

THE CHRONICLE

Executive Director's Message:

BUILDING THE FUTURE OF PUBLIC SAFETY THROUGH RETENTION AND LEADERSHIP

For the better part of a decade, public safety leaders across Ohio have focused on one challenge above all others: recruitment.

Every conference, every budget meeting, every bargaining session seemed to include the same question: "How do we attract more people into public safety?"

While recruitment remains important, I believe we need to be asking a different question today.

How do we keep the talented people we already have?



Whether you work in law enforcement, corrections, dispatch, crime laboratories, records divisions, or any of the countless support positions that make public safety possible, the reality is the same. Ohio agencies are losing experienced professionals at a rate that should concern every community we serve.

The problem is not simply that people are retiring. Retirement is a

natural part of any profession. The greater concern is that many skilled employees are leaving long before retirement eligibility or choosing careers outside public service altogether.



Many public safety employees are being asked to do more with fewer people. Staffing shortages increase workloads. Vacancies create mandatory overtime. Training responsibilities fall on a shrinking number of experienced employees. The expectations from the public, elected officials, and agency leadership continue to grow, while resources often struggle to keep pace.

At the same time, many employees are reassessing what they want from their careers and their lives. They are looking for competitive compensation, flexible work environments where appropriate, opportunities for advancement, strong leadership, and a workplace culture that demonstrates respect for the difficult work they perform every day.



Gwen Callender

Executive Director

GCallender@fopohio.org

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Executive Director's Message: (con't)

This challenge extends far beyond patrol officers.

Dispatchers routinely work under tremendous pressure while serving as the first voice in an emergency. Corrections officers face increasingly difficult conditions inside our jails and detention facilities. Crime laboratory personnel are expected to process evidence with precision while managing growing caseloads. Administrative and support personnel often carry significant institutional knowledge that keeps organizations functioning efficiently.



When experienced employees leave, they take more than a position number with them. They take years of training, practical knowledge, mentorship, and leadership experience that cannot be replaced overnight. This is where labor organizations must continue to play a critical role.

The mission of the FOP/Ohio Labor Council has always been about more than negotiating contracts. We advocate for workplaces where employees can build careers, support their families, and serve their communities with pride.

That means pursuing competitive wages and benefits. It means advocating for safe staffing levels. It means protecting due process rights. It means ensuring training opportunities exist for the next generation of public safety professionals. It means supporting employee wellness initiatives and creating work environments where people feel valued and respected.

The agencies that will succeed over the next decade are not necessarily those with the largest

recruiting budgets. They will be the agencies that create cultures where people want to stay.

The future of public safety in Ohio depends on retaining experienced professionals while developing the next generation of leaders. Recruitment may get someone through the front door, but retention is what builds strong organizations. The investment we make today in the people who already serve our communities will determine the strength of our profession tomorrow.

Stay Safe and Stay in Touch,

Gwen



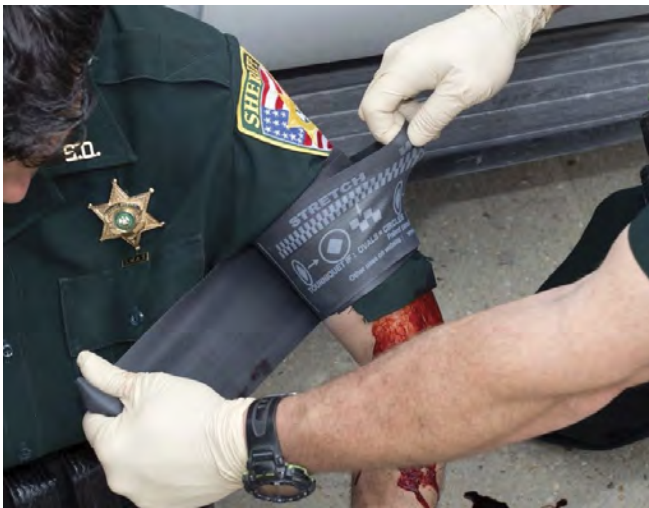
LEGAL UPDATE

OCCUPATIONAL INJURY LEAVE



Brian Brenneman
Staff Attorney
BBrenneman@fopohio.org

Injury leave programs are critical components of workplace safety and employee welfare strategies. Designed to support employees who sustain injuries in the course of their work, these programs offer structured leave policies that prioritize both the health of the employee and the operational needs of the organization. The benefits of leave programs are multifaceted, encompassing legal compliance, improved employee morale, and enhanced productivity. Benefits also include employee well-being, increased retention rates, and positive workplace culture.



Collective bargaining agreements often contain language that provides an employee with a specified number of days or hours of paid leave if the employee suffers an on-duty injury and is unable to work as a result of that injury and such injury is determined to be allowable by the Bureau of Workers' Compensation (BWC) or Industrial Commission (IC).

While collective bargaining agreements vary as to the length of paid injury leave, the issue is allowing the BWC or IC to act before coverage is available. In the best of worlds, the BWC will issue an initial opinion within twenty-eight (28) days. However, there are a myriad of reasons the BWC will deny the claim that has no bearing on the facts of the injury. I experienced some of these reasons

as a District Hearing Officer for the IC. These reasons include:

1. A lack of medical evidence. It was common for larger health care organizations to fail to send over the medical records in a timely fashion. Without medical evidence of some kind, a claim cannot be approved. A hearing officer could have an Injured Worker in front of them with no arm and witnesses stating how the amputation occurred on the job but would still be unable to approve.
2. Failure of the physician to identify an actual injury in the records. This happened more often than one would think. The treating physician would diagnose the Injured Worker with a symptom, such as pain. The physician may tell the Injured Worker the pain is caused by a sprain, strain, bruise, or some other injury, but document "pain" as the diagnosis.
3. Failure to relate the injury to the job. The record somewhere must demonstrate that the injury was caused by the job duties. Often the physician fails to identify the cause in the medical records, or the Injured Worker (or other person reporting the injury) fails to adequately describe how the injury occurred on the First Report of Injury form (FROI-1).
4. Other reasons include failing to sign the FROI-1, employers refusing to certify the claim as standard practice, other recent similar claims (prior injury to the same body area), and many others.

Most of these reasons are easily overcome at hearing as long as the Injured Worker appears at the hearing and can fill in the blanks. However, if the Injured Worker is severely injured, they may not be able to appear.

The point of this article is that approval of the claim can be delayed for some time through no fault of the Injured Worker. The BWC has twenty-eight (28) days to approve or deny a claim. The

LEGAL UPDATE **OCCUPATIONAL INJURY LEAVE (CON'T)**

appeals process takes several weeks to even get to a hearing at the IC, and then the hearing officer rarely issues the decision at the table. This adds another week or so until the Injured Worker receives the order.

While the delay may not bother a seasoned veteran with thousands of hours of sick leave, it will be a burden on rookies and employees with family members who have disabilities or chronic illnesses and use a lot of leave. The better option for contract language is to immediately approve the utilization of Injury Leave and have a provision for reimbursement to the Employer should the BWC or IC determine the claim as not allowed after final appeals. The immediate approval can be made by the Chief or other supervisor who may have firsthand knowledge of the event that caused the injury.

A final thought to consider: Some Employers argue that injuries that occur while in the academy (and otherwise allowable by BWC or IC) are not eligible for injury leave. This occurs even though the language does not specifically exclude them. The reasoning typically revolves back to not being a sworn officer at the time of the injury. It would make everyone's life a lot easier if the language for Injury Leave specifically included cadets, recruits, trainees, etc., as these are the ones most vulnerable to a denial.



OHIO LABOR COUNCIL

2026 FOP Ohio Labor Council Annual Meeting

The FOP Ohio Labor Council Annual Meeting is scheduled for 3:00 p.m. on Sunday, July 19, 2026. This year, it will be held at the Holiday Inn Cleveland South – Independence in conjunction with the FOP of Ohio Conference. Each bargaining unit is entitled to send at least one delegate and one alternate to the Annual Meeting. If you have more than 30 members, you will be entitled to additional delegates. We encourage you to attend. This is your right as a member of the union.

Visit the Annual Meeting website to register your delegates and alternates.

<https://www.eventcreate.com/e/fopohioconference2026>

Each will receive an email confirmation ticket to use at the meeting registration to receive their name badge.

I look forward to seeing you there! Questions? ACrawford@fopohio.org

ARBITRATION NEWS

THE EMPLOYER CANNOT OBTAIN IN ARBITRATION WHAT IT FAILED TO ACHIEVE IN NEGOTIATIONS

The Collective Bargaining Agreement (CBA) has a call-back provision that states:

“In the event a patrol officer or road sergeant calls off sick, bringing the staffing for a shift below the required minimum, a list of on-call personnel to be ordered-in will be established. This list will be referred to if the standard procedure of offering the overtime to volunteers within a thirty-minute call-in period does not fill the vacancy.”

The department works twelve (12) hour shifts and utilizes 4 teams (2 day teams and 2 night teams). The CBA specifies that one member of each team is to be designated as on-call each day of the month. After the monthly schedule is posted, the members have seven (7) days to sign up for the days they will be available to be ordered in. This process makes each employee responsible for approximately four (4) days each month to be on-call for the opposite shift.

On the day in question, two (2) officers were supervising prisoners at the hospital leaving a gap in coverage on the road. The Sergeant decided to order an officer from the opposite shift to work overtime. The Sergeant requested volunteers. After three (3) attempts to secure volunteers, no volunteers responded. The Sergeant then utilized the established call-in list to order in the Grievant. The Grievant questioned why he was ordered since the staff shortage was not the result of a sick call-off. The Grievant came to work for two (2) hours, received his minimum call-in pay of four (4) hours, and filed a grievance.

The Union argued that the Grievant is an 11-year veteran and not the junior member of the shift.



Michael Piotrowski
Staff Attorney
MPiotrowski@fopohio.org

The need for overtime was not because of a sick call-off. The past practice of the department was to fill vacant positions not caused by sick leave with the least senior (junior) officer after attempting to obtain a volunteer. The parties agreed to use the established call-list for instances when an officer or sergeant calls off sick. All other practices of ordering in officers were not changed. The Union also argued that during recent contract negotiations, the City attempted to expand the order-in procedure used during sick leave instances to be utilized for other situations. However, negotiations failed to change the contract language.

The Employer relied on management rights to assign work to employees as allowing it to order the Grievant to work overtime. The Union argued that the contract was specific that the call-in procedure for overtime caused by sick leave could not be used in other situations.

The Arbitrator agreed with the Union that the call-in language utilized by the Sergeant was inappropriate. The list the Sergeant utilized was reserved only for overtime caused by members calling in sick. The City had attempted to expand the scope of the article in question during negotiations but was unsuccessful, resulting in the classic rubric of not achieving in arbitration what failed in negotiations, as applying in the instant case.



OUTCOME

Grievance sustained. A cease-and-desist order was issued.

ARBITRATION NEWS

INSUFFICIENT TRAINING RESULTS IN REDUCTION OF DISCIPLINE



Douglas Behringer
Staff Attorney
DBehringer@fopohio.org

The Grievant, a patrol officer, was speaking to a citizen at the door of her home when the citizen stated, “You don’t have a warrant so you can’t come in my house” and attempted to close the door. The Grievant responded by putting her foot on the threshold to keep the door from closing, told the citizen she was under arrest, stepped into the home and took the citizen into custody. All of the charges against the citizen were dismissed.

The Employer issued the Grievant a three (3) day suspension for a “major” offense, citing the warrantless entry and unlawful arrest as “just cause”, stating that it was the lightest suspension available for a “major” offense. The Employer submitted the Grievant’s OPOTA training audit which reflected that she attended twenty-four (24) hours of training in arrest, search and seizure. The Employer relied significantly on a training memorandum dated six (6) months earlier from the Law Department pertaining to a recent case on unlawful warrantless entries.



The Union argued that the Grievant had not received, or was aware of, the training memorandum on the recent case involving warrantless entries; that the Grievant did not know she was violating anyone’s constitutional rights when she stepped inside the home; that the Grievant was trained to do exactly what she did when she was hired seven (7) years earlier and has continued to do so until the instant matter was brought to her attention. The Union pointed out the deficient training practices in which the employer engaged. The Union brought attention to a “common practice” that officers were trained to do, specifically keeping a door from closing by placing a foot on the threshold. The Union also demonstrated an acceptance of these actions by immediate supervisors and co-workers.

While the Arbitrator found that there was just cause for discipline, she could not find any differentiation between major and minor offenses in the directives and could not find that a three (3) day suspension was the lowest level of discipline that could be imposed. Besides, the Major of Patrol Services had only recommended a one (1) day suspension. Further, the Arbitrator found that the Grievant had not been provided the training memo from the Law Director nor trained on it before the incident and that it was “common practice” for officers to place their foot in the door to gain entry to make an arrest. The Arbitrator found that that this was not a singular issue of inappropriate conduct but that a departmental problem existed, chastising the Employer for inadequate training.

OUTCOME

The Arbitrator reduced the three (3) day suspension to a one (1) day suspension. Grievant shall be reimbursed for any lost wages for the two (2) days she was suspended.

LEGISLATIVE UPDATE:



Mike Weinman
Director of Governmental
Affairs
MWeinman@fopohio.org

I would say one of the biggest highlights for the FOP in May was the sponsor testimony on SB 321 before the House Public Safety Committee. May 15th was the deadline to introduce bills to ensure they would at least receive sponsor testimony. The House and Senate Rules set this deadline. So, there was a mad rush to introduce bills by the 13th, when they were in town.

Here are a few recent *introductions* in the House:

- HB 846/Domestic Violence Offenders; HB 852/To require an individual appointed as a chief of police to complete a peace officer basic training program;
- HB 870/Mental Health, to enact the Ohio Mental Health Systems Coordination and Crisis Prevention Commission Act.
- HB 872/Violent Crimes To establish the Ohio Economic Task Force on Gun Violence and Violent Crimes to study the impact of gun violence and other violent crimes on Ohio businesses,
- HB 901/Firearm Storage To enact Amya's Law for Child Access Prevention to provide for the safe storage of firearms, to authorize a nonrefundable income tax credit for the purchase of secure storage and safety devices, and to exempt such devices from sales and use tax,
- HR 407/Police Investigations To encourage federal law enforcement to permit state and local law enforcement to be a part of the investigations into any offense that occurs in Ohio,
- HB 946/Charitable Bail Organizations To enact a law regarding charitable bail organizations,
- HB 948/Bicycles Regarding electric bicycle operation, education, and traffic safety.

Bills that passed the **House:**

- HB 413/Public Expenditures, to create the Ohio Local Government Expenditure Database and require political subdivision participation, to require the state retirement systems to participate in the Ohio State Government Expenditure Database, and to make an appropriation;
- HB 689/Background Checks, to align and modernize fingerprinting and disposition reporting.

Bills that passed the **Senate:**

- SB 419/Driver's Permit, to lower the age at which a juvenile may obtain a temporary instruction permit from 15½ to 15 and to expand the time a juvenile must hold a temporary instruction permit before eligibility for a probationary license from six months to one year,
- SB 307/Tax Increments, To allow funding for police and firefighting facilities in tax increment financing arrangements, HB 31/Parole, to require electronic recordings to be made of all parole board hearings and to make electronic recordings of full parole board hearings public records (Note: the House concurred with the changes),
- SB 202/Flags, to prohibit manufactured home park operators, condominium associations, neighborhood associations, and landlords from restricting the display of the thin blue line flag and to name this act the Chief Steven DiSario Act,
- SB 163/AI-Products and Pornography, to require AI-generated products to have a watermark, to prohibit , simulated child pornography, and to prohibit identity fraud using a replica of a person.



BROTHERHOOD

“Brotherhood” has strong meaning in the law enforcement profession. Except for the military, there is no other profession where each of us depends on our brothers and sisters to back us up on the most dangerous call. From helping to subdue and secure the drunken idiot who wants to fight to dragging a downed officer out of harm’s way to apply the tourniquet, or comforting one’s family following the ultimate sacrifice, very few things create that bond.

The term “brotherhood” is more than exemplified in the recent actions of Rossford Police Officer Michael Shaffer, a member of the FOP/OLC. Michael’s friend and jiu-jitsu partner, OSP Trooper Matt Geer, of the Bowling Green Post suffers from a rare genetic kidney condition known as Alport Syndrome. Matt’s condition recently worsened to a point where a kidney transplant was imperative.



OSP Trooper Matt Geer (Bowling Green) and Officer Michael Shaffer (Rossford).

The law enforcement profession stepped up in a big way. Eleven Troopers, two local police officers, including Michael, and an OSP Bowling Green dispatcher all volunteered to donate a kidney to Matt. Of the fourteen volunteers, only two were a match, and our member, Rossford Officer Michael Shaffer was determined to medically be the best match.

Without hesitation, on March 26th, Michael selflessly went into surgery and donated one of his kidneys to Matt. Both Michael and Matt are

recovering from their respective surgeries, and by the time you read this, it is anticipated that both will be back to work protecting the public.



Matt and Michael prove positive vibes provide positive outcomes!

With all the turmoil in the world and polarization of society, this is a reminder of how there are many good people in this world and specifically in the law enforcement profession. The FOP/OLC commends not only Rossford Officer Michael Shaffer, but also the other Troopers, Officers and Dispatcher who volunteered to donate a kidney to Matt.



Well on the way to recovery!

This is what brotherhood is all about!

HONOR THE FALLEN:

In May, law enforcement in Ohio gathered at various locations throughout the state to recognize their brothers and sisters in blue who have made the ultimate sacrifice while serving the public.

The Ohio Fallen Officers Memorial Wall, on the grounds of the Ohio Peace Officer Training Academy, bears the names of 844 heroes. This memorial symbolizes the sacrifices these men and women have made and is a reminder of the risks officers face daily.

In 2025, Ohio lost four in the line of duty, who were recognized at the memorial on May 7th. They are:

Deputy Larry Henderson, Jr.



Deputy Henderson retired in December 2024, after serving 33 years at the Hamilton County Sheriff's Office. After retiring, Larry maintained his commission and occasionally worked part-time as a Deputy.

On May 2, 2025, while working a traffic detail for the University of Cincinnati's commencement, a rage filled motorist in an act of vengeance went looking for a police officer and came upon Deputy Henderson. While standing on a sidewalk controlling a traffic signal, the motorist, whose son had been fatally shot the previous day during a confrontation with the Cincinnati Police

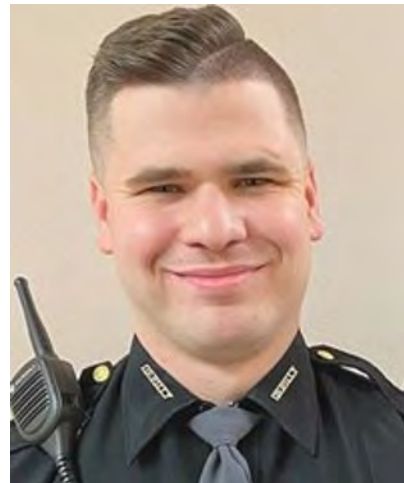


Department, killed Larry by running him down in a motor vehicle. This individual has since been indicted for aggravated murder. This incident is a grim reminder of how law enforcement at times is targeted.

Deputy Henderson had a stellar career starting as a corrections officer, and later holding such specialized assignments in SWAT, the bomb squad, and as a field training officer.

Deputy Henderson is survived by his wife Lori, his adult children Larry, Alexandria, Taylor, Riley and Adrianna, his sister Jeanne, and grandchildren Maverick, Parker, Logan and Rowan.

Deputy D. Weston Sherrer



Morrow County Sheriff's Office Deputy Weston Sherrer was a four-year veteran of the Morrow County Sheriff's Office when he was shot and killed while responding to a domestic violence incident at the hands of a deranged suspect on Memorial Day, 2025.

As early as first grade, Weston knew he wanted to be a police officer. His parents still have his school assignment where he declared "My big dream is to be a policeman" along with "I want to catch villains, and I'm willing to risk my life for the people of the United States."

HONOR THE FALLEN (CONT'D)

Deputy Sherrer is described as someone who always had a smile on his face and was never in a bad mood. He loved his community and loved the job. After his death, a previous domestic violence victim he rescued described him as “a young man every mom would be proud of” and “every deputy, highway patrolman and police officer should strive to be”.

Deputy Sherrer was a field training officer and a member of Morrow County FOP Lodge 159. Weston is survived by his parents, Dan and Julie Sherrer, his sister Selby, fiancé Alexandria Lyon, and numerous close relatives.

Officer Phillip C. Wagner



Lorain Police Department Officer Phil Wagner, a devoted family man known for his Christian faith was shot and killed in July 2025.

Officer Wagner and fellow Officer Peter Gale were sharing a pizza during lunch while parked side by side in their cruisers when an individual drove into the area and ambushed them with a rifle. Officer Gale was able to radio for help resulting in arrival of Officer Brent Payne. While Officers Gale and Payne were trying to rescue Officer Wagner, both came under heavy fire and were also shot. Six other Officers arrived and were able to kill the suspect who had discharged a total of 193 rounds at the Officers. Officers Gale and

Payne survived their injuries. This incident is also a grim reminder of how law enforcement at times is targeted.

Officer Wagner was a former Marine who was deployed to Afghanistan and with a Marine Expeditionary Unit. Phil later enrolled in the Lorain Community College Police Academy with a dream of eventually becoming a SWAT operator. After graduating from the academy, Officer Wagner worked for the Sheffield Village Police Department for four years before working for the Lorain Police Department. Two days before his death, Officer Wagner fulfilled his dream when he was awarded his SWAT pin, becoming a full-fledged member following intensive training and a probationary period.

Officer Wagner was a member of the Lorain FOP Lodge 3, and is survived by his wife Jessica, children Hadley, Olivia, and Barret, his mother Wanda, sister Megan, brother Andrew, and numerous other relatives and friends. Phil was preceded in death by his father Mark.



HONOR THE FALLEN (CONT'D)

Trooper Nicholas P. Cayton



Trooper Nick Cayton, who joined the Ohio State Highway Patrol in 2012, was killed on October 16, 2025, while assisting the driver of a disabled tractor-trailer on Route 11 in Canfield. Trooper Cayton died on the scene when in his cruiser, with its overhead lights activated, was struck by the driver of another semi that pushed him into the disabled truck.

Trooper Cayton also served in the Ohio Army National Guard and was previously deployed to Iraq for about a year and did a second deployment in Afghanistan. He was also a graduate of Youngstown State, where he earned a bachelor's degree in criminal justice.

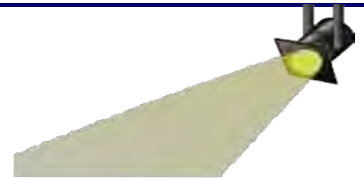
Most importantly, Nick was a devoted family man who prioritized spending time with his kids. As a Trooper, he learned to play the bagpipes eventually becoming a member of the State Patrol Pipe & Drums Unit traveling the state to honor fallen first responders. Sadly, his fellow members found themselves playing at his funeral and subsequent memorial events.

Trooper Cayton is survived by his wife Lynsey, children Turner and Romy, his parents Cindy and Duwane, sister Lainy, sister Sabrina, and numerous other relatives.

Let us never forget the sacrifices of these brave men; Deputy Larry Henderson, Jr., Deputy D. Weston Sherrer, SWAT Officer Phillip C. Wagner, and Trooper Nicholas P. Cayton. Their bravery, valor and dedication is an example for us all.



STAFF SPOTLIGHT



Kevin Burns
Staff Attorney
KBurns@fopohio.org

Kevin Burns, Staff Attorney

Kevin Burns joined the FOP/Ohio Labor Council in 2025 as a Staff Attorney serving members throughout Northeast Ohio.

Prior to joining the OLC, Kevin served as a Prosecutor for the City of Cleveland, where he gained significant courtroom and trial experience while handling a high-volume caseload. His work in the public sector provided him with valuable insight into the legal system, local government operations, and the challenges faced by law enforcement professionals.

Kevin earned his Juris Doctor from the University of Akron School of Law and holds an undergraduate degree in Psychology. Before attending law school, he spent three years living and working in South Korea, an experience that broadened his perspective and strengthened his communication and problem-solving skills.

As a member of the OLC legal team, Kevin works closely with experienced staff attorneys and representatives to assist local bargaining units with grievances, disciplinary matters, collective bargaining issues, and other labor-related concerns. He is committed to providing responsive and effective representation to the members he serves.

Kevin resides in Northeast Ohio and enjoys distance running and spending time with his family.

Brian Roesti, Staff Attorney

Brian serves as a Staff Attorney for the FOP/Ohio Labor Council, representing members throughout Northwest Ohio from the Toledo office.

Before joining the OLC, Brian retired as a Lieutenant with the Ohio Department of Natural Resources after a distinguished 32-year law enforcement career. Throughout his career, he served in a variety of public safety roles, including Emergency Medical Technician, E-911 Communications Officer for a Sheriff's Office, and Village Police Officer. He also served as a Field Training Officer, instructor, and member of the ODNR Critical Incident Stress Management (CISM) and Peer Support Team.

Brian earned a Master of Organizational Leadership with an emphasis in Criminal Justice and a Master of Business Administration from Defiance College. He later earned his Juris Doctor from the University of Toledo College of Law, where he also obtained Certificates of Concentration in Criminal Law and International Law.

Drawing upon decades of law enforcement experience, Brian assists OLC members with disciplinary matters, grievances, collective bargaining issues, and other labor-related concerns. His firsthand understanding of the challenges facing law enforcement professionals allows him to provide practical and effective representation to the members he serves.

Brian continues to support the law enforcement profession through instruction and training at a local Ohio Peace Officer Basic Academy.



Brian Roesti
Staff Attorney
BRoesti@fopohio.org



The Fraternal Order of Police/Ohio Labor Council congratulates the following recently retired members:

Shawn Bates	Sergeant	North Canton Police Department
Doug Pergram	Sergeant	Springfield Police Department
Lori Campbell	Chief's Secretary	Alliance Police Department
Gregory Haas	Deputy	Lucas County Sheriff's Office
Stephen Alexander	Officer	Sunbury Police Department
Terry Drown	Corrections	Lucas County Sheriff's Office
Terry Williams	Detective	Lancaster Police Department
Gary Stone	Captain	Lakewood Police Department
James Harhay	Deputy	Medina County Sheriff's Office
Mitch Houser	Captain	Euclid Police Department

We are truly proud of your accomplishments, and we were honored to represent you!

Godspeed and Thank You for Your Service!!!

Please let us know when your co-workers are about to retire so that we can recognize them.

We need their name, agency, title, years of service, specialized units and any notable achievements.

Send this information to: Dan Ozbolt, dozbolt@fopohio.org.



OHIO LABOR COUNCIL

FOP/OLC ASSOCIATE TRAINING

Best Practices for Representing the Membership

Topics

Leadership and Your Role

Contract Negotiations 101

The Grievance and Arbitration Process

Employee Rights

Critical Incident Protocols

Instructors

FOP/OLC Legal and Field Staff

Date, Time & Location

Thursday, August 13, 2026, from 9:00 a.m. to 4:30 p.m.

FOP Lodge 139

3532 Clark Mill Road

Norton, OH 44203

Free lunch and beverages will be provided by the FOP/OLC

Click on this link to register:

<https://www.eventcreate.com/e/olcassociatetraining>



Negotiations Update



<u>Employer</u>	<u>Wages</u>	<u>Other Details</u>
Delaware Clerical	2026 3.5% 2027 3.5%, 2028 3.5%	Changed probation from 12 months to 6 months; Shift differential increased from \$0.80—\$0.95 increased life insurance from \$40k to \$50k.
Morrow County Deputy Dispatchers, Deputy Corrections Officers, Corrections Corporal and Clerks	2025 5% 2026 5% 2027 5%	Increased wage supplements for Property Room Technicians, Purchasing Deputy, Correction Corporal and Dispatch Supervisor, Increased Longevity wage added wage supplement for Road Deputy FTO
Parma Heights Police Officers	2026 5.5% 2027 3% 2028 3%	Additional Stipend and Uniform Allowance, Additional holiday; New bereavement leave article

Summertime vibes

Pass Along...



Use the QR code to access the dues card!

Have you completed your dues card?

Do you need to update the information?

The FOP/Ohio Labor Council, Inc. tries to make sure that the information that we gather is correct. If you are unsure if you have filled out a dues card, or if the information on the dues card is incorrect you can now follow the QR code and complete it electronically.

Just open your phone's camera until you see the yellow box and then tap within the box.

If you have any questions, contact

Aaron Crawford, Deputy Director. ACrawford@fopohio.org

Stay Safe!





2026 Ohio Peace Officer Memorial Motorcade Staging at FOP of Ohio, Inc.





2026 Ohio Peace Officer Memorial Motorcade Staging at FOP of Ohio, Inc.

