

Summary of Potential Changes to the MET Program to Improve Compliance

Background

The Pension Review Board (PRB) monitors public retirement system trustee and administrator compliance with the Minimum Educational Training (MET) program and annually reports compliance to the board. Compliance with the training requirements has increased over the past three reports, but some trustees and administrators remain noncompliant. Following the annual MET compliance report presentation at the December 2025 board meeting, the board directed PRB staff to research and present potential changes that could improve compliance with the education requirements.

PRB staff's initial proposed changes are separated into two categories; potential **statutory changes** that would require changes to state law that would need to be made through the legislative process, and potential **nonstatutory changes** that the PRB could implement without legislation. The PRB hosted a virtual feedback session on April 9, 2026, to solicit feedback on the initial proposals and presented potential changes and stakeholder feedback to the PRB Education Committee on May 20, 2026, to receive suggestions from committee members. The menu of options presented in this document reflects staff ideas as well as ideas and suggestions from the PRB's Education Committee.

Staff will present these proposed changes along with feedback received from stakeholders on this document at the July 23, 2026, board meeting. After this board meeting, staff will update this document and stakeholders will have a final opportunity to provide their feedback before the proposed changes are presented to the board for potential adoption at the September 30, 2026, meeting. If any statutory proposals are adopted, they will be included as recommendations to the legislature in the PRB's biennial report to the legislature.

Below is a summary of the PRB's updated ideas for potential statutory and nonstatutory changes to the MET program for stakeholder feedback.

Potential Statutory Changes

Some proposed changes are broken down into further options, indicated by a, b, etc. options. These options are mutually exclusive and only one option would be adopted by the board, if they so choose.

Proposed Changes	Additional Information
<p>Option 1a – Authorize systems to create an education or noncompliance policy, and the creation of guidance documents or sample policies.</p>	<ul style="list-style-type: none"> • Potential statutory change would authorize, but not require, systems to create an education or noncompliance policy. • Initially proposed during the TLFRA Governance Project. • At least one system already has an education policy that includes additional training requirements and steps for addressing noncompliant board members. • Adoption of policy and its contents would be up to systems’ discretion. May include additional training hour requirements than what is required in the PRB’s MET rules, consequences for board members not compliant with training requirements, and process for removing noncompliant board members. • The PRB would make guidance and sample policies available for systems that would like to adopt such a policy.
<p>Option 1b – Require systems to create an education or noncompliance policy, and the creation of guidance documents or sample policies.</p>	<ul style="list-style-type: none"> • As suggested by the PRB’s Education Committee members, this potential statutory change would require systems to create an education or noncompliance policy, instead of authorizing such a policy as proposed in Option 1a. • Though adoption of a policy would be mandatory, specific parameters of the policy would be up to systems’ discretion. • The PRB would make guidance and sample policies available that systems may use to adopt a policy.
<p>Option 2a – Suspend trustee’s ability to vote if not compliant with the core training requirements.</p>	<ul style="list-style-type: none"> • Potential statutory change could suspend the voting ability of trustees that are not compliant with the first year of service requirement. • Once core training has been completed, the trustee’s suspension would be lifted.
<p>Option 2b - Suspend trustee’s ability to vote if not compliant with the MET requirements.</p>	<ul style="list-style-type: none"> • Potential statutory change could suspend the voting ability of trustees that are not compliant with one or more MET cycles, including both core and continuing education. • Once all outstanding MET hours have been completed, the trustee’s suspension would be lifted.

<p>Option 3 – Require trustees to complete core training before they can serve on the board.</p>	<ul style="list-style-type: none"> • Potential statutory change could require that new trustees complete the core training requirement before they can begin serving on a retirement system board.
---	---

Potential Nonstatutory Changes

Proposed Changes	Additional Information
<p>Option 4 – Provide more information and promote the individual course approval application (ICAA).</p>	<ul style="list-style-type: none"> • The PRB could provide more information on the ICAA on its website and directly to system administrators. • The PRB could also publish a list of recently approved ICAs on the PRB website so systems could easily see which courses can be approved for MET credit.
<p>Option 5 – Publish list of noncompliant trustees and administrators on the PRB website.</p>	<ul style="list-style-type: none"> • The PRB could publish a list of noncompliant trustees and administrators annually on its website after the annual compliance report is given to the board. • Systems would be notified prior to the publication of the report and the noncompliance list. • The compliance list would be updated as trustees and administrators reach compliance, similar to how the agency handles compliance issues with reporting requirements in general.
<p>Option 6 – Create a new training requirement for system administrators and/or board chairs to complete an orientation course.</p>	<ul style="list-style-type: none"> • The PRB would create a new orientation course for system administrators and board chairs to complete. This course would include more information about the MET program, PRB reporting requirements, and the PRB’s role overseeing retirement systems. • This proposal would require changes to MET rules during the program’s next scheduled rule review in 2028.