

Rulemaking: Average Overtime Cap for OPSRP Employees



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Agenda

- 01** Initiation
- 02** Process to Date
- 03** Next Steps



Rulemaking- Initiation



ORS 238A.130 (4)(a) – Requires DAS to establish OT averages

DAS did not adopt a rule following the creation of OPSRP

300 hours reported to PERS for all state employees

4/9/2025, DAS is directed to undertake rulemaking

Rulemaking- Process to Date



CHRO leading rulemaking with labor partners, subject matter experts



Labor partners from AFSCME, AOCE, and SEIU are included on the RAC



The RAC convened five times from July to August



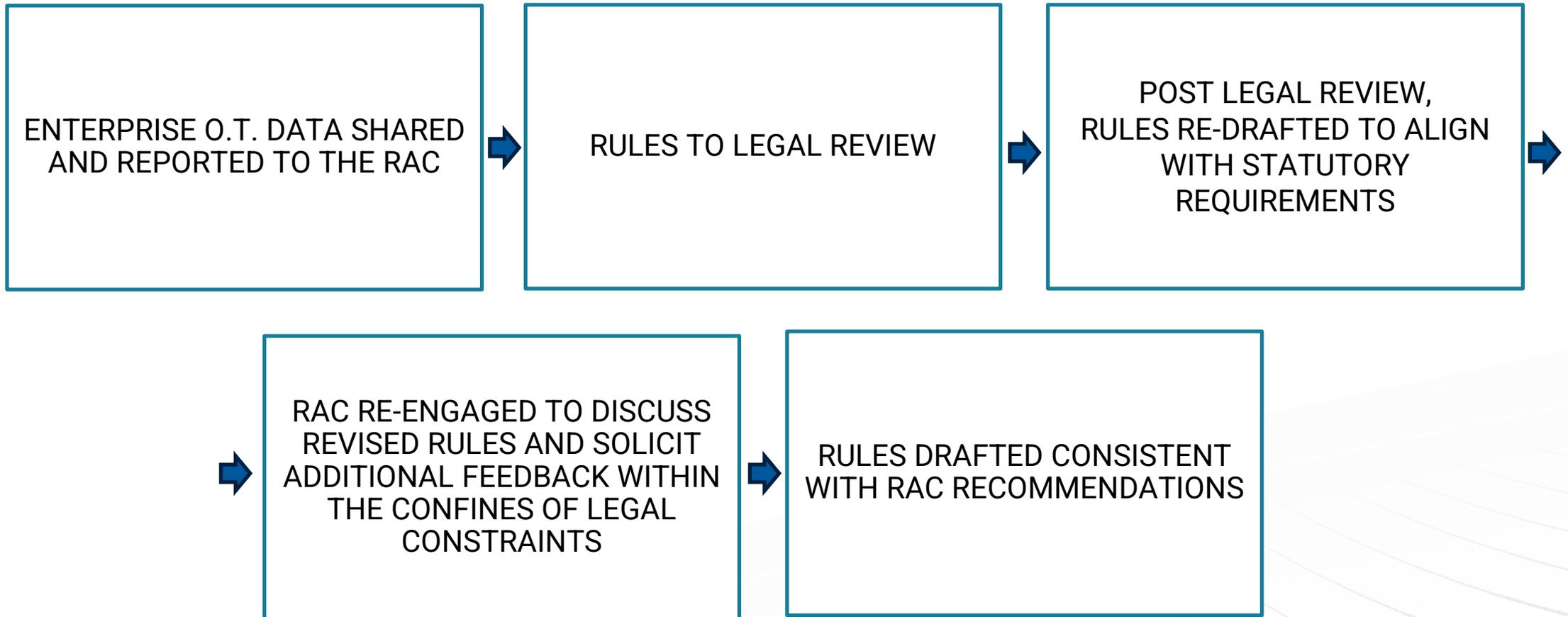
Initial recommendations from the RAC:

no cap on overtime (OT) hours

or

very high cap of 2,000 hours

Rulemaking- to Date Cont'd



Rulemaking- to Date Cont'd



Latest RAC meeting recommendations:

- Adopt simplified definition of geographic placement
- Include agency in OT average cap definition
- Include a minimum OT cap (e.g., 800 hours)
- Publish OT averages
- Allow employees to challenge

Recommendations 1, 2 and 4 are achievable

Recommendations 3 and 5 undergoing legal review

Next Steps



DAS TO PUBLISH
REVISED RULE
FOR PUBLIC
COMMENT



FOLLOWING REVIEW
AND COMMENT
RULES WILL BE
ADOPTED



DAS WILL REPORT
WITH AVERAGE
EACH JANUARY 1

Thank You

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[DAS Rulemaking online](#)