

THE CHRONICLE

Executive Director's Message:

As we close out another year of dedicated service to Ohio's communities, I want to reflect on several timely issues affecting law enforcement professionals and the support personnel who stand beside them. This winter finds our profession at a critical intersection, one defined by shifting public expectations, unprecedented demands on staffing, and an evolving legislative landscape that continues to shape the work we do every day.

Across the state, agencies large and small are confronting the same challenge: recruitment and retention. Ohio is not unique in this struggle, but the pressures felt here are particularly acute in rural counties, mid-sized municipalities, and specialized state agencies. Departments are leaning heavily on veteran officers, dispatchers, corrections personnel, and

civilian specialists who continue to carry the mission forward despite thinning ranks. Their commitment is unquestionable, but it is not sustainable without thoughtful, long-term solutions.

At the OLC, we have pushed for contract language and workplace policies that strengthen employee well-being, professional stability, and career longevity. We continue to advocate for competitive wages, predictable scheduling, and access to mental-health resources, priorities that are essential not only for recruitment and retention, but for safe, high-quality public service. As the General Assembly considers expanded hiring pipelines, training incentives, and funding formulas, we are actively engaged to ensure that any statewide strategy includes strong support for the people already doing the work.



Gwen Callender

Executive Director

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> NEW TOOL FOR POLICE RECRUITING
 » OHIO ROLLS OUT NEW PORTAL FOR JOB POSTINGS ACROSS THE STATE

Executive Director's Message: (con't)

Another issue gaining traction this year is the ongoing effort to modernize public safety infrastructure, including communications systems, body-worn camera programs, and training mandates. While many of these improvements are necessary and positive, they often come without corresponding investments in staffing, technology support, or officer training time. Implementing unfunded or underfunded requirements places undue strain on agencies and on the bargaining units we represent.



Our approach remains consistent: we support modernization, but not at the expense of personnel who are already stretched thin. Every new expectation placed on law enforcement must be matched with the resources required to implement it safely and effectively. We also recognize that public trust and community expectations are evolving. Officers and professional staff face increasing scrutiny, oftentimes navigating complex encounters under the watchful eye of the public and the media. Through our training, representation, and statewide coordination, the OLC remains committed to helping our members meet these expectations while ensuring their rights and safety are fully protected.

This year also emphasized the growing importance of resilience and mental health in our profession. Our members routinely absorb the trauma of others, families in crisis, victims of violence, and communities grappling with tragedy. The psychological toll of this work cannot be

overstated, and the need for accessible, stigma-free support continues to be a top priority. Whether through contract negotiations, workplace policy, or advocacy at the state level, we will continue pushing for stronger behavioral-health resources and better protections for those experiencing the cumulative impact of stress in public safety roles.

As we move into a new year, the OLC remains steadfast in our mission: to protect the protectors, to champion better working conditions, and to ensure every member has the support they need to succeed and thrive. We face real challenges, but we also have real momentum. Together, we will continue shaping a stronger future for law enforcement professionals across Ohio. As part of this mission, I am excited to announce that in 2026 we will be offering new training for our Associates to make sure you are well versed in how to handle the day to day issues that arise in your bargaining units. (See page 13, for the first training being offered in Newark).

On behalf of the entire FOP/Ohio Labor Council, I want to extend my heartfelt appreciation to our dedicated staff, our Associates, and the thousands of law enforcement officers, dispatchers, corrections personnel, and civilian professionals we proudly represent. Thank you for your service, your sacrifice, and your unwavering commitment to the communities you serve.

Wishing you and your families a safe, peaceful, and joyful holiday season.



Fraternally, and with gratitude—Gwen

LEGAL UPDATE

NO TAX ON OVERTIME



Kay Cremeans
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On July 4, 2025, President Trump signed into law the One Big Beautiful Bill Act (OBBBA) which provides a tax deduction for employees who receive overtime compensation that is required under the Fair Labor Standards Act (FLSA). This tax deduction applies to tax years 2025 through 2028.



The “no tax on overtime” provision provides a tax deduction, equal to the amount of the qualified overtime compensation, not to exceed \$12,500 (\$25,000 for joint filers) per tax year. The deduction is not available to a taxpayer who is married and files separately. This tax deduction reduces your adjusted gross income and is available regardless of whether you itemize or take the standard deduction. However, the deduction phases out if your modified adjusted gross income exceeds \$150,000 (\$300,000 for joint filers).

The tax deduction only applies to the portion of overtime compensation that exceeds your regular rate of pay. It is the premium portion of overtime pay that qualifies for the tax deduction. In other words, it is the “half” portion of “time-and-a-half” that can be deducted. The straight-time portion does not qualify for the deduction. This tax deduction does not apply to Social Security or Medicare taxes or state and local government taxes.

What is qualified overtime? The “no tax on overtime” deduction only applies to overtime that is required under the FLSA. Thus, only hours worked are computed in determining overtime under the FLSA. While most workers qualify for overtime under the FLSA for work that exceeds forty (40) hours in a workweek, there is an exemption for law enforcement personnel, commonly known as the 7 (k) exemption. The 7(k) exemption provides for overtime on a “work period” basis which may be from seven (7) consecutive days to twenty-eight (28) consecutive days. If a 28 consecutive day work period is used, overtime compensation is not required until the employee has worked more than 171 hours during that 28-day work period. For work periods of at least 7 consecutive days but less than 28 consecutive days, overtime compensation is required when the number of hours worked exceeds the number of hours that bears the same relationship to 171 as the number of days in the work period bears to 28. For example, law enforcement personnel who work a 14-day work period are entitled to overtime pay under the FLSA for work that exceeds 86 hours in that 14-day work period.



LEGAL UPDATE

NO TAX ON OVERTIME CONTINUED

If your Collective Bargaining Agreement (CBA) provides for overtime compensation that is more generous than that required under the FLSA, it is the overtime compensation that is required under the FLSA (not the CBA) that can be claimed as a tax deduction. For example, if you are a law enforcement employee and your CBA states that overtime is paid for hours worked in excess of 8 hours in a day or 40 hours in a week, that does not qualify for the tax deduction. What qualifies for the tax deduction is overtime pay for work that exceeds 171 hours in a 28-day work period or another established “work period” between 7 and 28 consecutive days.

While employers are required to file information with the Internal Revenue Service (IRS) and furnish statements to employees showing a separate accounting of the amount of qualified overtime compensation paid during the year, the IRS recently gave employers a reprieve for 2025, designating 2025 as a transition period for purposes of IRS enforcement and administration of the new information reporting requirements, specifically providing penalty relief for employers failing to provide a separate accounting for overtime

compensation for 2025. Thus, if your employer does not provide you with the amount of qualified overtime compensation for 2025, you will need to calculate the overtime premium by using pay stubs, earnings statements and other documentation. You must first distinguish FLSA required overtime from more beneficial overtime that might have been paid under your CBA. You must also distinguish and limit the deduction to the half-time premium portion of the overtime pay and not include the straight-time portion. It is highly recommended that you consult with your tax adviser.

The National Fraternal Order of Police proudly supported and endorsed the passage of the “no tax on overtime” tax deduction.



ARBITRATION NEWS

EMPLOYER FAILED TO NOTIFY EMPLOYEE OF OUTCOME OF INVESTIGATION



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The Grievant, a Deputy Sheriff, was on duty when a man approached her and gave her a greeting card containing one hundred dollars (\$100) in gift cards to Jersey Mike's. The man stated that he wanted to thank the deputies and firefighters for helping him. Deputies had been to his house several times and the fire department had assisted him following a domestic incident. The Grievant initially refused the gift cards but ultimately accepted them. The Grievant gave two (2) of the gift cards to the firefighters, used one (1) and a portion of another gift card to buy lunch for her partner and herself, and attempted to give the other gift card to another Deputy. A few weeks later, the Grievant was interviewed by a Detective within the Sheriff's Office.

The Employer had a written policy which stated that employees are to be notified if a complaint is filed against them and if an investigation is being conducted. The Collective Bargaining Agreement (CBA) contained a provision stating that employees are to be notified when an investigation is concluded and advised of the outcome of the investigation.



The Grievant was never notified that a complaint had been filed, that the investigation had concluded, or of the outcome of the investigation. A grievance was filed asserting violations of the policy and CBA.

The Employer argued that the investigation was criminal in nature, and therefore the Grievant was not entitled to notice of the conclusion of the investigation and its results. The Employer also argued that the Grievant did not suffer any "adverse employment action" and that there was no breach, misinterpretation, or improper application of the CBA.

The Arbitrator found that the policy requirements were not contractual and therefore did not constitute a grievable offense. However, the Arbitrator found that the Employer violated the provision of the CBA that required the Employer to notify the Grievant that the investigation was concluded and that the allegations against the Grievant were unfounded.



OUTCOME

The grievance was sustained. The Employer was ordered to provide the Grievant with written notice that the investigation was concluded and that there was no evidence that she committed a criminal act.

ARBITRATION NEWS

CIRCUMSTANTIAL EVIDENCE INSUFFICIENT TO JUSTIFY TERMINATION



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The Grievant was a Deputy with the Sheriff's Office for nine (9) years with no prior discipline when he was terminated. The incident giving rise to the termination occurred off duty at a cookout hosted by a local firefighter. The cookout was attended by multiple members of the Sheriff's Office. Many of the attendees were consuming alcohol and playing drinking games. The Grievant's wife took a video of the group playing "Kings," a card game that involves drinking alcohol, and posted it on Snapchat. In the video was an individual who was underage, 19 years old, with an alcoholic beverage in front of her. The Employer became aware of the video and an investigation was initiated. The Grievant maintained that he never saw the underage individual drinking alcohol. The Employer concluded that the Grievant violated several policies and that he was not truthful in his interview.

At arbitration, the Employer argued that the Grievant was not truthful in his interview. The Employer attempted to defend its action in only suspending another Deputy who attended the cookout and was served with a termination but went to the Sheriff and claimed there was a conspiracy with those at the party to lie about the underage individual consuming alcohol. That Deputy was then only given a suspension for his involvement. The Employer argued that, but for the Grievant lying in his interview, he would have just received a suspension in the matter.

The Union argued that the Employer relied on circumstantial evidence and unreliable witness testimony to make their case. The Snapchat video was brief and did not show the underage individual actually consuming alcohol. The video showed the attendees, including the Grievant, visibly intoxicated and the Grievant seemingly inattentive to what was

going on around him. The Union argued that the witness testimony was unreliable because those witnesses were clearly intoxicated, with one witness admittedly consuming upwards of thirty beers at the cookout. Thus, there was not sufficient proof to establish that the underage individual consumed alcohol, and even if she did there is even less evidence to establish the Grievant saw or knew of such consumption.

The Arbitrator held that the Employer did not meet its burden of proof in establishing just cause to terminate the Grievant. The Arbitrator found there was a lack of evidence to demonstrate that the Grievant observed the underage individual drinking. The video did not depict the underage individual drinking alcohol. The underage individual consistently stated that she did not drink alcohol. The witnesses who attended the party were too intoxicated to be reliable. Finally, the Arbitrator found there to be no direct evidence that the Grievant participated in the alleged conspiracy to lie to the Employer. However, the Arbitrator noted that the Grievant failed to notify the Employer that his wife placed the video on social media and that such a post could have potentially harmed the reputation of the Sheriff's Office. For this, the Arbitrator determined a ten (10) day suspension was appropriate.



OUTCOME

Grievance sustained in part. The termination shall be removed and replaced with a ten (10) day suspension. Grievant shall be restored to his former position with all backpay less ten (10) days of suspension.

LEGISLATIVE UPDATE:



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November was a busy month for the General Assembly. The House has no session or committee days in December or January, and the Senate has one day in December and is not returning until late January. Everything into the first two and a half weeks of November.

On November 12th, the Senate passed SB 295. The bill extends the time it takes to make a defendant competent for trial. It has been referred to the House Judiciary Committee. On the 19th, the Senate passed 17 bills and concurred with the House changes to two Senate bills.

Of note was SB 29/Inmate Hygiene, regarding inmates' access to feminine hygiene products and showers by municipal and county correctional facilities and state correctional institutions. And HB 247/Dogs, which makes changes to the laws governing dogs, including dangerous and vicious dogs. The Senate also passed three House tax-related bills, HB 186/School District Revenue, to authorize a reduction in school district property taxes affected by a millage floor that would limit increases in such taxes according to inflation and to require a corresponding adjustment in the school funding formula, HB 309/County Budget Commission, to modify the law governing county budget commissions, property taxation, and alternative apportionment formulas for local government and public library funds, and HB 335/Property Tax Overhaul, which is to modify the law governing county budget commissions, property taxation, county sales taxation, and alternative apportionment formulas for local government and public library funds.

On the 19th, the Senate passed HB 184/State Programs, which makes appropriations and provides authorization and conditions for state programs. HB 184 was a budget correction bill that was amended with \$40 million in funding for PTSI treatment for first responders.

The House of Representatives was just as, if not more, busy in November. On Wednesday, November 5th, the House passed two road-naming bills: HB 430 for Highway Patrol Lt. Vance Andrews and HB 471 for Deputy Larry Henderson.

On the 5th, the House concurred with the Senate amendments to HB 23/Alert Programs and Banking, creating the escaped convict alert program and allowing a prior parent company of a bank to apply to the Secretary of State for the appointment and commission of banking police officers.

On the 19th, the House passed 21 bills and concurred with Senate amendments to 7 House-passed bills. Three of those concurrences were the afore-mentioned property tax-related bills, HB 186, HB 309, and HB 335. They also concurred with the HB 184 changes, including the PTSI amendment and HB 247/Vicious Dogs. Of the 21 bills passed on the 19th, note to the FOP HB 88/Drugs: To increase penalties for drug trafficking above certain amounts, to prohibit organized trafficking of persons, to require schools and institutions of higher education to incorporate instruction and policies on fentanyl awareness and abuse prevention, and to designate the month of August as "Fentanyl Poisoning Awareness Month." HB 338/Correctional Institutions to enact Andy's Law to increase the penalty for assaulting or causing the death of specified victims at state or local correctional institutions and to make changes to the Department of Rehabilitation and Correction policies and procedures, HB 492/Police Officers which expands the prohibition against interfering with arrest to all motor vehicle related laws and require drivers to disclose their name, address, and date of birth to a police officer on request, and HB 519/Grand Theft Auto which prohibits possession of an electronic device under circumstances indicating an intent to steal a motor vehicle.

Finally, SB 56/Marijuana, a bill to consolidate the administration of the marijuana control program, revise the medical and adult-use marijuana laws, and levy taxes on marijuana. After long delays, the conference committee met, made more changes to the bill, and adopted a report. The House accepted the report, but the Senate adjourned and will take it up when it returns to Columbus on December 9th.

LEGISLATIVE UPDATE: FOP OF OHIO CELEBRATES SUPREME COURT VICTORY PROTECTING OFFICERS UNDER MARSY'S LAW



Jay McDonald
State FOP President
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The Ohio Fraternal Order of Police (FOP) enthusiastically applauded today's Ohio Supreme Court decision affirming that Marsy's Law protections for crime victims fully apply to law enforcement officers.

The case, brought against the City of Columbus by The Columbus Dispatch, centered on whether police officers can be recognized as crime victims when attacked in the line of duty. In a decisive majority opinion authored by Justice Patrick DeWine, the Court rejected the media's argument that officers "can never be victims" simply because they are on duty, calling that interpretation unsupported and inconsistent with the Constitution's plain language.

FOP of Ohio President Jay McDonald praised the ruling as a major win for officers across the state. "This ruling is a bright light for common sense – of course, Marsy's Law protects police," McDonald said. "When an officer is attacked, they are a victim like anyone else, and they deserve the same privacy and protections. Today's decision reinforces what Ohio voters intended."

Marsy's Law, added to the Ohio Constitution in 2017, protects the names, faces, and identifying information of crime victims when public records are released. Justice DeWine's opinion made that point unmistakably clear, writing that police "easily fall within [Marsy's Law's] scope... Because police officers are persons against whom crimes can be committed, they can be victims."

The Court's decision marks a significant step forward for officer safety. It confirms that when an officer is the victim of a violent crime, their identity must be protected in public records – including video – and the media cannot obtain footage that would reveal the officer's identity.

McDonald concluded, "Ohio's officers put

everything on the line to protect our communities. We're grateful the Supreme Court reinforced the Constitution's clarity and upheld essential protections for all crime victims – including the men and women who wear the badge."



This is a gigantic win for Ohio's law enforcement officers. We are thankful for the City of Columbus for standing up: We are thankful for the attorneys from the FOP Capital City Lodge #9 and the FOP of Ohio for fighting for our members; We are thankful for the Ohio Supreme Court for doing the right thing!

LEGISLATIVE UPDATE: FOP AND OAPFF OBTAIN \$40 MILLION IN FUNDING FOR PTSD TREATMENT!



Jay McDonald
State FOP President
JMcDonald@fopohio.org

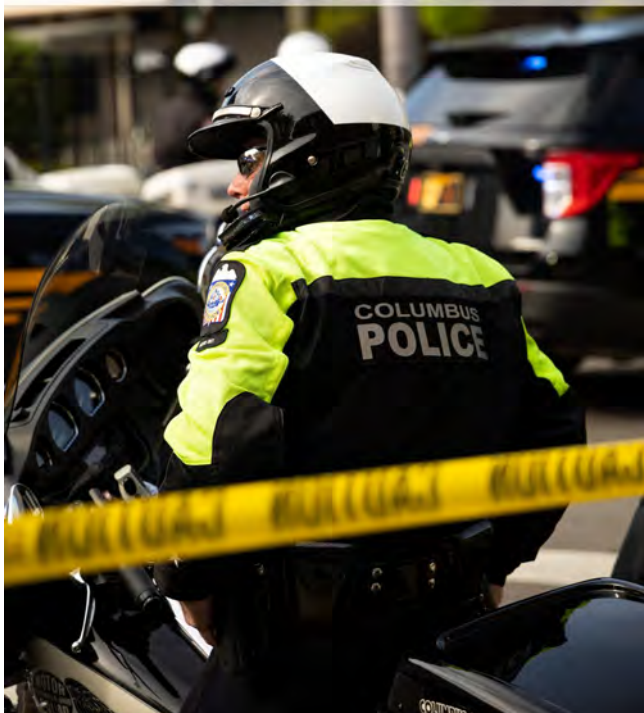
After a change in strategy from the FOP of Ohio and the Ohio Association of Professional Firefighters, first responders were finally able to obtain some positive movement in the 15 year long effort to get PTSD treatment for those in public safety.

The Ohio legislature is putting \$40 million in cash into a state fund that promises direct financial help for firefighters, police and EMS first responders who suffer from a post-traumatic stress injury. The bill mandates the state, on July 1, 2026, or as soon as possible thereafter, to “transfer \$40,000,000 cash from the General Revenue Fund to the State Post-Traumatic Stress Fund,” which lawmakers said was created in 2020 but has sat idle and unfunded ever since.



HOUSE BILL 184

Ohio legislature puts
\$40 million toward PTSD
assistance for police, firefighters,
and EMS responders



The fund, which H.B 184 will move under the Ohio Department of Public Safety, is designed to help cover wages for responders who become “disabled by post-traumatic stress disorder” incurred on the job, and to help cover the medical expenses incurred over the course of treatment.

Still, despite passing the appropriation, the FOP and the Firefighters say there’s plenty more work to do to actually get that assistance to impacted first responders, given that there’s no formal instruction in either administrative code or Ohio law that dictates how first responders can apply for help, or for how the fund should determine claims.

The FOP, the OAPFF and other interested parties will begin to work out the structure of how these funds will be administered in the near future. That being said, a continual funding source will be needed as the \$40 million is not enough to fund any program in perpetuity.

OFFICER INVOLVED SHOOTING/CRITICAL INCIDENT AND EMPLOYEE RIGHTS TRAINING IN MAHONING COUNTY



Dan Ozbolt
Membership and Public
Relations Coordinator
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On December 11th, the FOP/OLC in conjunction with BCI conducted training on the recommended protocols following an Officer Involved Shooting or other Critical Incident. A section on Employee Rights was also included in this training that has been ongoing at various locations throughout the state since 2023.

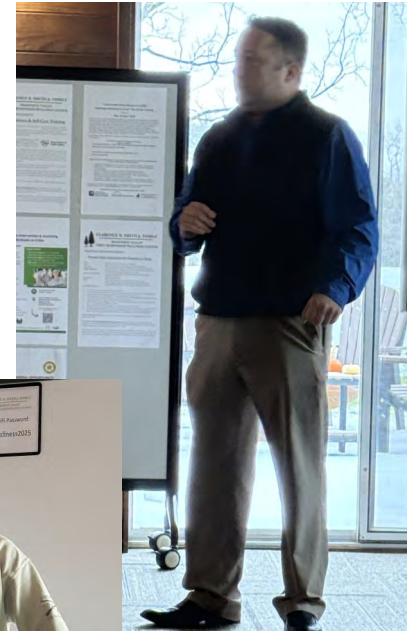
BCI Senior Special Agent Rick Ward discussed BCI's investigative protocols, followed by OLC Staff Representative Lucy DiNardo, who talked about the suggested do's and don'ts from the union perspective for our members immediately following a critical incident. FOP/OLC Executive Director Gwen Callender and Chief Counsel Kay Cremeans discussed employee rights relative to disciplinary and contractual matters, and Membership Coordinator Dan Ozbolt talked about the FOP Critical Incident Response Service. Also present were two financial advisers who discussed financial wellness for members in the state retirement systems. This financial wellness presentation earned participants one hour of CPT.

The highlight of the day's presentation were two separate case studies by Officers who have personally been involved in critical incidents. North Olmsted Officer Donovan Condosta and Westlake Officer Mitch Lorig discussed a shooting they were involved in together, and former Beachwood Officer Blake Rogers talked about a long and arduous ordeal he experienced following a critical incident and how he had to navigate through the political whims of the then administration in the city of Beachwood.

This training, which has been designed to demystify the process following a critical incident, has been extremely well received statewide and has been open to any law enforcement officer in the state.

The current iteration of this training was held at the brand-new Clarence R. Smith, Jr. Family First Responder Wellness Center in Boardman. First responders in the Mahoning Valley are

encouraged to take advantage of the impressive amenities this facility has to offer.



**Beachwood Officer
Blake Rogers**



**North Olmsted Officer
Donovan Condosta**



**Westlake Officer
Mitch Lorig**

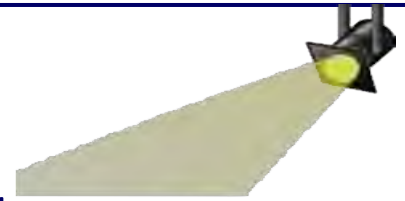
STAFF SPOTLIGHT



Gwen Callender
Executive Director
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Gwen Callender, Executive Director

Ms. Callender was appointed as Executive Director for the Fraternal Order of Police, Ohio Labor Council, Inc. on January 1, 2020. Ms. Callender was hired at the OLC in 1991 as General Counsel and was promoted to Chief Counsel in 2017. Over her 29 years as an attorney for the OLC Ms. Callender negotiated collective bargaining agreements and represented hundreds of OLC members in arbitrations, fact-findings, conciliations and disciplinary matters. Ms. Callender has represented the OLC and its members before the State Employment Relations Board as well as the Ohio Personnel Board of Review and various local Civil Service Commissions. Ms. Callender is a frequent speaker on public sector labor matters and has taught classes on Officers Rights, Social Media, Body Cameras, Grievances, Fact-findings and Medical Disability all over the State of Ohio. In addition she has represented the OLC in various Courts of Appeal and in the Supreme Court of Ohio. She is a former member and past President of the Dublin City School Board where she was elected to two four-year terms. Ms. Callender received her Bachelor of Arts degree from the University of Wisconsin-Madison and her Juris Doctor from The Ohio State University Moritz College of Law, and her MBA from Franklin University. Ms. Callender is originally from Shaker Heights, Ohio and has lived in Columbus, Ohio since 1988.



Lucas Hansen, Field Representative

Lucas Hansen brings over a decade of law enforcement experience to his role as a Staff Representative. Lucas is a dedicated advocate for public safety and organizational excellence. Serving as a Patrol Sergeant with the Chillicothe Police Department, Lucas led teams in critical operations, including SWAT, undercover drug enforcement, and crash investigations. He was instrumental in managing evidence procedures, representing officers during internal investigations, and serving on hiring and contract negotiation committees. Prior to joining the Chillicothe Police Department Lucas worked as a Deputy for the Pike County Sheriff's Office.

Lucas earned certifications through OPOTA and specialized in areas such as crisis intervention, advanced crash reconstruction, and evidence handling. His commitment to law enforcement extended to community engagement, where he provided security services and maintained strong relationships with city administration and local agencies. Lucas attended Shawnee State University for Business Management and Ohio University for Law Enforcement Technology. He received his Peace Officer Certification from the Southern Ohio Police Institute in 2009.



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

Mark Odoms	Deputy	Lucas County Sheriff's Office
Sean Le Plante	Deputy	Lucas County Sheriff's Office
Leslie Ruihley	Deputy	Lucas County Sheriff's Office
Eric Rill	Deputy	Lucas County Sheriff's Office
Tanya Noland	Deputy	Licking County Sheriff's Office
Denise Stotts	Deputy	Coshocton 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.



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

Monday, February 9, 2026, from 9:00 a.m. to 3:00 p.m.

FOP Lodge 127

255 S. 6th Street

Newark, OH 43055

Lunch and beverages will be provided by the FOP/OLC

Please RSVP asap to Dozbolt@FOPohio.org

Provide Name, Rank, Agency, and email address for each attendee.



Negotiations Update



<u>Employer</u>	<u>Wages</u>	<u>Other Details</u>
City of Hubbard (G)	Wage adjustment 2025-9.5% 2026-4%, 2027-3.5%	\$2,500 Signing Bonus, Increased longevity to \$5.00/ month, adding Shift Differential to base wage prior to calculating OT rate, Lump sum of \$600 to compensate for miscalculation of OT rate
City of Huron (B) reopener	2026 - 3.0% , 2027-3.25%	Added contingency for health insurance premiums reopener if premiums increase in excess of 20%
Northwood (G)	2025—7%, 2026—7%, 2027 Wage Reopener	Sick Leave increase for those on 4/2 schedule, Increased meal allowances, \$0.40 increase in Shift differential, MOU for vacation accrual and carryover

Checking it twice!

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!

