

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND  
POLICE OFFICERS ASSOCIATION OF MICHIGAN**  
**October 1, 2008 – September 30, 2011**

**A Recommendation**

1. **Division/Department:** Finance and Administration/University Human Resources

2. **Introduction:** On May 26, 2009, Oakland University and the Police Officers Association of Michigan (POAM) reached tentative agreement on a three-year collective bargaining agreement (CBA), retroactive to October 1, 2008 and through September 30, 2011. The POAM membership ratified the CBA on June 1, 2009. A summary of the significant economic and non-economic changes from the current POAM collective bargaining agreement is attached as Exhibit A.

Collective bargaining contracts with officially recognized bargaining unit groups must be approved by the President and the Board of Trustees (Board) pursuant to the Board's Contracting and Employment Authority Policy (Policy). The Board approved the current POAM collective bargaining agreement on June 7, 2006.

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 June 7, 2006.

4. **Budget Implications:** Across-the-board salary increases of 3.0% in FY 2009, 0.0% in FY 2010, and 0.0% in FY 2011 are included in the CBA along with adjustments to health, and retirement benefits, with the potential for a contract re-opener in FY 2010 and FY 2011.

5. **Educational Implications:** Police officers help to ensure the safety of Oakland University's campus for faculty, staff, students and visitors.

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 approved by the President.

8. **Recommendation:**

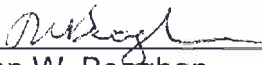
RESOLVED, that the Board of Trustees approve the agreement between Oakland University and the Police Officers Association of Michigan, with the effective date of October 1, 2008 through September 30, 2011.

Agreement Between Oakland University and Police Officers Association  
of Michigan October 1, 2008 – September 30, 2011  
Oakland University  
Board of Trustees Formal Session  
June 3, 2009  
Page 2

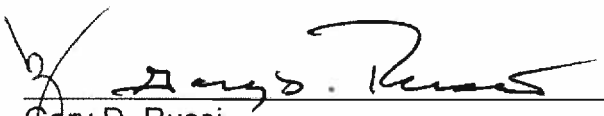
9. Attachments:

Exhibit A. Summary of Significant Economic and Non-Economic Changes  
Contained in the October 1, 2008 – September 30, 2011 POAM  
Agreement

Submitted to the President  
on 6/1, 2009 by

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

Recommended on 6/1, 2009  
to the Board of Trustees for approval by

  
\_\_\_\_\_  
Gary D. Russi  
President

## Exhibit A

### Summary of Significant Economic and Non-Economic Changes Contained in the October 1, 2008 – September 30, 2011 POAM Agreement

#### Economic Issues

- Wages will be increased as follows:
  - October 1, 2008 3.0% increase (retroactive)
  - October 1, 2009 0.0% increase
  - October 1, 2010 0.0% increase
  
- Plan design changes for medical benefits
  - Year 1 No changes.
  - Year 2 Eliminate BCBSM Traditional Plan, replace with additional Community Blue PPO Option with higher co-payments and deductibles.  
Introduce Priority Health HMO HealthbyChoice Incentive.  
Change HAP HMO to HAP Health Engagement Enhanced Plan.  
Change BCN to BCN of MI Healthy Blue Living<sup>SM</sup> Product.  
Health Care benefits will continue upon exhaustion of all accruals through short-term disability.
  - Year 3 Change office visit and urgent care co-pays from \$15 to \$20 for all HMOs.
  
- Sick Days
  - Year 1 Increase sick days for Dispatchers from six (6) hours per month to eight (8) hours per month.
  - Year 1 Sick days will not accrue while officers and dispatchers are on short-term or long-term disability.
  
- Vacation
  - Year 1 Add two more levels of vacation accruals for Dispatchers based on length of service.  
Vacation days will not accrue while officers and dispatchers are on short-term or long-term disability.
  
- Personal Days
  - Year 1 Add one (1) personal day.
  
- Court Time
  - Increase court time from three (3) hour minimum to four (4) hour minimum.
  
- Retirement Benefits
  - Year 1 Increase early retirement fund by \$3,600 (from \$5,078 to \$8,678).
  
- Contract Re-Opener
  - Year 2 Agreed to Contract Re-Opener dependent on base state appropriation funding and student enrollment.
  - Year 3 Agreed to Contract Re-Opener dependent on base state appropriation funding and student enrollment.
  
- Compensatory Time
  - Year 1 Increase maximum bank of compensatory time from forty (40) hours to eighty (80) hours.

#### Non-Economic Issues

Updated many sections of the contract to reflect current practices and language clarifications.