

Meeting Dates & Events

Mon., April 6
Retiree's Meeting

Tue., April 7
FOPA Meeting

Wed., April 8
West Side Luncheon at Triple Cats

Mon., April 13
Executive Board Meeting

Tue., April 14
East Side L-18 Luncheon at APG

Wed., April 22
Retiree Ceremony

Mon., April 27
Regular FOP Meeting
Dinner at 5:00; Meeting at 6:30

Wed., April 29
West Side Luncheon at Triple Cats

Thur., May 7
Memorial Parade

Fri., May 8
FOP Awards Dinner

Thur., June 4
FOP Picnic

"Two-Six" STAFF

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Retired Info.....Mike Bolte
Photographers.....Jim Brown
Bill Holzman

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2nd Vice President.....Sean Woods
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Two-Six NEWS



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Editor . . . Brent Eve

VOLUME 31, ISSUE 4

CINCINNATI, OHIO

APRIL 2026

FOP President's Message

Recently, myself and other board members went to Columbus to meet with 7 Ohio House of Representative members and 3 Ohio Senate members to discuss Ohio FOP's 2026 legislative priorities. Below are those priorities. If you have contact with your local representative or Senator, please encourage them to support our priorities.

1. Pension funding HB280/SB239. This will increase the employer contribution for law enforcement for OP&F from 19.5% to 24%. This is in line with what municipalities pay for firefighters. This is needed to shore up our pension fund to ensure no one loses and benefits.
2. Larry Henderson Act HB372. This will make the penalty for murdering a police officer, first responder, prosecutor, or military member either the death penalty or life in prison without the possibility of parole.
3. This bill hasn't been introduced yet. This bill will afford police officers the right to due process before being placed on a Brady list. Too often, the Brady list is weaponized. Officers deserve the right to due process just as any other citizen does.
4. Senate Bill 321 authorizes state law enforcement officers who work at mental institutions to be armed when they are in the public. Currently, OPOTA certified officers who work at these institutions drive marked cars transporting prisoners and are forbidden from being armed. This is a disaster waiting to happen.
5. House Bills 73/74. This doesn't directly affect us as we are all in OP&F. This bill would create a DROP program for those in OPERS. The other bill would make it a 1/1 transfer credit to go from OP&F to OPERS or vice versa. This has had a negative impact typically on officers transferring from a city police department to a township police department.

Fraternally,
Ken Kober

IMPORTANT PHONE NUMBERS:

President Ken Kober – 513-283-3219 (CALL FIRST)
1st Vice President Don Meece – 513-607-5408
2nd Vice President Sean Woods – 513-919-1091

**The regular FOP meeting times have changed.
They will now be held at 6:30pm
with dinner being served at 5:00pm.**

POLICE RETIREES NEWS

By Mike Bolte

Retirees for Cincinnati and Hamilton County Officers Meet the First Monday of the month and begins at 1830 hours, and will be on April 6, 2026. Call Michelle at the FOP Hall, 513-381-2550, to join IF you are not a member.

Luncheons and Breakfasts

All LEO Retirees, Active Officers and Supporters are encouraged to come and have breakfast and/or lunch at these events.

West Side: The West Side luncheon at Triple Cats is the 2nd Wednesday **and** LAST Wednesday of each month. Both are in Harrison and start at noon. The West Side breakfast is EVERY Saturday at Price Hill Chili in the Garden Room and starts at 0800 hrs.

East Side: The East Side L-18 Luncheon is always at the Anderson Pub & Grill at Beechmont/Nagel. The luncheon will be on the second Tuesday of the month. The East Side Saturday breakfast is at the Country Inn located at 910 Ohio Pike, Amelia, Ohio and starts at 8 am.

2026 FOP LEOSA Qualifications

Please contact Carl Rauschenberger by email or by cell phone for information: carler272@yahoo.com or 513-325-8022. Certification course is at the Fairfield Sportsmans Assoc., 6501 River Rd. There is a \$5 guest fee, and a \$40 charge for the qualification with 1 or 2 guns. The dates for training are flexible.

Greater Cincinnati Police Historical Society and The Shield

The Greater Cincinnati Police Historical Society and the Shield are always accepting donations. If you are a member of the Cincinnati Police Federal Credit Union, you can fill out a form and make a monthly donation to one or both. It is easy and tax deductible.

CPD Florida Reunion 2027

2027 Reunion News will be posted in a future Retiree News. In preparation, the CPD Florida Reunion for 2027 is February 23, 24 & 25.

The FOP Retirees Meeting is on April 6th.

The Regular FOP Meeting is on April 20th.

The Executive Board has changed the start time of the Board and Regular Meetings for 2026 to 1830 hours.

The Retirees' Meeting will start at the same time that the Regular Meeting is designated to start.

Please remember to call Michelle Comarata at (513) 381-2550 if you have moved, have gotten married or divorced, have added a child/dependent, and also to check or update your death beneficiaries.

TRIBUTE TO BOBBIE TUTTLE-HENDERSHOT

Harry Roberts

Bobbie Tuttle-Hendershot's true title should have been "Chief of Staff" for eleven Cincinnati FOP Presidents. She was the actual glue holding our organization together for over 30 years and EVERY member, both retired and active, owes her a debt of gratitude for her tireless efforts. Every single piece of correspondence in or out of the union office during her tenure went through Bobbie's capable hands, and you better believe she made sure it was spot on perfect. From wages, benefits, all member representation, meeting agendas for the regular monthly meetings, executive board, committee meetings, communication between union board members and council members, attorneys, the civil service commission, and so many others, all while making sure ALL our individual FOP brothers and sisters were taken care of to the best of her ability.

Rest in Peace, Bobbie. We Love You and will Never Forget You.



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> MENU



Make sure to call the FOP Hall at (513) 381-2550 to notify them of a death of a retired police officer.

2026 ST. PATRICK'S DAY LAW ENFORCEMENT LUNCHEON

Jim Brown

Bagpipes, judges, candidates, and law enforcement brothers and sisters were 77 strong and "Irish for the Day" at the 2026 St. Patrick's Day Law Enforcement Luncheon at Bucketheads.

FOP St. Patrick's Day shirts were available, adding to the festive spirit of the event. Photos from the luncheon were graciously provided by Retired CPD Captain Kathy Howard.

A special thank you goes out to the excellent staff at Bucketheads for their outstanding service and hospitality.

The next Law Enforcement Luncheon will be held on Memorial Day — Monday, May 25th — at Bucketheads. Doors open at 11:00 AM, and the storytelling from days gone by begins promptly at 11:01 AM.

Mark your calendars now and join us on Memorial Day!



IN MEMORIAM Greater Cincinnati Police Museum

Officer David Bruce Lundy

Dave was born on January 22, 1948. Dave joined the City of Cincinnati as a Guard at the Workhouse on December 4, 1972 and resigned June 30, 1973. On July 1, 1973, David joined the Cincinnati Police Division in its 59th Recruit Class. Throughout his tenure, he served in Districts 5 and 6. Officer Lundy retired on February 7, 1998, with 25 years of service. Officer Lundy died on March 11, 2026, at the age of 78.



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L-18 EASTSIDE LUNCHEON

William Holzman

Our monthly BS session was held with a very good turnout. While we spent some time catching up on the latest health updates, the primary focus of the meeting was the quiz. It was great to see a few new faces join us this month.



NEVER FORGET



MATT'S 5K PURSUIT

The TWENTY-FIRST annual Matt's 5K Pursuit which helps support local police departments in and around the greater Cincinnati area by purchasing K9s and law enforcement equipment for them.

12 APRIL 2026

SIGN UP

<https://matthaverkamp.com/events/matts-5k-pursuit/>

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CINCINNATI POLICE

If you are notified to respond to Internal or CCA, please notify Michelle at the FOP Hall to schedule a rep. Please give them as much notice as possible.

9th DISTRICT TRUSTEE Jon Halusek

I was unable to attend Ohio Day on the Hill this year; however, Ken Kober, Sean Woods, Charles Bell, and Ryan Jones were in attendance. They will provide a full report at the March meeting.

With the government shutdown still ongoing, we need to remember that the fighting on Capitol Hill is impacting our Brothers and Sisters at the federal level. During some recent trips, I made it a point to thank TSA workers for their continued service. That's something we should all keep in mind.

At this time, it is unclear when the shutdown will end. The House remains in recess until March 16. The Senate would need approximately 55–56 votes to approve any House bill to reopen the government, meaning at least six Democrats would need to support it. As always, when it comes to politics, you get what you vote for, something we see reflected in our local politics as well.

The Senate considered and passed H.R. 6644, the Housing for the 21st Century Act, by a vote of 89–10. The “HELPER Act” amendment, offered by Senators Ashley B. Moody (R-FL) and T. Jonathan Ossoff (D-GA), was not included in the final version. The bill has been sent to the House for further consideration.

Additionally, the Senate Committee on the Budget held a hearing titled “Sanctuary Cities: The Cost of Undermining Law and Order.”

The Senate also considered and rejected H.R. 7147, “Making further consolidated appropriations for the fiscal year ending September 30, 2026,” by a vote of 51–46. This bill would have funded operations for the U.S. Department of Homeland Security (DHS).

The Senate Committee on Homeland Security has announced it will consider the nomination of Senator Markwayne Mullin (R-OK) to serve as Secretary of the U.S. Department of Homeland Security on March 18, 2026.

Thin Blue Line Update

The Ohio Department of Insurance has released the Proof of Claim Form and instructions for individuals seeking reimbursement for unpaid balances related to Thin Blue Line Insurance. This form is separate from any complaint you may have previously filed and represents the next step in the process.

If you believe you are entitled to reimbursement or payment, please review all materials provided carefully. The deadline to submit the Proof of Claim Form and supporting documentation is August 31, 2026.

You must complete the Consumer Complaint Forms through the Ohio Department of Insurance. I can also provide these forms, along with the appropriate link, via email. The necessary documents have been attached to the electronic version of the Two-Six newsletter for your convenience.

From January to February, we lost 12 officers in the line of duty. From February to March, that number doubled, bringing the yearly total to 24. While overall fatalities are down 8% for the year, losing 12 in a single month is alarming and serves as a stark reminder of the dangers we face.

Please continue to watch out for one another and provide cover - just as I have said many times before, one is too many.

FOPA OFFICERS OF THE MONTH

Jackie Metz

In March of 2026, the following officers were awarded the FOPA Award for their outstanding police work:

- Police Officer Kali Love
- Police Officer Noah Adams
- Police Officer Michael Laub
- Police Officer Jesse McPeck
- Police Officer Maya Malone

This award recognizes their actions during a motor vehicle theft and child abduction incident that occurred on January 11, 2026.

On that date, a DoorDash driver stopped at NYPD Pizza, 1566 Chase Avenue, to pick up an order. The driver left her vehicle running, unlocked, and with her four-year-old child inside. While the victim was inside the business, an unknown suspect entered the driver's seat and fled the scene with the vehicle and child still inside.

Through a combination of alert police work and fortunate timing, one of the above-listed officers spotted the stolen vehicle approximately ten minutes later traveling outbound on Montana Avenue. The five officers quickly coordinated their efforts and worked together seamlessly to safely stop the vehicle, take the suspect into custody, and recover the child unharmed in the rear seat.

Thanks to their swift response, coordination, and professionalism, the victim was safely reunited with both her child and her vehicle.

Their actions exemplify excellent police work and dedication to protecting the community, making them deserving recipients of the FOPA Award.



Disrupting Leave, Inviting Litigation: FMLA Interference in Practice

Steve Lazarus, Esq. • Lazarus Law, LLC
SteveLazarus@hllmlaw.com • (513) 607-4455

When an employee is on leave pursuant to the Family and Medical Leave Act (FMLA), there are boundaries an employer must respect. While the statute does not require complete privacy during leave, courts consistently recognize that employer contact must be *de minimis*—minimal and non-disruptive—or the employer risks exposure to an interference claim. The governing framework is straightforward. To establish interference, a plaintiff must show: (1) he was an eligible employee, (2) the employer was covered by the Act, (3) he was entitled to leave, (4) he gave notice of his intent to take leave, and (5) the employer interfered with his FMLA rights. See *Groening v. Glen Lake Cmty. Sch.*, 884 F.3d 626, 631 (6th Cir. 2018). The statute makes it unlawful “to interfere with, restrain, or deny the exercise of or the attempt to exercise” FMLA rights. 29 U.S.C. § 2615(a)(1). The practical question for employers and employees, then, is when workplace contact crosses the line from permissible communication into unlawful interference.

Courts generally analyze interference claims involving contact during leave under two related but distinct theories. The first asks whether the employer’s communications were so frequent or demanding that they disrupted or discouraged the employee’s leave itself. The second examines whether adverse action, such as termination, based on an employee’s failure to respond to work-related contact during leave constitutes interference, even where the employer argues the decision was otherwise justified. Both theories turn on the nature, frequency, and substance of the employer’s contact.

Under certain circumstances, multiple phone calls from an employer and demands to complete more than simple tasks could rise to the level such that an employee’s FMLA leave becomes unjustifiably disrupted and thereby discouraged. See *Vess v. Scott Med. Corp.*, No. 3:11 CV 2549, 2013 U.S. Dist. LEXIS 39812, 2013 WL 1100068, at *4 (N.D. Ohio Mar. 15, 2013) (finding that requests to complete training prior to returning from leave, conduct employee reviews, and enter data exceeded the limited scope of passing along institutional knowledge and created a question of fact for the jury). The Sixth Circuit addressed a similar issue in *Tilley v. Kalamazoo County Road Commission*, 777 F.3d 303 (6th Cir. 2015), where an employer attempted to contact an employee who had been hospitalized and later terminated him in part for failing to return calls about the location of an emergency pager. Although the court recognized that minimal contact, such as attempting to locate equipment or clarify a limited issue, may be permissible, it held that termination allegedly based in part on the employee’s failure to respond during medical leave created a genuine issue of material fact as to FMLA interference. The court reiterated that an employee may be dismissed while on leave only if

the employer can show the termination would have occurred regardless of the request for or taking of FMLA leave.

The Sixth Circuit reached a similar conclusion in *Arban v. West Publishing Corp.*, where a supervisor called the employee multiple times during leave, asked him to compile customer information, and requested a meeting. The appellate court held that there was sufficient evidence for a jury to find interference. Importantly, the court did not suggest that all communication was prohibited. Rather, it focused on whether the requests required the employee to perform substantive work or otherwise undermined the restorative purpose of leave. 345 F.3d 390, (6th Cir. 2003).

Legal Lesson Learned: Taken together, these cases provide a practical guidepost. Brief, isolated communications to obtain institutional knowledge or clarify transition matters may fall within permissible *de minimis* contact. Repeated calls, demands for task completion, threats of adverse consequences, or requests that require meaningful work product during leave are far more likely to trigger litigation. For employers, the safest course is to ensure that any contact during FMLA leave is limited in scope, non-coercive, and does not require the employee to perform substantive job duties until he or she has returned to active employment.



EASTERN HAMILTON COUNTY FOP LODGE 74
FALLEN OFFICERS
GOLF MEMORIAL
MAY 8, 2026
FAIRFIELD GREENS GOLF COURSE
2200 John Gray Rd, Fairfield, Ohio 45014
8:00 AM REGISTRATION | 9:00 AM SHOTGUN START
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Address _____
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Phone _____ Email _____
Signature _____
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COMMUNICATIONS COUNSEL

Ryan Stubenrauch / Jamieson Gordon

This month's crisis communications in the news hails from the state of Oklahoma!

Claremore Police Department released a statement following an arrest made at the Claremore City Council meeting. Essentially, a man was asked to leave by a city official, and once he refused to do so, he was trespassing.

They asked the man to leave again, but because he still wouldn't, the Claremore police arrested him.

Here's the statement they released:

"As is common, Claremore Police officers were asked to be present at last night's Special City Council meeting. Our primary purpose has always been to protect those in attendance, maintain order, and enforce the law if needed. Safe and orderly meetings of public bodies are among our most important functions, enabling citizens to be part of their local government. Claremore Police officers are not responsible for enforcing the rules of City Council meetings and only become involved when a City official orders someone removed from the meeting. If the person does not leave when ordered to do so by a City official, police officers again tell the person to leave. If the person refuses to leave, they are trespassing, and enforcement action becomes necessary."

Last night's arrest at the Special City Council meeting was an unfortunate distraction from an otherwise healthy and informative meeting for those wishing to learn and be heard. A Mounds man came to Claremore and refused to comply with the rules that everyone else had no problem complying with. He was ordered removed by the City Manager, but refused to do so. Officers again told the man to leave, but he said, 'I'm not gonna leave' and continued with the behaviors that caused him to be expelled. Officers were left with no choice but to arrest him."

The man's position on the issues, what he said, or his unwillingness to follow rules of the meeting played no part in the officer's decision to arrest him. He was arrested for trespassing in compliance with the law and with the hope of restoring order to an important meeting."

Immediately, I notice that they've included a missional statement by clarifying "our primary purpose..." That's something we should almost always include.

They then went on to explain the process of why they were involved (a city official order removal, the person does not leave, they refuse additional asks to leave, etc.). This is good to answer likely questions of whether this person was just thrown out without a chance to remove himself. It's also important they said his opinion was not the reason he was arrested, as some may be concerned about a free speech violation.

We like that they said "refused to comply with the rules that everyone else had no problem complying with" because it helps get across the point that this man was a unique challenge, not just a regular citizen with a differing opinion.

Frankly, we don't see anything that needs changed in this statement. The only thing could be making it slightly more concise, but there's not a lot we could cut to do so. Nice work, Claremore!

Cincinnati Police Department

UNDERSTUDY PROGRAM

UNDERSTUDY CINCINNATI POLICE

- Must be between the ages of 18-23
- Hourly rate of \$17.20-25.10, part time
- Must be enrolled in an accredited institution
- Earn an extra five points on the Cincinnati Police Recruit Exam

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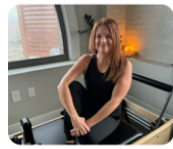
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CLASSES AT THE ACADEMY TWICE A WEEK!

MONDAYS	THURSDAYS
1630 - 1730	1400 - 1500
February 9	February 12
February 23	February 19
March 2	February 26
March 9	March 5
March 16	March 12
March 23	March 19
March 30	March 26
April 6	April 2
April 13	April 9
	April 16

MAY BE HELD OUTSIDE IF WEATHER PERMITS, MATS PROVIDED, ALL EXPERIENCE LEVELS ATTENDANCE IS OFF DUTY

MEET YOUR INSTRUCTOR



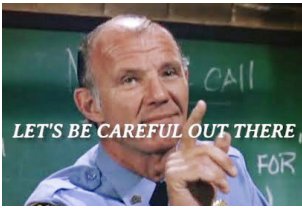
Ashley Bartlett, a seasoned professional in the fitness realm, boasts an impressive 11-year career as a certified yoga and pilates instructor. Specializing in high-performance athletics, Ashley has cultivated a unique niche, offering tailored training to elite NFL and MLB players. Her clientele includes esteemed athletes from teams such as the Bengals, Eagles, Panthers, and Bears. With a comprehensive background in both pilates and yoga, enhanced by BASI (Body Arts and Science International) training, Ashley's expertise is unparalleled.

In addition to her work with professional athletes, Ashley plays a pivotal role in collegiate sports as the yoga instructor for Xavier University's Athletics Department. Here, she imparts her knowledge to various sports teams, encompassing both male and female athletes, fostering their physical and mental well-being.

Email CPDPeerSupport@Cincinnati-OH.gov one day prior to class if you wish to attend.

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- Improve concentration and self-awareness



ROLL CALL

Brent Eve

FOPA Scholarship

The FOPA will be funding three \$4000 scholarships this year for an applicant who must be a graduating high school senior. The applicant's parent or legal guardian must be a member in good standing with the Fraternal Order of Police of Ohio or have been a member in good standing at the time of their death. These scholarships are \$1,000 per year and are renewable for up to four years.

The FOP also funds two \$1,000 scholarships in the name of past FOP of Ohio Presidents, Virgil McDaniel and Nick DiMarco. These are one-time awards.

Both types of scholarships use the same application and the same guidelines for eligibility. The application can be found on the FOP Ohio website.

Thank you to the Fraternal Order of Police Associates, the organization for supporters of the FOP and policing. This is just one example of the great things the FOPA does for us and if you know of someone in your community who BACKS THE BLUE, please get them an application to join your local FOPA. If your lodge does not have an FOPA, please contact FOPA President Theresa Drennen at alodgeupdate@gmail.com for more information.

Promotion Ceremony – CPD Facebook page, photos by Steve Eder

On February 26th, we celebrated a special milestone as we honored the promotion of three Captains, three Lieutenants, and three Sergeants during a promotional ceremony at the Cincinnati Music Hall.

Each of these dedicated professionals has demonstrated unwavering commitment, leadership, and service to our community. Taking the next step in their careers is not only a personal achievement, it reflects years of hard work, sacrifice, and a continued promise to serve the citizens of Cincinnati with integrity and excellence.



Associate Police Captains Award
Police Officer Garret Gillespie was awarded the Associate Police Captains Award.



Women in Policing – Captain Caskey

In 1948, CPD hired its four first Policewomen, Elizabeth Pack, Ruth Weller, Wanda Basham, and Lucy Rankin. When I was assigned to Youth Aid Section in 1971, I was fortunate to work with Elizabeth and Ruth who enlightened me on the conditions. They did not earn equal pay, were not permitted to wear slacks or pants, and were not issued firearms due to WWII for a short period. When the women met with Chief Eugene Weatherly, he asked them what their duties should be. Ruth replied that he should be telling them what he wanted. He then stated that he didn't want them in the first place. They were assigned to Youth Aid Bureau on that rocky start. Whenever they were in the field, they knew none of the districts had ladies restrooms. This existed until I filed a complaint in District 5 when I ran a beat.

Additional women were hired two years later, two of which were black females, Novella Noble and Lillian Grigsby, both of whom I worked with. Lillian did leave the CPD to become a probation officer and then professor at U.C. I remain friends with her and heard her experiences first hand. While she was working on her caseload in Laurel Homes area she observed a Domestic Violence on the street. When she ordered the male to drop the knife, he wouldn't. She shot him, and a crowd gathered. Immediately officers responded and formed a protective ring around her and removed her from the area. She knew she had lots of big brothers of all skin colors protecting her.

While partnered with Novella we received a run to an address on Grandin Road for a missing juvenile report. When we rang the doorbell, a maid answered the door and advised us madam wanted us to enter in the back at the servant's entrance. Novella slowly removed a cigarette from her purse and attached it to her long holder and told the maid to tell madam to come to our office and use the public entrance. We then left and I spent the day worrying that I would flunk my probation.

Nepotism played a role in the policewomen history. Ruth Weller's brother Sgt. Albert Weller is on the police museum wall, since he died of heart attack after responding to a disorderly crowd. Sergeant Don Ritter's daughter Kim was one of the first two policewomen assigned to Homicide. There are several more who married policemen. Lastly there is me. While I was in Police Science at U.C., I introduced myself to Captain Bob Roncker who was commander of the Police Academy and taught a class at U.C. My maternal grandfather George Baker and he had been early motorcycle officers in High Safety Bureau. He called me during holiday break and instructed me to respond to city hall and take a Master Name File Clerk test. Marna Kaufman and myself were the first female police cadets, but they had to call us master name clerks to appease civil service height and sex requirements for cadets. We were under the same rules as our male counterparts and it counted towards my pension plan.

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