

Defined Benefit/Cash Balance Plan Key Priorities



Please note: These provisions may be prioritized differently based on your individual business needs.

KEY PRIORITIES – APPLICABLE IN 2023	Bill Provision Section
Increase in age for required beginning date	107
Reduction in excise tax for missed required minimum distributions	302
Modification of credit for small employer pension plan startup costs	102
Recovery of retirement plan overpayments	301
Clarification of substantially equal periodic payment rule for annuity distributions	323
Corrections of mortality tables	335
Cash balance variable interest crediting rates	348
Termination of variable rate premium indexing	349
Recognition of tribal government domestic relations orders	339
Repeal of direct payment requirement on exclusion from gross income of distributions from governmental plans for health and long-term care insurance	328
Exemption from early withdrawal penalty for certain state and local government corrections employees	330
Modification of eligible age for exemption from early withdrawal penalty for public safety employees and firefighters	329
Modification of early distribution penalty exception for firefighters	308
Enhancing retiree health benefits in pension plans	606

“Applicable in 2023” includes those provisions with effective dates stated as plan years beginning after date of enactment or after December 31, 2022; taxable years beginning after date of enactment or after December 31, 2022; or on or after the date of enactment; and any retroactive effective dates.

KEY PRIORITIES – APPLICABLE IN 2024	Bill Provision Section
Cashout dollar limit increase from \$5,000 to \$7,000	304
Retroactive amendments to increase benefit accruals	316
Reform of family attribution rule	315
Clarification of substantially equal periodic payment rule for transfers, rollovers and exchanges	323
Notice and disclosure requirements with respect to lump sums	342
Defined benefit annual funding notices	343

“Applicable in 2024” includes those provisions with effective dates stated as plan years beginning after December 31, 2023, or taxable years beginning after December 31, 2023.

KEY PRIORITIES – APPLICABLE IN 2025 AND LATER	Bill Provision Section
Requirement to provide paper statements	338
Plan amendments for SECURE 2.0	501
Retirement Savings lost and found	303
Expansion of Employee Plans Compliance Resolution System	305
Exclusion of certain disability-related first responder retirement payments	309
Treasury guidance on rollovers	324

“Applicable in 2025 and later” includes those provisions with effective dates stated as “plan years beginning after December 31, 2024, or taxable years beginning after December 31, 2025.

For a more complete list of SECURE 2.0 provisions, please review the [Congressional Summary](#), released by the Senate Finance Committee on December 19, 2022.