

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND  
THE POLICE OFFICERS ASSOCIATION OF MICHIGAN (POAM)  
OCTOBER 1, 2014 – SEPTEMBER 30, 2017**

**A Recommendation**


1. **Division and Department:** Finance and Administration Division, 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, 2014, through September 30, 2017. The POAM membership ratified the tentative agreement on September 29, 2014, by a vote of 14 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 POAM 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 \$40,988, Year 2 \$58,936, and Year 3 \$64,253.
  
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 Association of Michigan (POAM), October 1, 2014 through September 30, 2017.

Agreement Between Oakland University and the  
Police Officers Association of Michigan (POAM)  
October 1, 2014 – September 30, 2017  
Oakland University  
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9. Attachments:

A. Summary of Significant Changes in the October 1, 2014 – September 30,  
2017 POAM Collective Bargaining Agreement

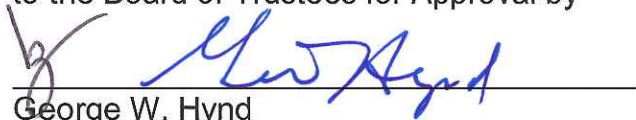
Submitted to the President  
on 10/3, 2014 by



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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



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George W. Hynd  
President

**SUMMARY OF THE SIGNIFICANT CHANGES IN THE  
OCTOBER 1, 2014 - SEPTEMBER 30, 2017  
POLICE OFFICERS ASSOCIATION OF MICHIGAN  
(POAM)  
COLLECTIVE BARGAINING AGREEMENT**

Wages:	<u>Police Officers and Dispatchers</u>
1st Year	2%
2 <sup>nd</sup> Year	2%
3 <sup>rd</sup> Year	2%

Vacation Time:	Revise accrual based on continuous service	
Effective October 1, 2014	Police Officers	
	<u>Length of Continuous Svc.</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
	Police Dispatchers	
	<u>Length of Continuous Svc.</u>	<u>Hours per Pay Period</u>
	0.0 to 4.5 <b>4.0 years</b>	3.69
	4.5 to 9.5 <b>4.0 to 9.0 years</b>	4.92
	9.5 to 14.5 <b>9.0 to 14.0 years</b>	5.85
	14.5 <b>14.0 years and over</b>	7.38

Medical Benefits:	Eliminate PPO (A) Plan
Effective January 1, 2015	

## Costs:

	POAM	% of Total Compensation *
1st Year	\$40,988	2.57%
2nd Year	\$58,936	3.60%
3rd Year	\$64,253	3.78%
<b>Total</b>	<b>\$164,177</b>	

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