

STATE OF OHIO  
STATE PERSONNEL BOARD OF REVIEW

<p>SPENCER LOWE</p> <p style="text-align: center;"><i>Appellant,</i></p> <p style="text-align: center;">v.</p> <p>THE CITY OF NORTH ROYALTON</p> <p style="text-align: center;"><i>Appellee.</i></p>	<p>Case No. _____</p> <p>Administrative Law Judge _____</p>
<b>NOTICE OF APPEAL OF SPENCER LOWE, INCLUDING SUMMARY OF ACTION BEING APPEALED</b>	

Appellant Spencer Lowe respectfully notifies the State Personnel Board of Review (the “Board”) of his appeal, as reflected on the attached form. A summary of the action being appealed, as required by Ohio Admin. Code § 124-5-01, follows.

**SUMMARY OF THE ACTION BEING APPEALED**

Officer Lowe is appealing retaliatory disciplinary actions—ultimately culminating in his termination—that followed his reporting of misconduct within the North Royalton Police Department.

On October 11, 2025, Officer Lowe pulled over Orange Village Deputy Police Chief Patrick O’Callahan after spotting him speeding and weaving left of center. O’Callahan was visibly drunk and slurring his words. He admitted to drinking alcohol but did not specify the amount. When Officer Lowe asked O’Callahan whether he had a gun on him, O’Callahan said he did and tried to reach for it in his pocket. Officer Lowe stopped him, patted him down, and took the loaded gun from O’Callahan’s front pocket. Under the relevant part of R.C. 2923.16(D), “[n]o person shall knowingly transport or have a loaded handgun in a motor

vehicle if, at the time of that transportation or possession, any of the following applies: (1) The person is under the influence of alcohol.” Doing so constituted a fifth-degree felony.

Officer Lowe arrested O’Callahan and charged him with traffic violations, OVI, and felony improper handling of a firearm. Officer Lowe noted each charge on his police report, which his supervisor, Sgt. Daniel Waters, approved.

Per the city’s own admissions, on October 14, City Prosecutor James McDonnell called Lt. James Cutler and Police Chief Keith Tarase and told them to delete the felony charge from Officer Lowe’s report. Tarase and Cutler admitted to deleting the charges from the report. This constituted falsification, tampering with records, and tampering with evidence. A prosecutor may have the authority to reduce the charges against an individual, but he does not have the authority to tamper with public records—here, the police report.

When Officer Lowe found out about this tampering, he called North Royalton Mayor and Safety-Service Director Larry Antoskiewicz to report the felony-level criminal behavior. He left a voicemail for Antoskiewicz on October 15, 2025, and then followed up with an email laying out Cutler and Tarase’s corrupt, criminal actions. Officer Lowe included proof of the tampering, including all the necessary paperwork to charge O’Callahan with a felony. After Antoskiewicz failed to correct the tampering within the given 24 hours, Officer Lowe reported Tarase and Cutler’s tampering to Cuyahoga County Prosecutor Michael O’Malley, the Ohio Bureau of Criminal Investigation, and the Federal Bureau of Investigation.

On October 29, 2025, Cleveland-area news outlets obtained Officer Lowe’s report and the accompanying documents and published stories about Cutler and Tarase’s. To combat the media coverage, North Royalton city officials began a campaign of retaliation seeking to tarnish Officer Lowe’s reputation. They criticized Officer Lowe’s job performance, calling his arrest of

O’Callahan “weak.” And then, Antoskiewicz—frustrated with the negative media coverage—launched an investigation into Officer Lowe for attaching police documents to his whistleblower report.

On March 16, 2026, Antoskiewicz gave Officer Lowe a notice of disciplinary action and placed him on administrative leave. Antoskiewicz admitted that the city sought to fire Officer Lowe because of his report’s contents; he wrote, “You are not being recommended for disciplinary action because you filed a complaint. The complaint you filed did, however, contain NRPD records which you obtained and disseminated improperly.” Ultimately, on April 14, 2026, the city fired Officer Lowe.

These actions were retaliatory and violated R.C. 124.341’s and R.C. 4113.52’s prohibitions on disciplinary action against whistleblowers. Officer Lowe appeals to the Board to reverse them.

Date: May 6, 2026

Respectfully submitted,

/s/ Subodh Chandra

Subodh Chandra (0069233)

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*Attorneys for Appellant Spencer Lowe*

CERTIFICATE OF SERVICE

I certify that on May 6, 2026, my office served the foregoing document by email on the following:

Thomas Kelly  
tkelly@northroyalton.org

*Law Director of the City of North Royalton*

*/s/ Subodh Chandra* \_\_\_\_\_  
*One of the attorneys for Appellant Spencer*  
*Lowe*



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 State Personnel Board of Review  
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## NOTICE OF APPEAL / REQUEST FOR INVESTIGATION

Please **do not submit** any confidential, proprietary or sensitive personally identifiable information (e.g., **social security number; date of birth; driver's license number; medical records; or credit card, bank account or other financial information**). **Please redact this information from exhibits where necessary.**

<b>1. Name of Appellant (individual filing appeal / request for investigation):</b> Spencer Lowe		
<b>Address:</b> [REDACTED]	<b>Telephone:</b> ( [REDACTED] ) [REDACTED]	<b>Fax:</b> (    )
<b>City, State, ZIP</b> [REDACTED]	<b>Email:</b> spencerlowe07@gmail.com	
<b>2. Name of Appellee (employer, agency, department, board, commission):</b> City of North Royalton (Police Department)		
<b>Address:</b> 14600 State Road	<b>Telephone:</b> ( 440 ) 237-5686	<b>Fax:</b> (    )
<b>City, State, ZIP</b> North Royalton, Ohio 44133	<b>Email:</b>	

**3. Reason(s) for filing:**

Notice is hereby given that Appellant appeals to the State Personnel Board of Review from the Order or Notice of: ( all that apply; each checkmark will be assigned a separate case number)

- |   |  |   |
|---|--|---|
| <input checked="" type="checkbox"/> Removal       | <input type="checkbox"/> Layoff  | <input type="checkbox"/> Reduction in Pay or Position   |
| <input type="checkbox"/> Transfer                 | <input type="checkbox"/> Abolishment   | <input type="checkbox"/> Fine   |
| <input checked="" type="checkbox"/> Investigation | <input type="checkbox"/> Reclassification  | <input type="checkbox"/> Involuntary Disability Separation  |
| <input type="checkbox"/> Other:<br>_____          | <input checked="" type="checkbox"/> Suspension: ( <input checked="" type="checkbox"/> one) | <input type="checkbox"/> Failure to Reinstate from IDS  |
|   | <input type="checkbox"/> Working   | <input checked="" type="checkbox"/> Retaliatory Discipline: ( <input checked="" type="checkbox"/> all that apply) |
|   | <input checked="" type="checkbox"/> Non-Working  | <input checked="" type="checkbox"/> Whistleblower   |
|   | <u>28</u> # of Days  | <input type="checkbox"/> Health and Safety (includes OSHA and Public Employment Risk Reduction Program)           |

<b>4. When did you receive notice of the action being appealed?</b> March 16, 2026
<b>5. When was the action being appealed effective?</b> April 14, 2026

If applicable:

<b>6. Name of Attorney for Appellant:</b> Subodh Chandra and Emily Bohatch; The Chandra Law Firm LLC		
<b>Address:</b> 1265 W. 6th St.	<b>Telephone:</b> ( 888 ) 500-5025	<b>Fax:</b> (    )
<b>City, State, ZIP</b> Cleveland, Ohio 44113	<b>Email:</b> Subodh.Chandra@ChandraLaw.com; Emily.Bohatch@ChandraLaw.com	

Pursuant to Ohio Administrative Code Section 124-5-01, this appeal / request for investigation must be filed in writing with the State Personnel Board of Review. The completed document may be hand-delivered, sent by regular USPS mail or courier service, sent by fax or sent by electronic mail to the address at the top of the form.