

**Minutes**  
**Meeting of February 3, 2022**  
**1:00pm to 2:30pm**  
**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, Catherine Hoggs-Perez, Administrative Assistant II

**Absent:** Captain Anthony Rispoli

**Public Attendees:** Detective Joe Anderson, Officer Anthony Garcia, Officer Christine Hoffman, Officer William Horn

**FGCU, Chief Negotiator S. Stensrud** called the meeting to order at 1:00pm.

The meeting with the Police Benevolent Association (**PBA**) and Florida Gulf Coast University (**FGCU**) was held on February 3, 2022 to continue Full Book Contract Negotiations.

**S. Stensrud** asked for a motion to approve the agenda for February 3, 2022. Agenda approved.

**S. Stensrud** asked for a motion to approve the minutes of January 25, 2022. Minutes approved.

**S. Stensrud** stated this meeting is being held to discuss the PBA's Wage Proposal, she then turned the meeting over to PBA President **M. Sellers**.

**M. Sellers** stated the numbers were reviewed from the January 12<sup>th</sup> spreadsheet presented by FGCU management and the PBA has prepared a counter proposal for presentation.

**M. Sellers** passed out the PBA's counter proposal spreadsheet and began his review of the document with the group.

- a. All current Officers and two Sergeants would receive 2% increases
- b. Three Sergeant salaries would increase to \$60,0009.12
- c. PBA removed the vacant slots from the management's proposal and applied that salary savings as an additional increase of \$959.00 to each of the current Officers and the two Sergeants that had received 2% increases

**S. Stensrud** asked how the numbers were reached in their proposal.

**M. Sellers** stated the cost calculated for the increase to vacant positions and allowance for cell phone and uniforms, which was divided by twelve. **M. Sellers** realized during the explanation there was an error on the spreadsheet given to the group. **M. Sellers** stated he would send a corrected wage proposal with the corrected figures.

**S. Stensrud** questioned why weren't all of the Sergeants included in receiving the \$959.00 additional increase.

**M. Sellers** stated the Sergeants would not be given the additional \$959.00 because they would receive the new proposed starting salary for Sergeants and this increase would be far above the 2% the others would receive.

Discussion ensued.

**S. Stensrud** restated the importance of a competitive starting wage in today's market to attract qualified candidates to UPD.

**M. Sellers** stated he will agree to \$46,000 as the starting salary for new officers if everyone receives the \$959.00 additional increase.

**S. Stensrud** stated the \$959.00 should be noted as the difference for time in-roll for current officers.

**M. Sellers** stated the five junior officers would receive the \$959.00 additional increase.

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

**FGCU** – Caucus – 1:25pm

**PBA** returned and the meeting resumed – 1:35pm

**S. Stensrud** turned the meeting over to **Chief Smith**.

**Chief Smith** stated that FGCU management has a proposal that may be agreeable to both parties, but we are unable to share it at this time until the updated/corrected spreadsheet from the PBA is received.

**M. Sellers** stated he will send the corrected document out today.

**S. Stensrud** stated she will present at the next meeting FGCU management's counter proposal.

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

The meeting adjourned at 1:39pm.

***The next meeting is scheduled for Thursday, February 17, 2022 at 2:00pm, Cohen Student Union, Room 249.***

Respectfully submitted,



Sara Stensrud  
Senior Associate Vice President, Administrative Services  
Chief Negotiator