

1 employed by the office of forestry in the Department of Agriculture and Forestry,
2 ~~and~~ election-related personnel in the Department of State, **or rehired employees**
3 **who fill critical shortage positions within the Department of Public Safety and**
4 **Corrections, corrections services.** Reemployment of election personnel shall not
5 exceed six weeks prior to an election and two weeks following an election.

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7 §416. Employment of retirees

8 A. Regardless of age, if a retiree of the system is engaged or hereafter
9 engages in employment which otherwise would render him eligible for membership
10 in the system, he shall choose one of the following irrevocable options:

11 * * *

12 **(4) Option 4. Notwithstanding any other provision of this Section or any**
13 **other law to the contrary, any retiree of the system, who has been retired for at**
14 **least one year from the effective date of his retirement, may be reemployed to**
15 **fill certain critical shortage positions within the Department of Public Safety**
16 **and Corrections, corrections services, subject to all of the following:**

17 **(a) For the purposes of this Subsection, a "critical shortage position" is**
18 **defined as a full-time position for which the Department of Public Safety and**
19 **Corrections, corrections services, has advertised in accordance with Louisiana**
20 **civil service rules and has received an insufficient number of applicants. Critical**
21 **shortage positions shall include but are not limited to the following full-time**
22 **positions, as certified by the secretary of the Department of Public Safety and**
23 **Corrections based on fluctuating critical needs:**

24 **(i) Major.**

25 **(ii) Captain.**

26 **(iii) Lieutenant.**

27 **(iv) Specialized sergeant-master.**

28 **(v) Cadet, sergeant, or master sergeant.**

29 **(vi) Registered nurse.**

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

SB 416 Original

2026 Regular Session

Price

Present law provides that a retiree who chose to retire under an early retirement incentive plan of the state of La. is not eligible for reemployment by any department of state government for two years except if they are reemployed as a seasonal firefighter by the office of forestry in the Dept. of Agriculture and Forestry or election-related personnel in the Dept. of State. Proposed law retains present law.

Proposed law adds critical shortage positions within the Dept. of Public Safety and Corrections, corrections services to the two-year exception.

Present law (R.S. 11:416), relative to the La. State Employees' Retirement System, provides for reemployment of retirees including options among which a reemployed retiree shall make an irrevocable selection upon being reemployed. Proposed law retains present law.

Proposed law creates an additional option which would allow a retiree who has been retired for at least one year to be reemployed in a critical shortage position within the Dept. of Public Safety and Corrections, corrections services and receive his full retirement benefit during reemployment.

Proposed law provides that a "critical shortage position" is defined as a full-time position that has been advertised per rules of civil service but received an insufficient number of applicants. These positions, certified by the secretary, include majors, captains, lieutenants, various sergeant levels, cadets, registered nurses, licensed practical nurses, and social workers.

Proposed law provides that a retiree under this option is entitled to receive his full retirement benefit while reemployed. Both the retiree and the department must make contributions to the retirement system as required. The retiree does not earn additional service credit. Upon termination of employment, the retiree is refunded their contribution without interest, while the retirement system retains the employer contribution.

Proposed law provides that a member that retired based on a disability is prohibited from returning to service under proposed law and remains governed by present law regarding disability retirees.

(Amends R.S. 11:149(B); adds R.S. 11:416(A)(4))