

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]

Plan Features

Plan Administrator	PERA/Empower
Who can participate?	All CU faculty and staff. Maximum: \$20,500 Minimum: N/A Catch-up contributions: \$6,500
How much can you contribute?	Combined limits: <ul style="list-style-type: none">• CU voluntary retirement plans combined contribution limit between the CU 403(b) pretax option, 403(b) Roth option ^[5] and 401(k): \$19,500• Combined contribution limit for age 50+ between these three plans: \$26,000• Any combination of contributions made to the 403(b) pretax option, 403(b) Roth option ^[5] or 401(k) cannot exceed these limits
When are you vested?	Contributions to this account will be 100% vested immediately.

Qualifying distributions

- Attain age 59 ½
- Retirement
- Severance of employment
- Disability
- Financial hardship
- Under the CARES act, eligible members can withdraw funds.

[Learn more](#) [6].

When can you take money out?

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](#) [7].

Investment choices

You will have access to the PERAdvantage line of investments, which can accommodate whether you are comfortable making your own investment decisions or prefer a more hands-off approach. Target Date Funds are available based on your expected retiree date.

See [PERA's voluntary plan website](#) [8] and related [investment lineup](#) [9].

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. [Learn more](#) [10].

Groups audience:

Employee Services

Right Sidebar:

ES: Benefits & Wellness - Retirement Plans Sidebar

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/secure/User/SignIn.jsp>

[4] <https://shared.tiaa.org/public/publictools/events/meetingatworkplace>

[5] <https://www.cu.edu/employee-services/benefits-wellness/current-employee/retirement-plans/voluntary-retirement-savings-0>

[6] <https://www.cu.edu/blog/work-life/cares-act-allows-retirement-plan-options-covid-19-hardship>

[7] http://copera401k.voya.com/einfo/planinfo.aspx?cl=CORADO&pl=650301PU&page=plan_informationplan

[8] <https://coperaplus.empower-retirement.com/participant/#/login>

[9] <https://coperaplus.empower-retirement.com/participant/#/articles/COPERA/investmentInformation>

[10]

https://copera401k.voya.com/einfo/planinfo.aspx?cl=CORADO&pl=650301PU&page=plan_informationplan