

## Request for Board Action Details

**File #:** 2021-397

**Type:** Administrative Item      **Status:** Passed

**In control:** Board of Commissioners

**On agenda:** 8/17/2021      **Final action:** 8/17/2021

**Title:** Terms of Collective Bargaining Agreement with Teamsters 320 Probation Officers for the Year 2021

**Sponsors:** Human Resources

**Indexes:**

**Code sections:**

**Attachments:** 1. Teamsters 320 PO TA list- Final 07.12.21 With Language Changes.pdf, 2. Resolution

Date	Ver.	Action By	Action	Result
8/17/2021	1	Board of Commissioners	approved	Pass

**Sponsor:** Human Resources

**Title**  
Terms of Collective Bargaining Agreement with Teamsters 320 Probation Officers for the Year 2021

**Recommendation**

1. Approve the terms of the collective bargaining agreement with Teamsters 320 Probation Officers for the year 2021
2. Authorize the Chair and the County Manager to execute the agreement.

**Background and Rationale**

Collective bargaining with Teamsters 320 Probation Officers has resulted in a tentative agreement for a one-year contract for the year of 2021. This bargaining unit represents approximately 184 employees who work at the Ramsey County Community Corrections Department in the job classification of Probation Officer 1, 2 and 3.

The current agreement expired December 31, 2020 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 July 7, 2021. Teamsters Local 320 Probation Officers subsequently voted to ratify the tentative agreement on August 6, 2021. 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.

**County Goals** (Check those advanced by Action)

- Well-being       Prosperity       Opportunity       Accountability

**Racial Equity Impact**

With over 435 employees in the Community Corrections Department, 33% are racially and ethnically diverse. This matches the diversity of the civilian workforce for Ramsey County American Community Survey Five Year Estimates (2015-19). Also, this is comparable to the county's overall racial and ethnic diversity of the workforce of 40%. Collective Bargaining Agreements are essential to establishing equitable and consistent wages and benefit structure with equitable opportunities and outcomes in support of the attraction and retention of a diverse workforce who provide protective services to Ramsey County residents and promote the county's vision, mission and goals.

#### **Community Participation Level and Impact**

This action is strictly operational and internal facing. The Ramsey County residents do not participate in labor contract negotiations. The Teamsters Probation Officer bargaining unit holds a vote of its membership to ratify the agreement pursuant to its internal union process.

Inform       Consult       Involve       Collaborate       Empower

#### **Fiscal Impact**

Sufficient funds are available for the 0.5% general wage adjustment in the approved Ramsey County Community Corrections Department 2021 operating budget.

#### **County Manager Comments**

No additional comment.

#### **Last Previous Action**

None

#### **Attachments**

1. 2021 Teamsters 320 Probation Officer Tentative Agreement Summary List