

Minutes
Meeting of December 14, 2021
8:30am to 10:00am
Cohen Center Room 247

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 Anthony Garcia, Officer Christine Hoffman, Officer William Horn

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

The meeting with the Police Benevolent Association (**PBA**) and Florida Gulf Coast University (**FGCU**) was held on December 14, 2021 to continue Full Book Contract Negotiations.

S. Stensrud asked for a motion to approve the agenda for December 14, 2021, noting that **Item IV** should read FGCU Management response to PBA Wage Proposal. Agenda approved.

S. Stensrud asked for a motion to approve the minutes of November 30, 2021. Minutes approved.

C. Hoggs-Perez passed out two wage proposal documents to the group prepared by FGCU Management.

- a. Position Classification spreadsheet (revised by FGCU Management originally submitted by the PBA)
- b. Wage Proposal Spreadsheet submitted by FGCU Management

S. Stensrud opened with a review of the Position Classification Spreadsheet.

S. Stensrud stated the spreadsheet is the management's interpretation of the PBA's spreadsheet previously submitted.

S. Stensrud stated that the columns in blue represent what was discussed at the previous meeting. **S. Stensrud** stated she would agree to negotiate up to 5 years of service increase but did not feel comfortable negotiating past that point.

S. Stensrud moved onto the next spreadsheet which she then reviewed with the group starting with the hiring ranges for the following:

- a. Law Enforcement Officer I - GR5

- b. Law Enforcement Officer II (Senior) – GR6
- c. Law Enforcement Officer II (Master) – GR7
- d. Sergeant – GR8

S. Stensrud stated that the maximum range indicates ranges of our peer groups. The maximum ranges give the opportunity for growth.

S. Stensrud reviewed each column on the spreadsheet.

M. Sellers asked for further clarification of the column titled “**Proposed 2021-2022 (PBA Matrix Years 1,3 & 5)**”.

S. Stensrud clarified a step process versus an individualized wage process.

S. Stensrud stated that she cannot combine the two processes.

M. Sellers stated public employees can only contract up to three years. **M. Sellers** expressed concern that the FGCU Management proposal shows significant decreases compared to the original proposal from October. **M. Sellers** stated that the PBA feels this may appear to be regressive bargaining.

S. Stensrud stated that regressive bargaining is not the intent and FGCU Management always bargains in good faith. **S. Stensrud** asked the date of the PBA/proposal (spreadsheet) presented by James Bair.

C. Hoggs-Perez stated it was from the November 9th meeting.

Discussion ensued.

S. Stensrud stated the most current spreadsheet encompassed the PBA proposal from November 9th.

PBA members questioned the range based on the market data noted and why the FGCU proposed second year matrix is a lump sum instead of an increase to the base.

S. Stensrud explained our funding varies from year to year and due to the uncertainty of fiscal funding, the second year is a lump sum proposal of \$1500.00.

Sergeant Jones stated he has never known a time that payroll is underfunded.

Sergeant Jones stated that there has been salary savings within the department.

Chief Smith stated there are some budget lines that the university absorbs. **Chief Smith** stated that yes, there have been salary savings but they are offset by overtime and the department does not receive an overtime budget.

Discussion ensued.

PBA – Caucus – 9:20am

PBA – Returned – 9:45am

M. Sellers stated the following as the PBA’s counter proposal:

- a. Three-year contract
- b. Year one 6% increase across the board
- c. Year two Wage Reopener (no articles to be negotiated)
- d. Year three Wage Reopener (no articles to be negotiated)
- e. Acceptance of base wage increase to \$60,000 for Sergeants

S. Stensrud restated the PBA's counter proposal for clarity.

- a. Step Chart process is to be eliminated
- b. 6% increase for all year one
- c. Wage Reopener year two (no articles to be negotiated)
- d. Wage Reopener year three (no articles to be negotiated)

Chief Smith asked if they are abandoning \$46,000 as minimum/starting pay for Officers.

Discussion ensued:

S. Stensrud asked that M. Sellers prepare a comprehensive proposal document to be emailed to her.

M. Sellers asked if all were in agreement of the proposal document being emailed to **S. Stensrud**.

There were no objections.

S. Stensrud stated she will respond to the **PBA's** counter proposal document at the January 13th meeting.

The meeting adjourned at 10:05am.

The next meeting is scheduled for Thursday, January 13, 2022 at 8:30am, Cohen Student Union, Room 201.

Respectfully submitted,



Sara Stensrud
Senior Associate Vice President, Administrative Services
Chief Negotiator