

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]

[Attend a webinar](#) ^[6]

Plan Features	401(k) pretax and Roth (after tax)
Plan Administrator	PERA/Empower
Who can participate?	All CU faculty and staff.
How much can you contribute?	2025 Maximum: \$23,500
	2026 Maximum: \$24,500
	2025 Catch-up contributions: Ages 50-59 and 64+: \$7,500 Ages 60-63: \$11,250
	2026 Catch-up contributions: Ages 50-59 and 64+: \$8,000 Ages 60-63: \$11,250

2025 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: \$23,500
- Combined contribution limit for age 50-59 and 64+ between these two plans: \$31,000
- Combined contribution limit for age 60-63 between these two plans: \$34,750
- 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.

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.

Plan Features

401(k) pretax and Roth (after tax)

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>