

LIAISON MEMORANDUM NUMBER 08-02

To: Agency Liaison Officers

From: Cindy Rougeou
Executive Director

RE: LASERS Dual Employment Eligibilities

Date: January 30, 2008

Recent audits of employing agencies indicate there is confusion as to how to treat employees who work at more than one agency. Retirement laws specifically address how to process the retirement paperwork of any LASERS member who holds both a full-time position and a part-time position in state employment. This memorandum is intended to explain the proper procedures.

LASERS membership is generally mandatory as a condition of state service in accordance with La. R.S. 11:411. Exceptions to this rule are contained in La. R.S. 11:413, "Classes of employees not eligible" for LASERS membership.

Under La R.S. 11:413(3), employees not eligible for LASERS membership include:

Persons employed as of July 1, 1991, on a part-time, intermittent, temporary, emergency, or job appointment basis, except those employees who have ten or more years of creditable service in the system.

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Based on these provisions of law, enrollment eligibility for persons with dual employment is as follows:

- Persons with more than 10 years of creditable service shall contribute to LASERS on earnings from a part-time position; and
- Persons with less than 10 years of creditable service **shall not** contribute to LASERS on earnings from a part-time position until either:
 - The employee accrues 10 years or more of creditable service, or
 - The part-time position becomes full-time.

Prior to October 18, 2006, members with dual employment, regardless of the years of creditable service, were enrolled in LASERS under the provision of less than 10 years of service. Any member currently enrolled with dual employment who has less than 10 years of service credit prior to October 18, 2006, may remain a contributing member in that position unless there was a break in service.

Any member who has a break in service and returns to dual employment status will fall under the eligibility requirements listed above.

If you have additional questions, please contact a LASERS Member Services Representative at 225-922-0600 in the Baton Rouge area, or statewide toll-free at 800-256-3000.