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# HOUSE CONCURRENT RESOLUTION

CONVENING A LEGISLATIVE WORKING GROUP TO INVESTIGATE AND  
IDENTIFY STRATEGIES TO PROMOTE GREATER RETIREMENT SAVINGS  
FOR PRIVATE SECTOR EMPLOYEES IN HAWAII.

1           WHEREAS, there is a looming retirement security crisis in  
2 this State, as many individuals do not have access to an  
3 employer-sponsored retirement plan; and  
4

5           WHEREAS, individuals without a retirement plan are at  
6 significant risk of not having enough retirement income to meet  
7 basic expenses during retirement; and  
8

9           WHEREAS, retirement savings plans help employees achieve  
10 economic security, improve economic mobility, and reduce wealth  
11 disparity; and  
12

13           WHEREAS, individuals need a lifelong savings system that  
14 provides them with the opportunity to build their assets and  
15 attain future financial stability; and  
16

17           WHEREAS, providing private sector employees with access to  
18 employer-sponsored retirement plans provides a reliable way to  
19 accumulate savings needed for a secure retirement; and  
20

21           WHEREAS, approximately fifty percent of Hawaii's private  
22 sector employees work for an employer that does not offer a  
23 retirement plan or are not eligible for the plan offered; and  
24

25           WHEREAS, the lack of opportunity to participate in an  
26 employer-provided retirement plan spans all levels of education  
27 and earnings; and  
28

29           WHEREAS, employees of Hawaii businesses with fewer than one  
30 hundred employees are much less likely to have access to a  
31 retirement plan than employees of larger businesses; and  
32



# H.C.R. NO. 38

1 WHEREAS, employees who are offered the opportunity to save  
2 through the employee's place of employment are significantly  
3 more likely to participate and make steady contributions to  
4 build retirement savings; now, therefore,  
5

6 BE IT RESOLVED by the House of Representatives of the  
7 Twenty-ninth Legislature of the State of Hawaii, Regular Session  
8 of 2017, the Senate concurring, that the Legislature convene a  
9 retirement savings working group to investigate and identify  
10 strategies to promote greater retirement savings for private  
11 sector employees; and  
12

13 BE IT FURTHER RESOLVED that the working group be composed  
14 of the following:  
15

- 16 (1) One Senator, to be co-chair of the working group, to  
17 be appointed by the President of the Senate;  
18
- 19 (2) One Representative, to be co-chair of the working  
20 group, to be appointed by the Speaker of the House of  
21 Representatives;  
22
- 23 (3) The Director of Finance, or the Director's designee;  
24
- 25 (4) A representative of the Employees' Retirement System;  
26
- 27 (5) The Comptroller, or the Comptroller's designee;  
28
- 29 (6) The Director of Commerce and Consumer Affairs, or the  
30 Director's designee;  
31
- 32 (7) One representative of the Chamber of Commerce Hawaii;  
33
- 34 (8) Three community members representing various senior  
35 citizen interests, to be jointly selected by the  
36 Senate President and the Speaker of the House of  
37 Representatives, as follows: one member representing  
38 a senior advocacy group, one member representing a  
39 social services group, and one member representing a  
40 community organization, such as AARP Hawaii;  
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# H.C.R. NO. 38

- 1           (9) Four members with experience in financial counseling  
2           for seniors, to be jointly selected by the Senate  
3           President and the Speaker of the House of  
4           Representatives, as follows: one member representing  
5           a company offering retirement savings or a financial  
6           services company, one member representing a bank or  
7           savings and loan company, one member representing a  
8           financial trade group, such as the Hawaii Bankers  
9           Association, and one member representing a third-party  
10          administrator;  
11
- 12          (10) One member from each of the following four public  
13          interest groups: Hawaii Appleseed Center for Law and  
14          Economic Justice, Assistive Technology Resource  
15          Centers of Hawaii, Hawaii Employers Council, and  
16          Altres; and  
17
- 18          (11) A member representing the small business industry to  
19          be jointly selected by the Senate President and the  
20          Speaker of the House of Representatives; and  
21

22          BE IT FURTHER RESOLVED that the working group shall:

- 23
- 24          (1) Make recommendations on the feasibility, strategies,  
25          and impact of establishing a retirement savings  
26          program to promote greater retirement savings for  
27          private sector employees;  
28
- 29          (2) Determine the financial impact to the State's social  
30          safety net programs and the general fund if the State  
31          fails to act to improve workers' access to retirement  
32          savings opportunities;  
33
- 34          (3) Consult with the private and nonprofit sectors  
35          concerning the establishment and operation of high-  
36          quality and low-cost retirement savings plans that are  
37          governed by federal law and that qualify for tax-  
38          favored treatment under the Internal Revenue Code, and  
39          the efficacy of these plans;  
40
- 41          (4) Perform an analysis to determine whether and how to  
42          best establish a statewide retirement savings option



# H.C.R. NO. 38

1 that will connect business owners/employers and their  
2 private sector employees, including part-time workers  
3 and the self-employed, to retirement savings  
4 opportunities that:

5  
6 (A) Are broadly available;

7  
8 (B) Use automatic enrollment and automatic  
9 escalation;

10  
11 (C) Are low cost to employees, employers, and the  
12 State; and

13  
14 (D) Offer lifetime income options;

15  
16 (5) Examine other retirement savings programs and  
17 incentives that include but are not limited to state-  
18 sponsored retirement savings programs in California,  
19 Oregon, and Maryland;

20  
21 (6) Provide information regarding the status of the  
22 current educational efforts in Hawaii concerning  
23 saving, investment, planning for retirement, financial  
24 planning, and the dissemination of such information,  
25 especially to younger people, as well as an analysis  
26 of the efficacy of these efforts; and

27  
28 (7) Determine the best role for the State in helping  
29 Hawaii workers save for their future; and

30  
31 BE IT FURTHER RESOLVED that the working group, with the  
32 assistance of the Legislative Reference Bureau, is requested to  
33 report its findings and recommendations, including any proposed  
34 legislation, to the Legislature no later than twenty days prior  
35 to the convening of the Regular Session of 2018; and

36  
37 BE IT FURTHER RESOLVED that certified copies of this  
38 Concurrent Resolution be transmitted to the Comptroller,  
39 Director of Finance, Director of the Department of Commerce and  
40 Consumer Affairs, Executive Director of the Employees'  
41 Retirement System, Director of the Legislative Reference Bureau,  
42 President and Chief Executive Officer of the Chamber of Commerce



# H.C.R. NO.38

1 Hawaii, Hawaii Appleseed Center for Law and Economic Justice,  
 2 Assistive Technology Resource Centers of Hawaii, Hawaii  
 3 Employers Council, and Altres.  
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OFFERED BY:

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