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**Sponsor:** Human Resources

**Meeting Date:** 5/20/2025

**Title:** Terms of Collective Bargaining Agreement with Law Enforcement Labor Services Local 184 - Deputy Sheriff Commanders for the years 2025, 2026, and 2027

**File Number:** 2025-175

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**Background and Rationale:**

Collective bargaining with Law Enforcement Labor Services Local 184 - Deputy Sheriff Commanders has resulted in agreement for a three-year contract for the years 2025, 2026, and 2027. This bargaining unit represents approximately 9 employees who work at the Ramsey County Sheriff's Office as Deputy Sheriff - Commanders.

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 on April 17, 2025. The bargaining unit is scheduled to ratify the tentative agreement on May 14, 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 Law Enforcement Labor Services Local 184 - Deputy Sheriff Commander 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 Xiong.  
Motion passed.

Aye: - 6: Jebens-Singh, McMurtrey, Miller, Moran, Ortega, and Xiong

Absent: - 1: McGuire

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



Jason Yang, Interim Chief Clerk - County Board