HLS 25RS-2089 ORIGINAL

2025 Regular Session

1

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

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
0	institutions as it relates to retirement options provided by the state; and
1	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
4	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
19	WHEREAS, in addition to allowing institutions to retain key faculty members and
20	facilitate the transfer of institutional knowledge, a phased retirement program could also aid

1 an institution in managing cost savings and strengthen the workforce by attracting new 2 talent; and 3 WHEREAS, the task force recommended convening a group to study the feasability 4 of a phased retirement program, through which full-time faculty members who are members 5 of the ORP or regular retirement plan could transition into full retirement while continuing 6 to provide services to their respective institutions and offices. 7 THEREFORE, BE IT RESOLVED that the House of Representatives of the 8 Legislature of Louisiana does hereby establish a task force to study a phased retirement 9 program for Louisiana's public postsecondary education institutions. 10 BE IT FURTHER RESOLVED that the task force shall examine aspects of phased 11 retirement, including but not limited to the following: 12 (1) The challenges and benefits of a phased retirement program. 13 (2) The structure of phased retirement programs in other states. 14 (3) The potential cost of implementing a phased retirement program in Louisiana. 15 (4) The potential eligibility requirements of a phased retirement program. 16 (5) The time-period for implementation of a potential phased retirement program. 17 (6) Salary and retirement benefits to be received during phased retirement. 18 BE IT FURTHER RESOLVED that the task force shall be comprised of the 19 following members: 20 (1) A human resources representative from each public postsecondary education 21 system, to be appointed by the president of the system. 22 (2) A chief financial officer from each public postsecondary education system, to 23 be appointed by the president of the system. 24 (3) A faculty representative from each public postsecondary education system to be 25 appointed by the president of the system. 26 (4) An academic affairs representative from each public postsecondary education 27 system, to be appointed by the president of the system. 28 (5) The Board of Regents shall appoint one member. 29 (6) The board of trustees of the Teachers' Retirement System of Louisiana shall 30 appoint one member.

1	(7) The actuary for the legislative auditor shall serve as an ex-officio member.
2	BE IT FURTHER RESOLVED that the appointing authorities shall submit the names
3	and contact information of their appointees not later than July 1, 2025, to the chair of the
4	Board of Regents, who shall call the first meeting of the task force not later than August 1,
5	2025.
6	BE IT FURTHER RESOLVED that at the first meeting the members of the task
7	force shall elect a chair and such other officers as it deems necessary; the chair shall call
8	subsequent meetings.
9	BE IT FURTHER RESOLVED that the Board of Regents shall provide staff for the
10	task force and the legislative auditor shall provide actuarial services as requested by any
11	member of the task force for any aspects of the study that are discussed.
12	BE IT FURTHER RESOLVED that the task force members shall serve without
13	compensation and without reimbursement of expenses associated with participation or travel
14	except that to which they are entitled from their employers.
15	BE IT FURTHER RESOLVED that the task force shall submit a report of its
16	findings and conclusions, including recommendations for related legislation, to the House
17	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 Original

2025 Regular Session

Bacala

Establishes a task force to study the feasability 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.