

Tax-Deferred 403(b) Plan Catch-up Provision Worksheet—2002

For employees who have at least 15 full years of University of California employment as of December 31, 2001, the Internal Revenue Code (IRC) includes a catch-up provision for contributions to the 403(b) Plan.

You may **use the catch-up provision only if**

- your total, cumulative salary reduction contributions to the 403(b) Plan do not exceed \$5,000 multiplied by your years of University employment; **and**
- your IRC §415 limit for 2002 (100% of your adjusted gross salary) is greater than your Elective Deferral Limit (\$11,000 if you are under age 50 as of 12/31/02, or \$12,000 if you are age 50 or older as of 12/31/02).

Under the catch-up provision, the Elective Deferral Limit (formerly the Tax Reform Act limit) can be increased by the **least** of:

- \$3000; or
- \$15,000 minus all your previous contributions under this provision; or
- \$5,000 multiplied by your years of University employment, minus all prior 403(b) salary reduction contributions.

Total contributions under the catch-up provision are limited to \$15,000. Therefore, if you contribute the annual maximum of \$3,000 each year, you may use this provision only for five years.

NOTE: Your local Benefits Office must review and approve your completed calculation and supporting documentation.

Catch-up Provision

Name _____ Social Security Number _____

1. **Expected 2002 gross University salary** 1. \$ _____

Enter the gross pay you expect to receive in 2002. You may include shift differential, summer session salary, health science faculty income over the base professorial salary, and stipends that will be paid in 2002. *Note:* You may only include overtime that has already been paid in 2002. You must provide documentation for all of the additional compensation above.

2. **Total adjustments to expected gross University salary**

(a) Enter your expected total 2002 required pretax contributions to the DC Plan or to CalPERS, SCERA, or OCERS. 2.(a) \$ _____

Calculate your DC Plan pretax contributions as follows:

- **UCRP members with Social Security** = 2% of your annual covered compensation¹ up to the Social Security wage base (\$84,900 for 2002), plus 4% of your annual covered compensation¹ over the wage base (if any), less \$19 per month;
- **UCRP members without Social Security** = 3% of your annual covered compensation¹, less \$19 per month;
- **UCRP Safety members** = 3% of your annual covered compensation¹, less \$19 per month;
- **UCRP Tier Two members**—enter zero.
- **DC Plan Safe Harbor participants** = 7.5% of your annual compensation up to the Social Security wage base (\$84,900 for 2002).
- **Academic appointees:** Include 3¹/₂% pretax employee contributions on estimated summer session salary, if any.

To obtain rates for **CalPERS**, **SCERA**, and **OCERS**, contact those agencies directly.

Members of other retirement systems: contact those agencies directly.

(b) Enter your expected 2002 total pretax deductions, if any, to establish, reestablish or convert prior periods of service credit or to eliminate the Plan 02 offset under the University of California Retirement Plan (UCRP). 2.(b) \$ _____

(c) **Total adjustments to expected gross University salary** 2.(c) \$ _____
Add lines 2.(a) and 2.(b).

¹ Your annual covered compensation is the base annual pay rate for your regular University appointment. Do not include overtime pay, summer session salary, or other pay in excess of 100% of the salary for your position. Also, your annual covered compensation may not exceed your covered compensation limit under IRC §401(a)(17), which is determined by the date you became a UCRP member. If you became a UCRP member before July 1, 1994, your covered compensation limit is \$285,000. If you became a UCRP member on or after July 1, 1994, your covered compensation limit is \$200,000.

3. **Adjusted gross University salary**

Subtract line 2(c) from line 1.

$$\begin{array}{r} \text{_____} \\ \text{line 1} \end{array} - \begin{array}{r} \text{_____} \\ \text{line 2.(c)} \end{array} = 3. \quad \$ \text{_____}$$

4. **§415 limit**

Enter the lesser of line 3 or \$40,000.

4. \$ _____

This is your §415 limit.

If line 4 is less than the Elective Deferral Limit for 2002 (\$11,000 if you are under age 50 as of 12/31/02, or \$12,000 if you are age 50 or older as of 12/30/02), **you do not qualify for the catch-up provision and do not need to complete the rest of this worksheet.**

5. Enter your years of University employment as of 12/31/01. Include any fractional part of a year. If you work full time, you accrue a full year of employment each year. If you work part-time or on a variable-time basis, you accrue a proportionate amount of employment. For example, if you work 50% time, you accrue .50 years of employment per year. Include all University employment, which may be more or less than your years of UCRP service credit.

5. _____

6. Multiply your years of University employment (line 5) by \$5,000.

$$\begin{array}{r} \text{_____} \\ \text{line 5} \end{array} \times \$5,000 = 6. \quad \$ \text{_____}$$

7. Calculate total 403(b) Plan employee contributions as of 12/31/01

(a) Enter your historical total 403(b) Plan contributions as of 12/31/01. This amount is available from UC HR/Benefits Customer Service at 1-800-888-8267.

7.(a) \$ _____

(b) Enter any former University 403(b) Plan contributions made in your behalf. You can find this amount on your 3/31/89 quarterly statement, or, if you received the 3% employer contributions under the management program, on your 9/30/86 quarterly statement. If you do not have these quarterly statements, call UC HR/Benefits Customer Service at 1-800-888-8267.

7.(b) \$ _____

(c) Subtract line 7.(b) from line 7.(a).

$$\begin{array}{r} \text{_____} \\ \text{line 7.(a)} \end{array} - \begin{array}{r} \text{_____} \\ \text{line 7.(b)} \end{array} = 7.(c) \quad \$ \text{_____}$$

8. Subtract line 7.(c) from line 6.

$$\begin{array}{r} \text{_____} \\ \text{line 6} \end{array} - \begin{array}{r} \text{_____} \\ \text{line 7.(c)} \end{array} = 8. \quad \$ \text{_____}$$

If zero or less than zero, go to line 11 and enter zero.

9. Enter the total of all 403(b) Plan contributions in excess of the Elective Deferral Limit.

For years in which your annual 403(b) Plan contributions exceeded the Elective Deferral Limit, enter the excess amount. (For example, if you contributed \$13,500 in 2000, enter \$3,000 for 2000. Or, if you contributed \$12,500 in 1997, enter \$3,000 for 1997.) For years in which your total 403(b) Plan contributions were less than the Elective Deferral Limit, enter "0."

2001	\$ _____	(amount exceeding \$10,500)	
2000	\$ _____	(amount exceeding \$10,500)	
1999	\$ _____	(amount exceeding \$10,000)	
1998	\$ _____	(amount exceeding \$10,000)	
1997	\$ _____	(amount exceeding \$9,500)	
1996	\$ _____	(amount exceeding \$9,500)	
1995	\$ _____	(amount exceeding \$9,500)	
1994	\$ _____	(amount exceeding \$9,500)	
1993	\$ _____	(amount exceeding \$9,500)	
1992	\$ _____	(amount exceeding \$9,500)	
1991	\$ _____	(amount exceeding \$9,500)	
1990	\$ _____	(amount exceeding \$9,500)	
1989	\$ _____	(amount exceeding \$9,500)	
1988	\$ _____	(amount exceeding \$9,500)	
1987	\$ _____	(amount exceeding \$9,500)	
Total	\$ _____		= 9. \$ _____

10. Catch-up contribution balance

Subtract line 9 from \$15,000.

\$15,000	-	_____	= 10. \$ _____
		line 9	

11. Enter the smallest of line 8, line 10, or \$3,000. (If zero or less than zero, enter zero.) 11. \$ _____

12. Calculate your Elective Deferral Limit, including the contribution allowed you under the catch-up provision.

\$11,000/\$12,000 ²	+	_____	= 12. \$ _____
		line 11	

13. Enter the **lesser** of the amounts on line 4 or line 12. **This is your 2002 maximum annual contribution..** 13. \$ _____

² \$11,000 if you are under age 50 as of 12/31/02; \$12,000 if you are age 50 or older as of 12/31/02.

By authority of The Regents, University of California Human Resources and Benefits, located in Oakland, administers all benefit plans in accordance with applicable plan documents and regulations, custodial agreements, University of California Group Insurance Regulations, group insurance contracts, and state and federal laws. No person is authorized to provide benefits information not contained in these source documents, and information not contained in these source documents cannot be relied upon as having been authorized by The Regents. Source documents are available for inspection upon request (1-800-888-8267). What is written here does not constitute a guarantee of plan coverage or benefits—particular rules and eligibility requirements must be met before benefits can be received. The University of California intends to continue the benefits described here indefinitely; however, the benefits of all employees, annuitants, and plan beneficiaries are subject to change or termination at the time of contract renewal or at any other time by the University or other governing authorities. The University also reserves the right to determine new premiums and employer contributions at any time. Health and welfare benefits are subject to legislative appropriation and are not accrued or vested benefit entitlements. If you belong to an exclusively represented bargaining unit, some of your benefits may differ from the ones described here. Contact your Human Resources Office for more information.

The Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) provides for continued coverage for a certain period of time at applicable monthly COBRA rates if you, your spouse, or your dependents lose group medical, dental, or vision coverage because you terminate employment (for reasons other than gross misconduct); your work hours are reduced below the eligible status for these benefits; you die, divorce, or are legally separated; or a child ceases to be an eligible dependent. Note: The continuation period is calculated from the earliest of these qualifying events and runs concurrently with any other UC options for continued coverage. See your Benefits Representative for more information.

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