

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND
THE COMMAND OFFICERS ASSOCIATION OF MICHIGAN (COAM)**
July 1, 2025 to June 30, 2028

A Recommendation

1. **Division and Department:** Chief of Staff, 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, 2025, through June 30, 2028. 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 approved the previous COAM collective bargaining agreement on August 8, 2022.
4. **Budget Implications:** Salary and benefit adjustments are described in Attachment A, with a projected annual University cost as follows:
Year (1) \$55,789, Year (2) \$9,491 and Year (3) \$30,368.
5. **Educational Implications:** None.
6. **Personnel Implications:** None.
7. **University Reviews/Approvals:** This recommendation was formulated by Human Resources and reviewed by the Senior Vice President for Finance and Administration, Chief of Staff and the 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, 2025 – June 30, 2028.

**Agreement Between Oakland University and the
Command Officers Association of Michigan (COAM)
July 1, 2025 – June 30, 2028
Oakland University
Board of Trustees Formal Session
October 17, 2025
Page 2**

9. Attachments:

A. Summary of Significant Changes in the July 1, 2025 – June 30, 2028 COAM Collective Bargaining Agreement.

Submitted to the President
on 9 October, 2025 by

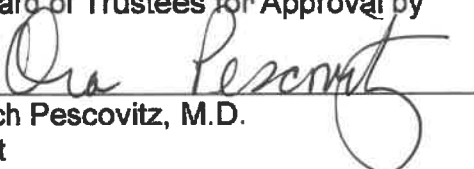


Stephen W. Mackey
Senior Vice President for Finance and
Administration and Treasurer to the
Board of Trustees



Joshua D. Merchant, Ph.D.
Chief of Staff and
Secretary to the Board of Trustees

Recommended on 10/9, 2025
to the Board of Trustees for Approval by



Ora Hirsch Pescovitz, M.D.
President

**SUMMARY OF SIGNIFICANT CHANGES IN THE
July 1, 2025 – June 30, 2028
COMMAND OFFICERS ASSOCIATION OF MICHIGAN (COAM)
COLLECTIVE BARGAINING AGREEMENT**

Wages:

Effective July 1, 2025	Establish a 12% salary differential over the top pay of Police Officer
Effective July 1, 2026	Retain the 12% salary differential over the top pay of Police Officer
Effective July 1, 2027	Establish a 14% salary differential over the top pay of Police Officer

\$500 lump sum payment

Establish Shift Differential for midnight shift of \$0.50 per hour

Costs:

Year	COAM	% of Total Compensation *
1st Year	\$55,789	9.93 %
2nd Year	\$9,491	1.54 %
3rd Year	\$30,368	4.84 %

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