthcare decisions on your behalf if you are unable to do so. Choose someone who knows your values and can advocate for you.



Living Will (Advance Directive)

Tells doctors specifically how you want to be treated if you cannot communicate your own decisions - covering resuscitation, life support, and end-of-life care preferences.



HIPAA Authorization

Allows your designated persons to receive medical information about you from providers. Without this, even close family may be denied access to your records.

COAERS-Specific Powers of Attorney

Access your Member Direct account at coaers.org to download the Power of Attorney form specifically designed for COAERS.

This form ensures your designated agent can interact with COAERS on your behalf when you need it most.

The screenshot displays the COAERS Member Direct account interface. At the top left is the COAERS logo. A navigation menu on the left lists various account management options under 'Member Information' and 'Education'. The main content area is titled 'Account Changes' and features two prominent buttons for downloading forms: 'Beneficiary Designation Form' and 'Power of Attorney Designation Form'. Each button includes a cloud download icon, the text 'Downloadable Form', and a 'Click to Download' link. Below these, a section for 'Retirement Forms' is partially visible.

COAERS

Member Information

- Account Summary
- My Contact Information
- Demographics
- Beneficiaries
- Estimate a Benefit
- Estimate History
- Proportionate Service
- Estimate a Purchase
- Purchase History

Education

- Seminars

Account Changes

Beneficiary Designation Form

Downloadable Form

[Click to Download](#)

Power of Attorney Designation Form

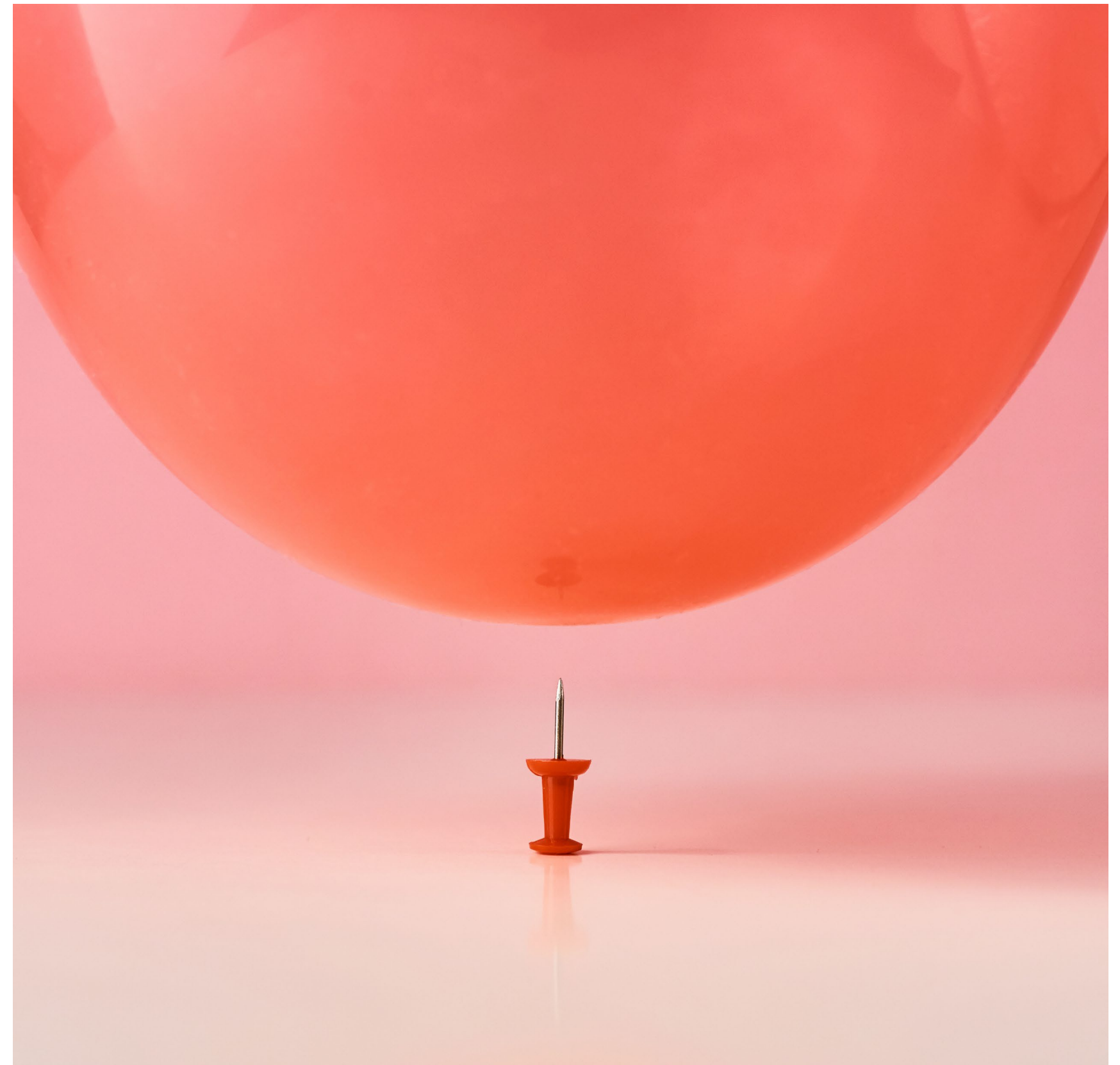
Downloadable Form

[Click to Download](#)

Retirement Forms

Risks to Avoid

Three ways your money can quietly slip away and how to protect against them.



Risk 1: Good Money After Bad

The Sunk Cost Fallacy: continuing an investment because of what you've already spent, not its future merit.



Cut your losses

Past spending is gone. The only question is: does continuing this investment make sense from today forward?



Acknowledge a changing environment

Markets, life circumstances, and opportunities change. A decision made years ago may no longer be the right one today.



Know your risk tolerance

As you approach retirement, your capacity to recover from losses shrinks. Reassess your allocation regularly with a financial advisor.

Risk 2: The Silent Threat of Inflation



Cash under the mattress loses value

Your money may feel safe sitting in cash, but inflation steadily erodes its purchasing power every single year.



Liquid \neq zero interest

Keep an emergency fund accessible, but park it in a high-yield savings account, money market, or short-term CD rather than a zero-interest account.



Stay invested for growth

Assets that grow over time — equities, real estate, inflation-linked bonds — can outpace inflation and protect your real purchasing power.

Risk 3: Tax Missteps That Cost You



Tax-Deferred Strategy

Pay taxes when your rate is lower — whether that's while employed or in retirement. Think carefully about when to convert traditional accounts to Roth.



Take Your Required Minimum Distributions (RMDs)

Once you reach age 73, the IRS requires annual withdrawals from traditional retirement accounts. Missing them triggers a steep penalty even if you reinvest the funds.



Itemize When It Pays

If you're near the standard deduction threshold, consider paying property taxes both in January and December of the same year to bunch deductions and tip the scales.



Long-Term Capital Gains Save Money

Hold investments for at least one year. Short-term gains are taxed as ordinary income; long-term rates are 0%, 15%, or 20% and most retirees qualify for 0%.

Actions You Can Take Today

You don't need to do everything at once. Start with one step and build from there.



List Your Contacts — Primary & Secondary

If something happens to you, who needs to know, and how will they find out?

Personal Contacts

- Who do you want contacted first?
- Who should notify your friends and family?
- Volunteer groups, book clubs, faith community?
- Neighbors or building manager?

Professional Contacts

- COAERS Member Services
- 457 deferred comp / Empower
- Insurance agent
- Financial advisor
- Accountant
- Attorney
- Veterinarian (for pets)

 *Tip: Keep a printed copy in a known location AND share it with your designated contact person.*

Peace of Mind Check-Ups

A quick review today can prevent a lot of stress tomorrow



Financial Affairs

- List all financial accounts and where they're held
- Confirm beneficiary designations are current
- Review your budget and savings rate
- Check that auto-pays and subscriptions are accurate



Legal Affairs

- Verify your POAs are current and stored safely
- Confirm your Living Will reflects your current wishes
- Check that estate documents are up to date
- Download the COAERS POA form at coaers.org

Schedule a Lunch Date!

Social connection is one of the strongest documented predictors of longevity and cognitive health, and it's free. Intentional relationships require the same planning discipline as financial ones.



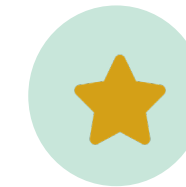
Schedule it

Don't leave it to chance. Put it on the calendar just like any other appointment.



Vary your circle

Connect with different generations, not just peers. Mentoring and being mentored both enrich your life.



Try something new

A class, a club, a volunteer project. New experiences build new relationships.

Think of Your Loved Ones

If you ever need to go to the hospital or become incapacitated, someone who loves you will have to manage your affairs, while already dealing with worry and their own life. Every step you take now is a gift to them.

Before You Prepare

- Scrambling to find account information
- Uncertainty about your wishes
- Delays in accessing funds
- No clear point of contact
- Stress on top of grief

After You Prepare

- Clear contact list and instructions
- Signed POAs already in place
- Beneficiaries confirmed
- Digital access documented
- Peace of mind for everyone



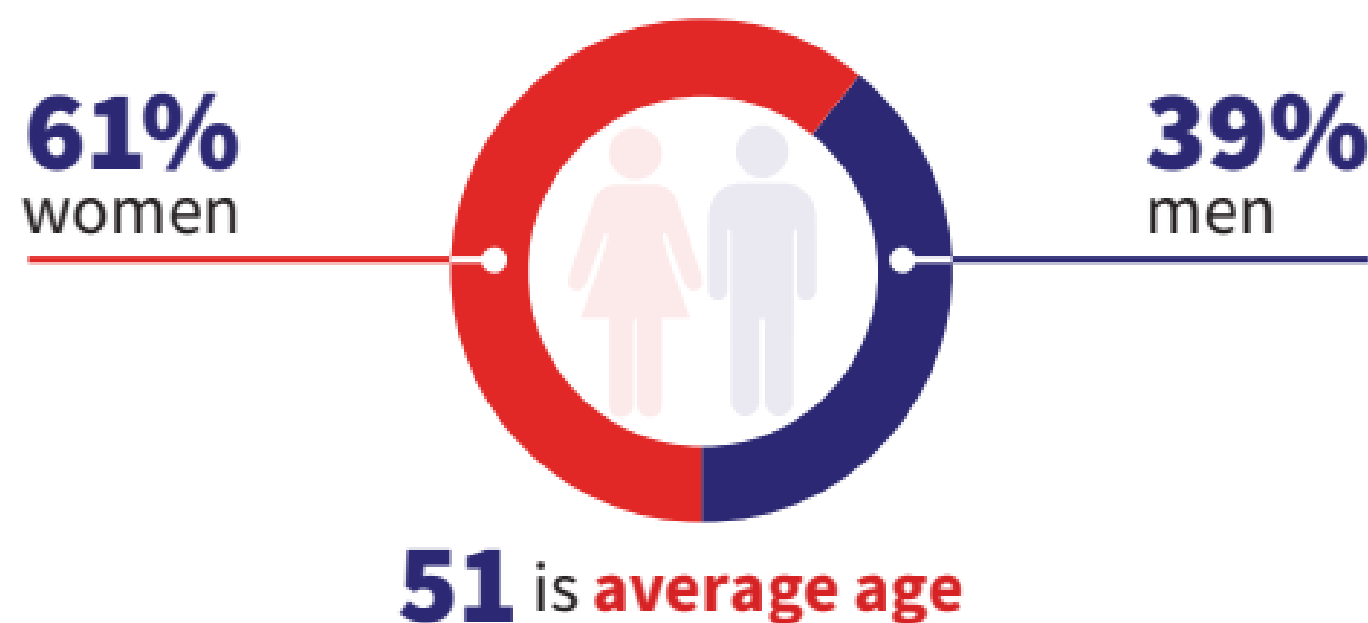
Navigating Aging, Caregiving, and Community Resources



Who Are America's Family Caregivers?



In 2026, 59 million family caregivers provided a total of 49.5 billion hours of care, adding up to a total economic value of \$1.01 trillion



NEARLY HALF are **under 50** – younger than many expect.



29%
are **sandwich generation caregivers** – caring for both children and adults



18%
have a **disability** themselves

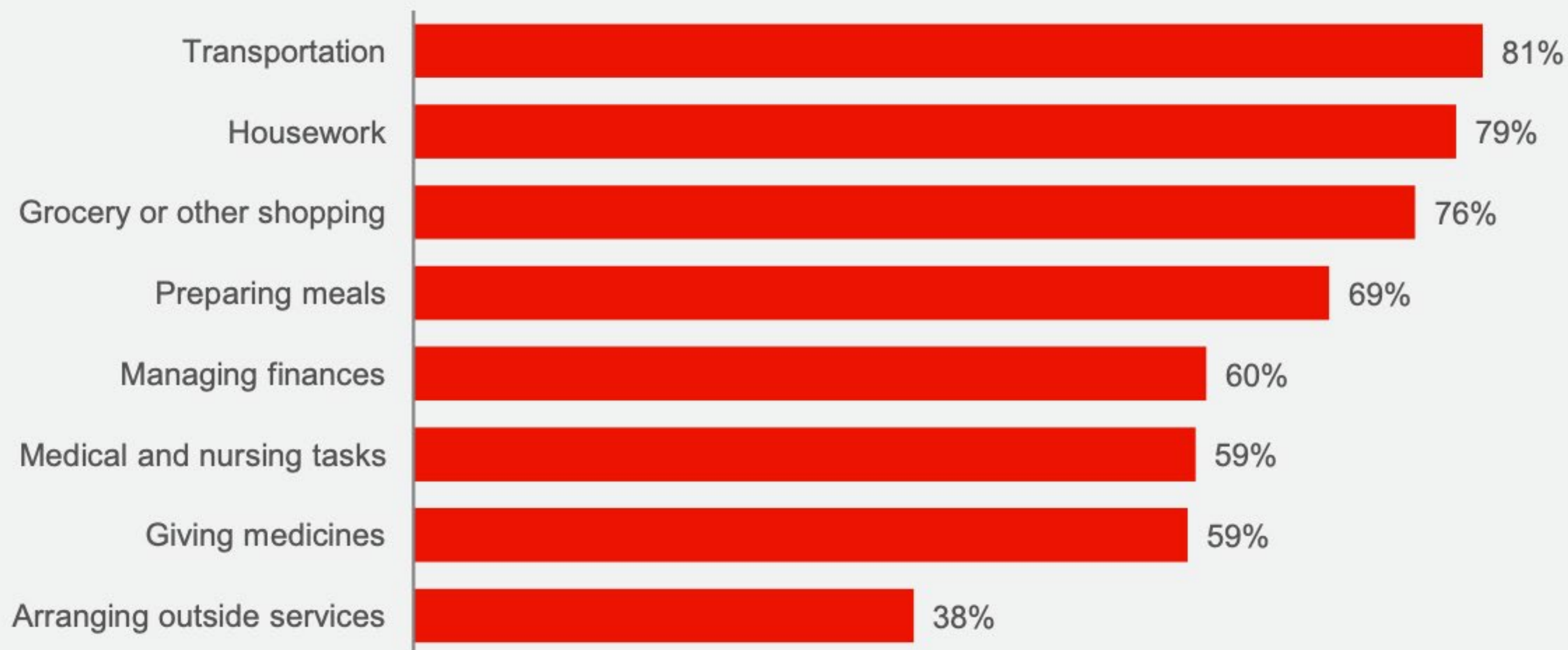


27%
are caring for someone with **dementia** or **cognitive impairment**

What Does Caregiving Look Like?



Texas Family Caregivers Help with Many Instrumental Activities of Daily Living



Why Planning Ahead Matters



- Without a plan, families often face
 - Stress and rushed decisions
 - Financial strain
 - Confusion about options
- Planning early helps you
 - Maintain independence longer
 - Respect personal preferences
 - Reduce burden on loved ones
- Key planning areas
 - Health planning
 - Financial planning
 - Legal planning
 - Care preferences

Work and Financial Challenges

7 in 10 working-age family caregivers

also work – **balancing dual responsibilities**

47% report at least one **negative financial impact**

1 in 5 can't afford basic needs like food and housing



1 in 4 family caregivers **feel alone**



Almost **4 in 10** report **emotional stress**



23% find it **difficult** to take care of their **own health**

Financial Hardships Experienced by Texas Family Caregivers



Stopped saving	36%	Had to start working or work more	16%
Took on more debt	27%	Used long-term savings	12%
Used up personal short-term savings	25%	Moved to less expensive home	10%
Left bills unpaid or paid late	23%	Put off retirement	9%
Borrowed money from family/friends	17%	Missed or was late on student loans	8%
Could not afford basic expenses	17%	Evicted or home foreclosed	5%

Financial and Logistical Considerations



➤ Financial topics to think about

- Cost of care - home care, assisted living, long-term care
- Medicare versus Medicaid basics
- Prescription and healthcare costs

➤ Logistical planning

- Transportation options
- Housing - aging in place versus relocation
- Support networks - who can help?

➤ Important documents

- Power of Attorney
- Advanced Directives
- Will or Estate planning documents

Common Caregiving Challenges & How to Prepare



Caregiver Burnout

- Emotional and physical exhaustion
- Build a support system
- Take breaks (respite care)



Managing Health Needs

- Chronic conditions, medications
- Keep updated medical records
- Ask questions at appointments



Behavioral or Cognitive Changes

- Memory loss, confusion
- Learn early signs
- Seek guidance early



Navigating Systems

- Healthcare, benefits, services
- Know where to go for help

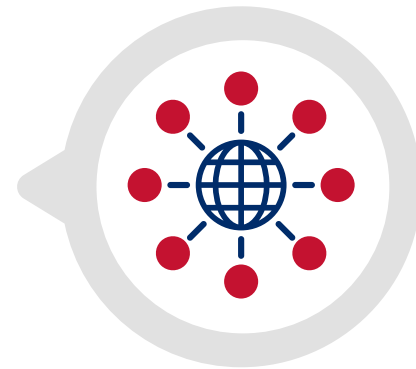
Local and Community Resources



Area Agency on Aging of the Capital Area



Information, Referral,
and Assistance



Care Coordination and
Caregiver Support



Long - term Care
Ombudsman



Core
Programs



Medicare Benefits
Counseling



Health and
Wellness Courses



Nutrition and
Transportation Services

Aging & Disability Resource Center



Information, Referral, and Assistance

Assists individuals find and access community-wide resources, programs, and services that meet their needs



Affordable Housing Navigation Map

Interactive map showing affordable housing options alongside bus routes, senior ride services, grocery stores, and pharmacies



Lifespan Respite Caregiver Support Program*

Short-term relief for unpaid caregivers of individuals of any age with chronic illness, disability, or special needs

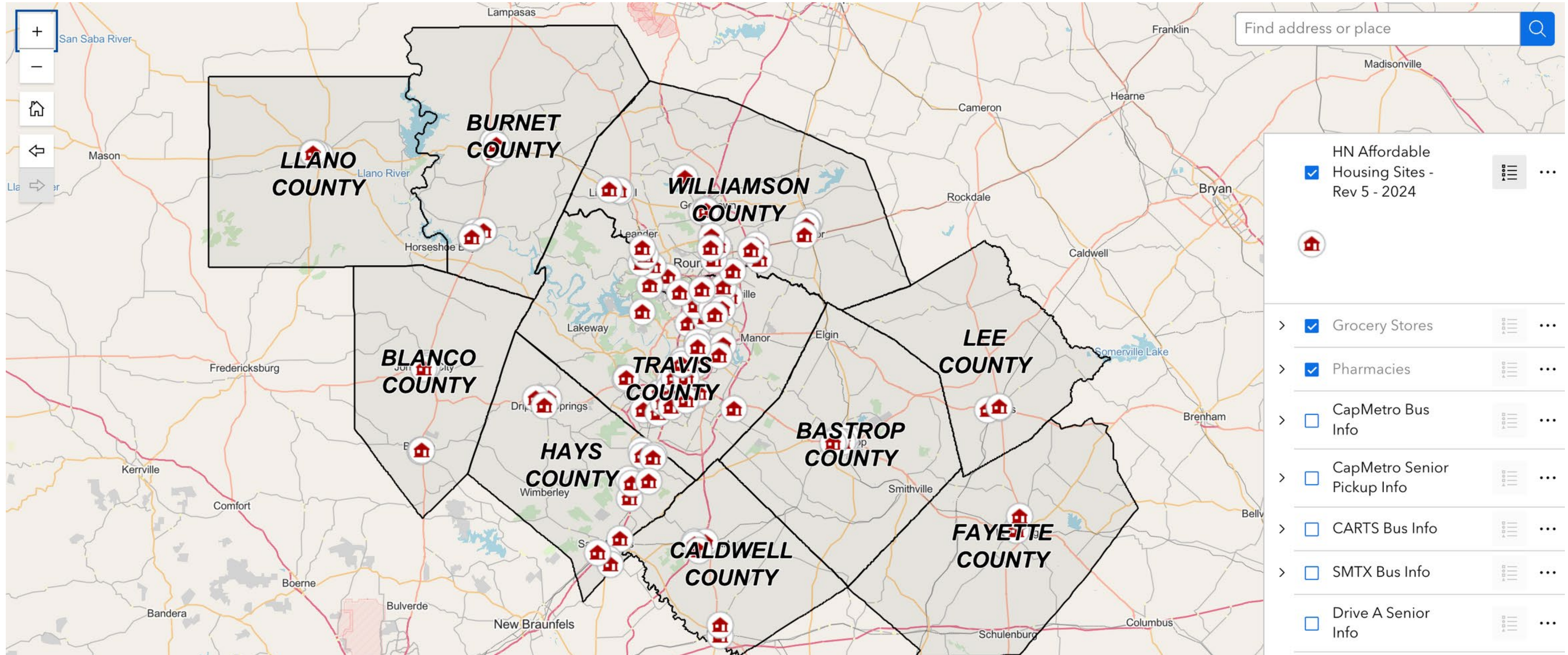


Austin Energy Plus 1 Utility Assistance Program*

Financial assistance for City of Austin utility customers experiencing temporary payment difficulties

**Services dependent on available funding*

ADRC Affordable Housing Navigation Map



Local and Community Resources



<https://www.projectmend.org/>

**TEXAS
LEGAL
SERVICES
CENTER**

<https://www.tlsc.org/seniors>



<https://www.mealsonwheelscentraltexas.org/>



Preventing Medicare Fraud

<https://smpresource.org/>



TEXAS
Department of Family
and Protective Services

Adult Protective Services

https://www.dfps.texas.gov/adult_protection/



<https://ageofcentraltx.org/>

Local and Community Resources



CapMetro

<https://www.capmetro.org/access>

The logo for the City of Austin features a stylized letter 'A' composed of two overlapping curved lines, one green and one blue. Below the 'A', the word "Austin" is written in a bold, blue, sans-serif font.

Austin

<https://www.austintexas.gov/parks/programs/senior-transportation>

The logo for Drive a Senior ATX features a blue silhouette of a vintage convertible car with a driver and a passenger. To the right of the car, the text "Drive a Senior ATX" is written in a green, sans-serif font.

Drive a Senior ATX

<https://www.driveasenioratx.org/one-team-one-mission>

The logo for the Alzheimer's Association features a stylized purple brain icon with a white outline. To the right of the icon, the text "ALZHEIMER'S ASSOCIATION" is written in a bold, purple, sans-serif font.

ALZHEIMER'S ASSOCIATION

<https://www.alz.org/>

The logo for the Texas Technology Access Program features a circular icon containing a map of Texas with a star in the center, surrounded by circuit board traces. To the right of the icon, the text "Texas Technology Access Program" is written in a bold, black, sans-serif font.

Texas Technology Access Program

<https://ttap.disabilitystudies.utexas.edu/>

The logo for Family Eldercare features the word "family" in a teal, lowercase, sans-serif font. Below it, the word "ELDERCARE" is written in a white, uppercase, sans-serif font inside a grey, trapezoidal shape.

family ELDERCARE

<https://www.familyeldercare.org/>

Key Takeaways



Preparing for aging isn't about losing independence - it's about protecting it

- Plan early - don't wait for a crisis
- Caregiving is common - but support is available
- Small steps today make a big difference later
- Reach out for information and support
- Talk with family about preferences
- Gather important documents
- You are not alone in this journey



Thank You





Understanding Long Term Care

Michael Gill

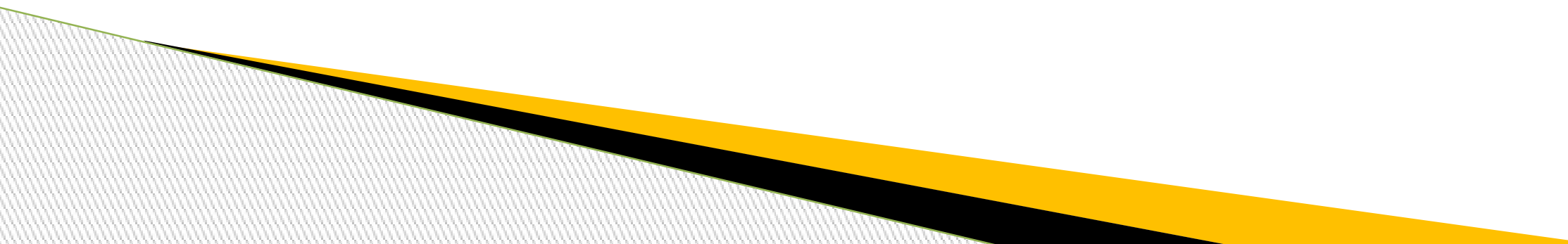
Certified Senior Advisor (CSA)

Certified Referral and Placement Specialist (CPRS)

(512) 630-7133

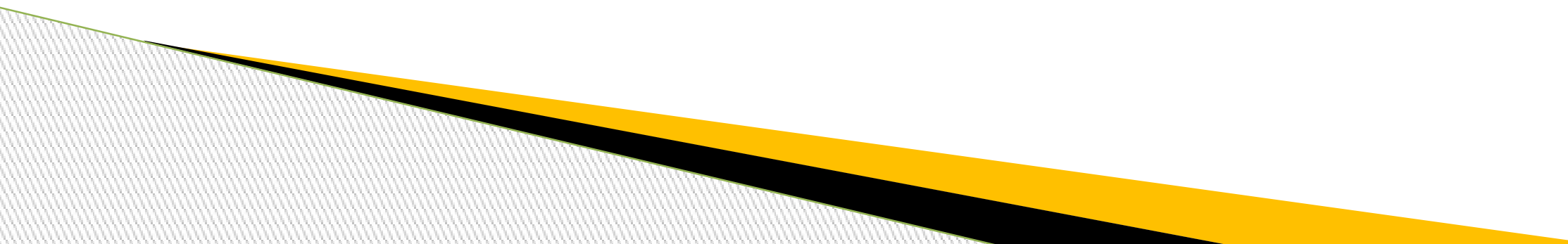
mgill@TexasSLL.com

Living at Home—Available Support

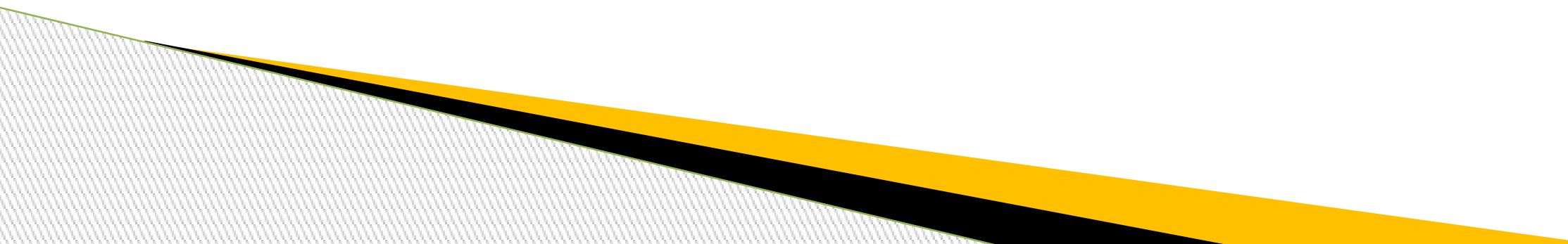
- Private Caregivers
 - Personal Assistance Services Agency
 - Home Health Care
 - Hospice
 - Geriatric Care Managers
- 

When Do You Move?

- When They Are A Danger to Themselves or Others
 - When There's Self Neglect
 - When There Are Caregiver Issues

 - Optional: Incontinence, Sleep, Mobility Issues, General Overwhelm, Caregiver Health
- 

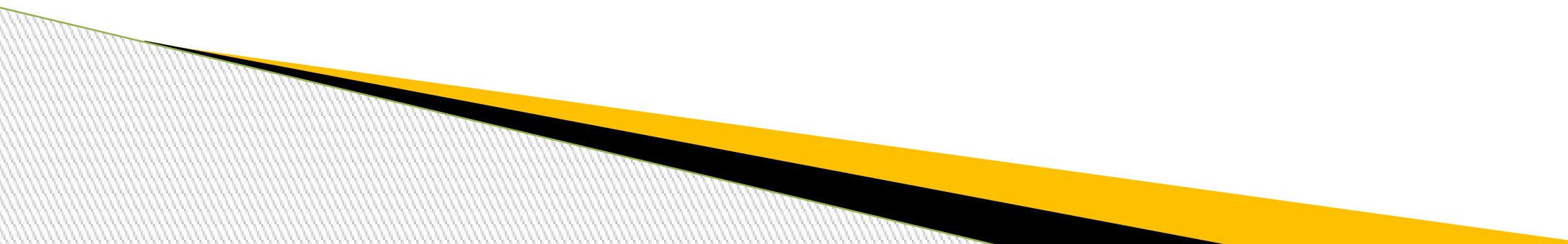
Independent Living Communities

- Not licensed to provide care for ADLs
 - More active amenities
 - Greater focus on social rather than care
 - Higher functioning residents
 - Generally more attractive facilities than AL
 - Seniors can still receive a lot of support
 - Outside providers only
 - Theoretically even hospice
 - All Private Pay
 - When is someone no longer appropriate?
- 

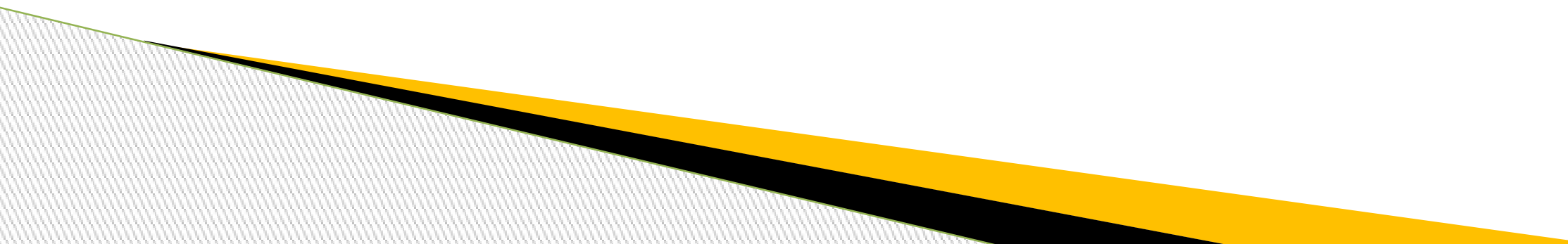
Assisted Living Communities

- Focused on Activities of Daily Living (ADLs)
 - Dressing, bathing, eating, transferring, toileting & incontinence.
Also: medication management
- Large Assisted Living is over 17 beds
- Small Assisted Living is over 3 beds
- Personal Care Homes are 3 beds and under
 - Therefore unlicensed
- Type A and B Assisted Living
- Prohibited by regulation from accepting:
 - Bed-bound, ventilators, feeding tubes, tracheotomies, IV drips
- All Private Pay

Dedicated Memory Care Communities

- Share the same licensing regulations as Assisted Living Communities
 - Always Type B Assisted Living license
 - Always secure
 - Always better resident to caregiver ratio
 - Generally better staff training
 - Able to handle dementia behaviors
 - 50% to 100% more expensive than Assisted Living
 - About 50% have Assisted Living attached
 - All Private Pay
- 

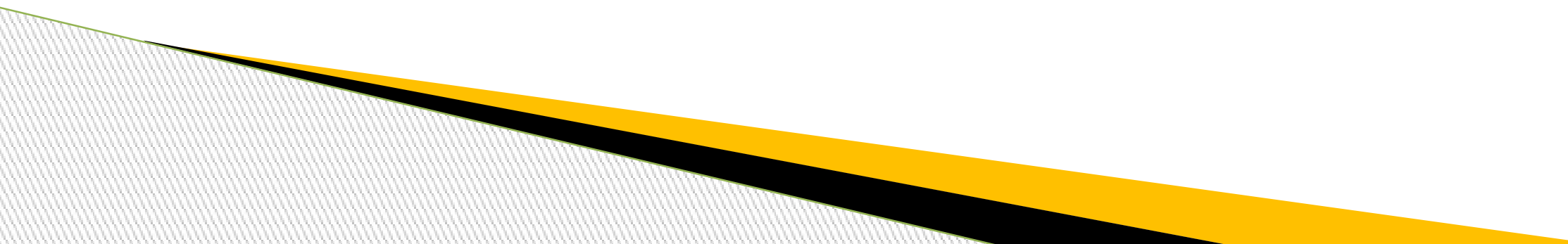
Skilled Nursing Facilities (SNFs)

- Most profitable: short-term rehab residents
 - Private Pay long-term residents preferred
 - Least profitable: Medicaid residents
 - Medicaid requirements: Medical necessity and financial qualification
 - Very high percentage of long-term residents have dementia
 - SNFs generally serve long-term residents with complex medical cases or severe dementia
- 

What Does it Cost?

- Assisted Living
 - ▶ Shared Rooms are rare, and cost anywhere between \$4,000 / month to \$7,400 / month
 - ▶ Private Rooms cost anywhere between \$4,500 / month to \$11,000 / month

 - Independent Living
 - ▶ Studio starts at about \$2,300 / month
 - ▶ 1 bedroom starts at about \$2,500 / month
 - ▶ 2 bedroom starts at about \$3,800 / month
 - ▶ Some meals and all utilities are generally included

 - Other Costs
 - ▶ Community Fee, 2nd Person Fee, Care Fees
- 

What Does it Cost?

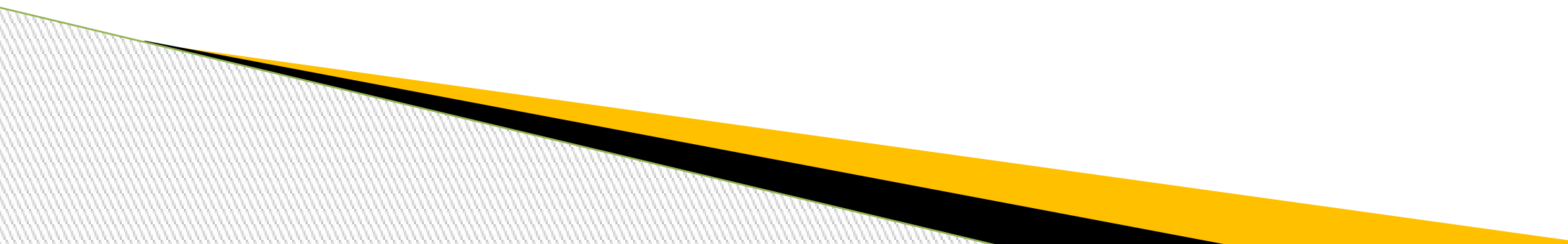
- Skilled Nursing Home
 - ▶ Shared Rooms cost anywhere between \$6,600 / month to \$10,000 / month
 - ▶ Private Rooms cost anywhere between \$9,000 / month to \$18,000 / month

- Memory Care
 - ▶ Shared Rooms cost anywhere between \$4,200 / month to \$10,500 / month
 - ▶ Private Rooms cost anywhere between \$5,400 / month to \$15,000 / month

Continuing Care Retirement Communities (CCRCs)

- Westminster, Querencia and Longhorn Village
 - Studio down payment \$300K to \$450K
 - One Bed down payment \$700K to \$1,100K
 - Two Bed down payment \$1,100K to \$2,300K
 - Cottages \$1,250K to \$2,400K
- Buckner Villa and Wesleyan
 - Cottages \$300K to \$350K, no life care
- Near-CCRCs
 - Brookdale Westlake, Brookdale Lakeway, Belmont Lakeway, Ledgestone, The Enclave, Grand Living, The Reserve, Maravilla, The Delaney, Hacienda Georgetown, The Oscar

Michael Gill

- Texas Senior Living Locators
 - Mgill@TexasSLL.com
 - (512) 630-7133
 - No cost to the client—fee paid by facility
- 



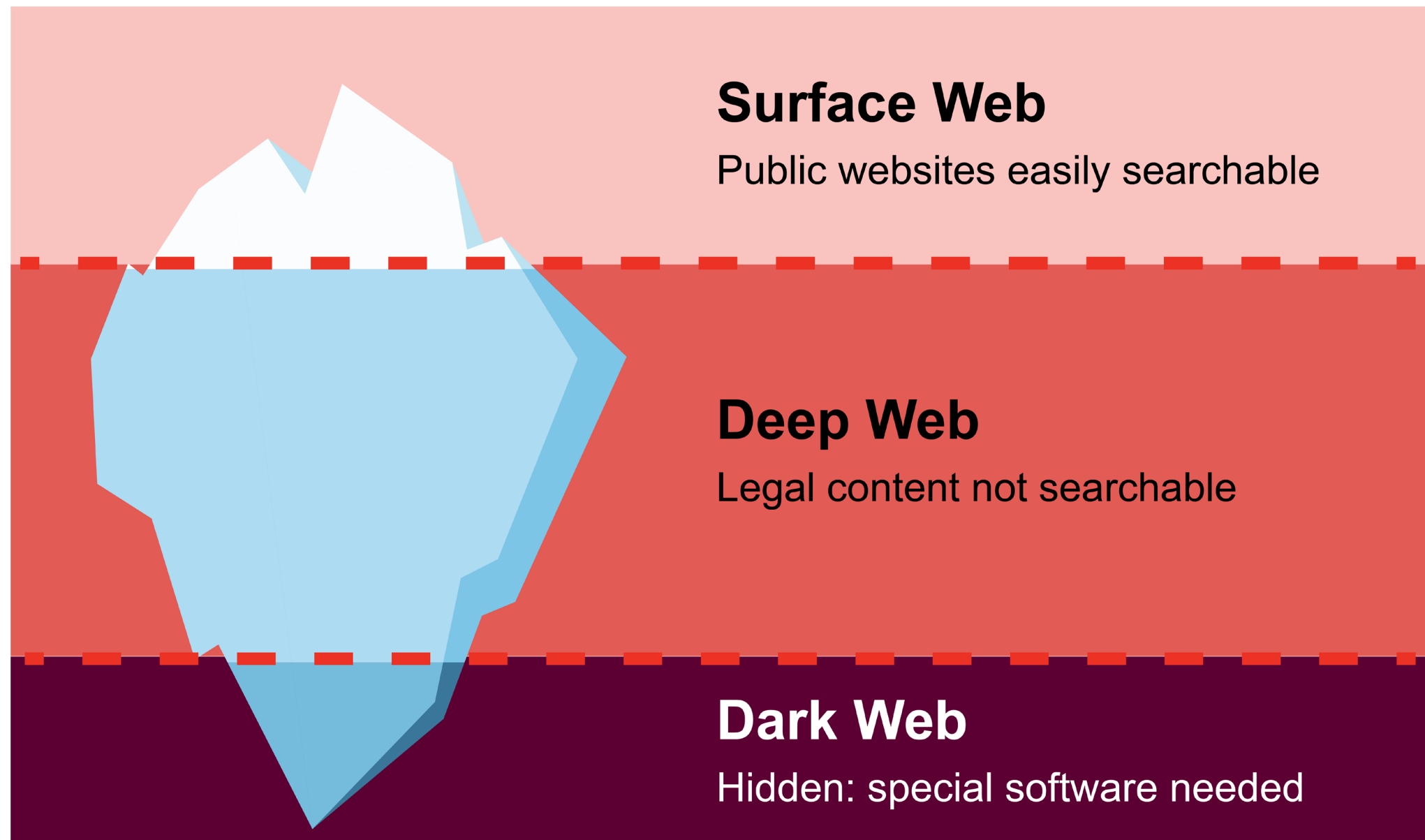
Vigilance Against Cybercrime

Fraud Watch Network



Agenda

- Cyber “hygiene”
- Staying safe online
- Staying safe on social media
- Internet of things
- Online financial security
- Phishing scams
- Krypto Kiosks

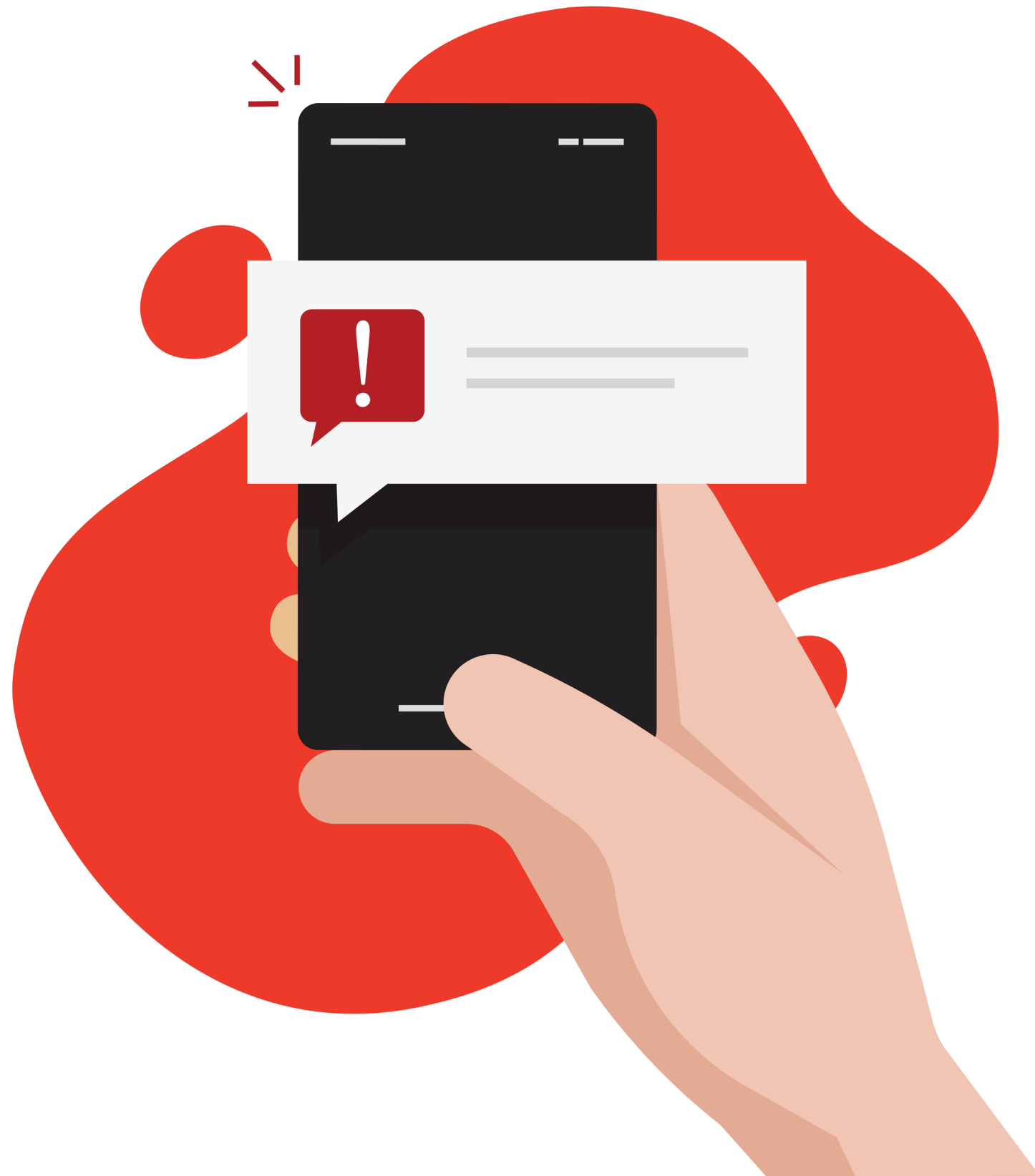


Cyber Hygiene

- Be aware of the “bad areas” in your cyber neighborhood.



How to Stay Safe Online



Internet Browsing

- Internet browsers
- Unwanted solicitations
- Device upkeep
- **http**s ≠ secure

Passwords to Avoid

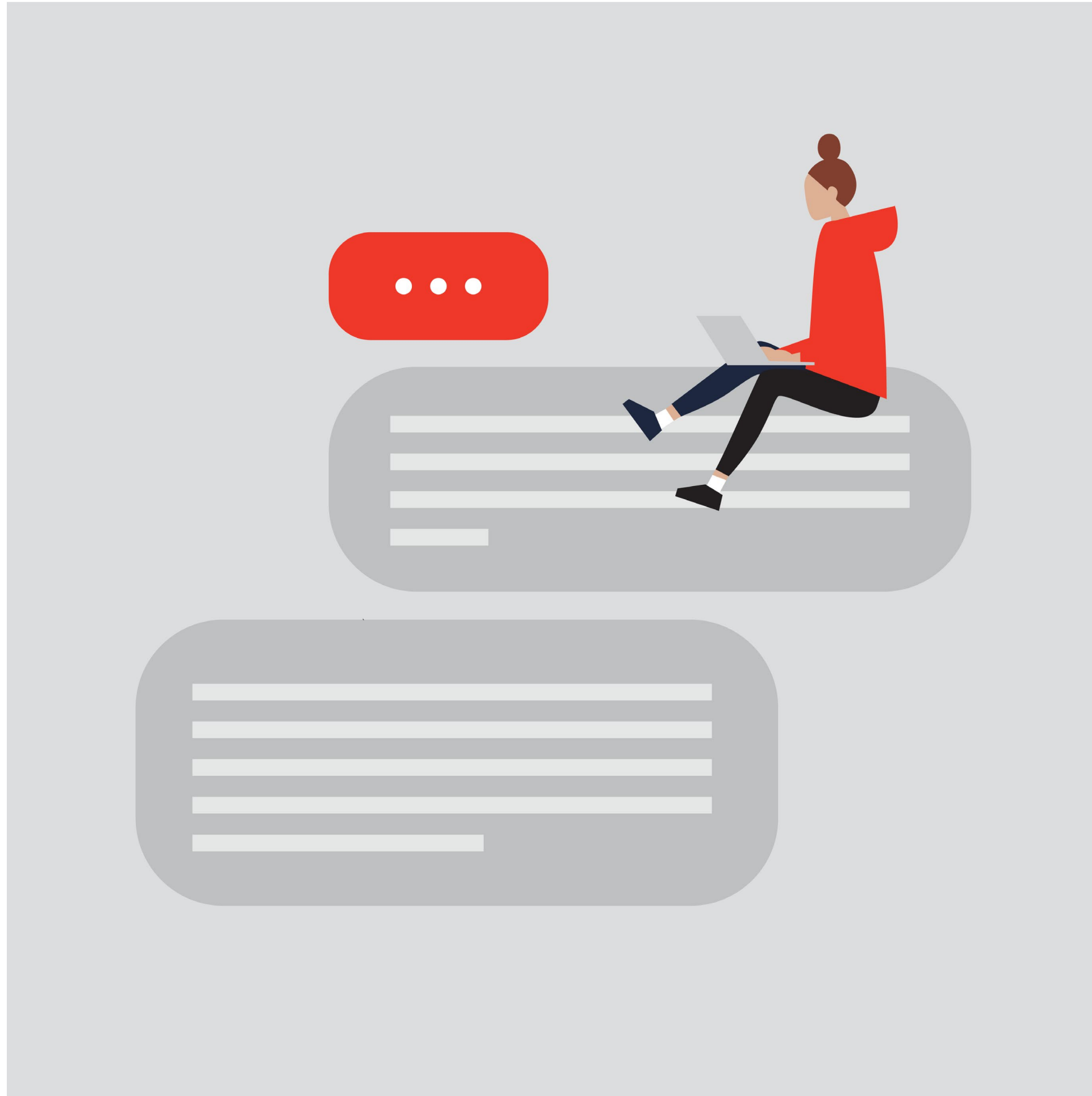
2024 'Top 10' Worst Passwords	
1. 123456	6. 123456789
2. password	7. 1234
3. 12345	8. 111111
4. 12345678	9. 1234567
5. qwerty	10. abc123

Source: <https://teampassword.com/blog/worst-password-security-tipsublishes>

Creating Secure Passwords

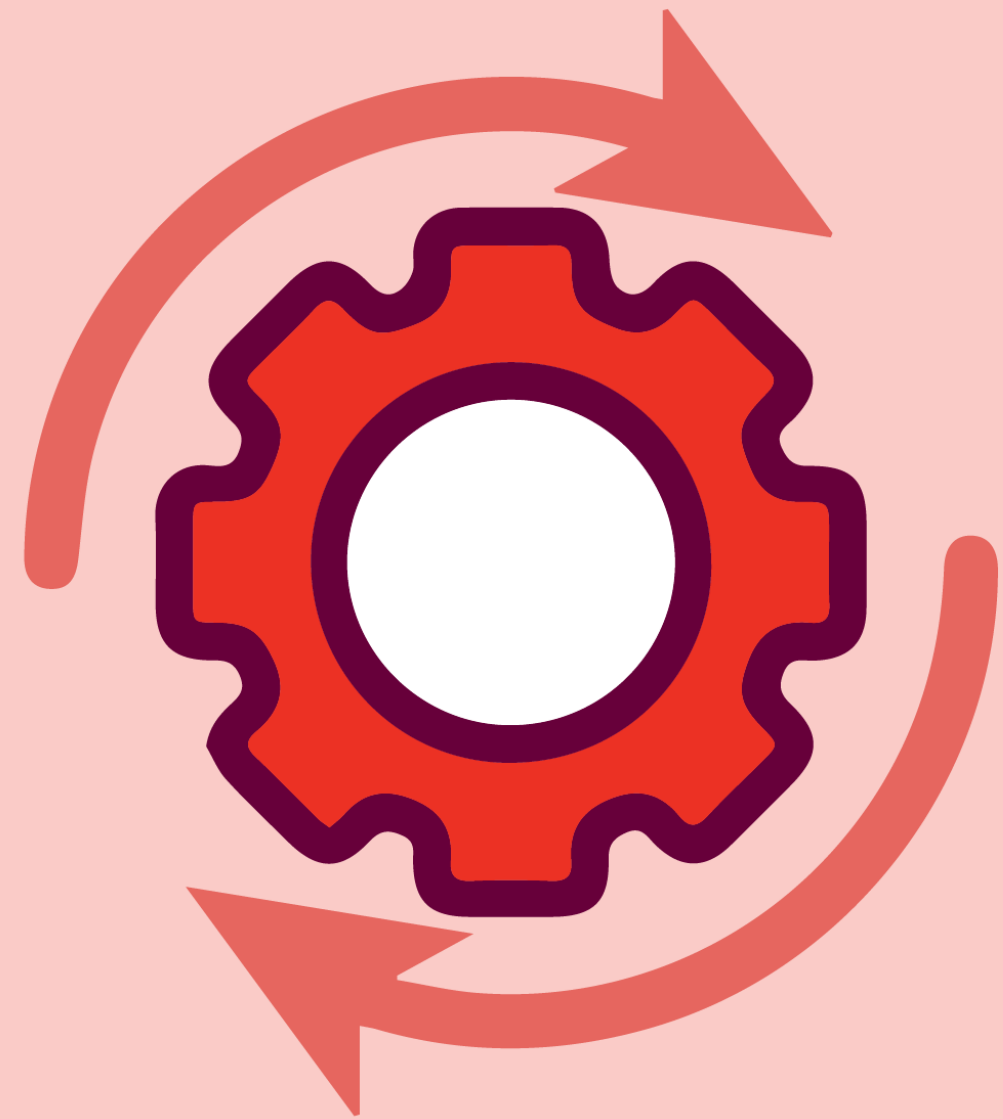
- Complex and random multiple upper- and lower-case characters
- Special characters
- Numbers
- No recognizable words
- Don't use the same password on multiple sites
- Change passwords often

Phrase Password Example: = Ai#1iFFaKMS!



Multi-Factor Authentication

- Text or email confirmation
- Codes sent to other devices or email
- Biometrics
- Authentication apps



Updating...

Software and App Updates

- Install computer updates frequently
- Install app updates on your phone or tablet frequently
- Turn on automatic updates where available

Digital Wallets

- Shares an encrypted code instead of your sensitive information
- Stores your credit card numbers securely
- Can sign in or use biometrics
- Can be used online and for in-store purchases (where accepted)





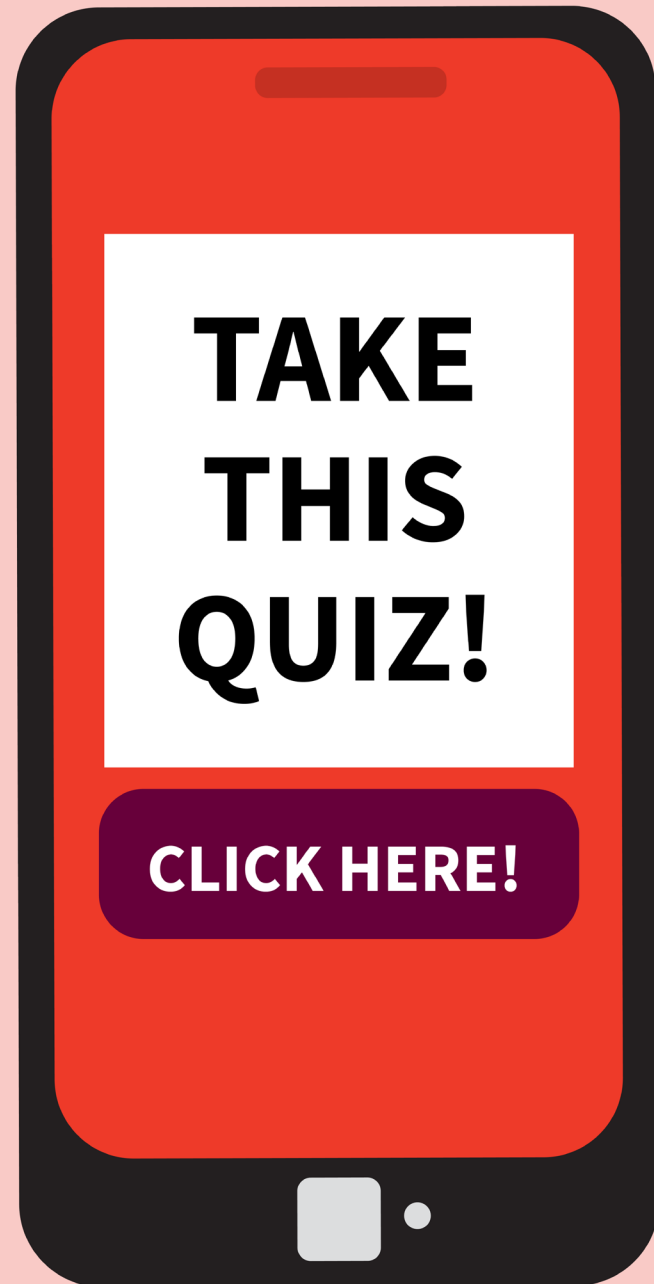
Staying Safe on Social Media and Beyond

Basic Precautions for Social Media

- Update the privacy of your social media accounts
- Be wary of strangers who offer romance or bonding
- Cut off anyone who asks for money
- Use offline contact information for friends and family
- Avoid posting personal information or location

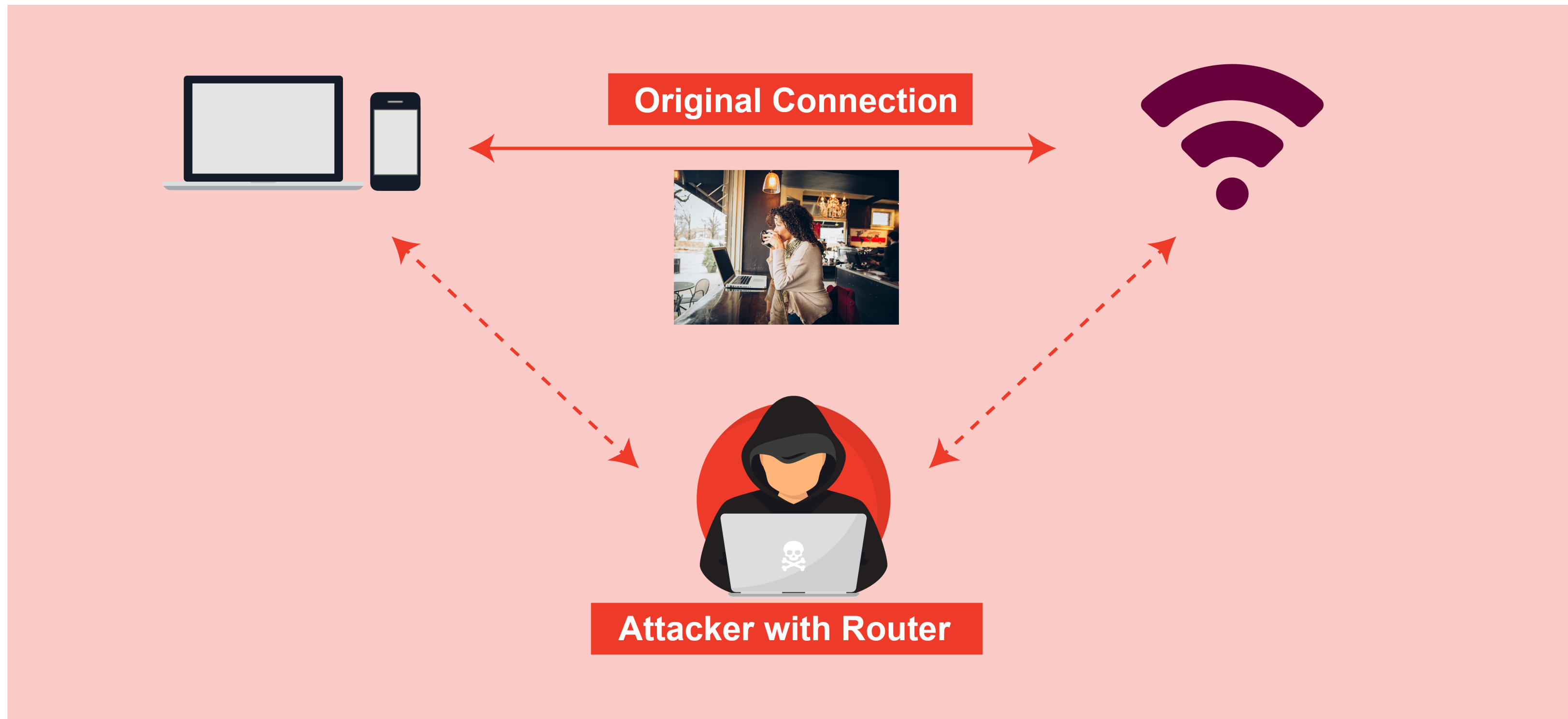


Controlling Your Data



- Pay attention to how social media sites use your data and cookies
- Avoid social media quizzes or surveys
- Don't click on unfamiliar links or download apps from social media

Public Wi-Fi Scams



The Internet of Things

Home Appliances

- Smart TVs
- Smart speakers
- Refrigerators
- Washers
- Dryers

Cameras and Devices

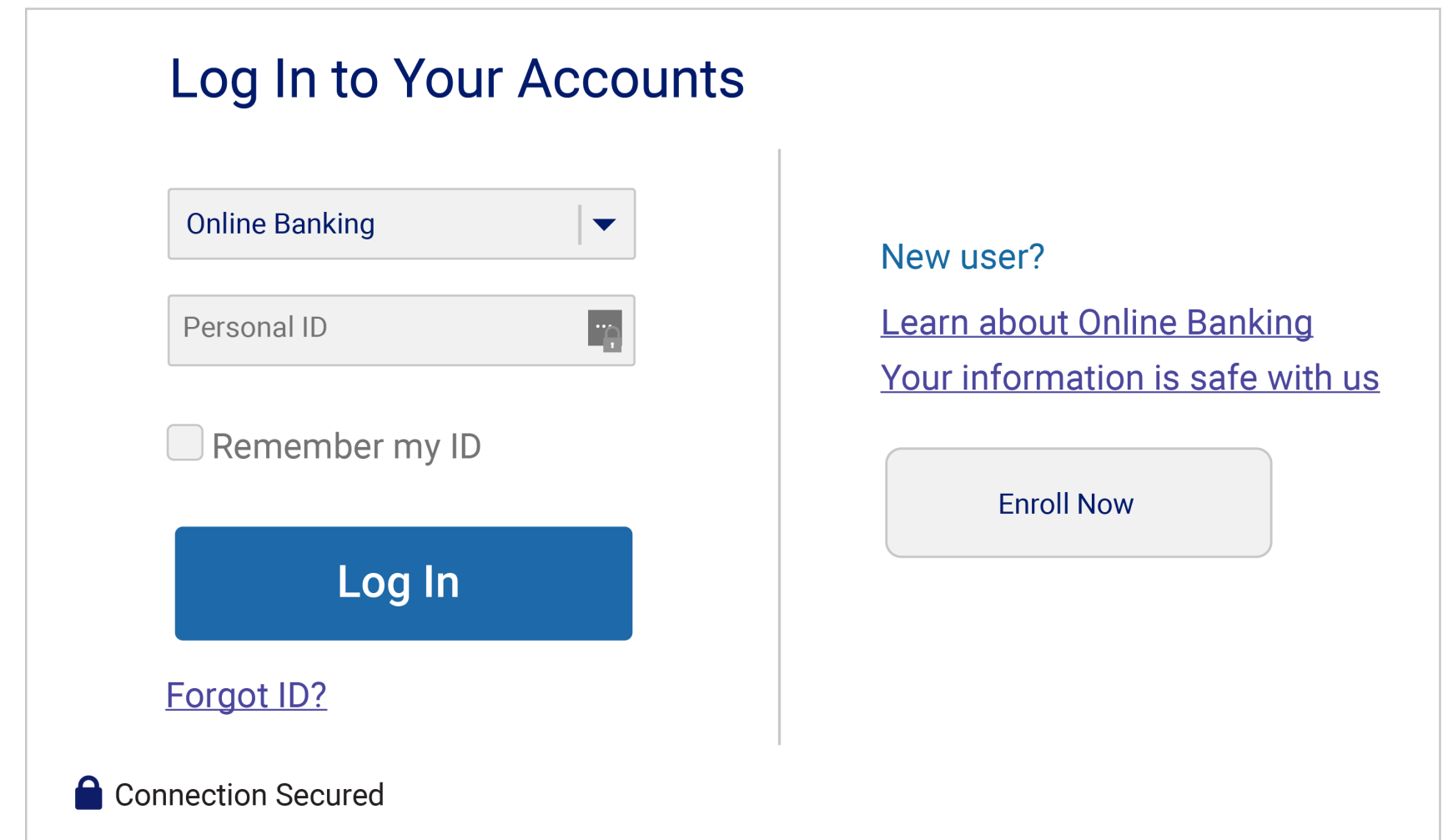
- Alarms
- Surveillance cameras
- Baby monitors
- Home assistants
- Doorbells
- Children's toys



Online Financial Security

Tips for Online Financial Security

- Don't use public Wi-Fi
- Use strong passwords
- Use multi-factor authentication
- Update applications, anti-malware and anti-virus programs
- Monitor your bank accounts regularly
- Don't use 'Remember my ID'



The screenshot shows a login interface for a bank. The title is "Log In to Your Accounts". There are two input fields: "Online Banking" with a dropdown arrow and "Personal ID" with a multi-factor authentication icon. Below these is a checkbox labeled "Remember my ID". A large blue "Log In" button is centered. To the right, there is a "New user?" section with links for "Learn about Online Banking" and "Your information is safe with us", and an "Enroll Now" button. At the bottom left, there is a "Forgot ID?" link and a "Connection Secured" indicator with a lock icon.

Credit Reports and Credit/Debit Cards

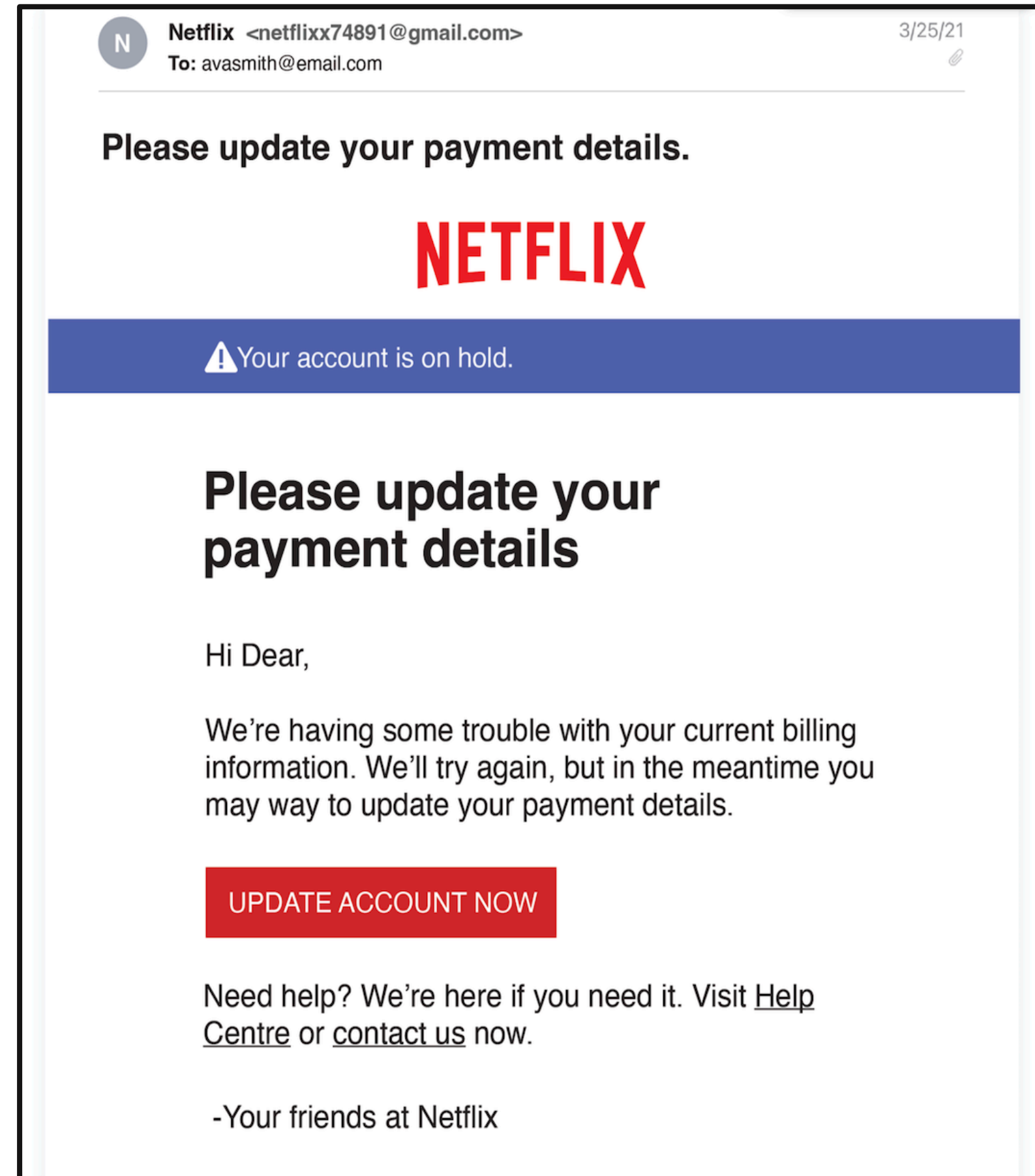
- Obtain your credit reports from all credit bureaus on a regular basis
- Have a designated card for online use
- Be cautious where you use your cards





Phishing

Recognize the Phishing Scam: Part I



Recognize the Phishing Scam: Part II



The “Stay Safe Online” Summary

- Practice smart Internet surfing
- Keep your apps and devices updated
- Create secure passwords
- Control your social media data
- Avoid using public Wi-Fi connections for financial transactions
- Safely manage devices on your home network
- Watch your credit
- Monitor your financial information online
- Beware of phishing scams
- Krypto Kiosks or Krypto Apps are a big RED FLAG



RESOURCES

aarp.org/fraudwatchnetwork

facebook.com/aarpfraudwatchnetwork

AARP Fraud Watch Network Helpline
877-908-3360

AARP Fraud Watch Network VOA | ReST Program
aarp.org/fraudsupport

We Want to Hear From You!

Please take a minute to complete our survey. Scan the QR code to access the survey.

(512) 4582551

member.services@coaers.org

www.coaers.org



facebook.com/coaers

instagram.com/coaers1

www.youtube.com/@coaers

bit.ly/COAERSlinkedin

