



1 a defined contribution plan without a guaranteed pension, making the ORP unique among  
2 the plans available to public employees in Louisiana; and

3 WHEREAS, a participant in the defined contribution plan assumes all risk associated  
4 with the investment of his or her contributions and is not guaranteed a pension upon  
5 retirement or upon termination of employment prior to retirement, but rather, their individual  
6 retirement benefits are based on the value of the account at the time of the individual's  
7 retirement and solvency of the carrier; and

8 WHEREAS, TRSL participants have a lifetime benefit guaranteed by the state of  
9 Louisiana; ORP participants have no lifetime guarantee; eligible TRSL participants receive  
10 disability and survivor benefits; ORP participants do not receive disability or survivor  
11 benefits other than the value of their ORP account at the time of disability or death; and

12 WHEREAS, the ORP is within the Teachers' Retirement System of Louisiana, which  
13 has a board to represent interests of TRSL members; there is neither a board to represent  
14 interests of ORP participants nor a seat dedicated to ORP participants on the TRSL board;  
15 and

16 WHEREAS, although ORP participants do not receive a defined retirement pension,  
17 they are nevertheless subject to a reduction or elimination of any earned Social Security  
18 benefits through the Windfall Elimination Provisions and the Government Pension Offset;  
19 and

20 WHEREAS, the House of Representatives needs comprehensive, objective  
21 information on these and other aspects of the ORP to make informed decisions about  
22 possible adjustments to the laws providing for it.

23 THEREFORE, BE IT RESOLVED that the House of Representatives of the  
24 Legislature of Louisiana does hereby establish a task force to study the Optional Retirement  
25 Plan within the Teachers' Retirement System of Louisiana in relation to the unclassified staff  
26 and faculty recruitment and retention crisis faced by Louisiana's public postsecondary  
27 education institutions and to report its findings to the House Committee on Retirement not  
28 later than ninety days prior to the convening of the 2025 Regular Session of the Legislature.

29 BE IT FURTHER RESOLVED that the task force hereby established shall examine  
30 aspects of the ORP program, including but not limited to:

1           (1) The requirement for ORP participants to contribute toward the unfunded accrued  
2 liability of the Teachers' Retirement System of Louisiana.

3           (2) How nonpension retirement plans are managed in other states.

4           (3) Advantages and disadvantages associated with selection of the ORP.

5           (4) Information about what other states offer to their respective public postsecondary  
6 employees.

7           (5) The feasibility of allowing a participant in ORP to change their decision to  
8 participate in the ORP.

9           (6) Options for a blended plan, including the possibility of different retirement plan  
10 options being available at various stages of a career, and the pros and cons of each such  
11 option identified.

12           (7) Differences, if any, in the definitions of "higher education" and "postsecondary  
13 education" as these terms are used in laws establishing institutions and interpreted by TRSL  
14 in the administration of retirement plans.

15           (8) Other issues the task force believes the legislature should be aware of.

16           (9) Provide ORP providers an opportunity to share industry best practices on  
17 individual savings and plan design.

18           (10) Employer contribution rates for the defined benefit pension plans and ORP and  
19 the benefits accrued to the members.

20           BE IT FURTHER RESOLVED that the task force shall be comprised of fifteen  
21 members appointed as follows:

22           (1) The Board of Supervisors for the University of Louisiana System shall appoint  
23 three members, at least two of whom shall be Optional Retirement Plan participants and one  
24 of those shall be a faculty member in a hard-to-recruit research, scientific, or medical  
25 discipline.

26           (2) The Board of Supervisors of Louisiana State University and Agricultural and  
27 Mechanical College shall appoint three members, at least two of whom shall be Optional  
28 Retirement Plan participants and one of those shall be a faculty member in a hard-to-recruit  
29 research, scientific, or medical discipline.

