

**Minutes**  
**Meeting of March 3, 2021**  
**12:00pm to 1:30pm**  
**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 12:00 pm.

**FGCU, Chief Negotiator S. Stensrud** asked for a motion to approve the meeting agenda for March 3, 2021 which was distributed via email for review.

**Motion was made to** approve the agenda for March 3, 2021. Agenda approved.

**FGCU, S. Stensrud** asked for a motion to approve the minutes of February 25, 2021 which were distributed via email for review.

**Motion was made to** approve the minutes of February 25, 2021. Minutes approved.

The meeting with the Police Benevolent Association (PBA) and Florida Gulf Coast University (FGCU) was held on March 3, 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. Career Development Incentives

**FGCU, Chief Negotiator S. Stensrud** opened the meeting with a review of where we left off from the meeting held on February 25, 2021.

**FGCU, S. Stensrud** moved on to state that FGCU Management was not in favor of the proposal of all officers receiving a 2.5% increase to their base pay. However, management did look at the uniform allowance and proposed the following:

- **Article 18 – Uniforms & Accessories** - Proposed a \$500 one-time uniform allowance to all officers.
- **Article 29 - Career Development Incentive Proposal** –Increases proposed in the February 10, 2021 document submitted by the PBA outlining guidelines of program.

**S. Stensrud** proposed a twelve-month waiting period be put in effect between the first and second scheduled increases as proposed. During the twelve-month waiting period one approved training class would be required/completed before the increase is issued based on the increases as proposed for the training incentive program.

Discussion ensued.

**PBA – Caucus I – 12:04pm**

**PBA – Returned – 12:12pm**

**PBA, M. Sellers** stated the proposal from management would be a significant concession to the membership. **M. Sellers** proposed the following:

- **Article 18 – Uniforms & Accessories** - The proposed \$500 one-time uniform allowance was accepted for all officers.
- **Article 29 – Career Development Incentives** - Proposed that the year structure for the Career Development Incentives program be reduced to three years and eight years with a six-month waiting period.

**FGCU – Caucus I - 12:14pm**

**FGCU – Meeting resumed - 12:25pm**

**FGCU, S. Stensrud** proposed the following:

- **Article 18 – Uniforms & Accessories** - Proposed a \$800 one-time uniform allowance to all officers.
- **Article 29 – Career Development Incentives** – Stated that the proposed five and ten year structure would remain along with the twelve-month waiting period.

**PBA – Caucus II – 12:26pm**

**PBA – Returned – 12:36pm**

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

- **Article 18 – Uniforms & Accessories** - Proposed the \$800 one-time uniform allowance was accepted.
- **Article 29 – Career Development Incentives** - The proposed five- and ten-year structure with a twelve-month waiting period would be accepted if the proposed agreement is retroactive back to 07.01.2020.
- **Article 29 – Night Differential** - Proposed that the Night Differential also be retroactive back to July 1, 2020.

**FGCU - Caucus II - 12:38pm**  
**FGCU – Meeting resumed -12:45pm**

**FGCU, S. Stensrud** stated that whatever is proposed, FGCU Management would need to have approval from FGCU Administration.

**FGCU, S. Stensrud** proposed the following:

- **Article 18 – Uniforms & Accessories** – Proposed if the university’s faculty and staff receive either a bonus or an increase in 2021. FGCU proposed to pay the difference to officers between the proposed \$800 one-time uniform allowance and any university bonus or increase faculty and staff receive in 2021.
- **Article 29 – Night Differential** - Proposed that the Night Differential would go into effect on the next shift bid scheduled for April 4, 2021.
- **Article 29 – Night Differential** - Proposed that if the Board of Trustees approves proposals at their June meeting, the Night Differential would be retroactive back to April 4, 2021.

Discussion ensued.

**PBA - Caucus III - 12:51 pm**  
**PBA – Returned - 12:59 pm**

**PBA, M. Sellers**, stated that he understands the administration’s position, but noted two members of administration received significant increases during this time of uncertainty and the membership is aware of this. M. Sellers proposed the following:

- **Article 29 – Night Differential** - Proposed Night Differential be retroactive back to July 1, 2020.
- **Article 29 – Career Development Incentives** – Increases proposed in the February 10, 2021 document submitted by the PBA outlining guidelines of program.

**M. Sellers** proposed a six-month waiting period be put in effect between the first and second scheduled increases as proposed and retroactive back to April 4, 2021.

Discussion ensued.

The meeting adjourned at 1.06 pm. The next meeting is scheduled for Thursday, March 18, 2021 at 10:00am, Cohen Center Ballroom B.

Respectfully submitted,



Sara Stensrud  
Associate Vice President, Human Resources  
Chief Negotiator