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**Sponsor:** Human Resources

**Meeting Date:** 7/12/2022

**Title:** Terms of Collective Bargaining Agreement with Teamsters 320 Chief Correctional Officer's in the Ramsey County Sheriff's Office for the Year 2021.

**File Number:** 2022-355

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**Background and Rationale:**

Collective bargaining with Teamsters 320 Chief Correctional Officer's resulted in a tentative agreement for a one-year contract for the year of 2021 on all items other than the issue of separation pay which was submitted to a neutral arbitrator to determine. This bargaining unit represents approximately six employees who work at the Ramsey County Sheriff's Office in the job classification of Chief Correctional Officer.

The current agreement expired December 31, 2020 and Ramsey County Board approval of a new agreement is required. The proposed settlement is the result of negotiations between the parties and final interest arbitration award on the issue of separation pay. This agreement reflects the diligent efforts of union and management participants in the bargaining process as well as the assistance of the mediators at the Bureau of Mediation Services and a neutral third-party arbitrator.

A settlement was reached between the parties on July 21, 2021 during a mediated session with the Bureau of Mediation Services. Teamsters 320 Chief Correctional Officer's subsequently voted the tentative agreement but it was an unsuccessful ratification. The parties then certified the single unsettled issue of separation pay to be determined by the interest arbitration process. The arbitration hearing took place on April 29, 2022 and the arbitrator's award was issued May 17, 2022. The arbitration award concluded the bargaining process on all issues for the 2021 labor agreement.

Although the challenges were significant, there was ample opportunity to address the interests of both union and management and there is a successful conclusion of this process. The proposed settlement addresses the important interests of affected employees and the county while staying within the financial parameters authorized 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 Chief Correctional Officer's for the year 2021.
2. Authorize the Chair and the County Manager, to execute the agreement incorporating the terms and conditions.

A motion to approve was made by Commissioner Reinhardt, seconded by Commissioner McDonough.

Motion passed.

Aye: - 6: Carter, MatasCastillo, McDonough, McGuire, Ortega, and Reinhardt

Absent: - 1: Frethem

By:   
Mee Cheng, Chief Clerk - County Board

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