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

PERA 457 [1]

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 [2]

Access your account [3]

Enrollment guide [4]

Plan overview [5]

Attend a webinar [6]

Plan Features	457 pretax and Roth (after tax)
Plan Administrator	PERA/Empower
Who can participate?	All CU faculty and staff
How much can you contribute? Please note: Contribution limits for the 457 Plan are not combined with the 403(b) and 401(k) limits. This is a separate limit.	**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	457 pretax and Roth (after tax)
	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.
When can you take money out?	**Qualifying distributions** • Reach age 59 ½ while employed • Retirement • Termination of employment • Unforeseeable emergency **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 [7] and related investment lineup [8]. PERA/Empower offers online advice at no cost and professional management for a fee. For more information, go to coperaplus.org [9], 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

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/2026/09/PERAPlus-401k-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