

## **Retirement Savings Plans** <sup>[1]</sup>

Grow your retirement savings with CU's retirement plans.

### **New: GMEs automatically enrolled into CU's 403(b) plan starting Jan. 1**

Starting Jan. 1, 2025, the University of Colorado Office of Graduate Medical Education will debut the CU 403(b) GME Retirement Option. GME Medical Residents will be automatically enrolled and eligible for an employer contribution – but whether and how you participate is up to you.

#### **What's new:**

- You'll contribute 0.5% of your monthly pre-tax income (unless you choose the ROTH option or opt for more savings).
- CU will contribute 1%, totaling 1.5% of your monthly income added to your retirement account each pay period.
- You can enroll, change or terminate your contributions at any time.

[Learn more](#) <sup>[2]</sup>

**Choose a plan to learn more**

CU 403(b)  
for GMEs



**PERA 401(k)**



# PERA 457



[4]

## 2025 contribution limits

### CU Voluntary Retirement Plans

CU 403(b)

(pre-tax  
dollars)

Roth Option  
(post-tax  
dollars)

PERA 401(k)

PERA 457

<b>Contribution limit</b>	\$23,500 (See aggregate limits below)	\$23,500 (See aggregate limits below)	\$23,500
<b>Additional catch-up contributions for ages 50-59 or 64+</b>	\$7,500 (See aggregate limits below)	\$7,500 (See aggregate limits below)	\$7,500
<b>Additional catch-up contributions for ages 60-63</b>	\$11,250 (See aggregate limits below)	\$11,250 (See aggregate limits below)	\$11,250
<b>Bonus catch up</b>	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)

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

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

### **Groups audience:**

Employee Services

### **Right Sidebar:**

ES: Benefits & Wellness - Contact

ES: Benefits - Contact TIAA

ES: Benefits & Wellness - Contact PERA

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

### **Links**

[1] <https://www.cu.edu/employee-services/benefits-wellness/gme-medical-residents/retirement-savings-plans> [2] <https://www.cu.edu/employee-services/benefits-wellness/gme-medical-residents/retirement-savings-plans/cu-403b> [3] <https://www.cu.edu/employee-services/benefits-wellness/gme-medical-residents/retirement-savings-plans/pera-401k> [4] <https://www.cu.edu/employee-services/benefits-wellness/gme-medical-residents/retirement-savings-plans/pera-457> [5] <https://www.tiaa.org/public/tcm/cu> [6] <http://www.copera.org>