Published on *University of Colorado* (https://www.cu.edu)

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?	**2026 Maximum:** $24,500 **Minimum:** N/A **2026 Catch-up contributions:** Ages 50-59 and 64+: $8,000 Ages 60-63: $11,250

Plan Features	401(k) pretax and Roth (after tax)

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.

When can you take money out?

Qualifying distributions

- Reach age 59 ½
- Retirement
- Termination of employment
- Financial hardship (may be subject to a 10% early withdrawal penalty)

Loans: Members can borrow from their account balances and pay back the loan with interest. See the enrollment guide [4] for details.

Investment choices

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.

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
ES: Benefits & Wellness - Voluntary PERA Plans Webinars

Source URL:https://www.cu.edu/employee-services/benefits-wellness/voluntary-retirement-savings/pera-401k

Links
[1] https://www.cu.edu/employee-services/benefits-wellness/voluntary-retirement-savings/pera-401k
[2] https://www.cu.edu/docs/pera-401k-voluntary-retirement-plan-how-enroll
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[9] https://coperaplus.empower-retirement.com/participant/#/articles/COPERA/investmentInformation
[10] http://coperaplus.org