

## **PERA 401(k)** [1]

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.
  - Beginning Jan. 1, 2026, employees 50 or older making more than \$150,000 a year must designate catch-up contributions as Roth contributions. This means taxes will be taken out of the catch-up amount before it is contributed to the plan.

## **Get started**

[Enroll in or update PERA 401\(k\) contributions](#) [2]

[Access your account](#) [3]

[Enrollment guide](#) [4]

[Plan overview](#) [5]

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Plan Features	401(k) pretax and Roth (after tax)
<b>Plan Administrator</b>	PERA/Empower
<b>Who can participate?</b>	All CU faculty and staff.
<b>How much can you contribute?</b>	<b>2026 Maximum:</b> \$24,500 <b>Minimum:</b> N/A <b>2026 Catch-up contributions:</b> Ages 50-59 and 64+: \$8,000 Ages 60-63: \$11,250

## 2026 Combined limits:

- CU voluntary retirement plans combined contribution limit between the CU 403(b) pretax option, 403(b) Roth option [7] and 401(k) pretax and Roth options: \$24,500
- Combined contribution limit for age 50-59 and 64+ between these two plans: \$32,500
- Combined contribution limit for age 60-63 between these two plans: \$35,750
- Any combination of contributions made to the 403(b) pretax option, 403(b) Roth option [7] 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 [4] for details.

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

### Investment choices

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

PERA/Empower offers online advice at no cost and professional management for a fee. For more information, go to coperaplus.org [10], 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

**Source URL:**<https://www.cu.edu/employee-services/benefits-wellness/gme-medical-residents/retirement-savings-plans/pera-401k>

### Links

- [1] <https://www.cu.edu/employee-services/benefits-wellness/gme-medical-residents/retirement-savings-plans/pera-401k> [2] <https://www.cu.edu/docs/pera-401k-voluntary-retirement-plan-how-enroll>
- [3] <https://www.copera.org/peraplus-401-k-457-plans> [4] <https://content.copera.org/wp-content/uploads/2024/11/peraplus-401k-plan-enrollment-guide.pdf> [5] <https://content.copera.org/wp-content/uploads/2024/11/peraplus-401k-plan-plan-overview.pdf> [6] <https://www.copera.org/webinars>
- [7] <https://www.cu.edu/employee-services/benefits-wellness/current-employee/retirement-plans/voluntary-retirement-savings-0> [8] <https://coperaplus.empower-retirement.com/participant/#/login>
- [9] <https://coperaplus.empower-retirement.com/participant/#/articles/COPERA/investmentInformation>
- [10] <http://coperaplus.org>