

SECURE 2.0 Act of 2022  
Applicable Mandatory  
Provisions

# Required Minimum Distribution (RMD) Age

- **2023** - RMD age increased to 73
- **2033** - RMD age increases to 75

# Roth Catch-up contributions

- **2024** - Catch-up contributions for individuals with prior year FICA wages  $\geq$  \$145,000 (indexed) must be made as Roth contributions
- Applies to Age 50 catch-up in both DC Plans
- \$7,500 in 2023 (difference between Standard limit of \$22,500 and Age 50 catch-up limit of \$30,000)

# Roth Catch-up contributions (continued)

- FCPS to implement 1/1/2024 Roth contributions for
  - ✓ All employees
  - ✓ Highly compensated
- Decision by June 1<sup>st</sup> regarding Roth investment platform