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SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

AHLANI K. QUIOGUE
EXECUTIVE DIRECTOR

HAWAII RETIREMENT
SAVINGS BOARD

Co-Chairs
Jade T. Butay
Luis Salaveria

Members
Jessie Keola Dean
Barbara Krieg
Andrew Nomura
Brian Taniguchi
Karen Yasukawa
Senator Henry J.C. Aquino
Representative Andrew Garrett

STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
830 PUNCHBOWL STREET, ROOM 321
HONOLULU, HAWAII 96813

**HAWAII RETIREMENT SAVINGS
BOARD**

MINUTES OF THE MEETING

Date: April 15, 2025

Time: 1:00 p.m.

**In-Person
Meeting
Location:** Princess Ruth Ke'elikolani Building
830 Punchbowl Street, Room 321
Honolulu, Hawaii 96813

**Virtual
Participation:** Virtual Videoconference Meeting – Zoom Webinar

<https://us02web.zoom.us/j/83719273413?pwd=m8pYlazSDHnpP0XSjnJmtbA4ypD1Ne.1>

**Meeting
Recording:** <https://www.youtube.com/watch?v=FUnVg5k0QfQ>

Present: William G. Kunstman, Deputy Director, Department of Labor
and Industrial Relations ("DLIR")
Jessie Keola Dean, Member
Barbara Krieg, Member
Andrew Nomura, Member
Brian Taniguchi, Member
Karen Yasukawa, Member
Michael J.S. Moriyama, Deputy Attorney General
Ahlani K. Quiogue, Executive Director
Chavonnie J. Ramos, Public Information Officer, DLIR
Tri C. Pham, Information Technology Specialist, DLIR

Excused: Luis Salaveria, Director, Department of Budget and Finance
Co-Chairperson
Senator Henry J.C. Aquino, Member
Representative Andrew Garrett, Member

Zoom Guests: Audrey Suga-Nakagawa, AARP Hawai'i
Grace Sullivan
Keali'i Lopez, AARP, State Director Hawai'i
Angela Antonelli, Georgetown Center for
Retirement Initiatives
aknecht

**In-Person
Guest(s):** None.

Agenda: The agenda for this meeting was posted to the State electronic calendar as required by Hawaii Revised Statutes ("HRS") section 92-7(b).

Co-Chairperson Kunstman explained to the members of the public the procedures to participate in the hybrid board meeting, including how a member of the public can participate and interact with the Board during the board meeting.

Call to Order: The meeting was called to order at 1:05 p.m., at which time quorum was established.

Co-Chairperson Kunstman welcomed everyone to the meeting and proceeded with a roll call of the Board members. All Board member(s) attending the meeting virtually confirmed that they were present and alone.

**Approval of the
March 18, 2025,
Open Session
Minutes:** Co-Chairperson Kunstman asked for public comment on this agenda item. There was none.

Co-Chairperson Kunstman asked for comments or amendments to the minutes from the Board members. There was none.

It was moved by Ms. Krieg, seconded by Mr. Taniguchi, with Mr. Nomura abstaining from the vote, to approve the March 18, 2025, meeting minutes as circulated. The vote to approve the open session minutes are as follows:

Ayes: Co-Chairperson Kunstman, Mr. Dean, Ms. Krieg, Mr. Taniguchi, and Ms. Yasukawa.

Abstentions: Mr. Nomura.

2025 Legislative: A. Legislation

i. S.B. 855, S.D. 1, H.D. 1, RELATING TO THE HAWAII
RETIREMENT SAVINGS ACT

Co-Chairperson Kunstman asked for public comment on this agenda item. There was none.

The purposes of this bill are to: clarify the definition of "covered employer" under the Hawai'i Retirement Savings Act; require covered employers to automatically enroll covered employees into the Hawai'i Retirement Savings Program unless the employee opts out; repeal the limit on the total fees and expenses that can be spent for the Program each year; and appropriate funds to the Department of Labor and Industrial Relations for the development and operation of the Program. Effective 7/1/3000.

Mr. Taniguchi asked whether the House appointed conferees to the conference committee.

Ms. Quiogue informed the members that, as of the day of the board meeting, the House named its conferees, but the Senate did not.

Ms. Krieg questioned whether there were substantive differences in the versions of the bill.

Ms. Quiogue stated that the effective dates of the measure differed. The S.D.1 had an effective date of July 1, 2050, and the H.D. 1 had an effective date of July 1, 3000.

Co-Chairperson Kunstman relayed that H.B. 300, Relating to the State Budget, includes both the startup and on-going costs for the Program; however, the Senate did not agree to the increase in salary for the Executive Director.

Mr. Taniguchi asked whether the Executive Director should send a letter to both the House and Senate regarding assigning conferees and scheduling the measure for a conference committee.

Ms. Quiogue informed the Board that a letter was sent to Senator Aquino, Chairperson, Senate Committee on Labor and Technology, and Representative Jackson Sayama, Chairperson, House Committee on Labor, requesting the bill be scheduled for conference committee meeting.

Co-Chairperson Kunstman stated that the Department also submitted a letter regarding the bill.

**Hawaii Retirement
Program Imple-
mentation –**

A. Communication and Engagement

Ms. Quiogue informed the Board that the materials of the packet

Moving Forward:
Priorities and
Opportunities:

includes information regarding the implementation of the Hawai'i Retirement Savings Program (Program). More specifically, there is a draft document for the Board's consideration, which includes three (3) key areas that the Board will need to address and provide direction at a future meeting: Communication and Engagement, Financials, and Pre-Implementation Gathering.

Regarding communication and engagement, Ms. Quiogue emphasized the need for funding to properly market and perform outreach. Nevertheless, she went on to say that there are things that the Board may consider initiating now with key stakeholders as referenced in the accompanying agenda item materials.

Marketing and educational opportunities need to be geared towards both the employee and employers to address both the benefits of the Program and any possible misinformation. For example, employers need to understand that there will be minimal costs to start up and be compliant with the Program.

Ms. Krieg asked about marketing for other Department divisions and programs.

Co-Chairperson Kunstman informed the members that the Department does not have many marketing contracts for its programs other than the Hawaii Occupational Safety & Health Division who places ads in newspapers and radio stations and the Workforce Development Division, who has done commercials for its internship programs.

Mr. Taniguchi questioned whether other state programs have been considered and what those programs have implemented for purposes of marketing/outreach.

Ms. Quiogue responded in the affirmative and informed members that there are several resources included on Georgetown University's Center for Retirement Initiatives website [\[link\]](#), including other jurisdictions marketing campaigns, RFPs, etc.

In reference to minimal startup costs to employers, Ms. Krieg asked for clarification regarding these costs.

Ms. Quiogue clarified that there may be minimal costs associated with the startup of the Program to employers by way of adding another payroll deduction for employees.

Keali'i Lopez, AARP, State Director - Hawai'i, requested to address the Board and was admitted to meeting room. Ms. Lopez thanked the Board for allowing her to provide additional information. Ms. Lopez informed members that the Oregon

program surveyed participants and business owners in which respondents indicated that most businesses have not incurred additional costs and of those that did, the costs totaled about \$50.00 per month.

Ms. Krieg asked whether there were certain actionable items for the Board to consider, including Board member training.

Ms. Quogue informed members that she had made a request with Pew, and they will be attending a future meeting, possibly in June.

B. Financials

Ms. Quogue highlighted findings of a report issued by the Hawai'i Retirement Savings Task Force dated December 22, 2021, and filed with the Legislature in 2022. This report titled "[Retirement Savings in Hawai'i: Findings and Recommendations of the Hawai'i Retirement Savings Task Force](#)," (Report) provides the following findings under the assumptions that the Program would enter into either an interstate collaboration or be standalone:

- Under the scenario for a standalone Auto IRA program with an employer requirement to facilitate, Pew found that the program was forecast to grow to \$1.69 billion in assets and 130,000 accounts by year 15. Pew also forecasted that the program would become cash flow positive in year 7 and become net positive year 11. Under the scenario for an interstate Auto IRA program, Pew found that the program was forecast to grow to a similar size, and become cash flow positive in year 5. (Page 24)
- Considered analysis indicates that a program for Hawai'i is forecast to generate approximately 80,000 in new funded retirement accounts for the state over the next 10 years. Those accounts will have an estimated aggregate value of \$828 million. Average account balances are expected to be \$10,300 by year 10. Note that balances for early and steady savers should be higher, and balances for newer savers or those with a disrupted savings history will be lower. (Page 25)

Based on this analysis, the best course for success for the Program is if it is an opt-out program and that it enter into an interstate collaboration with another jurisdiction. Ms. Quogue asked the members whether they would like to request that the Report be updated since it was issued in 2021.

Mr. Nomura questioned whether the Board should assume that

S.B. 855 will pass out of this legislative session.

Ms. Krieg and Ms. Quiogue cautioned that the Board should not make such assumptions until after the bill is signed into law.

Mr. Dean expressed his excitement that the Program is at the stage it is and agreed that the Report should be updated. He went on to say that the benefits of updating this information will also provide a clearer picture on how the Board should proceed with the implementation process and develop adequate RFPs for the procurement process.

Mr. Dean referred to page 30 of the Report, which provides a very detailed implementation timeline, and stated that this is a great outline for the Board to use.

Ms. Krieg and Mr. Taniguchi were also of the opinion that the Report should be updated and asked whether other states have had a similar analysis done.

Ms. Quiogue informed the Board that she would reach out to Pew and request updated numbers from them.

Related to the Board's financials, Ms. Quiogue informed the members that as of February 2025, the Hawaii Retirement Savings Program's remaining budget is \$247,070.87.

C. Pre-Implementation Information Gathering

In relation to the above agenda item as well as pre-implementation information gathering, Mr. Nomura asked whether Pew or Georgetown's Center for Retirement Initiatives can do an independent group study.

Angela Antonelli, Executive Director, Center for Retirement Initiatives, requested to address the Board and was admitted to meeting room. Ms. Antonelli thanked the Board for allowing her to provide additional information and confirmed that she and her team can do an independent group study.

Mr. Nomura expressed that it would be extremely helpful for the Board to receive an update on how Hawaii stands nationally, and whether the Program should enter a partnership with another state or a standalone program.

Ms. Antonelli informed the Board that Minnesota and Nevada considered double tracking their programs while Rhode Island chose to enter a partnership with Connecticut.

As reflected in the meeting materials, Ms. Quiogue emphasized the importance of data collection, program partnerships, and demos.

Regarding data collection, Ms. Krieg queried whether data collection is specific to employers enrolling their teams in the program. She recalled that at past meetings, discussion and questions centered around the systems the Board should consider.

Ms. Quiogue clarified that in reference to data collection, the Board may consider entering into MOUs with State agencies to collect information from employers regarding employee population, which employers offer qualified retirement plans, etc.

Co-Chairperson Kunstman stated that there are federal laws and code of federal regulations that address the collection of such data. Specifically, the Unemployment Insurance Division may collect some of this information; however, if the Board would like to obtain this information, the Program would be responsible for any costs.

Ms. Krieg emphasized the importance of obtaining this type of information and questioned whether there is a mechanism for the Program to cross-reference information so that it is more accurate.

Ms. Antonelli informed the Board that she can provide information regarding how each state obtained employer data.

Ms. Quiogue referred to the list of employer organizations provided in the meeting packet, and indicated that these are just some of the organizations that the Program can begin to reach out to.

Ms. Krieg provided that additional organizations should be added to the list, including but not limited to healthcare organizations, the Hawaii Bar Association, professional and vocational licensees, etc.

Mr. Dean also recommended that payroll providers and professional employment organizations be added to the list.

Co-Chairperson Kunstman asked if there was any other discussion regarding this matter.

Ms. Lopez informed members that AARP-Hawaii is willing to provide support to the Program and will be holding a pau hana for small businesses to begin introducing Program staff to the community.

Ms. Krieg asked whether Board members may also attend these presentations and provide information, too.

Ms. Quiogue indicated that it was her understanding that no more than any two (2) members of a board may discuss board-related matters to enable them to perform their duties if no commitment to vote is made.

DAG Moriyama advised the Board that it must first decide on the message which would be relayed to the public at a meeting. He went on to say that he believes it should be alright for members to attend an outside function if the decision was made beforehand by the Board. However, he would like to confirm this information to ensure there are no discrepancies with HRS chapter 92 or any opinions issued by the Office of Information Practices.

**Executive
Director Report:**

A. 2025 Financial Disclosure Statements

Ms. Quiogue reminded members that all financial disclosure statements for State officials and boards and commissions members must be filed by Monday, June 2, 2025.

Next Meeting:

Tuesday, June 17, 2025

In-Person Meeting Location: Princess Ruth Ke'elikolani Building
830 Punchbowl Street, Room 321
Honolulu, Hawai'i 96813

Virtual Videoconference Meeting – Zoom Webinar

Adjournment:

There being no further business, the meeting adjourned at 1:51 p.m.

Taken and recorded by:

/s/ Ahlani K. Quiogue

Executive Director

(X) Minutes approved as is.
() Minutes approved with changes: