



BEREA  
BROADVIEW HEIGHTS  
BROOK PARK  
BRUNSWICK  
HINCKLEY  
METROPOLITAN PARK

**PARMA LODGE NO. 15**  
7277 FITCH ROAD  
OLMSTED TOWNSHIP, OHIO 44138

**STATE OF OHIO**  
MIDDLEBURG HEIGHTS  
NORTH ROYALTON  
PARMA  
PARMA HEIGHTS  
SEVEN HILLS  
STRONGSVILLE

**FOR IMMEDIATE RELEASE**

**DATE: April 15, 2026**

## **FOP Lodge 15 Demands Binding Arbitration Against City of North Royalton After Mayor Rubber-Stamps Retaliatory Firing and Vengeful Demotion**

**NORTH ROYALTON, OH:** The Fraternal Order of Police, Lodge 15, has officially filed demands for binding arbitration against the City of North Royalton following Mayor and Safety Director Larry Antoskiewicz's predictable decision to uphold the retaliatory termination of Patrolman Spencer Lowe and the severe demotion of Sergeant Flo Ann Rybicki.

The City's grievance process was a procedural sham that denied these officers basic due process. By leveraging his dual role as both Mayor and Safety Director, Larry Antoskiewicz acted as the accuser, the judge, and the executioner. He authorized the initial administrative charges, signed the proposed discipline, and then presided over the appeal hearings as the supposedly impartial hearing officer. Unsurprisingly, he ruled in his own favor to uphold the career-ending punishments.

In his written decisions, the Mayor scolded Officer Lowe and Sergeant Rybicki for showing "no remorse" and failing to "take any accountability." Let us be entirely clear. Honest police officers do not apologize for exposing a cover-up. They do not show remorse for refusing to look the other way while their bosses secretly alter arrest documents to protect a politically connected VIP.

The City's press release attempts to sanitize this blatant retaliation by claiming these exemplary officers were disciplined for the "unauthorized" access and dissemination of "confidential" records. Let us translate the City's bureaucratic spin into plain English. Officer Lowe caught the Chief of Police and a Lieutenant secretly deleting a felony gun charge from the arrest documents of a neighboring Deputy Police Chief. He secured the digital audit logs and original records to prove the tampering occurred, and he provided that evidence directly to his Union legal counsel and to the Mayor, in his capacity as Safety Director, under Ohio's Whistleblower Statute. You cannot expose the destruction of public records without securing the evidence.

The City's treatment of Sergeant Flo Ann Rybicki, the first female sergeant in the history of the North Royalton Police Department, is a particularly egregious abuse of power. Sergeant Rybicki

has been unjustly targeted as collateral damage in the administration's ruthless pursuit of vengeance. She merely provided documents to Patrolman Lowe, including his own police report, placing them in a sealed envelope inside his secure department mailbox so he could see what Command Staff was doing to his own arrest documents. For this, the City is stripping a trailblazing supervisor of her rank and banning her from promotional testing for two years.

Furthermore, the City's press release boasts that an "independent" investigation found "no misconduct" by department leadership. What the City deliberately omits is that their hand-picked, paid investigator explicitly confirmed that Command Staff did access the system and delete the felony charges. The investigator merely concocted a legally absurd theory that police executives possess the "privilege" to secretly alter a subordinate's arrest documents to protect a colleague from facing justice. Deleting valid felony charges from a VIP's arrest documents to avoid bad press is not a management right. It is a betrayal of the public trust.

The hypocrisy of the administration is glaring. While the City eagerly released its internal investigation attacking Officer Lowe and Sergeant Rybicki to the media, it continues to hide the truth about its command staff. The administration outright refuses to release public records related to the investigation into the Chief and Lieutenant. They are actively concealing the underlying evidence, interview notes, and even the records showing exactly how this supposed "independent" investigator was selected and hired in the first place.

The City concludes its press release by claiming the North Royalton Police Department "remains committed to transparency." In reality, North Royalton just fired the officer transparent enough to tell the truth, and ruthlessly demoted a dedicated supervisor just to make an example out of her. The chilling message to every remaining police officer is undeniable. If you catch Command Staff breaking the rules, keep your mouth shut, or we will destroy your career.

There are good, honest officers at the North Royalton Police Department who deserve the full support of their administration to keep the community safe. The current city leadership has entirely failed in that fundamental duty. Worse still, by carrying out this political vendetta, the administration is actively punishing and dismissing the exact caliber of courageous, high-integrity officers that any community would want protecting them.

FOP Lodge 15 refuses to let this retaliation stand. We have officially filed demands for binding arbitration with the Federal Mediation and Conciliation Service pursuant to our Collective Bargaining Agreement. We are finally removing this case from the City's biased, political echo chamber and placing it into the hands of an independent, neutral arbitrator. We will vigorously litigate this case, expose the administration's hypocrisy under oath, and seek full make-whole relief, including the immediate reinstatement of Officer Lowe, the restoration of Sergeant Rybicki's rank, and full back pay and benefits for both officers.

**Media Contact:**

Brian J. Smith, Esq.

The Law Offices of Brian J. Smith, Ltd.

*Legal Counsel for FOP Lodge 15*