

2025 Regular Session

HOUSE RESOLUTION NO. 143

BY REPRESENTATIVE BACALA

A RESOLUTION

To establish a task force to study a phased retirement program for Louisiana's public postsecondary education institutions and to report its findings to the House Committee on Retirement.

WHEREAS, House Resolution No. 169 of the 2024 Regular Session of the Legislature established a task force to study the Optional Retirement Plan (ORP) within the Teachers' Retirement System of Louisiana (TRSL); and

WHEREAS, the task force was charged to study the unclassified staff and faculty recruitment and retention crisis faced by Louisiana's public postsecondary education institutions as it relates to retirement options provided by the state; and

WHEREAS, the task force noted that institutions in other states across the country offer faculty the ability to retire over time by gradually stepping down their workload; and

WHEREAS, the task force discussed the benefits of allowing senior faculty to work at a reduced load for a period of time, including retention of institutional knowledge, supporting and enhancing junior faculty recruitment, and boosting retention through potential promotions; and

WHEREAS, a phased retirement program is likely to result in savings to the institutions; and

WHEREAS, in addition to allowing institutions to retain key faculty members and facilitate the transfer of institutional knowledge, a phased retirement program could also aid an institution in managing cost savings and strengthen the workforce by attracting new talent; and

WHEREAS, the task force recommended convening a group to study the feasibility of a phased retirement program, through which full-time faculty members who are members of the ORP or regular retirement plan could transition into full retirement while continuing to provide services to their respective institutions and offices; and

WHEREAS, employees should have the ability to have an additional lifetime income to supplement their retirement benefit through their optional retirement plan provider.

THEREFORE, BE IT RESOLVED that the House of Representatives of the Legislature of Louisiana does hereby establish a task force to study a phased retirement program for Louisiana's public postsecondary education institutions.

BE IT FURTHER RESOLVED that the task force shall examine aspects of phased retirement, including but not limited to the following:

- (1) The challenges and benefits of a phased retirement program.
- (2) The structure of phased retirement programs in other states.
- (3) The potential cost of implementing a phased retirement program in Louisiana.
- (4) The potential eligibility requirements of a phased retirement program.
- (5) The time-period for implementation of a potential phased retirement program.
- (6) Salary and retirement benefits to be received during phased retirement.
- (7) The potential of providing an additional lifetime income.
- (8) The impact of increasing the employer rate from 6.2% to 8%.
- (9) Shifting payment of the TRSL administrative fee from ORP members to the employer.
- (10) The potential cost of providing a greater pay out by using accrued leave to enhance a participant's benefit.

BE IT FURTHER RESOLVED that the task force shall be comprised of the following members:

- (1) A human resources representative from each public postsecondary education system, to be appointed by the president of the system.
- (2) A chief financial officer from each public postsecondary education system, to be appointed by the president of the system.
- (3) A faculty representative from each public postsecondary education system to be appointed by the president of the system.

(4) An academic affairs representative from each public postsecondary education system, to be appointed by the president of the system.

(5) The Board of Regents shall appoint one member.

(6) The board of trustees of the Teachers' Retirement System of Louisiana shall appoint one member.

(7) The actuary for the legislative auditor shall serve as an ex-officio member.

(8) The chief executive officer of the Office of Group Benefits.

BE IT FURTHER RESOLVED that the appointing authorities shall submit the names and contact information of their appointees not later than July 1, 2025, to the chair of the Board of Regents, who shall call the first meeting of the task force not later than August 1, 2025.

BE IT FURTHER RESOLVED that at the first meeting the members of the task force shall elect a chair and such other officers as it deems necessary; the chair shall call subsequent meetings.

BE IT FURTHER RESOLVED that the Board of Regents shall provide staff for the task force and the legislative auditor shall provide actuarial services as requested by any member of the task force for any aspects of the study that are discussed.

BE IT FURTHER RESOLVED that the task force members shall serve without compensation and without reimbursement of expenses associated with participation or travel except that to which they are entitled from their employers.

BE IT FURTHER RESOLVED that the task force shall submit a report of its findings and conclusions, including recommendations for related legislation, to the House Committee on Retirement not later than December 31, 2025.

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SPEAKER OF THE HOUSE OF REPRESENTATIVES