

**BILL SUMMARY**  
2<sup>nd</sup> Session of the 60<sup>th</sup> Legislature

<b>Bill No.:</b>	<b>HB3313</b>
<b>Version:</b>	<b>FULLPCS1</b>
<b>Request Number:</b>	<b>16981</b>
<b>Author:</b>	<b>Rep. Eaves</b>
<b>Date:</b>	<b>3/04/2026</b>
<b>Impact:</b>	<b>Please see previous summary of this measure</b>

**Research Analysis**

The proposed committee substitute for HB3313 updates the Pathfinder defined contribution plan by increasing contribution rates and changing vesting rules. Beginning November 1, 2026, employee contributions will increase from 4.5 percent to 5 percent and employer contributions will increase from 6 percent to 7 percent. The measure also eliminates the five-year vesting schedule and provides immediate vesting of employer matching contributions.

Participants who leave employment on or before October 31, 2026, will forfeit any unvested employer contributions. If they return on or after November 1, 2026, they will regain their previously vested employer contributions and accrue any new matching employer contributions, but their forfeited unvested contributions will not be restored.

Prepared By: Quyen Do

**Fiscal Analysis**

The measure is currently under review and impact information will be completed.

Prepared By: House Fiscal Staff

**Other Considerations**

None.