

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 1

DATE:

July 24, 2012

RECOMMENDATION

**COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN MICHIGAN
UNIVERSITY AND THE POLICE OFFICERS ASSOCIATION OF MICHIGAN
(CAMPUS POLICE UNIT)**

ACTION REQUESTED

It is recommended that the Board of Regents approve the new collective bargaining agreement between Eastern Michigan University and the Police Officers Association of Michigan (Campus Police Unit) and authorize the President to execute the Agreement on behalf of the Board of Regents.

STAFF SUMMARY

The recommendation is based on outcomes of negotiations between Eastern Michigan University and the POAM (Campus Police Unit). The proposed agreement covers approximately 21 campus Police Officers and was ratified by the bargaining unit on June 27, 2012.

Significant provisions of the proposed agreement include:

- Four year agreement, effective July 1, 2012 through June 30, 2016
- Across-the-board salary increases of 0% in the first year of the agreement, 1.0% in the second year, and 2.0% in the third and fourth years
- Effective January 1, 2013, adoption of the health care plan announced for the University's non-represented employees
- Effective January 1, 2013, members receive a \$1,250 increase to base salary to help offset the increased health care cost sharing beginning at that time

FISCAL IMPLICATIONS

The net cost impact resulting from this agreement is reflected in the FY13 General Fund operating budget approved by the Board of Regents on June 19, 2012.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.

University Executive Officer

Date