Department of Planning and Budget
2026 General Assembly Session
State Fiscal Impact Statement

PUBLISHED: 3/31/2026 10:01 AM **ORIGINAL**

Bill Number: HB176ER **Patron:** Torian
Bill Title: State-facilitated IRA savings program.

Bill Summary: Makes various changes to the state-facilitated IRA savings program administered by the Commonwealth Savers Plan. For purposes of defining an eligible employer, the bill (i) reduces the minimum number of eligible employees an organization must have in its employ from 25 to five for the period ending December 31 of the preceding calendar year prior to the program's open enrollment period for that calendar year and (ii) clarifies that such term does not include employers offering and sponsoring a qualified retirement plan, including 401(k) plans. The bill also removes the requirement that an eligible employee, for purposes of the program, works at least 30 hours a week and adds the requirement that participating individuals enrolling in the program independent of an employment relationship with an eligible employer be at least 18 years of age. The bill also expands the powers and duties of the governing board of the Commonwealth Savers Plan to include (a) procedures for reenrollment of participating employees and participating individuals; (b) allowing program participants to invest in a lifetime income option; (c) establishing the resources, tools, and incentives to promote greater financial education and literacy; (d) procedures for receiving and crediting federal matching contributions to an IRA or qualified retirement savings account; and (e) exploring and establishing incentives that encourage participation by eligible employers and eligible employees, including initiatives that incentivize compliance or that defray any costs incurred by an eligible employer to facilitate participation. The bill also requires eligible employers that withhold a program contribution from a participating employee's wages to remit such contribution not later than 10 business days following the date upon which such withholding was made and notes that eligible employers who fail to submit contributions to the program may be in violation of law and incur penalties.

Budget Amendment Necessary: No **Items Impacted:** N/A
Explanation: No state fiscal impact expected. Fiscal impact to the Commonwealth Savers Plan is absorbable.

Fiscal Summary: Any costs incurred to facilitate RetirePath participation are absorbable within the Commonwealth Savers Plan's current nongeneral fund appropriation.

Fiscal Analysis: This legislation clarifies certain eligibility requirements for employees and employers with regard to RetirePath, the state-sponsored retirement savings program for the private sector. This bill also expands powers of the Board to financially incentivize RetirePath participation, credit federal matching contributions to accounts, provide a lifetime income option, and establish provisions for reenrollment. Any costs from the above provisions will solely be borne by Commonwealth Savers Plan and are entirely absorbable within their current nongeneral fund appropriation.

Other: This legislation is a companion bill to SB149.