

Voluntary Retirement Savings Plans ^[1]

Grow your retirement savings with CU's voluntary plans.

Want to put more money aside for your retirement? CU's three voluntary retirement savings plans are a great way to supplement your basic retirement plan. You can enroll or adjust your contributions at any time, fees are low and each plan gives you the flexibility to choose your own investments or have specialists do it for you.

Note: You can enroll in any of the voluntary plans, whether you qualify for a mandatory retirement plan or not. You make all plan contributions and assume investment risks and rewards.

[Voluntary Retirement Plan Guide](#) ^[2]

2025 contribution limits

CU Voluntary Retirement Plans

	CU 403(b)		PERA 401(k)	PERA 457
	(pre-tax dollars)	Roth Option (post-tax dollars)	pre-tax and ROTH (post-tax)	pre-tax and ROTH (post-tax)
Contribution limit	\$23,500 (See aggregate limits below)		\$23,500 (See aggregate limits below)	\$23,500
Additional catch-up contributions for ages 50-59 or 64+	\$7,500 (See aggregate limits below)		\$7,500 (See aggregate limits below)	\$7,500

CU Voluntary Retirement Plans

Additional catch-up contributions for ages 60-63

\$11,250
(See aggregate limits below)

\$11,250
(See aggregate limits below)

\$11,250

If you've under contributed, you may be able to contribute up to twice the normal limit (\$47,000) for three consecutive years before normal retirement age.

Bonus catch up

N/A

N/A

N/A

Aggregate limits

CU voluntary retirement plans combined contribution limit between the 403(b) and 401(k): \$23,500
 Combined contribution limit for age 50+ between these three plans: \$31,000
 Combined contribution limit for ages 60-63 between these three plans: \$34,750
 Any combination of contributions made to the 403(b) pretax option, 403(b) Roth option or 401(k) cannot exceed these limits.

The PERA 457 has no aggregation limits with the 401(a), 401(k) or 403(b) plans.

CU Voluntary Retirement Plans

Notes

If you're enrolled in the CU 401(a) Mandatory Retirement Plan, you can't contribute more than \$69,000 a year to the CU 401(a) and the PERA 401(k).

This excludes the \$11,250 catch up contribution.

Compare plans

University of Colorado		PERA	
403(b)	403(b) ROTH (after tax)	401(k) pre-tax and ROTH (post- tax)	457 pre-tax and ROTH (post- tax)

				Attain age 59 ½ while employed
	Attain age 59 ½	5-taxable- year period has passed	Attain age 59 ½	Required minimum distribution (RMD): attain age 72 while employed (age 70 ½ if born before July 1, 1949)
Qualifying distributions	Retirement	Attain age 59 ½	Retirement	
	Severance of employment	Retirement	Severance of employment	
	Disability	Severance of employment	Disability	
	Financial hardship	Disability	Financial hardship	Retirement
		Financial hardship		Severance of employment
				Financial hardship
Early withdrawal penalties	Before age 59 ½	Before age 59 ½	Before age 59 ½	N/A
Plan loan provisions	Limited*	Limited*	Limited**	Limited**
Special catch-up contributions (as defined by the plan)	None	None	None	Limited***

*See plan document or contact a TIAA representative for further plan details.

www.tiaa.org/cu [3]

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****See plan information or contact PERA for further plan details.**

[PERA 401\(k\) plan information](#) [4]

[PERA 457 plan information](#) [5]

www.copera.org [6]

*****PERA 457 additional catch-up information:** For three consecutive years before Normal Retirement Age and if the participant has under contributed in prior years, the participant may be able to contribute up to twice the available contribution limit (\$38,000) per PERA's approval.

CU 403(b)



[7]

PERA 401(k)



PERA 457



[5]

Groups audience:

Employee Services

Right Sidebar:

ES: Benefits - Contact Information

ES: Benefits - Contact TIAA

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Links

[1] <https://www.cu.edu/employee-services/benefits-wellness/current-employee/retirement-plans/voluntary-retirement-savings> [2] <https://www.cu.edu/docs/employee-guide-voluntary-retirement-plans>
[3] <https://www.tiaa.org/public/tcm/cu> [4] <https://www.cu.edu/employee-services/benefits-wellness/voluntary-retirement-savings/pera-401k> [5] <https://www.cu.edu/employee-services/benefits-wellness/voluntary-retirement-savings/pera-457> [6] <http://www.copera.org> [7] <https://www.cu.edu/employee-services/benefits-wellness/current-employee/retirement-plans/voluntary-retirement-savings-0>