

**Minutes**  
**Meeting of February 25, 2021**  
**2:00pm to 3:30pm**  
**Cohen Center Ballroom B**

***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, Detective Joe Anderson

**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:** Officer Victor Giovanniello

**Public Attendees:** Sergeant Brian Jones

The meeting began at 2:05 pm.

**FGCU, Chief Negotiator S. Stensrud** asked for a motion to approve the meeting agenda for February 25, 2021 which was distributed via email for review.

**Motion was made to** approve the agenda for February 25, 2021. Agenda approved.

**FGCU, S. Stensrud** asked for a motion to approve the minutes of February 10, 2021 which were distributed via email for review.

**Motion was made to** approve the minutes of February 10, 2021. Minutes approved.

The meeting with the Police Benevolent Association (PBA) and Florida Gulf Coast University (FGCU) was held on February 25, 2021 to continue the discussion of the following:

- I. **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 with proposed **Item (F)** under **Article 29**, Career Development Incentives. **FGCU, S. Stensrud** distributed to the group the revised costing sheet. **S. Stensrud** reviewed with the group the universities proposed offer with an implementation date of July 1, 2020 and the timeframe for which the increases would occur.

**FGCU, S. Stensrud** stated the costing document was created based on the file review conducted by Chief Moore.

**FGCU, Chief Moore** stated printouts were accessed from the Florida Department of Law Enforcement (FDLE), ATMS system to verify training courses taken by each officer in conjunction with the file review.

**FGCU, Chief Moore** clarified that proposed increases would be based on years of service at FGCU.

**FGCU, S. Stensrud** distributed to the group a revised Career Development Incentive document initially distributed/created by M. Sellers. Additional proposed language/red lined was added based on the university's input regarding proposed implementation and administrative processes for the Career Development Incentive program.

Discussion ensued regarding officer's eligibility for the 2.5% increase.

**PBA - Caucus I - 2:20pm**

**PBA – Returned at - 2:36pm**

**PBA, M. Sellers** proposed the following:

- The implementation of the program would start 07.01.20
- All officers would receive the 2.5% increase to their base pay.
- An officer would receive 5% increase to their base pay after completing 5 years of service and 120 hours of training as a Senior Officer.
- An office would receive an additional 5% increase to their base pay after completing 10 years of service and a total of 240 hours of training as a Master Officer.

**FGCU, S. Stensrud** restated for clarification what the PBA is proposing for the schedule of increases. Clarified the approach as stacking; if approach used as suggested, some officers would receive as much as 12.5% increase.

**PBA, Officer Winning** stated that if an officer reaches 5 or 10 years of service but has not done any training they would not be eligible for an increase.

**FGCU, S. Stensrud** reviewed the history of increases that have occurred overtime to correct the issue of compression. **S. Stensrud** stated we must be careful regarding the proposal as it may once again restart the issue of compression which we've worked hard to correct. **S. Stensrud** stated that the University does not agree with the suggested approach.

Discussion ensued regarding the issue of salary compression and the issue of the 2.5% increase for all officers.

**PBA, M. Sellers** suggested that we table **Article 29, Career Development Incentives** for now. He would take back to the PBA membership for discussion.

**FGCU, S. Stensrud** stated that the university is in support of the Career Development Incentive program. The idea of implementing a program to create better officers is viewed positively by the university.

**FGCU, S. Stensrud** suggested that the PBA also look at the red lined document which proposes administrative guidelines for the program.

**FGCU, S. Stensrud** moved onto the accepted proposal **Article 29, Night Differential.**

**S. Stensrud** proposed that a \$1.00 per hour flat rate be implemented instead of the 4% proposed by the PBA.

**FGCU, S. Stensrud** moved onto **Article 18, Uniforms & Accessories.** **S. Stensrud** stated that FGCU Management is not in favor of a proposed increase to the uniform allowance but thanked M. Sellers for the paperwork he sent to her for review.

**PBA - Caucus II - 2:58pm**

**PBA – Returned at - 3:11pm**

**PBA, M. Sellers** proposed the following:

- **Night Differential** – PBA accepts the flat rate of \$1.00 per hour.
- **Career Development Incentive** - PBA is willing to forego the uniform increase, if all officers receive the increase of 2.5%.

**PBA, M. Sellers** stated he understands the compression issue, but he cannot bring back zero to half of the membership.

**FGCU, S. Stensrud** proposed the following to take back to the PBA membership:

- A one-time \$500 increase to the uniform allowance for the June uniform payout.
- Night Differential Incentive - \$1.00 flat rate is slightly more than the 4% proposed by the PBA.
- The Career Development Incentive Program.

**FGCU, S. Stensrud** also proposed language be added to the Career Incentive Proposal, that after the first 5% increase, a 24-month hold would be put in effect before the next 5% is issued based on training hours.

**PBA, M. Sellers** stated he does not have a problem with the addition of the language but has an issue when we come back for negotiation July, 2021.

**PBA- Caucus III – 3:26pm**

**PBA- Returned at 3:30pm**

**PBA, Joe Anderson** proposed the following:

- The PBA proposes that they will forego the 2.5 increase for all officers, if the uniform allowance is increased to \$1000.

Discussion ensued.

The meeting adjourned at 3:33pm. The next meeting is scheduled for Wednesday, March 3, 2021 at 12:00pm, Cohen Center Ballroom B.

Respectfully submitted,

A handwritten signature in blue ink that reads "Sara Stensrud". The signature is fluid and cursive, with the first name "Sara" being larger and more prominent than the last name "Stensrud".

Sara Stensrud  
Associate Vice President, Human Resources  
Chief Negotiator