

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND
THE POLICE OFFICERS ASSOCIATION OF MICHIGAN (POAM)
October 1, 2025 to September 30, 2028**

A Recommendation

1. **Division and Department:** Chief of Staff, 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, 2025, through September 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 POAM collective bargaining agreement on October 3, 2022.
4. **Budget Implications:** Salary and benefit adjustments are described in Attachment A, with a projected annual University cost as follows:
Year (1) \$220,565, Year (2) \$108,089 and Year (3) \$85,404.
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 Police Officers Association of Michigan (POAM), October 1, 2025 – September 30, 2028.

**Agreement Between Oakland University and the
Police Officers Association of Michigan (POAM)
October 1, 2025 – September 30, 2028
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9. Attachments:

A. Summary of Significant Changes in the October 1, 2025 – September 30, 2028
POAM Collective Bargaining Agreement.

Submitted to the President
on 9 October, 2025 by

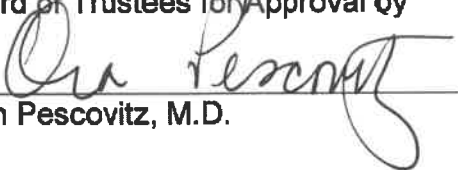


Stephen W. Mackey
Senior Vice President for Finance and
Administration and Treasurer to the
Board of Trustees



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
October 1, 2025 – September 30, 2028
POLICE OFFICERS ASSOCIATION OF MICHIGAN (POAM)
COLLECTIVE BARGAINING AGREEMENT**

Wages:

Effective October 1, 2025	2.5 % Base
Effective October 1, 2026	2.5 % Base
Effective October 1, 2027	2.5 % Base

Effective October 1, 2025	4.0 % Market Adjustment
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Compress salary schedule compression from five (5) steps to three (3) steps and moving employees to the appropriate step on the new compressed schedule

\$500 lump sum payment

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

Costs:

Year	POAM	% of Total Compensation *
1st Year	\$220,565	12.47 %
2nd Year	\$108,089	5.44 %
3rd Year	\$85,404	4.07 %

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