February 17, 2025

Rep. Dacia Grayber, Chair
House Committee on Labor and Workplace Standards

RE: Support HB 2944

Chair Grayber, Vice Chairs Elmer and Munoz, for the record, my name is Susan Allen, and I am proud to represent over 39,000 Oregon AFSCME members who support Oregon at the City, County, State and Community Based Organizations in all corners of our vast state.

HB 2728 provides higher transparency to the existing Public Employee Retirement System (PERS) "Notice of Entitlement" by clarifying the accounting of both the total overtime and the actual overtime hours included in a worker's final PERS calculation. This added transparency will give workers a better understanding of their retirement benefits and ensure the state is accurately tracking overtime hours completed by our dedicated public employees.

As background, Tier One and Tier Two PERS beneficiaries currently have <u>all</u> overtime included in their final calculation, while Tier Three PERS employees, who represent most workers in the enterprise at this time, qualify for Tier Three PERS and may therefore also be subject to a 300-overtime hour cap. That is why the addition of total overtime and actual overtime included in an employee's final calculation will be helpful to ensure that employees are able to flag when there are issues. It will also ensure that an employee when leaving public service will have peace of mind that all their hard-earned hours have been accounted for.

In our due diligence, our conversations with the Public Employee Retirement System and the Department of Administrative Services, it appears that this will be an elegant addition as the agencies have indicated that this information is already tracked.

By adding this additional component to the Notice of Entitlement, booth workers and the state will have a better understanding of the rate of overtime worked over the lifetime of a public servant.

Thank you for the opportunity to testify. Please support HB 2728.

Susan Allen
Political Coordinator
Oregon AFSCME