VOLUNTARY RETIREMENT SAVINGS PLANS

CSU offers employees the opportunity to contribute to tax-deferred investment accounts. These accounts are an important part of supplementing the mandatory retirement plans.

	403(b) Plan Fidelity	PERA 457 Colorado PERA	401(k) Plan Colorado PERA
	Tradtional and Roth options		
2024 Maximum Contributions*	**$23,000** Combined 403(b) & 401(k) limit	**$23,000** Separate from 403(b) & 401(k) limit	**$23,000** Combined 403(b) & 401(k) limit
To Enroll or Make Changes	To enroll in the Plan, an eligible employee must initiate contributions through Fidelity's online system or by calling 800-343-0860	Contact PERA for general information and to enroll. Contribution changes must be made online through PERA by the 25th of the month prior of the month in which the deduction would begin.	The 401(k) enrollment/ change form can be found on the HR website. Submit the completed form to no later than the 10th of the month in which the deduction would begin.
Loans Allowed	Yes		
Active Service Withdrawal	Disability, age 59 ½ or financial hardship		
Penalty on Early Withdrawals	**Traditional 403(b)** Yes, unless rolled over or separated from service after January 1 in the year you turn age 55 **Roth 403(b)** Yes, must separate from service, be at least age 59 ½ and have had the account for at least 5 years	**Traditional 457** No, must separate from service or be over age 59 ½ **Roth 457** No, must separate from service, be at least age 59 ½ and have had the account for at least 5 years	**Traditional 401(k)** Yes, unless rolled over or separated from service after January 1 in the year you turn age 55 **Roth 401(k)** Yes, must separate from service, be at least age 59 ½ and have had the account for at least 5 years
Fees	Fees Variable — please check with the plan vendor		
Catch-up Contributions	**$7,500** 2024 annual catch-up contribution for participants age 50+**		

The above sections of the Internal Revenue Code (IRC) permit certain employees (eligibility varies by plan, contact Human Resources for details) of the University to exclude from current taxable income that portion of their salaries invested in a tax-deferred investment with pre-tax contributions. State and federal income taxes are deferred on the excluded portion until it is withdrawn and actually received by the employee. Income taxes can be postponed on the "deferred" amount until retirement or some other later time chosen by the employee.

*The IRC code may further limit the maximum contributions you may make if you participate in more than one kind of tax-deferred plan. Check with plan vendor.

** This additional contribution is a combined limit between 401(k) and 403(b) plans. This catch-up contribution provision can be used at the same time as the traditional 457 catch-up contribution provision.