

## Request for Board Action Details

<b>File #:</b>	2022-355	<b>Status:</b>	Passed
<b>Type:</b>	Administrative Item	<b>In control:</b>	Board of Commissioners
<b>On agenda:</b>	7/12/2022	<b>Final action:</b>	7/12/2022
<b>Title:</b>	Terms of Collective Bargaining Agreement with Teamsters 320 Chief Correctional Officer's in the Ramsey County Sheriff's Office for the Year 2021.		
<b>Sponsors:</b>	Human Resources		
<b>Indexes:</b>			
<b>Code sections:</b>			
<b>Attachments:</b>	1. 2021 Post Arbitration Teamsters 320 Chief Correctional Officer Tentative Agreement Summary List, 2. Resolution		

Date	Ver.	Action By	Action	Result
7/12/2022	1	Board of Commissioners	approved	Pass

**Sponsor:** Human Resources

**Title**

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

**Recommendation**

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.

**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.

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

☒ Well-being

☐ Prosperity

☒ Opportunity

☐ Accountability

**Racial Equity Impact**

With over 400 employees in the Ramsey County Sheriff's Office, 27% are racially and ethnically diverse. This is similar to the diversity of the civilian workforce for Ramsey County (American Community Survey, Five Year Estimates 2015-2019). While this overall statistic lags in comparison to the county's overall racial and ethnic diversity of the workforce, the Sheriff's Office new hire data matches the county's overall rate of new hires of racially and ethnically diverse backgrounds 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 and engaged in its right to submit issues to interest arbitration 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 for the 0.5% general wage adjustment.

**Last Previous Action**

None.

**Attachments**

1. 2021 Arbitration Teamsters 320 Chief Correctional Officer Tentative Agreement Summary List