

## **PERA 457** <sup>[1]</sup>

All eligible employees can enroll in the PERA 457 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 457 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 457 contributions](#) <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>

<b>Plan Features</b>	<b>457 pretax and Roth (after tax)</b>
<b>Plan Administrator</b>	PERA/Empower
<b>Who can participate?</b>	All CU faculty and staff
<b>How much can you contribute?</b>	<b>2026 Maximum:</b> \$24,500
Please note: Contribution limits for the 457 Plan are not combined with the 403(b) and 401(k) limits. This is a separate limit.	<b>Minimum:</b> N/A  <b>2026 Catch-up contributions:</b> Ages 50-59 and 64+: \$8,000 Ages 60-63: \$11,250

**Additional catch-up provisions:** For the three consecutive years before your normal retirement age, you may be able to contribute up to twice the available limit if you under-contributed prior years.

**When are you vested?**

Contributions to this account will be 100% vested immediately.

### Qualifying distributions

- Reach age 59 ½ while employed
- Retirement
- Termination of employment
- Unforeseeable emergency

**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>[7]</sup> and [related investment lineup](#) <sup>[8]</sup>.

PERA/Empower offers online advice at no cost and professional management for a fee. For more information, go to [coperaplus.org](http://coperaplus.org) <sup>[9]</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 \$1.50 per month. If you also participate in the PERA 401(k) plan and/or PERA DC Plan, you will pay a set fee per month for each plan. 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

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**Source URL:**<https://www.cu.edu/employee-services/benefits-wellness/voluntary-retirement-savings/pera-457>

### Links

[1] <https://www.cu.edu/employee-services/benefits-wellness/voluntary-retirement-savings/pera-457>

[2] <https://www.cu.edu/docs/pera-457-voluntary-retirement-plan-how-enroll-or-update-your-contributions>

[3] <https://www.copera.org/peraplus-401-k-457-plans> [4] <https://content.copera.org/wp-content/uploads/2026/02/peraplus-457-plan-enrollment-guide.pdf> [5] <https://content.copera.org/wp-content/uploads/2026/03/peraplus-457-plan-overview.pdf> [6] <https://www.copera.org/webinars>

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

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

[9] <http://coperaplus.org>