

Agendum
Oakland University
Board of Trustees Formal Session
October 16, 2017

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND
THE POLICE OFFICERS ASSOCIATION OF MICHIGAN (POAM)
OCTOBER 1, 2017 – SEPTEMBER 30, 2021**

A Recommendation

1. **Division and Department:** Operations and Finance Division, University Human Resources Department
2. **Introduction:** Oakland University (University) and the Police Officers Association of Michigan (POAM) reached a tentative agreement on a four-year Collective Bargaining Agreement (CBA) effective October 1, 2017, through September 30, 2021. The POAM membership ratified the tentative agreement on September 29, 2017, by a vote of 15 to 1. 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 POAM collective bargaining agreement on October 22, 2014.
4. **Budget Implications:** Salary and benefit adjustments are described in Attachment A, with a projected annual University cost as follows:
Year (1) \$53,126, Year (2) \$ 26,056, Year (3) \$52,014 and Year (4) \$51,978.
5. **Educational Implications:** In support of maintaining a safe environment conducive to student learning and the continued advancement of the University's mission, Oakland has maintained its own police force since 1967.
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 Police Officers Association of Michigan (POAM), October 1, 2017 – September 30, 2021.

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9. Attachments:

A. Summary of Significant Changes in the October 1, 2017 – September 30, 2021 POAM Collective Bargaining Agreement

Submitted to the President
on October 10, 2017 by

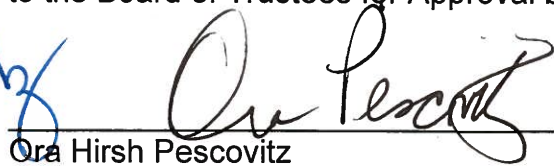


John W. Beaghan
Vice President for Finance and Administration
and Treasurer to the Board of Trustees



Scott G. Kunselman
Chief Operating Officer

Recommended on 10/10, 2017
to the Board of Trustees for Approval by



Ora Hirsh Pescovitz
President

**SUMMARY OF THE SIGNIFICANT CHANGES IN THE
OCTOBER 1, 2017– SEPTEMBER 30, 2021
POLICE OFFICERS ASSOCIATION OF MICHIGAN
(POAM)
COLLECTIVE BARGAINING AGREEMENT**

Wages:

Effective October 1, 2017	2% Lump Sum
Effective October 1, 2018	2% Base
Effective October 1, 2019	2% Base
Effective October 1, 2020	2% Base plus 1.0% Lump Sum

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

Detective Assignment Pay

Five (5) % of current base pay

Medical Benefits:

Effective January 1, 2021 Employees' contribution increases from 5% to 10%.

Retirement Benefits:

For employees hired on or after January 1, 2015

After two (2) years 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:

	POAM	% of Total Compensation *
1st Year	\$53,126	3.52%
2nd Year	\$26,056	1.67%
3rd Year	\$52,014	3.28%
4th Year	\$51,978	3.17%

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