

BY REPRESENTATIVE BACALA

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 feasibility
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 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.