

Minutes
Meeting of February 10, 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, 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

Absent: Detective Joe Anderson, Officer Victor Giovanniello

Public Attendees: Sergeant Brian Jones, Sergeant Sean Myles Kittleson

The meeting began at 9:08 am.

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 February 10, 2021 to continue the discussion of the following:

- I. **Article 14 – Hours of Work Leave & Job-Connected Disability**
 - a. Section 7, Special Compensatory Leave

- 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,

FGCU, Chief Negotiator S. Stensrud opened the meeting, stating that this is a continuation of the January 29, 2021 meeting to discuss the proposed items for negotiation.

FGCU, S. Stensrud opened the discussion with **Article 14, Section 7**, Special Compensatory Leave. **S. Stensrud** stated that she is aware that the PBA has rejected the proposed 80 hours of Special Compensatory payout one time per year. **S. Stensrud** stated that per Policy 3.029 the payout would need to be approved and is not a regular payout.

Discussion ensued.

FGCU, S. Stensrud moved onto **Article 18, Uniforms & Accessories**. **S. Stensrud** stated that FGCU Management is not in favor of a proposed increased to the uniform allowance.

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. **S. Stensrud** stated that other universities within our SUS system were looked at and the following was found:

- Some of the universities used a flat rate
- UCF/\$1.00 per hour
- UF/.60cents per hour

FGCU, S. Stensrud suggested that we would agree to a flat rate, but with an option to come back for further discussion on this item.

FGCU, S. Stensrud moved on to requested **Item (F)** under **Article 29, Career Development Incentives**.

FGCU, S. Stensrud noted two action items from the previous meeting regarding this item.

- M. Sellers was to provide additional language to give further clarification on what the PBA is asking regarding this item.
- Chief Moore was coming back with a listing of trainings for further discussion.

PBA, M. Sellers passed out new documentation with amended language.

PBA, M. Sellers stated that the only change from the previous submission is that:

- Current Sergeants that would have been eligible for the Career Development Incentives as an Officer at the time of this agreement shall receive the incentives.

FGCU, Chief Moore reviewed trainings on the document submitted by the PBA:

- Classes held at the academy generally would not pose a problem.
- IPTM classes are typically not relevant to our needs; courses are not local and have a registration fee of \$500. Courses from IPTM may be approved or denied due to cost.

Discussion ensued about implementation timing.

PBA – Caucus 9:30am

PBA – Returned 9:38am

PBA, M. Sellers proposed the following:

- Career Development Incentives - Officers and Sergeants would have an implementation of July 1, 2020.
- Night Differential – Effective July 1, 2020
- Uniforms & Accessories – Increase to \$1000

PBA, M. Sellers stated that the proposed increase of \$1000 for Uniforms and Accessories is consistent with other universities within our SUS system.

FGCU, S. Stensrud asked that documentation referenced be provided to confirm the information stated.

FGCU, S. Stensrud stated that we do not agree to the university going back to 2020 regarding the proposed item, Night Differential.

FGCU, S. Stensrud stated the need to recalculate the cost to the university if the implementation goes back to July 1, 2020 for the proposed item Career Development Incentives.

Public attendee, Officer Horn stated that it would be counter productive not to consider all trainings taken by UPD Officers.

PBA, Officer Winning stated that all training would have to be done here for it to be considered approved.

Discussion ensued.

FGCU, Chief Moore will look at trainings already completed by UPD Officers. Officer Horn will go through each officer's file to assist Chief Moore. Findings will be given to S. Stensrud.

FGCU, Captain Rispoli will provide patrol related list with retro-active trainings.

The meeting adjourned at 9:58am. The next meeting is scheduled for Thursday, February 25, 2021 at 2:00pm, Cohen Center Ballroom B.

Respectfully submitted,



Sara Stensrud
Associate Vice President, Human Resources
Chief Negotiator