

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.

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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



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



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

Costs:

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