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**Sponsor:** Human Resources

**Meeting Date:** 4/1/2025

**Title:** Terms of Collective Bargaining Agreement with Teamsters 320  
Correctional Officers I & II for the Years 2025, 2026, and 2027

**File Number:** 2025-120

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**Background and Rationale:**

Collective bargaining with Teamsters 320 Correctional Officers I and II has resulted in agreement for a three-year contract for the years 2025, 2026, and 2027. This bargaining unit represents approximately 206 employees who work at the Ramsey County Sheriff's Office and the Community Corrections department in the job classifications of Correctional Officers I and II.

The current agreement expired 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 in mediation on February 25, 2025. The bargaining unit subsequently voted to ratify the tentative agreement on March 4, 2025. 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 Officers I and II 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 Miller, seconded by Commissioner Jebens-Singh. Motion passed.

Aye: - 7: Jebens-Singh, McGuire, McMurtrey, Miller, Moran, Ortega, and Xiong

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



Jason Yang, Interim Chief Clerk - County  
Board