



# The Fourword

Volume 44 Number 1

January 2017



Presented to  
Mission BBQ

For your unwavering commitment to  
support law enforcement officers and their families.

Your participation in functions and events has a  
significant impact on the officers who have  
dedicated themselves to keep our communities safe.

We are very appreciative and  
forever grateful.

On behalf of the membership of the  
Baltimore County Fraternal Order of Police, Lodge #4  
December 2016

Representing the Professional Police Officers of Baltimore County





## MEETING MINUTES December 2016

- The December General Business meeting was held on December 26, 2016 at FOP Lodge #4. First Vice-President Comegna called the meeting to order at 7:30 p.m. Chaplain DiCara gave the invocation. First VP Comegna led the Pledge of Allegiance.

## ROLL CALL OF OFFICERS

- President Weston, Treasurer Caskey, Sgt-at-Arms Massey, Chairman of the Board Schubert, Vice Chair DiCara, Brother Rommel, Sister Kraemer and Legal Advisor Marshall were all excused. Secretary Patterson was sick. All other Officers were in attendance.

## APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING

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

## REPORTS OF OFFICERS

### ~ PRESIDENT WESTON ~

- December 6— Met with Councilwoman Vicki Almond (District #2), attended the Police Department Promotional Ceremony and attended a fundraiser for Councilman Wade Kach

(District #3).

- December 7— Attended a fundraiser for the Chairman of the Senate Judicial Proceeding Committee, Senator Bobby Zirklin (District #11), attended a meeting of the Body Worn Camera Committee and the Maryland State FOP Legislative Committee in Annapolis.
- December 13— Attended the Pension Board of Trustees meeting and addressed the 144th Recruit Class.
- December 14— Attended the FOP Lodge #4 holiday reception.
- December 19— Attended the Political Action Committee, Legal Advisory Committee and the Lodge #4 Executive Board of Directors meetings.
- December 20— Chaired a Negotiations Committee meeting and met with our attorneys from Schlachman, Belsky and Weiner.

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

- December 6— Attended the Police Department Promotional Ceremony.
- December 8— Attended the monthly meeting of the Police Assistance and Relief Fund (P.A.R.) and attended a special meeting of the Policy Review Committee.
- December 13— Addressed the members of the 144th Recruit Class.
- December 14— Represented the Lodge at the graduation of the 144th Recruit Class.
- December 19— Attended the Political Action Committee, Legal Advisory Committee and the Lodge #4 Executive Board of Directors meetings.

## LODGE 4 OFFICE

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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**  
*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-6*

Chris Hodnicki  
*CIB-GET*

James P. Rommel, Jr.  
*PC-3*

Ryan Franks  
*CIB-Property*

Robert Graff  
*PC-6*

Patrick Zito  
*Retired*

## LODGE STAFF

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

- December 20– Attended a meeting of the Negotiations Committee and a meeting with our attorneys from Schlachman, Belsky and Weiner.
- December 26– Chaired the Lodge #4 General Membership meeting.

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

- November 30– Met with a member to discuss a rating appeal and a member to discuss retirement options.
- December 2– Attended the officer transfer draft.
- December 4-6– Met with Kathleen Cahill in reference to the Flanary case.
- December 8– Met with a member to draft a rating appeal document, chaired a Policy Review Committee meeting, met with a member to discuss a transfer and performance evaluations and met with a member to discuss a concluded IAS case.
- December 13– Attended the Pension Board of Trustees meeting and addressed the 144th Recruit Class.
- December 14– Attended the Lodge #4 holiday reception.
- December 15– Met with Captain Martin from IAS and Captain McCullough in Employment to discuss personnel issues.
- December 19– Met with a member to prepare for a ratings appeal, chaired a Legal Advisory Committee meeting and attended the Executive Board of Directors meeting.
- December 20– Attended a meeting of the Negotiations Committee, attended a ratings appeal with a member and met with our attorneys from Schlachman, Belsky and Weiner.
- December 22– Met with a member to discuss retirement options.

- December 23 – Responded to an officer involved shooting in Precinct #4.
- December 26– Attended the Lodge #4 General Membership meeting.

**~SECRETARY PATTERSON~**

- December 14– Attended the Lodge #4 holiday reception .
- December 19– Attend the Lodge #4 Executive Board of Directors meeting.

**~TREASURER CASKEY~**

- First Vice President Comegna presented the Treasurer's report to the membership at the General Membership meeting on December 26, 2016.

**~TRUSTEE PATTERSON~**

- December 14– Attended the Lodge #4 holiday reception.
- December 19– Attended the Lodge #4 Executive Board of Directors meeting.
- December 26– Attended the Lodge #4 General Membership meeting.

**EXECUTIVE BOARD  
OF DIRECTORS REPORT**

**~ Ken Schubert~**

- An Executive Board of Directors meeting was held on December 19, 2016. 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**

**BULL ROAST COMMITTEE  
~Donna Patterson~**

- The 46th Annual Bull and Oyster Roast and Shrimp Feast will be held Sunday, March 26, 2017. Call the Lodge to reserve your table.

**DONATION REVIEW  
COMMITTEE  
~Mike DiCara~**

- The committee met and made the following motions:
- To donate \$250.00 to the 2017 Baltimore County Boater's Safety Day.
- To donate \$200.00 to the Maryland State FOP for sponsoring families in need during the holiday season.

**GRIEVANCE COMMITTEE  
~Dave Rose~**

- On December 14, 2016, Sgt. Dan Galloway filed a grievance contesting his involuntary transfer from the Special Operations Division. A step #1 hearing was scheduled for January 3, 2017.
- On December 23, 2016, the FOP filed a class action grievance over mileage in section 11.1 of the MOU. Colonel Burris informed the FOP that mileage will no longer be paid for officers who go home after working midnight shift and having morning court. No hearing date has been set.

**LEGAL ADVISORY  
COMMITTEE**

**~Dave Rose~**

- The committee met to discuss a legal advisory request from President Weston in reference to Erica Schneider-Barnes. On November 23, 2016, the county notified her that her spousal death benefit would be discontinued because she had remarried and will now go to Brandon Schneider until he reaches age 18, despite the fact the County Council passed legislation eliminating that provision from the section of the code effective March 2, 2015.
- After consultation with labor counsel, a motion was made to fund the case to Circuit Court. The motion received a second and passed unanimously.
- The Flanary Preliminary Injunction hearing is scheduled for Maryland Court of Special Appeals on February 7, 2017.
- On March 9, 2016, we filed a notice of intent to arbitrate as per Article 8, Section 8.3, step #4 paragraph (b) of the MOU in our healthcare subsidy grievance. On June 15, 2016, we met with our labor attorney and health care consultant to discuss and prepare for the grievance as we move forward into arbitration. We have tried to arrange a meeting with the County Administration to try and resolve the issue outside of arbitration but the County has not expressed a desire to do so. Our attorney is currently working with OHR Director George Gay to select an arbitrator and a hearing date.
- Mike Marshall and his staff are working on the Marvin Haw pension appeal to the Office of Administrative Hearings. At this time, no date has been set.
- On October 19, 2016, the EEOC

filed an appeal to the Fourth Circuit Court of Appeals on the decision of the Federal District Court in the pension system age discrimination case. In August, District Court Judge Richard D. Bennett ruled that the County does not have to pay back the workers who overpaid into the pension system.

**PENSION COMMITTEE**

**~Dave Rose~**

- At the December 12, 2016 Pension Board of Trustees meeting the Board approved twenty-eight (28) total retirements. Six (6) of those were from the police department.

**POLICY REVIEW  
COMMITTEE**

**~Dave Rose~**

- The committee members reviewed seven (7) new or revised policies this month. One of these was a proposed Social Media Policy. The committee members felt the proposed policy was over reaching and unclear. The committee members met on December 8, 2016 to discuss each section of the policy and any proposed modifications. At the conclusion, a motion was made to send a letter to Chief Johnson requesting to bargain this issue. The letter was drafted and sent to Chief Johnson on December 12, 2016. At this time, there is no scheduled meeting.
- The Body Worn Camera (BWC) Committee reconvened to discuss a couple issues that have come up since the program has been implemented. We are discussing the activation of the BWC for prisoner transport, hospital details and some domestic privacy concerns. One of the

specific provisions that was discussed was the activation of the BWC for some strip searches. There were members of the committee that were in favor of activating the BWC for strip searches in some cases to protect the agency from accusations and liability. The FOP strongly expressed its opposition to the activation of the BWC under any circumstances while conducting a strip search. That is not what the public and the legislature intended when they instituted the BWC program. This would be totally inappropriate under any circumstance and should not be permitted.

**POLITICAL ACTION  
COMMITTEE**

**~ Steve Comegna ~**

- The Political Action Committee met on Monday, December 19, 2016. There were four (4) motions presented to the Executive Board of Directors. The motions are as follows:
- To purchase a \$250.00 Bronze Sponsorship to an event for State Delegate Adrienne Jones (District #10) on January 5, 2017.
- To transfer \$100.00 to the campaign account for State Delegate Bill Folden (District #3).
- To transfer \$250.00 to the campaign account for State Senator Michael Hough (District #4).
- To transfer \$100.00 each to the campaign accounts for State Senators Wayne Norman (District #35), Bob Cassilly (District #34) and Justin Ready (District #5) for a total expenditure of \$300.00
- These motions were approved by the Executive Board of Directors on December 19, 2016. They were approved by the General Membership on December 26, 2016.

## GOOD OF THE ORDER

- During the month of December FOP Lodge #4 sent one (1) card and flowers to a bereaving member. Two (2) thank you cards were received. Two (2) fruit baskets were sent to members recovering from surgery or illness.
- Thanks to Rick Bergin, Dave and Robin Rose, Al and Gretchen Meyer, Kathy Kraemer, Tom Scally, Ken and Terry Schubert, the Cortes family, Don and Donna Patterson and Cole and Barb Weston for delivering the deli platters to our members working on new year's eve.

## RETIREMENTS

**Kurt Wilhelm  
Dorothy Dupree  
William Freitag  
Thomas Scally  
William Rubie  
Tracey McCaskill  
Thomas McKenna  
Gary Gephardt  
Jeffrey Parsons  
James Martin  
Eileen Cwalina  
Mark Williams**

## NEW BUSINESS

- The Lodge has been hosting a Peer to Peer Support Group and is inviting anyone who would like to attend. The next meeting of the group will be held on Tuesday, March 21, 2017 at 7:00 p.m. at the Lodge.

## ANNUAL DONATIONS-2016

***During the calendar year of 2016, Lodge #4 has continued to support many organizations with monetary contributions. Some of those include:***

- ***BARC Volunteer Canine Search and Recovery***
- ***Chesapeake Search Dogs***
- ***Towson University Foundation(William Michael Hogan and Dr. Dana Kollman Compassion Fund for Forensic Science)***
- ***St. Baldrick's for Childhood Cancer Research***
- ***Baltimore County Police Assistance & Relief Fund***
- ***Baltimore County Police Foundation***
- ***Maryland Law Hockey***
- ***Concerns of Police Survivors***
- ***Sgt. Marvin Haw, Boater Safety Day***
- ***Law Enforcement Unity Memorial Bike Ride***
- ***MD C.O.P.S. Ride***
- ***Police Week Officer Down Memorial Page in the name of Baltimore County Police team "Back the Blue"***
- ***Kylee's Dancing Angels***
- ***GBMC SAFE program***
- ***NAPO Top Cop Awards***
- ***A Good Name Project's Summit***
- ***Police Unity Tour***
- ***Dulaney Valley Memorial Gardens***
- ***Baltimore County Police Youth Baseball Camp***
- ***C.O.P.S. Kids***
- ***Special Olympics Maryland***
- ***Friends to Police Exploring***
- ***Central Alarmers***
- ***PC12 July 4th Cookout***
- ***Benedictine School for Disabled Children***
- ***Make-a-Wish Foundation***
- ***Law Enforcement Scholarship Program at CCBC***
- ***Parkville Community Day***
- ***Law Officers Association***
- ***Wreaths for Fallen Heroes***
- ***Police Emerald Society of Baltimore***
- ***Maryland Chapter of American Society for Industrial Security***
- ***Tapout Cancer***
- ***Strebe Strong***

The February

**FOP Lodge 4  
GENERAL  
BUSINESS  
MEETING**

will be held on

**Monday,  
February 27, 2017  
7:30 p.m.**

at  
FOP Lodge 4  
9304 Harford Road

The March

**FOP Lodge 4  
GENERAL  
BUSINESS  
MEETING**

will be held on

**Monday,  
March 27, 2017  
7:30 p.m.**

at  
FOP Lodge 4  
9304 Harford Road