



Human Resources

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MEMORANDUM

July 2, 2025

To: The Honorable Council President Carrie Hartman and Members of Toledo City Council

Thru: Mayor Wade Kapszukiewicz

From: Michael Niedzielski, Director of Human Resources
Kayla Frasco, Chief - Bargaining and Representation

Re: **Tentative Agreement with AFSCME Local 2058**

On May 23, 2025, the City of Toledo and the AFSCME Local 2058 bargaining unit reached a tentative agreement on the terms of a successor collective bargaining agreement.

As background, AFSCME Local 2058 consists of approximately 240 employees in professional, technical, and supervisory positions across several City divisions, mainly in the Departments of Public Utilities and Public Service. Its current collective bargaining agreement with the City expired on May 31, 2024. Pursuant to the statutory bargaining process under the Ohio Revised Code, the City and the Union met multiple times during the last five (5) months to negotiate the terms of a successor agreement.

The tentative agreement reached provides for a more efficient progressive disciplinary process by reducing the number of disciplinary steps from five (5) to four (4). In addition, the agreement clarifies eligibility requirements for the City's injury pay program, includes language to assist in enforcing the City's policies on leaves of absence and loss of seniority, and bolsters transparency in the process of selecting and utilizing alternate appointments. Further, the agreement includes a new vacation schedule that will allow for service credit with other Ohio public entities and modifies the accrual schedule so that employees receive their earned time off sooner. The language the parties agreed upon is attached hereto as Exhibit A.

Regarding the economic terms, the agreement provides for the majority of the membership to receive a 4% base pay increase in January 2025, a 4% increase in January 2026 and a 4% increase in January 2027. Those remaining members who enjoyed significant pay increases as part of a 2022 pay structure overhaul will receive a stipend in 2025 equal to 1.5% of their base wage, a 3% base pay increase in January 2026, and a 3% base pay increase in January 2027. The agreement includes an added incentive payment for employees holding certain certifications and a new sick time payout program that aims to reduce sick time usage. Finally, the parties agreed to an increase in shift premium pay and on-call pay.



On June 18, 2025, the Union ratified the agreement. The Administration likewise recommends that City Council adopt and approve this tentative agreement.

Please advise if you have any questions or concerns.

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