

2025 Regular Session

SENATE STUDY REQUEST NO. 1

BY SENATOR PRICE

TEACHERS RETIREMENT. Requests a study of the reemployment of retired members of TRSL in positions eligible for TRSL membership and alternative retiree reemployment options.

A STUDY REQUEST

To request the Senate Committee on Retirement to conduct a study on approaches to Teachers' Retirement System of Louisiana (TRSL) retiree reemployment and potential changes to current policy that balance retiree options and impact, employer staffing needs, and ease of usage, as well as actuarial impact and financial cost.

WHEREAS, return-to-work policies provide qualified retirees of TRSL with certain options allowing for a return to work in positions eligible for TRSL membership which could enable a retiree to simultaneously collect both a salary and retirement benefit; and

WHEREAS, the ability of employers to utilize retirees in their workforce may provide assistance in filling vacancies with experienced, skilled, and qualified staff; and

WHEREAS, with all retiree reemployment arrangements, the actuarial effect on the retirement system and the short- and long-term financial impact to TRSL employers must be balanced against staffing outcomes realized through return-to-work policies; and

WHEREAS, reemployment laws can be restrictive or permissive in nature by limiting who can return to work, how long they can work, and how much they can earn, or by allowing employers to address workforce challenges by filling positions with retirees; and

WHEREAS, reemployment laws are the guardrails that help balance the priorities of retirees, employers, and the public pension plan, and Louisiana has had laws that govern

1 the reemployment of TRSL retirees in place since 1956; and

2 WHEREAS, since that time, the state's return-to-work laws have been amended more
3 than thirty times and establish, among other matters, how retirement benefits could be
4 affected during reemployment; and

5 WHEREAS, periodic reevaluations and the continued revision of such laws may be
6 warranted in light of changing employment patterns and workforce needs; and

7 WHEREAS, current state laws governing the rehiring of TRSL retirees have layers
8 of complexity that often cause confusion for employers, retirees, and other stakeholders; and

9 WHEREAS, the Senate of the Legislature of Louisiana seeks an in-depth study on
10 the impact of return-to-work laws in helping the state meet its educational workforce needs
11 with consideration for containing employer costs and maintaining the actuarial soundness
12 of the retirement plans; and

13 WHEREAS, the committee should seek input from interested stakeholders, including
14 but not limited to TRSL and the legislative auditor's actuary, in conducting this study.

15 THEREFORE, BE IT RESOLVED that the Senate of the Legislature of Louisiana
16 does hereby request the Senate Committee on Retirement to study approaches to TRSL
17 retiree reemployment and potential changes to current policy that balance retiree options and
18 impact, employer staffing needs, and ease of usage, as well as actuarial impact and financial
19 cost. The Senate of the Legislature of Louisiana further requests that the Senate Committee
20 on Retirement report their findings to the Senate prior to the convening of the 2026 Regular
21 Session.

The original instrument and the following digest, which constitutes no part
of the legislative instrument, were prepared by Senate Legislative Services.
The keyword, summary, and digest do not constitute part of the law or proof
or indicia of legislative intent. [R.S.1:13(B) and 24:177(E)].

DIGEST		
SSR 1 Original	2025 Regular Session	Price
Requests the Senate Committee on Retirement to study approaches to TRSL retiree reemployment and potential changes to current policy that balance retiree options and impact, employer staffing needs, and ease of usage, as well as actuarial impact and financial cost.		