

RÉSUMÉ DIGEST

ACT 263 (SB 416)

2026 Regular Session

Price

Existing 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.

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

Existing 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.

New 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.

New 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 suitable applicants. These positions, certified by the secretary, include majors, captains, lieutenants, various sergeant levels, cadets, registered nurses, licensed practical nurses, and social workers. The secretary shall determine applicant suitability.

New 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.

New law provides that a member that retired based on a disability is prohibited from returning to service under new law and remains governed by existing law regarding disability retirees.

Effective August 1, 2026.

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