

## Request for Board Action Details

**File #:** 2022-505

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

**In control:** Board of Commissioners

**On agenda:** 9/27/2022      **Final action:** 9/27/2022

**Title:** Terms of Collective Bargaining Agreement with Teamsters 320 Correctional Officer III for the Years 2022, 2023 and 2024

**Sponsors:** Human Resources

**Indexes:**

**Code sections:**

**Attachments:** 1. 2022-2024 Post Arbitration Teamsters 320 Correctional Officers III Tentative Agreement and Arbitration Award Summary List, 2. Resolution

Date	Ver.	Action By	Action	Result
9/27/2022	1	Board of Commissioners	approved	Pass

**Sponsor:** Human Resources

**Title**

Terms of Collective Bargaining Agreement with Teamsters 320 Correctional Officer III for the Years 2022, 2023 and 2024

**Recommendation**

1. Approve the terms of the collective bargaining agreement with Teamsters 320 Correctional Officer III 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 Correctional Officer III has resulted in agreement for a three-year contract for the years 2022, 2023 and 2024. This bargaining unit represents approximately 20 employees who work in either the Ramsey County Sheriff's Office or the Community Corrections department in the job classification of Correctional Officer III.

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 and an Interest Arbitration Award. The arbitration hearing took place on June 22, 2022, and the arbitrator's award was issued July 29, 2022. The county sought additional clarification from the arbitrator on August 18, 2022, and received such clarification on August 26, 2022.

Although the challenges were significant, there was ample opportunity to address the interests of both union and management and there is a conclusion of this process. The proposed settlement addresses the important interests of affected employees and the county.

**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 engaged its membership 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, as well as an arbitration hearing and award on the remaining items that the parties did not reach settlement on. The arbitration award is final and binding for both parties.

☒ Inform      ☐ Consult      ☐ Involve      ☐ Collaborate      ☐ Empower

### **Fiscal Impact**

Sufficient funding is available for the majority of the negotiated contract. During Interest Arbitration, the arbitrator awarded a modification of the wage scale that added longevity pay, which subsequently changed the total cost of this agreement. This amount exceeds the authority provided by the Ramsey County Board and is not reflected in the approved 2022-23 operating budgets for the Ramsey County Sheriff's Office and Community Corrections department. Labor Relations and Finance will work together to address the funding gap and return to the board as needed for any additional funding.

### **Last Previous Action**

None.

### **Attachments**

1. 2022-2024 Post Arbitration Teamsters 320 Correctional Officers III Tentative Agreement and Arbitration Award Summary List