

Fraternal Order of Police of Ohio

Eighty-Ninth Conference 2025

Cincinnati - Sharonville



IN MEMORIAM

Officer Jamieson Rlter
City of Cleveland Police Department
July 04, 2024



Deputy Larry Henderson
Hamilton County Sheriff's Office
May 02, 2025



Deputy Daniel Sherrer
Morrow County Sheriff's Office
May 26, 2025



Table of Contents

Section One

Conference Agenda

Section Two

Standing Rules

Section Three

Officers' Reports

Section Four

Committee Reports

Section Five

In Memoriam

Section Six

2024 Outside Audit Financials

Section Seven

Amendments

Section One

Conference

Agenda

TENTATIVE AGENDA (some times could vary on site)

89th Conference
Fraternal Order of Police of Ohio, Inc.
Delta Hotel – Sharonville, Ohio

Saturday, July 12

FOP, FOPA and Auxiliary Registration	3:00 p.m. – 6:00 p.m.
FOP Foundation Spaghetti/Bourbon Dinner	5:00 p.m.-7:00 p.m. (Under tent at hotel)

Sunday, July 13

FOP, FOPA & Auxiliary Registration	10:00 a.m. – 6:00 p.m.
Auxiliary Pre-Conference Board Meeting	10:00 a.m. (tentative)
FOP Merchandise	11:00 a.m.-5:00 p.m.
FOP Seminars (all welcome)	11:30-1:30 p.m. and 2:00 p.m.-4:00 p.m.
FOP Expo	12:00 p.m. – 5:00 p.m.
FOPA Executive Session	2:30 p.m.
FOPA Audit Committee Meeting	3:00 p.m.
FOPA Roundtable Discussion	3:30 p.m.
OLC Board Meeting	3:00 p.m.
FOP Pre-Conference Board Meeting	4:00 p.m.
Tailgate	5:30 p.m.
Hospitality	8:00 p.m.-Midnight

Monday, July 14

FOP, FOPA & Auxiliary Registration	8:00 a.m. – 4:00 p.m.
FOP Expo	8:00 a.m. – 3:00 p.m.
FOP Merchandise	8:00 a.m.- 3:00 p.m.
Opening Ceremonies	9:00 a.m.
FOP Business Session	10:00 a.m.
FOPA Business Session	11:00 a.m.
FOPA Pres/Sec Workshop	2:00 p.m.
Auxiliary Business Session	45 min after close of opening ceremonies
Taste of Cincinnati	5:30 p.m.– 8:30 p.m.
Piper and Toast to Fallen Officers	8:30 p.m. Time Certain (under tent)
Hospitality	8:45 p.m. - Midnight

Tuesday, July 15

FOP, FOPA & Auxiliary Registration	8:00 a.m.– 9:00 a.m.
FOP Expo	8:00 a.m. - Noon
FOP Business Session	9:00 a.m.
FOPA Business Session	9:00 a.m.
Auxiliary Business Session	9:00 a.m.
FOP Post Conference Board Meeting	½ hour after close of business
FOPA Post Conference Board Meeting	½ hour after close of business

Section Two

Standing

Rules

Standing Rules of the Fraternal Order of Police of Ohio, Inc. Annual Conference of 2025

Rule 1. (a) The Credentials Committee, as the first order of business, shall report the number of delegates and alternates registered as present with proper credentials and shall make a supplementary report after the opening exercises at the beginning of each day that business continues. No other business may be conducted until the Credentials Committee report is adopted by the body.

(b) A member registered as an alternate may be transferred from alternate to delegate at any time during the business meeting on Monday, July 14th.

(c) A member registered as an alternate may be transferred from alternate to delegate by 9:30 a.m. on Tuesday, July 15th, for purposes of conducting business on Tuesday, July 15th.

Rule 2. The standing rules of the conference shall be considered as the second order of business.

Rule 3. For admission to the conference room where the business of the FOP of Ohio, Inc. is being conducted, delegates, alternates and guests shall be required to wear the badge issued by the Credentials Committee upon registration.

Rule 4. A resolution offered by an individual delegate shall be in writing, signed by the maker and the seconder, each of whom shall be a voting member of the conference, and shall be sent directly to the Chairman of the Resolutions Committee.

Rule 5. A delegate must obtain the floor and be recognized by the presiding officer before beginning to speak.

Rule 6. A delegate can speak twice to a motion on the same day, but he or she can take the second turn only after everyone who wishes to speak the first time has spoken. If debate on the motion is continued at the next meeting, which is held on another day, the delegate's right to debate is renewed.

Rule 7. Speakers must address all remarks to the chair; cross talk between delegates is not allowed.

Rule 8. Speakers must be courteous and never attack other delegates or question the motives of the delegates. In controversial issues, the discussion is focused on ideas, not personalities.

Section Three

Officers'

Reports



FRATERNAL ORDER OF POLICE OF OHIO, INC.

222 East Town Street, Columbus, Ohio 43215-4611
(614) 224-5700 Fax (614) 224-5775
www.fopohio.org



2025 Conference Report President Jay McDonald

Brothers and Sisters,

I would like to welcome you to the 89th Annual Conference of the Fraternal Order of Police of Ohio, the oldest State Lodge in the Fraternal Order of Police. Thank you so much for being delegates and alternates at this conference and doing the work of the Order!

VIOLENCE AGAINST POLICE

Since July 24, 2024 when we last met as a state conference until July 7, 2025 when this report submitted, 108 of our Brothers and Sisters have died in the line of duty. In 2024, 49 officers were killed by gunfire, 12 by vehicular assault and 20 by vehicle accident. These numbers tell a story of the violence directed at our members...but not the whole story. The numbers of officers who are shot but survive that attack are unfortunately rising and rising dramatically. The National FOP reported on July 1 that the number of officers shot in the line of duty in 2025 is 166, 45 were shot in ambush style attacks. 21 American law enforcement officers have already been killed by gunfire in the first five months of the year. 342 officers were shot in the line of duty in 2024.

I was able to attend the Ohio and National memorials for our Brothers and Sisters who died in the line of duty in 2024. The FOP of Ohio was also well represented at the funerals of Deputy Henderson and Deputy Sherrer this year.

The State of Ohio memorialized the following officers at the 37th annual Ohio Peace Officers Memorial Ceremony:

- Deputy Rex A. Emrick, Pickaway County Sheriff's Office
- Lt. David W. Reynolds, Butler County Sheriff's Office
- Officer Jacob Derbin, Euclid Police Department
- Officer Jamieson R. Ritter, Cleveland Division of Police

The following officers were killed in the line of duty in 2025 and will be honored next year:



FRATERNAL ORDER OF POLICE OF OHIO, INC.

222 East Town Street, Columbus, Ohio 43215-4611
(614) 224-5700 Fax (614) 224-5775
www.fopohio.org



- Deputy Larry Henderson, Jr., Hamilton County Sheriff's Office
- Deputy Daniel Sherrer, Morrow County Sheriff's Office

I want to thank all of the local lodges that held memorials to fulfill the promise that we will never forget the sacrifice made by our fallen Brothers and Sisters in service to their communities.

PROTECT OHIO POLICE

On June 5, 2025, the FOP of Ohio held an historic press conference to launch a new initiative called Protect Ohio Police. This new initiative was formulated in response to the disgusting increase in violence directed towards our members in the month of May. Earlier in this report, I discussed the murders of Deputy Larry Henderson and Deputy Daniel Sherrer in May of 2025 but two Mifflin Township (Franklin County) Officers were shot in May, officers were shot at in Union County; Medina County and in Ashland County in a short span of time during May of 2025. This initiative was formed to demand action to combat this increase in violence and the outrageous narrative that violence against the police is somehow acceptable. You can watch that press conference here: <https://www.youtube.com/watch?v=IK5CGf8bxpl>

We made a list of demands at this press conference. They were:

- We demand that **CITIES** adopt local laws that protect cops.
- We demand that **MAYORS** stop criticizing police when they do their job as trained.
- We demand that **JUDGES** set bail that protects the community.
- We demand that **PROSECUTORS** stop cutting deals that put violent criminals back on our streets.
- We demand that **LEGISLATORS** increase penalties for violence against police.

If these demands are not met, the FOP of Ohio will:



FRATERNAL ORDER OF POLICE OF OHIO, INC.

222 East Town Street, Columbus, Ohio 43215-4611
(614) 224-5700 Fax (614) 224-5775
www.fopohio.org



- Grade elected officials on their commitment to Protect Ohio Police. And then we will publicize the results.
- If these elected officials don't respond effectively, we will recruit challengers to them and defeat them in elections. This starts by electing members of the FOP of Ohio to elected office.
- We will raise the money needed and mobilize tens of thousands of Ohioans needed to replace them at the ballot box.

At this conference, we will talk about recruiting FOP members to run for elected office, the creation of a web site where we will hold elected officials accountable (protectohiopolicy.com) and the creation of a Super PAC where local lodges and the state lodge can dedicate resources to helping elect or un-elect politicians. This is the end of complaints without action but we need all local lodges and all members to be united in our effort to stand with the men and women who protect and serve our streets.





FRATERNAL ORDER OF POLICE OF OHIO, INC.

222 East Town Street, Columbus, Ohio 43215-4611
(614) 224-5700 Fax (614) 224-5775
www.fopohio.org



2024 LEGISLATIVE ACTION

In the fall of 2024, the FOP of Ohio had two main legislative priorities. The Social Security Fairness Act in Congress and HB 296. We used every communication tool available to us to encourage our members to get engaged in the effort to pass these two important pieces of legislation.

On the federal level, you will hear from President Yoes about the passage of the Social Security Fairness Act. However, I want to talk about the actions taken here in Ohio to help pass that historic law. We worked with senator Sherrod Brown, the lead sponsor of the bill in the US Senate, to hold a field hearing on the topic that drew hundreds of public employees to the hearing and attention to the issue from the media. Several letters were sent from the FOP of Ohio to every member of the Ohio congressional delegation lobbying for the effort. Vice President Assion and I went to D.C., and visited every Ohio member of the U.S. House on the day of the vote for the Social Security Act and were the only law enforcement officers in the country who were present in the gallery to witness the historic vote. Every Ohioan voted in favor of the Social Security Fairness Act, even those who told us earlier in the day that they would not vote for it. Your work, calling and emailing your congressional representatives made that happen. **This is not our guess, this is what the members of Congress told us.**

HB 296, a bill to equalize the employer contributions to the Ohio Police and Fire Pension Fund passed the Ohio House in the lame duck session of the General Assembly by a vote of 66 to 25 (there were 8 members who did not vote). Our pressure campaign with the Ohio Association of Professional Fire Fighters got us closer than ever to achieving this important goal. The FOP of Ohio worked to get our members, and our families engaged in the effort. In addition to calling and emailing our elected leaders, we even held a mini-lobby day at the Statehouse in conjunction with the firefighters to work towards passage of HB 296. However, in the Ohio Senate, we were unable to get the bill on the floor before the end of the General Assembly. We faced massive opposition from the Ohio Municipal League and the Ohio Mayor's Alliance on this issue. In fact, OML called our effort to have the employers pay their fair share of the pension

costs "the largest unfunded mandate in Ohio's history." We continue to work on this bill.



FRATERNAL ORDER OF POLICE OF OHIO, INC.

222 East Town Street, Columbus, Ohio 43215-4611
(614) 224-5700 Fax (614) 224-5775
www.fopohio.org



FOP OF OHIO 2025-2026 LEGISLATIVE GOALS

With the new General Assembly, the legislative committee established the following goals for 2025-2026:

- The equalization of our employers contribution to the Ohio Police and Fire Pension Fund. This has become HB 280.
- The establishment of a DROP plan for our members in the Ohio Public Employee Retirement System. This has become HB 73. Fixing transfer credits for members in OPERS also remains a priority.
- To arm the state law enforcement officers of the Ohio Department of Developmental Disabilities and the Ohio Department of Mental Health.
- PTSD treatment and using money from recreational marijuana taxes to pay for this important benefit.
- Civilian Review Boards and developing guardrails for these entities such as background checks; mandated training on the use of force, etc...
- Due process for our members in Brady list situations.

The first half of 2025 has been focused on the Ohio budget and trying to get the first three issues included in this legislation. We prepared a package of amendments to cover each of these important topics, found legislators to introduce the amendment but were ultimately unsuccessful in getting them included. We will now pursue stand alone bills for these and many other topics.

Please see the legislative report in this package to see other bills we are focused on, either in support or in opposition.

NFOP LEGISLATIVE PRIORITIES

We will talk a lot about the legislative efforts of the FOP of Ohio, but we do not spend as much time on the efforts of congressional legislation. So, as of July 7, 2025...here are the Ohio co-sponsors of the NFOP priority legislation:

- **Public Safety Employer Cooperation Act** (collective bargaining) (HR 1505 / S. 636)



FRATERNAL ORDER OF POLICE OF OHIO, INC.

222 East Town Street, Columbus, Ohio 43215-4611
(614) 224-5700 Fax (614) 224-5775
www.fopohio.org



- o US House 40 co-sponsors– Ohio co-sponsors: Greg Landsman
- o US Senate – 1 co-sponsor. Neither Ohio Senator has signed onto this bill
- **Law Enforcement Officer Equity Act (HR 3226)**
 - o US House: 29 co-sponsors; Turner only Ohioan on bill
 - o US Senate: Not yet introduced
- **Protect and Serve Act (HR 1551 / S. 167)**
 - o US House 81 co-sponsors; Balderson; Carey; Landsman; Miller; Rulli; Turner called and said he was getting on the bill but hasn't done so yet
 - o US Senate 18 co-sponsors: Moreno; Husted
- **LEOSA Reform Act (HR 2243 / S. 679) - PASSED THE HOUSE!**
 - o US House Ohioans who voted yes: Balderson; Carey; Davidson; Jordan; Joyce; Kaptur; Landsman; Latta; Miller; Sykes; Turner; Wenstrup. Ohioans who voted no: Beatty; Shontel Brown; Sykes.
 - o US Senate – 8 Co-sponsors – Moreno and Husted indicated support but not yet signed onto the bill
- **The HELPER Act (HR 2094 / S. 978)**
 - o US House – 71 co-sponsors. Ohio Co-sponsors: Shontel Brown; Sykes; Turner
 - o US Senate – 18 co-sponsors. Neither Ohio senator has signed onto the bill

We are also working with Rep. Landsman from Cincinnati on reintroducing Medicare at age 50 for retired 1st Responders.



FRATERNAL ORDER OF POLICE OF OHIO, INC.

222 East Town Street, Columbus, Ohio 43215-4611
(614) 224-5700 Fax (614) 224-5775
www.fopohio.org



QUALIFIED IMMUNITY

Proponents of eliminating Qualified Immunity need 413,487 valid signatures from at least 44 counties and are aiming for the 2026 ballot. They have not filed a campaign finance report, indicating that they have not raised substantial revenue. They do not have an established group with political muscle backing them as of now.

Follow the playbook from Senate Bill 5

1. Build coalitions - Unions; Police and Fire groups; Mayor's Alliance; elected officials and others have all reached out to work with us to defeat the proposal
2. Engage Experts - Communications Counsel and Bob Paduchik remain on our team
 - Lodges should be building social media; gathering emails/phone numbers; beginning to think about financial resources; making sure members are registered to vote

Here is where the FOP of Ohio is:

1. FOP of Ohio War Chest has funds that have been building since SB 5
2. FOP of Ohio will begin Social Media Efforts to build more followers
3. FOP of Ohio will work with local lodges to build bigger email/app database

MESSAGING: Until we get direction saying otherwise informed by polling/testing, we are using:

- Eliminating Qualified Immunity will raise taxes, increase crime and devastate the number of people willing to serve their community.
- Eliminating Qualified Immunity hurts not just law enforcement, it targets those who educate our children, care for our elderly, and all other public employees

Remember, there are two kinds of messaging;

- To members, tell how it impacts them, so they understand the risk
- To the public and on our social media/in press, laser focus on how it impacts the community as a whole and not on us



FRATERNAL ORDER OF POLICE OF OHIO, INC.

222 East Town Street, Columbus, Ohio 43215-4611
(614) 224-5700 Fax (614) 224-5775
www.fopohio.org



THIN BLUE LINE BENEFITS

I want to start by thanking State Fop Secretary Travis Parker for all his work with our members who have experienced issues with Thin Blue Line Benefits. Secretary Parker was the main contact between members and TBL in regard to complaints received by the FOP of Ohio. Here is a timeline of events regarding our members' complaints regarding TBL and our response.

- The marketing agreement between the FOP of Ohio and TBL was approved by the delegates of the Sandusky conference in 2023.
- We began to get complaints in the fall of 2024
- We invited TBL to address our Board and members at our January Board meeting, to answer questions and try to get a handle on the issues.
Complaints continue
- We met with TBL in Nashville in February of 2025
Complaints continue
- The Ohio FOP and National FOP met with TBL in Salt Lake City in March of 2025. We continue to get complaints
- We work with OP-F in April to ensure that our members who are negatively impacted can switch without penalty if they meet certain criteria set by the federal government
- It was decided at our next Ohio FOP Board meeting to cancel the marketing agreement in early May.
- The marketing agreement is officially over in early June.

ATTACKS ON COLLECTIVE BARGAINING

Lastly, it would not be a Jay McDonald report if we did not talk about Right to Work and collective bargaining. We must always be vigilant about maintaining our **UNION RIGHTS** because the Buckeye Institute; American Legislative Exchange Council (ALEC) and other anti-union groups are still pushing for things like:

- SB 1 was introduced and was passed into law. We Are Ohio says Senate Bill 1 represents the worst attack on workers since SB 5. SB 1 bans strikes and limits bargaining subjects for unionized workers at Ohio's public colleges and universities.



FRATERNAL ORDER OF POLICE OF OHIO, INC.

222 East Town Street, Columbus, Ohio 43215-4611
(614) 224-5700 Fax (614) 224-5775
www.fopohio.org



- SB 8 (Sen. Steve Huffman R-Tipp City) bans release time for public employee unions. This solution in search of a problem was not asked for by any employer. It is modeled after an Arizona law that passed in 2022.
- The federal government has attempted to eliminate unions and union contracts. Affected agencies include the Departments of State, Defense, Veterans Affairs, Energy, Health and Human Services, Treasury, Justice and Commerce and the part of Homeland Security responsible for border security
- West Virginia passed a law eliminating civil service protections and grievance procedures for newly hired state employees.
- Utah passed a complete Senate Bill 5 type bill, outlawing public employee collective bargaining. Public employees in Utah fought back, forming the Protect Utah Workers coalition and collected enough signatures to place the issue on the ballot. The Governor has not yet decided if the election on this referendum will be in 2025 or 2026.

ALEC's 2025 Essential Policy Solutions proposes model bills for defunding public sector unions, preempting local labor laws, eliminating occupational regulations, and entrenching precarity for workers by expanding the ranks of independent contractors.

Among the anti-labor model bills ALEC is pushing this year are the "Union Recertification Act," first adopted in 2018 to make it harder for public sector workers to keep their unions; the "Fair and Accountable Public Sector Authority Act," adopted in 2021 to ban public sector collective bargaining; and the fact that ALEC keeps proposing the same positions over and over tell us that they are still popular within the ALEC circles and still a threat to public sector union members.

Right to work legislation inspired by ALEC bills was introduced in New Hampshire (HB 238), where it has already been defeated after significant outcry from organized labor; Maine (LD 187), where the lead bill sponsor is an ALEC member; and Montana (SB LC4333). None of these bills were successful. In Virginia, lawmakers were considering adopting right to work policy as a constitutional amendment, but the proposal was killed in the Virginia Senate along a party-line vote.



FRATERNAL ORDER OF POLICE OF OHIO, INC.

222 East Town Street, Columbus, Ohio 43215-4611
(614) 224-5700 Fax (614) 224-5775
www.fopohio.org



Bills outlawing automatic dues deductions — an idea promoted by ALEC since at least 1988, and already successfully implemented in Florida, Arkansas, and Kentucky, among other states — have been introduced this year in North Carolina (SB 47) and Montana (SB 277). The North Carolina and Montana bills were not successful.

Americans for Prosperity (AFP) and ALEC are behind these bills all across America. AFP was behind the successful effort to end qualified immunity in New Mexico as well.

Many states will attempt to split unions away from the rest of organized labor by exempting the public safety workers from the onerous bills passed that are designed to gut labor. While I am glad that sometimes our members are spared from the harmful impacts of these anti-union laws, exemptions are a slippery slope that will eventually place our members out on a limb all by themselves.

Always remember: Right to Work is WRONG!!!

LEADERSHIP GOALS

I am proud to continue to fight for the members of the FOP here in the Buckeye State. I am grateful that I can play a role in defending cops. Standing up and speaking out on behalf of the officers of the great state of Ohio is something that I will never stop doing and there have been plenty of opportunities to do just that since our conference last year.

I promised the members of the Fraternal Order of Police of Ohio that the state lodge and its leaders would be more active, more aggressive and more communicative. The evidence shows that we have kept those promises.

In the last year, members of the State Lodge Executive Board have attended local lodge meetings in every district and in every corner of the state. We have included more Trustees in the business of the FOP, by sending them to National FOP events and trainings. We have visited and participated in local lodge meetings, memorial services, social events and fundraisers. We have been to Washington D.C. on three occasions to lobby for FOP priority legislation since the last FOP of Ohio conference one year ago. There is no doubt we have been more active.



FRATERNAL ORDER OF POLICE OF OHIO, INC.

222 East Town Street, Columbus, Ohio 43215-4611
(614) 224-5700 Fax (614) 224-5775
www.fopohio.org



We have been more aggressive, standing up for and speaking out on behalf of our Brothers and Sisters across Ohio. We have done so at city councils, the state legislature and congress. We have made our case to Ohioans through the media on topics that are important to our members. A perfect example of the FOP of Ohio being more aggressive is that we went after GoFundMe for allowing online fundraisers for the killer of Deputy Henderson, and we were successful in getting those taken down!

We have increased communication from the state lodge to the membership by leaps and bounds. We have started video updates to reach out to our members. We have developed and instituted a monthly newsletter, regular

Zoom meetings with members, increased email communication and social media utilization. The reach of our FOP of Ohio Facebook page has grown by 93.7% from August 1 of 2024 to the present over the same period the preceding year.

IN CONCLUSION

I want to thank my fellow members of the FOP of Ohio Board of Trustees. I am thrilled to be able to work with them on behalf of the members. I am grateful for the work of our staff; they work hard for our members every single day and I appreciate all that they do for us.

Lastly, I want to thank the local FOP leaders who take on the difficult job of representing the membership within their own departments. Often, they take on these jobs and risk parts of their career to do so. Local leaders have the most important job in the FOP, taking care of the men and women who protect and serve, and we all owe them our gratitude for their hard work.

Fraternally,

Jay McDonald

Jay McDonald - FOP of Ohio President

Report of State Vice President TJ Assion

Sisters & Brothers,

Welcome to District 9 for the annual Ohio FOP Conference. I look forward to spending time with all of you over the next few days. There will be a lot of business that we must accomplish at this year's conference and all of it is for the betterment of our members as it is our goal to keep moving forward.

This past year I have traveled around our state, from Lake Erie to the Ohio River, from the Pennsylvania line to the Indiana line, attending local lodge meetings and keeping the members as informed as possible. In November and again in December, I went with President McDonald to Washington DC to lobby our Ohio Congressional Delegation to pass the Social Security Fairness Act which all of you are aware was passed by both chambers and signed into law by the President. I attended our National Day on the Hill with about twenty (20) members from Ohio where we met with almost all of our Congressional delegation in an effort to push national legislation important to law enforcement officers. I attended both of our Ohio Lobby Days, where we met with our State Representatives and State Senators in our efforts to push legislation we feel is critical to our members, especially with regards to our pensions.

I attended the National Labor Summit Training in Las Vegas and I believe we should spend our time and resources at other training that does not seem like a sales pitch for a private vendor. While Artificial Intelligence (AI) is fast growing and has already been incorporated into our profession and, indeed, in some of our collective bargaining agreements, attending training on this new and growing concept can and should be done regionally, with a more concise curriculum. Las Vegas is expensive and in my opinion the quality of the training was not worth the cost.

I have worked on getting our members who are employed with both Columbus and Cincinnati State Community Colleges to transfer retirement systems from SERS to OPERS. There are several roadblocks we are still trying to overcome to make this happen. Title 145 of the Ohio Revised Code governs the legalities associated with OPERS. There are currently one hundred and eighty three (183) separate subsections to this law. An amendment to this code would need to happen through the legislature in order to bring these members into OPERS. We would also need the leadership from both schools to agree to the move. The contribution rates would have to be adjusted as the rates are higher in OPERS. And we also discovered that the same service time credit issue that we have been debating for years with OPERS and OP&F exists between OPERS and SERS – this too would need addressed.

From the time that I assumed my role on our Board, I have actively been pushing to have DROP become available for our members in OPERS (currently HB73). This would be a benefit that has been available to our members in OP&F for the past twenty-five (25) years

and for the Troopers since the beginning. This legislation comes at no cost to the State budget and there is a proven cost savings to the system as a whole, as the members engaged in DROP are not drawing their health care stipend and the system would make some revenue on our investments. Our State Representatives and Senators are either in favor of or are indifferent to the passing of this legislation. The only entity that has been standing in the way of passing this legislation is the OPERS Board. They have been telling the legislature that it will cost the system \$10 million to implement DROP and have been insistent that the availability of the Partial Lump Sum Option Payment (PLOP) is a better benefit. It is our contention that our members deserve the choice to either enter DROP or take the PLOP. We believe that DROP would be a better tool for recruitment and retention and would help agencies keep experienced personnel on the job while newer Officers and Deputies are brought onboard.

In May Second Vice-President Bill Saringer (Salinger), Legislative Committee Chair Mike Taylor and I attended a round table discussion with U.S. Senator Bernie Moreno and U.S. Secretary of Labor Lori Chavez-DeRemer along with leaders from OAPFF and the Building Trades. We discussed the possibility of the Labor Department sponsoring an apprenticeship program for law enforcement. We also encouraged Senator Moreno to pass Senate Bill 122 – the Qualified Immunity Act of 2025 and re-iterated our position for the removal of the federal consent decree over the Cleveland PD. This consent decree has been in place for ten (10) years and costs the city of Cleveland \$40 to \$45 million per year. This money would be better spent hiring and promoting the necessary personnel for the Cleveland Police Department, which has seen a drastic reduction in numbers.

A commitment that this board made to the members was to implement an increase in the manner by which we communicate, both in quantity and quality. I am proud to say that this is a commitment that we have not only kept, but we anticipate doing more. We have updated our website making it easier to navigate. While no information has been lost, we have spilt the website into 2 (two) separate sections – a section for the FOP and a section for the Ohio Labor Council. The website has a member's only section where all Ohio FOP members can sign-up and receive information from your state board in as close to real time as possible. There is a smartphone app associated with our website where, if you are a registered member, you can receive alerts sent directly to your phone regarding pertinent business. President McDonald puts out video newsletters on a regular basis informing the members of current events. These newsletters are also in print form where you can read them at your leisure. Our social media footprint has grown tremendously. Your state board has been hosting quarterly Zoom meetings for each District where the most up-to-date information is presented and the members who "zoom in" can ask questions.

I have also been researching several software systems as a possible means to make our work easier, cost efficient, time efficient and more professional. These systems include electronic voting systems, which must be secure, auditable and tamper-proof. I have also been researching different systems whereby all conference registration of delegates, alternates and guests is done online through a secure portal. No action with regards to purchasing and implementing these systems has been taken, as our Constitution and Bi-Laws would need updated.

Let me close by saying "Thank You". I continue to be humbled by all of you for choosing me to be your State Vice-President. I have been and I will continue to put in the work for the betterment of our organization and all of our members. It is a responsibility that I do not take lightly. I look forward to all the great things we will do for our Brothers & Sisters in Ohio.

God Bless and Stay Safe,

T.J.

Brothers and Sisters,

In the month of May, we saw multiple violent attacks against Peace Officers in Ohio. Morrow County Deputy Daniel Weston Sherrer and Hamilton County Deputy Larry Henderson were both killed in the line of duty. Multiple others were shot. This led to the creation of a new effort from the Ohio FOP which we named "Protect Ohio Police". Through this effort, the Ohio FOP will work to hold Ohio's Judges, Prosecutors, and Politicians accountable when they make rulings and decisions that place our members and the public in danger. The FOP is the organization that is leading the effort to speak up for all law enforcement officers in the state of Ohio.

I attended the Ohio Peace Officers Memorial Ceremony at OPOTA. I also attended the National Peace Officers' Memorial Service at the U.S. Capitol where I serve on the National Police Memorial Committee. It is an honor to play a small role in honoring our heroes who made the ultimate sacrifice. I encourage everyone to attend these memorial services. It is important we uphold our promise to the survivors to "Never Let Them Walk Alone".

In addition to the memorial services, I attended both the Fall and Spring National FOP Board Meetings. I also attended the Day on the Hill event where we spent a couple of days lobbying our elected Representatives and Senators in Congress on the National FOP legislative priorities. I have continued to travel around the state of Ohio attending local lodge meetings and events.

As I promised when I campaigned, I began looking at ways to make our Ohio FOP operation more efficient and effective. This year, we began paying our bills online, saving time and money. We also spread out our "war chest" money into CD's so our money would be better protected and grow at a faster rate until the day comes that we need to use it.

I want to thank the Ohio FOP staff for their work on behalf of our membership. Denise Young, Peggy Middendorf, Diane Fuchs, Aaron Crawford, Rob Hawley and Mike Weinman all deserve recognition for the work they do on our behalf. Thank you all! In fact, the changes we made that I spoke about in the paragraph above were all accomplished due to the work of those listed above. Please take time to say thank you as you see them around the conference this year. While each one of them deserves our thanks, I would like to take a moment to show special appreciation to Denise Young. Denise constantly goes above and beyond for the Ohio FOP. She fields calls and emails on weekends and evenings. Denise, thank you for helping to guide the FOP of Ohio! We are blessed that you care so much about our membership.

This past year, I began working on the Legislative Committee. While I have attended our Ohio Lobby Days in the past, that was the extent of my prior experience. Time sure flies because in one year, I coordinated a total of three Lobby Days at the Statehouse. I want to thank Mark Emde who worked with me in setting those events up. Thank you to everyone who attended our Lobby Days. I know it takes an entire day to come to Columbus and attend the meetings, but those grassroots meetings are impactful on our state legislators. While we have work ahead of us on our priority legislation, we have been making progress. As we saw with the Social Security Fairness Act, staying focused and active with our lobbying efforts is the key to getting legislation passed.

If you are a Lodge President or Secretary, please make sure you have a current phone number and a personal email address (not a work email) on file with the State FOP office. We send out important information that is time sensitive (legislative updates, conference registration information, notices when local lodges have issues with the IRS). Workplace email networks often block our group emails, preventing you from seeing this information. Reach out to myself or Densie Young to ensure you have a good email on file with the State.

Local Lodge Secretaries, be on the lookout for a new National FOP membership database. The National FOP is in the process of transitioning to a new membership database system. The transition will most likely be happening around our State and National Conferences. Like any new system, it will take some time for us all to learn the system and iron out any "bugs".

In December, we became aware of the issues our members were having with Thin Blue Line Benefits. We had Thin Blue Line Representatives attend our January Board Meeting to discuss the issues and answer questions from our Board and our membership. In addition, we met with Thin Blue Line leadership several times after January to get these problems fixed. However, the problems have continued. At the May Ohio FOP board meeting, the board voted to terminate the marketing agreement with Thin Blue Line Benefits.

Thank you to 9th District Trustee Jon Halusek, President Ken Kober and the members of the 9th District for hosting the conference! I have had several planning meetings with them and I know how much work has gone into hosting this conference. Thank you brothers and sisters! I wish everyone a productive and enjoyable next few days while we conduct the business of the Lodge.

Fraternally,

Travis Parker, State Secretary



NATIONAL FRATERNAL ORDER OF POLICE®

NATIONAL HEADQUARTERS • 701 MARRIOTT DRIVE • NASHVILLE, TENNESSEE 37214

1-800-451-2711 • 615-399-0900 • FAX 615-399-0400

PATRICK YOES
NATIONAL PRESIDENT

JIMMY HOLDERFIELD
NATIONAL SECRETARY

GREG TOYEAS
Ohio National Trustee

1900 Central Parkway
Cincinnati, OH 45214

CELL (513) 484-2459
Email: gtoyeas@fopohio.org

Report of Ohio National Trustee and Ohio Treasurer

Greg Toyegas

Welcome to Cincinnati! We hope you enjoy yourself at the 2025 state conference. If you need anything, please don't hesitate to reach out to me or one of our delegates. I am looking forward to seeing you all in the business sessions and at the hospitality tent. There will be a lot of information discussed during our business sessions, and I want to thank all the delegates for making the lodge business a priority and keeping the FOP as the voice of law enforcement.

I want to thank everyone in the state office for all their assistance for myself and everyone else that they have helped help. We have the greatest staff!

On the treasurer side, our investments continue to grow and with them being in T bills, this is the safest for our funds. The budget is being maintained by all, and by that, we are not going over at the time of this report, and we don't anticipate going over. I was at the state lodge in April for lobby day and when the auditors came in for their yearly audit. They found everything to be in order, so again, thank you to Diane, Peggy and Denise.

I want to thank Shaun Laird for all his assistance since I became the national trustee! I also want to thank everyone else who has reached out and offered advice or criticism while I continue to improve. We have Zoom meetings every month with the National FOP board and trustees when there is not an in-person board meeting and I send out the PowerPoints as soon as I receive them, with Greg notes of the important items discussed. Shaun was doing this in the past, and I wanted to continue to keep everyone informed. If you are not receiving them, please get me a personal email address and we will get you added.

I have gone to three (3) president and trustee national board meetings with other state board members. The first was in San Diego in spring of 2024, then in Charlotte in the fall of 2024 and finally in March, it was in Salt Lake City, where the national conference will be held in 2027.

I attended Police Memorial Day and the candlelight vigil in Washington D.C. It rained for the candlelight vigil, but the memorial itself turned out to be a sunny day. I was honored to pass out medals to the families of the officers who were killed in the line of duty. It was a very moving experience, and one that I will never forget. If you haven't ever been to a memorial in D.C. during police week, I would highly recommend going!

Travis Parker, state secretary is on the National FOP Memorial committee and this committee does a phenomenal job at making the week run smooth! I segued with Travis on the memorial committee to say thank you to all the members who volunteer for all the committees, locally, and on the state and the national levels. Without all of us, the organization would not run as smooth as it does.

The conference in Miami is fast approaching and they have just come out with the events. The first is a bar and restaurant crawl on Monday. You can purchase a card for \$25.00 with a QR code and take it to different locations on Lincoln Road. They say there will be swag too.

Tuesday will be a baseball game between the Florida Marlins and Houston Astro's. The cost will be \$40.00 with transportation to and from included. The stadium has a roof so it will not be hot, supposedly.

Wednesday will be a concert, entertainer unnamed as of this report being written. It will be called Taste of Miami and will be \$45.00.

We vote 18th behind Pennsylvania and Illinois. There will be voting on location of 2029 conference site between Detroit and Nashville, and possibly one or more of the amendments, which there are ten of them. IMPORTANT REMINDER: Bring your 2025 FOP card and I.D. for voting

We will caucus everyday after the business session. I will get everyone that information when I receive it.

I will be running again for national trustee, and I hope to count on all of you for your support. Please reach out to me with any concerns or improvements.

Be Safe and cover over!

Fraternally,

Greg Toyneas

g.toyneas@fopohio.org



FRATERNAL ORDER OF POLICE OF OHIO, INC.

222 East Town Street, Columbus, Ohio 43215-4611
(614) 224-5700 Fax (614) 224-5775
www.fopohio.org



Bill Saringer Second Vice-President Report

June 17, 2025

Dear Brothers and Sisters:

Welcome to the Fraternal Order of Police of Ohio 89th Annual Conference. Thank you to District 9 for hosting this year's conference in Sharonville, Ohio. A packed agenda during this year's business session makes for difficult planning and adjustments for the conference committee. So, thank you to all those on the conference committee for all their hard work and dedication to the organization. Thank you to Co-committee Chairmen, Jon Halusek and President Ken Kober, for taking the bull by the horns and offering to host this year's annual conference. Thank you to the State FOP staff for ironing out all the logistics and supporting District 9 to assist them in hosting this conference. Finally, thank you National President Pat Yoes and all the National Officers for being present at our Ohio conference. It is an honor to have you here in the great State of Ohio and if there is anything we can do for you while here do not hesitate to ask me or our members. Let me first start out by talking about the **ProtectOHIOPolice** initiative which has officially begun. An initiative that is long overdue. Thank you to the Fraternal Order of Police of Ohio for beginning this initiative. An initiative to help prevent officers being seriously injured or killed in the line of duty because a politician let a thug back on the street one too many times. It's time to hold these people accountable. This initiative needs to involve all law enforcement officers whether in the Fraternal Order of Police or not. All of us need to begin to do our part, especially those that are still active on the job. Your voice matters just as much as those of us that you elected to serve on the executive board. Why, because you are the ones working day in and day out in the trenches, experiencing the nonsense which politicians need to hear. I say it in every report, because it is the truth. As Past President Brother Dewey Stokes has always said, "follow the money", now is the time more than ever. We must follow the money and begin to call out these politicians. Federally, we need to get all Ohio politicians onboard with the **Protect and Serve Act**. This bipartisan legislation is currently pending in the house and senate which would make; knowingly cause or attempt to cause bodily injury to a law enforcement officer a federal crime. Both Ohio Senators have signed on to the



FRATERNAL ORDER OF POLICE OF OHIO, INC.

222 East Town Street, Columbus, Ohio 43215-4611

(614) 224-5700 Fax (614) 224-5775

www.fopohio.org



bill and many of our Congressman in the US House have also signed on. But we need them all to sign on and we need everyone to reach out to their legislators, just like we did during the Social Security Windfall Act fight and encourage them to sign on. Furthermore, we as organization need to continue to be the watchdog for our members in LE and ensure Judges and Prosecutors keep violent felons behind bars. Enough of the repeat offenders continually getting out on community control and hurting those out in the public, especially our men and women in blue. Demand answers from them and ensure we do not continue to be shoved the same ole rhetoric, "we are with you, we have your back"..... Do they? If we do not get definitive answers to the questions asked and continue to get the stall tactic answers, we will find someone to run against the current office holders. Better yet, pull their endorsements if they have already received our endorsement or never give them an endorsement.

As a state executive board member, I am proud of the work our organization provides for our membership. Whether it be legal defense, legislative, education, or labor, we are all striving to continue to ensure we better the working conditions in our field. Working together to make a difference and educate those who truly have no idea of the inner-most workings of law enforcement. A great example was this past April. Many of our State Board members and the members from around the State participated in lobby day in Columbus, Ohio. Discussing topics like pension reform, arming our sworn officers in the Departments of Mental Health and Addictive Services and developmental disabilities, SB114/HB131 ticket and arrest quotas, funding the treatment of Post Traumatic Stress HB 308 which was passed and created in April of 2021 in the 133rd General Assembly, but has yet to be funded, due process for officers when it comes to placing someone on a Brady list, HB 73 OPERS Drop and the OPERS service credit issue. It was great to give insight to these legislators on these very important issues. Once the day was complete, each member who participated had the chance to fill out surveys on each of their visits. Giving the State Lodge first-hand information on which legislators were onboard with our position, they had no clue or just simply needed more information to educate them on certain issues. Personally, I was astonished that almost all the legislators which District 8 visited, none of them, had any idea that sworn officers in the Department of Mental Health and Addictive Services and Developmental Disabilities were not armed.



FRATERNAL ORDER OF POLICE OF OHIO, INC.

222 East Town Street, Columbus, Ohio 43215-4611

(614) 224-5700 Fax (614) 224-5775

www.fopohio.org



As far as pension reform goes, there is no reason why Mayor's cant step up to the plate and do their part. Uping the employer percentage for police from 19% to 24%. These Mayor's are misinformed. Some even believe that Fireman do not have DROP and this was the reason for the percentage difference between the Police and Fire. Others feel the extra percentage would cripple their municipalities. All I know is that our members have seen their benefits cut while their contribution has increased. We as an organization need to understand and be ready to act when Mayor's turn their backs on us, again, "follow the money".

I continue to be a proud member of the Fraternal Order of Police and proud to be on the executive board. I will always fight for the men and women in blue. If I ever can be of assistance and you need me for anything, please do not hesitate to reach out to me at 440-336-0635 or email me at bsaringer@fopohio.org. Enjoy the conference and take care of one another because if we don't, who will.

Stay safe Brothers and Sisters,

Bill

Bsaringer@fopohio.org

440-336-0635 (mobile)

[ProtectOHIOPolice](#)



Shari Robertson
Sergeant-at-Arms Report

Dear Brothers and Sisters,

My goodness, what a busy and productive year it has been since we last met! President McDonald and Vice President Assion has kept me and the rest of the Board busy making sure that our collective FOP voice has been heard. During this time, I have had the pleasure of interacting with many of you as we continue to work towards restoring the public's confidence in our honored profession, while actively advocating for the basic benefits our membership has earned and deserves. I have had the honor to represent you at the statehouse as we met with senators and house representatives to ask their support in passing legislation to improve our pensions and the job our members do on a daily basis. The pension legislation fight continues and we need your help. Please reach out to your state representatives and voice your support for the city's "fair share" percentage increase to bring our members in line with the firefighters. We need a collective voice to succeed!

On another note, as the Chairperson of the Critical Incident Response Service (CIRS) Committee, I have had the honor to work closely with President McDonald and CIRS Director Deirdre DeLong to keep our program moving forward, including the newly developed OPOTA CPT certified training at this year's state conference. This training is being provided free to first responders. Deirdre worked diligently on developing this training and is excited to present it. Also, I have been working with Gwen Callender, Jessica Franken and Denise Young to reintroduce the Women in Law Enforcement training that was sidetracked by COVID. This training is focused on the unique circumstances faced by female officers during their careers, including pregnancy challenges. With the additional support of President McDonald, District 3 Trustee Tracey Susana and Secretary Parker, we have put together an informative training that is scheduled to take place in October of 2025.

Brothers and Sisters, I had the unfortunate honor of attending the candlelight vigil for murdered Morrow County Deputy Daniel Weston Sherrer. It was a heartfelt and tragic reminder that our world continues to be chaotic, and our members working on the streets are facing challenges never seen before in our occupation. We continue to provide support and training for our

membership for these critical incidents. As the CIRS Chairperson, I have had the privilege to occasionally assist the Ohio Labor Council with the very successful OIS trainings they give across our state. This free training has been well attended and has proven to be an asset to our membership as they continue to navigate today's often hostile work environment. A huge "THANK YOU" to OLC staff member Dan Ozbolt and others involved for their work on this impactful training.

We must work together to find solutions to improve upon the current conditions our membership faces daily. We are their voice, and we must find a way to make sure it is heard to facilitate positive change. We must focus on ways to work to find better outcomes for our members serving their communities every day. I am more than proud of our Brothers and Sisters for their continued dedication to their communities and each other as they continue to face unprecedented scrutiny and false narratives. I look forward to working with the FOP State Board and our members to find ways to improve upon the current conditions of law enforcement in Ohio.

That stated, I want to say, "THANK YOU!" to all the FOP and OLC office staff who have aided and provided service and advice over the past year to myself, our members and staff. I appreciate their professionalism and willingness to always step up and help where needed. Rest assured your state FOP office is in great hands!

In closing, I want to express my gratitude to FOP Trustee John Halusek and my District 9 Brothers and Sisters for all the hard work that went into this year's conference as well as District 5 members and FOP Trustee Jeff Spires. For those Delegates, Alternates, other members and guests in attendance; we hope you enjoy your time at the conference.

Stay Safe!

Fraternally,

Shari Robertson
FOP of Ohio
Sgt-at-Arms
srobertson@fopohio.org
Cell: 567.241.1061



1st District Trustee

Brian Armstead

Brothers and Sisters, I speak to you now with a heavy heart. As I sit here writing this report, members of my local lodge are preparing to honor the loss of one of our own. On June 23rd, his family, members of the Akron Police Department and Lodge #7 lost an avid member of their lodge. Brother Clay Cozart, whom many of you know from his work with the FOP and the OP&F pension board, passed away at his home while sleeping. Clay was just 59 years old.

Clay will be remembered not just as the former President of FOP #7, but as a staunch advocate for police officer's rights. During a time of civil unrest, Clay endured threats from would-be protesters and scrutiny from those within his city administration but never wavered in his commitment to the protection of the members of his lodge. He was a friend and mentor to many. His legacy will not soon be forgotten.

Lodge #7 continues to battle with a city administration that loves to speak from both sides of their...mouth. Both the mayor and city council preach their support for the police while in private, but their actions do nothing but demonstrate the opposite in public. Brother Brian Lucey and his team took the City of Akron to fact-finding and received a fair report that, was less than the lodge was hoping for, but was favorable with the members of Lodge 7. The city council balked at the report and voted 11-2 to reject the report. Two of the council members who voted against the report had recently gone to Lodge 7 asking for their endorsement for the council telling our membership that they would stand by FOP 7 when the time came. Brothers and Sisters, that doesn't sound like support to me. Cities all over the nation cry that they can't retain or hire officers but refuse to take the obvious steps necessary to do so. Brothers and Sisters, no longer can we sit by and allow politicians to benefit from the relationships with the FOP that make them look good, then hide beneath the covers when things get scary. I want to commend Brother Lucey for the leadership he has shown to the members of Lodge 7 but for the resolve he has shown to the City of Akron. Brother Lucey has sent a clear message when you don't support us, we will not go quietly into that good night.

If you are a leader in your local lodge, it is imperative that the State Lodge have accurate information for your president, secretary and when you are normally meeting. As you probably

have heard from President McDonald, the lodge is pushing out information on a regular basis. Accurate contact information is the best way for us to do that.

I want to thank all of you who welcomed me to your lodges over the past year. Whether it was a business meeting or an installation, I certainly enjoyed connecting with you all in between conferences.

Stay safe, watch each other's backs and never forget that unity is the key to success.

Respectfully,

Brian Armstead.

Second District Trustee Report

Trustee David Kurzinsky

Brothers and Sisters,

Welcome to the 89th Annual State Conference of the Fraternal Order of Police of Ohio. Thank you to the brothers and sisters of Lodge 69 for hosting this year's conference. I am looking forward to this event.

I have great news to report about Brother Dakota Wetzel from the St. Clair Township PD. He is recovering well from his life-threatening injuries that I previously reported on. I am told that he is doing well in physical therapy. He is clear to participate in most day-to-day activities, including golf. He should be driving by August, and he is hoping to return to light duty in January. The most exciting news to report about Dakota is that he married his fiancé on July 12 as planned.

Thank you to all our brothers and sisters in this great organization who donated to his fundraiser. Special thanks to Brothers Jay McDonald and T.J. Assion, who dropped everything and traveled to Pennsylvania to be by Dakota's family during this difficult time. Also, thanks to the Pennsylvania FOP for their financial support for Dakota's family.

I am happy to report that after a period of inactivity; Youngstown Lodge 28 is back and active again. I was given the special honor of installing their new board on June 10. This was my first time installing a board, and it was a privilege to do so for such a historic lodge.

The state board recently approved a charter for a new lodge in Monroe County. We hope to have them up and running soon. It is always good when we can add new members to our organization.

The FOP is the greatest law enforcement organization, and it is an honor and a privilege for me to serve as your second district trustee. Please feel free to contact me about any issues or questions. I will do everything I can to help the members of the FOP.

Fraternally,

David Kurzinsky
FOP Second District Trustee
dkurzinsky@FOPOhio.org
330-432-1540

Welcome to the 89th Annual State Conference of the Ohio Fraternal Order of Police. On behalf of the delegates from the Third District, I want to thank the Brothers and Sisters of Queen City Lodge 69 for hosting this conference and for the awesome hospitality that we experience every time we are in the area.

As we all know, it has been a very difficult and trying year with all the attacks on law enforcement both throughout the country and right here in our own State of Ohio. But during all of this, our membership has stayed strong and our FOP State leaders have been present to assist in any way they can, whether financially or by making statements supporting our officers. I had the honor of attending the funeral for fallen Brother Daniel Sherrer but was saddened that more Brothers and Sisters from my local lodge did not attend. We may wear a different patch but they are all cut from the same cloth.

During my first year as Trustee, I have met many new members and have enhanced relationships with others that I have known for years. There have been a couple of things; however, that are very frustrating to me and I will try to improve on them as I continue to learn my new position. I have been working on getting contact information for officers within my district as well as whom their current officers are within the lodges. It has been hard for me to attend other meetings due to scheduling issues but that is one of my goals going forward.

I attended the FOP Wellness Seminar in Nashville this year. Even as a retiree, I learned many things to help myself as well as being able to bring back information for the area departments. It was surprising how many different resources are available to officers throughout the state and beyond. Although I did not bring home a win this year, I participated in the Lorain County Blue Foundation's Pete Soto Chili Cook-off in Feb. What a great event with so many people in attendance!

In closing, I would just like to thank my fellow board members who have assisted me in learning the ropes. I also want to thank all the officers and members of the Third District, and will continue to do my best to serve both the Third District and the State of Ohio FOP.

Fraternally,

Tracey Susana

Third District Trustee

4th District Report

Brothers and Sisters,

Welcome to the 89th Annual Conference of the Fraternal Order of Police of Ohio. The members of the 4th District wish to express our appreciation and gratitude to the members of the 9th District for their time and effort to make this a successful State Conference. We look forward to the fellowship with our Brothers and Sisters from across the State.

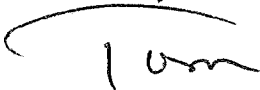
As District Trustee, I have traveled to my local Lodges, attended their meetings and social events. Since we have last met, I am proud to say that I have attended all Lodge meetings in my District. The Lodges, and myself, continue to try and grow membership and have been active at State events and meetings. This year, I have attended Leadership Matters bringing back and sharing the information with my District. I have attended two Lobby Day events at the Statehouse. I am proud to say that the 4th District was well represented at Lobby Day. With the District being spread across Southeastern Ohio, we have many members who serve rural areas. I was honored to swear in a member to the FOP from a Department who previously has not had any members in the FOP. His swearing in was unique, as it was held in the parking lot of a Pizza Hut while he was on shift. We continue to seek out these men and woman in Law Enforcement and encourage them to become members.

As we look ahead, the 4th District, primarily Licking County Lodge 127, will be hosting the Spring 2026 Board meeting in Newark. We look forward to seeing you all there and showing off our area of the State.

In closing, I want to thank all of you for what you do for your membership and thank those who work at the Columbus office and support all of us. Without their efforts and dedication, our job as leaders for the FOP would be far more difficult.

Enjoy your conference and always STAY SAFE!

Fraternally,



Tom Porter
4th District Trustee
tomporter@ymail.com
740-819-3402

20 June, 2025

Dear Brothers and Sisters,

Greetings. I will keep this report brief as I update the Fifth District membership, as well as all members of the State FOP. I'm pleased to report that all is going well in the Fifth District.

We've held several successful events recently and have more planned in the coming months. One of the largest events was the NATO Conference in Dayton over Memorial Day weekend. Numerous agencies from our district and across the state contributed to making this event a great success. The leadership in the City of Dayton and the Dayton Police Department received many compliments from conference attendees regarding the professionalism of our officers and the overall safety of the event. This came as no surprise to me—I have always believed that Ohio's officers are among the best in the nation.

Many departments throughout the district held their own, or combined, ceremonies to commemorate Police Memorial Week. I'm proud to say our district has also been well represented during the various Lobby Days hosted by the state, and we intend to continue that active participation. If you're interested in learning more about Lobby Day or would like to get involved, please reach out.

Although this year's state conference is being hosted by District 9, it's taking place within our geographic area. I've attended several local lodge meetings during my first year in office and look forward to attending many more. If you would like me to attend a meeting or event, please don't hesitate to reach out—I will do everything I can to be there.

Additionally, we've been holding quarterly district Zoom meetings with President McDonald. When I receive the Zoom links, I send them to lodge leadership so they can be shared with all members. If you haven't already, please follow the State of Ohio FOP social media pages. These are the fastest and most reliable way to stay up to date with important information.

As part of this report, I'd also like to include a brief update from the Benefits Committee. We recently discussed offering a health screening benefit for our members. However, due to concerns regarding cost and the space required for such screenings, we decided not to move forward at this time. We are still exploring other potential options that might better fit our needs.

At the Spring Board meeting, we approved adding **Optavise** to our website. We're excited to welcome them on board. For those unfamiliar, they offer services similar to AFLAC, with some additional unique benefits.


Lastly, Rob Hawley has launched "Membership Mondays," which are being shared on our social media platforms—another great reason to stay connected online.


I look forward to continuing the progress we've made in the Fifth District and working together to build an even stronger future.

Fraternally,

Jeffery J. Spires

Fifth District Trustee

 933-672-1511

 jspires@fopohio.org

District 6 Report

Mike Watkins Trustee

Since the last conference, I have traveled to six different lodges in the district. The other lodges either hold very few meetings or have been difficult to contact. For some of the smaller lodges, those with closed membership, staffing issues limit their ability to meet on a regular basis.

Most of the lodges still remain active in their local communities with many youth oriented and other civic project. These include Cops & Kids Christmas shopping, a food pantry, Police Week Memorial Services that are open to the public, support of Junior Far activities and more.

While a couple of the lodges are struggling to exist, one lodge has re-organized and is becoming very active. The Van Wert lodge was on the brink of collapsing, but several members stepped up to take over the leadership. The lodge is now growing and is becoming more active, not only on a local level, but also on the state level by sending members to Lobby Day, something they have not done before. I hope they continue to grow.



FRATERNAL ORDER OF POLICE OF OHIO, INC.

222 East Town Street, Columbus, Ohio 43215-4611
(614) 224-5700 Fax (614) 224-5775
www.fopohio.org



7th District Trustee Report

I would like to start out by thanking the 9th District and their trustee Jon Halusek for hosting our FOP state conference. Having attended previous state and national conferences in the Queen city their preparations, hospitality and accommodation are second to none so we can conduct the business of our great organization. Our business is important as it ever has been as the FOP fights for our pensions, qualified immunity and PTSD for our members and numerous other issues our members deserve and earned. We must hold politicians to a commonsense test so when violent criminals commit crimes, they do maximum time because to many get minimum time and released and kill and injure our brothers and sisters and citizens. The FOP has started the Protect Our Police initiative to put prosecutors, judges and politicians on notice that we are watching them and will not silently sit by and let this happen anymore. On a positive note, the FOP led the fight on the Social Security Fairness Act that the last Congress passed putting more money into our members monthly social security. This was a decades fight and long overdue. The Ohio politicians find enough money for stadiums so certainly more money for PTSD and pensions for police officers protecting the public and risking their lives doesn't seem asking too much. The 7th District continues to support our state FOP mission that is so important to our safety, well being and police profession. Have a great conference and look forward to seeing everyone again.

Damian Glaser
7th District Trustee



FOP of Ohio 8th District

Trustee Steve Fioritto

sfioritto@fopohio.org

440-668-3191



Welcome to the 89th Annual Fraternal Order of Police Conference. On behalf of the brothers and sisters of the 8th District, I would like to thank our brothers and sisters from Queen City Lodge 69 and the 9th District for hosting the conference this year. I know how much work and planning goes into an event like this.

I have made my way around the District visiting lodges and fundraisers hosted by various lodges in the District. This year I was able to attend the National Police Officer Memorial Service in Washington DC as a representative of the State FOP. We honored 5 members from Ohio, including two members from my area: Jameson Ritter from the Cleveland Police Dept and Jacob Durban, member of Euclid Lodge 18 and the 8th District. I then made my way back to Cleveland that night for the Cleveland Police Officer Memorial where Officers Ritter and Durban were honored locally.

Plans are underway for the 90th Annual Conference in Independence July 18-21, 2026. Looking forward to seeing everyone in Independence next year.

Steve Fioritto
8th District Trustee



Brother and Sisters, Friends, Members and Guests,

Welcome to the FOP of Ohio 89th Annual State Conference here in Cincinnati Ohio 2025. I would like to thank everyone for attending this year's event. It will be nice to see old friends and get back to business.

Queen City Lodge #69 is excited to host this year's conference. You will notice a few changes the biggest one is no banquet. After much discussion with our members, we decided to do a Taste of Cincinnati in the tent. We hope this will be a more relaxed time to get together and tell stories, relax, and socialize.

For those of you who are staying in the overflow hotel I would like to apologize for the inconvenience. Every room in the Delta Hotel is booked by our members. There was a wing that was remodeled and ready to go but, due to the tariffs, the furniture for those rooms are sitting on a boat and is not allowed to dock. There are three other conventions going on at the same time as ours and being held at the Sharonville Convention Center, so the other hotels are booked as well. We will be providing a shuttle for the hospitality events again I am sorry for the inconvenience. This will not be a problem in 2027.

If you need anything while you are here, please reach out to any of our members of Queen City Lodge #69.

As for the business of the lodge, I have attended all the State Board meetings, conference calls, and Day on the Hill in both Washington DC and Columbus. We also traveled to Columbus as requested by the State to assist with other issues, and will continue to do so as requested.

I wish everyone a productive and enjoyable time as we conduct the business of our lodge, I look forward to seeing you all. Please watch out for each other, cover over and at the end of the day go home to your family.

Jon Halusek

9th District Trustee



10th District Report



Dear FOP Members,

Welcome to the 2025 FOP Conference! A special shoutout to those from the 10th District—it's always great to reconnect with our FOP brothers and sisters. Big thanks to the 9th District for hosting this important event. Your hard work gives us the chance to discuss key issues affecting law enforcement and the FOP.

One challenge we're still tackling is ensuring that our Department of Mental Health and Department of Disabilities officers are properly armed for their safety. We've been pushing for this for years, and I've personally worked to support these officers in their critical roles. Through collective bargaining and collaboration with the FOP State Board, we're making real progress. In fact, this was a key topic during Lobby Day, and I believe we made a strong impact.

I'm looking forward to meeting and connecting with all of you during this conference. Let's keep working together to promote safety, camaraderie, and progress within our organization.

Fraternally,

Aaron Bramel 10th District Trustee

11th District Trustee Report

Brothers and Sisters,

Welcome to the 2025 State Conference. It's nice to be back in Cincinnati where their hospitality is second to none. Thank you to Cincinnati Lodge 69 for putting on the conference.

It has been a year since I was elected to District 11 Trustee and this year has been busy in Central Ohio. I would like to thank President McDonald, Secretary Parker and the rest of the Executive Board for involving me with so many things this year, I appreciate the guidance.

In the fall, Brian Steel was elected to President of Capital City Lodge #9. President Steel has committed unwavering stability and support for our members. President Steel continues to work tirelessly advocating for our members through relationships in the legislature and with community leaders. Our message has never been stronger!

One change to our Lodge 9 Executive Board is OSU Officer Tom Schneider was elected to Treasurer. Tom has been a long time Union Rep and strong FOP leader at OSU. You may also have seen him as the executive protection for the OSU football coaches. District 11 is excited to add Tom to our leadership.

This year, Lodge 9 was honored to be represented at the White House on two occasions. President Steel attended the signing of the Social Security Fairness Act alongside President Biden, recognizing his and District 11's key efforts in advancing the bill. He also delivered strong testimony before the Senate in support of the legislation. Additionally, President Steel, who serves on the National FOP Urban Policing Committee, participated in a White House meeting with President Trump to discuss urban policing issues.

District 11 members and I attended the State's annual Lobby Day this winter and a mini Lobby Day this spring. This was my first Lobby Day at the Statehouse. We received a lot of positive responses from the politicians on our legislative priorities. Hopefully, with a few more pushes we can accomplish our goals. If you have not attended a Lobby Day, I encourage you to. It's very important for our elected officials to hear from the people that these issues effect. Our members calling the US Senators and Representatives were a big reason the Social Security Fairness Act passed. Thank you to those who help with this. We will be calling for your help with future legislation.

I want to sincerely thank all those who attended the Ohio Peace Officer Memorial and Motorcade this year. As chair of the committee, it was my goal to increase the participation. We had approximately 112 cruisers and motorcycles from across the state of Ohio in attendance. I believe it is extremely important to show continued support to the survivors of our fallen

officers. It's always good when you show up and the event planners panic because they didn't account for so many cruisers. I do not have a date for next year's memorial, so watch your email for updates. Next year lets double down and continue to increase our numbers to honor our fallen. I look forward to seeing all of you there again.

Lodge 9 started tailgates for The Ohio State Football home games a few years back. This year we are expanding it to every home game. Our goal is to feed officers on those long Saturdays. Also, we want to encourage comradery and continue the brotherhood of this organization. This is your invite, so please look for emails. To locate us on gameday we will be in the French Field House lot along Woody Hayes Drive. Look for the FOP flag flying high and Go Bucks!

In closing, we've faced tough days recently with attacks on our own throughout Ohio. Let me remind you of who we are. We're the ones who run toward danger when others run away. We're the shield for our communities, the calm in the storm. These challenges don't define us they test us. And we will rise, as we always do, with courage, unity, and unwavering commitment to protect and serve.

You're not alone out there. The FOP has our backs, today and always. Stay sharp, stay safe, and keep doing the honorable work that makes a difference.

Fraternally,

Kevin Davis, 11th District Trustee

Section Four
Committee
Reports



FRATERNAL ORDER OF POLICE OF OHIO, INC.

222 East Town Street, Columbus, Ohio 43215-4611
(614) 224-5700 Fax (614) 224-5775
www.fopohio.org



Constitution and Bylaws Report

Chairman: Bill Saringer

Email: bsaringer@fopohio.org

Cell: 440-336-0635

Delegates of the 89th Fraternal Order of Police of Ohio State Conference. Thank you to all the Lodges for complying with the procedure for submitting proposed changes to their C&B. Not to be redundant but listed below is the procedure for proposing amended changes to your local C&B. This is important for several reasons. First, timeliness to comply with Article X of our own State C&B and allowing the C&B committee enough time to review submissions. Secondly, per our state procedure, the submitting subordinate Lodge notifies the **State Secretary** of the changes. The State Secretary then notifies the local **District Trustee** that a lodge within their district has submitted proposed changes to their C&B. This creates awareness and allows the District Trustee to get involved especially if the submission conflicts with the National or State C&B. Finally, once complete/approved the Lodge will provide a clean copy (with the changes) to the State Secretary to keep Lodge files current. Below are the **REQUIRED** procedures for proposed C&B changes for subordinate Lodges:

1. Lodges with changes to their C&B **must submit the entire C&B with changes indicated to the State Secretary.**
2. The changes will be made by ~~striking out the old language~~ followed by the new language which will be underlined.
3. Any changes to a lodge's C&B **will** be submitted to the **State Secretary** no later than 30 days prior to a meeting or conference. If changes are received later than 30 days prior to a meeting or conference, they will be held until the next meeting or conference **(no exceptions).**
4. The **State Secretary** will notify the **District Trustee** of the submission and provide him/her with a copy. A copy of the C&B will be emailed to the C&B committee for review.



FRATERNAL ORDER OF POLICE OF OHIO, INC.

222 East Town Street, Columbus, Ohio 43215-4611
(614) 224-5700 Fax (614) 224-5775
www.fopohio.org



5. Committee will review any changes and the **committee chairman will contact** the trustee on whether the changes are acceptable and not in conflict with the National or State C&B.
6. The trustee will then determine whether the Lodge needs to make changes or if the changes will be presented to the State Board at the next meeting for approval.
7. Once approved at a meeting or conference, a clean complete/approved copy of C&B will be given to the **State Secretary** for the Lodge file. A copy of the approved C&B will be sent to the Lodge making original submission.

Next, you will notice in the conference booklet two (2) amendments to the State Constitution proposed by the board of trustees of the Fraternal Order of Police of Ohio. They are:

Amendment 1:

- Article V-Board of Trustees Section 3-Meetings and Quorum
- Article VI- Annual Conference Section 1 Governing Body
- Bylaws Article II- President Section 1 Meetings and Legislative Chairman

Synopsis: Article would allow meetings of the board of trustees and even the State conference to be held via virtual platform under certain circumstances.

Amendment 2:

- Bylaws Article XIX-Annual Conference Section 4: Election of Officers

Synopsis: Attempt to streamline the voting process to become more efficient while maintaining the integrity and credibility of the process. Gives the election committee appointed by the President the opportunity to utilize an electronic voting system, printed ballot process or a combination of both.

Both were timely and read by Secretary Parker at the Spring Board meeting. Amendments were submitted to the Constitution and Bylaws committee for review. See amendments in the conference booklet for further details.



FRATERNAL ORDER OF POLICE OF OHIO, INC.

222 East Town Street, Columbus, Ohio 43215-4611
(614) 224-5700 Fax (614) 224-5775
www.fopohio.org



Finally, I would like to thank the following members of the C&B committee for their time and dedication to this committee. I would also like to personally thank Denise Young from the State Office for all the supporting work she does for this committee. Thank you all for your time and service to the Fraternal Order of Police of Ohio:

- | | |
|------------------|-----------|
| • Zach Scott | Lodge 9 |
| • Marvin Murphy | Lodge 7 |
| • Jon Halusek | Lodge 69 |
| • Rich Nester | Lodge 140 |
| • Ron Susana | Lodge 17 |
| • Tim Richard | Lodge 2 |
| • Dave Patterson | Lodge 38 |
| • Tim Gallagher | Lodge 116 |
| • Ray Sorace | Lodge 67 |
| • Alan Mefferd | Lodge 21 |

The Critical Incident Response Service (CIRS) is a consortium of Critical Incident Stress Management (CISM) peer support teams throughout the state. Currently there are 45 teams registered with the Ohio CISM Network, and a couple who are not.

CIRS has been able to provide trainings throughout the state, so thank you to all of you present who are members of one of the CISM peer support teams in Ohio.

For the last 13 years, CIRS has been entirely funded by the FOP of Ohio Foundation, at zero cost to your members and only recently has there been any charge to first responders taking training. So, to those of you who support the Foundation and to Rob for the fundraising opportunities, thank you.

In addition to connecting first responders with local resources (teams), CIRS routinely refers to The Bridge, PCIS, and other programs, as well as trauma-informed, first-responder culturally competent clinicians.

It is essential that your members know how to access the team in your area. A full listing of teams and their contact information is available, thanks to Aaron, on our website (www.fopohio.org) under the CIRS tab. Also, my thanks to Chairman Robertson, Denise, and those of you who make connections for your members with peer support.

Please never hesitate to email me with questions or suggestions.

Please continue to keep an eye on yourselves and an eye on each other.

State FOPA Liaison Chairman Virgil F. McDaniel

Welcome to all the delegates and guest for our 89th State Fraternal Order of Police State conference.

As most of you are aware the leadership of the State FOP and FOPA, at 2022 conference approved the reorganization of the State FOPA Board. The new structure allows the State FOPA to function in a more stable financial environment. However, the FOPA continues to lose members and our membership is the lowest it has been in years.

Theresa A Drennen is the State FOPA President and her leadership has done a great job under less than favorable circumstances. At the most recent State FOPA board meeting I suggested to their board that I was going to approach the leadership of the State FOP and request that a committee be put together to come up with new ideas on the structure of the State FOPA and its Board. At the Spring Board meeting of the State FOP in Cincinnati Ohio I recommended that after the State FOP conference in Columbus Ohio that a committee made up of leaders from both organizations meet and discuss the reorganization of the FOPA. I hope to play a role in this committee.

As a result of the above we have been working closely with State President Jay McDonald and he has suggested that we start in a couple of areas of the State and work to recruit new FOPA members. One of those areas is with Dayton FOPA number 1. I am currently working with the leadership of the Dayton FOPA and FOP to put forth our recruitment effort.

My thanks go out to both Theresa Drennen and Secretary Treasurer Elaine Domonkos for their leadership during these trying times.

At this 89th annual conference the State FOPA will issue awards in the following areas:

- State FOPA member of the year
- Virgil F. McDaniel award
- FOPA lodge of the year
- Award scholarships to our children and grandkids

As of this conference we have 2293 FOPA members in the State of Ohio. We can do better and must if we want our organization to grow. I asking every FOP and FOPA member to find one new member in 2025 to make the FOPA the organization that we want it to be.

I would like to thank President McDonald and the State FOP board for all their support and guidance over the last few years. I would also like to thank President Drennen and the State FOPA board for allowing me the pleasure and working for and with them on various issues.

Fraternally,

Virgil F. McDaniel

Report of Membership Director

Robert J. Hawley



One Voice-Union Strong

Welcome to the 89th Annual Fraternal Order of Police of Ohio State Conference.

Having worked with the Fraternal Order of Police of Ohio for the past ten and a half years, I am continually amazed by the incredible generosity of our members. I have witnessed extraordinary contributions, where members go the extra mile to support those in need or to benefit our organization. This is what we refer to as the FOP Impact. It embodies the philosophy embraced by Walt Disney: "Whatever you do, do it well." This mindset encourages us to cultivate a deep desire to leave a positive mark on the Fraternal Order of Police of Ohio. However, the most challenging aspect of making your mark with the FOP requires consistent daily investment. Are you up for the challenge? Are you FOP4Life? We need your help.

Growing our membership in the FOP is crucial. When we have the opportunity to bring in a new member, timing is everything. Therefore, I encourage Lodge Presidents and Secretaries to reach out to potential new members as soon as possible. I'm always available to assist. Let's welcome them into the greatest law enforcement organization in the world.

In May, the FOP board voted to charter the new FOP Monroe Lodge 216, successfully bringing in 28 new members. This process took time, but it was well worth the effort. The new leaders are hard at work making an impact on their community. Additionally, the FOP Buckeye Lodge 215 continues to grow. Every member, whether active or retired, plays a vital role in our FOP community. We welcome qualified officers to join us in advocating for the men and women who keep our communities safe.

Many years ago, our State Lodge initiated the FOP Memorial Motorcade. This Motorcade consists of a procession of cruisers from all over Ohio, starting at the State FOP office and proceeding to the Ohio Peace Officer Memorial Ceremony. Participation has dwindled over the years, so we made a significant effort this year, and it paid off with over 108 cruisers joining us. FOP of Ohio President Jay McDonald welcomed everyone, provided instructions, and introduced Lt. Governor Jim Tressel, who gave an inspirational speech to the assembled officers.

It is important to support the families of the officers we honor every year, as well as the families who have lost officers from years past. It is a truly humbling experience to honor our fallen heroes alongside many of our brothers and sisters from across the state. The survivors of these officers want to see this procession enter the ceremony; it holds great significance for them. We must fulfill our promise never to forget those who have given their lives in service to their community. Please consider attending this event and helping us recruit additional officers and agencies to participate.

A storm is brewing, and we need your help!



The Fraternal Order of Police of Ohio Political Action Committee (OHIO FOP PAC) is an essential part of our State Legislative Program. This committee effectively represents our members at the Statehouse by supporting candidates who advocate for our members and our profession. As the oldest and largest law enforcement labor organization in the United States, it is crucial that we maintain a strong PAC to help elect candidates who support not only our members but also the entire law enforcement community. It is up to us to ensure they get elected!

FOP of Ohio PAC

<https://uniononly.io/o/fopohpac>

The FOP of Ohio Foundation has benefited from increased donations, not just from our members, but from companies all over Ohio. We are always thinking about ways to generate money for the CIRS program. From the golf outing, gun raffle, FOP/OSU Football raffle, NCAA and NFL Fund Crazz raffles, we appreciate our membership supporting this vital program. We introduced our FOP Trailer at the 2018 State Conference, and I'm happy to report that we have put it to good use. The trailer has gone from Columbus to North Carolina to deliver much-needed supplies for the area devastated by Hurricane Helene this past October, plus numerous local events around Columbus. Thanks to FOP Lodge 69 President Ken Kober, FOP Trustee Jon Halusek, and all of our members who donated their time to help those in need. We recently had new wheels and brakes installed on the trailer, getting it ready for its next adventure. The FOP of Ohio Foundation has experienced an increase in donations, not only from our members but also from companies throughout Ohio. We continuously explore new ways to raise funds for the CIRS program.

We are very pleased with the progress of the trailer and hope to add new items, including generators and charger stations.



It is my honor to work for the Fraternal Order of Police of Ohio. We have an excellent and dedicated staff at the State FOP office, and we are committed to serving our membership. Please feel free to contact me for any information that we can provide.

Fraternally,

Robert J. Hawley
Membership Director
614-572-5218
222 E. Town St.
Columbus, Ohio 43215





Ohio Peace Officer Training Commission Report



Ohio has made comprehensive changes to the training in training academies that will begin this month, teaching an updated curriculum that prioritizes modern-day policing issues. The changes reflect the recommendations of the Blue Ribbon Task Force on the Future of Police Training, commissioned by Attorney General Dave Yost in 2023.

Effective July 1, academies will introduce the updated curriculum that is mandatory by Jan. 1, 2026. The changes reflect the task force's vision for a modernized, skills-based officer training program.

Under the previous OPOTC curriculum, a cadet had to take a minimum of 740 hours of training to obtain certification. Within that curriculum, however, the task force found that some courses being taught did not add sufficient value to a new officer's basic education.

In the new curriculum, cadets to any Peace Officer Basic Training (POBT) academy will now see 72 hours of outdated curriculum replaced with practical, high-stakes training tailored to today's law enforcement environment, including new courses on active shooters and threat response, critical decision-making, crisis mitigation and de-escalation, communications and mediation, and incident debriefs.

Courses removed or reclassified (72 hours total):

Blue Courage (16 hours): Post-graduation offering

First Aid, CPR, AED (8 hours): Online prerequisite

ICS/NIMS (8 hours): Online prerequisite

NHTSA Speed Measuring Device (40 hours): Post-graduation elective

New training topics (72 hours total):

Basic & Interpersonal Communications & Mediation: 44 hours

Incident Debrief Training: 4 hours

Active Shooter/Threat Response + Duty to Render Aid: 8 hours

ICAT (Critical Decision-Making, Tactical Breathing, Crisis Mitigation, De-escalation): 16 hours

Also, the task force introduced a modified graduation fitness standard that was implemented after OPOTC approved it in May of 2024. Although entry-level standards remain unchanged, cadets are eligible to graduate if they pass two of the three fitness test components (sit-ups, push-ups, 1.5-mile run), as long as they meet at least 75% of expected progress in the third component.

In the year since this change, 91 additional cadets have graduated — officers who would have been disqualified under the previous standard — allowing for more officers to enter our profession.

Fraternally,

Jim Fitsko – Steve Young Memorial Lodge #24 President

Commissioner – Ohio Peace Officer Training Commission

jfitsko@marionohio.org

PENSION COMMITTEE REPORT

Mark Drum, Chairman

Brothers and sisters, it is my privilege to serve on the Ohio Police and Fire Pension Board (OP&F). One of the pleasures of this service has been the excellent board members that I serve with. The board is comprised of three representatives from fire (2 active and 1 retiree), three police representatives (2 active and 1 retiree) and three of the best investment experts that a pension system could wish for. The investment experts are appointed (1 by the governor, 1 by the legislature and 1 by the State Treasurer).

The three police representatives are Clay Cozart, Brian Steel and me. We each have a long history of leadership roles within the FOP. I am proud of the fact that the FOP, as the strongest representative for law enforcement officers in the state of Ohio, has been instrumental in assuring that the three police representatives on the OP&F Board are FOP members.

For 2024, the OP&F Pension fund had the best investment returns of the five state pension systems. The investment return was 10.66%, which far exceeded the assumed rate of return which is 7.5%. As of June 17th, the OP&F investment portfolio was valued at over \$19.5 billion, a record high.

The OP&F investment performance for the quarter ending March 31, 2025, ranked in the top one percent of 544 public pension plans throughout the U.S. as measured by Investment Metrics, an industry leading provider of performance analytics.

OP&F's strong performance was not only notable during the quarter but also over longer periods, ranking in the top one percent for the trailing one-year, top nine percent over five years, and top seven percent over ten years where 447 funds were measured. Over the trailing 10 years, OP&F outperformed 93 percent of the other funds in the universe while experiencing less volatility in its returns than 76 percent of those same funds.

OP&F's independent actuary, CavMac, presented its annual report on the system's funding status at the Board of Trustees meeting on Oct. 30, 2024. Despite chronic underfunding of police contributions, the actuarial valuation showed that OP&F's funding period is now 29.77 years, which is still in compliance with Ohio's requirement of 30 years or less. The latest funding period is a slight increase from Jan. 1, 2023, when it was 26.71 years. The funding period shows the time it will take to fully pay all pension obligations if assumptions in place are met. Our OP&F actuaries are currently preparing the 2025 accrual report which will be provided to the legislature. I believe there is a good chance that the system will be over the 30-year requirement.

The OP&F System has been underfunded, and the employer contributions must increase. HB280 was introduced in the Ohio House in June to address this funding. I'm sure the legislative committee will delve into the game plan to get this legislation passed during the current session. The FOP, OAPFF and OP&F made a valiant attempt to include the fix in the state budget bill (an amendment introduced by Sen. Andrew Brenner) but it did not make the cut in the budget passed by the Senate.

However, a late-night amendment that was added, by the conference committee, would change the makeup of the State Teachers Retirement (STRS) Board. The amendment would reduce the number

of STRS Board elected teacher positions from seven down to three and add more political appointments to the board. This will give the governor and politicians more control over the teachers' pension system. While I do not have a strong concern that the legislature would try to do the same thing to OP&F, it certainly opens the door to future changes.

As I was preparing this report, I received a phone call regarding the tragic passing of Clay Cozart. I contacted Clay, in early 2024, and asked him to seek election to the OP&F Pension Board. Clay was a good friend and, as I knew he would be, he was a perfect fit for the OP&F Board. His passing is a profound loss to the OP&F Board and the members he served. His impact will resonate with the brothers and sister he worked with, the Akron community, the FOP and the OP&F.

Scholarship Committee

Mike Watkins

Co-chair

This year as in the past there was no shortage of highly qualified applicants for the FOPA/FOP Scholarships. The process began in February and ended at the end of May. During that time the committee had to review 47 applications. We had to select five to receive awards, three from the FOPA and two from the FOP. The FOP scholarships are new this year. We added two \$1000, one year, scholarships, one in the name of Virgil McDaniel and one in the Name of Nick DiMarco. The winners will be announced during the conference. Thank you to the FOPA for once again providing their scholarships. We also want to thank the FOPA committee for the time and effort they put in to complete the selections. I want to personally thank the committee members from the FOP for their hard work, Frank Alesaino - Lodge 4, Jeff Herold - Lodge 18, John Boykin – Lodge 139, Jared Donoho – Lodge 104, Jeremy Payne – Lodge 143, and Karen Cydrus -Lodge 59.

Section Five
In Memoriam

In Memoriam

Canton McKinley Lodge #2

Joe Nist
Terry Toulson

Tuscora Lodge #4

Greg Popham

Zane Lodge #5

Charlie Conkle

Akron Lodge #7

William Blayde
Clay Cozart
Jerry Garrett
Richard Grochowski
Mike LaMonica
Robert Sawyer
Walter Markowski
Andrew Nuss
Ervin Odom
William Wilcox
Michael Zimmerman

Cleveland Lodge #8

Thomas Baginski
William Betley
Virgil Damian
James Kurka
Ronald Lee
Tommie Long
Raymond O'Leary
Vincent Marone
Robin Riley
Gerald Ruckgaber
Jospeh Sadie

George Sekerak
Michael Smith
Edward Urcheck
Mark Williams

Capital City Lodge #9

Karl Barth
Thomas Brandt
Mike Castle
Robert Deweese
James Donaldson
George Franey
Dan Guthrie
James Jackson
Murrill Johnson Jr
James Love
George Massie
David Patchen
James Phillips
James Rothwell
Andrew Schirtzinger
Will Scott
Jimmy Smith
Ralph Streng
John Teele
Howard Wingard

Parma Lodge #15

Michael Beniak
Ronald Flowers
Charles Knapper
Samuel Marc Mabry
William Russell

Lake Erie Lodge #17

William Scott McPeck
Roy Prewitt

Euclid Lodge #18

Al Gezann

Lima Lodge #21

Brad Baty
RL Godfrey
Mark Pierce
Richard Roeder

Steve Young Memorial Lodge #24

Greg Layne

Western Cuyahoga Lodge #25

Gerald Berry
Michael Campbell
James Janis
Thomas Kanuch
Bill Stephens
Lowell Thompson
Donald Wagner

Ashtabula Lodge #26

Joe Cellitti
Phil Varckette

Wm. J Taylor - Mansfield Lodge #32

Ronald Blunk
Roosevelt Scott

Hamilton Lodge #38

Kevin Flannery
Wayne Rose

Dayton Lodge #44

Richard Davidson
Chad Jones

Antony Morlan
James Michael Perkins
Robert Reese
Lamar Springer
Michael Walsh
Teresa Wright

Cuyahoga Falls Lodge #49

Richard Darmstadt
Gary Moss
Randall Weitzell

Forest Rose FOP Lodge #50

David Bash
David Keiffer
Norman Butch Ream
Donald Regan

Delaware County Lodge #56

Gary Tagg
Jesse Williams

Eastern Cuyahoga Lodge #57

Robert Petriella
Donald Smith
Richard Walko

George Murray Lodge #67

Robert Chase
Dale Christ
Patsy Discenza
Dennis Hido
Douglas Kelly
Lester Lagatta
James Laski

Queen City Lodge #69

Robert Andriot
Richard Barry

Edward Bird
Kenneth Bohnert
Paul Freeland
Clarence Gardner
John Hardewig
Clifford Harvey
Lawrence Henderson
James Hey
Kathryn Horn
Derrick Johnson
Jerry Kyles
Wilbur Klosterman
Bruce Koehn
Leon Locke
Charles May
James McClain
Jerry McQueary
Michael Mundy
Michael O'Brien
William Olgee
Richard Rhodes
Robert Ryan
Marvin Scheidt
Bill Smith
Ray Smith
Robert Smith
David Stanley
Gary Watson
Daniel Wintersteen

Eastern Hamilton Co Lodge #74

Alfred Coleman
Kay Harrison-Smith
Jackie Roy
Paul Seibel

Warren County Lodge #103

Tom Ariss

Suburban FOP Lodge #108

Chuck Kozelka

Ohio Valley Lodge #112

Daryl Zornes

Southwest Hamilton Co-Harrison Lodge #113

Jan Apro
Michael Jones
Kenneth McDowell
Robert Vanover

Greater Cuyahoga Lodge #124

John Burns

Summit County Lodge #139

Franklin "Frank" Bischoff

Mahoning Co Deputies Lodge #141

William Frease

Morrow County Lodge #159

Daniel Sherrer

LINE OF DUTY DEATHS

Deputy *Larry Henderson*

Hamilton County SO
May 2, 2025

Officer *Jamieson Ritter*

City of Cleveland Police Department
July 4, 2024

Deputy *Daniel Sherrer*

Morrow County Sheriff's Office
May 26, 2025

Section Six
2024 Outside
Audit Financials

Consolidated Financial Statements

**Fraternal Order of
Police of Ohio, Inc.
and Subsidiaries**

December 31, 2024 and 2023



CONTENTS

	Page
Independent Auditor's Report	3
Financial Statements:	
Consolidated Statements of Assets, Liabilities and Net Assets – Modified Cash Basis	6
Consolidated Statements of Support, Revenue, Expenses and Net Assets – Modified Cash Basis	7
Consolidated Statements of Functional Expenses – Modified Cash Basis	9
Notes to Consolidated Financial Statements	11



To the Board of Trustees
Fraternal Order of Police of Ohio, Inc.
and Subsidiaries
Columbus, Ohio

Independent Auditor's Report

Opinion

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

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the financial position of the Company as of December 31, 2024 and 2023, and the results of its operations and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

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 Consolidated 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 consolidated 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 Consolidated Financial Statements

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

Auditor's Responsibilities for the Audit of the Consolidated 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 consolidated 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 consolidated 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 consolidated 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 consolidated 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 of Ohio, Inc.
and Subsidiaries
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 21, 2025

FRATERNAL ORDER OF POLICE OF OHIO, INC. AND SUBSIDIARIES

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

	2024	2023
ASSETS		
Current Assets		
Cash	\$ 1,881,128	\$ 1,876,809
Marketable securities	299,978	226,549
Total current assets	2,181,106	2,103,358
Property and Equipment		
Land	175,000	175,000
Building and improvements	2,447,316	2,447,316
Office equipment	138,040	122,855
Computer equipment	94,991	94,991
Furniture and fixtures	127,994	127,994
	2,983,341	2,968,156
Less: accumulated depreciation	(1,891,178)	(1,829,643)
Net property and equipment	1,092,163	1,138,513
Note Receivable - Related Party	12,072	12,076
TOTAL ASSETS	\$ 3,285,341	\$ 3,253,947
LIABILITIES AND NET ASSETS		
Current Liabilities		
Accounts payable - related party	\$ 5,396	\$ 5,396
Current portion of long-term debt	47,925	47,586
Total current liabilities	53,321	52,982
Long-Term Debt	302,670	350,674
Total liabilities	355,991	403,656
Net Assets	2,929,350	2,850,291
TOTAL LIABILITIES AND NET ASSETS	\$ 3,285,341	\$ 3,253,947

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

FRATERNAL ORDER OF POLICE OF OHIO, INC. AND SUBSIDIARIES

Consolidated Statements of Support, Revenue, Expenses and Net Assets – Modified Cash Basis For the Years Ended December 31, 2024 and 2023

	2024	2023
Revenue and Other Support		
Booster program	\$ 214,164	\$ 174,683
Per capita dues	894,556	846,157
Management fees	272,220	324,330
Building rental	160,453	155,862
Equipment rental	11,065	11,295
Foundation revenue	67,402	62,779
Net appreciation on marketable securities	17,551	9,773
Dividend income	7,136	3,306
Other	66,829	39,617
Total revenue and other support	<u>1,716,076</u>	<u>1,627,802</u>
Expenses		
Salaries, payroll taxes and employee benefits	644,992	751,912
Booster program	201,606	156,971
Professional fees	188,465	165,795
Depreciation	82,535	76,480
Equipment leases	13,069	11,291
Repairs and maintenance	73,068	75,424
Utilities	45,646	42,349
Office supplies and expenses	63,731	38,226
Travel and meetings	124,918	106,070
Real estate taxes	48,557	46,196
Donations and gifts	1,356	582
Printing and publishing	9,012	3,737
Interest expense	16,571	17,976
Foundation expenses	96,445	95,688
Other	27,046	31,186
Total expenses	<u>1,637,017</u>	<u>1,619,883</u>
Change in Net Assets	<u>79,059</u>	<u>7,919</u>
Net Assets - Beginning of Year	<u>2,850,291</u>	<u>2,842,372</u>
Net Assets - End of Year	<u>\$ 2,929,350</u>	<u>\$ 2,850,291</u>

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

FRATERNAL ORDER OF POLICE OF OHIO, INC. AND SUBSIDIARIES

Consolidated Statements of Functional Expenses – Modified Cash Basis For the Years Ended December 31, 2024 and 2023

	Booster Program	Rental	Management and General	Foundation	2024
Expenses					
Salaries, payroll taxes and employee benefits	\$ -	\$ -	\$ 644,992	\$ 41,764	\$ 686,756
Professional fees	117,415	-	188,465	2,000	307,880
Depreciation	-	65,889	16,646	-	82,535
Equipment leases	-	-	13,069	-	13,069
Repairs and maintenance	-	73,068	-	-	73,068
Utilities	-	37,595	8,051	360	46,006
Office supplies and expenses	81,749	3,124	60,607	2,525	148,005
Travel and meetings	-	-	124,918	1,725	126,643
Real estate taxes	-	48,557	-	-	48,557
Printing and publishing	-	-	9,012	423	9,435
Donations and gifts	-	-	1,356	17,172	18,528
Interest expense	-	16,571	-	-	16,571
Fundraising	-	-	-	27,647	27,647
Other	2,442	5,169	21,877	2,829	32,317
Total Expenses	\$ 201,606	\$ 249,973	\$ 1,088,993	\$ 96,445	\$ 1,637,017

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

FRATERNAL ORDER OF POLICE OF OHIO, INC. AND SUBSIDIARIES

Consolidated Statements of Functional Expenses – Modified Cash Basis (continued) For the Years Ended December 31, 2024 and 2023

	Booster Program	Rental	Management and General	Foundation	2023
Expenses					
Salaries, payroll taxes and employee benefits	\$ -	\$ -	\$ 751,912	\$ 39,789	\$ 791,701
Professional fees	106,332	-	165,795	1,750	273,877
Depreciation	-	65,889	10,591	1,320	77,800
Equipment leases	-	-	11,291	-	11,291
Repairs and maintenance	-	75,424	-	-	75,424
Utilities	-	34,212	8,137	660	43,009
Office supplies and expenses	47,488	3,811	34,415	5,798	91,512
Travel and meetings	-	-	106,070	6,050	112,120
Real estate taxes	-	46,196	-	-	46,196
Printing and publishing	-	-	3,737	100	3,837
Donations and gifts	-	-	582	11,000	11,582
Interest expense	-	17,976	-	-	17,976
Fundraising	-	-	-	25,731	25,731
Other	3,151	4,442	26,744	3,490	37,827
Total Expenses	\$ 156,971	\$ 247,950	\$ 1,119,274	\$ 95,688	\$ 1,619,883

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

FRATERNAL ORDER OF POLICE OF OHIO, INC. AND SUBSIDIARIES

Notes to Consolidated Financial Statements December 31, 2024 and 2023

Nature and Scope of Business

The Fraternal Order of Police of Ohio, Inc. (FOP), a state lodge chartered by the Fraternal Order of Police, a national police organization, was organized in 1934. The FOP is dedicated to the advancement and protection of law enforcement officers, the promotion of improved law enforcement methods and the teaching of respect for law and order.

Entities that are related to the FOP are as follows:

- **222 Corporation**, a wholly-owned not-for-profit subsidiary that owns the office building where FOP is located.
- **The Fraternal Order of Police Ohio Labor Council, Inc. (OLC)**, a not-for-profit organization, is not under the direct control of the FOP and therefore is not consolidated with the FOP and Subsidiaries. OLC is dedicated to the betterment of law enforcement personnel through the representation of its members in collective bargaining and other labor relations matters.
- **Fraternal Order of Police of Ohio Foundation, Inc. (FOPF)**, a not-for-profit organization controlled by the FOP that was formed for the purpose of providing support and financial aid to persons in need, including but not limited to, Special Olympics, Easter Seals, law enforcement personnel in need, survivors of law enforcement officers killed in the line of duty or any other charity as so approved.

Summary of Significant Accounting Policies

Principles of Consolidation

The consolidated financial statements of the FOP and subsidiaries (the Organization) include all accounts of FOP, 222 Corporation and FOPF. All significant intercompany balances and transactions have been eliminated in consolidation.

Basis of Consolidated Financial Statements

The Organization's policy is to prepare its consolidated 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 accounting principles generally acceptable in the United States of America in that certain revenues are recognized when the services are provided rather than when earned and certain expenses are recognized when paid rather than when the services are received. Under the modified cash basis of accounting, related party receivables and payables are accrued. Accordingly, the accompanying consolidated financial statements are not intended to present the financial position and changes in net assets in conformity with accounting principles generally accepted in the United States of America.

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

FRATERNAL ORDER OF POLICE OF OHIO, INC. AND SUBSIDIARIES

Notes to Consolidated Financial Statements December 31, 2024 and 2023

Summary of Significant Accounting Policies (continued)

Financial Statement Presentation

The Organization reports information regarding its financial position and activities according to three classes of net assets:

- Net Assets without Donor Restrictions – Net assets are not restricted by donor-imposed restrictions and are available for use in the Organization'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 the Organization 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 the Organization are without donor restrictions at December 31, 2024 and 2023.

Use of Estimates

The preparation of consolidated 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 as of the date of the consolidated financial statements and the reported amounts of revenues and expenses during the reporting period. Accordingly, actual results could differ from those estimates.

Liquidity and Available Resources

The FOP has \$2,181,106 of financial assets available within one year of the balance sheet date to meet cash needs for general expenditure consisting of cash of \$1,881,128 and marketable securities of \$299,978. 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 FOP 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.

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

FRATERNAL ORDER OF POLICE OF OHIO, INC. AND SUBSIDIARIES

Notes to Consolidated Financial Statements December 31, 2024 and 2023

Summary of Significant Accounting Policies (continued)

Property and Equipment

Property and equipment are carried at cost. Depreciation is calculated using accelerated or straight-line methods over the estimated useful lives of the respective assets. Assets purchased but not placed in service are capitalized and depreciation is not recorded until the assets are placed in service. Property and equipment that are donated are recorded at 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 property 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. Property and equipment are depreciated over their estimated useful lives as follows:

Building and improvements	10 - 40 years
Office equipment	5 - 7 years
Computer equipment	3 - 7 years
Furniture and fixtures	5 - 7 years

Total additions during 2024 and 2023 were \$36,185 and \$60,961, respectively.

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.

Rental Revenue

Rental revenue is recognized when paid by tenants.

Federal Income Taxes

The FOP, 222 Corporation and FOPF are exempt from federal income taxes under Sections 501(c)(8), 501(c)(2), 501(c)(3) and 501(c)(3), respectively, of the Internal Revenue Code.

A provision, if applicable, has been made in the consolidated financial statements for federal income taxes by applying statutory income tax rates to income before income taxes.

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

FRATERNAL ORDER OF POLICE OF OHIO, INC. AND SUBSIDIARIES

Notes to Consolidated Financial Statements December 31, 2024 and 2023

Summary of Significant Accounting Policies (continued)

Federal Income Taxes (continued)

The Organization accounts for uncertainty in income taxes in its consolidated financial statements as required under Financial Accounting Standards Board (FASB) Accounting Standards Codification, *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 Organization 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

Cash includes cash on hand and demand deposits held by banks. Cash is maintained in seven accounts at two financial institutions and, at times, balances may exceed federally insured limits.

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

FRATERNAL ORDER OF POLICE OF OHIO, INC. AND SUBSIDIARIES

Notes to Consolidated Financial Statements December 31, 2024 and 2023

Marketable Securities

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

	2024		2023	
	Cost	Market Value	Cost	Market Value
Market funds:				
Mutual funds	\$ 65,901	\$ 81,577	\$ 57,110	\$ 60,694
Bond funds	87,021	89,004	63,399	64,908
Fixed income	29,727	28,765	21,131	21,349
Equity funds	85,763	96,156	70,097	74,559
Total mutual funds	268,412	295,502	211,737	221,510
Cash reserve	4,476	4,476	5,039	5,039
Total	\$ 272,888	\$ 299,978	\$ 216,776	\$ 226,549

Note Receivable – 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 OLC and FOP for \$97,493. The note agreement is payable by OLC in annual payments of principal and interest of \$1,000 beginning July 1997 and through July 2097. The note has been recorded in the accompanying consolidated 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%.

Long-Term Debt

222 Corporation entered into a term note payable in the amount of \$632,408 with a financial institution in December 2017 which is secured by the property. Monthly payments of principal and interest in the amount of \$4,758 were due through December 2032. During 2019, 222 Corporation began making biweekly payments of \$2,379 on the note payable. Interest is calculated at a fixed rate of 4.25%. Outstanding borrowings on the note at December 31, 2024 and 2023 were \$350,595 and \$398,260, respectively.

Future maturities on the term note payable were as follows at December 31, 2024:

2025	\$ 47,925
2026	49,998
2027	52,161
2028	54,417
2029	56,771
Thereafter	89,323
Total	\$ 350,595

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

FRATERNAL ORDER OF POLICE OF OHIO, INC. AND SUBSIDIARIES

Notes to Consolidated Financial Statements December 31, 2024 and 2023

Accounts Payable – Related Party

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

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: Valued at the net asset value (NAV) of shares held by FOP 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 FOP 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 tables sets forth by level, within the fair value hierarchy, FOP's assets at fair value.

Fair Value of Assets as of December 31, 2024:

	Level 1	Level 2	Level 3	Total
Mutual funds:				
ST Bond	\$ 89,004	\$ -	\$ -	\$ 89,004
Large Blend	63,796	-	-	63,796
Foreign Large Blend	31,098	-	-	31,098
Intermediate Core Bond	28,765	-	-	28,765
Large Value	22,687	-	-	22,687
Small Value	12,497	-	-	12,497
Large Growth	11,053	-	-	11,053
Diversified Emerging Markets	10,630	-	-	10,630
Small Blend	10,129	-	-	10,129
Real Estate	8,191	-	-	8,191
Mid-Cap Blend	7,652	-	-	7,652
Total mutual funds	295,502	-	-	295,502
Cash reserve	4,476	-	-	4,476
Total assets at fair value	\$ 299,978	\$ -	\$ -	\$ 299,978

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

FRATERNAL ORDER OF POLICE OF OHIO, INC. AND SUBSIDIARIES

Notes to Consolidated 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	\$ 64,908	\$ -	\$ -	\$ 64,908
Medium growth	47,156	-	-	47,156
Small value	24,258	-	-	24,258
Large value	21,349	-	-	21,349
Short term bond	17,154	-	-	17,154
Intermediate term bond	10,250	-	-	10,250
Large blend	8,197	-	-	8,197
Institutional fund	8,036	-	-	8,036
Foreign large blend	7,759	-	-	7,759
Emerging markets	6,663	-	-	6,663
Mid-cap value	5,781	-	-	5,781
Total mutual funds	221,511	-	-	221,511
Money market funds	5,038	-	-	5,038
Total assets at fair value	\$ 226,549	\$ -	\$ -	\$ 226,549

Leases

The Organization leases office space to the OLC and other unrelated parties under operating lease agreements. The lease terms expire at various dates through 2025. The leases include a monthly base rent and a portion of the Organization's operating expenses, as defined in the agreements. Effective January 1, 2020, the lease with OLC was extended until December 31, 2029. Initial monthly payments from OLC are \$4,081 and will increase 2% each year until maturity.

Future minimum receipts under these leases are as follows:

	Related Parties	Unrelated Parties	Total
2025	\$ 54,034	\$ 26,480	\$ 80,514
2026	55,099	-	55,099
2027	56,206	-	56,206
2028	57,313	-	57,313
2029	58,462	-	58,462
Total	\$ 281,114	\$ 26,480	\$ 307,594

The Organization also leases office equipment from a third party under non-cancelable leases on a month to month basis. Total lease expense was \$13,069 and \$11,146 for 2024 and 2023, respectively.

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

FRATERNAL ORDER OF POLICE OF OHIO, INC. AND SUBSIDIARIES

Notes to Consolidated Financial Statements December 31, 2024 and 2023

Labor Agreement

Approximately 50% of FOP's employees are covered by a collective bargaining agreement that expires in December 2026.

Retirement Plan

The Organization 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. Annual contributions by the Organization to the 401(k) Plan are discretionary. Contributions of \$10,827 and \$6,073 were made in 2024 and 2023, respectively.

Related Party Transactions

In addition to the office space described above, the Organization leases certain office equipment and furniture to the OLC under annual operating leases. Total rental income received from OLC in 2024 and 2023 was \$64,033 and \$63,243, respectively.

The Organization provides various administrative and technical services to the OLC under a service agreement, which extends through July 2027. During 2024 and 2023, the Organization received management fees of \$272,220 and \$324,330, respectively, from the OLC. Additionally, expense reimbursements of \$584,630 and \$469,800 were received from OLC during 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 consolidated financial statements were available to be issued.

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

Section Seven Amendments

#1

AMENDMENTS TO THE CONSTITUTION AND BYLAWS
PROPOSED BY THE BOARD OF TRUSTEES OF THE
FRATERNAL ORDER OF POLICE OF OHIO, INCORPORATED

WHEREAS, the Fraternal Order of Police of Ohio, Incorporated ("FOP") is committed to maintaining continuity of operations and responsiveness to the needs of its members under all circumstances;

WHEREAS, the FOP recognizes the importance of conducting business effectively during emergencies or other extraordinary events;

WHEREAS, advances in communication technology allow for secure and inclusive virtual participation in meetings;

THEREFORE, be it resolved, that the following amendments to the Constitution and Bylaws of the Fraternal Order of Police of Ohio, Incorporated, are proposed by the Board of Trustees to be considered at the Annual Conference in 2025:

CONSTITUTION
ARTICLE V – BOARD OF TRUSTEES

Section 3 – Meetings and Quorum

The Board of Trustees shall meet at the call of the President. A majority of the Board of Trustees shall constitute a quorum for the conduct of its business. A majority vote of all members present shall be necessary for the taking of any action unless otherwise specifically provided in this Constitution.

Meetings of the Board of Trustees, including the State Conference, may be conducted by means of a virtual platform under the following circumstances:

- **In the event of a natural or man-made disaster;**
- **When a state of emergency is declared;**
- **During instances of large-scale civil unrest; or**
- **When deemed necessary by the President and approved by a majority of the Board of Trustees.**

The meeting Chair/designee shall ensure that only duly authorized members are permitted access to the virtual meeting. Procedural requirements, such as the recording of attendance, minutes, and the conduct of votes, shall apply equally to virtual meetings.

There shall be no other changes to the language in Article V of the Constitution.

ARTICLE VI – ANNUAL CONFERENCE

Section 1 Governing Body The annual conference shall be the governing body of the Ohio State Lodge and shall be held during the months of June or July at the direction of the State President. In any year that the biennial conference of the Grand Lodge of the National Fraternal Order of Police is to be held in a city in Ohio, the Ohio annual conference may be held in either July or August subject to the call of the State President.

The annual conference may be held in person or through a secure virtual platform that ensures full participation by registered delegates, including the ability to vote, speak, and make motions, when approved by the President with consent of the Board of Trustees and under circumstances such as declared emergencies or extraordinary events.

There shall be no other changes to the language in Article VI of the Constitution.

BYLAWS

ARTICLE II – PRESIDENT

Section 1 Meetings and Legislative Chairman

The President may:

a. Call regular meetings of the Board of Trustees and shall call a special meeting upon the written request of not less than four (4) members of the Board. The Secretary shall send a notice of any special meetings via email, with delivery confirmation and read receipt requested to each member of the Board stating the time, place and date of the meeting and the business to be considered, unless waiver of such notice is signed by all of the members of the Board of Trustees. **The President may call meetings of the Board of Trustees to be held in person or by secure virtual means that allow all members to participate simultaneously.**

With the advice and consent of the Board of Trustees appoint a legislative chairman who shall promote legislation in the furtherance of the purposes of the Fraternal Order of Police and oppose legislation detrimental thereto, except for certified State Issues determined directly by a vote of Ohio voters in a general election. The legislative chairman may call upon any officer of the State Lodge and any officer or member of a subordinate lodge to assist him in the performance of his duties.

With respect to any certified State Issue being placed before Ohio voters in an election, all decisions concerning the endorsement or opposition of said issue shall be determined by the delegates at the annual Ohio State conference. If a vote of the delegates is unattainable due to a timing of an election, all decisions concerning the endorsement or opposition of any state issue shall be decided by a vote of the State Board of Trustees.

The legislative chairman and all persons authorized to assist him in the performance of his duties shall be compensated at a rate established by the Board of Trustees and shall be reimbursed for all expenses incurred in the performance of official duties. The legislative

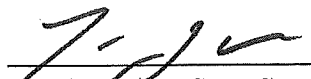
chairman shall present to each annual conference, a written report of his activities which the Secretary shall make available to the delegates.

The legislative chairman shall have the authority to incur obligations for and on behalf of the State Lodge in the performance of his duties subject to review by the Board of Trustees, except for certified State Issues determined directly by a vote of Ohio voters in a general election.

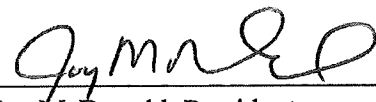
There shall be no other changes to the language in Article II of the Bylaws.

SUBMITTED BY:
STATE BOARD OF TRUSTEES
Fraternal Order of Police of Ohio, Incorporated

This 3RD day of MAY, 2025.



Travis Parker, State Secretary



Jay McDonald, President

AMENDMENT TO THE CONSTITUTION AND BYLAWS
PROPOSED BY THE BOARD OF TRUSTEES OF THE
FRATERNAL ORDER OF POLICE OF OHIO, INCORPORATED

WHEREAS, the Fraternal Order of Police of Ohio, Incorporated ("FOP") is committed to modernizing its election procedures, and

WHEREAS, the FOP seeks to streamline the voting process to ensure faster, more efficient elections, and

WHEREAS, the FOP believes maintaining the highest integrity in voting is essential to the credibility of the election process, and

WHEREAS, the use of secure electronic voting enhances the accessibility, security, and accuracy of elections while maintaining an option for a printed ballot for those who request it;

THEREFORE, be it resolved, the following proposal to amend Article XIX Section 4 of the Constitution and Bylaws of the Fraternal Order of Police of Ohio, Incorporated, is hereby proposed by the Board of Trustees to be voted upon at the annual conference in 2025:

BYLAWS
ARTICLE XIX – ANNUAL CONFERENCE

Section 4. Election of Officers

The election shall be conducted by secret ballot. The Elections Committee, appointed by the President, may authorize using a secure electronic voting system, a printed ballot process, or a combination thereof, as appropriate. Each delegate, or his/her alternate, shall receive either an electronic ballot with instructions for secure submission or a printed ballot listing all nominated candidates.

If the voting is done using a secure electronic voting system, delegates who wish to vote by printed ballot must submit a written request to the Elections Committee no later than the close of business on the first day of the Conference. Printed ballots shall be issued to verified requesting delegates and cast in a secure ballot box.

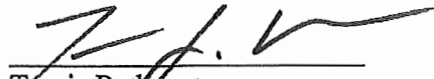
The Elections Committee shall oversee all aspects of the voting process, certify the results, and report the outcome to the delegates.

~~Each delegate or his alternate shall be furnished one printed ballot containing the names of all candidates. All voted ballots shall be deposited in a ballot box and the results certified by the elections committee which the President shall appoint.~~

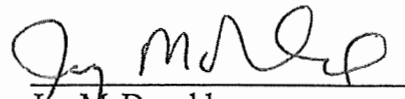
There shall be no other changes to the language in Article XIX of the Bylaws.

SUBMITTED BY:
STATE BOARD OF TRUSTEES,
Fraternal Order of Police of Ohio, Incorporated

This 3RD day of MAY, 2025.



Travis Parker
State Secretary



Jay McDonald
President