



# The Fourword

Volume 47 Number 12

December 2019



Past President Tim Caslin presents retiring President Cole Weston with a badge plaque for his service to the Police Department and the FOP



Representing the Professional Police Officers of Baltimore County





## MEETING MINUTES November 2019

- The November General Business meeting was held on November 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 Executive Board members were present as was Legal Advisor Mike Davey.

## APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING

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

## REPORTS OF OFFICERS

### ~ PRESIDENT WESTON ~

- October 30– Addressed the In-Service Training class and presented a step two involuntary transfer grievance.
- November 6– Addressed the In-Service Training class.
- November 12– Attended the Pension Board of Trustees meeting.
- November 18– Attended a Political Action Committee meet-

ing and the Executive Board of Directors meeting.

- November 20– Addressed the Critical Incident class.
- November 22– Attended a fundraiser for the incoming Senate President, Senator Bill Ferguson.
- November 25– Chaired the Lodge #4 General Membership meeting.

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

- November 18– Attended meetings of the Political Action Committee, Legal Advisory Committee and the Lodge #4 Executive Board of Directors.
- November 25– Attended the Lodge #4 General Membership meeting.

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

- October 29– Met with a representative from Adeo Advocacy.
- October 30– Met with the Chief's representative to discuss concerns with a new policy, met with Major Davis and Karl Zimmerman to discuss military service credit issues and met with members of Precinct #2.
- October 31– Addressed the In-Service Training class.
- November 5– Attended Phase II of the range and the meeting of the Association of Retired Baltimore County Police Officers.
- November 6– Attended a fundraiser for State Senator Kathy Klausmeier and an event for the PAR Fund.
- November 7– Addressed the In-Service Training class.
- November 8– Met with the Commander of Internal Affairs.
- November 9– Participated in the Foot Pursuit 5K race.

## LODGE 4 OFFICE

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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  
**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**  
CIB-Robbery  
(443) 956-2615

W. Don Patterson  
**State Trustee**  
Retired

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

Anthony DiCara  
**Chaplain**  
Training

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  
David Sweren  
PC-4  
James P. Rommel, Jr.  
Retired  
Robert Graff  
PC-6

Kathy Kraemer  
PC-6  
Chris Hodnicki  
CIB-GET  
Ryan Franks  
CIB-Arson  
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

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

**Fourword Editor**  
Don Patterson

- November 12– Attended the Pension Board of Trustees meeting.
- November 15– Met with the Chief's representatives in reference to policy revisions.
- November 18– Chaired a meeting of the Legal Advisory Committee and attended the Lodge #4 Executive Board of Directors meeting.
- November 20– Addressed the Critical Incident class, met with two members in reference to performance appraisals and met with a member to discuss retirement options.
- November 21– Attended a meeting of the Disciplinary Matrix Committee.
- November 22– Attended a fundraiser for Senate President Bill Ferguson.
- November 25– Attended the Lodge #4 General Membership meeting.

#### **SECRETARY PATTERSON**

- November 2– Attended the Maryland State FOP meeting.
- November 5– Attended a meeting of the Association of Retired Baltimore County Police Officers.
- November 18– Attended meeting of the Legal Advisory Committee and the Lodge #4 Executive Board of Directors.
- November 25– Participated in the Election Committee ballot counting and attended the Lodge #4 General Membership meeting.

#### **TREASURER CASKEY**



- Treasurer Caskey reported the finances of the Lodge.

#### **TRUSTEE PATTERSON**

- November 2– Attended the Maryland State FOP meeting.
- November 5– Attended the meeting of the Association of Retired Baltimore County Police Officers.
- November 18– Attended the Lodge #4 Executive Board of Directors meeting.
- November 25– Attended the Lodge #4 General Membership meeting.

#### **EXECUTIVE BOARD**



#### **OF DIRECTORS REPORT**

**~ Ken Schubert~**

- An Executive Board of Directors meeting was held November 18, 2019. The meeting was called to order at 1:30 pm. Sgt-at-Arms Massey and Brother Warnick were working. 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**

#### **GRIEVANCE COMMITTEE**

**~Dave Rose~**

- We received a grievance from POFC. Bugarin from Precinct #1. He is grieving his involuntary transfer from his School Resource Officer position. Both parties waived the Step #1 hearing. A Step #2 hearing was held on October 30, 2019. We are currently waiting for a decision.
- 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. We have received the list of arbiters and our attorney is working with the County on the selection.

#### **LEGAL ADVISORY COMMITTEE**

**~Dave Rose~**

- The Committee met to consider a request from Sergeant Vicosa for the Lodge to pay the legal fees for him to retain outside counsel for his upcoming hearing board. The Committee requested his Form 80's for review.
- The Committee has entertained these requests in the past and has made every effort to be consistent in the decisions for those



requests. Unless there is a conflict or some compelling reason the Lodge's counsel cannot represent a member in a hearing board, the Committee has denied the requests. Neither has been provided in this request.

- A motion was made to deny the request. There was a proper second. The request was denied. As per the by-laws, the member may, at the conclusion of their case, make a request for reimbursement.
- 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.

draft versions of the Social Media and Peer Support and Wellness Team (PSWT) policies.

- The concern with the PSWT policy was the use of the term "confidential" in several places in the policy. However, it did not clearly explain the difference between privilege communications and the department's confidentiality. After meeting with the Chief's representatives, it appears as though it has been revised to make the differentiation clear.
- The Social Media policy had an issue with the phrasing of how public employees are treated differently than the general public when it comes to free speech. In a meeting with the Chief's representative, this was communicated as to how we thought it could be stated in a more positive manner. We also requested that one of the exceptions to speech, concerted activities, be placed in the definition section so that everyone could have it clearly explained. The Chief's office responded by stating there would be no revision.

membership at the November General Membership meeting. The membership approved this report.

### **BEREAVEMENTS**

**Retired Brother Frank Kujawa, Jr.**  
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**Robin Ruffner, Sister of Brother Rob Graff**  
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**Joseph Mezan, Father of Sister Karen Dontell**  
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**Jerome Barney, Father of Brother Richard Barney**  
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**Harry Charles Langelan, Father of Brother Kellan Langelan**  
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**Charles Crowe, Father of Sister Kathryn Greenbeck**  
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**Rose Marie Guraleczka, Mother of Retired Brother Randy Guraleczka**

### **PENSION COMMITTEE**

**~Dave Rose~**

- At the November 12, 2019 Pension Board of Trustees meeting, the trustees approved twenty-six (26) total retirements, four were from the Police Department.

### **POLICY REVIEW COMMITTEE**

**~Dave Rose~**

- The committee received nine(9) new/revised policies this month. There were no bargaining issues identified.
- The Committee also received

### **POLITICAL ACTION COMMITTEE**

**~Steve Comegna~**

- The Political Action Committee met on Monday, November 18, 2019. There was one (1) motion that was brought forth to the Executive Board of Directors for approval.
- To purchase a \$1,000.00 sponsorship to an event for Maryland State Senator Bill Ferguson (District #46) on Friday, November 22, 2019.
- This motion was approved by the Executive Board of Directors on Monday, November 18, 2019. This report was given to the

- Captain Chemelli wanted to thank President Weston and the entire board for all of their hard work, especially during the time of Amy's passing. She stated the FOP really took care of the officers during that time.
- President Weston thanked Captain Chemelli for her comments but advised we still have a lot of work to do.

## GOOD OF THE ORDER

- During the month of November, FOP Lodge #4 received three (3) thank you cards. Four (4) memorial donations were made in lieu of flowers. Three (3) flower arrangements were sent to grieving members.
- Ballots were counted for the election of Line Officers and 5 Executive Board positions. President, Second VP and 5 Board positions were contested. First VP, Secretary, Treasurer, Chaplain, Trustee and Sgt-at-Arms were unopposed. There were 10 nominees for the Executive Board positions and the top 5 vote getters will serve 2 year terms. The results are posted in this issue of the Fourword.

## ELECTION RESULTS

### **PRESIDENT**

**Dave Rose 929**  
**Steve Comegna 674**

### **SECOND VP**

**Mike DiCara 1162**  
**Kathryn Greenbeck 407**

### **EXECUTIVE BOARD**

**Carroll Bollinger 1105**  
**Dave Sweren 1004**  
**Tom Scally 906**  
**Tim Caslin 844**  
**Joe Peach 815**

**Matt Krauch 636**  
**Pat Zito 540**  
**Kevin Jobe 474**  
**Joe Cohan 465**  
**Jason Garnek 314**

## STATE TRUSTEE REPORT

*The Maryland State FOP meeting was held on Saturday, November 2, 2019. One of the topics discussed by President Canales was the unorganized process of National Officer endorsements at the Conference. He is forming a committee to come up with a by-law for making endorsements.*

*Second VP Young and Counsel Frank Boston spoke on how important it will be to have people in Annapolis during this Legislative Session. There will be a new Senate President, Bill Ferguson and relatively new Speaker of the House Adrienne Jones. There will likely be new committee chairs.*

*Secretary Schubert named all lodges that have not paid per capita. He also stated there were 42 lodges and 309 delegates in New Orleans.*

*Treasurer Kratsch advised his report was in writing.*

*Corresponding Secretary Patterson urged all to keep your emails updated for correspondence from the State Lodge. She also discussed the 2020 Conference.*

*Chaplain DiCara spoke about line of duty deaths versus suicides. There have been 189 suicides as to 102 line of duty deaths.*

*Chairman of the Trustees Keisel asked for volunteers for the committee for the by-law change on endorsements.*

*National Trustee Riha advised National President Yoes has made committee appointments. One is Bob Cherry from Lodge #3 as the Chair of the Legislative Committee.*

*Legal Counsel Herb Weiner discussed the contract that Lodge #82, Towson University received. He stated they could receive steps that may not be received by other state employees. Herb also advised that Mike Davey would be taking over as Lead Counsel for the State Lodge.*

*Organizing Committee chair advised Federalsburg is looking to start their own lodge.*

*Public Relations Committee is selling challenge coins.*

*Tag Committee presented a check for \$2,714.20.*

*A Lodge 70 member spoke during their report in reference to the National VP going on TV bashing gun laws and the National President weighing in on the Impeachment process. He feels this is not good for us because we need the Congress and Senate to support our issues.*

*Lodge 111 asked for the State Lodge to endorse Jake Day for Mayor of Salisbury. They also thanked Lodge 4 for their assistance setting up peer support group.*

*Next State meeting will be January 25, 2020 at Lodge 112.*

The January

**FOP Lodge 4  
GENERAL  
BUSINESS  
MEETING**

will be held on

**Monday,  
January 27, 2020  
7:30 p.m.**

at  
FOP Lodge 4  
9304 Harford Road

The February

**FOP Lodge 4  
GENERAL  
BUSINESS  
MEETING**

will be held on

**Monday,  
February 24, 2020  
7:30 p.m.**

at  
FOP Lodge 4  
9304 Harford Road