



OHIO LABOR COUNCIL

2025 Annual Meeting
May 20, 2025



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Fraternal Order of Police, Ohio Labor Council, Inc.

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Dear Delegates, Alternates, and Guests:

Thank you for your attendance at the 2025 Annual Meeting today. I hope you were able to be here for the guest speakers this morning and learn something new as a result. The Executive Committee and I are glad you are here.

The FOP/OLC remains the largest law enforcement union in Ohio. We are the labor arm of Ohio's largest law enforcement organization and the largest and best in the Nation, the Fraternal Order of Police. We represent law enforcement and the personnel that support law and order all over Ohio. We are proud to be the "Protector of the Protectors".

If you are eligible, we encourage you to join the FOP. They provide political and legislative muscle. Our strength comes from members, both the FOP/OLC and the FOP of Ohio. Together we are FOP Strong!

The Critical Incident Response Service (CIRS), which is provided through the FOP of Ohio, is so valuable to the members of the FOP/OLC and all safety forces in Ohio. The stress of the job and traumatic events continue to affect individuals in our chosen professions. We must continue to keep a watchful eye on our brothers and sisters.

We want to hear from you. What are we doing right, and what could we do better? Please fill out our survey at the conference. When you receive our surveys on negotiations, grievances, and arbitrations, we would appreciate your feedback. Please take the information from today back and share it with your co-workers. You are the ambassadors of the Union; your participation is greatly appreciated.

Finally, as you leave today, remember those who paved the way ahead of us. Stay safe, I hope you arrive home safely at the end of each day. Your commitment to law and order is appreciated.

Fraternally and Sincerely,

Bruce Szilagyi
Chair



OHIO LABOR COUNCIL

FOP, OHIO LABOR COUNCIL, INC
2025 ANNUAL MEETING
MAY 20, 2025
PROPOSED AGENDA

- 9:00 AM – 10:00 AM Registration
- 10:00 AM Social Security Fairness Act
 OP-F and OPERS Changes
 Bureau of Workers Compensation Updates
 Presented by: *Mark Heinzerling, Esq.*
 Agee Clymer
- 11:00 AM *Graham v Connor* and the evolving landscape of excessive force claims.
 Presented by: *Chris Green, Esq.*
 Amundsen Davis
 Jessica Franken, Staff Attorney
 FOP Ohio Labor Council
- 12:00 PM Lunch
- 1:00 PM I Call to Order
 Roll Call – Executive Committee
 Approve Guests
- II Executive Director Report, Gwen Callender
- III Credentials Committee Report
- IV Affirm FOP Appointments to the Executive Committee
- V Executive Committee Nominations
 An Employee from a State Agency – Expiring 2026
 Held by Ryan Emahiser, BCI
 An Employee from a Municipal Police Department – Expiring 2029
 Held by Dave Trend, Euclid PD
- VI Review Code of Regulations and Constitution
- VII Review Executive Committee Action / Minutes
- VIII Review Dues
- IX Committee Reports
- X Audit Report
- XI Old Business
- XII New Business
- VIII Good of the Labor Council



2025 OLC Annual Meeting Training Tuesday, May 20th

6800 Schrock Hill Court, Columbus, OH 43229

Stay Informed and Prepared

10:00 a.m. – 11:00 a.m.



Mark Heinzerling, Esq.
Agee Clymer

Social Security Fairness Act
Bureau of Workers Compensation Update
Uninsured Drivers & Government Vehicles -
Understand the growing risk
OP&F Changes -
The newest developments in accepted medical
documentation
OPERS DROP – Pending legislation

11:00 a.m. – 12:00 p.m.



Christopher Green, Esq.
Amundsen Davis

Graham v Connor and the evolving landscape
of excessive force claims:

A Critical Examination of Current Case Law.

This training segment provides an in-depth
analysis of *Graham v. Connor* and its lasting
impact on excessive force claims under the
Fourth Amendment.



Jessica Franken,
Staff Attorney
FOP/Ohio Labor Council

A catered lunch will be served at 12:00 pm.
The OLC Annual Meeting Business Session will commence at 1:00 pm.



OHIO LABOR COUNCIL

EXECUTIVE COMMITTEE STANDING COMMITTEES

2025 Annual Meeting
May 20, 2025

Executive Committee

Bruce Szilagyi

- FOP Presidential Appointment (Chair)
- Retired, Port-Clinton Police Department
- Past President, FOP Port Clinton Lodge #79
- Former Local Associate and Bargaining Committee Member

Mike Bammann

- FOP Presidential Appointment (FOP Labor Committee Chair)
- Elected Vice-Chair
- Retired, Mansfield Police Department
- President, FOP Wm. J. Taylor Lodge #32

Lisa Beam

- Elected County Representative
- Active, Mahoning County Sheriff's Department
- President, FOP Mahoning County Deputies Lodge #141
- Local Associate and Bargaining Committee Member

Ryan Emahiser

- Elected State Representative
- Active, Attorney General's Office – BCI
- Member, FOP Wood County Lodge #109
- Local Associate and Bargaining Committee Co-Chair

Elizabeth Hogue

- FOP Vice-Presidential Appointment
- Active, Huber Heights Police Department
- Member, FOP Huber Hts Lodge #161
- Local Associate

Linda Shutts

- Elected At-Large Representative
- Active, Montgomery County
- Member, Montgomery County Lodge #104
- Local Associate and Bargaining Committee Member

David Trend

- Elected Municipal Representative
- Active, Euclid Police Department
- Member, FOP Euclid Lodge #18
- Local Associate and Bargaining Committee Member

FOP/OLC STANDING COMMITTEES

AUDIT COMMITTEE – Ryan Emahiser, Chair

- This committee shall conduct an in-house audit of the Fraternal Order of Police, Ohio Labor Council, Inc., income and expense records when necessary, but at least annually before the annual meeting.
- This committee shall make reports and recommendations to the Executive Committee on all the aforementioned matters and perform other duties as assigned by the Chairman of the Executive Committee.

CONSTITUTION & BY-LAWS COMMITTEE – Linda Shutt, Chair

- This committee shall periodically review and be familiar with the Code of Regulations and Constitution to ensure the Fraternal Order of Police/ Ohio Labor Council, Inc. conducts business within the framework of the Code of Regulations and Constitution.
- This committee shall review all proposed amendments to the Code of Regulations and Constitution submitted by a bargaining unit to make sure such amendment meets all requirements.
- This committee shall make reports and recommendations to the Executive Committee on all the aforementioned matters and perform other duties as assigned by the Chairman of the Executive Committee.

GRIEVANCE COMMITTEE – Mike Bammann, Chair

- This committee shall process all grievances from the membership of the Fraternal Order of Police, Ohio Labor Council, Inc., as described in the Code of Regulations and Constitution.
- This committee shall make reports and recommendations to the Executive Committee on all the aforementioned matters and perform other duties as assigned by the Chairman of the Executive Committee.

LIAISON COMMITTEE – David Trend, Chair

- This committee shall maintain good relations and communications between the Fraternal Order of Police of Ohio and the Fraternal Order of Police, Ohio Labor Council, Inc.
- This committee shall make reports and recommendations to the Executive Committee on all the aforementioned matters and perform other duties as assigned by the Chairman of the Executive Committee.

MEMBERSHIP COMMITTEE – Elizabeth Hogue, Chair

- This committee shall review the request from a group of employees seeking membership in the Fraternal Order of Police, Ohio Labor Council, Inc., when there is a question on membership.
- This committee shall review the long-term goals and objectives of the Fraternal Order of Police, Ohio Labor Council, Inc., for maintaining and increasing membership.
- This committee shall make reports and recommendations to the Executive Committee on all the aforementioned matters and perform other duties as assigned by the Chairman of the Executive Committee.

PERSONNEL COMMITTEE – Lisa Beam, Chair

- This committee may be consulted on personnel interviews for prospective new employees.
- This committee may conduct interviews for any elected position on the Executive Committee occurring between annual conferences.
- This committee shall review the salary and benefits for the Fraternal Order of Police, Ohio Labor Council, Inc., Executive Director, and all retainers annually.
- This committee shall process grievances of employees of the Fraternal Order of Police, Ohio Labor Council, Inc., in conjunction with the Executive Director, as outlined in the employees' collective bargaining agreement.
- This committee shall make reports and recommendations to the Executive Committee on all the aforementioned matters and perform other duties as assigned by the Chairman of the Executive Committee.



OHIO LABOR COUNCIL

MEETING MINUTES

2025 Annual Meeting
May 20, 2025

Minutes
FOP, Ohio Labor Council 2024 Annual Meeting
May 21, 2024

Meeting called to order by Chairman Bruce Szilagyi at 1:00 p.m.

Remarks by Chairman Szilagyi on this being the 40th year as a union created by the Fraternal Order of Police of Ohio.

Remarks by FOP State President Gary Wolske

Opening prayer and pledge by Board Member Lisa Beam.

Moment of silence for Euclid Officer Derbin and other officers lost this past year.

Recognition of those in attendance that have served or are serving in the US military.

Roll call of Board:

Chairman Bruce Szilagyi

Vice Chairman Mike Bammann

Lisa Beam

Linda Shutts

Dan McCormick

Chris Hamberg

Adam Beese in for David Trend

Executive staff:

Executive Director Gwen Callender

Deputy Director Aaron Crawford

General Counsel Kay Cremeans

Field Coordinator Mark Scranton

Membership and Media Coordinator Dan Ozbolt

Office Manager Denise Young

Motion by Vice Chair Bammann to seat Adam Beese in for David Trend. Second by Beam.
Motion carried.

Conference Committees:

Credentials: Chair Ryan Emahiser (BCI), Andrea Mason (Mahoning Co) and Jason Flora
(Montgomery Co)

Elections: Chair Nick Blount (Mahoning Co), Jeremy Jordan (Deer Park), Matt Lawson
(Lorain Co)

Report of Executive Director Gwen Callender

- Thanked staff

Report of Field Coordinator Mark Scranton

- Spoke on contracts being negotiated, Fact findings, conciliations, etc.

 - 83 notices to negotiate

 - 9 fact findings

 - 235 grievances

 - 36 arbitrations

 - 32 Criminal cases

Report of Executive Director Gwen Callender continued:

- Brought on two new criminal attorneys

- Importance of filling out dues card

- Surveys

- Membership is up

Report of General Counsel Kay Cremeans

- Gave update on attorneys activities around the State

- Proud of our attorneys

Report of Membership and Media Coordinator Dan Ozbolt

- Spoke on new units

- Spoke on Officer Involved Shooting Trainings being held around the State

Report of Executive Director Gwen Callender continued:

- Spoke on new Member of the Year Award starting 2025

- New Field Attorney Brian Brennaman

- Paralegal Renee Engelbach retired

- 2025 Dues increase based on SERBs average law enforcement average. New rate effective January 2025 goes up \$1.58 to \$46.62 per month

- American Income Life has paid out \$165,228 to date since program began

- Thanked Board and Staff

- Please fill out the survey and get your 40th Anniversary mug

Legislative report by FOP Director of Governmental Affairs Michael Weinman

Standing Committee reports:

- Audit – Chair Chris Hamberg

 - All is in order. Had internal and external audits completed.

- Code of Regulations/Constitution – Linda Shutts

 - None submitted

- Grievance – Mike Bammann

 - None filed

FOP Liaison – Adam Beese

All is good

Moment of personal privilege. Thanked everyone for assistance with everything when Euclid Officer Justin Derbin was killed. Justin's father is K-9 Officer with Euclid. There were 90 K-9s that showed up. Everything was/is very much appreciated.

Personnel – Dan McCormick

2 matters internally handled and a new internal contract negotiated with IULOE

Report of Credentials Chair Ryan Emahiser

32 total

5 alternates

7 board

25 delegates

Motion to accept the Credentials Committee report by Chair Szilagyi. Second by Shutts. Motion carried.

Motion to approve Executive minutes from May 23, 2023, by Emahiser from BCI. Second by several. Motion carried.

Affirmation of Fraternal Order of Police appointments to the FOP, Ohio Labor Council.

President Wolske appoints Bruce Szilagyi as Chairman and Mike Bammann.

Vice President Pappas appoints Dan McCormick.

Motion to accept the affirmation of appointments by Jeremy Jordan of Deer Park. Second by several. Motion carried.

Nominations:

Board member position for the At Large seat expires 2028

Brian Statzer of Montgomery County nominates Linda Shutts from same agency.

No other nominations

Motion to seat Linda Shutts as unopposed candidate by Brian Statzer. Second by several
Motion carried.

Old business:

None

New business:

None

Good of the order:

- Employee service awards presented by Deputy Director Aaron Crawford
 - Field representative Lucy DiNardo, 20 years
 - Field attorney Mike Piotrowski, 25 years
 - Field representative Otto Holm, 30 years
- 2025 Conference will be held on May 20th.

Closing prayer by Lisa Beam.

Motion to adjourn by Brian Statzer of Montgomery County. Second by several. Motion carried.

FOP Ohio Labor Council, Inc.
Executive Committee
Post Annual Meeting
May 21, 2024

Chairman Szilagyi called the meeting to order.

Board Members present: Chairman Bruce Szilagyi, Vice-Chairman Mike Bammann, Dan McCormick, Lisa Beam, Chris Hamberg, Linda Shutts, Adam Beese.

Adam Beese is setting in as the Alternate for board member David Trend.

Staff present: Executive Director Gwen Callender, Deputy Director Aaron Crawford, General Counsel Ka Cremeans, Field Staff Coordinator Mark Scranton and Membership Coordinator Dan Ozbolt, Denise Young, Office Manager.

A motion to approve the April 26, 2024, meeting minutes as written by Chris Hamberg. The second was made by Linda Shutts. Motion Adopted.

Chris Hamberg discussed possible changes in his position with BCI and introduced Ryan Emahiser as his Alternate.

Nominations for Vice-Chair were opened. Lisa Beam nominated Mike Bammann for Vice Chairman of the Executive Committee. There were no other nominations.

Motion to adjourn by Lisa Beam. Second by Mike Bammann. Motion adopted.

Accepted this 21st day of July, 2024.


Bruce Szilagyi, Chairman


Mike Bammann, Vice-Chairman

Minutes
FOP, Ohio Labor Council
July 21, 2024 – Columbus, Ohio

Meeting called to order by Chairman Bruce Szilagyi

Present:

Chairman Bruce Szilagyi
Vice Chair Mike Bammann
Linda Shutts
David Trend
Dan McCormick
Lisa Beam

Board Member Chris Hamberg is not present as he has retired from BCI. Need to fill his board position vacancy until term expiration in May of 2025. Motion by David Trend to seat Ryan Emahiser from BCI. Second by Mike Bammann. Motion carried. Ryan Emahiser is now seated as a board member.

Motion to approve the minutes of the last meeting by Linda Shutts. Second by Dan McCormick. Motion carried.

Report of Executive Director Gwen Callender:

- Lucas Co has a new chairman, Rob Holloman. Will Carpenter resigned as chair upon his retirement from Lucas Co
- Retreat August 14-15 at Deer Creek State Park
- Discussed audit by IRS ref: 1099s with incomplete TINs
- Meeting ref: AFLAC
- Review of annual conference

Motion by Linda Shutts to approve the Executive Director's report. Second by David Trend. Motion carried.

Report of Chief Counsel Kay Cremeans:

- Legal staff update
- Criminal Defense Review Committee to discuss those cases that are questionable

Motion by Ryan Emahiser to establish such committee. Second by David Trend. Motion carried.

Report of Field Staff Coordinator Mark Scranton

- New hire Brian Brenneman

Report of Membership and Public Relations Coordinator Dan Ozbolt:

-update on new units

-OIS trainings scheduled for 7/25 and 9/9

Committee Reports:

Ryan Emahiser will be chair of the audit committee

Old business:

-None

New business:


-Per diems have not been increase since 1997. Motion to increase per diems effective August 1, 2024 from \$100 to \$125 by Chairman Szilagyi. Second by Lisa Beam. Motion carried.

-Appeals discussion on Ashtabula case. Basis for appeal is narrow

-Notification to Board on arbitration cases

Motion to adjourn by Linda Shutts. Second by Ryan Emahiser. Motion carried.

Respectfully submitted this 13th day of December, 2024.



Bruce Szilagyi, Chair



Mike Bammann, Vice Chair

FOP, Ohio Labor Council
Board Minutes – Dec 13, 2024
Plain City, Ohio

Meeting opened by Chair Bruce Szilagyi.

Board present:

Chair Bruce Szilagyi

Vice Chair Mike Bammann

Ryan Emahiser

Lisa Beam

Dan McCormick

Linda Shutts

David Trend was unable to attend due to work

Senior staff present:

Gwen Callender (via zoom)

Aaron Crawford

Kay Cremeans

Mark Scranton

Dan Ozbolt

Denise Young

Motion by Chairman Szilagyi to approve the minutes from July meeting. Second by McCormick.

Motion carried.

Report by Executive Director Gwen Callender

-proposed 2025 budget

Motion by Beam to accept the budget as proposed. Second by Bammann. Motion carried.

-staffing updates

-discussed the Lucas Co office

Motion by Emahiser to accept the Executive Director's report. Second by McCormick. Motion carried.

Report by Deputy Director Aaron Crawford

-upgrade on phone system

-staff (in field) have access to more in-house records

-staff gifts from the Board

Report by General Counsel Kay Cremeans

-update on East Cleveland cases

-criminal defense

-legal staff update

-update on Mahoning Co criminal case

Report by Field Staff Coordinator Mark Scranton

-staff updates

Report by Membership and PR Coordinator Dan Ozbolt

-spoke on units that are in the works

-OIS training added Employee Rights and a Financial Block (CPT approved)

Committee Reports:

None

Old business:

None

New business:

None

Good of the Order:

-Aaron thanked Dan for his assistance at the office while he was out

-Lisa and Bruce thanked the administrative staff

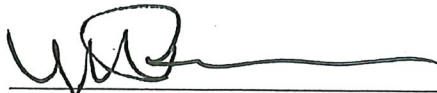
-Bruce talked about Gwen obtaining her master's and graduated Jan 5

Motion to adjourn by Shutts. Second by Emahiser. Motion carried.

Accepted this 7th day of March 2025.



Bruce Szilagyi
Chair



Mike Bammann
Vice Chair

FOP, Ohio Labor Council
Board Meeting via zoom
March 7, 2025

Meeting called to order by Chair Bruce Szilagyi

Board present:

Chair Bruce Szilagyi
Vice Chair Mike Bammann
Dan McCormick
David Trend
Linda Shutts
Ryan Emahiser
TJ Assion in for Lisa Beam

Administrative Staff present:

Executive Director Gwen Callender
Deputy Director Aaron Crawford
General Counsel Kay Cremeans
Field Staff Coordinator Mark Scranton
Membership and PR Coordinator Dan Ozbolt
Office Manager Denise Young

Motion by Emahiser to approve the minutes from the December 2024 meeting. Second by Trend. Motion carried.

Board member Lisa Beam unable to attend so has asked that TJ Assion from Mahoning Co sit in her place.

Executive Director Gwen Callender

- Spoke on Member of the Year selection process
- Draft of fees for arbitration for non-members (further discussion at spring meeting)
- Small group training was held for new hires
- Open house at Toledo office March 27 4-7pm
- Final step conciliation in Lucas Co was held
- Draft of Constitution and Bylaws revisions for review to present at the conference in May. Mostly housekeeping items
- Draft of Rules for investigation of charges files by a member against a member. Much discussion. Motion by Trend to adopt these Rules. Second by Assion. Motion carried.
- Dues for 2026 will be \$48.36. Increase of 3.76% which is average increase of Police according to SERB. That is \$1.74 increase from 2025.

Motion by Emahiser to accept the proposed revisions to the constitution and bylaws to be presented at the conference in May. Second by McCormick. Motion carried.

-The CD at CME credit union was renegotiated for another 12 months
-Would like to move half of the monies from the legal defense money market at HNB to a money market at Heartland Bank. Motion to approve this transfer by Assion. Second by Emahiser. Motion carried.

Motion by Shutts to approve the Executive Director's report. Second by Trend. Motion carried.

Deputy Director Aaron Crawford

-spoke on new hires

General Counsel Kay Cremeans

-Spoke on legal cases in East Cleveland. Much discussion.

Field Staff Coordinator Mark Scranton

-Spoke on conciliation in Lucas Co. Staff did a phenomenal job.

-Spoke on new hires

Membership and PR Coordinator Dan Ozbolt

-Spoke on newly certified units

-OIS seminars March 27 in Maumee and June 26 in Middleburg Hts

No committee reports. Audit committee will meet Thursday, March 13th at 9:30 a.m.

Old business

-none

New business


-Board member Dan McCormick announced he will step down from the board effective April 1, 2025

Good of the Order


-Retreats: one day April 24th at the Marion FOP lodge and 2 day August 20-21, Maumee Bay State Park

Motion to adjourn by McCormick. Second by Assion and others. Motion carried.

Respectfully submitted this _2nd_ day of May, 2025



Bruce Szilagyi
Chair



Mike Bammann
Vice Chair

Minutes
FOP, Ohio Labor Council
May 2, 2025 – Canton Ohio

Meeting called to order by Chairman Bruce Szilagyi at 3:10 p.m.

Board Members present were:

Chair Bruce Szilagyi

Vice Chair Mike Bammann

Lisa Beam

David Trend

Linda Shutts via phone

Absent: Ryan Emahiser

Senior staff present were:

Executive Director Gwen Callender

Deputy Director Aaron Crawford

General Counsel Kay Cremeans

Field Staff Coordinator Mark Scranton

Membership and Media Coordinator Dan Ozbolt

Office Manager Denise Young

Motion by Trend to accept the minutes of the last meeting. Second by Beam. Motion carried.

Report of Executive Director Gwen Callender

-Conference is Tuesday, May 20th with training at 10:00 a.m., lunch at Noon, conference itself begins at 1:00

-Opened a money market account at a second bank so that not all the monies are in one bank

-Had open house at the Toledo office after the OIS training in Maumee. Received good feedback

-Staff retreat was held in Marion on April 24th. Next retreat will be August 20-21 at Maumee Bay State Lodge

-Signed a new 3 year lease for the Akron office

-Staff representative Jim Wagner resigned effective 5/1/2025

-Have interviews set up

Motion by Vice Chair Bammann to accept the Executive Director's report. Second by Trend. Motion carried.

Report of Deputy Director Aaron Crawford

-Went over the agenda for the upcoming annual meeting

- Brought up that next year the annual meeting will be July 19th in conjunction with FOP conference
- Currently have thirty-two (32) delegates pre-registered for this year's conference

Report of General Counsel Kay Cremeans

- Spoke on an arbitration win in Beachwood
- Attorneys are doing a great job

Field Coordinator Mark Scranton

- Field staff doing a great job. Appreciate them stepping in to help with vacancy

Report of Membership and Media Coordinator Dan Ozbolt

- OIS training in Middleburg Hts. June 26th
- OIS training in Clermont Co September 18th
- Reported on units that have been certified since the last board meeting

Committees:

Personnel – Lisa Beam

Membership – vacant

Audit – Ryan Emahiser conducted audit with TJ Assion and all is in order

Old business

-None

New business

-None

Good of the Order

-Discussion of committee to review criminal cases. To be discussed at future board meeting

Respectfully submitted this ____ day of May, 2025

Bruce Szilagyi, Chair

Mike Bammann, Vice Chair



OHIO LABOR COUNCIL

FINANCIALS

2025 Annual Meeting
May 20, 2025

• **Financial Statements**

• **Fraternal Order of Police**
• **Ohio Labor Council, Inc.**

• December 31, 2024 and 2023



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To the Board of Trustees
Fraternal Order of Police
Ohio Labor Council, Inc.
Columbus, Ohio

Independent Auditor's Report

Opinion

We have audited the accompanying financial statements of the Fraternal Order of Police Ohio Labor Council, Inc. (the Company), which comprise the statements of assets, liabilities and net assets – modified cash basis as of December 31, 2024 and 2023, and the related statements of support, revenue, expenses and net assets – modified cash basis for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the assets, liabilities and net assets of the Company as of December 31, 2024 and 2023, and its support, revenue, expenses and net assets for the years then ended in accordance with the modified cash basis of accounting as described in the note to the financial statements.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Company and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Basis of Accounting

We draw attention to the footnotes of the financial statements, which describes the basis of accounting. The financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to that matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the modified cash basis of accounting described in the notes to the financial statements, and for determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Company's ability to continue as a going concern for a reasonable period of time.

To the Board of Trustees
Fraternal Order of Police
Ohio Labor Council, Inc.
Page 3

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

GBQ Partners LLC

Columbus, Ohio
May 1, 2025

FRATERNAL ORDER OF POLICE OHIO LABOR COUNCIL, INC.

Statements of Assets, Liabilities and Net Assets – Modified Cash Basis December 31, 2024 and 2023

	2024	2023
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 1,397,173	\$ 1,266,889
Marketable securities	168,546	155,318
Certificate of deposit	108,415	101,844
Accounts receivable - related party	5,396	5,396
Total current assets	1,679,530	1,529,447
Vehicles and Equipment	416,746	395,419
Less: accumulated depreciation	(322,080)	(355,804)
	94,666	39,615
TOTAL ASSETS	\$ 1,774,196	\$ 1,569,062
LIABILITIES AND NET ASSETS		
Note Payable - Related Party	\$ 12,072	\$ 12,076
Net Assets Without Donor Restrictions	1,762,124	1,556,986
TOTAL LIABILITIES AND NET ASSETS	\$ 1,774,196	\$ 1,569,062

The accompanying notes are an integral part of the financial statements.

**FRATERNAL ORDER OF POLICE
OHIO LABOR COUNCIL, INC.**
**Statements of Support, Revenue, Expenses and
Net Assets – Modified Cash Basis
For the Years Ended December 31, 2024 and 2023**

	2024	2023
Changes in Net Assets Without Donor Restrictions:		
Revenues and Other Support		
Dues	\$ 4,365,460	\$ 4,146,489
Interest and other	16,186	27,810
Net appreciation on marketable securities	8,152	12,565
Total revenues and other support	4,389,798	4,186,864
Expenses		
Salaries and related payroll taxes	2,427,356	2,311,808
Administrative services	218,821	192,893
Group insurance	656,646	564,258
Professional fees	251,008	398,939
Outside services	59,776	60,402
Office space	100,977	91,397
Telephone	49,416	42,057
Depreciation	21,094	20,279
Equipment rental and maintenance	73,715	49,139
Travel	86,119	85,098
Automobile	37,083	40,686
Supplies, printing and copying	48,503	42,215
Seminars, conferences and education	34,237	23,293
Insurance	57,720	49,166
Reports and publications	17,307	26,183
Office and postage	7,008	11,587
Pension expense	35,234	17,619
Other	2,640	1,180
Total expenses	4,184,660	4,028,199
Change in net assets without donor restrictions	205,138	158,665
Net Assets Without Donor Restrictions - Beginning of Year	1,556,986	1,398,321
Net Assets Without Donor Restrictions - End of Year	\$ 1,762,124	\$ 1,556,986

The accompanying notes are an integral part of the financial statements.

FRATERNAL ORDER OF POLICE OHIO LABOR COUNCIL, INC.

Notes to Financial Statements December 31, 2024 and 2023

Nature and Scope of Business

The Fraternal Order of Police Ohio Labor Council, Inc. (OLC) was incorporated in 1984. The OLC is dedicated to the betterment of law enforcement through the representation of its members in collective bargaining and other labor relations matters. An organization related to the OLC is the Fraternal Order of Police of Ohio, Inc. (FOP), a not-for-profit organization dedicated to the advancement and protection of law officers.

Summary of Significant Accounting Policies

Basis of Financial Statements

The OLC's policy is to prepare its financial statements using the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. That basis differs from generally accepted accounting principles in that certain revenues are recognized when received rather than when the services are provided and payments to vendors are recognized when paid rather than when the services are received. Under the modified cash basis of accounting, related party receivables and payables and interest income from certificates of deposit are accrued. Accordingly, the accompanying financial statements are not intended to present the financial position and changes in net assets in accordance with accounting principles generally accepted in the United States of America.

Financial Statement Presentation

OLC reports information regarding its financial position and activities according to two classes of net assets:

Net Assets without Donor Restrictions – Net assets are not restricted by donor-imposed restrictions and are available for use in OLC's ongoing operations.

Net Assets with Donor Restrictions – Net assets are limited as to use by donor-imposed restrictions that either expire by passage of time, can be fulfilled and removed by action of OLC pursuant to those restrictions or are permanently restricted as to use and generally allow only the use of earnings for restricted purposes.

The net assets of OLC are without donor restrictions at December 31, 2024 and 2023.

Use of Estimates

The preparation of financial statements on the modified cash basis of accounting requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reported period. Accordingly, actual results could differ from those estimates.

FRATERNAL ORDER OF POLICE
OHIO LABOR COUNCIL, INC.
Notes to Financial Statements
December 31, 2024 and 2023

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Summary of Significant Accounting Policies (continued)

Liquidity and Available Resources

The OLC has \$1,674,134 of financial assets available within 1 year of the balance sheet date to meet cash needs for general expenditure consisting of cash of \$1,397,173, marketable securities of \$168,546 and certificates of deposit of \$108,415. None of the financial assets are subject to donor or other contractual restrictions that make them unavailable for general expenditure within one year of the balance sheet date. The OLC has a policy to structure its financial assets to be available as its general expenditures and liabilities come due.

Marketable Securities

Marketable securities are stated at fair value determined by quoted market prices and represent shares in mutual funds. Gains and losses on these investments are reported in the statements of support, revenue, expenses and net assets – modified cash basis as increases or decreases in unrestricted net assets. Marketable securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain marketable securities, it is at least reasonably possible that changes in the values of marketable securities will occur in the near term and that such changes could materially affect the amounts reported in the accompanying statements of assets, liabilities and net assets – modified cash basis.

Vehicles and Equipment

Vehicles and equipment are carried at cost. Depreciation is calculated using the straight-line method over the estimated useful lives of the respective assets of 3 to 10 years. Assets purchased but not placed in service are capitalized and depreciation is not recorded until the assets are placed in service. Vehicles and equipment that are donated are recorded at their fair market value on the date of receipt. Maintenance and repairs, which do not improve or extend the estimated useful lives of the respective assets, are expensed as incurred. Major improvements or betterments are capitalized. When vehicles and equipment are sold or retired, the related cost and accumulated depreciation are removed from the accounts, and any gain or loss is included in income.

Impairment of Assets

The carrying value of long-lived assets is reviewed for impairment whenever events or circumstances indicate the amount of the assets may not be recoverable. When an indication of impairment is present and the undiscounted cash flows estimated to be generated by the related assets are less than the assets' carrying amount, an impairment loss will be recorded based on the difference between the carrying amount of the assets and their estimated fair value. There were no such impairment adjustments at December 31, 2024 or 2023.

FRATERNAL ORDER OF POLICE OHIO LABOR COUNCIL, INC.

Notes to Financial Statements December 31, 2024 and 2023

Summary of Significant Accounting Policies (continued)

Federal Income Taxes

The OLC is exempt from federal income taxes under Section 501(c)(5) of the Internal Revenue Code.

The OLC accounts for uncertainty in income taxes in its financial statements as required under Financial Accounting Standards Board Accounting Standards Codification (FASB ASC), *Accounting for Uncertainty in Income Taxes*. The standard prescribes a recognition threshold and measurement attribute for the financial statement recognition and measurement of a tax position taken or expected to be taken in a tax return. The standard also provides guidance on de-recognition, classification, interest and penalties, accounting in interim periods, disclosure and transition accounting. Management determined there were no material uncertain positions taken by the OLC in its tax returns.

Fair Value Measurements

The modified cash basis of accounting established a fair value hierarchy that prioritizes the inputs to measure the fair value of the assets or liabilities being measured. Fair value is defined as the exchange value that would be received on the measurement date to sell an asset or to value the amount paid to transfer a liability in the principal or most advantageous market available to the entity in an orderly transaction between market participants. The three levels of the fair value hierarchy are as follows:

- Level 1 Inputs are unadjusted quoted market prices in active markets for identical assets or liabilities that the entity has the ability to access at the measurement date. Level 1 inputs provide the most reliable measure of fair value as of the measurement date.
- Level 2 Inputs are based on significant observable inputs, including unadjusted quoted market prices for similar assets and liabilities in active markets, unadjusted quoted prices for identical or similar assets or liabilities in markets that are not active, or inputs other than quoted prices that are observable for the asset or liability.
- Level 3 Inputs are significant unobservable inputs for the asset or liability.

The level of the fair value hierarchy within which a fair value measurement in its entirety falls is based on the lowest level input that is significant to the fair value measurement in its entirety.

Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, demand deposits held by banks and money market accounts. Cash is maintained in three accounts at one financial institution and, at times, balances may exceed federally insured limits.

FRATERNAL ORDER OF POLICE OHIO LABOR COUNCIL, INC.

Notes to Financial Statements December 31, 2024 and 2023

Marketable Securities

OLC's marketable securities consisted of the following at December 31:

	2024		2023	
	Cost	Market Value	Cost	Market Value
Mutual funds:				
Fixed income	\$ 63,002	\$ 77,497	\$ 80,486	\$ 73,213
Equity funds	72,502	67,341	70,691	80,951
Total mutual funds	135,504	144,838	151,177	154,164
Money market	23,708	23,708	1,154	1,154
Total	\$ 159,212	\$ 168,546	\$ 152,331	\$ 155,318

Certificate of Deposit

OLC has one certificate of deposit. This investment is readily convertible to cash, but may be subject to a penalty upon conversion. The certificate of deposit is valued at cost plus accrued interest earned. The maturity date, face value at the date of purchase, fair value and interest rates are listed below:

Maturity Date	Face Value	Fair Value	Interest Rate
March 5, 2025	\$ 101,452	\$ 108,415	4.15%

Accounts Receivable – Related Party

Accounts receivable – related party consists of overpayments of amounts owed to the FOP for rent, personnel, postage, computer usage and other charges under a service agreement.

Vehicles and Equipment

The following is a summary of vehicles and equipment at December 31:

	2024	2023
Vehicles	\$ 301,513	\$ 280,186
Equipment	115,233	115,233
Total	\$ 416,746	\$ 395,419

Total additions during 2024 and 2023 were \$76,145 and \$24,340, respectively.

FRATERNAL ORDER OF POLICE OHIO LABOR COUNCIL, INC.

Notes to Financial Statements December 31, 2024 and 2023

Note Payable – Related Party

From 1984 through 1986, the FOP rendered services totaling approximately \$97,000 on behalf of the OLC. In January 1997, a promissory note agreement was signed between the OLC and FOP for \$97,493. The note agreement is payable in annual installments of \$1,000 of principal and interest beginning in July 1997 and through July 2097. The note has been recorded in the accompanying financial statements at its present value of \$12,072 and \$12,076 at December 31, 2024 and 2023, respectively, using an interest rate of 8.25%.

Fair Value Measurements

Following is a description of the valuation methodologies used for assets and liabilities measured at fair value. There has been no change in the methodologies used at December 31, 2024 and 2023.

*Mutual Funds and
Money Market Fund:* Valued at the net asset value (NAV) of shares held by the OLC at year-end.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the OLC believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the OLC's assets at fair value as of December 31, 2024 and 2023.

Fair Value of Assets as of December 31, 2024:

	Level 1	Level 2	Level 3	Total
Mutual funds:				
Large growth	\$ 14,222	\$ -	\$ -	\$ 14,222
Medium growth	8,013	-	-	8,013
Small blend	8,526	-	-	8,526
Large value	12,701	-	-	12,701
Intermediate term bond	40,306	-	-	40,306
Large blend	10,238	-	-	10,238
Institutional fund	27,035	-	-	27,035
Foreign large blend	11,859	-	-	11,859
Emerging markets	4,178	-	-	4,178
Mid-cap value	7,760	-	-	7,760
Total mutual funds	144,838	-	-	144,838
Money market fund	23,708	-	-	23,708
Total assets at fair value	\$ 168,546	\$ -	\$ -	\$ 168,546

FRATERNAL ORDER OF POLICE OHIO LABOR COUNCIL, INC.

Notes to Financial Statements December 31, 2024 and 2023

Fair Value Measurements (continued)

Fair Value of Assets as of December 31, 2023:

	Level 1	Level 2	Level 3	Total
Mutual funds:				
Large growth	\$ 15,202	\$ -	\$ -	\$ 15,202
Medium growth	7,509	-	-	7,509
Small value	8,252	-	-	8,252
Large value	11,530	-	-	11,530
Short term bond	13,219	-	-	13,219
Intermediate term bond	25,638	-	-	25,638
Large blend	15,725	-	-	15,725
Institutional fund	34,356	-	-	34,356
Foreign large blend	11,879	-	-	11,879
Emerging markets	3,877	-	-	3,877
Mid-cap value	6,977	-	-	6,977
Total mutual funds	154,164	-	-	154,164
Money market fund	1,154	-	-	1,154
Total assets at fair value	\$ 155,318	\$ -	\$ -	\$ 155,318

Related Party Transactions

Effective January 1, 2020, OLC entered into an office space lease from the FOP that expires on December 31, 2029. Initial monthly payments are \$4,081 and will increase 2% each year until maturity.

The OLC also leases certain other office equipment and furniture on a month to month basis under operating leases. Total lease expense paid to FOP in 2024 and 2023 was \$64,033 and \$63,243, respectively.

The future minimum rental commitments due under the office space lease are as follows:

2025	\$ 54,034
2026	55,099
2024	56,206
2028	57,313
2029	58,462
Total	\$ 281,114

The OLC reimburses the FOP for various administrative and technical services provided to the OLC under a service agreement, which expires July 1, 2027. The OLC's reimbursements to the FOP for these services totaled \$856,850 and \$794,130 in 2024 and 2023, respectively.

**FRATERNAL ORDER OF POLICE
OHIO LABOR COUNCIL, INC.**
Notes to Financial Statements
December 31, 2024 and 2023

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Leases

The OLC has an operating lease for field office space which expired in December 2024 and continued on a month to month basis until a new lease was entered into effective May 1, 2025. Monthly lease payments range from \$2,700 to \$2,800 through December 31, 2027. The OLC also has an additional operating lease for field office space on a month to month basis with monthly payments of \$1,065. Rent expense for the lease was \$48,008 and \$33,449 in 2024 and 2023, respectively. The future minimum rental commitments due under the office space lease are as follows:

2025	\$	21,600
2026		32,800
2027		33,400
Total		\$ 87,800

Labor Agreement

Approximately 83% of the OLC's employees are covered by a collective bargaining agreement that expires in December 2026.

Retirement Plan

The OLC has a salary reduction plan (401(k) plan) for substantially all full-time employees who have attained the age of 18 and completed six months of continuous service. Contributions are held for the exclusive benefit of the employees. Contributions of \$35,234 and \$17,619 were made in 2024 and 2023, respectively.

Subsequent Events – Date of Management's Evaluation

Management has evaluated subsequent events through the date of the Independent Auditor's Report, the date on which the financial statements were available to be issued.



OHIO LABOR COUNCIL

AMENDMENTS

2025 Annual Meeting
May 20, 2025

**AMENDMENTS TO THE CODE OF REGULATIONS AND CONSTITUTION
PROPOSED BY THE EXECUTIVE COMMITTEE OF THE
FRATERNAL ORDER OF POLICE, OHIO LABOR COUNCIL, INC.**

WHEREAS, the Fraternal Order of Police, Ohio Labor Council, Inc. (FOP/OLC) is committed to maintaining an inclusive and professional governance structure; and

WHEREAS, the FOP/OLC seeks to modernize its governing documents by ensuring consistency with its terminology; and

WHEREAS, the terms used in the Code of Regulations and Constitution should reflect neutral language to align with current standards and values;

THEREFORE, be it resolved that the Executive Committee proposes the following amendments to the Code of Regulations and Constitution of the Fraternal Order of Police, Ohio Labor Council, Inc., to be voted upon at the 2025 Annual Meeting:

CODE OF REGULATIONS AND CONSTITUTION

PROPOSED CHANGES:

Replace all instances of the word “**Chairman**” with “**Chair**” throughout the Code of Regulations and Constitution.

Replace all instances of the word “**Board**” with “**Committee**” throughout the Code of Regulations and Constitution.

Delete “**and Rules**” from Article 11, Section 11D.

IMPLEMENTATION:

This amendment shall take effect immediately upon its adoption by a two-thirds (2/3) vote of the delegates present and voting at the 2025 Annual Meeting, in accordance with Article 13 of the Code of Regulations and Constitution.

SUBMITTED BY:

EXECUTIVE COMMITTEE,
Fraternal Order of Police, Ohio Labor Council, Inc.

This 7th day of March, 2025.



Bruce Szilagyi
Chair, Executive Committee
FOP/Ohio Labor Council, Inc.

**FRATERNAL ORDER OF POLICE,
OHIO LABOR COUNCIL, INC.
CODE OF REGULATIONS
AND
CONSTITUTION**



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FRATERNAL ORDER OF POLICE, OHIO LABOR COUNCIL, INC.
CODE OF REGULATIONS AND CONSTITUTION

ARTICLE 1

The name of this organization shall be Fraternal Order of Police, Ohio Labor Council, Inc.

ARTICLE 2

OFFICES – PLACE OF BUSINESS

The general office or place of business shall be designated by the Executive Committee of the Labor Council.

ARTICLE 3

The Fraternal Order of Police, Ohio Labor Council, Inc. is dedicated to the betterment of law enforcement personnel through representation of its members in collective bargaining and other labor relations matters. This organization shall:

1. Promote the formation of collective bargaining units for law enforcement personnel.
2. Act as collective bargaining agent for members and member units.
3. Engage in collective bargaining, mediation, and arbitration, if necessary, for the purpose of improving wages, hours, and conditions of employment and advancing the rights and promoting the security of the members.
4. Receive, manage, invest, expend and otherwise use monies and property of this organization to achieve the objectives set forth in this Code of Regulations.
5. Provide, maintain, manage and operate a central office.
6. Furnish services to all individuals, groups or bodies as required to further the aims and purposes of the Labor Council.
7. Unite, represent, defend, and promote the interest of all members.
8. Cooperate with other organizations interested in promoting the efficiency, professionalism and well-being of its members.

ARTICLE 4

MEMBERSHIP

SECTION 1. Any group of employees constituting an appropriate bargaining unit within a law enforcement agency is eligible for membership. Members will be accepted without regard to age, race, color, sex, creed, religion, ancestry, national origin, handicap, physical disability, or sexual preference. All members have the right to participate in the affairs of the Labor Council.

- A. Upon application to the Ohio Labor Council for membership, a bargaining committee shall be elected by the bargaining unit by secret ballot. Names and contact information of the committee shall be forwarded to the Ohio Labor Council office in Columbus.

SECTION 2.

- A. Each bargaining unit shall, no later than six (6) months before the date of the expiration of its current collective bargaining agreement, elect a bargaining committee from among its membership by secret ballot.
- B. Alternatively, each bargaining unit may choose instead to have an election to replace the members of its bargaining committee within ninety (90) days of the date of execution of or the date of effective implementation of a new collective bargaining agreement. If a bargaining unit chooses to adopt this election procedure, the bargaining committee so elected shall serve until the next election required in this subsection B.
- C. If section A above is chosen, no election for membership on a bargaining committee may be held later than six (6) months before the date of the expiration of a collective bargaining agreement. If subsection B. above is chosen, no election for membership on a bargaining committee may be held later than ninety (90) days after the execution of or effective implementation of a collective bargaining agreement.
- D. Only members of each unit shall be eligible to nominate, vote and hold a seat on the bargaining committee. Each bargaining committee shall elect a chairman. The bargaining committee shall work with the Executive Director and other representatives of the Labor Council to secure the benefits set out in Article 3 for the Members of its respective bargaining unit.
- E. Each bargaining unit shall determine the size of each bargaining committee.

SECTION 3. Each member has the right to insist that his or her bargaining unit comply with this Code of Regulations and has the right to bring charges alleging violations of this Code of Regulations to the attention of the Executive Committee. The Executive Committee shall adopt rules to provide for investigating said charges and implementing this Section.

SECTION 4. Members may be subject to disciplinary action in accordance with Article 5, Section 14 below.

SECTION 5. All members of the Fraternal Order of Police, Ohio Labor Council, Inc. shall comply with all the laws and rules of this Organization. Members will be fair in all their dealings with this Organization and all of its members. Members will not use their authority for personal gain, or for any other cause, except for the best interests and welfare of this Organization and its members. Members will not support in any way by work or deed any attempt by any other Organization to supplant, interfere with or in any way supersede the rights of the Fraternal Order of Police, Ohio Labor Council, Inc. to represent law enforcement officers in any place or department in the State of Ohio specifically including their own department; Members will never knowingly wrong a member or see him or her wronged if it is within their power to prevent it; Members will faithfully perform all the duties assigned to them to the best of their ability and skill; Members will not divulge or make public any of the private proceedings of this Organization.

SECTION 6. Upon discovery by the Executive ~~Board~~ Committee of the Fraternal Order of Police, Ohio Labor Council, Inc., of a violation of Article 4 Section 5, the member may be denied office, removed from office and/or expelled from membership. In such an event the procedures for imposing discipline on members and bargaining units contained in this Code of Regulations or Rules of the Fraternal Order of Police, Ohio Labor Council, Inc., shall be followed and any member denied his or her office shall have all appeal rights contained therein. The Executive ~~Board~~ Committee shall have the right to enforce this section.

ARTICLE 5

BOARD OF TRUSTEES—EXECUTIVE COMMITTEE

SECTION 1. The Board of Trustees of the Labor Council shall be called the Executive Committee.

SECTION 2. The Executive Committee shall consist of seven (7) members. Three (3) members of the Executive Committee shall be appointed by The Fraternal Order of Police of Ohio,

Incorporated, (Hereinafter "F.O.P." Or "State Lodge"). Four (4) members of the Executive Committee shall be elected by the delegates at the annual conference. The four (4) elected members shall be a member of a bargaining unit represented by the Labor Council.

- A. The three (3) members of the Executive Committee appointed by the F.O.P. shall be appointed as follows: one (1) member by the President; one (1) member by the Vice-President; and one (1) member shall be the Chair~~man~~ of the Labor Committee of the F.O.P. The three (3) members of the Executive Committee appointed by the F.O.P. shall be members in good standing of the Labor Council, retirees from bargaining units represented by the Labor Council, or former members of the Executive Committee.
- B. One (1) of those so appointed shall be designated as Chair~~man~~ of the Labor Council by the President of the F.O.P.
- C. The four (4) members of the Executive Committee, elected by the delegates at the annual conference, shall be members in good standing of the Labor Council and shall be elected by secret ballot by the delegates. No more than one of the elected members shall be from the same agency. The candidate for election must be in attendance at the annual conference at which he is standing for election. In the event there is only one (1) nominee for any elected position, the election of that member of the Executive Committee may be affirmed by voice vote.
- D. EXECUTIVE COMMITTEE CATEGORIES
 - 1. One (1) of the elected members of the Executive Committee must be employed by a County Sheriff's Office.
 - 2. One (1) of the elected members of the Executive Committee must be employed by a Municipal Police Department.
 - 3. One (1) of the elected members of the Executive Committee must be employed by a law enforcement agency of the State of Ohio other than the Ohio State Highway Patrol.
 - 4. One (1) of the elected members of the Executive Committee shall be elected from the Membership at Large and may be employed in any bargaining unit represented by the Labor Council.

- E. Each Executive Committee member shall appoint an associate to act in his/her absence.
- F. Each year, after the annual conference, the members of the Executive Committee shall elect one (1) of the elected members to serve as Vice-Chairman of the Labor Council.

SECTION 3. ELECTIONS

- A. The elected members of the Executive Committee shall be elected for a term of four (4) years (to expire at the annual conference held at the end of the fourth year of the respective term) to replace the designated category member whose term expires that year.
- B. Only those delegates to the annual conference employed in a category described in sub-section 2D above shall be allowed to vote in the election for the specific seat in that category on the Executive Committee.

SECTION 4. The term of office for those members of the Executive Committee appointed by the F.O.P. shall be from annual meeting to annual meeting, effective at the beginning of the annual meeting.

SECTION 5. At each annual meeting, before holding the election to fill the term of the elected member of the Executive Committee expiring at that annual meeting, the chairman shall announce the names of the members of the Executive Committee appointed by F.O.P. The chairman shall then entertain a motion to affirm the appointments made by the F.O.P. A vote shall be taken on this motion. If a majority of the delegates voting fail to pass this motion, each appointee shall be voted upon separately. These votes shall not be by secret ballot. In order for said appointed members of the Executive Committee to serve their designated terms on the Executive Committee, the delegates to the annual conference must, by majority vote, confirm these appointments. Should all or any of these appointed members fail to be confirmed by vote of the delegates as provided herein, a vacancy shall exist of the Executive Committee. This vacancy shall be filled as provided below, except that any appointed member who has failed to be confirmed by vote of the delegates, shall not be eligible to fill any vacancy.

SECTION 6. EXECUTIVE COMMITTEE VACANCIES

- A. A vacancy will occur on the Executive Committee when any of the following circumstances occur:

- i. Upon the death or resignation of a member;
 - ii. Whenever an elected member of the Committee ceases to be employed as a full-time employee of a law enforcement agency for any reason; or
 - iii. Whenever a member of the Executive Committee or the associate appointed by that member fails to attend at least one-half (1/2) of the Executive Committee meetings in any one (1) year between each annual meeting.
- B. At any time, the President of the F.O.P. may remove any member of the Executive Committee appointed to the Executive Committee by the F.O.P. In that event, a vacancy on the Executive ~~Board~~ Committee shall result.

SECTION 7. Should a vacancy occur on the Executive Committee between annual meetings, such vacancy or vacancies shall be filled as follows:

- A. The members appointed to the Executive Committee by the F.O.P. shall be replaced by appointment of the President or Vice-President of the F.O.P. and said appointments must be ratified at the next regular meeting of the Executive Committee by the remaining members of the Executive Committee.
- B. Members who are elected to the Executive Committee shall be replaced by a majority vote of the remaining Executive Committee members present and voting and this newly elected member shall serve on the Executive Committee until the next annual meeting of the Labor Council, at which time the vacancy will be filled by a member who will be elected by the delegates to fill the unexpired portion of the term.

SECTION 8. A quorum to conduct the business of the Executive Committee, at a regularly scheduled meeting, shall consist of five (5) members or associates three (3) of which must be elected members or associates of the elected members. Each member shall be entitled to one (1) vote. The Executive Committee may act by a majority vote of its membership present at a meeting. Proxy voting shall be permitted. In the event of a special meeting, a telephone poll, or a poll by the use of any other method of electronic communication for deciding an issue, a quorum shall consist of six (6) members or associates.

SECTION 9. The Executive Committee of the Labor Council shall have the power to act on all matters that come before the Labor Council between annual meetings and shall act in accordance with Section 8.

SECTION 10. The Executive Committee of the Labor Council may enter into contractual agreements with bargaining units, hire and dismiss personnel and determine their wages and fringe benefits, and secure facilities for the efficient operation of the Labor Council.

SECTION 11. The Executive Committee shall establish policy and be responsible for the general operation of the Labor Council.

SECTION 12. MEETINGS OF THE EXECUTIVE COMMITTEE

- A. The Executive Committee will meet at least once quarterly.
- B. The chair~~man~~ of the Executive Committee may call a meeting of the Executive Committee at any time.
- C. A majority of the members of the Executive Committee may call a meeting of the Executive Committee at any time.

SECTION 13. The Executive Committee may adopt, amend, or repeal any rule which it deems to be necessary. No rule or bylaw may be adopted which is in conflict with the Code of Regulations or the laws of the State of Ohio. All such rules and bylaws will be binding on all members and bargaining units of the Labor Council. Any rule or bylaw adopted by the Executive Committee may be repealed or amended by a majority vote at the annual meeting of those present and voting.

SECTION 14. The Executive Committee may order any bargaining unit found to be in violation of this Code of Regulations, any rule of the Labor Council, or any law or rule of the State of Ohio or the United States governing the operation of a labor organization to cease such violation. If the bargaining unit fails to obey such an order, the Executive Committee may authorize the Executive Director to operate that bargaining unit until the violation ceases. The Executive Committee may also terminate or temporarily suspend the membership of any member or bargaining unit found to be causing said violation. No such action can be taken until the Executive Committee has given the member or bargaining unit charged with a violation the opportunity to appear at a hearing and to present its arguments and evidence. Any decision of the Executive Committee made under this section may be appealed to the annual meeting. The Executive Committee shall adopt rules to implement this section and insure fair and equitable procedures in disciplinary actions against members.

SECTION 15. The Executive Committee shall adopt rules to insure that the Labor Council and its bargaining units are in compliance with all of the laws and requirements of the State of Ohio.

SECTION 16. No employee of the F.O.P. Ohio Labor Council shall hold a seat on the Executive Committee of the Ohio Labor Council.

ARTICLE 6

DUTIES OF THE LABOR COUNCIL CHAIRMAN

The Labor Council Chairman shall:

- A. Be the Chief Executive Officer of the Labor Council.
- B. Preside at all annual meetings and Executive Committee meetings of the Council.
- C. Have the power to call meetings of the Executive Committee.
- D. Approve all expenditures of the Labor Council.
- E. Furnish a bond as necessary in an amount to be fixed by the Executive Committee, or upon specific request of the State Employment Relations Board. The cost of the bond shall be paid by the Labor Council.

ARTICLE 7

DUTIES OF THE LABOR COUNCIL VICE-CHAIRMAN

The Labor Council Vice-Chairman shall:

- A. Be the official custodian of the Code of Regulations of the Labor Council and keep an accurate record of all amendments thereto.
- B. Perform such other duties as the Chairman may direct.
- C. Perform all of the duties of the Chairman if the Chairman is absent or otherwise unavailable to perform the duties of the office.

ARTICLE 8

EXECUTIVE DIRECTOR

SECTION 1. There shall be an Executive Director of the Labor Council who shall be employed by the Executive Committee.

SECTION 2. The Executive Director shall:

- A. Be responsible for the day-to-day operation of the Labor Council and execute any and all contracts that may be authorized by the Executive Committee.

- B. Recommend to the Executive Committee, and hire, with their advice and consent, field representatives and other employees and insure that each employee handling Labor Council funds or property to be properly bonded as necessary at Labor Council expense.
- C. Be the custodian of all the funds and assets of the Labor Council, and furnish the Executive Committee, at the annual meeting, and any member who requests it, an annual financial report properly audited by a certified public accountant.
- D. Conduct all of the financial transactions of the Labor Council with the approval of the Chair~~man~~ and keep an accurate record of all income and expenses. These records will be available for inspection by any member of the Labor Council upon written thirty (30) day notice at a time convenient to the Executive Director.
- E. Furnish a bond in an amount fixed by the Executive Committee, or upon specific request of the State Employment Relations Board, for the faithful performance of the duties of the office of Executive Director. The cost of the bond shall be paid by the Labor Council.
- F. Keep an itemized record of all funds received and disbursed, giving a complete report when called upon by the Executive Committee, at the annual meeting of the Labor Council, and when required by the President or the Board of Trustees of the F.O.P. of Ohio Inc., State Lodge.
- G. Maintain all of the records of the Labor Council.
- H. Make an annual report to the Labor Council annual meeting.
- I. Insure that the Labor Council complies with all the requirements of the State and Federal law for reporting and record keeping, and file all tax returns that may be required.
- J. Perform such other duties as the Executive Committee may direct.

ARTICLE 9

EXPENSES, COMPENSATION AND PROHIBITIONS

SECTION 1. Any member of the Labor Council performing duties for or service to the Labor Council by order of the Executive Director, Executive Committee or Labor Council Chair~~man~~

shall receive compensation and reimbursement for expenses as authorized by the Executive Committee.

SECTION 2. The Labor Council shall not be responsible for payment of expenses or compensation of delegates attending the annual meeting from each bargaining unit.

SECTION 3. The Labor Council shall not make loans to any member, officer, agent, representative, or employee. No Labor Council funds may be invested in any way that they may be used to finance or secure loans to any member, officer, agent, representative, or employee. This section does not prohibit the Labor Council from investing its funds in a Federally Insured Deposit instrument offered by a legally chartered financial institution as long as that deposit is not used as security for a loan to any member, officer, agent, representative, or employee.

SECTION 4. The Labor Council may not expend its funds in any manner in furtherance of the independent business or financial interests of members, officers, employees, agents, representatives, or spouses, minor children, parents of members, agents, representatives, officers, or employees. As a condition of employment or continuing service no officer, agent, representative, or employee of the Labor Council, or the spouses, minor children or parents of an officer, agent, representative, or employee may undertake business or financial interest which will conflict with the fiduciary obligations of such officers, agents, representatives, and employees of the Labor Council.

ARTICLE 10

DUES

SECTION 1. The dues for membership in the various bargaining units in the Labor Council shall be set in accordance with the following procedure. As of July 1, 2012, dues shall be set at thirty-five dollars (\$35.00) per month and may be increased each year in accordance with the formula set out herein:

- A. In October of each calendar year, the Executive Director shall determine the average percentage raise in base wages negotiated state wide for Law Enforcement Officers in the State of Ohio as reported by the Ohio State Employment Relations Board (SERB) for the year.
- B. The amount of this percentage increase shall not be less than zero.

- C. Any percentage greater than zero determined by this method shall then be used to increase the dues and added to the monthly amount to be paid thereafter by Labor Council Members.
- D. Beginning on the January 1st next occurring, all members of each bargaining unit of the Ohio Labor Council shall pay dues based upon the calculations made in accordance with this section.

SECTION 2. All dues shall be paid directly to the Labor Council.

SECTION 3. The funds of the Labor Council shall be kept in a separate account established for that purpose. In no case will these funds be co-mingled with any other funds except that at the request of a subordinate lodge of the F.O.P. of Ohio Inc., State Lodge the Labor Council shall:

- A. Collect the lodge dues of that subordinate lodge for members of the Labor Council who are also members of that subordinate lodge.
- B. Pay to that subordinate lodge the lodge dues collected in accordance with this section.

SECTION 4. In any case where an individual member of the Labor Council or members of a Bargaining Unit have not paid the proper amount of dues for any reason or the Employer has failed to deduct the proper amount of dues, the Labor Council may set a dues amount for that member or Bargaining Unit greater than the amount determined by Section 1 above. This procedure may only be used to permit the member or members of that Bargaining Unit to become current on their dues. When it is established that the member or members of such a Bargaining Unit have become current in their dues, the Labor Council shall cease to apply this section to that Bargaining Unit and all dues shall be determined by the application of Section 1 above.

ARTICLE 11

ANNUAL MEETINGS AND ELECTIONS

SECTION 1. There shall be an annual meeting of the Labor Council at a date and location to be determined by the Executive Committee and such date shall be announced to the attending delegation under the Good of the Order.

SECTION 2. At the annual meeting each bargaining unit of the Labor Council shall be entitled to one (1) delegate and one (1) alternate delegate for every twenty (20) represented employees or major portion thereof in the unit, provided, however, that each unit shall be entitled to at least one

(1) delegate and one (1) alternate delegate. A represented employee is an employee represented in a bargaining unit who is paying membership dues.

SECTION 3. Each delegate attending the annual meeting of the Labor Council shall have one (1) vote. In the absence of a delegate, an alternate from the same bargaining unit may exercise the absent delegate's vote. There shall be no proxy or mail voting at the annual meeting. Votes may only be cast by registered delegates or alternates in person.

SECTION 4. Each member of the Executive Committee shall be a delegate, and each shall have one (1) vote.

SECTION 5. The Bargaining Committee Chair~~man~~ of each bargaining unit in the Labor Council shall select the delegates from among the members of his or her bargaining unit.

SECTION 6. At least thirty (30) days prior to the annual meeting, the Executive Director shall send written notice to each bargaining unit of the date, time and place of the meeting, the proposed agenda, and the number of delegates to which it is entitled.

SECTION 7. Each bargaining unit shall notify the Executive Director, on a form provided, of the names of the delegates and alternates. Such notice must be received prior to the annual meeting. A delegate or alternate is registered after this form is received by the Executive Director and the delegate or alternate signs the annual meeting attendance roster.

SECTION 8. Any delegate from a bargaining unit that is delinquent in the payment of dues shall not be admitted, registered, or seated at the annual meeting. The Executive Director shall notify the bargaining unit that it is delinquent in the payment of such dues.

SECTION 9. A quorum to conduct business at each annual meeting shall consist of one-half (1/2) of the eligible delegates who are registered and present. The delegates at the annual meeting may act on all matters that come before them and by majority vote of the delegates present, and voting, except as otherwise provided herein.

SECTION 10. The Chair~~man~~ of the Labor Council shall conduct the annual meeting.

SECTION 11. The order of business on the agenda of the annual meeting shall be determined by the Chair~~man~~. The annual meeting agenda shall contain at least:

- A. Appointment and Election of Executive Committee members;
- B. Executive Director's Report;
- C. Review Executive Committee actions and minutes;

- D. Amendments of the Labor Council Code of Regulations and Constitution~~—and~~
~~Rules~~;
- E. Review dues;
- F. Review Committee reports;
- G. Review audit report;
- H. Old business;
- I. New business;
- J. The good of the Labor Council.

ARTICLE 12

MISCELLANEOUS PROCEDURES

SECTION 1. All meetings conducted by any body in accordance with this Code of Regulations shall be conducted to the extent that is practicable according to generally accepted parliamentary procedure except as modified herein or by rules adopted by the body. Rules by which a bargaining committee shall conduct its business may be adopted by the Executive Committee.

SECTION 2. The Labor Council shall not solicit funds or anything of value for any reason whatsoever from any non-member without first obtaining the permission of the Fraternal Order of Police of Ohio Inc., in whose geographical territory the Council desires to make such a solicitation. This section does not prohibit the Labor Council from soliciting membership except that it may not solicit membership in any bargaining unit whose employees are currently represented by a subordinate lodge of the Fraternal Order of Police of Ohio Inc., without the permission of that subordinate lodge. The only exception is the circumstance when a competing organization is either the current bargaining representative or is soliciting members from an FOP lodge-represented bargaining unit. In that case, the Labor Council may solicit members and intervene in any S.E.R.B. conducted election.

SECTION 3. The Labor Council shall not support ideological causes, engage in political activity, or engage in legislative lobbying. No Labor Council funds will be used to pay for or support such efforts. No Labor Council funds may be used to support the operation of any Political Action Committee.

ARTICLE 13

AMENDMENTS

SECTION 1. Proposed amendments to this Code of Regulations shall be submitted in writing, in resolution form, to the Executive Director of the Labor Council at least sixty (60) days prior to the convening of the annual meeting. The Executive Director shall cause a copy of any proposed amendment to be forwarded to each participating bargaining unit and to each member of the Executive Committee at least thirty (30) days prior to the annual meeting of the Labor Council.

SECTION 2. Only the Executive Committee or a bargaining unit may propose an amendment to this Code of Regulations. Any such proposal may be accompanied by an argument supporting the adoption of such amendment, which will also be forwarded by the Executive Director.

SECTION 3. Amendments shall be voted on at the annual meeting. A two-thirds (2/3) vote of the delegates present and voting shall be required for the adoption of any amendments.

SECTION 4. Following such approval as outlined in Section 3 of this Article amendments shall take immediate effect and shall be dated and signed by the Chair~~man~~, Vice-Chair~~man~~, and Executive Director of the Labor Council. Any amendment to Article 12, Section 2; Article 5, Section 2 and 6; Article 13, Section 4 or any other Article or Section now in effect or which may be proposed, which would deal with solicitation of funds or anything of value may be vetoed by a two-thirds (2/3) vote of members present and voting at the next meeting of the Board of Trustees of the State Lodge of the F.O.P. of Ohio held after such amendment was adopted by the Labor Council annual meeting. When an amendment is vetoed by the State Board of Trustees, it will be null and void with no force or effect ab initio.

ARTICLE 14

INTERPRETATION AND SEVERABILITY

SECTION 1. This Code of Regulations and all rules adopted in accordance with these provisions are subject to all existing Ohio and Federal Statutes and Rules and should be interpreted in all cases in accordance with and in such a manner as to be in compliance with said statutes and rules.

SECTION 2. Should any Article, Section or portion thereof of this Code of Regulations be held to be invalid, unlawful, or unenforceable for any reason by any court or administrative agency:

- A. Said decision shall apply only to that specific provision held to be invalid, unlawful, or unenforceable. All other Articles, Sections, or portions of the Code of Regulations shall remain in full force and effect;
- B. The Executive Committee shall have the power to immediately adopt an emergency amendment to this Code of Regulations by a majority vote of its entire membership, for the limited purpose of correcting the defect found by the court or administrative agency. Any such emergency amendment dealing with soliciting funds or anything of value may be vetoed by the Board of Trustees of the F.O.P. of Ohio Inc., State Lodge in accordance with Article 13, Section 4, above, provided such veto is not in direct conflict with any court order or enforceable remedy.

SECTION 3. In order to exercise the powers contained in this Article, the Executive Committee must first secure a written opinion from its attorney which recommends the emergency amendment as necessary to correct the defect found by the court or administrative agency.