

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND  
THE COMMAND OFFICERS ASSOCIATION OF MICHIGAN (COAM)**  
**July 1, 2017 – June 30, 2021**

**A Recommendation**


1. **Division and Department:** Operations and Finance Division, University Human Resources Department
  
2. **Introduction:** Oakland University (University) and the Command Officers Association of Michigan (COAM) reached a tentative agreement on a four-year Collective Bargaining Agreement (CBA) effective July 1, 2017, through June 30, 2021. The COAM membership ratified the tentative agreement on June 30, 2017, by a vote of 4 to 0. A summary of the significant changes in the CBA is found in Attachment A.  
  
CBA's with officially recognized bargaining units must be approved by the President and the Board of Trustees (Board) pursuant to the Board's Contracting and Employment Authority Policy (Policy).
  
3. **Previous Board Action:** The Board approved the previous COAM collective bargaining agreement on October 22, 2014.
  
4. **Budget Implications:** Salary and benefit adjustments are described in Attachment A, with projected annual University costs as follows: FY2018 - \$13,334, FY2019 - \$6,667, FY2020 - \$15,967 and FY2021 - \$12,768.
  
5. **Educational Implications:** None.
  
6. **Personnel Implications:** None.
  
7. **University Reviews/Approvals:** This recommendation was formulated by University Human Resources and reviewed by the Vice President for Finance and Administration, Chief Operating Officer and President.
  
8. **Recommendation:**  
RESOLVED, that the Board of Trustees approves the Agreement Between Oakland University and the Command Officers Association of Michigan (COAM), July 1, 2017 – June 30, 2021.

**Agreement Between Oakland University and the  
Command Officers Association of Michigan (COAM)  
July 1, 2017 – June 30, 2021  
Oakland University  
Board of Trustees Formal Session  
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**9. Attachments:**


A. Summary of Significant Changes in the July 1, 2017 – June 30, 2021 COAM  
Collective Bargaining Agreement

Submitted to the President  
on 7/25, 2017 by

  
\_\_\_\_\_  
John W. Beaghan  
Vice President for Finance and Administration  
and Treasurer to the Board of Trustees

  
\_\_\_\_\_  
Scott G. Kunselman  
Chief Operating Officer

Recommended on August 7, 2017  
to the Board of Trustees for Approval by

  
\_\_\_\_\_  
Ora Hirsch Pescovitz  
President

**SUMMARY OF THE SIGNIFICANT CHANGES IN THE  
JULY 1, 2017– JUNE 30, 2021  
COMMAND OFFICERS ASSOCIATION OF MICHIGAN  
(COAM)  
COLLECTIVE BARGAINING AGREEMENT**

**ATTACHMENT A**

- Wages:**
- |                        |                  |
|------------------------|------------------|
|                        | <u>Sergeants</u> |
| Effective July 1, 2017 | 2% Lump Sum      |
| Effective July 1, 2018 | 2% Base          |
| Effective July 1, 2019 | 2% Base          |
| Effective July 1, 2020 | 2% Base          |
- 
- Emergency Telecommunicator (ETC)**
- |                        |   |
|------------------------|---|
| Initial Training       | \$750.00 at the time of their initial certification |
| On-going Certification | \$250.00 at the end of each one year period         |
- 
- Medical Benefits:**
- |                           |   |
|---------------------------|---|
| Effective January 1, 2021 | Employees' contribution increases from 5% to 10%. |
|---------------------------|---|
- 
- Vacation Time:**
- |                                      |   |                                     |                             |                             |      |                                    |      |                                      |      |                                 |      |
|--------------------------------------|---|-------------------------------------|-----------------------------|-----------------------------|------|------------------------------------|------|--------------------------------------|------|---------------------------------|------|
| Effective July 1, 2017               | Revise accrual based on continuous service  |                                     |                             |                             |      |                                    |      |                                      |      |                                 |      |
|                                      | <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;"><u>Length of Continuous Service</u></td> <td style="text-align: center;"><u>Hours per pay period</u></td> </tr> <tr> <td style="text-align: center;">0.0 to 4.5 <b>4.0 years</b></td> <td style="text-align: center;">4.62</td> </tr> <tr> <td style="text-align: center;">4.5 to 9.5 <b>4.0 to 9.0 years</b></td> <td style="text-align: center;">5.85</td> </tr> <tr> <td style="text-align: center;">9.5 to 14.5 <b>9.0 to 14.0 years</b></td> <td style="text-align: center;">6.46</td> </tr> <tr> <td style="text-align: center;">14.5 <b>14.0 years and over</b></td> <td style="text-align: center;">7.69</td> </tr> </table> | <u>Length of Continuous Service</u> | <u>Hours per pay period</u> | 0.0 to 4.5 <b>4.0 years</b> | 4.62 | 4.5 to 9.5 <b>4.0 to 9.0 years</b> | 5.85 | 9.5 to 14.5 <b>9.0 to 14.0 years</b> | 6.46 | 14.5 <b>14.0 years and over</b> | 7.69 |
| <u>Length of Continuous Service</u>  | <u>Hours per pay period</u>   |                                     |                             |                             |      |                                    |      |                                      |      |                                 |      |
| 0.0 to 4.5 <b>4.0 years</b>          | 4.62  |                                     |                             |                             |      |                                    |      |                                      |      |                                 |      |
| 4.5 to 9.5 <b>4.0 to 9.0 years</b>   | 5.85  |                                     |                             |                             |      |                                    |      |                                      |      |                                 |      |
| 9.5 to 14.5 <b>9.0 to 14.0 years</b> | 6.46  |                                     |                             |                             |      |                                    |      |                                      |      |                                 |      |
| 14.5 <b>14.0 years and over</b>      | 7.69  |                                     |                             |                             |      |                                    |      |                                      |      |                                 |      |
- 
- Retirement Benefits:**
- For employees hired on or after January 1, 2018
- After one (1) year of service;
- a) If employee contributes zero percent (0%) base pay; University contributes ten percent (10%) of base pay, or
  - b) If employee contributes three percent (3%) of base pay, University contributes thirteen (13%) of base pay.

**Costs:**

	<b>COAM</b>	<b>% of Total Compensation *</b>
1st Year	\$13,334	2.87%
2nd Year	\$6,667	1.39%
3rd Year	\$15,967	3.29%
4th Year	\$12,768	2.55%

\*% of Total Compensation includes wage increase and associated fringe benefits.