OPSRP Average Overtime Reporting

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Oregon State Fire Fighter Council
## 2026 Educational Seminar

International Association
of Fire Fighters

AFL-CIO

What are some of the current numbers and/or calculations that some of our employers are reporting to PERS?
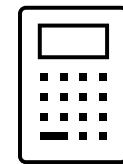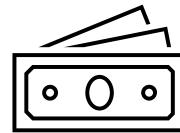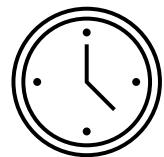
-Bend: 2000 hours

-Portland: 2000 hours (max OT allowed)

-TVF&R: Rolling 3-year average of overtime for each class (all line firefighters are one class), add 450, and then round to the nearest 100.

-Lake Oswego: 1000 hours

OREGON
PERS
PUBLIC EMPLOYEES RETIREMENT SYSTEM

18
Reporting or
Changing
'Average
Overtime'

Employer Reporting Guide

This guide explains how to
choose the value of average
overtime hours on a new-hire record
or Demographic Correction Request.

Employer
Service
Center

Key Points:

- Past and actual experience

- **The average number of hours worked for prior year or years**

- Add up the actual hours of overtime worked by the employee class over a previous calendar year and divide it by the number of people in the employee class. This provides the average for the past and current years.

- **Example 1:** Your organization employs 48 police officers who are part of the same employee class. To devise the average overtime hours for this class, add the overtime hours that all officers worked in the last calendar year. Then divide by 48.

- Total hours: **25,477 hours**

- 25,477 ÷ 48 = **531**

- Average overtime hours are reported in increments of 100. A number in between hundreds is rounded up.

- Average overtime hours/officer = **600**

https://www.oregon.gov/pers/emp/pages/employer-manuals.aspx

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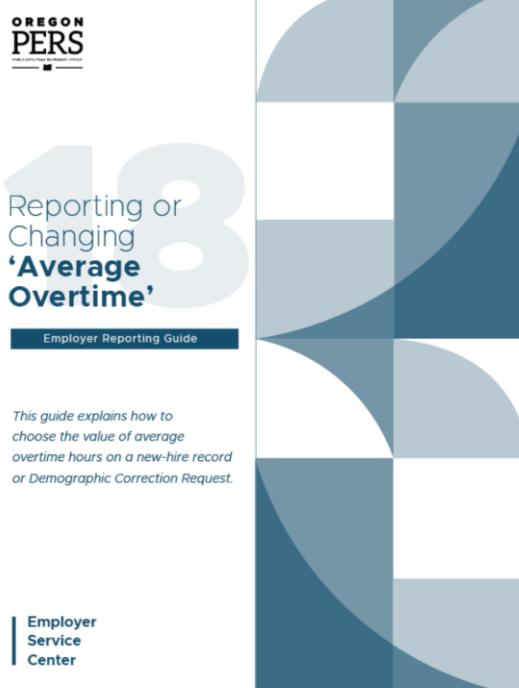
Key Points:

"For a job class that works a lot of overtime (e.g., police officers), you can choose the maximum amount allowed." (From a previous version of handbook)

AVERAGE OVERTIME EMPLOYER REPORTING GUIDE

Key Points:

"OPSRP employees should understand that the average overtime limitation cannot be influenced by the collective bargaining process if the collective bargaining agreement requests a reported average number that is inconsistent with the facts and law. As explained in "Understanding the Legal Requirement" on the previous page, PERS is legally obligated to limit the overtime pay included in an OPSRP employee's pension calculation to the amount considered to be normal or anticipated for their employee class."

Is the overtime average a mandatory subject to bargain (number and math)?

What Locals should be bargaining?

CURRENT APPEALS TO PERS?

Current case of PERS cap issues with our Tier 2 members, and how members can best avoid any issues.

What we are doing to remedy the situation with PERS?

QUESTIONS?