Business Requirements Document

SR100893 - 2015 403(b)/457(b) Plan Additional Catch-Up Limit Changes
## Document Information

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<th>Document Attributes</th>
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<tr>
<td><strong>Owner</strong></td>
<td>Payroll Coordination and Tax Services</td>
</tr>
<tr>
<td><strong>Author(s)</strong></td>
<td>Marcia Johnson</td>
</tr>
<tr>
<td><strong>Contributor(s)</strong></td>
<td>John Barrett, Jaime Espinoza</td>
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## Revision History

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<th>Version</th>
<th>Issue Date</th>
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<td>1.0</td>
<td>1/21/2015</td>
<td>1&lt;sup&gt;st&lt;/sup&gt; Draft</td>
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<tr>
<td>1.1</td>
<td>1/26/2015</td>
<td>B. Burkart – added UPAY form</td>
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## Document Approvals

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<th>Role</th>
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<tr>
<td>Controller</td>
<td>Peggy Arrivas</td>
<td></td>
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1 Overview

The Internal Revenue Service announced the 2015 cost-of-living adjustments for dollar limits provided under qualified plans and tax-sheltered annuity arrangements (see IR Notice 2014-99).

The 403(b) and 457(b) Plans Elective Deferral and Catch-Up Limits increased for 2015. The Elective Deferral Limits were adjusted in Release 2168 (SR100839); however, the Additional Catch-Up Limits increase was not included in that release. This error was recently brought to our attention by the UCLA campus. This BRD will make the correction to the Additional Catch-Up Limits.

1.1 Background

The Internal Revenue Service makes annual cost-of-living adjustments for dollar limits provided under qualified plans and tax-sheltered annuity arrangements. Per the Actuarial Services Group memo dated December 12, 2014, eligible participants in UC’s plans may make additional catch-up contributions.

1.2 Objectives

Update the PPS GTN Table with the 2015 403(b)/457(b) Additional Catch-Up Limit amounts.

1.3 Related Projects & Dependencies

Release 2168
1.4 Stakeholders

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<th>Description</th>
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<td>Accountable for accuracy of this document (e.g. project manager)</td>
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<td>Provides supporting services in the production of this document</td>
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<tbody>
<tr>
<td>John Barrett</td>
<td>Tax Coordinator</td>
<td></td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Marcia Johnson</td>
<td>Senior Analyst</td>
<td></td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
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<tr>
<td>Jaime Espinoza</td>
<td>Principle Analyst</td>
<td></td>
<td></td>
<td></td>
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1.5 Proposed Strategy

Update Gross-to-Net Table as follows:

<p>| | | |</p>
<table>
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<tbody>
<tr>
<td>008</td>
<td>403(b) MAC Additional Catch-Up Limit</td>
<td>$27,000.00</td>
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<tr>
<td>398</td>
<td>457(b) MAC Additional Catch-Up Limit</td>
<td>$36,000.00</td>
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</table>

The tolerance limit is set locally.

These updates must be applied to the control tables as soon as possible since they were effective January 1, 2015.

1.6 Glossary

N/A

2 Product/Solution Scope
2.1 Included in Scope
Changes to the GTN Table

2.2 Excluded from Scope
N/A

2.3 Assumptions & Constraints
N/A

2.4 Outstanding Items
N/A

3 Business Services and Processes
N/A

4 Business Rules
N/A

5 Business Requirements

5.1 User Requirements
N/A

5.2 Functional Requirements

<table>
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<td>R0001</td>
<td>Control Table</td>
<td>GTN 008 and 398 per attached UPAY forms.</td>
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5.3 Reporting Requirements
N/A
6 Non-Functional Requirements
N/A

7 External References
N/A
# Payroll/Personnel Gross-to-Net Table

**UPA9545 (R04/11) R1665**

## Description

<table>
<thead>
<tr>
<th>EIN</th>
<th>Name</th>
<th>CC</th>
<th>SSN</th>
<th>Total Income</th>
<th>Total Deductions</th>
<th>Gross Pay</th>
<th>Net Pay</th>
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<tr>
<td>02</td>
<td>008</td>
<td>1</td>
<td>YTD 403B</td>
<td>403B</td>
<td>2200000</td>
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<td>YTD 452B</td>
<td>452B</td>
<td>2600000</td>
<td>2600000</td>
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### Balance Codes

- **B**: Balance at beginning of the period
- **C**: Current period
- **D**: Difference between the current period and the previous period
- **E**: Extraordinary loss
- **F**: Extraordinary gain
- **G**: Gross income
- **H**: Current income
- **I**: Other income
- **J**: Depreciation
- **K**: Other depreciation
- **L**: Interest income
- **M**: Other interest income
- **N**: Passive income
- **O**: Other passive income
- **P**: Dividends
- **Q**: Other dividends
- **R**: Other income
- **S**: Current income
- **T**: Other income
- **U**: Other income
- **V**: Other income
- **W**: Other income
- **X**: Other income
- **Y**: Other income
- **Z**: Other income

### Payroll/Personnel Gross-to-Net Table Details

- **Date**: 1/2/2011
- **Prepared By**: [Signature]
- **Authorized By**: [Signature]

### Balance Details

- **Total Income**: 403B
- **Total Deductions**: 2200000
- **Gross Pay**: 2200000
- **Net Pay**: 0

### Reserve Bank

- **Date**: 1/2/2011
- **Prepared By**: [Signature]
- **Authorized By**: [Signature]

### Balance Details

- **Total Income**: 452B
- **Total Deductions**: 2600000
- **Gross Pay**: 2600000
- **Net Pay**: 0

**Retention Accounting Until Action Taken**