

LSU | **Staff Senate**

Resolution 23-01

To Pursue Legislative Changes That Remove the Irrevocability of Optional Retirement Plan Enrollment

WHEREAS, the Optional Retirement Plan (ORP) was established July 1, 1990, as an alternative to the defined benefit plan under the Teachers' Retirement System of Louisiana (TRSL) in order to provide maximum portability of retirement savings, and

WHEREAS, according to Louisiana Administrative Code 58 §1507 G "Any person electing to participate in the ORP shall always be ineligible for membership in the regular retirement plan of the TRSL even if he is employed in a position covered by the TRSL, as prescribed by RS 11:928," and

WHEREAS, LA RS 11:925 states that "Academic and administrative employees of public institutions of higher education...may make an irrevocable election to participate in the optional retirement plan" and states in other parts that the decision to enroll in ORP is irrevocable, and

WHEREAS, state employees in Louisiana are excluded from participating in Social Security because the state of Louisiana did not opt-in to the Section 219 Agreement with the Social Security Administration, and

WHEREAS, employees who enroll in ORP are members of TRSL and receive a TRSL retirement benefit and are thus subject to federal regulations under the Windfall Elimination Provision, which reduces earned Social Security benefits, and

WHEREAS, employees who enroll in ORP do so with limited information of their career opportunities at Louisiana higher education institution, and

WHEREAS, employees who enroll in ORP but who seek a secure retirement benefit through a pension are compelled to seek employment outside of Louisiana or in the private sector, and

WHEREAS, elimination of the irrevocability clause in LA RS 11:925 and the concomitant clause in Louisiana Administrative Code 58 §1507 G will help to retain highly qualified employees in the state of Louisiana,

THEREFORE, be it resolved; that the LSU Staff Senate and the LSU Faculty Senate jointly call on the Louisiana Legislature to eliminate the irrevocability clause from LA RS 11:925 and permit employees with a one-time opportunity to enroll in the defined benefit plan after enrolling in the ORP, and

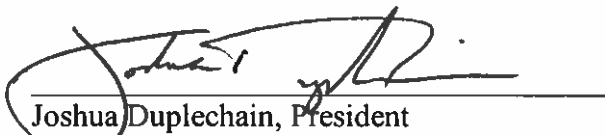
THEREFORE, be it resolved; that the LSU Staff Senate and the LSU Faculty Senate jointly call on LSU leadership to work with Staff Senate and Faculty Senate leadership to pursue such changes in legislation in a timely manner, and

THEREFORE, be it resolved; that the Senate leadership encourage their peer leaders at other higher education institutions and campuses to join them in pursuing this legislative change.

THEREFORE, be it resolved; a copy of this resolution be sent to William F. Tate, IV, LSU President; Mr. Jimmie M. Woods Sr., Chairman of the LSU Board of Supervisors; Roy Haggerty, LSU Executive Vice President and Provost; Kimberly Lewis, LSU Executive Vice President for Finance and Administration and Chief Administrative Officer; Elahe Russell, Associate Vice President for Accounting Services; Clay Jones, Associate Vice President and Chief Human Resources Officer; Inessa Bazayev, LSU Faculty Senate President; and Anna Catherine Strong, LSU Student Government President.

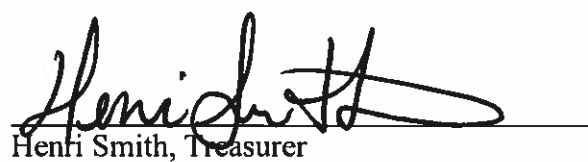
Certification of Resolution:

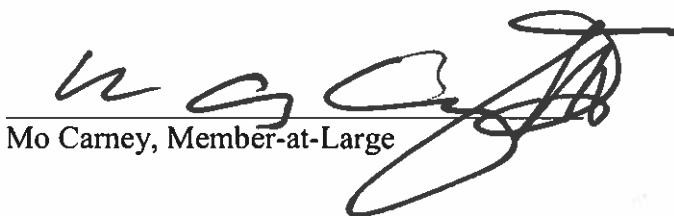
The LSU Staff Senate Executive Committee certifies that the foregoing resolution was duly adopted by the LSU Staff Senate at a properly-noticed, open meeting held on the 20th day of December, 2023, at which a quorum was present.


Joshua Duplechain, President


Olivia Phelps, President-Elect


Quinneka McDonald, Secretary


Henri Smith, Treasurer


Mo Carney, Member-at-Large


Tammy Millican, Past-President, Ex-Officio