



The Fourword

Volume 47 Number 4

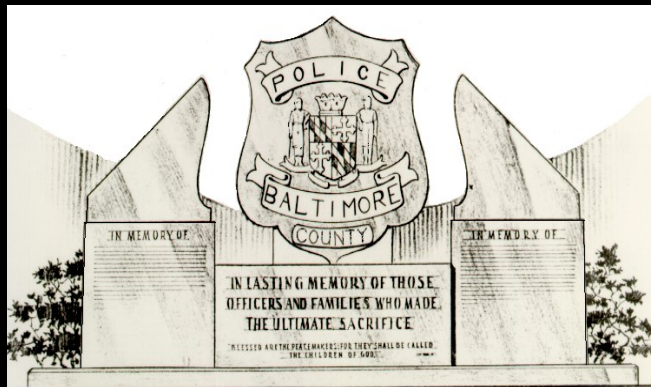
April 2019

ROLL CALL MARYLAND 2018

**Sergeant
Mujahid Abdul Mumin
Ramzziddin**
Prince George's County
Police Department
February 21, 2018

**Officer
Amy Sorrells Caprio**
Baltimore County Police
Department
May 21, 2018

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 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

Officer Amy S. Caprio
May 21, 2018

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 2018, one hundred fifty-eight (158) officers were killed in the line of duty.

On May 3, 2019 the 33rd 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. Eight of the ten 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 10, 2019, at our Police Memorial in Towson. Please remember these officers and their families in your thoughts and prayers.

On May 15, 2019 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.



Representing the Professional Police Officers of Baltimore County





MEETING MINUTES March 2019

- The March General Business meeting was held on March 25, 2019 at FOP Lodge #4. President Weston called the meeting to order at 7:30 p.m. Chaplain DiCara gave the invocation. President Weston led the Pledge of Allegiance.

ROLL CALL OF OFFICERS

- All Officers and Legal Advisor Chaz Ball were in attendance.

APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING

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

REPORTS OF OFFICERS

~ PRESIDENT WESTON ~

- February 27– Addressed the In-Service Training class.
- February 28– Attended a Health Care Review Committee meeting with the County.
- March 1– Met with the Director of Human Resources concerning the promotional draft unfair labor practice.
- March 4– Attended the Maryland State FOP Legislative Committee meeting.
- March 6– Addressed the In-Service Training class.

- March 7– Attended the Senate Judicial Proceedings Committee hearing in Annapolis.
- March 8– Met with workers compensation attorney Mark Grasso.
- March 12– Attended the Pension Board of Trustees meeting.
- March 13– Met with a member planning retirement, chaired a Negotiation Committee meeting, and addressed the In-Service Training class.
- March 15– Chaired a Negotiations Committee meeting.
- March 18– Attended a meeting of the Lodge #4 Executive Board of Directors.
- March 20– Addressed the In-Service Training class.
- March 21– Attended a meeting with Chief Sheridan, his bureau chiefs and the Lodge #4 Executive Board of Directors.
- March 24– Attended the Lodge #4 Bull Roast.
- March 25– Chaired the FOP Lodge #4 General Membership meeting.

1st V. P. COMEGNA ~

- February 26– Attended a meeting with our local representatives from Nationwide Retirement Solution.
- March 1 – Met with new Director of Human Resources, Ms. Rhoda Benjamin, in reference to an unfair labor practice.
- March 4 – Took part in a negotiations conference call.
- March 11 – Met with Colonel Folderauer in reference to several issues.
- March 12 – Attended a meeting of the Lodge #4 Peer to Peer support group.
- March 13 – Attended a meeting of the Negotiations Committee.
- March 15– Attended a meeting

LODGE 4 OFFICE

9304 Harford Road
Baltimore, Maryland 21234
Phone (410) 668-0004
FAX (410) 668-8126
Toll Free (888) 313-3501
www.foplodge4.org

ELECTED OFFICERS

Cole B. Weston
President
(443) 956-2679

Steven G. Comegna
1st Vice President
F.O.P. Lodge 4
(410) 409-0293

David M. Rose
2nd Vice President
F.O.P. Lodge 4
(443) 956-2643

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

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

W. Don Patterson
State Trustee
Retired

Ryan Massey
Sergeant at Arms
CIB - 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
Retired

Kathy Kraemer
PC-6

David Sweren
PC-4

Chris Hodnicki
CIB-GET

James P. Rommel, Jr.
Retired

Ryan Franks
CIB-Arson

Robert Graff
PC-6

Justin Warnick
CIB-RATT

LODGE STAFF

Nancy Skinner—Administrative Assistant

LEGAL ADVISORS

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

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

Fourword Editors
Don Patterson

The Fourword

- of the Negotiations Committee.
- March 18– Attended the FOP Lodge #4 Executive Board of Directors meeting.
- March 19– Visited Precinct #3, Franklin.
- March 21– Attended the regular meeting of the Police Assistance and Relief Fund.
- March 25– Attended the Lodge #4 General Membership meeting.

2nd V. P. ROSE~

- February 26– Met with a supervisor to discuss a performance issue about an employee, met with representatives from Nationwide Retirement Solutions and attended an East Side Policing Town Hall with the County Executive.
- February 28– Attended a Health Care Review Committee meeting with the County.
- March 1– Participated in a Negotiations Committee conference call and met with representatives of Adeo Advocacy Group to discuss our social media strategy.
- March 4– Met with Senator Jill Carter to discuss SB84 and attended the Maryland State FOP Legislative Committee meeting in Annapolis.
- March 5– Testified in Annapolis in opposition of HB983.
- March 6– Testified in Annapolis in opposition to HB1382.
- March 7– Attended and presented written testimony in Annapolis in opposition to SB843.
- March 8– Met with Captain Trivett, Precinct #8.
- March 11– Met with House Judiciary Chairman Clippinger to discuss HB1372 and attended the Maryland State FOP Legislative Committee meeting in Annapolis.

- March 12– Attended the Pension Board of Trustees meeting and participated in a Negotiations Committee conference call.
- March 13– Participated in a Negotiations Committee conference call and attended and submitted written testimony in Annapolis in opposition to HB1121.
- March 14– Attended the range for the conversion to the new Glock 17.
- March 15– Attended a Negotiations Committee meeting.
- March 18– Attended the Lodge #4 Executive Board of Directors meeting.
- March 19– Assisted a member with pension options.
- March 20– Attended In-Service Training.
- March 21– Attended a meeting with Chief Sheridan and the Lodge #4 Executive Board of Directors.
- March 22– Attended a meeting to discuss the GPS units in patrol vehicles.
- March 25 – Met with a member to discuss pension options and attended the Lodge #4 General Membership meeting.

SECRETARY PATTERSON

- February 26– Attended the East Side Policing Town Hall with the County Executive.
- February 28– Attended a Paint Night PAR Fund fundraiser at FOP Lodge #4.
- March 5– Attended a meeting of the Association of Retired Baltimore County Police Officers.
- March 12– Attended a meeting of the Lodge #4 Peer to Peer support group.
- March 16– Represented FOP Lodge #4 at a Police Emerald Society fundraiser.

- March 18– Attended the FOP Lodge #4 Executive Board of Directors meeting.
- March 21– Attended the meeting between Chief Sheridan and the Lodge #4 Executive Board of Directors.
- March 24– Attended the Lodge #4 Bull Roast.
- March 25– Attended the Lodge #4 General Membership meeting.

~TREASURER CASKEY~

- At the March General Membership meeting, Treasurer Caskey reported the finances of the Lodge.

BEREAVEMENTS

Retired Brother Adrian Hughes

Juanita Davalli, Mother of Retired Brother Steve Davalli

Donald Sayenga, Father of Brother Matt Sayenga

Mary Carol Leimbach, Mother of Brother Steve Leimbach

Gary John Barber, Father of Brother Greg Barber and Sister Danielle Barber, Cousin of Brother Sean Beckman

John "Terry" Watnoski, Father of Brother TJ Watnoski

~TRUSTEE PATTERSON~

- February 26– Attended the East Side Policing Town Hall with the County Executive.
- March 5– Attended the meeting of the Association of Retired

Baltimore County Police Officers.

- March 16– Represented FOP Lodge #4 at a Police Emerald Society fundraiser.
- March 18– Attended the Lodge #4 Executive Board of Directors meeting.
- March 25– Attended the Lodge #4 General Membership meeting.

EXECUTIVE BOARD OF DIRECTORS REPORT ~ Ken Schubert~

- An Executive Board of Directors meeting was held March 18, 2019. The meeting was called to order at 12:00 pm. Past President Caslin was excused and all other board members were in attendance as was Legal Advisor Mike Davey.
- 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 ~Don Patterson~

- The Annual FOP Lodge #4 Golf Tournament will be held on Friday, August 23, 2019. It will be held at Rocky Point Golf Course in Essex at 8:00am. The cost will be \$100 per golfer. Call the lodge to reserve your foursome.

BULL ROAST COMMITTEE ~Ken Schubert~

- The 2019 FOP Lodge #4 Bull Roast was held on Sunday, March 24, 2019. The total profit

of \$2,720.50 was down a little from past years due to a smaller crowd and higher expenses.

- Special thank you's go out to all who volunteered the day of the event. They are Mike and Lisa DiCara, Ryan Massey, Ryan Franks, Pat Gibbs, Pat and Charlene Zito, Sandy Caslin, Scott Caslin, Al and Gretchen Meyer, Nancy and Mike Skinner, Rick Bergin, Kathy Kraemer, Rob Graff, Tony DiCara, Cole and Barb Weston and Cindy Gebhard.
- As always, Secretary Donna Patterson kept everything in order at the door and with the volunteers and Brother Kenny Schubert kept everyone entertained with his singing and dancing.

DONATION REVIEW COMMITTEE ~Ryan Franks~

- The Donation Review Committee met and brought forth the following motion which passed.
- To donate \$300.00 to the Maryland Family Network which provides support to families with young children living in poverty. The request came from Brother Reggie Cohan who is a board member of the MFN.
- This motion was passed by the Executive Board of Directors and there was no opposition from the general membership.

GRIEVANCE COMMITTEE ~Dave Rose~

- On February 25, 2019, the committee met to discuss a directive from Colonel Folderauer to 1st VP Comegna and 2nd VP Rose stating "You were marked working Shift 2 on Martin Luther King Day. This should not have occurred. You are directed not to report to work on President's

Day, Monday, February 18, 2019. Both of you will be marked "P". Both of you will be marked "P" for two other holidays (Columbus and Veteran's) this year per Section 6.11."

- The Memorandum of Understanding between the County Administration and the Fraternal Order of Police Lodge #4 states specifically under Article 12, Section 12.6: FOP President: During the term of this Memorandum of Understanding, the President of the Baltimore County Lodge #4, Fraternal Order of Police, Inc. shall designate two (2) appointees of the bargaining unit who shall be granted a full time leave of absence from their duties for the Police Department, mandated in-service training excepted, but shall remain on the payroll of the Police Department for the purpose of performing full-time duties on behalf of the FOP. During such leave, the appointees shall continue to accumulate seniority and shall receive all benefits as if said employee were fully on duty, including, but not limited to, pension accruals and fringe benefits.
- Sgt. Comegna and Sgt. Rose were appointed by the President. Both Sgt. Comegna and Sgt. Rose had to work on President's Day to conduct their duties for the FOP and should be compensated accordingly.
- A motion was made to file a grievance and there was a proper second. The motion passed. The motion was presented to the general membership and there was no objection.
- Colonel Folderauer came to Lodge #4 for a meeting to discuss the grievance on March 11, 2019. At the conclusion of the meeting it was decided both First Vice President Comegna and Second Vice President Rose

would be marked working and compensated accordingly. Payment was received in the March 22, 2019 pay checks.

- The County has filed an appeal to the Court of Special Appeals in the Section 6.1c grievance. The County filed their initial brief. Our brief was filed on January 9, 2019. The County did not respond.
- The health care arbitration hearing was held on January 15, 2019. Second VP Rose and First VP Comegna attended and both testified for our position. County Budget Director Keith Dorsey and County Consultant Mark Lynne testified for the County. The initial brief for the FOP was filed on February 22, 2019. The County has filed their reply brief. The FOP has filed its final brief. The arbitrator has another 30 days to give her decision.
- The step #3 grievance for the specialized assignment process was heard on August 10, 2018 at the Office of Administrative Hearings by Judge Stahl. He issued his decision on August 23, 2018 and denied the grievance. We submitted our notice of intent to arbitrate on September 19, 2018. Arbitrator Marvin Johnson has been selected to hear the grievance. No hearing date has been set.
- We presented the POFC. McCain reschedule pay grievance on November 1, 2018 at step #3, the Office of Administrative Hearings. Judge Stahl issued a decision on November 14, 2018 denying the grievance. We submitted our notice of intent to arbitrate on December 5, 2018. The Legal Advisory Committee met on December 17, 2018 and voted to appeal to arbitration. The Executive Board of Directors also approved the appeal. There was no opposition from the general membership.

LEGAL ADVISORY COMMITTEE

~Dave Rose~

- On February 25, 2019, the committee met to discuss filing an unfair labor practice against the Baltimore County Administration.
- On or about February 7, 2019, the Baltimore County Police Department conducted the promotional draft without including representation from the Fraternal Order of Police Lodge #4 (FOP) in the promotional draft process. The parties have a continuous practice dating back decades whereby FOP representatives have been invited and have participated in the promotional draft. Indeed, consistent with that established practice, the Department scheduled a meeting on February 7, 2019 with FOP representatives to conduct the promotional draft. The Department subsequently cancelled the February 7, 2019 meeting and conducted the promotional draft without involvement of the FOP's representatives. The Department sent out the results of the promotional draft process on February 7, 2019.
- The decision of Baltimore County to conduct the promotional draft without the involvement of the FOP's representatives constitutes a unilateral change in the terms and conditions of employment and a refusal to bargain in good faith violation of Sections 4-5-310 and 4-5-201(a) of the Baltimore County Code and an unfair labor practice under Sections 4-5-203(a)(1) and (4) of the Baltimore County Code.
- A motion was made to file the complaint. There was a proper second. The motion passed. It was presented to the Executive Board of Directors and passed.

There was no objection from the general membership.

- The attorneys for Ericka Barnes have filed a complaint for a Writ of Mandamus on her behalf. Generally, a writ of mandamus is an order from a court to an inferior government official ordering the government official to properly fulfill their official duties or correct an abuse of discretion. The case is in mediation with retired Judge Platt on February 27, 2019. A hearing for the Mandamus is scheduled for July 9, 2019 with Judge King. The appeal has been stayed pending the outcome of the Mandamus hearing.
- A writ of mandamus was filed in Baltimore County Circuit Court on August 20, 2018 for the Marvin Haw case. No date has been set. However, the County Administration submitted Bill 77-18 to County Council on October 1, 2018. The bill, which was passed by Council, permitted a "beneficiary" to appeal a decision of the Board of Trustees to the County Office of Administrative Hearings and the County Board of Appeals. This was in effect retroactive to March 14, 2013. The case has been remanded back to the OAH. No date has been set.

LEGISLATIVE COMMITTEE

~Cole Weston~

- The Legislative session will end on April 8, 2019. President Weston and Second VP Rose have been attending the State FOP Legislative Committee meetings since January.
- Senator Jill Carter from Baltimore City has introduced several bills that pertain to police personnel records and other issues that could affect the LEOBR.

The Fourword

- The Committee is working hard to defeat the bills that could harm the LEOBR.

MEMORIAL COMMITTEE ~Don Patterson~

- Fallen Heroes Day will be held on Friday, May 3, 2019, 1:00pm at Dulaney Valley Memorial Gardens.
- Baltimore County Police Memorial Day will be held on Friday, May 10, 2019 10:00am at Patriot Plaza in Towson.
- National Law Enforcement Memorial Day will be held on Wednesday, May 15, 2019 11:00am at the US Capitol in Washington, DC.
- Lodge #4 will be hosting a bus to DC for the National Memorial service. The bus will pick up at the Carney Park and Ride on Harford Rd. at Jomat Ave. The bus will leave around 8:00am and return by 6:00pm.

NEGOTIATION COMMITTEE ~Cole Weston~

- The Committee has had much discussion with the County in reference to contract negotiation as well as trying to settle the pending litigation in reference to the 6.1c law suit.
- The County offered an agreement on March 14, 2019 which the Committee agreed to on March 15, 2019.
- After explanation from President Weston and the Negotiations Committee, a motion was made to accept the settlement agreement of the 6.1c grievance. There was a second and

the motion passed unanimously by the Executive Board.

- President Weston then explained the tentative agreement to the MOU for a one year contract. This all coincides with the grievance settlement. A motion was made to take the proposed contract to the membership for ratification. This is based on the agreement being signed by both parties.

PENSION COMMITTEE ~Dave Rose~

- At the March 12, 2019 Pension Board of Trustees meeting, the trustees approved twenty-five (25) total retirements, four (4) were from the Police Department.

POLICY REVIEW COMMITTEE ~Dave Rose~

- The committee members reviewed fifteen (15) new/revised policies this month. We had to get clarification on a few of them.
- The FOP filed a request to bargain over the installation and monitoring of GPS in the patrol vehicles. On March 22, 2019 Second VP Rose met with members of the Command Staff to discuss our request to bargain the implementation and use of the GPS system. Second VP Rose stated that the implementation of the system without a policy or some communication piece stating the purpose of the system and how it will be used caused a lot of consternation among the members. The development of an Informer to

be distributed to the members while developing an SOP was discussed. An Informer was disseminated on March 3, 2019.

- An expression of concern from the FOP that this system not result in discipline of our members since there is no agreed on policy was discussed. If any member receives discipline as a result of this system, please call the lodge so we can discuss it.

NEW BUSINESS

- President Weston presented the budget for 2019. A motion was made by Chaplain Tony DiCara to accept the budget as presented and was seconded by Brother Dave Sweren. The motion was passed by the Executive Board unanimously.
- First VP Comegna made a motion to send 5 members to the Labor Arbitration Institute Labor Law Seminar in Baltimore July 30 and 31, 2019. Total cost is \$3,000.00. This motion was passed by the Executive Board and there was no opposition from the membership.

GOOD OF THE ORDER

- During the month of March, FOP Lodge #4 received eleven (11) thank you cards. Eight (8) flower arrangements were sent to bereaving members. Four (4) fruit baskets were sent to grieving members. Three (3) memorial donations were made in lieu of flowers.

**See Lodge#4
Website for photo
dates for the 145th
Anniversary Year-
book**

The Fourword

The Scholarship Committee processed 39 applications for the 2019 “Fallen Heroes Memorial Scholarship Awards”. Nineteen applicants were personally interviewed by the committee. Fourteen applicants were selected as recipients. The scholarship recipients excelled with grade point average and were also determined to have a financial need for college tuition.

Shannan Conaboy, daughter of Brother Jim Conaboy – Intelligence Section. Shannan will graduate from South Western High School – June 2019. Accepted to Bloomsburg University, undecided major at this time. Awarded - \$1,500.00.

Samuel Burton, son of Brother William Burton, Youth & Community Services. Samuel will graduate from Sparrows Point High School – June 2019. Accepted to Liberty University. Major – Physical Education. Awarded - \$1,500.00.

Kaytlyn Fiedler, daughter of Brother Tim Fiedler, PC-6. Fifth year of six year program at Lebanon Valley College, Major – Physical Therapy. Awarded - \$ 3,000.00.

Elizabeth Gick, daughter of Brother Lawrence Gick, CID. Junior at Xavier University. Major – Occupational Therapy. Awarded \$ 3,000.00.

Nathan Gorman, son of Brother of Matthew Gorman, VND. Nathan will graduate from Loch Raven High School – June 2019. Accepted to Towson University. Major – Undecided. Awarded \$3,000.00.

Savannah Holt, daughter of Brother Pearin Holt, PC-6. Sophomore at Towson University, Major – Biology. Awarded \$3,000.00.

Jenna Koller, daughter of Brother George Koller, PC-11. Jenna will graduate from Eastern Technical High School – June 2019. Accepted to West Virginia University, Major – Physical Therapy. Awarded - \$1,500.00.

Olivia Longo, daughter of Brother Steve Longo, VND. Sophomore at Towson University. Major – Speech Language Pathology. Awarded \$3,000.00.

Lauren Longo, daughter of Brother Steve Longo, VND, Lauren will graduate from Fallston High School – June 2019. Accepted to Towson University. Major – Art Education. Awarded \$1,500.00.

Meghan Longo, daughter of Brother Steve Longo, VND. Meaghan will graduate from Fallston High School – June 2019. Accepted to University of Maryland. Major – Hearing & Speech Therapy. Awarded - \$1,500.00.

Danielle Palmer, daughter of Retired Brother Russell Palmer. Danielle will graduate from Susquehannock High School. Accepted to Kutztown University. Major – Graphic Design. Awarded - \$1,500.00.

Matthew Paul, son of Brother Matthew Paul, CIB. Matthew will graduate from Sparrows Point High School – June 2019. Accepted to University of Maryland. Major – Finance. Awarded - \$3,000.00.

Jacob Schubert, son of Kenneth Schubert, PC-11. Jacob will graduate from Kennard Dale – June 2019. Accepted to Harrisburg Community College. Major – Teaching. Awarded - \$1,500.00.

Kyleigh Zakroski, daughter of Brother Mertz, PC-9. Kyleigh will graduate from Spring Grove Area High School – June 2019. Accepted to University of Pittsburgh. Major – Mechanical Engineer. Awarded - \$1,500.00.

The April

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
April 22, 2019
7:30 p.m.**

at
FOP Lodge 4
9304 Harford Road

The May

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Tuesday,
May 28, 2019
7:30 p.m.**

at
FOP Lodge 4
9304 Harford Road