

**Minutes**  
**Meeting of November 6, 2020**  
**9:00am to 10:30am**  
**Cohen Center Ballroom**

***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 Victor Giovanniello, Officer William Winning

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

**Public Attendees:** Myles Kittleson, William Horn, Brian Jones, Patrick McGowan

The meeting began at 9:05am.

**FGCU, Chief Negotiator S. Stensrud** asked for a motion to approve the meeting agenda for November 6, 2020 which was distributed via email for review. **Motion was made to** approve the agenda for November 6, 2020. Agenda approved.

**FGCU, S. Stensrud** asked for a motion to approve the minutes of October 9, 2020 which were distributed via email for review. **Motion was made to** approve the minutes of October 9, 2020. Minutes approved.

The meeting with the Police Benevolent Association (PBA) and Florida Gulf Coast University (FGCU) was held on November 6, 2020 to discuss the following:

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

**PBA, M. Sellers** Expressed the agenda did not represent the order in which the articles should be discussed.

**FGCU, S. Stensrud** – Took note.

**PBA, M. Sellers** – Distributed documents for the group to review. Under **Article 14 – Hours of Work, Leave, and Job-Connected Disability**. The PBA is requesting an additional holiday (**Employee Birthday**) be added to the schedule.

**FGCU, PBA** – Discussion ensued. Questions were raised as to (why); and what are other law enforcement agencies doing regarding personal days.

**FGCU, S. Stensrud** – Will take request under consideration.

**PBA, M. Sellers** – Documents were distributed to the group regarding **Article 28 – Totality of Agreement**. Section A - Language was discussed that they would like to adopt in the contract.

**PBA, M. Sellers** – Secondly, it was requested that Officers have the “right to first refusal for on campus details”.

**FGCU/PBA** – Discussion ensued regarding this topic. Parties agreed that Chief Moore would solve the issue and there was not a need to add language at this point.

**PBA, M. Sellers** – Documents were distributed to the group regarding **Article 29 – Wages**. M. Sellers stated that an increase of 10% is being requested for all Officers and Sergeants.

**PBA, M. Sellers** –Under Section 1 item **(B)** Pay range for Officer and Sergeant positions was noted for renegotiation. Other newly requested items to Article 29 include, **(E)** Night shift differential), **(F)** Parking Reimbursement and **(G)** Full pay for Workers Compensation.

**FGCU, S. Stensrud** – Discussed the reasoning for a wider/broader salary range. Discussion ensued.

**FGCU, S. Stensrud** – Items for negotiation noted.

**FGCU, S. Stensrud** – Asked if there was any additional new business for discussion. None.

The meeting adjourned at 9:45am. The next meeting is scheduled for Friday, December 11, 2020 at 9:00am, Cohen Center Room 201.

Respectfully submitted,



Sara Stensrud  
Associate Vice President, Human Resources  
Chief Negotiator