

Higher catch-up retirement contribution limits for employees nearing retirement ^[1]



January 6, 2025 by [Employee Services](#) ^[2]

As of Jan. 1, the Secure 2.0 Act introduced enhanced catch-up contributions for individuals aged 60 – 63 and the CU voluntary retirement plan options have adopted this feature effective Jan. 1, 2025.

This enhanced catch-up provision allows employees to contribute additional money to their age-50 catch-up contributions. For example, the 2025 catch-up contribution limit for those over 50 is \$7,500, but if you are age 60 – 63, your limit increases to \$11,250. This increase applies to CU's [voluntary retirement plans](#) ^[3]: the [CU 403\(b\)](#) ^[4], [PERA 401\(k\)](#) ^[5] and [PERA 457](#) ^[6].

Age	2025 annual contribution limit ^[3]	2025 annual catch-up contribution limits	2025 total annual limit with catch-up
Under 50	\$23,500	N/A	\$23,500
50 – 59	\$23,500	\$7,500	\$31,000
60 – 63	\$23,500	\$11,250	\$34,750
64 and over	\$23,500	\$7,500	\$31,000

The benefits of voluntary savings

The university offers three voluntary retirement accounts for eligible employees, and the newly adopted provision aims to assist employees in boosting their saving significantly during the years leading up to retirement eligibility.

These increased contribution limits impact the voluntary accounts in different ways. Contribution limits for the 403(b) and 401(k) plans are cumulative, and the 401(k) plan is

cumulative with the mandatory 401(a) plan.

The contribution limit for the PERA 457 plan is separate, meaning an employee could potentially double their retirement savings. Learn more about the university's [voluntary retirement plans](#) [7] and [schedule a free consultation with TIAA](#) [8].

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