

Article 29
Wages

SECTION 1 – Wages

- (A) ~~FY19: Effective on the first payroll period following approval by the Florida Gulf Coast University Board of Trustees, a one-time salary adjustment will be made to the current salary of bargaining unit employees. The total increase includes the FY19 pay increase established by the University (2% or \$1,200, whichever is greater). The salary increase and the salary adjustment will be effective July 1, 2018. (See Wage Addendum)~~Effective on the first full pay period, subsequent to ratification by the Union and approval by the Board of Trustees, a one-time adjustment will be made to the 2019-2020 (FY20) salary of bargaining unit employees reflected in the attached Tentative Wage Addendum. The salary increases and salary adjustments will be retroactive to July 1, 2019.

Negotiations for a wage reopener shall begin on a mutually agreed upon date between the University and the Union. The mutually agreed upon date shall be no earlier than June 1 of the then current fiscal year, unless otherwise agreed upon by the parties.

FY20: Wage Reopener plus up to two non-economic articles.

FY21: Wage Reopener plus up to two non-economic articles.

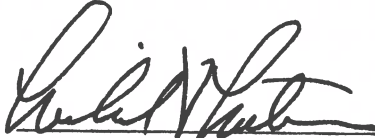
- (B) **Pay range for the Officer and Sergeant positions are as follows:**
- (a) **Law Enforcement Officer: \$40,000 - \$60,000;**
 - (b) **Law Enforcement Officer (Detective): \$40,000 - \$60,000 + \$3,500; and**
 - (c) **Sergeant: \$52,000 - \$78,000.**
- (C) **An Officer receiving a promotion to Sergeant would receive the higher of either the minimum Sergeant rate or 3% above their current rate.**
- (D) **A Law Enforcement Sergeant who fails to complete the probationary period for a non-disciplinary reason(s), shall return to their rank and pay prior to promotion.**

SECTION 2 – Eligibility Criteria for Salary Increases

Eligibility criteria as established by the University.

IN WITNESS THEREOF, the parties have set their signatures this _____ day of _____, 201820.

FOR FLORIDA GULF COAST
BOARD OF TRUSTEES


Michael V. Martin, President

FOR THE GULF COAST POLICE
BENEVOLENT ASSOCIATION


Matt Sellers, President and Chief
Negotiator


Sara Stensrud, Chief Negotiator

For Administration Bargaining Team:

Name
Joseph McDonald
Steven Moore
Anthony Rispoli
Sara Stensrud

For Gulf Coast Police Benevolent
Association Bargaining Team:


Name
Name
Name
Name
Matt Sellers


Tentative Wage Agreement

January 24, 2020

Last Name	First Name	UIN	Classification	Position	Increase	New Annualized Salary	New hourly rate
McGowan	Patrick	815236341	Law Enforcement Officer	134020	\$2,500.00	\$ 45,491.92	\$21.79
Targia	Terry	815232522	Law Enforcement Officer	135430	\$2,500.00	\$ 45,491.92	\$21.79
Pineda	Christian	815211341	Law Enforcement Officer	134600	\$2,500.00	\$ 45,000.00	\$21.55
Moiilanen	Leo	815194224	Law Enforcement Officer	203410	\$2,750.00	\$ 46,200.00	\$22.13
Horn	William	815192145	Law Enforcement Officer	203140	\$2,750.00	\$ 46,200.00	\$22.13
Fornal	Dominic	815187239	Law Enforcement Officer	203550	\$2,750.00	\$ 45,750.00	\$21.91
Strunk	Brian	815186172	Law Enforcement Officer	125010	\$2,750.00	\$ 45,250.00	\$21.67
Winning	William	815178863	Law Enforcement Officer	135020	\$2,750.00	\$ 46,200.00	\$22.13
Kittleston	Sean	814710357	Law Enforcement Officer	201150	\$3,000.00	\$ 48,308.00	\$23.14
Giovanniello	Victor	815065358	Law Enforcement Officer	122000	\$3,000.00	\$ 49,985.00	\$23.94
Palmer	Christopher	815048170	Law Enforcement Officer	204160	\$3,000.00	\$ 47,757.00	\$22.87
Page	Tommy	814710263	Law Enforcement Officer	125000	\$3,000.00	\$ 55,941.00	\$26.79
Engle	Steven	814736790	Law Enforcement Officer	125020	\$3,000.00	\$ 57,350.00	\$27.47
Anderson	Joseph	814718849	Law Enforcement Officer (Detective)	134290	\$3,000.00	\$ 53,500.00	\$25.62
Lambert	William	814969882	Law Enforcement Sergeant	134230	\$4,000.00	\$ 61,892.00	\$29.64
Kuenzi	Gary	814969888	Law Enforcement Sergeant	121980	\$4,000.00	\$ 60,766.00	\$29.10
Jones	Brian	814702305	Law Enforcement Sergeant	121990	\$4,000.00	\$ 64,717.00	\$30.99
Blake	Heidi	814667701	Law Enforcement Sergeant	112020	\$4,000.00	\$ 60,169.00	\$28.82
					\$55,250.00	\$ 925,968.84	

Accepted By:


 FGCU Chief Negotiator, Sara Stensrud: 2/24/2020 Date:


 PBA Chief Negotiator, Matt Sellers: 2/24/2020 Date: