

**Minutes**  
**Meeting of January 25, 2022**  
**8:00am to 9:30am**  
**Cohen Center Room 214**

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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 McGowan

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

**Absent:** Captain Anthony Rispoli

**Public Attendees:** Officer Christine Hoffman

**FGCU, Chief Negotiator S. Stensrud** called the meeting to order at 8:03 am.

The meeting with the Police Benevolent Association (**PBA**) and Florida Gulf Coast University (**FGCU**) was held on January 25, 2022 to continue Full Book Contract Negotiations.

**S. Stensrud** asked for a motion to approve the agenda for January 25, 2022. Agenda approved.

**S. Stensrud** asked for a motion to approve the minutes of January 13, 2022. Minutes approved.

**S. Stensrud** welcomed all to the meeting and turned it over to **M. Sellers**.

**M. Sellers** stated he put the PBA's counter proposal in writing as it is the desired format. **M. Sellers** stated that **Article 16** (Training Opportunities) and **Article 29** (Wages) will be addressed for clarity.

**M. Sellers** passed out to the group documents outlining the PBA's counter proposal. **M. Sellers** reviewed with the group Article 16 stating that the language needs updating to include agreed upon terms previously proposed:

- a. Eliminate the incentive program for newly hired Sergeants joining UPD after new contract is ratified.
- b. Sergeants that are already in the system will be grandfathered into the program.

**M. Sellers** moved on to the document outlining the PBA's wage proposal. The PBA proposes the following wages for the First Year.

- a. Starting salary for newly hired Officers - \$43,493.04
- b. Starting salary for newly hired Sergeants - \$60,009.12

In addition, previously agreed upon terms to include:

- a. Uniform allowance - \$600 annually
- b. Cell phone allowance - \$650 - \$25 bi-weekly x 26 weeks per university policy

**S. Stensrud** asked if the PBA was rejecting the new minimum for Officers proposed by FGCU Management.

- Law Enforcement Officer I - \$22.03 per hour or \$45,998.64

**M. Sellers** stated the PBA is rejecting FGCU's wage proposal in its entirety because it only increases the floor.

**S. Stensrud** restated what FGCU Management had proposed:

- a. New starting salary for Officers \$22.03 per hour or \$45,998.64 and Sergeants \$60,009.12.
- b. Officers and Sergeants raised to the new minimum or 2% whichever is greater.
- c. Cell phone allowance and uniform allowance (previously agreed upon)

**M. Sellers** restated what the PBA is proposing:

- a. Salary for newly hired Officers \$43,493.04
- b. 5% increase for Officers to their current base salary
- c. New starting pay for Sergeants \$60,000.12
- d. Cell phone \$650 and Uniform allowance \$600 annually (previously agreed upon)

**S. Stensrud** again asked if they were rejecting FGCU's newly proposed starting salary for Officers.

**M. Sellers** stated FGCU's proposal did not raise the ceiling for everyone.

**Officer Bair** stated a newly hired officer would make the same as 5-6 of the current officers. The new hire could possibly make more if someone with experience were hired and the past practice of \$1500 added to the base salary was applied.

**Chief Smith** stated we may not continue the practice of adding an additional \$1500 based on experience. **Chief Smith** stated that was a practice from the previous administration.

**S. Stensrud** requested that the PBA leave the room so FGCU management could caucus.

**FGCU** – Caucus – 8:13am

**Meeting resumed** – 8:32am

**S. Stensrud** stated that the university believes we need to raise the starting wage to be competitive is market appropriate.

**S. Stensrud** also stated that she only authorized at this time to propose up to 2% for increases.

**S. Stensrud** proposed the following:

- a. Minimum of \$46,000 - Officers, \$60,000 - Sergeants or 2% whichever is greater
- b. Those that are slated to receive the training incentive would also be eligible for “Minimum of \$46,000 - Officers, \$60,000 - Sergeants or 2% whichever is greater”

PBA – Caucus – 8:36am

PBA – Returned – 8:52am

**M. Sellers** stated he will review the numbers and speak with PBA membership regarding the proposal and give a response at the next meeting.

**S. Stensrud** asked if there were anything else for discussion. – None.

The meeting adjourned at 8:54am.

***The next meeting is scheduled for Thursday, February 3, 2022 at 1:00pm, Cohen Student Union, Room 201.***

Respectfully submitted,

Sara Stensrud  
Senior Associate Vice President, Administrative Services  
Chief Negotiator