

Article 29
Wages

SECTION 1 – Wages

- (A) 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.

**Wage Addendum
(May 5, 2020)**

Last Name	First Name	Classification	FY 20 Hourly Rate	FY20 Hourly Rate Annualized
McGowan	Patrick	Law Enforcement Officer	\$21.79	\$ 45,491.92
Targia	Terry	Law Enforcement Officer	\$21.79	\$ 45,491.92
Pineda	Christian	Law Enforcement Officer	\$21.55	\$ 45,000.00
Moilanen	Leo	Law Enforcement Officer	\$22.13	\$ 46,200.00
Horn	William	Law Enforcement Officer	\$22.13	\$ 46,200.00
Fornal	Dominic	Law Enforcement Officer	\$21.91	\$ 45,750.00
Strunk	Brian	Law Enforcement Officer	\$21.67	\$ 45,250.00
Winning	William	Law Enforcement Officer	\$22.13	\$ 46,200.00
Kittleson	Sean	Law Enforcement Officer	\$23.14	\$ 48,308.00
Giovanniello	Victor	Law Enforcement Officer	\$23.94	\$ 49,985.00
Palmer	Christopher	Law Enforcement Officer	\$22.87	\$ 47,757.00
Page	Tommie	Law Enforcement Officer	\$26.79	\$ 55,941.00
Engle	Steven	Law Enforcement Officer	\$27.47	\$ 57,350.00
Anderson	Joseph	Law Enforcement Officer (Detective)	\$25.62	\$ 53,500.00
Lambert	William	Law Enforcement Sergeant	\$29.64	\$ 61,892.00
Kuenzi	Gary	Law Enforcement Sergeant	\$29.10	\$ 60,766.00
Jones	Brian	Law Enforcement Sergeant	\$30.99	\$ 64,717.00
Blake	Heidi	Law Enforcement Sergeant	\$28.82	\$ 60,169.00

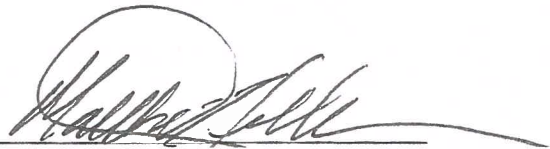
IN WITNESS THEREOF, the parties have set their signatures this 8th day of May, 2020.

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 Florida Gulf Coast University
Administration Bargaining Team:

Joseph McDonald
Steven Moore
Anthony Rispoli
Sara Stensrud

For Gulf Coast Police Benevolent
Association Bargaining Team:

Joseph Anderson
Victor Giovanniello
Brian Jones
Sean Kittleson
William Lambert
Matt Sellers