

Agendum  
Oakland University  
Board of Trustees Formal Session  
October 11, 2021

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND  
THE POLICE OFFICERS ASSOCIATION OF MICHIGAN (POAM)  
October 1, 2021 – September 30, 2022**

**A Recommendation**


1. **Division and Department:** Finance and Administration, Chief of Staff Division, Human Resources Department.
2. **Introduction:** Oakland University (University) and the Police Officers Association of Michigan (POAM) reached a tentative agreement on a one-year Collective Bargaining Agreement (CBA) extension effective October 1, 2021, through September 30, 2022. The POAM membership ratified the tentative agreement on September 27, 2021. A summary of the agreement is found in the Attachment.  
  
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 16, 2017.
4. **Budget Implications:** Salary and benefit adjustments are described in the Attachment, with a one-time cost of \$28,177.
5. **Educational Implications:** None.
6. **Personnel Implications:** None.
7. **University Reviews/Approvals:** This recommendation was formulated by Human Resources and reviewed by the Vice President for Finance and Administration, Chief of Staff and President.
8. **Recommendation:** RESOLVED, that the Board of Trustees approves the Contract Extension Agreement Between Oakland University and the Police Officers Association of Michigan (POAM), October 1, 2021 – September 30, 2022.

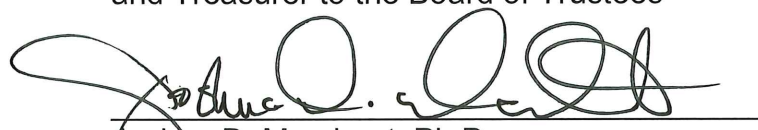
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9. Attachments:

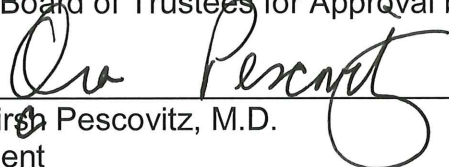
Summary of Significant Changes in the October 1, 2021 – September 30, 2022  
POAM Collective Bargaining Agreement

Submitted to the President  
on 10/4, 2021 by

  
\_\_\_\_\_  
John W. Beaghan  
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 October 11, 2021  
to the Board of Trustees for Approval by

  
\_\_\_\_\_  
Ora Hirsch Pescovitz, M.D.  
President

**SUMMARY OF THE CONTRACT EXTENSION CHANGES IN THE  
OCTOBER 1, 2021 – SEPTEMBER 30, 2022  
POLICE OFFICERS ASSOCIATION OF MICHIGAN  
(POAM)  
COLLECTIVE BARGAINING AGREEMENT**

Wages:

POAM Members

Effective October 1, 2021

\$500 Lump Sum Bonus

Effective October 1, 2021

\$500 Pandemic Stipend in recognition of job duties performed on campus during the heart of the pandemic which began in March of 2020 and therefore had a higher rate of exposure to COVID-19