

RESOLUTION RATIFYING THE WAGE REOPENER FOR AGREEMENT BETWEEN ASHTABULA COUNTY JOB AND FAMILY SERVICES AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME), COUNCIL 8, LOCAL 14, AFL-CIO

WHEREAS, The Ashtabula County Job & Family Services have been negotiating a wage reopener with the American Federation of State, County and Municipal Employees, Council 8, Local 14, AFL-CIO for representation of certain employees of the Ashtabula County Job and Family Services in collective bargaining procedures; and

WHEREAS, on October 21, 2025, a union vote was taken for the ratification of the wage-reopener for the agreement for January 1, 2024 – December 31, 2026, said wage reopener being ratified by a majority vote of the union membership; and

WHEREAS, all bargaining unit employees, who have passed probation, and who are on the active payroll as of December 31, 2025, shall receive a \$1.00 per hour wage increase on top of their current hourly base wage, effective the first pay period of 2026. Employees who are on probation effective December 31, 2025, shall not receive the pay increase until they successfully complete probation. Such increase for those employees shall be on the starting rate of pay for their classification; and

WHEREAS, an additional \$500.00 payable in a separate payroll stipend by December 31, 2025 has been included in the Wage Reopener Proposal; and

WHEREAS, The recommendation of Patrick Arcaro, Director of the Ashtabula County Job and Family Services, is that the Board ratify the wage reopener for the collective bargaining agreement; now

THEREFORE, BE IT RESOLVED, By the Board of Commissioners of Ashtabula County, Ohio, that the wage reopener for the agreement between the American Federation of State, County and Municipal Employees, Council 8, Local 14, AFL-CIO and the Ashtabula County Job and Family Services for union representation for certain employees of the Job & Family Services employees be and the same is hereby ratified.

**ASHTABULA COUNTY COMMISSIONERS
CERTIFICATION PAGE**

Resolution No. 2025-503

November 20, 2025

RESOLUTION RATIFYING THE WAGE REOPENER FOR AGREEMENT BETWEEN ASHTABULA COUNTY JOB AND FAMILY SERVICES AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME), COUNCIL 8, LOCAL 14, AFL-CIO

Upon the motion of Kathryn L. Whittington, seconded by Casey R. Kozlowski.

VOTE:

J.P. Ducro IV

Aye

Casey R. Kozlowski

Aye

Kathryn L. Whittington

Aye

CERTIFICATE OF CLERK

IT IS HEREBY CERTIFIED that the foregoing is a true and correct transcript of a resolution acted upon and duly passed by the Board of County Commissioners of Ashtabula County, Ohio, on the date noted above.



Crystal Sturgill, Clerk of the Board
Board of County Commissioners
Ashtabula County, Ohio

**Wage Reopener Proposal
FROM
ASHTABULA COUNTY JOB AND FAMILY SERVICES**

TO

**THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, OHIO
COUNCIL 8. LOCAL #14, AFL-CIO**

ARTICLE XXXIV WAGES

Article 34.01

All bargaining unit employees, who have passed probation, and who are on the active payroll as of December 31, 2025, shall receive a ~~\$1.00~~ **per hour wage increase** on top of their current hourly base wage, effective the first pay period of 2026. Employees who are on probation effective December 31, 2025, shall not receive the pay increase until they successfully pass probation. Such increase for those employees shall be on the starting rate of pay for their classification.

(one dollar)

ACJFS

Accept: Reject:

AFSCME Local #14

Accept: Reject:

For the Employer:

[Signature]

[Signature]

[Signature]

Date: 10.21.2024

For the Union:

[Signature]

[Signature]

[Signature]

Date: 10/21/24

+ an additional \$500. payable in a
separate payroll stipend by 12/31/2025.
(five hundred)*

J. P. Ducro IV

J. P. Ducro IV, President

Casey Kozlowski

Casey Kozlowski, Vice-President

Kathryn Whittington

Kathryn Whittington, Commissioner

Date: 11-20-25