HOUSE RESOLUTION 143 TASK FORCE MEETING

August 27, 2025

Elizabeth A. Bentley-Smith

Louisiana Board of Regents

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I. Call to Order



II. Roll Call



III. Approval of Minutes



IV. Phased Retirement Plan Options for University Faculty/Staff

Brenda A. Mundell, CPA, CEBS

Director, Human Resources Shared Services Pennsylvania's State System of Higher Education



Pennsylvania's State System of Higher Education

Purpose: The Voluntary Phased Retirement program is intended to meet the needs of faculty members who wish to transition into full retirement while continuing to provide service to their university.

- The program allows participants to reduce their work commitment over a period of up to three years at a reduced compensation level.
- Participation in the program is limited to regular full-time faculty members.



Pennsylvania's State System of Higher Education

Pay: Salary is pro-rated based on your reduced phased retirement workload. For example, if you are approved to work 50% of the full-time workload during your phased retirement you would receive 50% of your full-time salary.

Benefits: The program allows participants to reduce their work commitment over a period of up to three years at a reduced compensation level.

- Participation in the program is limited to regular full-time faculty members.
- Participants are permitted to withdraw monies from their ARP account during their phased retirement arrangement
- Participants retain eligibility for health insurance in the same manner as a full-time employee.
- Benefits based upon salary, including life insurance and retirement plan contributions, will be prorated based upon the salary applicable to the reduced phased retirement workload.



Pennsylvania's State System of Higher Education

- An individual phased retirement arrangement must be initiated by the faculty member and is subject to review and approval by the respective Dean or other appropriate manager and the University President (or his/her designee)
- The proposed arrangement must provide for the faculty member to work at a reduced workload at any increment between 50% and 99% of the full-time workload.
- The proposed arrangement will provide for a phasing time frame from one to three years.



https://www.passhe.edu/hr/benefits/retirees/prospective/phased-retirement/

IV. Phased Retirement Plan Options for University Faculty/Staff

Kristin Vocke, Benefits Manager Rachel Dirmann, Director Human Resources Department Loyola University New Orleans



LOYOLA UNIVERSITY NEW ORLEANS PHASED RETIREMENT PROGRAM TENURED FACULTY

Phased Retirement Program

- Purpose: To provide an opportunity for eligible full-time tenured faculty members to make an orderly and smooth transition to retirement through a reduced teaching load or equivalent service
- Method: A reduced teaching load and/or service over a defined period
- Eligibility: Full-time tenured faculty members at age 60+ with 15+ years of continuous service
- Duration: Up to 3 years.

Program Structure & Compensation

- Year 1
 - Full-time status maintained
 - 100% salary
- Years 2 and 3
 - Full -time status maintained
 - 50% of base faculty salary

Note: The Base Faculty Salary is fixed for the duration of the program.

Responsibilities & Work Plan

- Work Plan: A mutually agreed-upon plan is developed by the faculty member, their department chair and Dean to negotiate a mutually acceptable plan for the faculty member's duties during the phased retirement program
- > Activities: Teaching, research, service, and administrative assignments
- Goal: To ensure the faculty member remains actively involved in the university

Benefits & Status

- Status: Faculty member retains their professional rank and tenure throughout the program
- Benefits: Faculty member remains eligible for all full time employee benefits, including health, life insurance and retirement
- > At Conclusion: Employment and tenure with the university officially ends

V. Fiscal Impacts of Phased Retirement Plan Options

Discussion



VI. Phased Retirement Plan Options

Discussion



VII. ORP Contribution Rate and Accrued Leave Enhancements



VII. ORP Contribution Rate

Optional Retirement Plan											
Schedule of Annual Employer Contributions											
Projected Calculation for Fiscal Year 2025-2026											
	Annual Costs										
	Current		Recommended		Increased						
	at 6.2 %		at 8.0 %		Cost						
System		at 6.2 %		at 8.0 %		Cost					
System University of Louisiana	\$	at 6.2 % 12,513,271	\$	at 8.0 % 16,138,368	\$	Cost 3,625,097					
l 	\$		\$ \$		\$ \$						
University of Louisiana	-	12,513,271		16,138,368		3,625,097					
University of Louisiana Southern University	\$	12,513,271 4,436,158	\$	16,138,368 4,797,474	\$	3,625,097 361,316					



VII. Accrued Leave Enhancements

TRSL

- Annual Leave: State employees are usually paid for 300 hours or 37.5 days of annual leave.
 - Not used to attain eligibility for any benefit nor is it used in the computation of average compensation
- **Sick Leave:** State law allows a member to convert up to one (1) year of unused sick leave earned on or after July 1, 1990 to service credit at no cost.

LASERS

- Unused leave is converted to days by adding the hours of annual and sick leave and dividing these hours by eight, representing an eight-hour day.
 - Convert unused annual and sick leave to credit, or
 - Lump-sum payment of the actuarial value (not the hourly salary rate) of the unused annual and sick leave. This payment may be rolled over to an IRS qualified plan.



VIII. Future Meeting Dates

Board of Regents Conference Room, 10:00 am - 12:00 pm

Wednesday, September 17, 2025

Wednesday, October 15, 2025

Wednesday, November 12, 2025

Next Meeting Discussion Items:

- Discussion of Potential Phased Retirement Task Force Recommendations
- Invited presentations by NASRA, ORP providers
- Additional Fiscal Scenarios



IX. Other Business



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UAL Distribution to Higher Education										
System	FY25 State General Fund	FY25 UAL Payment	Percent of Total FY25 UAL	FY26 State General Fund	FY26 UAL Payment	Percent of Total FY26 UAL				
BOR Total	\$299,889,543	\$4,314,946	1.7%	\$296,239,775	\$4,325,251	1.8%				
LCTC SYS Total	\$155,291,612	\$33,638,420	13.4%	\$153,481,419	\$33,567,786	13.7%				
LSU SYS Total	\$492,838,441	\$113,640,491	45.4%	\$490,797,861	\$114,231,445	46.7%				
SU SYS Total	\$68,472,475	\$14,026,462	5.6%	\$66,924,019	\$16,859,260	6.9%				
UL SYS Total	\$300,035,965	\$84,833,995	33.9%	\$314,419,052	\$75,683,630	30.9%				
Grand Total	\$1,316,528,036	\$250,454,314	100%	\$1,321,862,126	\$244,667,372	100%				



X. Adjournment

