

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