

Description: Email to all TRS employers, excluding state, regarding Postretirement Restrictions Act 2026-286

Subject: Postretirement Restrictions Regarding Act 2026-286

June 4, 2026

Good morning,

This email is being sent to all Employer Self-Service (ESS) Portal contacts under the Teachers' Retirement System (TRS) to advise of the Act 2026-286 temporary return-to-work exceptions that become effective on **June 1, 2026**.

Permanent, full-time bus drivers

Act 2026-286 allows TRS and ERS retirees who either

1) retired on or before January 1, 2026 or

2) have received retirement benefits for at least 12 consecutive months

to work as permanent, full-time bus drivers without the suspension of monthly retirement benefits. Earnings are subject to the annual earnings limitation of \$40,000 for the 2026 calendar year. **This exception begins on June 1, 2026 and ends on December 31, 2032.** These retirees will maintain PEEHIP eligibility as retirees and are not eligible for active PEEHP coverage while in receipt of retirement benefits.

These retirees should be reported under the new Contribution Group Code 037NONP (Retiree-Bus Driver).

Retirees whose benefits are currently suspended due to working as permanent, full-time bus drivers have been contacted by TRS and advised of this exception.

Employer Self-Service Enrollment Set Up

Retirement Plan: TRS NONP Regular

Contribution Group: Non-Participating Retiree-Bus Driver

Position Status: Seasonal/Irregular

Scheduled Units to Work/Full Time Units Per Week: 10/10

School Resource Officer (SRO), state university or college police officer

Act 2026-286 continues to allow TRS and ERS retirees meeting the qualifications to work as School Resource Officers (SRO) or as police officers at any state university or college and earn up to \$52,000 per calendar year without the suspension of retirement benefits. **This exception has been extended through December 31, 2032.** Act 2026-286 requires minimum service credit to qualify for this exception:

Date	Minimum Service at Retirement*
1/1/2027	25 years

1/1/2028	26 years
1/1/2029	27 years
1/1/2030	28 years
1/1/2031	29 years
1/1/2032	30 years

*Please note that some retirees who initially meet the service credit to qualify for this exception could lose eligibility as the service requirements change each year. For example, someone who retired with 25 years of service credit would only qualify for this exception through 12/30/2027 because the minimum service requirement increases to 26 years on 1/1/2028. The hazardous duty bonus years awarded at the time of retirement count toward the Minimum Service at Retirement, but work performed as a retiree under this exception does not.

These retirees should continue to be reported under Contribution Group Code 034NONP (Retiree-University Law Enforcement) or 029NONP (Retiree-School Resource Officer).

Employer Self-Service Enrollment Set Up

Retirement Plan: TRS NONP FLC

Contribution Group: Non-Participating Retiree – School Resource Office or University Law Enforcement

Position Status: Seasonal/Irregular

Scheduled Units to Work/Full Time Units Per Week:40/40

Post-retirement employment and earnings must be reported in ESS for all retirees. If you need assistance with enrolling and reporting retirees, please contact the Employer Services Division. We can be reached at 334.517.7005, option 2 for TRS employers. You can also email us at Employer.Services@rsa-al.gov.