

Request for Board Action Details

File #: 2022-469

Type: Administrative Item **Status:** Passed
In control: Board of Commissioners

On agenda: 8/23/2022 **Final action:** 8/23/2022

Title: Terms of Collective Bargaining Agreements with the Ramsey County Deputy Federation for 2021 and 2022-2024

Sponsors: Human Resources

Indexes:

Code sections:

Attachments: 1. Ramsey County Deputy Federation 2021 Tentative Agreement Summary List, 2. Ramsey County Deputy Federation 2022-2024 Tentative Agreement Summary List, 3. Resolution

Date	Ver.	Action By	Action	Result
8/23/2022	1	Board of Commissioners	approved	Pass

Sponsor: Human Resources

Title
Terms of Collective Bargaining Agreements with the Ramsey County Deputy Federation for 2021 and 2022-2024

Recommendation

1. Approve the terms of collective bargaining agreements with the Ramsey County Deputy Federation for the year of 2021 and years 2022, 2023 and 2024.
2. Authorize the Chair and the County Manager to execute the agreements incorporating the terms and conditions.

Background and Rationale

Collective bargaining with the Ramsey County Deputy Federation bargaining unit has resulted in a tentative agreement for a one-year agreement for the year of 2021 as well as a second tentative agreement for a three-year contract for the years 2022, 2023 and 2024. This bargaining unit represents approximately 176 employees who are Ramsey County Sheriff personnel in the job classification of Sheriff Deputy.

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, and 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 Minnesota Bureau of Mediation Services. With ample opportunities to address the interest of both union and management, the settlement was reached between the parties on April 12, 2022 for both the 2021 and the 2022-2024 contract periods and was ratified by the bargaining unit membership on May 26, 2022. The proposed settlement addresses the important interests of affected employees and the county while honoring the fiscal limitation expressed 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 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 Ramsey County 2021 and 2022-23 operating budgets.

Last Previous Action

None.

Attachments

1. Ramsey County Deputy Federation 2021 Tentative Agreement Summary List
2. Ramsey County Deputy Federation 2022-2024 Tentative Agreement Summary List