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# A BILL FOR AN ACT

RELATING TO CAFETERIA PLANS.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1 SECTION 1. Section 78-30, Hawaii Revised Statutes, is  
2 amended by amending subsection (a) to read as follows:  
3  
4 " (a) Each chief executive may establish a wage and salary  
5 reduction benefit program which qualifies as a cafeteria plan  
6 within the meaning of section 125 of the Internal Revenue Code  
7 of 1986, as amended[–]; provided that the maximum salary  
8 reduction contribution and maximum carryover amount for any  
9 flexible spending account plan established pursuant to this  
10 section shall be set annually in accordance with the inflation-  
11 adjusted maximum amounts prescribed by the Internal Revenue  
12 Service for that calendar year. The cafeteria plan shall allow  
13 eligible employees to elect to reduce their pretax compensation  
14 in return for payment by the jurisdiction of the expenses of  
15 eligible benefits."

15 SECTION 2. Statutory material to be repealed is bracketed  
16 and stricken. New statutory material is underscored.



H.B. NO. 1661

1 SECTION 3. This Act shall take effect upon its approval.

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INTRODUCED BY:



JAN 20 2026



# H.B. NO. 1661

**Report Title:**

Cafeteria Plans; Wage and Salary Reduction Benefit Programs; Flexible Spending Accounts; Public Service; Maximum Contributions; Carryover Limits

**Description:**

Specifies that the maximum contribution and carryover amounts for a public service flexible spending account plan shall be set in accordance with the annual limits prescribed by the Internal Revenue Service for cafeteria plans.

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