

## Request for Board Action Details

**File #:** 2022-480

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

**In control:** Board of Commissioners

**On agenda:** 9/20/2022      **Final action:** 9/20/2022

**Title:** Terms of Collective Bargaining Agreement with Teamsters 320 Probation Officers for the years 2022, 2023 and 2024

**Sponsors:** Human Resources

**Indexes:**

**Code sections:**

**Attachments:** 1. 2022-2024 Teamsters 320 Probation Officers Tentative Agreement Summary List.pdf, 2. Resolution

Date	Ver.	Action By	Action	Result
9/20/2022	1	Board of Commissioners	approved	Pass

**Sponsor:** Human Resources

**Title**  
Terms of Collective Bargaining Agreement with Teamsters 320 Probation Officers for the years 2022, 2023 and 2024

**Recommendation**

1. Approve the terms of the collective bargaining agreement with Teamsters 320 Probation Officers for the years 2022, 2023 and 2024.
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 agreement for a three-year contract for the years 2022-2024. This bargaining unit represents approximately 185 employees who work in the Community Corrections department in the job classification of Probation Officer 1, 2, or 3.

The current agreement expired December 31, 2021 and Ramsey County Board approval of a new agreement is required. The proposed settlement is the result of negotiations between the parties and reflects the diligent efforts of union and management participants in the bargaining process as well as the assistance of the mediators at the Minnesota Bureau of Mediation Services. The settlement was reached between the parties on August 22, 2022 following a mediation session with the Bureau of Mediation Services. The bargaining unit subsequently voted to ratify the tentative agreement on September 16, 2022. 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 approximately 4,332 employees employed by Ramsey County, 40% are racially and ethnically diverse with the overall rate of new hires of racially and ethnically diverse background at 63%. 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 the residents of Ramsey County and promote the county's vision, mission and goals.

**Community Participation Level and Impact**

This action is strictly operational and internal facing. The union completed a vote of its membership to ratify the agreement pursuant to the internal union process. This agreement is the result of a traditional negotiation process in which the county and the union meet to resolve identified issues using both a collaborative and productive approach.

Inform       Consult       Involve       Collaborate       Empower

**Fiscal Impact**

Sufficient funds are available in the approved 2022-23 Community Corrections operating budget.

**Last Previous Action**

None.

**Attachments**

1. 2022-2024 Teamsters 320 Probation Officers Tentative Agreement Summary List