

**HOUSE COMMITTEE AMENDMENTS**

2026 Regular Session

Amendments proposed by House Committee on Retirement to Original House Bill No. 42  
by Representative Bacala

AMENDMENT NO. 1

On page 1, line 2, after "R.S. 11:791" delete the comma "," and insert "and R.S. 17:3357,"

AMENDMENT NO. 2

On page 1, line 6, after "fees;" and before "and" insert the following:

"to authorize each public postsecondary education management board to develop and implement a phased retirement program; to provide that such program is subject to board policy; to specify minimum provisions for each policy; to provide for implementation;"

AMENDMENT NO. 3

On page 1, line 15, after "his" and before "institution" insert "public postsecondary education"

AMENDMENT NO. 4

On page 2, between lines 26 and 27, insert the following:

"Section 2. R.S. 17:3357 is hereby enacted to read as follows:

§3357. Phased retirement program

A. Each public postsecondary education management board may develop and implement a phased retirement program, referred to in this Section as a "program", for institutions under its management and supervision for the purpose of supporting faculty and staff recruitment and retention, facilitating institutional knowledge transfer, and promoting strategic succession planning.

B. If a management board opts to exercise its authority, it shall adopt a policy for this purpose which shall address the specific operational and institutional needs of the applicable system and institutions and provide for, at a minimum, all of the following:

(1) A provision that participation in the program is voluntary on the part of an employee.

(2) A definition of eligible employee with respect to program participation, which shall include, at a minimum, all of the following:

(a) He is eligible for retirement as provided in R.S. 11:761 at the time that he begins participating in the program.

(b) He has a minimum of ten years of collective service at a public postsecondary education institution in Louisiana, whether consecutive or nonconsecutive, without a refund of retirement contributions.

(c) He has reached the age of fifty-nine and one-half years or older.

(3) An employee participation period of not less than twelve months and not more than thirty-six months.

(4)(a) A requirement that a written memorandum of understanding be executed between the public postsecondary education system or institution and the employee that specifies workload, schedule, and program expectations.

(b) A requirement that the memorandum of understanding be approved by the institution's human resources officer, chief academic officer, and chief fiscal officer, as applicable.

(5) A requirement that participant workload be no less than fifty percent effort during program participation.

1           (6) A requirement for formal written acknowledgment by the employee of  
2 all program terms and conditions.

3           (7) Provisions governing the reemployment following completion of  
4 participation in the program, including a defined waiting period as established by the  
5 policy.

6           (8) A prohibition on dual employment in any other position eligible for  
7 participation in another retirement system during program participation.

8           C. Each management board may adopt a program policy as provided in this  
9 Section prior to July 1, 2027, but shall not begin actual implementation of a program  
10 prior to that date.

11           D. Nothing in this Section shall be construed to prohibit a management  
12 board, in addition to the policy provided for in this Section, from adopting guidance  
13 or implementation measures with respect to a phased retirement program that are  
14 consistent with the provisions of this Section and other applicable law."

15   AMENDMENT NO. 5

16   On page 2, at the beginning of line 27, change "Section 2." to "Section 3."