

# City and County of Honolulu Deferred Compensation Plan Newsletter

Quarter 4 of 2025

NEW YEAR –  
FRESH START

## New year, new plans, fresh start

Happy New Year. Is getting “serious” about your retirement planning on your resolution list for 2026?

While most resolutions may fade over time, having clear financial goals and regularly checking in on your progress could help to make your future dreams a reality. The new year is a good time to reflect on how far you’ve come and where you want to go.

**Know where you stand.** Log in to your account at [honolulu.beready2retire.com](https://honolulu.beready2retire.com) and click *Financial Wellness* at the top of the page to take or retake your financial wellness assessment.

**Create a budget.** Visit [voya.com/tool/budget-calculator](https://voya.com/tool/budget-calculator) to help maximize your monthly income by balancing saving with your spending needs and wants.

**Use myOrangeMoney®.** Log in to your account to help you estimate how your retirement savings translates to monthly income in retirement.<sup>1</sup>

**Consolidate your accounts.** Voya can help you roll retirement accounts from former employers into your City and County of Honolulu Deferred Compensation Plan. Consolidating accounts can help you stay on top of your finances by investing consistently and tracking your retirement progress in one place. Call Voya’s Account Consolidation Team, at **(866) 865-2660** or email **ACT@voya.com** to determine if your former employer’s retirement account can be transferred.<sup>2</sup>

**Review your investment allocations.** Align your investments with your risk tolerance and time horizon for investing. Visit [resourcecenter.voya.com/tools/type-of-investor](https://resourcecenter.voya.com/tools/type-of-investor) for a brief quiz that can help you better understand your risk tolerance and how you might build a well-diversified portfolio of investments.

**Know your annual IRS contribution limit.** If you can, get closer to or contribute the maximum for the year. Visit [voya.com/irslimits](https://voya.com/irslimits) to review how much you can save for retirement this year based on your age.

**Designate your beneficiaries.** Log in to your account to name, review and manage beneficiaries for all your financial accounts to help ensure your assets are distributed as you intended.

**Make a plan for Social Security and Medicare.** Know when applying for both is best for you.

**Don’t do it alone.** Connect with your local Voya representatives to review and discuss your saving and retirement planning strategies.

## How much can you save in 2026?

Every year, the IRS announces the latest contribution limits for retirement savings accounts. Certain limits for 2026 **have increased**, giving you the opportunity to save even more today to help achieve your future goals.

Maximum Annual Deferral	\$24,500
Maximum including Age 50-59 and 64 and older Catch-Up <sup>3</sup>	\$32,500
Maximum including Age 60-63 Catch Up <sup>4</sup>	\$35,750
Maximum including Three-Year Special 457(b) Catch-Up <sup>5</sup>	\$49,000

**Note:** Beginning January 1, 2026 catch-up contributions for certain higher-income participants must be made as Roth contributions. Specifically, if your FICA wages (box 3 of your W-2) earned with your employer from the previous calendar year exceed \$150,000, (subject to annual cost-of-living adjustments), any catch-up contributions you make must be designated as Roth contributions.

Visit [voya.com/irslimits](https://voya.com/irslimits) for the latest contribution limits for all tax-deferred accounts and income thresholds for 2026.

**VOYA**<sup>®</sup>

Plan. Invest. Protect.



## Save more: Change from dollar to percentage

There is a natural benefit to saving in the City and County of Honolulu Deferred Compensation Plan by choosing a percentage of your pay instead of a dollar amount. Your contributions will increase anytime your salary increases—helping you save more for retirement.

## Have a question?

Your local Voya representatives<sup>6</sup> are providing in person meetings on an appointment only basis. Telephone appointments may also be made. Individuals are encouraged to call the local office to speak with a Voya representative at **(808) 597-8213**. The Voya Office is available Monday – Friday, 8:00 a.m. to 4:00 p.m. Hawaii Standard Time (HST).

## Feel confident about your finances and your future

Financial confidence isn't just about having money. It's also about knowing how to manage it. Voya's Financial Wellness Experience can help you approach life from a whole financial wellness perspective across six pillars:

**Protection** - when it comes to getting the protection you need, having a plan is essential to protecting you, your loved ones and your health.

**Spending & Saving** - saving money plays a crucial role in achieving financial stability and reaching long-term financial goals. Live within your means today and save for tomorrow.

**Emergency Fund** - saving for a rainy day involves making sure you have enough money set aside in an emergency fund to cover expenses and protect yourself when life hands you a few surprises.

**Debt Management** - what would life feel like without the weight of debt? For many, it's not just about financial relief—it's about reclaiming peace of mind, freedom of choice and the ability to plan for your financial future with confidence. The journey toward becoming debt-free starts with understanding where you stand and identifying a clear path forward.

**Retirement** - maintaining your current lifestyle is one of the most important factors when it comes to an ideal retirement. Create a financial planning strategy that can help you save consistently to create a retirement income that can sustain you through your retirement.

**Other Savings Goals** - think of everything you'd like to do, if you could. Seem like a dream? Having a sound budget in place will help keep your goals alive.

Log in to your account at [honolulu.beready2retire.com](http://honolulu.beready2retire.com) and click *Financial Wellness* on your home page to complete a brief assessment to evaluate your current financial state. You'll then receive a personalized summary with actionable steps to improve your financial outlook.

No matter where you are on your financial wellness journey, additional resources and educational items are available to help you get and stay on track. Visit [www.voya.com/voyalearn](http://www.voya.com/voyalearn).



<sup>1</sup> IMPORTANT: The illustrations or other information generated by the calculators are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. This information does not serve, either directly or indirectly, as legal, financial or tax advice and you should always consult a qualified professional legal, financial and/or tax advisor when making decisions related to your individual tax situation.

<sup>2</sup> Please carefully consider the benefits of existing and potentially new retirement accounts and any differences in features. Please note that assets rolled over from other non-457 plans (such as 401(a)/401(k), 403(b), a traditional IRA) may remain subject to the IRS 10% premature distribution penalty tax. Retirement Consultants are registered representatives of and offer securities through Voya Financial Advisors, Inc. (member SIPC).

<sup>3</sup> If eligible for both the Age 50+ Catch-up and the 3 Year Catch-up in the same year, you may only use the catch-up which allows you to contribute the greatest amount. You may not use both at the same time.

<sup>4</sup> Under a change made in SECURE 2.0, a higher catch-up contribution limit applies for employees aged 60, 61, 62 and 63 who participate in most 401(k), 403(b), governmental 457 plans and the federal government's Thrift Savings Plan plans.

<sup>5</sup> To use the 3 Year Catch-up you must be in one of the 3 years prior to the year you reach Normal Retirement Age as defined in the deferred compensation plan. In addition, you must have under contributed to the Plan in the past. A calculation is required.

<sup>6</sup> Investment adviser representative and/or registered representatives of, and securities and investment advisory services offered through, Voya Financial Advisors, Inc. (member SIPC). Investment advisory services are only offered through Investment adviser representatives of Voya Financial Advisors.

This information is provided by Voya for your education only. Neither Voya nor its representatives offer tax or legal advice. Please consult your tax or legal advisor before making a tax-related investment/insurance decision.

Insurance products, annuities and retirement plan funding issued by (third party administrative services may also be provided by) Voya Retirement Insurance and Annuity Company, One Orange Way, Windsor, CT 06095-4774. Securities are distributed by Voya Financial Partners LLC (member SIPC). All companies are members of the Voya® family of companies. Securities may also be distributed through other broker-dealers with which Voya has selling agreements. Insurance obligations are the responsibility of each individual company. Products and services may not be available in all states.

4977100\_1025 © 2025 Voya Services Company. All rights reserved. CN4917273\_1027



Plan. Invest. Protect.

