

Agendum  
Oakland University  
Board of Trustees Formal Session  
October 31, 2011

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND  
THE POLICE OFFICERS LABOR COUNCIL (POLC)  
July 1, 2011 – June 30, 2014**

**A Recommendation**

1. **Division/Department:** Finance and Administration Division, University Human Resources Department
2. **Introduction:** Oakland University (University) and the Police Officers Labor Council (POLC) reached a tentative agreement on a three-year Collective Bargaining Agreement (CBA) effective July 1, 2011 through June 30, 2014. The POLC membership ratified the tentative agreement on October 25, 2011 by a vote of 4 to 0. A summary of the significant changes in the CBA is attached as 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 adopted the Policy on December 4, 1997 and amended the Policy on January 9, 2008. The Board approved the current POLC collective bargaining agreement on February 4, 2009.
4. **Budget Implications:** Salary and benefit adjustments are described in Attachment A, with projected annual University cost/(savings) as follows: FY2012 – \$7,324, FY2013 – \$7,817, and FY2014 – \$5,350.
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, and President.
8. **Recommendation:**  
RESOLVED, that the Board of Trustees approves the Agreement Between Oakland University and the Police Officers Labor Council (POLC), July 1, 2011 – June 30, 2014.

Agreement Between Oakland University and the  
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9. **Attachments:**

A. Summary of Significant Changes in the July 1, 2011 – June 30, 2014 POLC  
Collective Bargaining Agreement

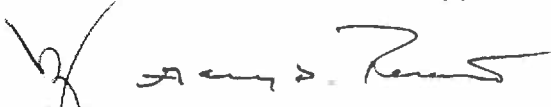
Submitted to the President  
on 10/21, 2011 by



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

Recommended on 10/21, 2011  
to the Board of Trustees for approval by



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Gary D. Russi  
President

**SUMMARY OF THE SIGNIFICANT CHANGES IN THE  
 JULY 1, 2011 – JUNE 30, 2014  
 POLICE OFFICERS LABOR COUNCIL  
 (POLC)  
 COLLECTIVE BARGAINING AGREEMENT**

<p>Wages:</p> <p style="padding-left: 20px;">1<sup>st</sup> Year</p> <p style="padding-left: 20px;">2<sup>nd</sup> Year</p> <p style="padding-left: 20px;">3<sup>rd</sup> Year</p> <p>Vacation Time:</p> <p style="padding-left: 20px;">Effective January 1, 2014</p> <p>Sick Time:</p> <p style="padding-left: 20px;">1<sup>st</sup> Year</p> <p>Medical Benefits:</p> <p style="padding-left: 20px;">1<sup>st</sup> Year</p> <p style="padding-left: 20px;">2<sup>nd</sup> Year</p> <p style="padding-left: 20px;">3<sup>rd</sup> Year</p> <p>Dental Benefits:</p> <p style="padding-left: 20px;">1<sup>st</sup> Year</p> <p>Medical Spending Accounts:</p> <p style="padding-left: 20px;">January 1, 2012</p>	<p><u>Sergeants</u></p> <p>2% (no retro increase Per House Bill 4152)</p> <p>1%</p> <p>1%</p> <p>Limit vacation accrual payout to twelve (12) months from eighteen (18) months.</p> <p>Reduce maximum sick time accrual to eighty (80) days from one hundred and thirty (130) days.</p> <p>January 1, 2012 - No Changes</p> <p>January 1, 2013 - Healthy Living Plan Outcome Based</p> <p>January 1, 2014 – 5% Employee Contributions</p> <p>Preventative and diagnostic care will not count toward the annual \$1,000 maximum</p> <p>No new hires will be eligible for match</p>
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**Costs:**

	POLC	% of Total Compensation
<b>1st Year</b>	\$7,324	1.79%
<b>2nd Year</b>	\$7,817	1.88%
<b>3rd Year</b>	\$5,350	1.26%
<b>Total</b>	<b>\$ 20,491</b>	