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**Sponsor:** Human Resources

**Meeting Date:** 12/17/2024

**Title:** Terms of Collective Bargaining Agreement with Teamsters 320  
Correctional Officer IIIs for the years 2025, 2026 and 2027

**File Number:** 2024-677

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**Background and Rationale:**

Collective bargaining with Teamsters 320 Correctional Officer III's has resulted in agreement for a three-year contract for the years 2025-2027. This bargaining unit represents approximately 21 employees who work at either the Ramsey County Sheriff's Office and the Community Corrections Department in the job classification of Correctional Officer III.

The current agreement expires December 31, 2024 and Ramsey County Board approval of a new agreement is required. The proposed settlement is the successful result of negotiations between the parties. This agreement reflects the diligent efforts of union and management participants in the bargaining process. The settlement was reached between the parties on November 5, 2024. The bargaining unit subsequently voted to ratify the tentative agreement on November 14, 2024. Although the challenges were significant, there were ample opportunities to address the interests of both union and management. The proposed settlement addresses the important interests of affected employees and the county, including modernization of the classification and compensation structure, while honoring the fiscal limitation expressed by the Ramsey County Board.

**Recommendation:**

The Ramsey County Board of Commissioners resolved to:

1. Approve the terms of the collective bargaining agreement with Teamsters 320 Correctional Officer IIIs for the years 2025, 2026 and 2027.
2. Authorize the Chair and the County Manager to execute the agreement.

A motion to approve was made by Commissioner Ortega, seconded by Commissioner Xiong.  
Motion passed.

Aye: - 6: Frethem, McGuire, Moran, Ortega, Reinhardt, and Xiong

By: \_\_\_\_\_



Jason Yang, Interim Chief Clerk - County  
Board