

April 12, 2025

Sen. Kate Lieber, Cochair
Rep. Tawna Sanchez, Cochair
Joint Committee on Ways and Means
Oregon State Capitol
900 Court St NE
Salem, OR 97301

RE: Testimonial in Support of HB 3363 – Fairness in Pension Calculations for OPSRP Employees

Dear Co-Chairs and Members of the Committee,

I am Mike Mays, and I write these words to show my complete backing of House Bill 3363. I have been an Oregon public servant for more than sixteen years as a member of the Oregon Public Service Retirement Plan (OPSRP) while working in the Oregon Department of Corrections and Oregon Corrections Enterprises in different roles.

Overtime remains crucial to maintain both safety and security as well as operational integrity at our correctional institutions throughout my career. Many of us need overtime because chronic staffing shortages combined with growing operational requirements have turned overtime from a privilege into an absolute necessity. The current 300-hour overtime limitation used for Final Average Salary (FAS) calculation produces unfair and inequitable pension results for OPSRP employees even though they give their all through overtime work.

The random limitation does not show the actual pay earned by numerous frontline staff members who consistently put in extra work to serve Oregon residents. The regulation creates unfair treatment toward employees who meet institutional needs by performing extra work which benefits system safety and operational functionality.

The situation becomes especially unfair because employees face disciplinary actions when they cannot or do not want to accept excessive unexpected overtime work. Staff members face professional consequences when they cannot take mandatory overtime shifts because of family or health issues. The same system which forces us to work overtime without reward refuses to give us proper credit for our extra work hours when calculating our pensions. Such a situation represents both a major organizational flaw and an inconsistent approach to workforce compensation.

The pension calculations for members in different PERS tiers exclude the 300-hour overtime cap so their final compensation includes all earned money including overtime pay. The staffing challenges of today require OPSRP members to contribute the same level of effort as before yet

they do not receive equal retirement benefits. The direct solution to this institutional inequity is provided by HB 3363.

HB 3363 offers a fair and data-driven solution. The bill implements an overtime average-based dynamic cap which enhances the accuracy of pension calculations. The proposed system recognizes how much work we perform and provides retirement benefits that match our total compensation.

The matter of retirement benefits fairness extends beyond monetary concerns because it represents both professional recognition and moral justice. OPSRP employees need a system which properly rewards their complete work contributions. HB 3363 deserves your support because it will finally bring needed equity to Oregon's public retirement system.

I respectfully urge you to support HB 3363, and in doing so, support the fairness and equitable treatment of OPSRP PERS employees.

Sincerely,

Mike Mays

Oregon AFSCME Local 3361 Trustee

OPSRP PERS Member