

Minutes
Meeting of November 9, 2021
8:30am to 10:00am
Cohen 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 Robert Shepherd

FGCU, Chief Negotiator S. Stensrud called the meeting to order at 8:31am.

The meeting with the Police Benevolent Association (**PBA**) and Florida Gulf Coast University (**FGCU**) was held on November 9, 2021 to continue Full Book Contract Negotiations.

S. Stensrud asked for a motion to approve the agenda for November 9, 2021. Agenda approved.

S. Stensrud asked for a motion to approve the minutes of October 26, 2021. Minutes approved.

S. Stensrud turned the meeting over to **M. Sellers** to present the PBA's response to FGCU's Management Wage Proposal.

M. Sellers stated he was able to review the proposal from FGCU management and also looked at the information provided by **S. Stensrud** of our university peer groups.

M. Sellers stated that USF received an increase in wages of \$3000 and their cost of living is slightly less than this area.

M. Sellers also stated that the starting salary at FAU for newly hired officers is \$52,400. FAU also approved a \$2500 competitive pay adjustment to all eligible employees to their base rate of pay.

M. Sellers turned the meeting over to Officer Bair who presented to the group the counter proposal from the PBA from the document which was passed out in the beginning of the meeting.

Discussion ensued.

Officer Bair then moved on to newly proposed items to the contract that had not been previously proposed to FGCU's Management.

- Proposed that the uniform allowance be increased from \$500 to \$600 dollars.
- Proposed that tuition reimbursement be increased from 6 units to 9 units.
- Proposed that UPD Officers be given \$250 waiver per year for membership to University Campus Recreation & Wellness Center or \$250 allowance for gym.
- Proposed increase to night differential from \$1.00 to \$1.50.
- Proposed all training cannot be denied to reach Master Officer.

Captain Rispoli stated that historically trainings are not usually denied except when they are going to impact the staffing of the department.

Captain Rispoli also stated that given the terms of the Career Development Training Incentives program, it is not difficult to achieve trainings to receive the increase/promotion associated with the Senior Officer or the Master Officer.

Chief Smith stated that we fully endorse training and we really haven't denied trainings to anyone. However, we are not sending officers to trainings that are not applicable to their position at the university. Chief Smith also stated we are a police department and we need to have staff available to answer calls.

Chief Smith stated that putting something in writing regarding a non-denial of training clause is not something we can give up as a management right.

M. Sellers stated that he agrees with Chief Smith and does not see that this has been an issue.

S. Stensrud stated that we have always tried to be fair and to manage in good faith.

FGCU Caucus – 8:48am
Meeting resumed: 9:08am

S. Stensrud thanked the PBA for their thoughts and stated that new items had been brought to the negotiation table.

S. Stensrud stated that last year was different. FGCU management had recommended that the PBA present other options that the university might be able to agree to. However, this year we are at Full Book and we are looking to negotiate the Articles that were originally proposed by the PBA, not to increase them as we go along through the process.

M. Sellers stated that several of the original proposed items were rejected and the PBA decided to propose new items to get more money into the officers' pockets.

S. Stensrud moved forward to the PBA proposed items.

S. Stensrud stated that FGCU Management would review the numbers of the counter wage proposal submitted by the PBA.

S. Stensrud also stated she would eliminate from the document the Captain, Deputy Chief and the Chief since they are not part of the bargaining unit.

S. Stensrud requested clarification of "Time in Rank" as proposed in wage document.

Discussion ensued.

S. Stensrud agreed to the proposed increase to the uniform allowance.

S. Stensrud stated that regarding the proposed increase of tuition units, the university is presently working on the rewriting of the policy. **S. Stensrud** recommended that the PBA wait until the new policy comes out which may address items in their proposal.

S. Stensrud stated the University Campus Recreation & Wellness Center is being funded by our students and we may not be able to extend a waiver to the officers not to be charged for membership. But would have further conversation.

S. Stensrud stated the night differential topic was discussed last year and FGCU Management cannot agree to an increase.

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

The meeting adjourned at 9:18am.

The next meeting is scheduled for Tuesday, November 30, 2021 at 8:30am, Edwards Hall Room 309.

Respectfully submitted,



Sara Stensrud
Senior Associate Vice President, Administrative Services
Chief Negotiator