
HOUSE COMMITTEE AMENDMENTS

2026 Regular Session

Amendments proposed by House Committee on Retirement to Original House Bill No. 42
by Representative Bacala

1 AMENDMENT NO. 1

2 On page 1, line 2, after "R.S. 11:791" delete the comma "," and insert "and R.S. 17:3357,"

3 AMENDMENT NO. 2

4 On page 1, line 6, after "fees;" and before "and" insert the following:

5 "to authorize each public postsecondary education management board to develop and
6 implement a phased retirement program; to provide that such program is subject to board
7 policy; to specify minimum provisions for each policy; to provide for implementation;"

8 AMENDMENT NO. 3

9 On page 1, line 15, after "his" and before "institution" insert "public postsecondary
10 education"

11 AMENDMENT NO. 4

12 On page 2, between lines 26 and 27, insert the following:

13 "Section 2. R.S. 17:3357 is hereby enacted to read as follows:

14 A. Each public postsecondary education management board may develop
15 and implement a phased retirement program, referred to in this Section as a
16 "program", for institutions under its management and supervision for the purpose of
17 supporting faculty and staff recruitment and retention, facilitating institutional
18 knowledge transfer, and promoting strategic succession planning.

19 B. If a management board opts to exercise its authority, it shall adopt a
20 policy for this purpose which shall address the specific operational and institutional
21 needs of the applicable system and institutions and provide for, at a minimum, all of
22 the following:

23 (1) A provision that participation in the program is voluntary on the part of
24 an employee.

25 (2) A definition of eligible employee with respect to program participation,
26 which shall include, at a minimum, all of the following:

27 (a) He is eligible for retirement as provided in R.S. 11:761 at the time that
28 he begins participating in the program.

29 (b) He has a minimum of ten years of collective service at a public
30 postsecondary education institution in Louisiana, whether consecutive or
31 nonconsecutive, without a refund of retirement contributions.

32 (c) He has reached the age of fifty-nine and one-half years or older.

33 (3) An employee participation period of not less than twelve months and not
34 more than thirty-six months.

35 (4)(a) A requirement that a written memorandum of understanding be
36 executed between the public postsecondary education system or institution and the
37 employee that specifies workload, schedule, and program expectations.

38 (b) A requirement that the memorandum of understanding be approved by
39 the institution's human resources officer, chief academic officer, and chief fiscal
40 officer, as applicable.

41 (5) A requirement that participant workload be no less than fifty percent
42 effort during program participation.

1 (6) A requirement for formal written acknowledgment by the employee of
2 all program terms and conditions.

3 (7) Provisions governing the reemployment following completion of
4 participation in the program, including a defined waiting period as established by the
5 policy.

6 (8) A prohibition on dual employment in any other position eligible for
7 participation in another retirement system during program participation.

8 C. Each management board may adopt a program policy as provided in this
9 Section prior to July 1, 2027, but shall not begin actual implementation of a program
10 prior to that date.

11 D. Nothing in this Section shall be construed to prohibit a management
12 board, in addition to the policy provided for in this Section, from adopting guidance
13 or implementation measures with respect to a phased retirement program that are
14 consistent with the provisions of this Section and other applicable law."

15 AMENDMENT NO. 5

16 On page 2, at the beginning of line 27, change "Section 2." to "Section 3."