

Request for Board Action Details

File #:	2025-119	Status:	Passed
Type:	Administrative Item	In control:	Board of Commissioners
On agenda:	4/1/2025	Final action:	4/1/2025
Title:	Terms of Collective Bargaining Agreement with Teamsters 320 Probation Officers for the Years 2025, 2026, and 2027		
Sponsors:	Human Resources		
Indexes:			
Code sections:			
Attachments:	1. 2025-2027 Teamsters 320 Probation Officers Tentative Agreement Summary List.pdf, 2. Resolution		

Date	Ver.	Action By	Action	Result
4/1/2025	1	Board of Commissioners	approved	Pass

Sponsor: Human Resources

Title

Terms of Collective Bargaining Agreement with Teamsters 320 Probation Officers for the Years 2025, 2026, and 2027

Recommendation

1. Approve the terms of the collective bargaining agreement with Teamsters 320 Probation Officers for the years 2025, 2026, and 2027.
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 2025, 2026, and 2027. This bargaining unit represents approximately 213 employees who work in the Ramsey County Community Corrections department in the job classifications of Probation Officer 1, Probation Officer 2, and Probation Officer 3.

The current agreement expired December 31, 2024 and Ramsey County Board approval of a new agreement is required. The proposed settlement is the successful result of negotiations between the parties. This agreement reflects the diligent efforts of union and management participants in the bargaining process. The settlement was reached between the parties in mediation on March 3, 2025. The bargaining unit subsequently voted to ratify the tentative agreement on March 18, 2025. Although the challenges were significant, there were ample opportunities to address the interests of both union and management. The proposed settlement addresses the important interests of affected employees and the county, including modernization of the classification and compensation structure, 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 4,206 employees employed by Ramsey County, 46% are racially and ethnically diverse with the overall rate of new hires of racially and ethnically diverse background at 53%. 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

Funding for contract costs was accounted for in Ramsey County's 2025 operating budget and will be included in the proposed 2026-2027 biennial budget.

Last Previous Action

On September 20, 2022, the Ramsey County Board of Commissioners approved the terms of collective bargaining agreement with Teamsters 320 Probation Officers for the years 2022, 2023 and 2024 (Resolution B2022-216).

Attachments

1. 2025-2027 Teamsters 320 Probation Officers Tentative Agreement Summary List