

## **CU 403(b)** <sup>[1]</sup>

The University of Colorado's 403(b) Voluntary Retirement Plan is a great way to grow your retirement savings.

Faculty and staff can enroll in the CU 403(b) and 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 403(b) offers an after-tax or ROTH option. Consider the ROTH option if you want to contribute after tax, allowing for tax-free growth and tax-free distributions in retirement.
- Not sure which option is right for you? Consider scheduling a no-cost personal consultation <sup>[2]</sup> with a TIAA financial consultant.

### **Get started**

[Enroll in or update 403\(b\) contributions](#) <sup>[3]</sup>

[Access your account](#) <sup>[4]</sup>

[Schedule a no-cost financial consultation](#) <sup>[2]</sup>

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

[Plan notices](#) <sup>[6]</sup>

[On-demand CU webinars](#) <sup>[7]</sup>

Plan features	403(b) pretax	403(b) ROTH (after tax)
Plan administrator		TIAA
Who can participate?		All CU faculty and staff

Plan features	403(b) pretax	403(b) ROTH (after tax)
How much can you contribute?	<b>2025 Maximum:</b> \$23,500	
	<b>Minimum:</b> N/A	
	<b>2025 Catch-up contributions:</b> Ages 50-59 and 64+: \$7,500 Ages 60-63: \$11,250	
When are you vested?	<b>2025 Combined limits:</b> <ul style="list-style-type: none"> <li>• CU voluntary retirement plans combined contribution limit between the CU 403(b) pretax option, CU 403(b) Roth option and <u>PERA 401(k)</u> <sup>[8]</sup>: \$23,500</li> <li>• Combined contribution limit for age 50-59 and 64+ between these two plans: \$31,000</li> <li>• Combined contribution limit for age 60-63 between these two plans: \$34,750</li> <li>• Any combination of contributions made to the CU 403(b) pretax option, CU 403(b) Roth option or <u>PERA 401(k)</u> <sup>[8]</sup> cannot exceed these limits</li> </ul>	
	Contributions to this account will be 100% vested immediately.	
	<b>Target date funds:</b> Take a hands-off approach where you invest in a target-date fund based on when you'd like to retire.	
Investment choices	<b>Core investment menu:</b> From 18 funds on the 403(b) plan menu, you will be able to construct a well-diversified portfolio.	
	<b>Self-directed brokerage:</b> Seek and invest funds outside the 403(b) plan's core investment lineup. (Please note: Brokerage account holders are subject to fees.)	
When can you take money out?	<b><u>See investment lineup</u></b> <sup>[9]</sup>	

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### Qualifying distributions:

- Attain age 59 1/2
- Retirement
- Severance of employment
- Disability
- Financial hardship?

### Qualifying distributions:

- 5-year taxable period has passed
- Attain age 59 1/2
- Retirement
- Severance of employment
- Disability
- Financial hardship?

**Are loans available?** Contact TIAA <sup>[10]</sup> to learn about eligibility

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There's a fixed annual service fee based on your account balance and deducted quarterly, as noted in the chart below. Any revenue sharing imbedded in investments will be returned to your account. Additional fees are based on individual investment choices. See [this presentation](#) <sup>[11]</sup> for more information.

What are the fees?	Plan account balance as of the last day of the previous quarter	Quarterly fee	Annual fee
	\$0 to \$5,000	\$0	\$0
	\$5,000.01 to \$20,000	\$7.50	\$30
	\$20,000.01 to \$50,000	\$12.75	\$51
	\$50,000.01 to \$200,000	\$19.25	\$77
	\$200,000.01 to \$500,000	\$24.25	\$97
	\$500,000.01 to \$1,000,000	\$29.50	\$118
	Greater than \$1 million	\$37	\$148

#### Groups audience:

Employee Services

#### Right Sidebar:

ES: Benefits - Contact TIAA

ES: Benefits & Wellness - Retirement Plans Sidebar

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

#### Links

[1] <https://www.cu.edu/employee-services/benefits-wellness/current-employee/retirement-plans/voluntary-retirement-savings-0> [2] <https://www.tiaa.org/public/support/contact-tiaa/consultations-seminars>

[3] <https://www.cu.edu/docs/cu-403b-voluntary-retirement-plan-how-enroll-or-update-your-enrollment>

[4] <https://www.tiaa.org/public/tcm/cu> [5] <https://www.cu.edu/docs/403b-plan-summary>  
[6] <https://www.cu.edu/docs/403b-plan-universal-availability-notice> [7] <https://webinars.on24.com/client/cu>  
[8] <https://www.cu.edu/employee-services/benefits-wellness/voluntary-retirement-savings/pera-401k>  
[9] <https://www.tiaa.org/public/tcm/cu/investment-options/plan-406788>  
[10] <http://www.tiaa.org/public/tcm/cu/retirement-benefits/plan2> [11] [https://www.brainshark.com/tiaa-cref\\_direct/UnivofColoradoFeeStructure](https://www.brainshark.com/tiaa-cref_direct/UnivofColoradoFeeStructure)