

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND  
THE COMMAND OFFICERS ASSOCIATION OF MICHIGAN (COAM)  
July 1, 2014 – June 30, 2017**

**A Recommendation**

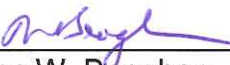
1. **Division and Department:** Finance and Administration Division, University Human Resources Department
  
2. **Introduction:** Oakland University (University) and the Command Officers Association of Michigan (COAM) reached a tentative agreement on a three-year Collective Bargaining Agreement (CBA) effective July 1, 2014, through June 30, 2017. The COAM membership ratified the tentative agreement on September 5, 2014, by a vote of 3 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 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 October 31, 2011.
  
4. **Budget Implications:** Salary and benefit adjustments are described in Attachment A, with a projected annual University cost as follows: Year 1 \$10,528, Year 2 \$15,457, and Year 3 \$18,230.
  
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 Command Officers Association of Michigan (COAM), July 1, 2014 – June 30, 2017.

**Agreement Between Oakland University and the  
Command Officers Association of Michigan (COAM)  
July 1, 2014 – June 30, 2017  
Oakland University  
Board of Trustees Formal Session  
October 22, 2014  
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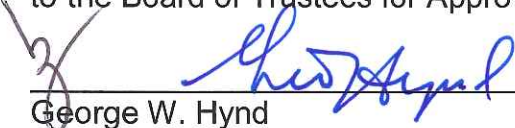
**9. Attachments:**

A. Summary of Significant Changes in the July 1, 2014 – June 30, 2017 COAM  
Collective Bargaining Agreement

Submitted to the President  
on 10/3, 2014 by

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

Recommended on 10/03, 2014  
to the Board of Trustees for Approval by

  
\_\_\_\_\_  
George W. Hynd  
President

**SUMMARY OF THE SIGNIFICANT CHANGES IN THE  
JULY 1, 2014 – JUNE 30, 2017  
COMMAND OFFICERS ASSOCIATION OF MICHIGAN  
(COAM)  
COLLECTIVE BARGAINING AGREEMENT**

Wages:	<u>Sergeants</u>
1st Year	2%
	Plus \$500 one time equipment allowance for Existing Sergeants
2 <sup>nd</sup> Year	2%
3 <sup>rd</sup> Year	2%
 Sick Time:	 Excessive Absenteeism Policy comparable to the POAM policy
 Medical Benefits:	 Eliminate PPO (A) Plan
Effective January 1, 2015	

Costs:

	COAM	% of Total Compensation *
1st Year	\$10,528	2.33%
2nd Year	\$15,457	3.34%
3rd Year	\$18,230	3.82%
<b>Total</b>	<b>\$44,215</b>	

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