

Minutes
Meeting of January 29, 2021
1:00pm to 2:30pm
Cohen Center Room 201

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, Officer Victor Giovanniello, Officer William Winning

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

Public Attendees: Officer William Horn, Sergeant Brian Jones, Sergeant Sean Myles Kittleson

The meeting began at 1:07pm.

FGCU, Chief Negotiator S. Stensrud asked for a motion to approve the meeting agenda for February 10, 2021 which was distributed via email for review.

Motion was made to approve the agenda for February 10, 2021. Agenda approved.

FGCU, S. Stensrud asked for a motion to approve the minutes of January 29, 2021 which were distributed via email for review.

Motion was made to approve the minutes of January 29, 2021. Minutes approved.

The meeting with the Police Benevolent Association (PBA) and Florida Gulf Coast University (FGCU) was held on January 29, 2021 to continue the discussion of the following:

- I. Article 14 – Hours of Work Leave & Job-Connected Disability**
 - a. Section 7, Special Compensatory Leave
 - b. Section 8, Annual, Sick, Bereavement, and Job-Related Disability Leaves

- II. Article 18 – Uniforms & Accessories**
 - a. Section 2, Uniform and Clothing Maintenance Allowance

- III Article 29 – Wages**
 - a. Section 1, **Item (E)** Night Differential, **Item (F)** Career Development Incentives, **Item (G)** The University shall match the State Education Incentive Pay.

FGCU, Chief Negotiator S. Stensrud opened the meeting reviewing where we left off from the previous meeting and asked if there were any updates to the items proposed for negotiation.

PBA, M. Sellers responded that he had an update to Article 29, **Item (F)** and distributed to the group a document to clarify the proposed item for negotiation; Career Development Incentives. **M. Sellers** reviewed each item noted on the document to give clarity to the training component.

FGCU, S. Stensrud asked if the university pays for the training and travel to courses.

FGCU, Chief Moore stated yes depending upon the department's budget for the fiscal year.

FGCU, Chief Moore thanked the PBA for the additional clarification on training courses that would qualify as approved for the program. **Chief Moore** had the following for discussion:

- How would approved training by a previous Chief be handled, if the current Chief doesn't agree that the training meets the criteria for the program?
- How would it be handled if a 10 year officer close to meeting their training requirement, finds out that training taken may not be approved?

FGCU, Joe McDonald had the following for discussion to include:

- Would all training be approved by the Chief?
- What would happen if several officers want to attend the same training? Would some officer's requests be disapproved due to scheduling and or budget constraints? Would there be a possibility that this could become a grievance issue, because some officers are closed out of training?

Discussion ensued.

FGCU, Chief Moore stated that this is a good start but it's important that required trainings are listed and the process is clearly defined.

Discussion continued.

FGCU, S. Stensrud thanked the PBA for the clarification document and stated that there will be continued discussion on Article 29, **Item (F)**.

FGCU, S. Stensrud moved on to requested **Item (E)** under Article 29, Night Differential. FGCU Management has agreed to **Item (E)** for employees working the night shift receiving a night differential of 4% of their base pay.

FGCU, S. Stensrud moved on to requested **Item (G)** under Article 29, The University shall match the State Education Incentive Pay. FGCU Management is not in favor of Article 29, **Item (G)**.

FGCU, S. Stensrud moved on to Article 14, **Section 7**, Special Compensatory Leave.

FGCU, S. Stensrud stated that FGCU Management is proposing a payout of 80 hours of Special Compensatory Leave, one time per year. **S. Stensrud** reviewed with the group of what the cost to the university would be.

PBA, Officer Winning stated that there may already be a policy in place where Special Compensatory Leave is paid out if approved.

PBA, Matt Sellers, stated they will go back and review.

FGCU, S. Stensrud moved on to Article 14, **Section 8**, Annual, Sick Bereavement, and Job-Related Disability Leaves. Proposed changes:

(a) the bargaining unit members shall receive an additional hour per pay period to their annual and sick leave. **S. Stensrud** stated FGCU Management is not in favor of the proposed item.

(b) bargaining unit members shall receive administrative time for in the line of duty injuries and illnesses. **S. Stensrud** stated FGCU Management is not inclined to move forward with proposed item.

FGCU, S. Stensrud moved on to Article 18, **Section 2**, Uniforms and clothing allowance - additional language was proposed increasing the amount from \$500 dollars to \$1500 dollars annually. **S. Stensrud** stated that FGCU Management is not in favor of proposed item.

FGCU, S. Stensrud passed out a spreadsheet listing out the cost to the University of the proposed Items presented by the PBA. The spreadsheet looked at increases historically and future costs to the university.

PBA - Caucus I - 1:32pm

PBA - Returned at 2:13pm

PBA, M. Sellers stated that the PBA rejects the offer of a Special Compensatory Leave payout. M. Sellers stated a process already in place for officers to request a Special Compensatory Leave payout.

PBA, M. Sellers stated the PBA is open to further discussion regarding the uniform and clothing allowance.

PBA, M. Sellers stated the PBA accepts the Night Differential offer of 4%.

PBA, M. Sellers stated the PBA accepts the Career Development Incentive offer.

Discussion ensued regarding the Career Development Incentive proposed item.

FGCU Management found items listed in handout to not be clear and further clarification needed was needed to ensure what is being asked of the university.

FGCU, Chief Moore stated that he will bring to the next meeting a list of training courses.

PBA, M. Sellers will define clearly what is being asked within the Career Development Incentives proposal.

FGCU, S. Stensrud asked if there were any other items for discussion. None.

The meeting adjourned at 2:30pm. The next meeting is scheduled for Wednesday, February 10, 2021 at 9:00am, Cohen Center Room 201.

Respectfully submitted,

A handwritten signature in blue ink that reads "Sara Stensrud". The signature is written in a cursive style with a large, looping initial "S".

Sara Stensrud
Associate Vice President, Human Resources
Chief Negotiator