

Minutes
Meeting of December 11, 2020
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, Detective Joe Anderson, Officer William Winning

Florida Gulf Coast University: Sara Stensrud, Associate VP, Human Resources & Chief Negotiator, Joseph C. McDonald, Associate VP for Administrative Services & Finance (**via telephone**), Chief Steven Moore, Lieutenant Anthony Rispoli, Catherine Hoggs-Perez, Administrative Assistant II

Absent: Officer Victor Giovanniello

Public Attendees: Sergeant Brian Jones, Officer Terry Targia

The meeting began at 9:07am.

FGCU, Chief Negotiator S. Stensrud asked for a motion to approve the meeting agenda for December 11, 2020 which was distributed via email for review.

PBA, M. Sellers stated that the order of the discussion may not reflect the order of the agenda.

Motion was made to approve the agenda for December 11, 2020. Agenda approved.

FGCU, S. Stensrud asked for a motion to approve the minutes of November 6, 2020 which were distributed via email for review.

PBA, M. Sellers stated that Officer Horn's name was misspelled.

Motion was made to approve the minutes of November 6, 2020. Minutes were approved based on the correction of Officer Horn's name.

The meeting with the Police Benevolent Association (PBA) and Florida Gulf Coast University (FGCU) was held on December 11, 2020 to continue discussion of the following:

I. Two Non-Economic Articles of the Collective Bargaining Agreement & Wage Re-Opener

Article 14 – Hours of Work, Leave & Job-Connected Disability

Section 6 – Leave & Holidays

Article 28 – Totality of Agreement

(B) – Elimination of language

Article 29 – Wages

Section 1 (B) – Wage Proposal

(E) – Night Shift Differential

(F) – Parking Reimbursement

(G) – Full Pay for Workers Compensation

FGCU, S. Stensrud opened the meeting addressing the items from Article 29, Section 1 submitted by the PBA for negotiation. S. Stensrud stated it was best to discuss items through conversation, so a document was not created.

Item (B) Wage Proposal stated that after discussing the proposal to increase base wages by 10%, it was determined that the request could not be granted at this time.

FGCU S. Stensrud stated that it is President Martin's priority to save jobs and that funding was not allocated for increases. President Martin asked that the PBA discuss as a group and present other options that the university may be able to agree to.

PBA, M. Sellers made the suggestion of looking at employees that may have left the university or retired and if their wages could be reallocated.

FGCU, Chief Moore stated departmental promotions are scheduled to be announced, while other employees are not receiving increases at this time. Chief Moore stated he understands that the PBA represents the UPD and not the faculty/staff of the university.

FGCU, S. Stensrud stated that the university has incurred costs due to these unprecedented times. The university has had to implement various programs for our students/faculty/staff. S. Stensrud also stated that we are waiting on the legislature who may impose additional cuts which could result in a shortfall.

Item (E) Night Differential. S. Stensrud stated the request was for 5% and the university countered with an offer of 3%.

FGCU, Chief Moore stated that expanded administrative language could be added. If Officers request/volunteer for the night shift, it would produce a trickle-down effect creating a win/win situation and a morale boost to the department.

Item (F) Parking Fee Reimbursement. S. Stensrud stated that the decision was made that the university could not grant free parking.

FGCU, S. Stensrud stated that the university would like to offer an increase of \$50.00 bi-annually/\$100.00 annually to the uniform allowance in lieu of the request for the parking reimbursement.

Item (G) Full Pay for Workers Compensation. S. Stensrud stated that a survey was done of all of the universities within our SUS System and none had a benefit of this kind.

FGCU, Chief Moore stated that Florida's Workers Compensation is governed by a State of Florida statute that states that an employee is compensated at 2/3 of their pay while on leave. Chief Moore also noted that cases of abuse may occur, as seen in the state of California if full pay was extended.

PBA, Detective Joe Anderson stated that when an officer is injured in the line of duty and loses any wages it is not fair. Detective Anderson also stated that it's not fair to have to use sick time to offset the loss of wages.

PBA, Matt Sellers stated that he understands the concern of abuse but feels it would be a rare occurrence. Most employees want to come back to work.

FGCU, Chief Moore suggested this could be a lobbying point for the PBA in Tallahassee. We do not feel that our Board of Trustees would agree to this proposal.

FGCU, S. Stensrud said PBA's concerns are noted.

FGCU, S. Stensrud moved forward to the next item for discussion. Article 14, Hours of Work, Leave, and Job-Connected Disability Section 6, Leave and Holidays.

Item (A) Addition of an Employee's Birthday as a holiday, increase of 1 paid holiday for each officer and sergeant. **FGCU, S. Stensrud** stated that the addition of the employee's birthday as a holiday could not be granted and the Personal Day that they receive could be used however they desire.

PBA, M. Sellers stated that the PBA would table this item for now.

FGCU, S. Stensrud moved forward to the next item for discussion. Article 28 – Totality of Agreement. Section B - Language was discussed that they would like to delete from the CBA.

Item (Section B) Elimination of section B.

FGCU, S. Stensrud stated we cannot agree to the elimination of paragraph (B) at this point.

PBA, M. Sellers stated the PBA would table this item for now.

PBA – Caucus I - 9:28 am

PBA – Returned at 9:48 am.

PBA, Matt Sellers stated that they will take into consideration suggesting other options that the university may be able to agree to.

PBA, Matt Sellers, moved forward with counter offers to the following:

Workers Compensation – The option was presented of using administrative leave instead of sick time to offset lost wages.

Night Shift Differential – A counter offer of 4% was presented to the group.

FGCU, S. Stensrud stated their counter offers will be taken into consideration.

FGCU, S. Stensrud asked if there was any additional new business for discussion. None.

The meeting adjourned at 9:52am. The next meeting is scheduled for Friday, January 22, 2021 at 9:00am, Cohen Center Room 201.

Respectfully submitted,

A handwritten signature in blue ink that reads "Sara Stensrud". The signature is written in a cursive, flowing style.

Sara Stensrud
Associate Vice President, Human Resources
Chief Negotiator