PERA 401(k) [1]

All eligible employees can enroll in the 401(k) plan. This is a defined contribution plan that allows pretax contributions, which lowers taxable income. Participants save on taxes now and pay taxes only on distributions in retirement.

Get started

Enroll in the 401(k) [2]

Access your account [3]

Schedule a no-cost personal consultation [4]

Attend a webinar [5]

Plan Features

<table>
<thead>
<tr>
<th>Plan Administrator</th>
<th>PERA/Empower</th>
</tr>
</thead>
<tbody>
<tr>
<td>Who can participate?</td>
<td>All CU faculty and staff.</td>
</tr>
<tr>
<td>Maximum:</td>
<td>2023: $22,500</td>
</tr>
<tr>
<td></td>
<td>2024: $23,000</td>
</tr>
<tr>
<td>Catch-up contributions:</td>
<td>Minimum: N/A</td>
</tr>
<tr>
<td></td>
<td>$7,500</td>
</tr>
</tbody>
</table>
2023 Combined limits:

- CU voluntary retirement plans combined contribution limit between the CU 403(b) pretax option, 403(b) Roth option \[6\] and 401(k): $22,500
- Combined contribution limit for age 50+ between these three plans: $30,000
- Any combination of contributions made to the 403(b) pretax option, 403(b) Roth option \[6\] or 401(k) cannot exceed these limits

2024 Combined limits:

- CU voluntary retirement plans combined contribution limit between the CU 403(b) pretax option, 403(b) Roth option \[6\] and 401(k): $23,000
- Combined contribution limit for age 50+ between these three plans: $30,500
- Any combination of contributions made to the 403(b) pretax option, 403(b) Roth option \[6\] or 401(k) cannot exceed these limits

When are you vested? Contributions to this account will be 100% vested immediately.
When can you take money out?

Qualifying distributions
- Attain age 59 ½
- Retirement
- Severance of employment
- Disability
- Financial hardship
- Under the CARES act, eligible members can withdraw funds. [Learn more](https://www.cu.edu/blog/work-life/cares-act-allows-retirement-plan-options-covid-19-hardship).

Loans: Members can borrow from their account balances and pay back the loan with interest. Two types of loans are available: general and residential. [Learn more](http://copera401k.voya.com/einfo/planinfo.aspx?cl=CORADO&pl=650301PU&page=plan_informationplanhighlightsborrowingmoney&domain=copera401k.voya.com&s=tcehhlkn2t1x4eci5eqd4d2y&d=0b2d9f7c5135b3325f7ca0fda3f5f9fc15a2a13a).

Investment choices
Target Date Funds are available based on your expected retirent date.

See PERA's voluntary plan website [9] and related investment lineup [10].

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/voluntary-retirement-savings-plans/pera-0](https://www.cu.edu/employee-services/benefits-wellness/gme-medical-residents/voluntary-retirement-savings-plans/pera-0)

Links
[1] https://www.cu.edu/employee-services/benefits-wellness/gme-medical-residents/voluntary-retirement-savings-plans/pera-0