

## **PERA 401(k)** <sup>[1]</sup>

All eligible employees can enroll in the PERA 401(k) plan. This is a defined contribution plan that employees can choose whether to contribute funds before or after tax.

- The pretax option lowers your taxable income now. You'll pay taxes on your distributions in retirement.
- The 401(k) offers a ROTH option. Consider the ROTH option if you want to contribute after tax, allowing for tax-free growth and tax-free distributions in retirement.

## **Get started**

[Enroll in the 401\(k\)](#) <sup>[2]</sup>

[Access your account](#) <sup>[3]</sup>

[Enrollment guide](#) <sup>[4]</sup>

[Plan overview](#) <sup>[5]</sup>

[Attend a webinar](#) <sup>[6]</sup>

Plan Features	401(k) pretax and ROTH (after tax)
Plan Administrator	PERA/Empower
Who can participate?	All CU faculty and staff.
How much can you contribute?	<b>Maximum:</b> \$23,000 <b>Minimum:</b> N/A <b>Catch-up contributions:</b> \$7,500

## 2024 Combined limits:

- CU voluntary retirement plans combined contribution limit between the CU 403(b) pretax option, 403(b) Roth option <sup>[7]</sup> and 401(k) pretax and Roth options: \$23,000
- Combined contribution limit for age 50+ between these three plans: \$30,500
- Any combination of contributions made to the 403(b) pretax option, 403(b) Roth option <sup>[7]</sup> or 401(k) pretax and Roth options cannot exceed these limits.

### When are you vested?

Contributions will be 100% vested immediately.

### Qualifying distributions

- Reach age 59 ½
- Retirement
- Termination of employment
- Financial hardship (may be subject to a 10% early withdrawal penalty)

### When can you take money out?

**Loans:** Members can borrow from their account balances and pay back the loan with interest. See the enrollment guide <sup>[4]</sup> for details.

You will have access to the PERAdvantage line of investments, Target Date Funds based on your expected retiree date as well as a self-directed brokerage account.

### Investment choices

See PERA's voluntary plan website <sup>[8]</sup> and related investment lineup <sup>[9]</sup>.

PERA/Empower offers online advice at no cost and professional management for a fee. For more information, go to coperaplus.org <sup>[10]</sup>, open the **Investing** drop-down menu and select **Investment assistance** or call 833-4-COPERA (833-426-7372).

### What are the fees?

The administrative fee is a flat rate of \$1 per month. Participants also pay a 0.03% total asset-based fee.

**Groups audience:**  
Employee Services

## Right Sidebar:

### ES: Benefits & Wellness - Retirement Plans Sidebar

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**Source URL:**<https://www.cu.edu/employee-services/benefits-wellness/gme-medical-residents/voluntary-retirement-savings-plans/pera-0>

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- [3] <https://www.copera.org/peraplus-401-k-457-plans>
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