



The Fourword

Volume 49 Number 4

April 2021

PRESIDENT'S MESSAGE

Over the past twelve months we have successfully defended several members against charges placed upon them by the Department. These charges, and subse-quent discipline were recommended by the new Disciplinary Review Panel and ap-proved by Chief Hyatt.

Our members chose to contest those charges by exercising their right to a hearing board under the Law Enforcement Officers' Bill of Rights (LEOBR). The presiding members of these hearing boards were selected by Chief Hyatt or her designee. At the conclusion of each hearing, after all the evidence and witness testimony had been presented to the board members, these officers were found guilty of some al-legations and not guilty of others, based on a preponderance of evidence. In short, our members were found guilty on lesser infractions than originally charged.

In each of these cases, at the direction of Chief Hyatt and/or a decision by Legal Director, Rodney Hill, the recommended discipline was drastically increased. There was no reason given for the increase in discipline placed into the record. There was no additional evidence uncovered at the hearing. Only the information originally known when the initial discipline recommendation was approved by the Chief.

If the Chief of Police cannot prove charges based on the facts of a case as deter-mined by her investigators and Legal Director, to a hearing board selected by her, at the lowest burden of proof allowed by law, her response is to increase the disci-pline? I shudder to think what would happen if the agency actually proved its case. What would happen then?

These actions can only lead our members to conclude that Baltimore County Police Chief Melissa Hyatt believes exercising your legal rights under the LEOBR is sub-ject to her authority to increase discipline she originally approved.

Dave Rose
President



Representing the Professional Police Officers of Baltimore County





MEETING MINUTES March 2021

- The March General Business meeting was held on March 22, 2021 at the Tall Cedars Lodge. President Rose called the meeting to order at 7:30 p.m. Chaplain DiCara gave the invocation and President Rose led the Pledge of Allegiance.

ROLL CALL OF OFFICERS

- Brother Comegna and Past President Weston were excused, all other board members were present. Legal Advisor, Mike Davey was present.

APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING

- A motion was made by Brother Zito to accept the minutes of the March meeting. A second was made by Brother King. There was no discussion. The motion passed.

REPORTS OF OFFICERS

~ PRESIDENT ROSE ~

- February 23– Addressed the In-Service Training class.
- February 24– Met with Delegates Cardin and Watson via zoom to discuss HB760 and HB 761 and participated in a COVID-19 conference call.
- February 25– Met with a member to discuss retirement options, spoke with Senator West

about SB627 and visited Precinct 11 and spoke with members at roll call.

- February 27– Attended a Town Hall meeting hosted by Delegate Jalisi and answered questions from those in attendance.
- March 1– Met with ADEO Advocacy to develop graphics for our poll results, discussed the arbitrator selection with our labor attorney and participated in the State FOP Legislative Committee meeting.
- March 2– Watched the Senate floor debate on SB627 and answered questions about amendments and attended the Association of Retired Baltimore County Police Officers meeting.
- March 3– Met with a member to discuss retirement options.
- March 4– Met with a member to discuss retirement options and attended negotiation session with the County Administration.
- March 8– Participated in a Maryland State FOP Legislative Committee meeting.
- March 9– Attended the Pension Board of Trustees meeting, attended a meeting of the Maryland State FOP Board of Directors and attended a presentation of the new Workday program.
- March 10– Attended a Negotiations Committee meeting, met with Budget Director Blades to discuss the pension system Actuary Report and watched the debate on the House floor for HB670.
- March 11– Attended a Negotiations Committee meeting, visited Precinct #2 and spoke with members at roll call and watched the debate on the House floor for HB670.
- March 12– Spoke with Deputy Administrator Vetter about contract negotiations.
- March 15– Attended the Lodge

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

David M. Rose
President
(443) 956-2643

Ryan Massey
1st Vice President
FOP Lodge#4
(443) 865-0237

Mike DiCara
2nd Vice President
PC-4
(410) 299-8835

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

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

W. Don Patterson
State Trustee
Retired

Kathy Kraemer
Sergeant at Arms
Retired

Anthony DiCara
Chaplain
Training

Cole B. Weston
Past President
Retired

EXECUTIVE BOARD of DIRECTORS

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

Ryan Franks
Vice Chairman
PC-1

Thomas G. Scally
Retired
David Sweren
CIB
Joe Peach
PC-8
Robert Graff
PC-6

Carroll Bollinger
Retired
Chris Hodnicki
CIB-GET
Matt Krauch
CIB-VCU
Steve Comegna
PC-3

LODGE STAFF

Nancy Skinner—Administrative Assistant

LEGAL ADVISORS

Schlachman, Belsky, Weiner and Davey, 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 Editor
Don Patterson

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#4 Executive Board of Directors meeting and participated in the State FOP Legislative Committee meeting.

- March 16- Spoke with members at In-Service Training, spoke with Captain Latchaw about a personnel issue and observed part of the trial board in progress at headquarters.
- March 17- Spoke with Captain Trivett about an IAS issue and visited Precinct #6 and spoke with members at roll call.
- March 18 - Attended the PAR Fund meeting.
- March 19- Spoke with Legal Director Hill and Colonel Hlavach in reference to the Brennan hearing board.
- March 22- Attended the Maryland State FOP Legislative Committee meeting and chaired the Lodge #4 General Membership meeting.

1st V. P. MASSEY~

- February 23– Attended a meeting with Deputy State’s Attorney Robin Coffin.
- February 26– Participated in a DEI meeting.
- March 1– Participated in the State FOP Legislative Committee meeting.
- March 2– Addressed the In-Service Training class.
- March 4- Met with Director Fenner at Headquarters reference to DEI committee and participated in contract negotiations with the County Administration.
- March 8– Participated in the State FOP Legislative Committee meeting.
- March 9- Participated in a Tattoo Committee meeting and addressed the In-Service Training class.
- March 10- Participated in a Ne-

gotiations Committee meeting.

- March 11- Addressed Precinct #2 roll call with President Rose.
- March 15- Attended the FOP Lodge #4 Executive Board of Directors meeting and the State FOP Legislative Committee meeting.
- March 16- Attended the Brennan Trial Board.
- March 17- Attended the Brennan Trial Board and responded to a police involved shooting for a Precinct #2 officer.
- March 18- Addressed the Precinct #6 Midnight Shift roll call.
- March 22- Attended the Maryland State FOP Legislative Committee meeting and the Lodge #4 General Membership meeting.

2nd V.P. DICARA

- March 4– Attended contract negotiations session with the County Administration.
- March 10– Attended a meeting of the Negotiations Committee.
- March 11– Attended a meeting of the Negotiations Committee.
- March 15– Attended the Lodge #4 Executive Board of Directors meeting and the State FOP Legislative Committee meeting.
- March 22- Attended a Negotiations Committee meeting and the FOP Lodge #4 General Membership meeting.
- March 26- Attended a financial presentation by the County Administration.

SECRETARY PATTERSON

- March 4– Attended a contract negotiations session with the County Administration.
- March 9- Participated in a State FOP Executive Board meeting.

- March 10- Attended a meeting of the Negotiations Committee.
- March 11- Attended a meeting of the Negotiations Committee.
- March 15- Attended the Lodge #4 Executive Board of Directors meeting.
- March 22- Attended a meeting of the Negotiations Committee and the Lodge #4 General Membership meeting.

TREASURER CASKEY

- Treasurer Caskey reported on Lodge #4 finances.

TRUSTEE PATTERSON

- March 9– Attended the Pension Board of Trustees meeting.
- March 15– Attended the Lodge #4 Executive Board of Directors meeting.
- March 22- Attended the Lodge #4 Executive Board of Directors meeting.

EXECUTIVE BOARD OF DIRECTORS REPORT

~ Ken Schubert~

- An Executive Board of Directors meeting was held March 15, 2021. The meeting was called to order at 1:30 pm. Treasurer Caskey was excused, all other board members were in attendance. Legal Advisors Chaz Ball and Mike Davey were present via zoom.
- 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

BY-LAW COMMITTEE

~Ryan Massey~

- A By-Law was submitted by Chair of the Board Schubert. The By-Law was read at the March General Membership meeting. That By-Law is posted in this issue of the Forward. It will be read again at the April General Membership meeting and discussed. It will be voted on at the May General Membership meeting.

HEALTHCARE REVIEW COMMITTEE

~Mike DiCara~

- A meeting was scheduled for April 6, 2021 between the HCRC and the County Administration to discuss plan offerings and proposals for the 2022 plan year.

LEGAL ADVISORY COMMITTEE

~Ryan Massey~

- The hearing board for Cpl. Sean Brennan was held on 3-16-21 & 3-17-21. Cpl. Brennan was charged with three violations, all "Conduct Unbecoming" in reference to the incident in question. When he received his form 80s the recommended punishment was as follows:
- Charge #1- two days loss of leave
- Charge #2- two days loss of leave
- Charge #3- ten days loss of leave and 11 days suspended without pay.
- Additionally, the department ad-

vised he wasn't eligible for promotion and or selection to a specialized unit for three years. The hearing board commenced, and the Department called four witnesses. At the conclusion of the defense's case, Cpl. Brennan was found not guilty on Charges 1 and 2 and guilty on charge 3 (all unanimous verdicts). In the penalty phase the Department recommended demotion as the punishment. Defensive counsel argued against the increase in punishment because it was more than what the department originally recommended. The Board unanimously decided that a two-day loss of leave was the appropriate punishment.

- On 11/10/2020 Cpl. Aaron Galloway was charged with a violation. When Cpl. Galloway received his form 80's the recommended punishment was a two-day loss of leave. The hearing board commenced, and Cpl. Galloway was unanimously found guilty of the violation. During the punishment phase the Department recommended 2 days loss of leave and no promotion for three years. The board voted unanimous on the 2 days loss of leave. Only the chair voted for the prohibition on being promoted for three years, so Cpl. Galloway received two days loss of leave.

- On 2/27/2020 a member had a trial board for numerous allegations. Prior to the trial board approximately four weeks in leave and a two-rank demotion was the recommendation. After the trial board the Department now recommended termination. The Majority of the Hearing Board (LT & Sgt) voted for the original recommendation of demotion, only the chair voted for the increased punishment for termination.

LEGISLATIVE COMMITTEE

~Dave Rose~

- The State FOP Legislative Committee has met weekly in preparation for the current legislative session. The State Board has retained the services of KO Public Affairs to assist in our communications strategy with the legislators and the citizens.
- KO Public Affairs has set up a website, "keepmarylandsafe.com" so members can get up to date information on legislation and click the "Take Action" button and easily send their opposition to various bills to House and Senate members. We are asking you to contact any elected official and ask them to support law enforcement and oppose the bills to repeal the LEOBR. As of this date we have over 50,000 emails sent. We now have asked everyone to start calling each elected official.
- The attacks on the LEOBR continue as several bills have been introduced that will greatly change the way policing will be done in the future.
- The Senate passed SB627 repeal of the LEOBR strictly by partisan lines. After a lot of debate, several amendments the FOP was advocating for were passed with bi-partisan support. A total of 9 bills, SB71, SB74, SB178, SB419, SB599, SB600, SB626, SB627 and SB786 made up the Senate version of "Police Reform".
- I would like to thank Senator West from Baltimore County for his unwavering support. We were in constant communication throughout the entire process. The other Senators who supported the FOP are, Senator Hough, Senator Cassilly, Senator Bailey.
- There are two Baltimore County

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Senators on the Committee, Senator Sydnor and Senator Hettleman who did not support the police.

- The House passed SB 670, Repeal of the LEOBR, also by partisan lines.
- HB760 and the Senate bills are strikingly different despite their titles. They will cross over to the opposite houses of origin for debate, amendments and voting. Once the process is complete, they will go to a conference committee where legislators from both the House and Senate will try to reach a consensus on a single bill. If they reach a consensus on a bill, it will proceed to both the Senate and the House for a final vote.
- We have posted the weekly State FOP legislative chart on our website so the membership can look up the FOP's position on numerous bills. We also have a link so you can go to the General Assembly website and look up individual legislation.
- Please continue to check our social media, Facebook, Twitter and Instagram for updates. We are also sending out information on our new app.

MEMBERSHIP COMMITTEE

~Tom Scally~

- The Membership Committee presented William Vandergriff as an Associate Member. He was recommended by his brother, Brother Dave Vandergriff. The Executive Board voted to approve as did the general membership.

MEMORIAL COMMITTEE

~Don Patterson~

- The Fallen Heroes Day Ceremony at Dulaney Valley Memorial Gardens will be a virtual tribute, streamed on Friday, May 7, 2021 at 1:00 p.m.
- The National Police Week and National Memorial Ceremony has been rescheduled to October 14-16, 2021.
- We are still waiting to see if there will be a Baltimore County Memorial Day.

NEGOTIATION COMMITTEE

~Dave Rose~

- The Negotiations Committee and the County Administration continue to have constructive discussion in negotiations. We have selected an arbitrator. We will continue to negotiate in good faith throughout the arbitration process to reach an agreement.

PENSION COMMITTEE

~Don Patterson~

- At the March 9, 2021 Pension Board of Trustees meeting, the trustees approved seventeen(17) total retirements, one (1) was from the Police Department.
- OIT is working on a system to allow retirees to access paystubs and 1099R's.

POLICY REVIEW COMMITTEE

~Dave Rose~

- The committee received three (3) new or revised policies. There were no bargaining issues.

POLITICAL ACTION COMMITTEE

~Mike DiCara~

- The Political Action Committee did not meet this month. Due to fundraising restrictions during the General Assembly session, no contribution requests were received.

SCHOLARSHIP COMMITTEE

~Tim Caslin~

- The Committee received 33 scholarship applications. They are going to meet and try to narrow the applicants down and then conduct interviews.

SOCIAL MEDIA COMMITTEE

~Dave Rose~

- FOP Lodge #4 has an APP. We have partnered with the National Lodge to use their easy to use system. To find us, simply download the National FOP APP and search for Baltimore County FOP Lodge #4. We will be using this APP to instantly send out information to the membership. This along with our Facebook, Twitter and Instagram accounts is yet another way to improve communication.

GOOD OF THE ORDER

- During the month of March, FOP Lodge #4 received four (4) thank you cards. Five (5) memorial donations were made in lieu of flowers. Five (5) flower arrangements were sent to grieving members.

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A proposed change to the Constitution and Bylaws of Baltimore County Lodge #4 of the Fraternal Order of Police, Incorporated.

Whereas: The Executive Board of Directors has the responsibility to approve expenditures of the Lodge, and

Whereas: The current Constitution and Bylaws specifies that dues shall be equal to 1% of the minimum salary of a Police Officer First Class per year, as published by Baltimore County for full-time Police Officers, and

Whereas: Effective 6-30-21 the Police Officer First Class minimum salary on Pay Schedule IV will be eliminated and,

Whereas: As published, Pay Schedule IV, 1% of a Probation Police Officer 2nd Step salary per year is equivalent to 1% of a Police Officer First Class minimum salary per year and,

Whereas: A change in the bylaw is necessary based on the change to Pay Schedule IV

Whereas: A change of calculating dues from, Pay Schedule IV, 1% of a Probation Police Officer 2nd Step salary per year is equivalent to 1% of a Police Officer First Class minimum salary, would maintain the current dues structure,

NOW THEREFORE BE IT RESOLVED THAT: Article I Section 1 Dues, Etc. of the Current Bylaws of Fraternal Order of Police Baltimore County, Maryland Lodge #4 be amended with:

Article 1 Dues, ETC

SECTION 1:

The dues of the Baltimore County Lodge No. 4 shall be equal to 1% of the ~~minimum salary of a Police Officer First Class~~ **Probationary Police Officer 2nd Step** per year, as published by Baltimore County for full-time Police Officers and dues shall be Sixty Dollars (\$60.00) per year for Honorably Retired Members, beginning July 1, 1997.

By Request of the Executive Board of Director

Kenneth Schubert 3-20-2021
Chairman
(Proposed changes are in bold)

Joint Statement Regarding National Police Week 2021

To Assure Opportunity for In-person Attendance, National Police Week Events Postponed to October

Planned events include honoring fallen officers from 2019 and 2020.

Washington, D.C., (March 10, 2021) — Host organizations of National Police Week, which includes the National Law Enforcement Memorial and Museum, the Fraternal Order of Police and Auxiliary (FOP), and Concerns of Police Survivors (C.O.P.S.), have made the difficult, but necessary, decision due to the ongoing pandemic to postpone in-person events of National Police Week to October 13-17, 2021, in Washington, D.C. The rescheduling of the originally planned events to be held May 11-16, 2021, is due to the inability to secure necessary permits in time for in-person gatherings due to the ongoing COVID-19 restrictions.

The National Police Weekend will offer the same honor, remembrance, and peer support as the extended National Police Week, while allowing law enforcement, survivors, and citizens to gather and pay homage to those who gave their lives in the line of duty.

The planned schedule of events includes:

- **Thursday, October 14 - NLEOMF Candlelight Vigil**
- **Friday, October 15 - C.O.P.S. National Police Survivors' Conference**
- **Saturday, October 16 - FOP 40th Annual National Peace Officers Memorial Service**

The three host organizations remain committed to their missions and to honoring the fallen law enforcement heroes from 2019 and 2020, while making sure their survivors are supported. In addition to the in-person events in October, each organization will host virtual events on originally scheduled dates in May 2021. More information on these events are forthcoming.

###

About National Police Week (NPW)

In 1962, President John F. Kennedy signed Public Law 87-726 designating May 15 as Peace Officers' Memorial Day, and the week in which May 15 falls as National Police Week. While the actual dates change from year to year, National Police Week is always the calendar week, beginning on Sunday, which includes May 15. Main events are hosted for law enforcement, survivors, and the supporting public by three organizations: National Law Enforcement Officers Memorial Fund, Fraternal Order of Police and Auxiliary, and Concerns of Police Survivors.

Dianne Bernhard

Dianne Bernhard
Executive Director
Concerns of
Police Survivors



Marcia Ferranto

Marcia Ferranto
Chief Executive Officer
National Law Enforcement
Officers Memorial Fund



Patrick Yoes

Patrick Yoes
National President
Grand Lodge of
Fraternal Order of Police



Linda Hennie

Linda Hennie
National President
National Fraternal Order
of Police Auxiliary



CHANGE OF ADDRESS FORM

NAME: _____
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CITY: _____ STATE: _____
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HOME PHONE: () _____



FRATERNAL ORDER OF POLICE
BALTIMORE COUNTY LODGE NO. 4
9304 HARFORD ROAD
BALTIMORE, MARYLAND 21234

RETURN SERVICE REQUESTED

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U.S. POSTAGE
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BALTIMORE, MD
PERMIT NO. 5418

(CUT ALONG DOTTED LINE. RETURN ENTIRE TOP OF FORM TO THE LODGE OFFICE.)

The May
**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
May 24, 2021
7:30 p.m.**

at
Location to be Determined

The June
**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
June 28, 2021
7:30 p.m.**

at
Location to be Determined