

Minutes
Meeting of October 12, 2021
8:30am to 10:00am
Edwards Hall Room 309

Full Book Contract Negotiations
Gulf Coast Police Benevolent Association and Florida Gulf Coast University

Present:

Union: Matt Sellers, President, Gulf Coast Police Benevolent Association, Officer James Bair, Sergeant Pat McGowan

Florida Gulf Coast University: Sara Stensrud, Senior Associate VP, Administrative Services & Chief Negotiator, Chief Kelli Smith, Captain Anthony Rispoli, Catherine Hoggs-Perez, Administrative Assistant II

Absent: Sergeant Brian Jones

Public Attendees: Officer Anthony Garcia, Officer William Horn, Sergeant Sean Miles Kittleson

FGCU, Chief Negotiator S. Stensrud called the meeting to order at 8:35 am.

The meeting with the Police Benevolent Association (**PBA**) and Florida Gulf Coast University (**FGCU**) was held on October 12, 2021 to continue Full Book Contract Negotiations.

S. Stensrud asked that the minutes reflect that approval for the agenda and minutes were not noted on the agenda.

S. Stensrud asked for a motion to approve the minutes of September 28, 2021. Minutes approved.

S. Stensrud stated that in today's meeting FGCU Management will move forward with a verbal response to the PBA's contract proposal and reformatting of contract is in progress.

S. Stensrud stated that proposed wage and requested increases have not been fully reviewed at this time for a response at today's meeting.

S. Stensrud began with Article 14.

Article 14

Section 4, Court Appearances – PBA proposing the minimum compensation to employee changes from two hours to three hours.

S. Stensrud stated FGCU Management is not in favor of change, would like to keep time at two hours.

Chief Smith stated that officers are automatically compensated if court appearances extend beyond two hours

Section 6, Shift Differential – PBA proposed clarity to the language, no changes. Management to review newly formatted contract.

S. Stensrud stated that Section 6 will be reformatted along with the reformatting of the entire contract.

Section 7, Leave and Holidays – PBA proposing that Juneteenth be added to the paid holiday list.

S. Stensrud stated that the State of Florida has not approved Juneteenth as a state holiday. FGCU Management is following the state and therefore are not in favor of adding Juneteenth to the holiday schedule at this time. FGCU Management will look towards adding as a holiday if the state establishes Juneteenth as a state holiday.

Section 9, Annual, Sick, Bereavement and Job-Related Disability Leaves - PBA proposing “*and job-related disability*” deleted from the contract.

S. Stensrud stated that FGCU embraces the State of Florida’s Workers’ Compensation Plan on this point and FGCU Management cannot agree to this change.

Section 10, (newly proposed) – PBA proposing the addition of Section 10 to the contract.

S. Stensrud stated that FGCU Management cannot agree to this addition/change due to the university following the State of Florida’s Workers’ Compensation Plan.

Section 11, (newly proposed) – PBA proposing the addition of Section 11 to the contract.

S. Stensrud FGCU Management cannot agree to the proposed addition/language based on current circumstances changing.

Discussion ensued.

Article 16, Training Opportunities – No changes, format changes only recommended.

S. Stensrud stated Article 16 will be reformatted along with the reformatting of the entire contract.

Article 18, Uniforms and Accessories – PBA proposing monthly cell phone stipend of \$100.

S. Stensrud stated that FGCU Management proposes the use of university policy which has approved a bi-weekly stipend of \$25.00, which would translate into a \$50.00 monthly stipend.

M. Sellers questioned if an annual amount for replacement could be considered.

S. Stensrud stated that a study was conducted of cell phone carriers and the rates have come down considerably. **S. Stensrud** stated this would not to be a consideration.

Article 27, Duration – PBA proposed a three-year contract negotiation with wage re-openers and

non-economic articles eliminated from the process.

S. Stensrud stated FGCU Management agrees however, the issue is that the university does not know their funding from year to year, so it may be difficult to agree with the wage proposal.

Article 28, Totality of Agreement – PBA proposing paragraph (B) to be eliminated from Article 28.

S. Stensrud stated that FGCU Management is not in agreement to the elimination of paragraph (B). As in previous years, FGCU is not in agreement with proposal.

Article 29, Wages – M. Sellers had passed out a document from the last meeting outlining proposed salaries for negotiation.

S. Stensrud stated that the proposed wages are being reviewed and an overview from FGCU Management should be ready for the next meeting.

Article 30, (newly proposed) – **M. Sellers** stated that the PBA would like to propose a new article to be added to the contract. A PowerPoint presentation was given at the last meeting by Officer Bair on the merits of FGCU Officers being issued take home patrol vehicles. A PowerPoint of the presentation was emailed to the group.

From the previous meeting S. Stensrud had requested that proposed Article 30 be given a title.

M. Sellers distributed to the group a document noting title for proposed Article 30.

S. Stensrud stated that take home cars are a benefit but not an item for bargaining. **S. Stensrud** stated FGCU Management is not opposed to take home vehicles for university officers but it would need to be done as a phased in approach due to cost.

M. Sellers stated he understands what it would take to incorporate this change within the department and the cost to the university. M. Sellers stated he would bring it to PBA membership for discussion.

Discussion ensued.

S. Stensrud asked if there were any additional items for discussion. None.

The meeting adjourned at 9:00am.

The next meeting is scheduled for Tuesday, October 26, 2021 at 8:30am, Cohen Student Union, Room 247.

Respectfully submitted,



Sara Stensrud
Senior Associate Vice President, Administrative Services
Chief Negotiator