

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

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.

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

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>