

**Minutes**  
**March 18, 2021**  
**10:00am to 11:30am**  
**Cohen Center Ballroom B**

***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

**Florida Gulf Coast University:** Sara Stensrud, Sr. Associate VP, Administrative Services & Chief Negotiator, Joseph C. McDonald, Associate VP for Administrative Services & Finance, Interim Chief, Captain Jim Slapp, Captain Anthony Rispoli, Catherine Hoggs-Perez, Administrative Assistant II

**Absent:** Officer Victor Giovanniello, Officer William Winning

**Public Attendees:** Officer William Horn, Officer Brian Jones

The meeting began at 10:02 am.

**FGCU, Chief Negotiator S. Stensrud** asked for a motion to approve the meeting agenda for March 18, 2021 which was distributed via email for review.

**Motion was made to** approve the agenda for March 18, 2021. Agenda approved.

**FGCU, S. Stensrud** asked for a motion to approve the minutes of March 3, 2021 which were distributed via email for review.

**Motion was made to** approve the minutes of March 3, 2021. Minutes approved.

The meeting with the Police Benevolent Association (PBA) and Florida Gulf Coast University (FGCU) was held on March 18, 2021 to continue the discussion of the following:

- I. Article 18 – Uniforms & Accessories**
  - Section 2 - Uniform and Clothing Maintenance Allowance
  
- III Article 29 – Wages**
  - Night Differential
  - Career Development Incentives

**FGCU, Chief Negotiator S. Stensrud** opened the meeting with a review of proposals from FGCU management as follows:

- **Article 18 – Uniforms & Accessories, Section 2 – Uniform and Clothing Maintenance Allowance** - Proposed a \$800 one-time uniform allowance to all officers.
- **Article 29 - Wages – Night Differential** – Proposed a flat rate of \$1.00 an hour. The PBA had requested that the implementation of the agreed upon proposal would go into effect retroactive back to July 1, 2020.

**S. Stensrud** stated that the proposed agreement would be implemented as a go forward agreement with an effective date of April 4, 2021 and if approved by the University Board of Trustees – retroactive back to April 4, 2021.

**S. Stensrud** stated that administration would not be able to clarify times that officers had worked in a night shift and officers may have bid differently if this agreement had been in place.

- **Article 29 – Wages – Career Development Incentives – S. Stensrud** proposed that the Career Development Incentives proposal be tabled until July, since a tentative agreement had not been met. **S. Stensrud** also stated the following for tabling the item:
  - The retirement of Chief Moore would make the implementation of the program from an administrative viewpoint challenging. The program will be good for the university but we need to ensure the process is able to be administered correctly.
  - We are waiting for the new Chief to start. A verbal offer has been extended to the candidate selected for the position but the candidate is still moving through the process.
  - We had a late start for this year’s negotiations and Full Book will be starting July 2021.

**PBA, M. Sellers** stated that he understands administration’s position but that does not change the PBA’s goal.

**PBA, M. Sellers** stated that the PBA does not feel that the start for negotiations was that late and does not feel it matters if a new chief is in place. **M. Sellers** stated that he does not agree that the Career Development Incentives proposal should be tabled and requested a final offer from administration.

**PBA, Detective, Joe Anderson** asked if administration would like to caucus.

**PBA, M. Sellers** cautioned administration that with concerns already raised by the membership in regard to increases received by some management during this time of uncertainty, that the Career Development Incentive proposal should not be tabled.

**S. Stensrud** stated that the administration of the program is very extensive and needs to be administered correctly. **S. Stensrud** also stated that under Article 29, we do not usually have these many items to discuss and that administration has been very fair in our approach within these negotiations. **S. Stensrud** also stated that she hopes that is how the PBA is representing management to their membership.

**FGCU** – Caucus I – 10:17 am

**FGCU** – Meeting resumed – 10:27am

**PBA, M. Sellers** stated that we do appreciate that FGCU management added the additional items under Article 29 for discussion and have shared that with the membership.

**PBA, M. Sellers** stated the acceptance of the following proposals:

- **Article 18 – Uniforms & Accessories** – The proposed \$800 one-time uniform allowance for all officers is accepted with the following terms. If the university's faculty and staff receive an increase in 2021, FGCU proposes to pay the difference to officers between the proposed \$800 one-time uniform allowance and any university increase faculty and staff receive in 2021 if approved by the University Board of Trustees.
- **Article 29 – Night Differential** – The proposed \$1.00 per hour flat rate with an implementation date of April 4, 2021 is accepted if approved by the University Board of Trustees.
- **Article 29 – Career Development Incentives** – The PBA accepts the proposed five- and ten-year increase structure which includes the following terms:
  - Upon completing five years of service and 120 hours of training, Bargaining Unit Members shall receive a five percent increase to their base pay as Senior Officer.
  - Upon completing ten years of service and a total of 240 hours of training, the proposal will include a twelve-month waiting period between Senior Officer and Master Officer during which one additional training class will be taken. Once all terms are completed, Bargaining Unit member will then receive an additional five percent to their base pay as Master Officer. The implementation date of April 4, 2021 is accepted if approved by the University Board of Trustees.

**FGCU, S. Stensrud** will write up overall process for the Career Development Incentives program. **S. Stensrud** stated that we may need to reopen item during Full Book negotiations for further administrative guidelines for program as our new Chief of Police will be in place.

Discussion ensued.

**FGCU, S. Stensrud** stated that she will draft a final agreement of all proposed items to get back to the PBA membership.

**FGCU, S. Stensrud** stated that she wanted to discuss something that was brought to her attention. **S. Stensrud** stated she was made aware that meetings have been held in a location without approval and that is a violation of Article 5, Section 3 – Representative Access, of the Collective Bargaining Agreement. **S. Stensrud** also shared that language was posted on a white board without approval and that too is a violation of Article 5, Section 5 – Bulletin Boards, of the Collective Bargaining Agreement.

**FGCU, S. Stensrud** requested that the PBA adhere to the guidelines specified in the Collective Bargaining Agreement regarding meeting spaces and notices.

**PBA, M. Sellers** stated he was not aware of the documents that had been posted and they would be taken down.

**FGCU, S. Stensrud** stated documents will be drawn up for the PBA's review.

The meeting adjourned at 10:46 am. The next meeting is scheduled for Tuesday, April 20, 2021 at 9am, Cohen Center Room 201.

Respectfully submitted,

Sara Stensrud  
Sr. Associate Vice President, Administrative Services  
Chief Negotiator