

R.T. Roddy
Chief of Police

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Struthers Police Department

June 10, 2020

Michael Trolio
Struthers Police Department
6 Elm Street
Struthers, Ohio 44471

Re: Notice of Disciplinary Action

Dear Officer Trolio:

On June 5, 2020, you and I met with the mayor, safety service director, and law director to discuss an audio recording that was posted on social media in which you used inappropriate language while off-duty. Although your language is protected speech under the First Amendment, it is not accepted language for an employee of the Struthers Police Department. Consequently, you are hereby given official notice that your actions constitute a violation of the standards of the Struthers Police Department and you are being disciplined for engaging conduct unbecoming an officer of the Struthers Police Department.

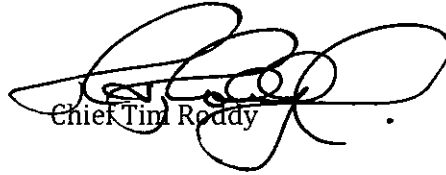
I have assessed the relevant factors and concluded your off-duty, insensitive conduct has caused discredit to not only the department, but the entire Struthers community for which you are a representative. Although such language will never be tolerated by any officer of the department at any time, it is especially troubling in light of recent national events. I recognize that you do not have a history of disciplinary action for this or any other reason. However, your choice of words has resulted in negative public comments about you and may adversely affect the public's perception of the entire department. Simply put, your language does not represent the model for professional police officer conduct that is expected of each and every officer of this department. Therefore, I have determined that just cause exists to take the following disciplinary action against you effective June 5, 2020:

- You are suspended for ten (10) days without pay and without the ability to use accrued vacation, accrued court time or holiday time.

- You are required to attend to sensitivity training. I will set this up and let you know the date, time and location.
- You are required to provide me with a written apology specifying the reason for which such language should not be used by a certified peace officer employed with the Struthers Police Department.

Pursuant to the department's collective bargaining agreement, you are entitled to receive written notice of charges against you, the form of discipline that may be imposed, and the time and place of a pre-disciplinary meeting. The meeting on June 5, 2020 was not a pre-disciplinary meeting. It was an impromptu meeting held to inform you that the recording was brought to the administration's attention. However, you consented to the above disciplinary action during the meeting to mutually resolve the matter and voluntarily waived the disciplinary procedures contained in the bargaining agreement, specifically including, but not necessarily limited to, notice of the charges against you, a pre-disciplinary hearing, the appearance of a union steward or officer, and your right to appeal. If you no longer wish to agree to these terms, please let me know within ten (10) calendar days, and I will gladly provide you with written notice of the charges and the time and place of the pre-disciplinary meeting. Otherwise, this notice of disciplinary action will become part of your service record.

Very truly yours,



Chief Tim Roddy