

## **PERA 401(k)** <sup>[1]</sup>

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.

## **Get started**

[Enroll in the 401\(k\)](#) <sup>[2]</sup>

[Access your account](#) <sup>[3]</sup>

[Enrollment guide](#) <sup>[4]</sup>

[Plan overview](#) <sup>[5]</sup>

[Attend a webinar](#) <sup>[6]</sup>

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?	<b>2025 Maximum:</b> \$23,500 <b>Minimum:</b> N/A <b>2025 Catch-up contributions:</b> Ages 50-59 and 64+: \$7,500 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 <sup>[7]</sup> 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 <sup>[7]</sup> 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 <sup>[4]</sup> 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 <sup>[8]</sup> and related investment lineup <sup>[9]</sup>.

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

[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>