

THE CHRONICLE

Executive Director's Message: Standing Up, Speaking Out, and Pushing Back: The FOP/OLC Supports the Protect Ohio Police Initiative

The month of May was a harsh and bloody reminder of the dangers our members face every single day. In a short span of weeks, we saw a retired Hamilton County deputy deliberately run down in cold blood, a Morrow County deputy shot and killed, and two Mifflin Township officers ambushed during a traffic stop. These tragedies were not just attacks on individuals; they were attacks on the rule of law and the very fabric of public safety in our state.

In response, the Fraternal Order of Police of Ohio has launched a bold, unapologetic initiative: Protect Ohio Police. This initiative is not just for sworn officers. This must include all public safety professionals: dispatchers, corrections officers, probation and parole officers, crime lab technicians, civilian support staff, and others who are often overlooked when the headlines break, but who are no less vital to community safety.

Violence against any of us, regardless of our specific badge, role, or uniform, is a threat to all of us. It tears at the integrity of our profession and undermines the trust the public places in those sworn and committed to protect and serve.

Protect Ohio Police is not a social media campaign or a temporary reaction. Its mission is to hold

accountable the elected officials whose inaction, indifference, or outright hostility puts our members at risk. This initiative demands real consequences for inaction. Elected officials who refuse to back law enforcement, who push soft-on-crime policies, or who hide behind procedural games to avoid passing meaningful protections will be named, and they will be opposed. The FOP is prepared to run and support candidates who will stand tall and do what is right, not what is politically convenient.

Our message is this: If you put public safety workers in danger through bad laws or no laws, we will mobilize. If you ignore the voices of over 20,000 FOP members and 9000 OLC members in Ohio, you will hear from us at the ballot box.



FOP of Ohio President Jay McDonald delivering the Protect Our Police initiative at the press conference.



Gwen Callender

Executive Director

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EXECUTIVE DIRECTOR'S MESSAGE (CONT'D) —

Protecting public safety professionals means more than funding. It means making sure that violent criminals stay behind bars. It means demanding prosecutors and judges treat threats against law enforcement and support personnel as the serious crimes they are. It means preventing repeat offenders from cycling through the system unchecked and unpunished.

Recruiting and retaining public safety workers has never been more difficult, and that crisis is being fueled by the growing perception that violence against us will be tolerated or ignored. That cannot stand.

Protect Ohio Police is about defending the communities we serve. When violent offenders are emboldened, the entire public suffers. When justice becomes selective or politicized, everyone loses, especially the vulnerable and the voiceless who depend on us most.

To our members, I say this: now is the time to get involved. Speak out. Step up. We are not powerless, and we are not alone. We will use every lawful tool at our disposal, our votes, our voices, and our collective strength to demand accountability and to protect one another.

Protect Ohio Police is our call to action. Let us answer it together, for every officer, every dispatcher, every correction officer, every records clerk, every park ranger, every probation officer, and every single person who wears a public safety badge or serves behind the scenes. We are one team; it is time to fight like it.

For more information or to get involved, visit www.ProtectOhioPolice.org.

Gwen



Cincinnati FOP Lodge #69 President Ken Kober Speaks to the press regarding the Protect Ohio Police initiative.



Akron FOP Lodge #7 President Lucey echoes the call to Protect Ohio Police.

LEGAL UPDATE

SOCIAL SECURITY FAIRNESS ACT



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President Biden signed the Social Security Fairness Act into law on January 5, 2025. The Act represents a significant step forward in addressing long-standing inequities in the Social Security system. The law increases Social Security benefits for public sector workers who have worked in jobs not covered by Social Security and jobs that are covered by Social Security, as well as spouses and surviving spouses who receive a government pension of their own based on earnings not covered by Social Security.



The Act repeals two (2) unfair provisions in the Social Security Code that reduced or eliminated the Social Security benefits of over 2.8 million people. The first provision is the Windfall Elimination Provision (WEP) which reduced Social Security benefits for individuals who receive a pension based on work in jobs not covered by Social Security (such as certain government employees) and earned Social Security credits through other employment that paid into Social Security. The second is the Government Pension Offset (GPO) which reduced or eliminated the Social Security Spousal Benefit or Survivor Benefit when the spouse/surviving spouse received a retirement or disability pension based on their own work which was not paid into Social Security. The repeal of both provisions was effective immediately

with increased benefits retroactive to January 1, 2024.

In February, the Social Security Administration (SSA) began paying retroactive benefits. Most beneficiaries who are due retroactive benefits as a result of the Act should have received a one-time retroactive payment, deposited into the bank account SSA has on file. Since Social Security benefits are paid one month behind, most affected beneficiaries began receiving their new monthly benefit amount in April (for their March 2025 benefit). For complex cases that cannot be processed automatically, additional time will be required to manually update records and pay both retroactive benefits and the new benefit amount. It is anticipated that it may take until late 2025 to correct benefits for all affected recipients.

If you are currently affected by WEP or GPO, ensuring that SSA has the correct information allows you to get any retroactive benefits and your new benefit amount quicker. To check your personal Social Security account, visit www.ssa.gov/myaccount to sign in or create an account. If you are not sure if you have ever applied for retirement, spousal benefits, or survivor benefits due to WEP or GPO, you may need to file an application. The date of your application could affect when your benefits begin.



Note – The Fraternal Order of Police was instrumental in getting this legislation passed.

ARBITRATION NEWS

RETIRED OFFICER ENTITLED TO RETROACTIVE PAY INCREASE



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The Collective Bargaining Agreement (CBA) was effective November 1, 2017 to October 31, 2020. A successor CBA became effective on the date of ratification (April 12, 2021) until October 31, 2023. The successor CBA also contained a wage article which stated “Retroactive to November 1, 2020, wages shall be increased by 2.25%.”



The Grievant, a twenty-five (25) year veteran with the Police Department, retired on January 15, 2021, after the expiration of the preceding CBA but prior to the ratification and effective date of the current CBA on April 12, 2021. The City believed that employees who were no longer employed as of the ratification date of the current CBA were not entitled to the retroactive pay increase. Since the Grievant was not employed as of the ratification date, the City did not issue him retroactive pay. The Grievant filed a grievance asserting that he was entitled to retroactive pay.

The City argued that the current CBA provided that the Union was the exclusive representative for “all sworn officers . . . for the purpose of establishing rates of pay, wages, hours

and other conditions of employment.” The City claimed that at the time of ratification of the current CBA, the Grievant was no longer a sworn officer and did not fall under the purview of the current CBA, thus not entitled to the retroactive pay increase.

The Arbitrator disagreed with the City’s argument as it would lead to the erroneous conclusion that a terminated employee, who is a former employee, would no longer be covered under the CBA and be unable to grieve his or her termination. The Arbitrator found that the employee’s employment status on the date of the grievance was not pertinent to the case. Rather, the grievance arose out of, and reverted back to, the Grievant’s employment relationship with the City from November 1, 2020 until the date of his retirement. Moreover, the duration dates apply to the CBA generally. The wage article, which specifically provided that the 2.25% wage increase is retroactive to November 1, 2020, would take precedence over the more general duration dates. Further, there is no language in the CBA that provided exclusions barring the Grievant’s entitlement to retroactive pay.



OUTCOME

Grievance sustained. The Grievant is to receive the retroactive pay increase of 2.25% from November 1, 2020 until his retirement on January 15, 2021.

ARBITRATION NEWS

TEN DAY SUSPENSION RESCINDED

The Grievant, a Patrol Officer, was completing a call for service involving a drunk woman who was transported by squad to the hospital. The Grievant proceeded to the hospital to serve an “in lieu of arrest” summons. While at the hospital, the Grievant was approached by a Security Guard who inquired if he was there for the incident, meaning a robbery which had just occurred. The Grievant responded in the negative and explained that would be another officer. The Security Guard stated that an officer was with the suspect on a street nearby. The Grievant then entered the hospital to issue the summons in lieu of arrest. Two (2) Patrol Officers were dispatched and responded to the robbery call at the hospital. Hospital security later complained about the Grievant’s lack of assistance and response to their request.



The City issued the Grievant a ten (10) day suspension for a “GROUP III” Offense, “Wanton or Willful neglect in the performance of assigned duties” in that the Grievant failed to respond to the request for assistance from the hospital

security. The City argued that the Grievant should have assisted in the pursuit of the suspect.

The FOP argued that the City violated the “just cause” provision and/or the “progressive discipline” provision. The FOP further argued that the City failed to prove that the Grievant’s performance was unsatisfactory, citing facts of dispute being the knowledge of the Grievant at the time, the vague manner in the approach by the Security Officer, and whether anything occurred in which the Grievant could have intervened and have assisted in any way.

The Arbitrator found that the City failed to prove willful or wanton neglect in the performance of assigned tasks. The Grievant had no actual knowledge that there were duties to be performed and no actual intent to neglect those duties. The Security Officer was vague during his interaction with the Grievant. There was no specific request for assistance in apprehending the suspect made by the Security Officer. The Security Officer said that he had an officer with the suspect which left a multitude of possible interpretations by the Grievant. The Grievant had an assignment which was to serve the summons in lieu of arrest. There was no evidence of a possible motive for the Grievant to avoid dealing with the robbery suspect.



OUTCOME

Grievance sustained. The City was ordered to rescind the suspension and make the Grievant whole for all wages and benefits.

LEGISLATIVE UPDATE:

The House and Senate bills banning arrest and traffic ticket quotas have each passed their respective chambers. SB 114 has also undergone multiple hearings before the House Public Safety Committee, during which Capital City Lodge 9 President Brian Steel testified in favor of the bill. President Steel also testified on HB 226. According to the Legislative Service Commission HB 226, "To enact section 1349.07 of the Revised Code to require application stores to offer parental control options and to obtain parental consent before permitting individuals under 16 years of age to download certain applications."



The FOP signed onto a letter asking for a rate increase to cover the cost of Next Generation 911. We also sent a letter to the governor and legislators in support of the funds needed for the Cleveland Browns to construct and relocate to a new stadium. The FOP sent a letter to our congressional delegation, pressing them to pass the Protect and Serve Act. Finally, we submitted written testimony in favor of HB 75, which prohibits HOAs from banning the Blue Line Flag.

During our mini-lobby day, Licking County Lodge 127 President Mark Emde and I met with Senator Al Landis. We advocated for an increase in the OP&F employer contribution. We proposed adding the facilities of DMHAS and DODDS to the jurisdiction of the Correctional Institution Inspection Committee. What is the CIIC? Well, according to their website, "The Correctional Institution Inspection Committee (CIIC) is a



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bipartisan, joint-legislative committee that provides external oversight of Ohio's adult and juvenile correctional facilities which house offenders' remanded to state custody." We hope that adding these facilities to the jurisdiction of the three state senators and three state representatives of the CIIC will shed light on and force changes to DMHAS and DODDS policies (such as not arming officers) and infrastructure vulnerabilities.

As of this writing on June 11, 2025, the Senate has passed its version of House Bill 96, the State Operating Budget. The Senate did not include any of our suggested amendments, which included the OP & F employer contribution increase, OPERS-LE DROP, OPERS-LE Service Credit fix, or the arming of the state's special police officers. The Senate cut \$15 million from CPT and declared that state law enforcement agencies, including the Highway Patrol, cannot be reimbursed for CPT. They also made several changes to tax levies. HB 96 now moves to a conference committee, where the House and Senate work on their differences to the bill.

**Ohio
Police
& Fire Pension
Fund**



2025 OLC MEMBER OF YEAR

MAXWELL ZUGAY, BEACHWOOD POLICE DEPARTMENT

On May 20, 2025, the OLC presented the very first Member of the Year Award. This new recognition was created to highlight exemplary service, leadership, and impact by one of our own. It celebrates what it means to be not only a law enforcement professional, but also a dedicated Associate, who elevates their fellow members and the profession as a whole.

The inaugural recipient of the OLC Member of the Year Award is someone whose passion for advocacy, leadership, and relentless commitment to his peers embodies the spirit of this honor, Patrolman Maxwell Zugay of the Beachwood Police Department.

When Patrolman Zugay was appointed president of FOP Lodge #86 in 2019, he had just two years on the job. But what he may have lacked in seniority, he more than made up for with integrity, drive, and results. Since stepping into that leadership role, he has not only served as lodge president, but also as the FOP/OLC Associate, bringing about transformational changes for his bargaining units.

Under his leadership, Lodge #86 reached 100% OLC dues membership, a first since the lodge signed its representation agreement. He negotiated two contracts, skillfully averted a costly conciliation by crafting a groundbreaking agreement that slashed employee healthcare contributions from 15% to 4%, saving nearly 200 employees thousands of dollars per year.

His work did not stop at the bargaining table. Patrolman Zugay processed 19 grievances and assisted in nine arbitrations, defended member rights at every turn, and guided his department through a critical vote of no confidence that led to the resignation of a chief and a complete turnaround in morale.

Maxwell's efforts also extended into innovation. He formed Beachwood's first-ever healthcare committee, collaborated with other unions and city officials, and developed solutions that benefited not only his members but all employees across the city.

He brings people together, working with union partners like IAFF to share resources, with

OLC staff to manage high profile media responses, and with city leaders to build a more collaborative work environment. Today, members of his department benefit from industry leading wages, specialty and longevity pays, low insurance costs, and a far healthier relationship with management, all a result of his advocacy.

Most importantly, Maxwell has consistently put the needs of his fellow officers above his own. Whether facing administrative pushback, complex negotiations, or challenging working conditions, he has led with professionalism, resolve, and heart.

He did all of this while never losing sight of the ethical responsibilities that come with leadership. He has been a steady force through changes in mayors, chiefs, law directors, and city policy, always focused on what is best for his brothers and sisters in blue.

Patrolman Zugay sets the bar for what union leadership can and should be. We are proud to honor his extraordinary service and unwavering dedication.



Pictured left to right, Gwen Callender, Executive Director of the FOP OLC, Officer Maxwell Zugay of the Beachwood Police Department and Chuck Aliff, Staff Representative from the FOP OLC.

CAN PROBATIONARY EMPLOYEES BE IN THE UNION?



Dan Ozbolt

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There is a common misconception in many of our bargaining units throughout Ohio that probationary employees cannot be in the union. Unless there is a stipulation in your Collective Bargaining Agreement (CBA) that specifically states otherwise, probationary employees are strongly encouraged to become members of the FOP/Ohio Labor Council, Inc. (FOP/OLC).



OHIO LABOR COUNCIL

Although probationary employees are unable to file a grievance over disciplinary measures, they continue to reap the advantages of the negotiated collective bargaining agreement. When it comes to wages and benefits, the CBA applies to everyone in the bargaining unit regardless of their longevity or probationary status.

The most significant benefit of being a dues paying member is the criminal representation for acts arising out of the course and scope of employment. The FOP/OLC provides this benefit only to dues paying members, even if they are still on probation. A young patrol officer, corrections officer, or dispatcher just out of the academy on probation working third shift could easily be involved in a use of force or other act that could

potentially lead to criminal charges. If they are a dues paying member, and the incident arises out of the course and scope of employment, the FOP/OLC will provide criminal defense at no additional cost.

Probationary employees also enjoy the benefits of being able to vote on the final negotiated CBA, attend union meetings, vote on any mid-term changes to the CBA through a Memorandum of Understanding, attend the OLC annual meeting as a delegate, and elect the bargaining committee that represents them at the bargaining table.

If you are unsure whether probationary employees are eligible for union membership in your bargaining unit, consult your CBA, reach out to your FOP/OLC Field Representative, or email Membership Coordinator Dan Ozbolt at dozbolt@fopohio.org.

To become a member, please scan the QR code (below) to complete the Dues form.



STAFF SPOTLIGHT



Adam Guerrieri
Staff Representative
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Adam Guerrieri, Staff Representative

Adam Guerrieri brings more than two decades of experience in public safety, emergency management, and labor representation to his role as a Staff Representative. A graduate of Youngstown State University with a B.A. in Political Science and a minor in Computer Information Systems, Adam has dedicated his career to serving others, both in the field and at the bargaining table.

Adam served the Youngstown State University Police Department as a Communications Officer for 21 years, and worked as an Emergency Management Specialist with the Mahoning County Emergency Management Agency. He has also held leadership roles with the Mahoning Valley Crisis Response Team and previously supported federal investigations as a consultant for the FBI Mahoning Valley Violent Crimes Task Force.

A longtime union advocate, Adam has held numerous leadership positions within the FOP/OLC at the local level. He has served on the YSU FOP/OLC contract negotiating committee and Healthcare Advisory Committee for over 16 years, and served as President of his local unit and as a member of the University's Labor Management Council.

Adam has extensive credentials and is also an OPOTA-certified instructor and a decorated professional with commendations from the YSU Police Department. His combined expertise in emergency services, public sector operations, and labor relations makes him a powerful advocate for the OLC.

Beth Liggett, Staff Attorney

Beth brings a unique blend of legal expertise and law enforcement experience to her role. She earned her Juris Doctor from the University of Akron School of Law, where she was a Millennium Scholar and an active member of the Trial Team. She also holds a Bachelor of Science in Criminal Justice from Utica College and an Associate in Applied Science from Hudson Valley Community College.

Beth's career spans nearly two decades in legal practice, including roles as Chief of the Family Court Division at the Stark County Public Defender's Office and Prosecuting Attorney for the City of Massillon. She has extensive experience in juvenile justice, family law, and criminal prosecution. Beth has also shared her knowledge as an adjunct professor at Stark State College, teaching business law and ethics.

In addition, Beth served as a police officer and corporal with the Durham Police Department and was a member of the U.S. Army National Guard as a Military Police Officer. Her diverse background in law enforcement and legal advocacy uniquely positions her to understand and address the challenges faced by our members.



Beth Liggett
Staff Attorney
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Officer Rick Isabella, Eastlake Police Department
Forensic Scientist Ted Manasian, BCI&I
Deputy Jackie Dill, Madison County Sheriff's Office
Deputy Cynthis Moore, Lucas County Sheriff's Office
Deputy Leslie Rauhley, Lucas County Sheriff's Office
Deputy Brian Statzer, Montgomery County Sheriff's Office
Corrections Officer Michael Gaston, Lucas County Sheriff's Office
Sanitation and Hygiene Worker Craig Crockett, Lucas County Sheriff's Office
Administrative Services Mark Odoms, Lucas County Sheriff's Office
Administrative Services Sean LaPlante, Lucas County Sheriff's Office
Sergeant Lee Hoskins, Summit County Sheriff's Office
Deputy Deidre Heatwall, Summit County Sheriff's Office
Deputy Raquel Pamer, Summit County Sheriff's Office
Sergeant Christopher Boyd, Summit County Sheriff's Office
Lieutenant Douglas Quiner, Summit County Sheriff's Office
Lieutenant Joseph Rusov, Summit County Sheriff's Office
Deputy Brian Cutlip, Summit County Sheriff's Office
Deputy Darrell Joy, Summit County Sheriff's Office

**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, at dozbolt@fopohio.org.



Retirees Deirdre Heatwall and Raquel Pamer along with Executive Director Gwen Callender at the Summit County FOP Lodge #139 Retirement dinner.

Training Opportunities



UNIQUE TRAINING OPPORTUNITY

Officer Involved Shootings/Critical Incident Training

Topics

Immediate steps to Protect Your Rights after scene is secure

What to expect in the BCI Investigative Process

FOP Critical Incident Response Service

Presentation and Q&A from an Involved Officer

Financial Wellness

Instructors

BCI Special Agent

FOP/OLC Staff Representatives

FOP Critical Incident Response Program Coordinator

Involved Officer

Financial Wellness (1 hr. CPT if your Agency Approves

CPT Class# 25CPT413)

Date, Time & Location

Thursday, September 18, 2025, from 9:00 a.m. to 3:00 p.m.

UC-Clermont College, Snyder Bldg., Room S142

4200 Clermont College Drive

Batavia, OH

Lunch and beverages will be provided by the FOP/OLC

*** THIS TRAINING IS FREE ***

Please RSVP asap to Dozbolt@FOPohio.org

2025 POLICE MEMORIAL
MOTORCADE



37TH OHIO PEACE OFFICERS MEMORIAL CEREMONY



FOP OHIO LABOR COUNCIL ANNUAL MEETING OF DELEGATES



Andrea Johan receiving her award for 25 years of service from Deputy Director Aaron Crawford.



Chuck Aliff receiving his award for 10 years of service from Deputy Director Aaron Crawford.



Mark Heinzerling, Esq. spoke about Workers Comp. and Social Security Fairness Act



Chris Green, Esq. and OLC Staff Attorney Jess Franken presented training on the latest excessive force court cases.



State FOP President Jay McDonald spoke with the members on the importance of FOP membership.



Bruce Szilagyi, Chair of the FOP/OLC Board addressing the members and starting the meeting.



Negotiations Update



<u>Employer</u>	<u>Wages</u>	<u>Other Details</u>
City of Maumee	\$7,400 wage adjustment 2025, 4% 2026, 4% 2027	On-call and FTO pay increased to \$30/day. Changed Probationary language to reflect hours worked and not days. Travel reimbursement increase to \$60/day
City of Reading (B)	5%, 4%, 4% (B) 16% (G)	Some changes to grievance procedures, plus pay, and added a limit on applicability of discipline on future discipline
Clark County (Civilian CO)	2%, 3%	Increased Longevity pay by more than 50% and added two more increase steps, added lateral hire section, and added an entire article regarding Post Retirement Employment.

Summer is Coming

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!

