



2023 Winter Newsletter
Season's greetings to you and yours!



40th ANNUAL TRAINING CONFERENCE



Have A Roaring Good Time!
OHPELRA's **40th Annual** Training Conference takes place on Sunday, January 28, 2024, through Tuesday, January 30, 2024, at the Hilton Polaris. Registration is live for this one-of-a-kind event! Please click [here](#) for more information and to register. You will not want to miss this!

National PELRA's Academy 2: The Grievance Arbitration Process

Sunday, January 28, 2024 8:00 a.m.- 4:00 p.m. at the Polaris Hilton. Click [here](#) for more information and to register.

Nominate a Great Individual or Group for Recognition

OHPELRA is accepting nominations for the Pacesetter Award and the Award of Excellence.

Do you know a colleague or a group of colleagues that you would like to nominate? Please send the completed nomination form to [Ginger Yonak](#) and [Dawn Huston](#).

The awards will be announced at the ATC in January 2024. Nominees and winners may be submitted to National PELRA for national award consideration.

Please [click here](#) for the nomination form.

The deadline for submission is December 31, 2023.



The OHPELRA Board will host a new member welcome orientation on January 8, 2024, at 2:00 p.m. A link to the webinar will be sent to all new members. If anyone has questions or would like more information, please contact [Courtney Lower](#).



IT'S MEMBERSHIP RENEWAL TIME

You have received a membership renewal email from National PELRA with instructions to renew your dual membership in OHPELRA and National PELRA. You may click [here](#) for more information and to renew to take advantage of all the benefits your membership affords you and your jurisdiction.

SCHOLARSHIP OPPORTUNITY

The OHPELRA Board of Directors is providing its members with the opportunity to secure a scholarship to attend the April 2024 National Annual Training Conference in Savannah, Georgia. Please click [here](#) for the application and further details.





NATIONAL PELRA ANNUAL TRAINING CONFERENCE
 YOU WILL NOT WANT TO MISS THE NATIONAL ATC IN SAVANNAH! CLICK [HERE](#) FOR MORE INFORMATION AND TO REGISTER!

OHPELRA
 Invites you to attend:
CONNECT THE DOTS

Intentional communication skills for supervisors, managers, and administrators.

October 27, 2023

Dublin Community Recreation Center
 5600 Post Road
 Dublin, OH 43017

8:176 for OHPELRA Members
 Individual membership, not by employer
 8:276 for Non-Members

Register online
www.ohpelra.org

CANCELLATION POLICY
 Cancellation notice must be received no later than 10/20/23. After that date, the full cost will be charged. Substitutions may be made at any time. Questions to info@ohpelra.org

8:30-9:00 am
 Registration & Continental Breakfast
 Recognizing the Signs and Signals for FMLA/ADA
 Jennifer George, Esq., Fishel Downey Albrecht & Riepenhoff LLP

9:00-10:30 am

10:45-12:15 pm
 Accountability and Tough Conversations
 Jennifer George, Esq., Fishel Downey Albrecht & Riepenhoff LLP

12:15-1:00 pm
 Lunch Provided

1:00-3:30 pm
 Intentional Leadership Through Effective Communication
 Kelly Babcock, Esq., and Amanda Riess, Esq., Clemans, Nelson & Associates, Inc.

This session will be a "train-the-trainer" on how supervisors can recognize key words that could trigger an FML event or ADA accommodation.

In this interactive session, we will learn how to effectively hold employees accountable and have those tough, but necessary, conversations.

This session will focus on excelling in leadership through effective communication, optimism, and positive perspective. Intentional leadership involves being conscious of the types of influence we have and can grow, how and when to utilize our influence, and how our own values and beliefs affect our communication and ultimately our leadership styles. In this session, we will be discussing ways in which all of this plus an optimistic outlook and positive perspective enhance our ability to excel in leadership.

The annual Fall OHPELRA Training Program occurred on Friday, October 27th at the Dublin Recreation Center.

A big THANK YOU to all the speakers, sponsors and volunteers that helped to make this such a great event for our members.

Jennifer George, Esq., with Fishel Downey Albrecht and Riepenhoff, LLP provided an informative session that included keys to recognizing triggers for FMLA and ADA accommodations. Jennifer also demonstrated several interactive role plays involving difficult and necessary conversations that supervisors have with employees.

The afternoon sessions included Kelly Babcock, Esq., and Amanda Riess, Esq., with Clemans Nelson

OHPELRA
 Invites you to attend:
Future Focused Public Safety - Empowering Local Solutions

November 17, 2023 • 8:00 am – 2:30 pm

Byxbe Campus
 1610 State Route 521
 Delaware, OH

8:176 for OHPELRA Members
 Individual membership, not by employer
 8:276 for Non-Members

Register online
www.ohpelra.org

CANCELLATION POLICY
 Cancellation notice must be received no later than 11/10/23. After that date, the full cost will be charged. Substitutions may be made at any time. Questions to info@ohpelra.org

7:30-8:00 am
 Registration & Continental Breakfast

8:00-9:15 am
Recruiting and Retention in Public Safety
 Brian Butcher, Esq., Clemans Nelson & Associates and Joe Lubin, PRADCO

9:30-11:00 am
Scheduling Considerations
 Fairfield County Sheriff Alex Lape and Fire Chief Steve Agenbroad, Clearcreek Fire District

11:00-11:45 am
Lunch Provided

11:45-1:15 pm
Community Engagement Lessons Learned and Insights
 Representatives from Franklin County Chiefs Association: Chief Jeffrey Spence, Delaware Division of Public Safety: Chief Mike Chapman, Wilkes Division of Public Safety as well as an Assistant Fire Chief from the City of Forest Park

1:30-2:30 pm
Positive Team Leadership
 Retired Sheriff Russ Martin, Delaware County

This session will focus on the process of recruiting, hiring, developing and retaining public safety employees. Along with providing strategies to attract a qualified pool of applicants and developing the next generation of public safety leaders.

This session will give participants real life examples of alternate scheduling in the police and fire services. Presenters will walk through FLSA implications and collective bargaining considerations.

This session will focus on community engagement, why it is important, examples in the police and fire service, impacts of engagement and lessons learned.

OHPELRA's Public Safety training took place on Friday, November 17th at the newly renovated Byxbe Campus in Delaware, Ohio.

OHPELRA's sponsors, Brian Butcher, Esq., with Clemans Nelson and Joe Lubin, with PRADCO began the day by discussing recruiting and retention challenges and strategies in public safety forces. They also focused on ways to develop the next generation of leaders in public safety.

This session was followed by Fairfield County Sheriff Alex Lape and Fire Chief Steve Agenbroad, Clearcreek Fire District, who discussed real-life examples of alternate scheduling in the police and fire service including FLSA implications and collective bargaining considerations.

Attendees then heard from

who provided information on excelling in leadership through effective communication.



There was a packed house for the Fall Training that took place at the Dublin Recreation Center.

representatives from the Franklin County Chiefs Association including, Chief Jeffrey Spence, Gahanna Division of Police; Chief Mike Crispen, Whitehall Division of Police; Assistant Fire Chief Jermaine Hill, City of Forest Park; who discussed community engagement in public safety.

The day ended with Retired Delaware County Sheriff Russell Martin who presented valuable information about principle based leadership in public safety.

Thank you to everyone who provided their time and expertise in order to make this program such a success!

Ohio Public Employer Labor Relations Association | 209 E. State St. , Columbus, OH 43215

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