



Fact Sheet: Retirement Pension/Savings Plans

Employees are placed into a mandatory plan based on job classification/eligibility and prior participation in PERA (Public Employee Retirement Association). See [Mandatory Retirement Plan Placement Guide](#) for detailed information.

Mandatory Retirement Plan Overview	Job Classification	Plan Administrator
University Retirement Plans (URP)		
University of Colorado 401(a) – Mandatory Plan	Eligible Faculty and University Staff	TIAA
PERA Plans		
PERA Defined Benefit (DB) – Mandatory Plan	Classified Staff Members and Faculty/University Staff with PERA Choice	PERA
PERA Defined Contribution (DC) – Mandatory Plan (new hire/newly eligible 1/1/19 or later may be eligible)	Classified Staff Members Eligible for Classified PERA Option	PERA

University of Colorado 401(a) – Mandatory Plan

Plan Participation Details:

University of Colorado 401(a) – Mandatory Plan	
Plan Type	Defined Contribution Plan
Your Contributions	5% of your annual compensation* through monthly pretax deductions
CU Contributions	10% of your annual compensation contributed monthly
Vesting	Employee and Employer contributions immediately vested

*Compensation means the university-approved annual base salary, including employee mandatory and voluntary contributions into retirement plans.

IRS Limitations: The IRS imposes two limitations of defined contribution retirement plans

- Limit on the Amount of salary that can be considered for Contributions – For calendar year 2019 there is a salary limit of \$280,000.
 - ❖ *For employees who first participated in the 401(a) Plan July 1st, 1996 or earlier (with no break in service, the calendar year salary limit is \$415,000 for 2019.*
- Limit on the Amount of Contributions – Total combined employer and employee contributions (excluding catch-up contributions) cannot exceed \$56,000 for the 2019 calendar year.

Employee Account: You will manage your account by logging in at www.tiaa.org/cu with your employee ID. Once logged in, you should name beneficiaries and you can begin allocating your investments.

TIAA – Single Plan Provider

University Retirement Plan

Plan #406787

1-800-842-2252

www.tiaa.org/cu

Public Employees' Retirement Association (PERA)-Mandatory Plan

All Classified Staff Members will participate in one of the PERA Mandatory retirement Plans.

- If you do not have a PERA Defined (DB) Plan or PERA Defined Contribution (DC) Plan, or if you have one but have not contributed to it in more than 12 months, you will receive the CU PERA Classified Options letter for [PERAChoice](#).
 - You will have 60 days to make your election of the PERA DB Plan or the PERA DC Plan,
 - If you do not make your election within 60 days, you will default into the PERA DB Plan.
- If you have a PERA DB Plan and have made a contribution in the past 12 months, you will automatically be placed in your PERA DB Plan.
- If you have a PERA DC Plan and have made a contribution in the past 12 months, you will automatically be placed in your PERA DC Plan.

Plan Participation Details:

PERA - Mandatory Plan		
Plan Type	Defined Benefit Plan (DB - pension)	Defined Contribution Plan (DC)
Your Contributions	8.75%* of PERA-includable salary (Gross income less any IRS Section 125 plan deductions)	8.75%* of PERA-includable salary (Gross income less any IRS Section 125 plan deductions)
CU Contributions	10.4%* plus 5.0% PERA AED, plus 5.0% PERA Supplemental AED which equals 20.4% of an employee's PERA-includable salary.	10.4%* plus 5.0% PERA AED, plus 5.0% PERA Supplemental AED which equals 20.4% of an employee's PERA-includable salary.
Vesting	Employee contributions immediately vested Employer contributions 5 year vesting period	Vesting Schedule

*as of July 1st, 2019 – Prior contributions were 8% employee and 10.15% CU.

CU PERA Choice – Faculty and University Staff

If you come to the university and you have a PERA Defined Benefit (DB) Plan, you may be eligible for CU PERA Choice. This one-time irrevocable choice allows you to continue with your PERA (DB) Plan or choose the University Retirement Plan (URP, which includes the CU 401(a) – Mandatory Plan for eligible employees and the CU 403(b) – Voluntary Plan for mandatory plan ineligible employees). You will receive a CU PERA Choice letter detailing how to elect your plan and you will have 30 days to make your election.

- If the election is not made within 30 days, you will default into your PERA (DB) Plan.
- If you choose to remain in your PERA (DB) Plan you will remain in PERA throughout your CU career. Your one-time irrevocable CU PERA Choice remains in effect, even if you leave the University and return in another position.

Your eligibility may impact your choice

If you choose the URP and are in an [eligible position](#), you will participate in the CU 401(a) – Mandatory Plan and may choose, but are not required, to participate in the CU 403(b) – Voluntary

Plan. If you choose the URP and are NOT in an [eligible position](#), you will not be eligible for the CU 401(a) – Mandatory Plan. You may choose to participate in the CU 403(b) – Voluntary Plan. However, this plan is not subject to the required 5 percent employee contribution and CU does not make contributions.

Voluntary Tax-Deferred Savings Plans

University of Colorado 403(b), PERA 401(k), and Colorado PERA 457

- Calendar Year Elective Salary Deferral Limits:
 - Employees may elect to defer to the lesser of \$19,000 or 100% of eligible salary for 2019.
- Calendar Year Catch Up Provisions:
 - Age 50 Catch-Up Limit: For 2019, employees age 50 and over may elect up to an additional \$6,000, totaling the lesser of \$25,000 or 100% of eligible salary
 - 457 Plan: Within three years of retirement, employees who have under-contributed can contribute up to twice the IRS limit available in those years (i.e. for 2019 maximum is \$38,000). The over age 50 catch-up cannot be used at the same time as the twice the IRS limit catch-up.
- Contribution Limits if Participating in Multiple Plans:
 - If contributing to both the 401(k) and 403(b) Plans
 - Maximum of \$19,000 combined between the two plans.
 - Maximum of \$25,000 combined between the two plans if age 50 or more.
 - If contributing to the 457 Plan:
 - Maximum of \$19,000 (separate from 401(k) or 403(b) plan limit)
 - Maximum of \$25,000 if age 50 or more (separate from 401(k) or 403(b) plan limit)
 - Maximum of \$38,000 if using the twice the IRS limit catch-up (separate from 401(k) and 403(b) Plans)
- Rollovers
 - Contact your fund sponsor for detailed instructions.
- Saver's Tax Credit for Low-Income Retirement Plan Participants
 - The Saver's Tax Credit is available to certain eligible individuals or married couples who contribute to a qualified retirement plan. This credit is available in addition to the tax benefits that occur as a result of participating in any of the voluntary tax-deferred savings plans. Consult a tax advisor or go to www.irs.gov for further information.
- Distributions
 - Review the [Distribution Fact Sheet](#) for details

Fund Sponsor Information

University 403(b)

Complete and submit to Employee Services a [403\(b\) Tax Deferred Salary Reduction Agreement](#) by the 10th of the month in order to start on that month's paycheck. Log into your TIAA account at www.tiaa/cu to manage your account. Start by naming your beneficiaries and allocating your investments.

PERA 401(k)

If you already have a PERA Personal Identification Number (PIN), visit PERA's website at www.copera.org for plan information and submit [401k Contribution Authorization Form](#) to Employee Services by the 10th of the month in order to start on that month's paycheck. If you do not have a PERA Personal Identification Number (PIN) contact PERA to receive one and then submit the above form to start the 401(k).

Colorado PERA 457 Plan

If you already have a PERA Personal Identification Number (PIN), to learn how to enroll in the PERA 457

Plan call 1-800-759-7372 and select the 457 option to speak with a representative.

If you do not have a PERA PIN, you must first complete and submit to PERA a 457 Plan Participant

Information Form, found at www.copera.org/resources/forms-publications/peraplus-457-plan-participant-information-form

You must complete your enrollment with the Colorado PERA 457 Plan by the 25th of the month prior to the month you would like the plan to start.