

**Minutes**  
**Meeting of September 28, 2021**  
**8:30am to 9:30am**  
**Cohen Center Room 246**

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***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 McGowen

**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:** N/A

**Public Attendees:** Officer William Winning, Officer Christine Hoffman, Officer William Horn, Officer Robert Shepherd, Detective Joe Anderson

**FGCU, Chief Negotiator S. Stensrud** called the meeting to order at 8:57 am.

The meeting with the Police Benevolent Association (**PBA**) and Florida Gulf Coast University (**FGCU**) was held on September 28, 2021 to begin Full Book Contract Negotiations.

**S. Stensrud** stated that this first meeting was held to determine the negotiation process:

- How often we will meet
- How long the meetings will last
- How we would like to go through the current contract for negotiations/changes

**S. Stensrud** stated FGCU will be working with FGCU's General Council to ensure we have an up-to-date contract from our Public Posting process.

**M. Sellers** requested that for today's meeting he would like to begin with discussing the proposed contract to be submitted by the PBA, move on to a presentation, and lastly determine a meeting schedule.

**S. Stensrud** agreed to M. Seller's request.

**M. Sellers** stated he is excited to get started and felt there was great success with the first contract negotiation.

**M. Sellers** passed out the PBA's proposed contract outlining a three-year term 2021-2024 to the group for review.

**M. Sellers** began with addressing articles the PBA are proposing for contract negotiation/changes.

**M. Sellers** began with Article 14.

#### **Article 14**

**Section 4, Court Appearances** – PBA proposing the minimum compensation to employee changes from two hours to three hours.

**Section 6, Shift Differential** – PBA stated they would like clarity to the language, no changes. Management to review.

**Section 7, Leave and Holidays** – PBA proposing that Juneteenth be added to the paid holiday list.

**Section 9, Annual, Sick, Bereavement and Job-Related Disability Leaves** - PBA proposing “*and job related disability*” deleted from the contract.

**Section 10, (newly proposed)** – PBA proposing the addition of Section 10 to the contract.

**Section 11, (newly proposed)** – PBA proposing the addition of Section 11 to the contract.

**Article 16, Training Opportunities** – No changes, format changes only recommended.

**Article 18, Uniforms and Accessories** – PBA proposing monthly cell phone stipend of \$100.

**Article 27, Duration** – PBA proposed a three-year contract negotiation with wage re-openers and non-economic articles eliminated from the process.

**Article 28, Totality of Agreement** – PBA proposing paragraph (B) to be eliminated from Article 28.

**Article 29, Wages** – M. Sellers passed out a document outlining proposed salaries for negotiation and reviewed document with the group. **M. Sellers** stated that a public records request was made to obtain salary information from Lee County’s Sheriff’s department to use as comparison of salaries in our area.

**M. Sellers** stated that their proposal would eliminate the compression issue.

**M. Sellers** stated he would email the excel spreadsheet to the group.

**Article 30, (newly proposed)** – **M. Sellers** stated that the PBA would like to propose a new article to be added to the contract. A PowerPoint presentation was given by Officer Bair on the merits of FGCU Officers being issued take home patrol vehicles.

**M. Sellers** thanked Officer Bair for his presentation and stated that he would email a copy of the presentation to FGCU Management for their review.

**S. Stensrud** requested the proposed Article 30 be given a title.

**S. Stensrud** asked how often would the group like to meet.

**M. Sellers** stated that due to Covid, negotiations have gotten a late start and the PBA would like to meet as often as possible.

**S. Stensrud** proposed that the meetings be held bi-weekly on Tuesday's, 8:30am to 10:00am.

All agreed of meeting proposal.

**C. Hoggs-Perez** will send out meeting invitations to the group.

**S. Stensrud** asked if there was any additional new business. None.

**S. Stensrud** stated FGCU Management will prepare their version of proposed contract for negotiations/changes.

The meeting adjourned at 9:28am.

***The next meeting is scheduled for Tuesday, October 12, 2021 at 8:30am, Edwards Hall, Room 309.***

Respectfully submitted,



Sara Stensrud  
Senior Associate Vice President, Administrative Services  
Chief Negotiator