



City of Milwaukee Deferred Compensation Plan Newsletter

FOURTH QUARTER 2023

Cheers to the new year!

No matter where you are in your retirement journey, a new year is a good time to reflect on your financial goals and think about your future. Make a resolution in 2024 to get and stay financially healthy by focusing on your spending and saving habits.

- **Know where you stand** – log into your Milwaukee Deferred Compensation Plan account 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 to help maximize your monthly income by balancing saving with your spending needs and wants.
- **Use myOrangeMoney®** – log in to your Milwaukee Deferred Compensation Plan account to estimate how much income you may need for retirement.*
- **Review your investment allocations** – align your investments with your risk tolerance and time horizon for investing.
- **Know your annual IRS contribution limit** – if you can, get closer to or contribute the maximum for the year. Visit voya.com/irslimits for more information.
- **Review your estate plan** – keep your will, health care proxy, and power of attorney updated.
- **Designate your beneficiaries** – 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** – consult with a financial professional to review and discuss your saving and retirement planning strategies.

Consider taking advantage of every available retirement benefit and planning resource. Log into your account at milwaukeeedcp.com or visit voya.com/voyalearn for more ways to put time on your side so you can retire well.

* **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.

This material is provided by Voya for general and educational purposes only; it is not intended to provide legal, tax, or investment advice. All investments are subject to risk. Please consult an independent tax, legal, or financial professional for specific advice about your individual situation.

Expanded Account Aggregation Security Measures

Over the coming months, Voya will be rolling out new security measures to further protect your confidential information to stop aggregators from putting your data at risk. This change will cause a break in the existing links between Voya and any aggregators. If you have connected to your Voya accounts from an external aggregator such as Mint or e-money, you may receive a message to reconnect your linked accounts to update security. To learn more about how to protect yourself from cyber threats, go to voya.com/article/eight-ways-to-stay-cybersafe.

Good news! Beginning on December 1, 2023, contribution rate changes to the Milwaukee Deferred Compensation Plan will go into effect as soon as administratively feasible, typically within one to two pay periods. Recent federal legislation (SECURE Act 2.0) now permits our Plan to process contribution changes to be made effective as soon as administratively feasible, instead of having to wait until the month after the month a deferral election is made as previously required. Please refer to the **2024 Payroll Deduction Schedule**, which shows the time windows for making contribution rate changes and the corresponding payroll dates when they take effect.

Save more in 2024

Every year, the IRS announces the latest contribution limits for retirement savings accounts. The limits for 2024 have increased, giving you the opportunity to save even more today to help achieve your future goals.

	2024	2023
Age 49 and under	\$23,000	\$22,500
Age 50 and older catch-up*	Additional \$7,500	Additional \$7,500
457 special election catch-up**	Up to an additional \$23,000	Up to an additional \$22,500

Visit voya.com/irslimits for the latest contribution limits for all tax-deferred accounts for 2024.

* Age 50 and older before year-end. If you participate in a 457(b) plan, the Age 50+ Catch-up is only available if the plan is sponsored by a governmental employer.

** This special election catch-up applies to employees participating in an eligible governmental 457(b) deferred compensation that have elected the special catch-up available in the three years prior to the year of normal retirement age. If you are eligible for both the Age 50 and older catch-up and the special election catch-up under your 457(b) plan, IRS rules do not allow you to use both in the same calendar year. IRS rules permit you to use the catch-up that lets you contribute the greater amount.

Did you know?

If you are 50 years of age or older, you have the option to save even more with catch-up contributions. This can help you maximize the saving potential of your remaining working years to reach your retirement goals.

More good news

If you have a Health Savings Account (HSA) as part of a qualified high-deductible health plan (HDHP), the annual contribution limit for HSAs in 2024 is the largest inflation-based boost ever to this triple-taxed advantaged account. To be eligible to contribute, you must have an HSA-qualified HDHP and not be enrolled in Medicare.¹

If an HSA is not offered through your employer, you can open your own. A Flexible Spending Account (FSA) may also be an option, but you can contribute to either an HSA or FSA in the same tax year, not both. Both accounts offer tax benefits and may help take care of qualified medical expenses; however, it's important to research each option to determine what is best for your unique situation. Contact your benefits administrator to learn more.

How much do you want to save this year? Visit [voya.com/irslimits](https://www.voya.com/irslimits) for the latest contribution limits for all tax-deferred accounts in 2024.

Source:

¹ [401kspecialistmagazine.com](https://www.401kspecialistmagazine.com), [HSA Contribution Limits Get Biggest-Ever Boost for 2024 \(401kspecialistmag.com\)](https://www.401kspecialistmag.com), Brain Anderson, May 17, 2023, last accessed August 16, 2023.

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Addressing Financial Stress

If financial demands are affecting your ability to save for retirement now, you may have to work longer to achieve your financial goals. If you retire too early and without enough saved up, you risk running out of money in retirement. These kinds of financial worries can be a significant source of stress for many people and subsequently can take a toll on your mental health.

If you're anxious about your finances, here are some things you can do to help manage financial stress.

Focus on learning

Improving your money management skills and using them to make positive and proactive decisions with your finances can help reduce stress. Think of something financial that brings you stress. It could be increased costs due to inflation, paying your bills each month, carrying student loans or credit card debt, or finding ways to save for personal goals like retirement or putting the kids through college. Visit [blog.voya.com](https://www.blog.voya.com) and [voya.com/voyalearn](https://www.voya.com/voyalearn) for short articles and videos about financial concepts and get tips to address the things that are stressful to you.

Plan for the unexpected

We've all experienced financial emergencies. No matter how big or small, these unplanned expenses often feel like they happen at the worst times. Knowing you have a dedicated savings account earmarked for emergencies can help protect yourself from life's little surprises and give you some peace of mind when the going gets rough. Consider putting money aside consistently to build up an emergency fund so you can help to avoid taking on debt or withdrawing from your retirement savings.

Stick to a budget

With rising prices due to inflation, creating and managing a budget can be very useful. Understanding where your money goes, and creating healthy habits to prevent overspending, can help reduce anxiety and stress. If you have never created a budget before, now may be a good time to focus on how you spend your monthly income. Visit [voya.com/tool/budget-calculator](https://www.voya.com/tool/budget-calculator) to get started.*

These are only a few ways to help manage financial stress. No matter what you do, taking any kind of action to address what concerns you financially is an important first step on the road to overall financial wellness. But don't stop there. Visit [voya.com/blog/why-debt-causing-stress-and-anxiety-and-how-to-cope](https://www.voya.com/blog/why-debt-causing-stress-and-anxiety-and-how-to-cope) for more insight and tips to help you cope with financial stress and anxiety.

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Quarterly calendar

Transactions made on these dates when the New York Stock Exchange (NYSE) is closed will be processed the following business day that the NYSE is open:

- Monday, January 1, *New Years Day*
- Monday, January 15, *Martin Luther King, Jr. Day*
- Monday, February 19, *Washington's Birthday*
- Friday, March 29, *Good Friday*

Accessing Your Account



Log on to www.milwaukeedcp.com



Call **844-360-MDCP** (6327)

Use our online scheduling tool at <https://bookvf15.timetap.com/> or call **414-286-5541** to book a phone consultation with a local Voya representative.