



The Fourword

Volume 47 Number 2

February 2019

Fraternal Order of Police Lodge #4

does not conduct telephone solicitation.

Citizens and organizations that wish to support Baltimore County Police Officers and their families may send donations to the following funds:

Police Assistance Relief (PAR Fund)

Please consider helping those who help others. Your tax deductible 501(c) 3 contribution supports police officers and their families when they are most in need.

Make your check payable to the "PAR Fund", and mail to
FOP Lodge 4
9304 Harford Road
Baltimore, MD 21234

Baltimore County Police Memorial Fund

Your tax deductible 501(c) 3 contribution supports the fund which is dedicated to maintain a memorial to honor those officers of the Baltimore County Police Department who have made the ultimate sacrifice in service to the community.

Make your check payable to the "Baltimore County Police Memorial Fund", and mail to FOP Lodge 4, 9304 Harford Road, Baltimore, MD 21234

Baltimore County Fraternal Order of Police Lodge #4

annually awards ten (10) \$3,000.00 "Fallen Heroes Memorial Scholarships" for the children of Baltimore County Police Officers.

Make your check payable to "FOP Lodge 4", and mail to
9304 Harford Road,
Baltimore, MD 21234

ARE YOUR BENEFICIARIES UP TO DATE ?

Please ensure that your beneficiary designees are current. Take a moment to verify that your loved ones are provided for in the manner you intend. The following offices can assist you.

Pension

Life Insurance

PBA

Deferred Comp.

Baltimore County Employee Federal Credit Union

Retirement Office

County Insurance

Police Personnel

Richard Dinardi

410-887-8246 or 1-877-222-3741

410-887-2568 or 1-800-274-4302

410-887-2208

877-677-3678

410-828-4730



Representing the Professional Police Officers of Baltimore County





MEETING MINUTES January 2019

- The January General Business meeting was held on January 28, 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

- Sister Kraemer, Past President Caslin, Brother Rommel and Brother Scally were excused. All other 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 December General Membership Meeting. A second was made by Brother Warnick. There was no discussion. The motion passed.

REPORTS OF OFFICERS

~ PRESIDENT WESTON ~

- December 18– Attended the Executive Board meeting of the Baltimore County Retired Officers Association.
- December 20– Chaired a meeting of the Negotiations Committee.
- December 31– Delivered deli trays to the precincts, communications center and central records.

- January 3– Attended a meeting with the leadership of the Baltimore County Chapter of the NAACP and attended a fundraiser for Speaker Pro Tem, Delegate Adrienne Jones.
- January 8– Met with the Chairman of Judicial Proceedings Committee, Senator Bobby Zirkin and attended the Pension Board of Trustees meeting and the meeting of the Association of Retired Baltimore County Police Officers.
- January 10– Met with our labor attorney and health care consultant to prepare for the subsidy split arbitration hearing and met with county representatives concerning the negotiation process.
- January 14– Met with our lobbyist and attended a meeting of the Maryland State FOP Legislative Committee in Annapolis.
- January 16– Chaired a negotiation team meeting and addressed the In-Service Training class.
- January 17– Met with the county to conduct contract negotiations.
- January 18– Attended the County Executive's legislative presentation to the Baltimore County Delegation in Annapolis.
- January 21– Chaired a negotiations team meeting and attended the FOP Lodge #4 Executive Board of Directors meeting.
- January 22– Met with the county to conduct contract negotiations.
- January 23– Addressed the In-Service Training class.
- January 24– Visited Past President Caslin in the hospital.
- January 26– Attended the Maryland State FOP meeting hosted by Lodge #34.

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
David Sweren
PC-12
James P. Rommel, Jr.
PC-3
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

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

Fourword Editors
Don Patterson

The Fourword

2nd V. P. ROSE~

- January 28- Chaired a Negotiations Committee meeting and the FOP Lodge #4 General Membership meeting.

1st V. P. COMEGNA ~

- December 20– Attended the monthly meeting of the Baltimore County Police Assistance and Relief Fund (P.A.R.) and a meeting of the Negotiations Committee.
- December 24 – Visited Precinct #9, White Marsh.
- January 4 – Formatted and submitted our 2019 Annual Campaign Finance Report.
- January 7 – Visited Precinct #3, Franklin.
- January 8-9 – Attended In-Service Training.
- January 11 – Took part in a Negotiations Committee conference call.
- January 15– Testified in support of Health Care Premium Grievance, which was a Step #4 Arbitration.
- January 17– Attended the monthly meeting of the P.A.R. Fund and a negotiation session with the County.
- January 21– Attended a meeting of the Negotiations Committee and the FOP Lodge #4 Executive Board of Directors meeting.
- January 22– Took part in a negotiation session with Baltimore County and attended the regular meeting of the lodge Peer Support Group.
- January 26– Attended the quarterly meeting of the Maryland State FOP.
- January 28 – Attended a meeting of the Negotiations Committee and the January 2019 General Membership Meeting.

- December 18– Visited a blood drive sponsored by one of our members at North Point Volunteer Fire Company.
- December 19– Attended the 149th Recruit Class graduation ceremony.
- December 20– Participated in a Negotiations Committee meeting.
- December 31-Delivered deli trays to precincts.
- January 4– Assisted a member with a performance evaluation appeal.
- January 6- Responded to a fatal accident in Precinct #2 and attended the POFC. Estes hearing board.
- January 7-Attended the Pension Board of Trustees meeting and the POFC. Estes hearing board.
- January 9-12-Attended and presented at the National FOP Labor Coalition Conference in Florida.
- January 11– Participated in a Negotiations Committee conference call.
- January 14– Attended the Maryland State FOP Legislative Committee meeting in Annapolis.
- January 15– Attended and testified in the Health Care arbitration hearing.
- January 16– Attended a Negotiations Committee meeting.
- January 17– Assisted a member in a performance evaluation appeal, attended a Negotiations Committee meeting and met with Legal Director Reitz.
- January 21– Attended a Negotiations Committee meeting and the FOP Lodge #4 Executive Board of Directors meeting.
- January 22– Attended a Negotiations Committee meeting with the County administration.

- January 23– Attended the County Executive's Community Town Hall meeting in Randallstown.
- January 24– Assisted a member with a performance evaluation appeal and attended the County Executive's Community Town Hall meeting in Reisterstown.
- January 26– Attended the Maryland State FOP meeting at Lodge #34.
- January 28– Attended a Negotiations Committee meeting and the FOP Lodge #4 General Membership meeting.

SECRETARY PATTERSON

- December 18– Attended the Executive Board meeting of the Association of Retired Baltimore County Police Officers.
- December 31– Delivered deli trays to the precincts.
- January 8– Attended the regular meeting of the Association of Retired Baltimore County Police Officers.
- January 21– Attended the Lodge #4 Executive Board of Directors meeting.
- January 26– Attended the Maryland State FOP meeting held at Lodge #34.
- January 28– Attended the Lodge #4 General Membership meeting.

~TREASURER CASKEY~

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

RETIREMENT

**Kevin Flaherty
David Nilsen**

~TRUSTEE PATTERSON~

- December 18– Attended the Executive Board meeting of the Association of Retired Baltimore County Police Officers.
- December 31– Delivered deli trays to the precincts.
- January 8– Attended the regular meeting of the Association of Retired Baltimore County Police Officers.
- January 21– Attended the Lodge #4 Executive Board of Directors meeting.
- January 26– Attended the Maryland State FOP meeting held at Lodge #34.
- January 28– Attended the Lodge #4 General Membership meeting.

**Peer to Peer Support
Group meetings are
held at Lodge #4 begin-
ning at 6:30 p.m.**

Next Meeting Dates

**March 12, 2019
April 16, 2019**

**EXECUTIVE BOARD
OF DIRECTORS REPORT
~ Ken Schubert~**

- An Executive Board of Directors meeting was held on January 21, 2019. The meeting was called to order at 1:30 pm. Brother Sweren was working, Past President Caslin was excused and all other board members were in attendance as was Legal Advisor Chaz Ball.
- The Executive Board received a briefing from Lodge #4 Certified Public Accountant, Mike Ryan from Ryan and Associates explaining that his firm is not required to make any accounting changes as it relates to the use of

the FOP Lodge #4 vehicles.

- 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 LAWS COMMITTEE
~Tim Caslin~**

- There were three by-law changes voted on at the January General Membership meeting. They were posted in last months newsletter and discussed at the December meeting.
- The first by-law was to create in the Constitution and By Laws, an Expenditure Review Committee. This by law passed with no opposition from the general membership.
- The second change was proposed to align the Chairman of the Board's position with their actual responsibilities. This change also passed with no opposition from the general membership.
- The final change was proposed to align the Secretary's position with actual duties. This change also passed with no opposition from the general membership.

**BULL ROAST COMMITTEE
~Ken Schubert~**

- The 2019 FOP Lodge #4 Bull Roast will be held on Sunday, March 24, 2019. The price of the tickets are \$45.00. This includes beef, turkey, oysters, shrimp, hot buffet and open bar.

**DONATION REVIEW
COMMITTEE
~Mike DiCara~**

- The Donation Review Committee met and brought forth the following motions which passed.
- To donate \$250.00 to Gilcrest Homes Vietnam Veterans Welcome Home at Martins West on March 30, 2019.
- To donate \$1,000.00 to Gaddis/Limmer family memorial bench project.
- To donate \$1,000.00 to National COPS for Police Week.
- To provide two (2) busses for the National Law Enforcement Memorial in DC.
- To pay \$1,295.00 to purchase Police Memorial T-shirts.
- To spend up to \$325.00 to provide a group lunch for CIT Training.
- These motions were passed by the Executive Board of Directors and there was no opposition from the general membership.

**GRIEVANCE COMMITTEE
~Dave Rose~**

- The County has filed an appeal to the Court of Special Appeals in the Section 6.1c grievance. The County filed their brief. Our brief was filed on January 9, 2019. The County did not respond. No hearing date has been scheduled.
- The FOP and the County had the health care arbitration hearing on January 15, 2019. Second VP Rose and First VP Comegna attended and both testified for our position. Keith Dorsey and Mark Lynne testified for the County. The briefs from the County and the FOP won't be submitted until March 29, 2019. 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~

- The POFC. Estes hearing board was held on January 7-11, 2019. The hearing board members rendered their decision and recommended termination.
- POFC. Bordner's attorney, Clarke Ahlers, has filed a Notice of Collateral Estoppel. His argument is essentially that the department is attempting to "relitigate" an issue on which the court has already ruled. The case is now set for February 25-26, 2019.
- 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. No hearing date has been set. The attorneys are researching the impact of the legislation in Bill 77-18. Since there was no action taken by the Board of Trustees it should have no effect.

- 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.

PENSION COMMITTEE ~Dave Rose~

- At the January 8, 2019 Pension Board of Trustees meeting, the trustees approved thirty-one (31) total retirements, eleven (11) were from the Police Department.

POLICY REVIEW COMMITTEE ~Dave Rose~

- The committee members reviewed three (3) new/revised policies this month. No bargaining issues were identified.

NEW BUSINESS

- President Weston advised he met with the leadership of the Baltimore County Chapter of the NAACP.
- President Weston advised he attended the County Executive's legislative presentation to the County's delegation in Annapo-

lis.

- President Weston discussed the Lodge #4 Committee appointments and they are printed in this issue of the Fourword.
- President Weston presented the newly created policy for release of Lodge #4 financial records. This policy is printed in this issue of the Fourword.
- President Weston advised there have been several productive meetings with the County regards to negotiations.
- President Weston advised the State FOP Legislative Committee is monitoring all bills related to law enforcement.
- First VP Comegna made a motion to send 6 people to State CIT Training in Annapolis. This motion passed.

BIRTHS

**Levi Michael Warnick, Son of
Brother Justin Warnick**

**Davison Anne Dunlap,
Granddaughter of Retired
Brother Doug Dunlap, Niece
of Brother Nick Dunlap and
Cousin of Brother Todd
Richardson**

**Cameron Edward Mwaura,
Son of Brother Steve
Mwaura**

GOOD OF THE ORDER

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

FRATERNAL ORDER OF POLICE LODGE #4 FINANCIAL RECORDS RELEASE POLICY

SECTION 1

Upon written request, electronic or otherwise, submitted to the Lodge Secretary, a member may request to inspect and/or receive a copy of the most recent, up to date copy of the Lodge's Constitution and Bylaws. The Secretary will deliver a copy, electronic or otherwise, to the member making the request within seven days.

SECTION 2

Upon written request, electronic or otherwise, submitted to the Lodge Secretary, a member may schedule an appointment with the Lodge Secretary, to take place within twenty days but during normal business hours, to inspect a list of the Lodge's members. In the interest of privacy of all members, personal identifying information such as date of birth, social security numbers, etc., shall not be available for review.

SECTION 3

Upon written request, electronic or otherwise, submitted to the Lodge Treasurer, a member may schedule an appointment with the Lodge Treasurer during normal business hours, at the Lodge, to inspect the Lodge's General Account Ledger, Statement of Revenues and Expenses, Statement of Assets, Liabilities and Equity for the last (90) ninety-days or any other financial disclosure required by law. The inspection shall take place within twenty days of the receipt of the request. Reproduction of requested material is prohibited.

In the interest of the privacy of all members, personal information, not previously approved by the General Membership and published in the General Membership Meeting minutes, e.g. reimbursement for wills, shall not be available for review and will be redacted.

SECTION 4

Upon receiving a request and before permitting a copy or inspection under Sections 1, 2, or 3, the Lodge Secretary or Treasurer shall notify the Lodge President.

As a condition of providing inspection in response to any request made under Sections 1, 2, or 3, the Lodge President may, in his/her discretion, require the requestor to first execute an appropriate non-disclosure agreement.

SECTION 5

The Lodge President may, in his/her discretion, direct that any request for inspection under Sections 1, 2, or 3, be denied in whole or in part, unless required by law, on the ground that the request is made for the purpose of harassment or for a purpose unrelated to the requestor's membership in the Lodge. Such decision shall be subject to review by the Executive Board of Directors. Any specified time frames for review or inspection shall begin after a decision by the Executive Board of Directors has been made.

The Fourword

COMMITTEE APPOINTMENTS – 2019

ATHLETIC:

Chair: Don Patterson
Rob Graff
Ryan Franks

GRIEVANCE:

Chair: Dave Rose
Mike Dicara
Kathy Kraemer
Matt Krauch

MERCHANDISE:

Chair: Donna Patterson
Don Patterson
Jim Rommel

BULL ROAST:

Chair: Ken Schubert
Kathy Kraemer
Don Patterson
Donna Patterson

HEALTH CARE REVIEW:

Chair: Steve Comegna

NEGOTIATIONS:

Chair: Cole Weston
Steve Comegna
Mike Dicara
Chris Hodnicki
Ryan Massey
Jim Rommel
Dave Rose

BYLAWS:

Chair: Ryan Massey
Mike Dicara
Kevin Jobe
Jim Rommel
Dave Rose

LEGAL ADVISORY:

Chair: Dave Rose
Bob Caskey
Steve Comegna
Chris Hodnicki
Ryan Massey
Donna Patterson

PENSION:

Chair: Dave Rose

DONATION REVIEW:

Chair: Ryan Franks
Ryan Massey
Justin Warnick

LEGISLATIVE:

Chair: Cole Weston

POLICY REVIEW:

Chair: Dave Rose
Tony Dicara
Scott Huff
Tom Scally
Justin Warnick

EXPENDITURE REVIEW:

Chair: Mike DiCara
Robert Graff
Dave Sweren
Pat Zito

MEMBERSHIP:

Chair: Tom Scally
Ryan Franks
Dave Sweren

POLITICAL ACTION:

Chair: Cole Weston
Bob Caskey
Steve Comegna
Ryan Franks
Kathy Kraemer

FINANCE & INVESTMENT:

Chair: Bob Caskey
Tim Caslin
Dave Rose

MEMORIAL:

Chair: Don Patterson
Tony Dicara
Donna Patterson

SCHOLARSHIP:

Chair: Tim Caslin
Scott Bachman
Jen Scott

BEREAVEMENTS

Retired Sister Barbara Davis

**May Shaefer, Grandmother
of Brother Brian Persinger**

**David B. Dade, Brother of
Brother Michael Dade**

**Paul Warehime, Father of
Brother Thomas Warehime
and Sister Vickie Warehime**

**Mary Ellen Siemer, Mother
of Retired Brother John Al-
len, Retired Brother Mark
Allen and Mother-in-Law of
Retired Sister Lisa Allen**

**Thelma Kujawa, Wife of Re-
tired Brother Frank Kujawa
and Mother of Retired Broth-
er Frank Kujawa 3rd**

Reminder for Retirees at Tax Time

The *Healthcare Enhancement for Local Public Safety (HELPS) Retirees Act* allows a deduction of up to \$3,000 annually for health care and long term care insurance premiums. The federal law went into effect Jan. 1, 2007. The deduction is for the federal income tax return only. More information can be obtained from the Lodge 4 website in the Contracts & Legislation section. Also, IRS publications have information on the topic that refer to pensions of retired public safety officers.

Beginning January 1, 2016, "law enforcement officers" can claim an income tax subtraction modification for the first \$5,000 of income earned if:

- (1) The law enforcement officer resides and works in the same political subdivision;
and
- (2) The crime rate in the political subdivision exceeds the State's crime rate.

A "law enforcement officer" is an individual who is authorized in his or her official capacity to make arrests and is a member of a law enforcement agency, including officers serving under a probationary status or at the pleasure of the appointing authority of a county or municipal corporation. Federal law enforcement officers do not qualify for the subtraction modification.

A list of the political subdivisions that have crime rates exceeding the State's crime rate is provided to the Comptroller's Office by the Maryland Police Training and Standards Commission.

If you are a Baltimore County Police Officer and you live in Baltimore County, you qualify for this tax credit.

A law enforcement officer may claim the subtraction, if applicable, by reporting it on Form 502 and Form 502SU.

TRUSTEE REPORT
STATE FOP MEETING
January 26, 2019

On Saturday, January 26, 2019 the State FOP Board meeting was held at FOP Lodge #34. The meeting was well attended by Lodge #4 members. In attendance was President Weston, First Vice President Comegna, Second Vice President Rose, Past President Marc Fiedler, Rob Graff, Ryan Frank, Ryan Massey and Kathy Kraemer as well as State Trustee Patterson, State Recording Secretary Schubert, State Corresponding Secretary Patterson and State Chaplain DiCara.

President Canales talked about a national program to honor officers for their bravery called the Congressional Badge of Bravery. He also spoke on several bills to be introduced in Annapolis that could affect law enforcement.

Second VP Young advised there are several tax subtraction modification bills including one submitted by the Governor which would provide 100% tax exempt status to retired public safety personnel. He also advised Baltimore City has a bill in for binding arbitration for working conditions.

Recording Secretary Schubert advised all minutes from last meeting and Lodge Officer rosters were emailed per the bylaw established at the 2018 State Conference.

Treasurer Kratsch advised he received the reimbursement check from the Quality Inn in Deep Creek and he had checks for the Lodges that were due reimbursement. He also presented the 2019 budget.

Corresponding Secretary Patterson advised she is working on updating the State website as well as email lists for Presidents, Secretaries and Trustees.

Legal Advisor Herb Weiner advised Lodge #34 received a good contract including an exempt position for their President starting July 1, 2019. The Baltimore City School Board voted 10-0 to not allow the School Police to carry their weapons in school.

Next State meeting will be held on Saturday, April 13, 2019 at the Grand Hotel in Ocean City.

The March

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
March 25, 2019
7:30 p.m.**

at
FOP Lodge 4
9304 Harford Road

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