

Minutes
Meeting of October 26, 2021
8:30am to 10:00am
Cohen Student Center Room 247

Full Book Contract Negotiations
Gulf Coast Police Benevolent Association and Florida Gulf Coast University

Present:

Union: Matt Sellers, President, Gulf Coast Police Benevolent Association, Officer James Bair, Sergeant Brian Jones, Sergeant Pat McGowan

Florida Gulf Coast University: Sara Stensrud, Senior Associate VP, Administrative Services & Chief Negotiator, Chief Kelli Smith, Captain Anthony Rispoli, Catherine Hoggs-Perez, Administrative Assistant II

Absent: None

Public Attendees: Officer Anthony Garcia, Officer Christine Hoffman, Sergeant Terry Targia

FGCU, Chief Negotiator S. Stensrud called the meeting to order at 8:34 am.

The meeting with the Police Benevolent Association (**PBA**) and Florida Gulf Coast University (**FGCU**) was held on October 26, 2021 to continue Full Book Contract Negotiations.

S. Stensrud asked for a motion to approve the minutes of October 12, 2021. Minutes approved.

S. Stensrud moved to item **four** on the agenda and asked if the PBA would like to postpone their updates to the management response to the next meeting and instead move forward with item **five** on the agenda, ***“Management’s response to the PBA Wage Proposal”***.

M. Sellers agreed to move forward with item **five** on the agenda.

S. Stensrud passed out the draft of reformatted Collective Bargaining Agreement between Florida Gulf Coast University and Gulf Coast Police Benevolent Association to the group.

S. Stensrud asked that everyone go to Article 29. **S. Stensrud** briefly reviewed last wage addendum.

S. Stensrud then passed out spreadsheet to the group outlining wage proposal from FGCU Management.

S. Stensrud discussed with the group how the university is currently revisiting how we view compensation and salary ranges. **S. Stensrud** stated that the university is looking at a classification system for staff and that is a method that is not very different than what is used at other agencies.

S. Stensrud asked **M. Sellers** what process did he use to come up with the PBA's wage proposal.

M. Sellers stated they based their proposal on the salary information obtained from Lee County's Sheriff's department and mirrored the salaries of Lee County.

Discussion ensued.

S. Stensrud stated FGCU Management looked at our university peer groups which included: **USF, UNF, and FAU** along with 35 other peers around the country. This data was used to determine the proposed base minimum, medium, and maximum wages proposed by FGCU Management. **S. Stensrud** offered to send this report to **M. Sellers** for his review.

S. Stensrud stated the cost of living for our area was also reviewed when determining the proposed wage proposal. **S. Stensrud** shared that the university is using the Segal Company to produce a classification and compensation structure redesign for the university.

S. Stensrud continued review of the spreadsheet with the group and asked for their feedback.

Discussion ensued.

PBA - Caucus - 9:18am

PBA – Returned - 9:41am

M. Sellers stated they plan to take time to review the document and discuss with their membership. After review **M. Sellers** stated they will come back with a counter proposal.

M. Sellers requested a copy of the National Peer Group be emailed to him.

S. Stensrud stated she will email him a copy.

S. Stensrud stated that she will bring a model of what the FGCU Management wage proposal would look like to the next meeting.

S. Stensrud asked if there were any additional items for discussion. None.

The meeting adjourned at 9:46am.

The next meeting is scheduled for Tuesday, November 9, 2021 at 8:30am, Cohen Student Union, Room 247.

Respectfully submitted,



Sara Stensrud
Senior Associate Vice President, Administrative Services
Chief Negotiator