

The **Geauga County Automatic Data Processing Board** met on Monday, March 2, 2026, at 9:00 a.m. at 231 Main Street in the Appraisal Conference Room and via Microsoft Teams for an emergency meeting. **Members present:** Chuck Walder, County Auditor; Celesta Mullins, County Recorder; C.P. Hitchcock, County Treasurer; Jim Flaiz, County Prosecutor; Ralph Spidalieri, County Commissioner; Scott Hildenbrand, County Sheriff; Sheila Bevington, Clerk of Courts; Andrew Haupt, County Engineer; Tyler Plants, Board of Elections Director; Scott Daisher, representing Nora McGinnis, Board of Elections Deputy Director.

**Also present:** Pam McMahan, Chief Operations Officer; Frank Antenucci, Chief Deputy Administrator; Jim Dvorak, County Commissioner; Carolyn Brakey, County Commissioner; Thomas Rowan, Sheriff's Office Chief Deputy; Carol Benton, League of Women Voters of Geauga; Velta Moasio, Court IT; Randy Taylor, Court of Common Pleas; Amy Bevan, County Administrator; Adrian Gorton, BOCC Budget & Finance Manager; Christine Blair, Commissioner's Office Clerk; Caroline Mansfield, Chief Deputy Treasurer; Johnathan Heiden, ADP; Tracy Rahimi, ADP; Akshay Raikar, ADP; Joe Birli, ADP; Mike Adams, ADP; Joshua Holtz, ADP; Prasad Karamsetty, ADP; Andrew Haines, ADP; Diana Sanko, ADP; Rob Weigle, Maintenance Department Director; Samantha Harris, Prosecutor's Office; Clair Wilson, ADP Archives and Records; Karen Murphy, ADP Archives and Records; Ashley Serraglio, ADP Archives and Records; Eleanor Zavada, ADP Archives and Records; Kathy Johnson, Mental Health Board Member; Katie Taylor, Department of Health; Anastasia Nicholas, Chagrin Valley Times; Allison Wilson, Geauga County Maple Leaf; John Smith; Diane Jones, and Allen Keener.

**Absent:** John Urbancic, M.D., County Coroner and Common Pleas Court Judge.

**Approval to authorize the Administrator of ADP to obtain a consultant to handle the union petition**

**Motion:** Jim Flaiz, seconded by C.P. Hitchcock, to authorize the Administrator of ADP to obtain a consultant to handle the union petition.

Frank reported that the County received a petition from ADP employees on Friday. He clarified that the petition is not a contract, strike notice, recognition decision, or a vote by either the employer or employees. No final action is pending at this time. Some employees have contacted the State of Ohio to request the ability to vote on whether they want to form a union. It was noted that only two County departments are currently unionized: the Sheriff's Office and Water Resources.

Chuck stated that he received an email containing two items:

1. A notice of appearance from Michelle R. Evans, Associate General Counsel representing the AFL-CIO in Worthington, Ohio.
2. The petition from ADP employees expressing interest in discussing the formation of a collective bargaining unit.

Jim stated he is aware of prior conversations regarding compensation for ADP employees. He advised that discussions about compensation should occur in executive session due to their specialized nature. He noted that the Prosecutor's Office does not conduct union negotiations and typically recommends hiring an HR consultant to manage labor-related matters.

Chris asked Jim to provide a recommendation within 48 hours. Jim agreed and suggested authorizing Chuck, as Administrator, to retain a consulting firm. Jim stated he would provide Chuck with several options. Sheriff asked how many employees would be eligible under the petition. Frank responded that the petition includes 21 employees.

A compensation discussion is scheduled for the next regular meeting on Thursday. Jim recommended having a consultant in place by that time to provide guidance.

Frank reported that ADP staffing levels have been low for several months, with recent resignations and employees leaving for other public-sector positions. He expressed concern about instability within the department.

Chuck stated that the situation serves as a significant reminder of the importance of how employees are treated. He noted that actions have consequences and that he believes the current situation reflects that.

Carolyn agreed, stating that the employees' step toward exploring unionization is reasonable and foreseeable given the circumstances under which they have been working under. Sheriff commented that unions offer advantages because expectations, including raises and contract terms, are clearly documented.

Jim disagreed, noting that Water Resources employees received larger raises than other County employees and that he expects the Sheriff's Office will as well. He expressed concern that this creates a perception that unionized employees receive preferential wage increases, which he believes reflects poor leadership.

Chuck added that unions historically formed due to mistreatment rather than pay issues. He agreed that pay discrepancies exist but emphasized that all employees should be treated with respect regardless of union status.

Sheriff asked whether employees had discussed unionizing prior to the petition.

Chuck stated that employees had expressed concern, anger, and disappointment, but none had previously mentioned forming a union. Given that ADP employees have been in a temporary environment for five years and have had to continually justify their roles, he understands why unionization is now being considered.

Frank stated that the short-term plan for day-to-day management is to maintain the status quo while the County seeks HR representation.

**Voice votes: 10 ayes, 2 absent, 0 abstain. Motion carried.**

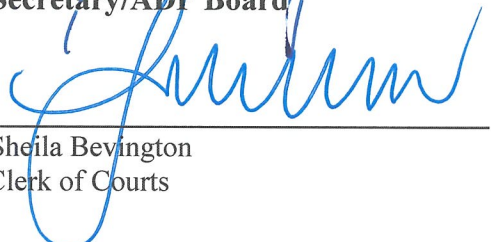
**Public Comment**


Carol asked if the letter is now a public record. Frank replied that it is a matter of public record at this point.

**BEING NO FURTHER BUSINESS TO COME BEFORE THE BOARD, C.P. Hitchcock motioned to adjourn.**

**Respectfully submitted,**


  
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**Charles E. Walder, Auditor  
Secretary/ADP Board**

  
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Sheila Bevington  
Clerk of Courts

  
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Tyler Plants  
Board of Elections Director

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Celesta Mullins  
Geauga County Recorder

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Scott Hildenbrand  
Geauga County Sheriff

  
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Nora McGinnis  
Board of Elections Deputy Director

  
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Andrew Haupt  
Geauga County Engineer

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Christopher Hitchcock  
Geauga County Treasurer

  
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Ralph Spidalieri  
Geauga County Commissioner

  
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James R. Flaiz  
Geauga County Prosecutor

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John Urbancic, M.D.  
Geauga County Coroner

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Common Pleas Court Judge