

SENATE STUDY REQUEST NO. 1

BY SENATOR PRICE

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 the reemployment of TRSL retirees in place since 1956; and

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

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

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

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

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

THEREFORE, BE IT RESOLVED that the Senate of the Legislature of Louisiana does hereby request 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. The Senate of the Legislature of Louisiana further requests that the Senate Committee on Retirement report their findings to the Senate prior to the convening of the 2026 Regular Session.