



# The Fourword

Volume 44 Number 4

April 2016

## ROLL CALL MARYLAND 2015

**Officer Craig Chandler**  
Baltimore City Police Department  
January 9, 2015

**Officer Brennan Rabainn**  
Prince George's County Police  
Department  
March 7, 2015

**Officer Noah Leotta**  
Montgomery County  
Police Department  
December 10, 2015

## FALLEN HEROES



*Greater love has no one  
than this, that he lay down  
his life for his friends.*

## ROLL CALL BALTIMORE COUNTY

**Officer Edward Kuznar**  
December 9, 1969

**Officer Charles Huckeba**  
July 6, 1977

**Corporal Sam L. Synder**  
August 23, 1983

**Officer Robert Zimmerman**  
November 14, 1986

**Sergeant Bruce A. Prothero**  
February 7, 2000

**Detective John W. Stem Sr.**  
October 19, 2000

**Sergeant Mark F. Parry**  
January 21, 2002

**Lieutenant Michael Howe**  
August 11, 2008

**Officer Jason Schneider**  
August 28, 2013

Each year during the month of May, we reflect upon the tragic loss of life sustained by our Law Enforcement family. Nationally, during calendar year 2015, one hundred twenty eight (128) officers were killed in the line of duty.

On May 6, 2016 the 30th annual Maryland Fallen Heroes Day will be observed at Dulaney Valley Memorial Gardens. The staff at Dulaney Valley Memorial Gardens are committed to honoring Maryland's Public Safety Officers who lost their lives in the line of duty, as well as providing comfort and support to their families. Seven of the nine fallen heroes from the Baltimore County Police Department are interred at this location.

The Baltimore County Police Department will honor its fallen officers on May 13, 2016, at our Police Memorial in Towson. Please remember these officers and their families in your thoughts and prayers.

On May 15, 2016 the National Law Enforcement Officer's Memorial service will take place in our Nation's Capital. Tribute will be paid to our fallen colleagues for their acts of courage and heroism.

Never forget their passion for making this county, state, and nation a better place in which to live. Never forget their commitment to the Constitution of the United States of America, and to the enforcement of our nation's laws. Continue the work they started; support their families, and each other in their loss. It is our sustained diligence to the profession of law enforcement that validates the sacrifice of our fallen comrades.





## MEETING MINUTES March 2016

- The March General Business meeting was held on March 28, 2016 at FOP Lodge 4. President Weston called the meeting to order at 7:30 p.m. Brother Tony DiCara gave the invocation. President Weston led the Pledge of Allegiance.

## ROLL CALL OF OFFICERS

- Brother Rommel, Brother Bob Caskey, Brother Hinton, and Brother Zito were excused, Past President Caslin was on vacation, all other Officers were in attendance. Legal Advisor Mike Marshall was excused.

## APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING

- A motion was made by Sister Kraemer to accept the minutes of the February General Membership Meeting. A second was made by Brother King. There was no discussion. The motion passed.

## REPORTS OF OFFICERS

### ~ PRESIDENT WESTON ~

- February 23– Attended meetings with multiple Senators and Delegates in Annapolis concerning proposed LEOBR legislation.
- February 24– Participated in a conference call with all of the stake holders concerning the EEOC pension contribution case against Baltimore County,

addressed the In-Service training class and visited Precinct 12.

- February 29– Met with Chief Johnson and attended the Maryland State FOP Legislative Committee meeting in Annapolis.
- March 1– Attended meetings with multiple Senators and Delegates in Annapolis concerning pending LEOBR legislation and attended the Association of Baltimore County Retired Police, Inc.
- March 2– Addressed the In-Service training class.
- March 4– Chaired a meeting of the Negotiations Committee.
- March 8– Addressed the New Administrators School and the In-Service training class.
- March 9– Attended separate meetings with Baltimore County Senators Brochin and Zirkin who are on the Senate Judicial Proceedings Committee.
- March 10– Met with Councilwoman Vicki Almond.
- March 14– Attended the Police Department Promotion Ceremony and the Maryland State FOP Legislative Committee meeting.
- March 16– Attended a presentation “The Summit”, which is a developing program to strengthen relationships among urban male teens and law enforcement, addressed the In-Service training class, and met with Senator Zirkin, chairman of the Senate Judicial Proceeding Committee.
- March 17– Prepared with Labor counsel for our interest arbitration hearing.
- March 18– Participated in the FOP Lodge #4 contract interest arbitration hearing.
- March 20– Attended the 45th Annual FOP Lodge #4 Bull

## LODGE 4 OFFICE

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Baltimore, Maryland 21234  
Phone (410) 668-0004  
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Toll Free (888) 313-3501  
www.foplodge4.org

## ELECTED OFFICERS

Cole B. Weston  
**President**  
(443) 956-2679

Steven G. Comegna  
**1<sup>st</sup> Vice President**  
*F.O.P. Lodge 4*  
(410) 409-0293

David M. Rose  
**2<sup>nd</sup> Vice President**  
*F.O.P. Lodge 4*  
(443) 956-2643

Donna M. Patterson  
**Lodge Secretary**  
*PC-12*  
(410) 365-8481

Robert W. Caskey  
**Treasurer**  
*CID-Robbery*  
(443) 956-2615

W. Don Patterson  
**State Trustee**  
*Retired*

Ryan Massey  
**Sergeant at Arms**  
*CID - Homicide*

Anthony DiCara  
**Chaplain**  
*PC-8*

L. Timothy Caslin  
**Past President**  
*Retired*

## EXECUTIVE BOARD of DIRECTORS

Kenneth F. Schubert  
**Chairman**  
*Retired*  
(410) 404-2788

Mike DiCara  
**Vice Chairman**  
*PC-4*

Thomas G. Scally  
*CID - Arson*  
David Sweren  
*PC-6*  
James P. Rommel, Jr.  
*PC-11*  
Joe Caskey  
*Retired*

Kathy Kraemer  
*PC-6*  
Sekou Hinton  
*CID-Property*  
Ryan Franks  
*CID-Property*  
Patrick Zito  
*Retired*

## LODGE STAFF

Juanita Bouthner—Administrative Assistant  
Nancy Skinner—Administrative Assistant

## LEGAL ADVISORS

Schlachman, Belsky & Weiner, P.A.  
Phone (410) 685-2022  
IAS Cases Michael Marshall

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*The Fourword* is the official monthly publication of Baltimore County Fraternal Order of Police Lodge 4.

## **Fourword Editors**

Donna Patterson  
Don Patterson

## *The Fourword*

Roast.

- March 21– Attended the Lodge #4 Executive Board of Directors meeting.
- March 23– Addressed the In-Service training class and met with a member planning retirement.
- March 24– Attended the bi-monthly meeting between Chief Johnson and the Executive Board of Directors and attended the viewing for Prince George's County Police Officer Jacai Colson.
- March 28– Attended the Maryland State FOP Legislative committee meeting in Annapolis and chaired the Lodge #4 General Membership meeting.

### **~ 1<sup>st</sup> V. P. COMEGNA ~**

- March 1– Attended the meeting of the Association of Baltimore County Retired Police, Inc.
- March 4– Attended a meeting of the Negotiations Committee.
- March 7– Attended required Phase I Range qualifications.
- March 10– Represented the lodge at the monthly meeting of the Police Assistance and Relief Fund (PAR) and attended a meeting of the department's Diversity and Inclusion Workgroup.
- March 14– Attended the department's promotional ceremony and attended a meeting of the Negotiations Committee.
- March 15– Attended a meeting of the Critical Incident Support Group.
- March 16– Formatted and transmitted our "Pre-Primary #1 Campaign Finance Report".
- March 18– Attended the Arbitration Hearing for our MOU that will take effect on July 1, 2016.

- March 21– Attended the Lodge #4 Executive Board of Directors meeting.
- March 22– Visited Precinct #3 and explained the Arbitration Award.
- March 24– Attended a meeting of the department's Diversity and Inclusion Workgroup and the bi-monthly meeting between Chief Johnson and the Executive Board of Directors.
- March 28– Attended the Lodge #4 General Membership meeting.

### **~2<sup>nd</sup> V. P. ROSE~**

- February 23– Spoke in front of the House Judiciary Committee on proposed LEOBR legislation.
- February 25– Met with PFC. Flanary and Kathleen Cahill to discuss her case.
- February 26 – Attended a Body Worn Camera Use Policy Committee meeting.
- February 29– Met with Chief Johnson to discuss several agency issues and attended the State FOP Legislative Committee meeting in Annapolis.
- March 1 – Spoke in front of the Senate Judicial Proceedings Committee on proposed LEOBR legislation.
- March 2 – Met with Brandt Bradford to calculate his pension adjustment and attended the Body Worn Camera Project Committee meeting.
- March 3 – Attended a Body Worn Camera Use Policy Committee meeting.
- March 4 – Met with the Commander and Lieutenants in Internal Affairs to update on several cases and legislation surrounding LEOBR. Attended a meeting of the Negotiations Committee.
- March 7– Attended a Body Worn Camera Use Policy Com-

mittee meeting and met with personnel in the Planning Unit to discuss several upcoming policies.

- March 8– Attended the Pension Board of Trustees meeting and met with Kathleen Cahill to discuss a pending case.
- March 9– Met with a member to discuss a LEOBR issue and attended a Body Worn Camera Access Committee meeting.
- March 10– Attended the promotion draft and a Body Worn Camera Access Committee meeting.
- March 14– Attended The Maryland State FOP Legislative Committee meeting in Annapolis.
- March 16– Attended a Body Worn Camera Access Committee meeting.
- March 17– Attended a Body Worn Camera Access Committee meeting.
- March 18– Attended the Arbitration Hearing for our MOU that will take effect on July 1, 2016.
- March 20– Attended the FOP Lodge #4 Bull Roast.
- March 21– Attended the Lodge #4 Executive Board of Directors meeting and the Maryland State FOP Legislative Committee meeting in Annapolis.
- March 23– Attended the Body Worn Camera Access Committee meeting.
- March 24– Attended the Body Worn Camera Access Committee meeting and the bi-monthly meeting between Chief Johnson and the Executive Board of Directors.
- March 28– Attended the Maryland State FOP Legislative Committee meeting and the Lodge #4 General Membership meeting.

## *The Fourword*

### **~Don Patterson~**

#### **SECRETARY PATTERSON**

- March 20 –Worked the Lodge #4 Bull Roast.
- March 21– Attended the Lodge #4 Executive Board of Directors meeting.
- March 24– Attended the bi-monthly meeting between Chief Johnson and the Executive Board of Directors.
- March 28– Attended the Lodge #4 General Membership meeting.

### **~TRUSTEE PATTERSON~**

- March 20– Worked the Lodge #4 Bull Roast.
- March 21– Attended the meeting of the Lodge #4 Executive Board of Directors.
- March 24– Attended the bi-monthly meeting between Chief Johnson and the Executive Board of Directors.
- March 28 - Attended the Lodge #4 General Membership meeting.

#### **EXECUTIVE BOARD OF DIRECTORS REPORT**

**~ Ken Schubert~**

- An Executive Board of Directors meeting was held on March 21, 2016. The meeting was called to order at 1:30 pm. All board members and Legal Advisor, Mike Marshall were in attendance.
- Motions that were made, after receiving a proper second, were discussed, voted upon, and appear in this issue under the appropriate committee reports.

#### **REPORTS OF COMMITTEES**

#### **ATHLETIC COMMITTEE**

- The Lodge #4 Annual Golf Tournament will be held on Friday, August 26, 2016. The start time will be 8:00am at Rocky Point Golf Course in Essex. The cost of the tournament will be \$100. Call the lodge to reserve your foursome.

#### **BULL ROAST**

**~Ken Schubert~**

- The Lodge #4 Annual Bull & Oyster Roast and Shrimp Feast was held on Sunday, March 20, 2016 from 1:00-6:00 pm at the Tall Cedars Hall, 2501 Putty Hill Avenue, Parkville, MD 21234. We had a new band this year and everyone seemed to have fun.

#### **BYLAWS COMMITTEE**

**~Donna Patterson~**

- First Vice President Comegna submitted a proposed change to Article IV of the Bylaws. The proposed change was read at the February General Membership meeting and is posted in this issue of the Fourword. It was read and discussed at the March General Membership meeting. It will be voted on at the April General Membership meeting.

#### **DONATION REVIEW COMMITTEE**

**~Mike DiCara~**

- The Donation Review Committee met and discussed the following motions:
- To donate \$250 to the Sgt. Marvin Haw Boating Safety Day to be held on May 14, 2016.
- To donate \$250 to support Lynn Parry in the Law Enforcement

Memorial Bike Ride.

- To donate \$500 as a Bronze Sponsor to the Maryland Concerns of Police Survivors “COPs Ride”.
- To donate \$250 in the name of the Backing Blue Team for the 2016 Police Week 5K.

#### **GRIEVANCE COMMITTEE**

**~Dave Rose~**

- On January 4, 2016, the post hearing memorandums in our step 3 grievance over the health care splits were submitted. The decision from Hearing Officer Stahl was received and our grievance was denied. The decision was short and offered very little explanation. We have filed notice of intent to arbitrate as per Article 8, Section 8.3, step #4 paragraph (b) of the MOU.

#### **LEGAL ADVISORY COMMITTEE**

**~Dave Rose~**

- The retiree health care subsidy case was presented at the Maryland Court of Appeals on November 9, 2015. We are still waiting for a decision.
- The Court of Special Appeals issued an opinion dated February 24, 2016 in the Brandt Bradford case agreeing with the Baltimore County Board of Appeals and affirming the Circuit Court decision.
- Brandt Bradford retired in 2012 from the Baltimore County Police Department. The County Employee Retirement System denied a benefit he felt he earned for his 35 years of service. He appealed the decision of the ERS to the County Board of Appeals on April 4, 2013. In an opinion dated October 18, 2013 the

Board of Appeals reversed the County ERS stating Bradford was entitled to the earned benefit.

- The County filed an appeal to the Baltimore County Circuit Court and at a hearing on December 12, 2014 Judge Stringer issued an order affirming the Board of Appeals decision for Bradford.
- The County filed another appeal on January 12, 2015 to the Maryland Court of Special Appeals. The case was heard by the Court on February 8, 2016 after a couple of postponements. The Court issued an opinion dated February 24, 2016 affirming the Circuit Court decision.
- Brother Bradford's monthly pension should be adjusted to reflect a selection of option #7 and the current deduction recalculated. The ERS must now refund him for the deductions it should not have taken.
- Sister Flanary has filed suit, with support of FOP Lodge #4, in the Baltimore County Circuit Court in reference to her ADA claim. In addition, she has filed a complaint with the EEOC. At this time there are no court dates scheduled.

### **LEGISLATIVE COMMITTEE** ~Cole Weston~

- Members of the State Fraternal Order of Police Legislative Committee are meeting with Senators and Delegates from the Judicial Proceedings and Judiciary Committees in an effort to amend House Bill 1016 and Senate Bill 1026. These two bills are the product of the Public Safety and Policing Workgroup that was formed by Senate President Miller and Speaker of the House Busch. They suggest several law enforcement reforms which would change the LEOBR. Other legislation that was introduced that would impact the LEOBR

has been killed in the committees where they were assigned.

### **NEGOTIATION COMMITTEE** ~Cole Weston~

- On March 18, 2016, an arbitration agreement was reached with the County. Arbitrator Javitz signed the order on March 21, 2016.

### **PENSION COMMITTEE** ~Dave Rose~

- On March 8, 2016, the Pension Board of Trustees met and approved twenty (20) retirements. Seven (7) were from the police department.

### **POLICY REVIEW COMMITTEE** ~Dave Rose~

- The committee members reviewed three (3) policies this month. There were no bargaining issues identified.
- The Body Worn Camera program is progressing. There are still many issues with implementing the program such as developing a policy for use, redaction, PIA requests, etc..
- The Legislative Committee in Annapolis has completed their task of submitting recommendations to the MPCTC for Body Worn Camera minimum standards. Those standards have been received by the committee which intends to use them for guidance.
- The Policy Review Committee will review the policy just as it did for the Taser Camera program and will seek to negotiate on items it deems necessary to discuss with the administration.
- It has come to our attention that the department has been asking

medical related questions to officers who are applying to the Narcotics Unit, which may be inappropriate. This situation was brought to our attention in 2010 and was resolved by having those questions removed from the exam. An inquiry was made to Colonel Burris as to how the questions were again inserted into the questionnaire. An investigation is currently underway. Any member who is told to take the exam as a condition of assignment should not answer any personal medical questions they deem inappropriate. Members are encouraged to contact the Lodge before taking the exam.

- On Tuesday, March 29, 2016 there was an introductory meeting to discuss the formation of a Disciplinary Matrix Committee. Discussion will include possible changes to the matrix due to upcoming body cameras and the potential personal use of the social media policy.

### **SCHOLARSHIP COMMITTEE** ~Tim Caslin~

- The cut-off date for return was February 1, 2016. 38 applications were received by the committee. The committee conducted interviews on March 26, 2016. The results are posted in this edition of The Fourword.

### **GOOD OF THE ORDER**

- During the month of February FOP Lodge #4 sent two (2) cards and flower arrangements to bereaving members. Four (4) donations were made in lieu of flowers. Ten (10) thank you cards were received. One (1) fruit basket was sent to a member recovering from surgery.
- The Association of Baltimore



County Retired Police are selling Challenge Coins to celebrate the 50th Anniversary of the organization. The price of each coin is \$12.00. They are available at Lodge #4 and at the Association's meeting nights. They are also available by mail. If you would like to order one or more coins send a check made out to Association of Baltimore County Retired Police Inc. to P.O. Box 411, Perry Hall, MD 21128, attention to Rick Fox. Please include \$5.00 for shipping for the first coin and \$2.00 for each additional coin.

- On March 11, 2016, the Maryland Department of Natural Resources announced that Governor Larry Hogan appointed Retired Brother Ken Ziegler to serve as Superintendent of the Maryland Natural Resources Police.

### **Promotions**

#### **Captain**

**Michael A. Cortes, III**

#### **Lieutenant**

**Alan C. Hamby  
William K. Vaselaros**

#### **Sergeant**

**Morgan G. Hassler  
Timothy M. McCreer, Jr.  
Timothy S. Rutherford  
Leonard C. Schroeder**

#### **Corporal**

**Matthew J. Barnes  
Michael J. Czyzewski  
Jeffrey A. Mickle  
Barbara P. Sullivan**

**Association of  
Baltimore County  
Retired Police  
Meetings 2016**  
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**May 3  
September 6  
November 1**  
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**All meetings are held at  
Parkville Heritage Gardens  
at 7:30 p.m.**

### **New Additions**

**Ella Marie Duhadaway,  
Daughter of Sister Kimberly  
Webster and Retired Sister  
Deb Duhadaway**  
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**Olivia Michaelene Powell,  
Daughter of Brother Brian  
Powell**  
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**Reaghan Paula Gisela  
Healey, Daughter of Brother  
Dan Healey**  
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**Wilder Montgomery Roesler,  
Son of Brother Stephen  
Roesler**

### **Retirements**

**Wayne Crawford  
Dave Scannell  
Lisa Covington**

### **Bereavements**

**Retired Chief Ellison W.  
Ensor**  
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**Retired Brother Bruce  
Sparhawk**  
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**Retired Brother Charles H.  
Arnold III**  
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**Hazel Gilland, Mother of Re-  
tired Brother Paul Gilland**  
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**C. Marlene Folio, Mother of  
Retired Brother Joe Folio**  
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**Clifford Earp, Brother of Re-  
tired Brother Ronald Earp**  
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**Gay L. Dorsey-Wilson, Wife  
of Brother Terry Wilson**  
\*\*\*\*\*

**Lionel E. Spears, Father-in-  
Law of Brother Robert  
Reason**  
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**Elnor Wright, Grandmother  
of Brother Randall Wright**  
\*\*\*\*\*

**Anna France Kimple, Mother  
of Retired Brother Ed Kimple**  
\*\*\*\*\*

**Glen Tracey, Brother of Re-  
tired Brother Jeff Tracey and  
Uncle of Brother Kyle Tarcey**  
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**Helen Boyarsky, Grand-  
mother of Sister Sarah  
Bordner**



## *The Fourword*

The Scholarship Committee processed 38 applications for the 2016 “Fallen Heroes Memorial Scholarship awards. Sixteen Applicants were selected as finalists and were personally interviewed by members of the committee. Each applicant excelled with grade point average and was found to have a financial need for college tuition.

Brandi Bradford, daughter of retired Brother Brandt Bradford. Attending Brigham Young University. Major – Psychology. Awarded - \$1,500

Jenna Bradford, daughter of retired Brother Brandt Bradford. Graduating from Susquehannock High School and will be attending Brigham Young University. Awarded - \$1,500

Tyler Conaboy, son of Brother James Conaboy, Intelligence Division. Attending Penn State. Major – Engineering. Awarded - \$1,500

Kaytlyn Fiedler, daughter of Brother Tim Fiedler, PC-6. Sophomore at Lebanon Valley College, Major – Physical Therapy. Awarded - \$3,000

Ronnie Georgieff, daughter of Brother Ronnie Georgieff, PC-12. Attending Mount St. Mary’s University. Major – History. Awarded - \$1,500

Ellizabeth Gick, daughter of Brother Lawrence Gick, CID. Will be attending Xavier University. Major – Occupational Therapy. Awarded - \$1,500

LeAnn Hoffman, daughter of Brother Aaron Hoffman, PC-7. Attending Harrisburg Community College. Major – General Studies with the goal of attending law school. Awarded - \$1,500

Savannah Holt, daughter of Brother Duane Holt, PC-11. Graduating from Eastern Technical High School and has been accepted to colleges majoring in Exercise Science. Awarded - \$1,500

Anastasia Johns, daughter of Brother Tony Johns, PC-2. Will be attending Towson University. Major Theatre Studies. Awarded - \$ 1,500

Autumn Keller, daughter of Brother Christopher Keller, PC-3. Graduating from South Western High School and has been accepted to colleges majoring in Nursing. Awarded - \$1,500

Mary Moss, daughter of retired Brother Jim Moss. Attending D’Youville College. Major – Elementary Education - Awarded - \$ 3,000

Alexander Palmer, son of retired Brother Russell Palmer. Freshman at Wilkes University. Major – Electrical Engineering. Awarded - \$1,500

Allison Prenger – daughter of Brother Richard Prenger, CID. Junior at York College. Major – Economics. Awarded - \$1,500

Laura Prenger – daughter of Brother Richard Prenger, CID. Junior at Bloomsburg University. Major – Secondary Education. Awarded - \$1,500

Ryan Saladino, son of Brother Eric Saladino, K-9. Graduating from Loyola High School and been accepted to several colleges. Awarded- \$1,500

Lacey Utz, daughter of Brother Gregory Utz, CID. Freshman at McDaniel College. Major – Elementary Education. Awarded - \$1,500

The May

**FOP Lodge 4  
GENERAL  
BUSINESS  
MEETING**

will be held on

**Monday,  
May 23, 2016  
7:30 p.m.**

at  
FOP Lodge 4  
9304 Harford Road

The June

**FOP Lodge 4  
GENERAL  
BUSINESS  
MEETING**

will be held on

**Monday,  
June 27, 2016  
7:30 p.m.**

at  
FOP Lodge 4  
9304 Harford Road