Published on *University of Colorado* (https://www.cu.edu)

Retirement Savings Plans [1]

Grow your retirement savings with CU's retirement plans.

GMEs automatically enrolled into CU's 403(b) plan

The University of Colorado Office of Graduate Medical Education (GME) debuted the CU 403(b) GME Retirement Option on Jan. 1, 2025. GME medical residents are **automatically enrolled** upon hiring and eligible for an employer contribution — but whether and how you participate is up to you.

- GME residents will contribute 0.5% of your monthly income (unless you choose the ROTH option or opt for more savings).
    - CU will contribute 1% of your monthly income through June 30, 2026.
    - Combined with your 0.5% contribution, your 403(b) will receive a contribution totaling 1.5% of your monthly income (unless you opt for a higher personal contribution, in which case it will total 1% plus whatever contribution you elect) each pay period.
- **You must take action to opt out if you do not wish to contribute.** Residents who opt out, or who do not contribute the minimum of 0.5%, will not receive the employer match.
- You can enroll, change or terminate your contributions at any time. Click on the **CU 403(b) for GMEs** tile below to find links to enroll in or update your contributions.

Changes coming July 1, 2026:

Starting July 1, 2026, CU will **increase the employer match contribution to 2% of the resident's pre-tax wages**.

- This only applies to residents who contribute 0.5% (or more) of their monthly income.
- If you already contribute the minimum 0.5%, you don't need to take any action. You will see the increased employer match contribution in your first July paycheck.
- Those who have opted out of the retirement plan, or who are not currently contributing the minimum 0.5% required for the match, **will not receive the employer match.** However, you can opt in or increase your contribution at any time. Click on the **CU 403(b) for GMEs** tile below to find links to enroll or update your contributions.

Choose a plan to learn more



[3]



[4]

2026 contribution limits

CU Voluntary Retirement Plans			
CU 403(b) (pre-tax dollars)	Roth Option (post-tax dollars)	PERA 401(k)	PERA 457

Contribution limit	$24,500 (See aggregate limits below)		$24,500 (See aggregate limits below)	$24,500
Additional catch-up contributions for ages 50-59 or 64+	$8,000 (See aggregate limits below)		$8,000 (See aggregate limits below)	$8,000
Additional catch-up contributions for ages 60-63	$11,250 (See aggregate limits below)		$11,250 (See aggregate limits below)	$11,250
Bonus catch up	N/A	N/A	N/A	If you've under contributed, you may be able to contribute up to twice the normal limit ($47,000) for three consecutive years before normal retirement age.

Aggregate limits	CU voluntary retirement plans combined contribution limit between the 403(b) and 401(k): $24,500 Combined contribution limit for age 50+ between these three plans: $35,500 Combined contribution limit for ages 60-63 between these three plans: $35,750 Any combination of contributions made to the 403(b) pretax option, 403(b) Roth option or 401(k) cannot exceed these limits.		The PERA 457 has no aggregation limits with the 401(a), 401(k) or 403(b) plans.
Notes		If you're enrolled in the CU 401(a) Mandatory Retirement Plan, you can't contribute more than $69,000 a year to the CU 401(a) and the PERA 401(k). This excludes the $11,250 catch up contribution.	

2025 contribution limits

CU Voluntary Retirement Plans			
	CU 403(b)	**PERA 401(k)**	**PERA 457**

	(pre-tax dollars)	Roth Option (post-tax dollars)			
Contribution limit	$23,500 (See aggregate limits below)		$23,500 (See aggregate limits below)	$23,500	
Additional catch-up contributions for ages 50-59 or 64+	$7,500 (See aggregate limits below)		$7,500 (See aggregate limits below)	$7,500	
Additional catch-up contributions for ages 60-63	$11,250 (See aggregate limits below)		$11,250 (See aggregate limits below)	$11,250	
Bonus catch up	N/A	N/A	N/A	If you've under contributed, you may be able to contribute up to twice the normal limit ($47,000) for three consecutive years before normal retirement age.	

Aggregate limits	CU voluntary retirement plans combined contribution limit between the 403(b) and 401(k): $23,500 Combined contribution limit for age 50+ between these three plans: $31,000 Combined contribution limit for ages 60-63 between these three plans: $34,750 Any combination of contributions made to the 403(b) pretax option, 403(b) Roth option or 401(k) cannot exceed these limits.		The PERA 457 has no aggregation limits with the 401(a), 401(k) or 403(b) plans.
Notes		If you're enrolled in the CU 401(a) Mandatory Retirement Plan, you can't contribute more than $69,000 a year to the CU 401(a) and the PERA 401(k). This excludes the $11,250 catch up contribution.	

Compare plans

University of Colorado		PERA	
403(b)	**403(b) ROTH (after tax)**	**401(k) pre-tax and ROTH (post-tax)**	**457 pre-tax and ROTH (post-tax)**

Qualifying distributions	Attain age 59 ½ Retirement Severance of employment Disability Financial hardship	5-taxable-year period has passed Attain age 59 ½ Retirement Severance of employment Disability Financial hardship	Attain age 59 ½ Retirement Severance of employment Disability Financial hardship	Attain age 59 ½ while employed Required minimum distribution (RMD): attain age 72 while employed (age 70 ½ if born before July 1, 1949) Retirement Severance of employment Financial hardship
Early withdrawal penalties	Before age 59 ½	Before age 59 ½	Before age 59 ½	N/A
Plan loan provisions	Limited*	Limited*	Limited**	Limited**
Special catch-up contributions (as defined by the plan)	None	None	None	Limited***

**See plan document or contact a TIAA representative for further plan details.*
www.tiaa.org/cu [5]

***See plan information or contact PERA for further plan details.*
PERA 401(k) plan information [3]
PERA 457 plan information [4]
www.copera.org [6]

******PERA 457 additional catch-up information:** For three consecutive years before Normal Retirement Age and if the participant has under contributed in prior years, the participant may be able to contribute up to twice the available contribution limit ($38,000) per PERA's approval.*

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ES: Benefits & Wellness - Contact PERA
ES: Benefits & Wellness - TIAA/PERA Financial Webinars

Source URL:https://www.cu.edu/employee-services/benefits-wellness/gme-medical-residents/retirement-savings-plans

Links
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