

Minutes
Meeting of January 22, 2021
9:00am to 10:30am
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 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, Catherine Hoggs-Perez, Administrative Assistant II,

Absent: Officer Victor Giovanniello – Union

Absent: Captain Anthony Rispoli - FGCU

Public Attendees: Officer Sean Myles Kittleson

The meeting began at 9:01am.

FGCU, Chief Negotiator S. Stensrud opened the meeting stating that the agenda was left open and was to be used primarily as a discussion document so that the union would be able to present their thoughts.

FGCU, Chief Negotiator S. Stensrud asked for a motion to approve the meeting agenda for January 22, 2021 which was distributed via email for review.

Motion was made to approve the agenda for January 22, 2021. Agenda approved.

FGCU, S. Stensrud asked for a motion to approve the minutes of December 11, 2020 which were distributed via email for review.

Motion was made to approve the minutes of December 11, 2020. Minutes approved.

The meeting with the Police Benevolent Association (PBA) and Florida Gulf Coast University (FGCU) was held on January 22, 2021 to continue discussion of the following:

- I. **Article 14 – Hours of Work Leave & Job-Connected Disability**
- II. **Article 28 – Totality of Agreement**

PBA, M. Sellers – stated that he would be introducing to the group formal proposals for FGCU administration to review. Documents were distributed outlining items for negotiation.

PBA, M. Sellers stated that the normal practice is to bargain two non-economic articles and one economic article.

PBA, M. Sellers opened the discussion stating that Article 28 will be withdrawn from the bargaining discussion. M. Sellers moved on to the items within Article 14 for discussion. These items are underlined and bolded within the document that had been previously distributed.

Section 7 – Special Compensatory Leave – Additional language was proposed stating the bargaining unit members shall have a cap of 500 hours.

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. **(b)** bargaining unit members shall receive administrative time for in the line of duty injuries and illnesses.

FGCU, S. Stensrud asked for review/clarification of the new requests.

PBA, M. Sellers after clarification was given to the items within Article 14, M. Sellers moved onto **Article 29 – Wages, Section 1** and reviewed the proposed items for negotiation:

Item (E) Night Differential – Employees working the night shift shall receive a night differential of 4% of their base pay.

Item (F) Career Development Incentives - Upon completion of the following:

- Completing the Recruit Probationary Period, the bargaining unit members shall receive a 2.5 percent increase to their base pay.
- Completing 5 years of service and 120 hours of training, bargaining unit members shall receive a 5 percent increase to their base pay as Senior Officer.
- Completing 10 years of service and a total of 240 hours of training, bargaining unit members shall receive a 10 percent increase to their base pay as a Master Officer.
- Officers promoted to Sergeant shall continue to receive their Career Development incentive.

Item (G) The University shall match the State Education Incentive Pay for bargaining unit members.

FGCU, PBA – Discussion ensued regarding the new items presented for negotiation.

FGCU, J. McDonald asked if item **(F)** is approved, could a requirement be added that the bargaining members must have a satisfactory evaluation to receive any of the increases noted.

PBA - stated that it could be part of the agreement.

FGCU, Chief Moore asked what is the implementation strategy of the Career Development Incentive request if approved? Chief Moore stated that clarification was needed regarding at what stage incentives would begin for existing officers. Chief Moore also requested a list of actual trainings that would qualify as incentives for the program.

Public Attendee, M. Kittleson UPD supplied a spreadsheet listing the department's training hours which was distributed to the group.

PBA, J. Anderson stated that they would need to caucus to give clarification to which trainings would qualify but stated they would be extracurricular and would not include mandatory trainings that the university requires.

FGCU, Chief Moore stressed that the list be specific as to what qualifies as incentive and non-incentive trainings. For example, the Police Academy's list states which courses qualify as incentive versus non incentive.

FGCU, Chief Moore stated that regarding Item (G), the state does not give the University incentive pay.

PBA, M. Sellers moved on to Article 18 – Uniforms and Accessories

Section 2 – Uniform and Clothing Maintenance Allowance – additional language was proposed increasing the amount from \$500 dollars to \$1500 dollars annually.

FGCU, S. Stensrud stated that the items submitted would come at a substantial cost to the university.

PBA, J. Anderson stated this is their way of presenting options to the university that may get to an increase for the UPD if there is no other way.

FGCU, S. Stensrud stated that the requests need to be reasonable and that FGCU have always come to the table in good faith.

PBA, M. Sellers stated that it's important that they bring back to the bargaining unit something that is significant.

FGCU, PBA – Discussion continued regarding the items submitted.

FGCU, S. Stensrud asked if there was anything else for the discussion. None.

The meeting adjourned at 9:35 am. The next meeting is scheduled for Friday, January 29, 2021 at 1:00pm, Cohen Center Room 201.

Respectfully submitted,



Sara Stensrud
Associate Vice President, Human Resources
Chief Negotiator