

Minutes
Meeting of January 24, 2020
8:30am to 10:00am
Edwards Hall Room 309

Contract Negotiations

Gulf Coast Police Benevolent Association and Florida Gulf Coast University

Present:

Union: Matt Sellers, President, Gulf Coast Police Benevolent Association, Detective Joe Anderson, Sergeant Brian Jones, Officer Sean Myles Kittleson, Sergeant Brad Lambert

Florida Gulf Coast University: Sara Stensrud, Assistant Vice President, Human Resources, Joseph C. McDonald, Associate VP for Administrative Services & Finance, Chief Steven Moore, Catherine Hoggs-Perez, Administrative Assistant II

Absent: Officer Victor Giovanniello - Union

Absent: Lieutenant Anthony Rispoli – FGCU

Public Attendees: Officer William Winning

The meeting began at 8:40am.

The minutes of December 6, 2019 were distributed for review and approved.

The meeting with the Police Benevolent Association (PBA) and Florida Gulf Coast University (FGCU) was held on January 24, 2020 to continue discussion of the following:

I. Wage Reopener

FGCU – Thanked the UPD for their service and their importance to the university in maintaining a safe environment for all. Discussion ensued regarding the proposal submitted by the PBA from the December 6th meeting and that FGCU Administration was made aware of their proposal submission.

FGCU – FGCU distributed copies of their counter offer to the group.

FGCU – It is important to note that an agreement was reached regarding Faculty increases. Faculty and eligible staff will be receiving a \$2000 or 2% increase. Also discussed was the PBA's concern regarding compression and how this new proposal has addressed the issue, and how the increases were determined.

FGCU – Asked in what capacity was Officer Winning there in attendance.

PBA – Stated that Officer Winning would be in attendance as a new union representative.

FGCU – Asked if FGCU Management had been informed of change/addition.

FGCU – Stated that this change/addition had not been made in advance of this meeting.

FGCU – Officer Winning will be documented in the minutes under Public Attendee.

PBA – Discussion ensued regarding how a new member is selected.

PBA – Thanked management on their effort to address the compression issue.

FGCU – Stated again how the addition of the Sergeants as part of the union make addressing the compression issue difficult.

PBA – Caucus 1 – 8:47am

PBA – Returned at 9:18am

PBA – Thanked Management on what was done regarding the counter proposal and stated it was in headed in the right direction. Stated that they were in agreement to the proposal if two accommodations could be met.

- a. Officers McGowan, Targia, Pineda Proposed Annualized Salary to increase by \$500 to \$2500.
- b. All Officers with 3 years in service Proposed Annualized Salary to increase by \$750 to \$2750.

FGCU – Asked why the increase of \$750.

PBA – Stated that this refers to the years of service.

FGCU – Reiterated that we value the police force and the safety that they provide and that's why the adjustments to the original proposal were made.

PBA – Stated that the proposed increase totals less than \$10,000 and that last year the increase totaled \$80,000.

PBA – Departed the meeting room at 9:25am to allow FGCU to caucus.

PBA – Detective Anderson excused himself from the meeting due to previous commitments.

FGCU – Discussed the increase of \$750 and \$500.

PBA – The PBA members were called back to the meeting at 9:30am.

FGCU – Agreed to the salary accommodations requested by the PBA.

FGCU – Asked if all were in agreement to move forward with the agreement inclusive of the accommodations to the agreement.

FGCU/PBA – All were in agreement.

FGCU – Stated that the increases would be retroactive back to July 1, 2019.

FGCU – Discussion ensued regarding when the increases would go into effect. We will inform the PBA after confirming the next steps in the process.

The meeting adjourned at 9:35am. The next meeting to ratify the agreement will be determined.

Respectfully submitted,

A handwritten signature in blue ink that reads "Sara Stensrud". The signature is written in a cursive, flowing style.

Sara Stensrud
Assistant Vice President, Human Resources
Chief Negotiator