

Minutes
Meeting of November 30, 2021
8:30am to 10:00am
Edwards Hall Room 309

Full Book Contract Negotiations
Gulf Coast Police Benevolent Association and Florida Gulf Coast University

Present:

Union: Matt Sellers, President, Gulf Coast Police Benevolent Association, Sergeant Brian Jones

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: Officer James Bair, Sergeant Pat McGowan

Public Attendees: Officer William Horn

FGCU, Chief Negotiator S. Stensrud called the meeting to order at 8:34am.

The meeting with the Police Benevolent Association (**PBA**) and Florida Gulf Coast University (**FGCU**) was held on November 30, 2021 to continue Full Book Contract Negotiations.

S. Stensrud asked for a motion to approve the agenda for November 30, 2021. Agenda approved.

S. Stensrud asked for a motion to approve the minutes of November 9, 2021. Minutes approved.

S. Stensrud opened with FGCU's Management Response to the PBA's Wage Proposal.

S. Stensrud stated that upon reviewing the PBA's proposal the one area that she had confusion with was the wages proposed for the Sergeants and asked that we use today's meeting to discuss PBA's proposal and consider it as a discussion.

S. Stensrud stated that she costed the PBA proposal starting with the Officers.

S. Stensrud stated she agreed what was proposed for years one, three and five, but could not agree to negotiate past the 5-year mark. **S. Stensrud** stated that looking that far out was problematic, because uncertainty of fiscal funding. Our funding varies from year to year.

S. Stensrud stated FGCU Management would like to propose the following for the Officers.

- Year one - Officers proposed base wage of \$46,000
- Year two - Proposed lump sum in the amount of \$1500/onetime payment
- Year three – Calculate wages base and PBA proposed wage of \$50,715

S. Stensrud responded FGCU Management is not in favor of the PBA's proposed base wage of \$63,000 for the Sergeants. **S. Stensrud** stated FGCU Management would like to propose the following for the Sergeants.

- Year one – Sergeants proposed base wage - \$60,000. If an Officer is already making \$60,000 at the time of promotion, they would receive 10% to existing salary. **S. Stensrud** also stated that the training incentive was created for the development of officers and would like to eliminate the incentive program for new Sergeants joining UPD after new contract is ratified. Sergeants that are already in the system would be grandfathered into the program.
- Year two and three FGCU would adjust accordingly from the proposed based salary.

PBA – Caucus – 8:52am

PBA – Returned – 9:13am

M. Sellers stated that he feels we are close to an agreement but the PBA does have a counter proposal to present.

M. Sellers stated the PBA agrees to the elimination of the incentive program for newly hired Sergeants. **M. Sellers** also stated the PBA is not opposed to the proposed minimum salary of \$60,000 for the Sergeants.

M. Sellers proceeded to present the PBA's counter proposal:

- Proposed - Sergeant Jones's salary be brought to \$80,620
- Proposed - Officer Chris Palmer's salary be brought to \$53,500
- Proposed - Detective Joe Anderson's salary be brought to \$56,187
- Proposed - The wages of Officer Horn, Officer Fornal & Officer Winning be brought to \$49,000 at the 5-year mark
- Proposed - At year two \$1500 into base.
- Proposed - At year three a onetime lump sum of \$1500.

Discussion ensued.

S. Stensrud suggested that she present a document at the next meeting that would show the PBA's proposal against FGCU's proposal for review.

S. Stensrud stated she would like to negotiate using the agreed wage step chart and that she is hesitant to negotiate individual salary numbers not proposed on the chart.

M. Sellers stated the PBA are looking to raise the floor and the ceiling of the UPD's wages.

Discussion ensued.

M. Sellers asked if we had a date for the next meeting.

C. Hoggs-Perez presented the dates of December 14, 2021 and January 11, 2022. All were in agreement of the dates presented.

There was a conflict with the date of January 11th and it was changed to January 13, 2022.

The meeting adjourned at 9:30am.

The next meeting is scheduled for Tuesday, December 14, 2021 at 8:30am, Cohen Student Union, Room 247.

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