

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND
THE POLICE OFFICERS ASSOCIATION OF MICHIGAN (POAM)
October 1, 2022 – September 30, 2025**

A Recommendation

1. **Division and Department:** Chief of Staff, University Human Resources Department
2. **Introduction:** Oakland University (University) and the Police Officers Association of Michigan (POAM) reached a tentative agreement on a three-year Collective Bargaining Agreement (CBA) effective October 1, 2022, through September 30, 2025. 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 11, 2021.
4. **Budget Implications:** Salary and benefit adjustments are described in Attachment A, with a projected annual University cost as follows:
Year (1) \$46,402, Year (2) \$48,807 and Year (3) \$51,585.
5. **Educational Implications:** None.
6. **Personnel Implications:** None.
7. **University Reviews/Approvals:** This recommendation was formulated by Human Resources and reviewed by the Interim Vice President for Finance and Administration, Chief of Staff and the 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, 2022 – September 30, 2025.

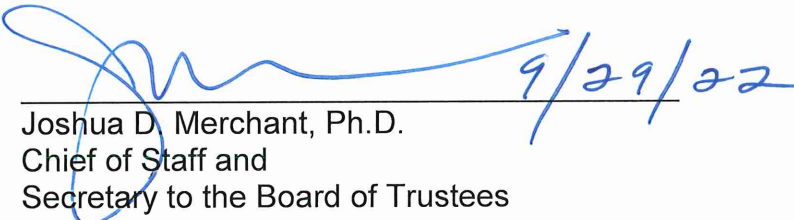
Agreement Between Oakland University and the
Police Officers Association of Michigan (POAM)
October 1, 2022 – September 30, 2025
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Board of Trustees Formal Session
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9. Attachments:

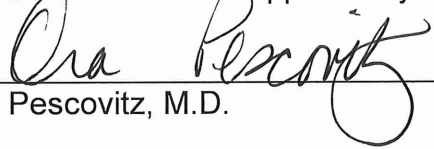
A. Summary of Significant Changes in the October 1, 2022 – September 30, 2025
POAM Collective Bargaining Agreement.

Submitted to the President
on 9/29, 2022 by


James L. Hargett, CPA
Interim Vice President for Finance and
Administration and Treasurer to the
Board of Trustees


Joshua D. Merchant, Ph.D.
Chief of Staff and
Secretary to the Board of Trustees

Recommended on 9/30, 2022
to the Board of Trustees for Approval by


Ora Hirsch Pescovitz, M.D.
President

**SUMMARY OF SIGNIFICANT CHANGES IN THE
October 1, 2022 – September 30, 2025
POLICE OFFICERS ASSOCIATION OF MICHIGAN (POAM)
COLLECTIVE BARGAINING AGREEMENT**

Wages:

| | |
|---------------------------|---------|
| Effective October 1, 2022 | 2% Base |
| Effective October 1, 2023 | 2% Base |
| Effective October 1, 2024 | 2% Base |

Field Training Officer and
Communications Training
Officer Pay:

Effective October 1, 2022 Increase pay for 12 hour shifts from 2 to 2.5 hours.

Benefits:

Effective October 1, 2022 For new employees hired after October 1, 2022, the University will contribute 11% of each participating employee’s base salary on a monthly basis. Employees may enroll in the program within sixty (60) days of the completion of one (1) year of service. However, participation cannot be made retroactive.

Effective October 1, 2022 Effective 10-1-22 Part time employee benefit cost share to be adjusted to 65% OU and 35% employee for medical, dental and vision, and with no eligibility for the insurance opt out payment. This change will be incorporated as necessary in the contract.

Costs:

| Year | POAM | % of Total Compensation * |
|----------|-----------|---------------------------|
| 1st Year | \$46,402 | 3.13 % |
| 2nd Year | \$ 48,807 | 3.20 % |
| 3rd Year | \$51,585 | 3.27 % |

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