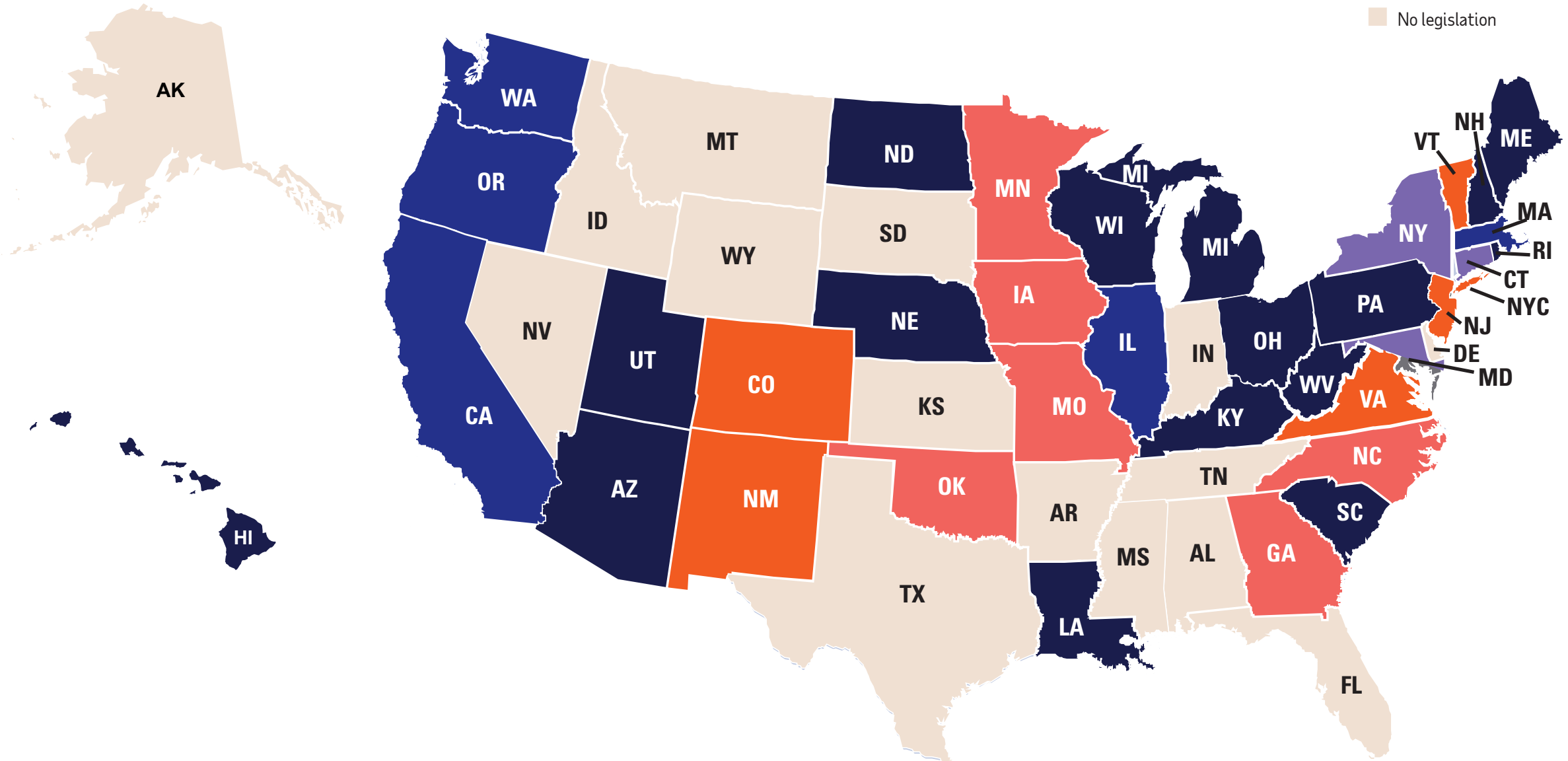


# Mandates by State

Click on the state initials below for more details.

- Active program in place
- Passed/Implementation in progress
- Passed legislation
- Proposed legislation/pending decision
- Proposed legislation/inactive
- No legislation



# Active program in place

Massachusetts 10/27/17  
Non-Profit Employer  
<20 Employees

Washington 1/1/2018  
Voluntary Marketplace

Illinois 11/30/19  
Employers w/25+ Employees

Oregon 5/15/20  
Employers w/1+ Employees

California 9/30/20  
Employers w/100+ Employees

California 6/30/21  
Employers w/50-99 Employees

California 6/30/22  
Employers w/5-49-Employees

	Massachusetts	Washington	Illinois	Oregon	California
<b>Program name</b>	Massachusetts Defined Contribution CORE Plan <a href="https://www.mass.gov/core-plan-for-nonprofits">https://www.mass.gov/core-plan-for-nonprofits</a>	Washington Small Business Retirement Marketplace <a href="https://retirement-marketplace.com/">https://retirement-marketplace.com/</a>	Illinois Secure Choice Savings Program <a href="https://www.ilsecurechoice.com/home.html">https://www.ilsecurechoice.com/home.html</a>	OregonSaves Program <a href="https://www.oregonsaves.com">https://www.oregonsaves.com</a>	CalSavers Program <a href="https://www.calsavers.com/">https://www.calsavers.com/</a>
<b>Employers Impacted</b>	Voluntary for non - profit organizations with 20 or less employees  Outstanding legislation to expand to all employers	N/A - voluntary	All employers with 25+ employees that have been in operation at least 2 years need to register within 30 days	All employers regardless of size/ length of time in business need to register within 90 days	All private sector employers, staggered deadlines for registration based on employer size
<b>Plan Type</b>	Voluntary MEP with safe harbor option	Voluntary Marketplace	Mandatory Roth IRA	Mandatory Roth IRA	Mandatory Roth IRA
<b>Auto Enroll</b>	6% after 60 days	Optional	5% after 60 days for employee 18 or older	5% after 60 days for employee 18 or older	5% after 30 days for employee 18 or older
<b>Auto Escalation</b>	Annual increases of 1% or 2% (based on your employer's election) up to a maximum contribution rate of 15%.	Optional	N/A	1% annual increase on enrollment anniversary up to 10%	1% annual increase on enrollment anniversary up to 8%
<b>Administrator</b>	Empower	Variable	Ascensus	Ascensus	Ascensus
<b>Investments</b>	Empower/Great West	Variable	State Street and Charles Schwab – 4 funds with Blackrock Target Date Series	State Street - 2 funds + Target Date Series	State Street - 5 funds + Target Date Series
<b>How to Certify exemption</b>	N/A - voluntary	N/A - voluntary	<a href="https://employer.ilsecurechoice.com/illinoisertpl/enroll/createEmp/viewCollectEmpPreRegDetails.cs">https://employer.ilsecurechoice.com/illinoisertpl/enroll/createEmp/viewCollectEmpPreRegDetails.cs</a>	<a href="https://employer.oregonsaves.com/oregonertpl/enroll/createEmp/viewCollectEmpPreRegDetails.cs">https://employer.oregonsaves.com/oregonertpl/enroll/createEmp/viewCollectEmpPreRegDetails.cs</a>	<a href="https://employer.calsavers.com/californiaertpl/enroll/createEmp/viewCollectEmpPreRegDetails.cs?request_locale=en_US">https://employer.calsavers.com/californiaertpl/enroll/createEmp/viewCollectEmpPreRegDetails.cs?request_locale=en_US</a>

# Passed/implementation in progress

New Mexico Marketplace  
July 2021

Vermont Green Mountain  
Secure Retirement Plan 2021

Colorado Secure Choice  
2021-2022

New Mexico Work & Save  
Program January 2022

	New Mexico	Vermont	Colorado
<b>Program name</b>	"New Mexico Work & Save Auto-IRA & Marketplace" <a href="https://nmsto.gov/special-programs/work-and-save/">https://nmsto.gov/special-programs/work-and-save/</a>	Green Mountain Secure Retirement Plan <a href="https://www.vermonttreasurer.gov/content/green-mountain-secure-retirement-plan">https://www.vermonttreasurer.gov/content/green-mountain-secure-retirement-plan</a>	Colorado Secure Choice Savings Program <a href="https://www.billtrack50.com/BillDetail/1092721">https://www.billtrack50.com/BillDetail/1092721</a>
<b>Status</b>	Projected July 1, 2021 for the Retirement Savings Plan Marketplace January 1, 2022 to begin the Work and Save program	Still determining plan provisions and requirements. Projecting roll out sometime in 2021	Signed into law 07/14/2020 To implement first phase by end of 2021
<b>Plan Type</b>	Marketplace – Voluntary Work & Save Program – Roth IRA	Voluntary MEP with Safe Harbor option	Roth IRA
<b>Employers Impacted</b>	6% after 60 days	Employers with 50 or fewer employees	5 or more employees In business at least 2 years
<b>Auto Enroll</b>	TBD	3% for participating employers	5%
<b>Auto Escalation</b>	TBD	Variable	Yes – Details TBD
<b>Administrator</b>	TBD	Mesirow 3(38)	TBD
<b>Investments</b>	TBD	Variable	TBD
<b>Other features</b>	Emergency savings TBD	Possible employer match; Annual fee \$600 or \$850 for employers	TBD

# Passed/implementation in progress, continued

New Jersey Secure Choice  
Savings Deadline 3/28/2022

Virginia Saves Retirement  
Program 7/1/2023

New York Secure Choice Savings Program  
mid-2023



	New Jersey	Virginia	New York City
<b>Program name</b>	New Jersey Secure Choice Savings Program <a href="https://www.billtrack50.com/billdetail/986446">https://www.billtrack50.com/billdetail/986446</a>	Virginia Saves Retirement Program <a href="https://legiscan.com/VA/votes/HB2174/2021/X1">https://legiscan.com/VA/votes/HB2174/2021/X1</a>	New York Secure Choice Savings Program <a href="https://legistar.council.nyc.gov/LegislationDetail.aspx?ID=3498476&amp;GUID=6E78D2BB-A4BA-4FD8-8C03-ABA62C914AEB&amp;Options=ID Text &amp;Search=888-a">https://legistar.council.nyc.gov/LegislationDetail.aspx?ID=3498476&amp;GUID=6E78D2BB-A4BA-4FD8-8C03-ABA62C914AEB&amp;Options=ID Text &amp;Search=888-a</a>
<b>Status</b>	Rollout postponed due to COVID Deadline 03/28/2022 Proposal to change employer requirement to 10 ee's or more.	Signed into law 4/15/2021. The Program shall be established, and enrollment shall begin, no later than July 1, 2023.	Passed on 5/11/2021. Establishes board to develop program for implementation within 2 years.
<b>Plan Type</b>	IRA	IRA	IRA
<b>Employers Impacted</b>	25 or more employees In business 2 years or more	25 or more employees In business 2 years or more	5 or more employees employed in previous calendar year whose regular duties occur in the city. Employer in business for at least 2 years.
<b>Auto Enroll</b>	3%	Yes - % TBD	Yes - 5%
<b>Auto Escalation</b>	None	None	TBD
<b>Administrator</b>	TBD	TBD	TBD
<b>Investments</b>	TBD	TBD	TBD
<b>Other features</b>	TBD	TBD	Plan available to self-employed individuals at least 21 years of age.

# Passed legislation

	Connecticut	Maryland	New York
<b>Program name</b>	Connecticut Secure Choice Retirement Savings Program <a href="https://www.osc.ct.gov/retirementsecurity/index.html#">https://www.osc.ct.gov/retirementsecurity/index.html#</a>	Maryland\$aves Secure Choice Program <a href="http://www.marylandsaves.org/">http://www.marylandsaves.org/</a>	New York Secure Choice Savings Program
<b>Status</b>	Program postponed while they secure a new administrator.Timeline TBD	Program design approved. As of 10/28/2020 still finalizing budget and timeline or pilot/rollout schedule	Pass as part of the state budget bill S7505 in April 2018. Amendment proposed to the program in March 2021 to include automatic enrollment
<b>Plan Type</b>	Roth IRA	Roth IRA	Roth IRA
<b>Employers Impacted</b>	5 or more employees	TBD	Voluntary
<b>Auto Enroll</b>	3%	5%	No – Change TBD
<b>Auto Escalation</b>	1% py to 6%	1% py to 6%	No
<b>Administrator</b>	TBD	TBD	TBD
<b>Investments</b>	TBD	TBD TDF, Capital Preservation, income & growth funds	TBD
<b>Other features</b>	TBD	\$1,000 emergency savings account	TBD

# Proposed legislation/pending decision

State	Proposal	Status/Next Steps
Georgia	Senate Retirement Security for Georgians Study Committee Link - <a href="https://legiscan.com/GA/bill/SR129/2021">https://legiscan.com/GA/bill/SR129/2021</a> Type – Needs Study Committee	Committee will disband December 1, 2021. Any report must be compiled before that date.
Iowa	A bill for an act establishing a retirement savings plan trust, and including implementation and effective date provisions Link - <a href="https://legiscan.com/IA/bill/HF189/2021">https://legiscan.com/IA/bill/HF189/2021</a> Type – State Sponsored Retirement Savings Program – Undefined	Introduced January 22, 2021 No update on progression
Minnesota	Minnesota Secure Choice Retirement Program Act Link - <a href="https://legiscan.com/MN/bill/SF976/2021">https://legiscan.com/MN/bill/SF976/2021</a> Type – Mandatory Auto IRA	Referred to State Government Finance and Policy and Elections
Missouri	Missouri Secure Choice Savings Program (HB1142/ HB200) Link - <a href="https://legiscan.com/MO/bill/SB298/2021">https://legiscan.com/MO/bill/SB298/2021</a> Type – Voluntary MEP	Referred to S Health and Pensions Committee, no resolution yet for the 2021 session
North Carolina	Work and Save Plan Study (HB604) Link - <a href="https://www.ncleg.gov/documentsites/committees/bcci-6737/Final%20Report-December%202020.pdf">https://www.ncleg.gov/documentsites/committees/bcci-6737/Final%20Report-December%202020.pdf</a> Type – Study Program to determine viability/need for program	Committee created to review need for state sponsored plan. Committee found in favor. Legislation bill TBD
Oklahoma	Auto IRA Savings Program (SB527) Link - <a href="https://legiscan.com/OK/bill/SB527/2021">https://legiscan.com/OK/bill/SB527/2021</a> Type – Auto Enroll IRA	Bill introduced, no resolution yet for the 2021 session.

# Proposed/inactive

State	Proposal	Status/Next Steps
Arizona – proposed 2016	SB1332 - Secure Choice IRA Link - <a href="https://legiscan.com/AZ/bill/SB1332/2016">https://legiscan.com/AZ/bill/SB1332/2016</a> Type – Mandatory Auto IRA	Died in committee
Hawaii – proposed 2020	SB2489 -proposal for Hawaii Retirement Savings Program Link - <a href="https://legiscan.com/HI/bill/SB2489/2020">https://legiscan.com/HI/bill/SB2489/2020</a> Type – Mandatory Auto IRA	Bill died in committee
Kentucky – Proposed 2015	Kentucky Retirement Account Program No active link to bill text found Type – Undefined	Died in committee
Louisiana – Proposed 2014	Creates a portable retirement savings plan for private sector employees Link - <a href="https://legiscan.com/LA/bill/SB283/2014">https://legiscan.com/LA/bill/SB283/2014</a> Type – Undefined	Died in committee
Maine – proposed 2019	An Act To Promote Individual Savings Accounts through a Public-Private Partnership Link - <a href="https://legiscan.com/ME/bill/LD594/2020">https://legiscan.com/ME/bill/LD594/2020</a> Type – Mandatory Auto IRA	Did not pass
Michigan – Proposed 2007	A bill to provide a retirement system to increase access to retirement plans for small business employees (HB4135) Link - <a href="http://www.legislature.mi.gov/(S(pe33oba2vkoapysaj1w53xyg))/documents/2007-2008/billintroduced/House/htm/2007-HIB-4135.htm">http://www.legislature.mi.gov/(S(pe33oba2vkoapysaj1w53xyg))/documents/2007-2008/billintroduced/House/htm/2007-HIB-4135.htm</a> Type - Retirement Program (undefined)	Did not pass

# Proposed/inactive, continued

State	Proposal	Status/Next Steps
Nebraska – Proposed 2013	Interim study to provide an examination of the availability and adequacy of retirement savings of Nebraska private sector workers (LR344) Link - <a href="https://legiscan.com/NE/bill/LR344/2014">https://legiscan.com/NE/bill/LR344/2014</a> Type – Needs Study	Died in committee
New Hampshire – Proposed 2015	Statutory commission to study the creation of a state retirement security program (HB239) Link - <a href="https://legiscan.com/NH/bill/HB239/2015">https://legiscan.com/NH/bill/HB239/2015</a> Type – Needs Study	Bill died in committee
North Dakota – Proposed in 2015	Save Toward a Retirement Today program (HB1200) Link - <a href="https://legiscan.com/ND/bill/1200/2015">https://legiscan.com/ND/bill/1200/2015</a> Type - Retirement Program (undefined)	Died in chamber
Ohio – proposed 2020	HB645 - Create auto enroll retirement savings for private employees. Link - <a href="https://legiscan.com/OH/bill/HB645/2019">https://legiscan.com/OH/bill/HB645/2019</a> Type – not defined	Died in committee
Pennsylvania – proposed 2019	Keystone Saves Program (HB 2021 / SB 862) Link - <a href="https://legiscan.com/PA/bill/SB862/2019">https://legiscan.com/PA/bill/SB862/2019</a> Type - Marketplace	Bill died in committee
Rhode Island – proposed 2020	Secure Choice Retirement Savings Program (H7461) Link - <a href="https://legiscan.com/RI/bill/H7461/2020">https://legiscan.com/RI/bill/H7461/2020</a> Type – Secure Choice IRA	Died in committee



# Proposed/inactive, continued

State	Proposal	Status/Next Steps
South Carolina – proposed 2019	South Carolina Work and Save Retirement Savings Plan (HB4258) Link - <a href="https://legiscan.com/SC/bill/H4258/2019">https://legiscan.com/SC/bill/H4258/2019</a> Type – Voluntary MEP	Died in committee
Utah – proposed in 2015	Substitute Joint Resolution on Small Business Retirement Plan Availability (SJR009) Link - <a href="https://legiscan.com/UT/bill/SJR009/2015">https://legiscan.com/UT/bill/SJR009/2015</a> Type – Needs Study	Died in chamber
West Virginia – Proposed in 2015	Joint Committee on Government and Finance study small business group retirement savings program (SCR58) Link - <a href="https://legiscan.com/WV/bill/SCR58/2015">https://legiscan.com/WV/bill/SCR58/2015</a> Type – Needs Study	Died in chamber
Wisconsin – proposed 2019	Create a committee to study the creation of a private sector retirement plan for the state residents who choose to participate. Link - <a href="https://statetreasurer.wi.gov/Documents/Retirement%20Security%20Task%20Force%20Final%20Recommendations%20Report.pdf">https://statetreasurer.wi.gov/Documents/Retirement%20Security%20Task%20Force%20Final%20Recommendations%20Report.pdf</a> Type – Needs Study	Report recommends the creation of a state sponsored retirement program. No bill has been introduced for 2021

# No legislation

Alaska

Alabama

Arkansas

Delaware

Florida

Idaho

Indiana

Kansas

Mississippi

Montana

Nevada

South Dakota

Tennessee

Texas

Wyoming