

PERA 457 ^[1]

All eligible employees can enroll in the PERA 457 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 457 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 457 contributions](#) ^[2]

[Access your account](#) ^[3]

[Enrollment guide](#) ^[4]

[Plan overview](#) ^[5]

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

Plan Features	457 pretax and Roth (after tax)
Plan Administrator	PERA/Empower
Who can participate?	All CU faculty and staff
How much can you contribute?	2026 Maximum: \$24,500
Please note: Contribution limits for the 457 Plan are not combined with the 403(b) and 401(k) limits. This is a separate limit.	Minimum: N/A 2026 Catch-up contributions: Ages 50-59 and 64+: \$8,000 Ages 60-63: \$11,250

Additional catch-up provisions: For the three consecutive years before your normal retirement age, you may be able to contribute up to twice the available limit if you under-contributed prior years.

When are you vested?

Contributions to this account will be 100% vested immediately.

Qualifying distributions

- Reach age 59 ½ while employed
- Retirement
- Termination of employment
- Unforeseeable emergency

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](#) ^[7] and [related investment lineup](#) ^[8].

PERA/Empower offers online advice at no cost and professional management for a fee. For more information, go to coperaplus.org ^[9], 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 \$1.50 per month. If you also participate in the PERA 401(k) plan and/or PERA DC Plan, you will pay a set fee per month for each plan. Participants also pay a 0.03% total asset-based fee.

Groups audience:

Employee Services

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Links

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