

Honolulu, Hawaii

**APR 25 2025**

RE: S.B. No. 855  
S.D. 1  
H.D. 1  
C.D. 1

Honorable Ronald D. Kouchi  
President of the Senate  
Thirty-Third State Legislature  
Regular Session of 2025  
State of Hawaii

Honorable Nadine K. Nakamura  
Speaker, House of Representatives  
Thirty-Third State Legislature  
Regular Session of 2025  
State of Hawaii

Sir and Madam:

Your Committee on Conference on the disagreeing vote of the Senate to the amendments proposed by the House of Representatives in S.B. No. 855, S.D. 1, H.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO HAWAII RETIREMENT SAVINGS ACT,"

having met, and after full and free discussion, has agreed to recommend and does recommend to the respective Houses the final passage of this bill in an amended form.

The purpose of this measure is to:

- (1) Clarify the definition of "covered employer" under the Hawaii Retirement Savings Act;
- (2) Require covered employers to automatically enroll covered employees into the Hawaii Retirement Savings Program unless the employee opts out;
- (3) Repeal the limit on the total fees and expenses that can be spent for the Program each year; and



- (4) Appropriate funds to the Department of Labor and Industrial Relations for the development and operation of the Program.

Your Committee on Conference finds that the Hawaii Retirement Savings Program will offer a critical retirement planning option to many private-sector employees in the State. Your Committee on Conference further finds, however, that the Program's use of an opt-in enrollment model will hinder its ability to accumulate a critical mass of participants, risk its long-term viability, and limit the potential for the State to enter into cost-cutting interstate compact agreements. Therefore, this measure implements an automatic enrollment model to align the Program with best practices in the retirement savings industry and provide for the long-term financial security of private sector employees.

Your Committee on Conference has amended this measure by:

- (1) Deleting language that would have appropriated funds to the Department of Labor and Industrial Relations for the development and operation of the Hawaii Retirement Savings Program;
- (2) Amending section 1 to reflect its amended purpose; and
- (3) Changing its effective date to July 1, 2025.

As affirmed by the record of votes of the managers of your Committee on Conference that is attached to this report, your Committee on Conference is in accord with the intent and purpose of S.B. No. 855, S.D. 1, H.D. 1, as amended herein, and recommends that it pass Final Reading in the form attached hereto as S.B. No. 855, S.D. 1, H.D. 1, C.D. 1.



Respectfully submitted on behalf  
of the managers:

ON THE PART OF THE HOUSE

ON THE PART OF THE SENATE

  
\_\_\_\_\_  
JACKSON D. SAYMA  
Co-Chair

  
\_\_\_\_\_  
HENRY J.C. AQUINO  
Chair

  
\_\_\_\_\_  
MIKE LEE  
Co-Chair

  
\_\_\_\_\_  
LORRAINE R. INOUE  
Co-Chair



Hawai'i State Legislature

Record of Votes of a  
Conference Committee

CCR 144

Bill / Concurrent Resolution No.: <b>SB 855, SD 1, HD 1</b>	Date/Time: <i>4/25/25</i> <i>10:31 AM</i>
--	---

The recommendation of the House and Senate managers is to pass with amendments (CD).

The Committee is reconsidering its previous decision.

The recommendation of the Senate Manager(s) is to AGREE to the House amendments made to the Senate Measure

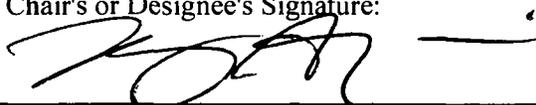
The recommendation of the House Manager(s) is to AGREE to the Senate amendments made to the House Measure.

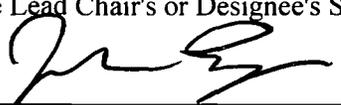
Senate Managers	A	WR	N	E	House Managers	A	WR	N	E
AQUINO, Henry J.C., Chr.	✓				SAYAMA, Jackson D., Co-Chr.	✓			
INOUYE, Lorraine R., Co-Chr.	✓				LEE, Mike, Co-Chr.	✓			
FEVELLA, Kurt	✓				REYES ODA, Julie	✓			
<b>TOTAL</b>	<i>3</i>				<b>TOTAL</b>	<i>3</i>			

A = Aye      WR = Aye with Reservations      N = Nay      E = Excused

Senate Recommendation is:  
 Adopted       Not Adopted

House Recommendation is:  
 Adopted       Not Adopted

Senate Lead Chair's or Designee's Signature:  


House Lead Chair's or Designee's Signature:  


Distribution:      **Original**      **Yellow**      **Pink**      **Goldenrod**  
*File with Conference Committee Report*      *House Clerk's Office*      *Senate Clerk's Office*      *Drafting Agency*