

**Minutes**  
**Meeting of January 13, 2022**  
**8:30am to 10:00am**  
**Cohen Center Room 201**

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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, Captain Anthony Rispoli, Catherine Hoggs-Perez, Administrative Assistant II

**Absent:** N/A

**Public Attendees:** Officer William Horn

**FGCU, Chief Negotiator S. Stensrud** called the meeting to order at 8:33 am.

The meeting with the Police Benevolent Association (**PBA**) and Florida Gulf Coast University (**FGCU**) was held on January 13, 2022 to continue Full Book Contract Negotiations.

**S. Stensrud** asked for a motion to approve the agenda for January 13, 2022. Agenda approved.

**S. Stensrud** asked for a motion to approve the minutes of December 14, 2021. Minutes approved.

**C. Hoggs-Perez** distributed PBA wage proposal submitted to **S. Stensrud** via email from **M. Sellers**.

**S. Stensrud** opened with a summary of the PBA and FGCU management proposals from the meeting of December 14th. **S. Stensrud** then stated that FGCU management has prepared a counter proposal based on the spreadsheet submitted via email from **M. Sellers**.

**S. Stensrud stated** to be competitive, FGCU management would like to propose starting wages for the following:

- a. FGCU Management proposed a new minimum for Officers and Sergeants.
  - Law Enforcement Officer I - \$22.03 per hour or \$45,998.64
  - Sergeant - \$28.74 per hour or \$60,009.12  
*(3 years as sworn Law Enforcement Officer – 10% or minimum, whichever is greater).*
- b. FGCU Management proposed all Officers and Sergeants raised to the new minimum or 2% whichever is greater.

In addition, **S. Stensrud** reviewed items that had been previously agreed upon and included:

- a. New cell phone allowance - \$25 biweekly x 26 weeks = \$650
- b. Additional uniform allowance = Current cost is \$500 per member; proposed increase to \$600 annually.

**S. Stensrud** reviewed the proposed wage increases from the blue column shown on FGCU management's wage proposal.

**Officer Bair** stated that based on the blue column Officer Page and Officer Jones would not be getting an increase but only the 5% increase based on the incentive program.

**Sergeant McGowan** stated that based on the proposed minimum wage for officers and the past history of new hires with experience getting an additional \$1500 to their base, a new hire's salary could be more than someone that has been on the force.

**Chief Smith** stated that the legislature has submitted a proposal to the Governor for sign on bonuses. **Chief Smith** stated if approved we may not follow the practice of offering an additional \$1500 based on experience. **Chief Smith** also stated there needs to be a decision made that either the PBA wants to negotiate based on a step plan or on individual wage increases. There cannot be both.

**M. Sellers** stated the PBA did not present a step plan. The PBA is presenting a base wage increase. The incentive program is something that has already been negotiated and agreed upon. The PBA's proposal will address two issues, a wage increase to the base for all and not falling back into a wage compression situation. **M. Sellers** also mentioned that retention is important, and all members should be included in the negotiation to receive an increase so that we don't lose officers. **M. Sellers** stated management's proposal raises the floor but not the ceiling.

**S. Stensrud** stated that we raised floor to address the issue of attracting qualified candidates to UPD. **S. Stensrud** also stated the PBA decided to abandon the idea of a step plan. **S. Stensrud** restated that we do not know from year to year what our funding will be.

**M. Sellers** stated it would be difficult for him to bring to the membership a proposal where the base and the ceiling were not raised and all membership were not given an increase.

**Captain Rispoli** stated we are not in a situation where compression is an issue due to the current hiring dates and years of service of UPD officers. **Captain Rispoli** also stated that the argument that officers have left due to pay is not valid. **Captain Rispoli** stated the majority have left due to retirement and one officer left (*he took a pay cut in his new position*) for career opportunities. **Captain Rispoli** stated the PBA is negotiating for individuals and not for the membership as a whole.

**M. Sellers** stated he wanted the minutes to reflect that the PBA is not negotiating for individuals and that FGCU management had stated individuals' names.

**Captain Smith** stated that the 5% increase for the incentive program is still an increase.

**Officer Bair** stated the incentive program increase and the 6% increase should be treated as two separate issues.

Discussion ensued.

**PBA** – Caucus – 8:59am

**PBA** – Returned – 9:30am

**M. Sellers** stated he will prepare a counter proposal in writing to present at the next meeting.

**M. Sellers** asked if the meeting time could be changed to 2pm and if we would be able to meet more often.

**S. Stensrud** stated she will review her calendar and send an email to the group.

The meeting adjourned at 9:30am.

***The next meeting is scheduled for Tuesday, January 25, 2022 at 8:00am, Cohen Student Union, Room 214.***

Respectfully submitted,

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

Sara Stensrud  
Senior Associate Vice President, Administrative Services  
Chief Negotiator