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New York Secure Choice Savings Program

Enacted in 2018 as part of the 2018-19 State Budget and then amended significantly in 2021, the New York State Secure Choice Savings Program (SCSP) is a **MANDATORY**, state-facilitated retirement program for private sector employees. With the goal of providing retirement plan options for private sector employees, the program requires that private companies, who fall under certain criteria that do not provide their employees with a retirement plan, automatically enroll their employees in the program.

Fast forward years later, the program officially launched in October 2025, with employer registration opening and various required deadlines in 2026 (see below). As a way to promote retirement savings in a convenient, low cost and portable manner, the SCSP is a self-sufficient retirement savings program in the form of a 3% automatic enrollment payroll deduction as a Roth IRA contribution.

Required Employers

Private companies are required to register and facilitate the program if they:

- ✓ Have 10 or more employees,
- ✓ Do not offer a qualified retirement plan
- ✓ Have been in business for at least two years

Exempt Employers

If employers already offer a qualified retirement plan for their employees, they need to certify their exemption from the program. Using the Access Code received from SCSP, they can certify their exemption here: [Exemption Certification](#)

Employer Responsibilities

The program is deemed to only require “light account maintenance” from required employers.

- **Register**

Set up your ID and password, answer questions about your company and payroll process, complete payment setup, and then add your employees.

After initial registration, a payroll provider, bookkeeper or administrative employee can be added to assist in the facilitation of the process.

- **Sending Contributions**

Once employees have been added, NYS will communicate directly with them. Their options will be articulated, including opting out and customizing their contribution rate and investment choices.

The automatic, default contribution rate for employees is 3%. Employees will have 30 days to opt-out or revise this contribution rate. At the end of the 30-day period, employers will adjust their payroll accordingly, begin payroll deductions, and submit contribution information and funding for the employees who choose to stay in the program.

- **Maintenance**

Continue to send payroll contributions and maintain employee records, including updating contribution rate changes when needed, adding new employees, and marking former employees as terminated.

Registration Deadlines

Employers required to facilitate the program must register by the following deadlines:

- 30 or more employees – **March 18, 2026**
- 15 to 29 employers – **May 15, 2026**
- 10 to 14 employees – **July 15, 2026**

Getting Started

SCSP will notify you when it's time for your business to register either via email or mail. Included in this notification will be a unique Access Code.

To register, you'll need your federal employer identification number (EIN) and the Access Code. Registration can be started here: [SCSP Registration](#)

If you cannot locate your Access Code, you can request it to be resent via email.

Resources

NYS Secure Choice Savings Program - <https://newyorksecurechoice.com/>

SCSP Help Center - <https://newyorksecurechoice.zendesk.com/hc/en-us>

Employer Registration Checklist - <https://newyorksecurechoice.com/assets/docs/registration-checklist-en.pdf>

Employer FAQs - <https://newyorksecurechoice.zendesk.com/hc/en-us/sections/31342892921367-Employer-FAQs>

Employee FAQs - <https://newyorksecurechoice.zendesk.com/hc/en-us/sections/31342926905495-Saver-FAQs>

SCSP Program Description - <https://marcom.vestwell.com/program-description/en/newyorksecurechoice.pdf>

SCSP Employer Assistance – 1-833-856-4171

SCSP Employee Assistance – 1-833-856-4171