



SHREVEPORT

Office of the Chancellor

POLICY STATEMENT

NO. 3 06.02

COORDINATED BY Office of Business Affairs

EFFECTIVE October 25, 1978

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SUBJECT Mandatory Retirement and Employment of Retired Personnel

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## I. PURPOSE

To establish guidelines on:

- A. Mandatory retirement policy for university employees.
- B. Employment of retired personnel

## II. GENERAL POLICY

- A. Mandatory Retirement Policy for University Employees. The Age Discrimination in Employment Act removes the age limit and prohibits the forced retirement of most employees. Exceptions are law enforcement officers. Retirement of law enforcement personnel shall be compulsory at the attained age of 65 years unless specific extension of employment is granted under appropriate state law and System policy. Any such extension will be given only when it is to the advantage of the University System, and shall be on a year-to-year basis.
- B. Employment of Retired Personnel. It is contrary to University policy to employ, on a regular basis, individuals who have retired from service from the Louisiana State University System. Such individuals may be employed on a temporary, noncontinuing basis; however, it is expected that regular employees be utilized when available. Recommendations to employ an individual retired from University service for a period for more than six (6) months must be approved by the LSU President's Office prior to processing the appointment form. There are certain legal limitations with respect to employment of teachers who are retired from the Teachers' Retirement System of Louisiana. Limitations must be complied with, regardless of whether or not the individual retired from University service.

III. SOURCE

Amendment to Bylaws and Regulations of the Board of Supervisors of Louisiana State University Board Meeting, November 16, 1990.

APPROVED: William L. Ferguson      10/23/91      10/15/91  
William L. Ferguson      Date      Date of Revision  
Vice Chancellor for Business Affairs

APPROVED: John R. Darling      10/23/91      10/15/91  
John R. Darling      Date      Effective Date  
Chancellor