

2025 Regular Session

HOUSE RESOLUTION NO. 143

BY REPRESENTATIVE BACALA

**RETIREMENT/TEACHERS:** Creates a task force to study the feasibility of a phased retirement program for public postsecondary education systems

## 1 A RESOLUTION

2 To establish a task force to study a phased retirement program for Louisiana's public  
3 postsecondary education institutions and to report its findings to the House  
4 Committee on Retirement.

5 WHEREAS, House Resolution No. 169 of the 2024 Regular Session of the  
6 Legislature established a task force to study the Optional Retirement Plan (ORP) within the  
7 Teachers' Retirement System of Louisiana (TRSL); and

8           WHEREAS, the task force was charged to study the unclassified staff and faculty  
9   recruitment and retention crisis faced by Louisiana's public postsecondary education  
10   institutions as it relates to retirement options provided by the state; and

11 WHEREAS, the task force noted that institutions in other states across the country  
12 offer faculty the ability to retire over time by gradually stepping down their workload; and

13 WHEREAS, the task force discussed the benefits of allowing senior faculty to work  
14 at a reduced load for a period of time, including retention of institutional knowledge,  
15 supporting and enhancing junior faculty recruitment, and boosting retention through  
16 potential promotions; and

17 WHEREAS, a phased retirement program is likely to result in savings to the  
18 institutions; and

1           WHEREAS, in addition to allowing institutions to retain key faculty members and  
2       facilitate the transfer of institutional knowledge, a phased retirement program could also aid  
3       an institution in managing cost savings and strengthen the workforce by attracting new  
4       talent; and

5           WHEREAS, the task force recommended convening a group to study the feasibility  
6       of a phased retirement program, through which full-time faculty members who are members  
7       of the ORP or regular retirement plan could transition into full retirement while continuing  
8       to provide services to their respective institutions and offices; and

9           WHEREAS, employees should have the ability to have an additional lifetime income  
10      to supplement their retirement benefit through their optional retirement plan provider.

11          THEREFORE, BE IT RESOLVED that the House of Representatives of the  
12      Legislature of Louisiana does hereby establish a task force to study a phased retirement  
13      program for Louisiana's public postsecondary education institutions.

14          BE IT FURTHER RESOLVED that the task force shall examine aspects of phased  
15      retirement, including but not limited to the following:

- 16          (1) The challenges and benefits of a phased retirement program.
- 17          (2) The structure of phased retirement programs in other states.
- 18          (3) The potential cost of implementing a phased retirement program in Louisiana.
- 19          (4) The potential eligibility requirements of a phased retirement program.
- 20          (5) The time-period for implementation of a potential phased retirement program.
- 21          (6) Salary and retirement benefits to be received during phased retirement.
- 22          (7) The potential of providing an additional lifetime income.

23          BE IT FURTHER RESOLVED that the task force shall be comprised of the  
24      following members:

25          (1) A human resources representative from each public postsecondary education  
26      system, to be appointed by the president of the system.

27          (2) A chief financial officer from each public postsecondary education system, to  
28      be appointed by the president of the system.

29          (3) A faculty representative from each public postsecondary education system to be  
30      appointed by the president of the system.

1 (4) An academic affairs representative from each public postsecondary education  
2 system, to be appointed by the president of the system.

3 (5) The Board of Regents shall appoint one member.

4 (6) The board of trustees of the Teachers' Retirement System of Louisiana shall  
5 appoint one member.

6 (7) The actuary for the legislative auditor shall serve as an ex-officio member.

7 (8) The chief executive officer of the Office of Group Benefits.

8 BE IT FURTHER RESOLVED that the appointing authorities shall submit the names  
9 and contact information of their appointees not later than July 1, 2025, to the chair of the  
10 Board of Regents, who shall call the first meeting of the task force not later than August 1,  
11 2025.

12 BE IT FURTHER RESOLVED that at the first meeting the members of the task  
13 force shall elect a chair and such other officers as it deems necessary; the chair shall call  
14 subsequent meetings.

15 BE IT FURTHER RESOLVED that the Board of Regents shall provide staff for the  
16 task force and the legislative auditor shall provide actuarial services as requested by any  
17 member of the task force for any aspects of the study that are discussed.

18 BE IT FURTHER RESOLVED that the task force members shall serve without  
19 compensation and without reimbursement of expenses associated with participation or travel  
20 except that to which they are entitled from their employers.

21 BE IT FURTHER RESOLVED that the task force shall submit a report of its  
22 findings and conclusions, including recommendations for related legislation, to the House  
23 Committee on Retirement not later than December 31, 2025.

---

#### DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, 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)]

---

HR 143 Engrossed

2025 Regular Session

Bacala

Establishes a task force to study the feasibility of a phased retirement program for La. public postsecondary education institutions and to report its findings to the House Committee on Retirement not later than Dec. 31, 2025.

Summary of Amendments Adopted by House

The Committee Amendments Proposed by House Committee on Retirement to the original resolution:

1. Add requirement that the task force study the potential for providing an additional lifetime income.
2. Add the chief executive officer of the Office of Group Benefits to the task force.