



The Fourword

Volume 47 Number 7

July 2020

President's Message

On Thursday, July 2, 2020 I met with Chief Hyatt to discuss several items of importance to the membership. The meeting was attended by Chief Hyatt, Lt Steinebrunner and me. The meeting was in the conference room at the Office of the Chief and lasted over three hours.

As the meeting began, I expressed the frustration of the membership throughout the agency that was clearly communicated at the general membership meeting on June 29, 2020. I have never experienced a meeting with that level of anger and dissatisfaction about the agency in all my time with this organization. We had a cross section of all members, ranks, and units within the department. This meeting with her was going to be difficult, but the goal was to be constructive and bring us to a good place and allow us to move forward.

The membership expressed a high level of anxiety about doing this job. They were not speaking about their own personal safety; we all understand this danger is a part of this job. Several members expressed their lack of confidence in the agency supporting them even if they were to take justified action and followed policy/training. The Chief and/or County Administration, if it were politically expedient, would not support them.

Other items discussed include, Police Personnel problems, promotions, the change in IAD process, the Major City Chief's letter, the upcoming session in Annapolis, more visibility with the members, public support of the members, positive BWC videos and examples of de-escalation released to media.

Many members have contacted me to express their desire that the meeting go well, so we can move forward. I believe the meeting went well and was both informative and enlightening. We discussed everything I had on my agenda and topics given to me by members. Chief Hyatt sat and listened attentively, asked good questions, and provided no excuses whatsoever. It is difficult to sit in a meeting and hear feedback on things you thought were going well only to hear things were not so well. However, I believe she will make every effort to evolve and make this agency succeed. In turn, we should be there to help make that happen.

Our membership has expressed their views and displeasure appropriately and professionally. Your FOP leadership has communicated them directly and unfiltered. The lines of communication and inclusion have improved greatly since that meeting. We will continue to work together on the issues facing all of us in the upcoming months.

Fraternally,
Dave Rose
President



Representing the Professional Police Officers of Baltimore County





MEETING MINUTES June 2020

- The June General Business meeting was held on June 29, 2020 at the Police Training Academy. President Rose called the meeting to order at 7:00 p.m. Chaplain DiCara gave the invocation. President Rose led the Pledge of Allegiance.

ROLL CALL OF OFFICERS

- Past President Weston, Treasurer Caskey, Brother Caslin and 1st Vice President Massey were excused and all other Officers and Legal Advisor Mike Davey were in attendance.

APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING

- A motion was made by Brother King to accept the minutes of the March General Membership Meeting. A second was made by Brother Zito. This was the first meeting since the March meeting due to the COVID-19 pandemic. There was no discussion. The motion passed.

REPORTS OF OFFICERS

~ PRESIDENT ROSE ~

- June 1— Discussed several current issues with our labor attorney.
- June 2— Participated in a conference call in reference to COVID-19 and demonstrations.
- June 3— Met with a member to discuss retirement options and

participated in a conference call in reference to COVID-19 and protest.

- June 4 - Participated in 2 conference calls in reference to COVID-19 and protest management.
- June 5— Participated in a Maryland State Legislative Committee meeting and a conference call in reference to COVID-19 and protest management.
- June 6 – Participated in a conference call in reference to COVID-19 and protest management.
- June 8 – Participated in 2 conference calls in reference to COVID-19 and protest management.
- June 9 – Participated in the Pension Board of Trustees meeting via webex and 2 conference calls in reference to COVID-19 and protest management.
- June 10 - Met with Director Anderson and Captain Martin via webex to discuss he recruitment bonus program and participated in a conference call in reference to COVID-19 and protest management.
- June 11 - Participated in 2 conference calls in reference to COVID-19 and protest management and spoke with Deputy Administrative Officer Vetter about several pending issues and the pending press conference.
- June 15 - Participated in a conference call in reference to COVID-19 and protest management and attended the Lodge #4 Executive Board of Directors meeting.
- June 16 - Spoke with Congressman Ruppertsberger about national police legislation and local police department issues and spoke with Deputy Administrative Officer Vetter.

LODGE 4 OFFICE

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ELECTED OFFICERS

David M. Rose
President
(443) 956-2643

Ryan Massey
1st Vice President
CIB-Homicide

Mike DiCara
2nd Vice President
PC-4

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

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

W. Don Patterson
State Trustee
Retired

Kathy Kraemer
Sergeant at Arms
PC-6

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
CIB-Arson

Thomas G. Scally
Retired
David Sweren
PC-4
Joe Peach
PC-8
Robert Graff
PC-6

Carroll Bollinger
CIB-Homicide
Chris Hodnicki
CIB-GET
L. Tim Caslin
Retired
Justin Warnick
CIB-RATT

LODGE STAFF

Nancy Skinner—Administrative Assistant

LEGAL ADVISORS

Schlachman, Belsky & Weiner, P.A.
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IAS Cases Michael Davey

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

Fourword Editor
Don Patterson

The Fourword

1st V. P. MASSEY ~

- June 17 - Met with Delegate Jackson to discuss our department and use of force statistics and met with 2 members to discuss retirement options.
 - June 18 - Spoke with Councilman Jones about his pending legislation and our many suggestions, met with a member to discuss retirement options and participated in a conference call in reference to COVID-19 and protest management.
 - June 19 - Met with a member to discuss retirement options and participated in a conference call in reference to COVID-19 and protest management.
 - June 22 - Participated in a conference call in reference to COVID-19 and protest management, met with the PIO to view the Skipjack Court shooting and visited Precinct #6 to discuss the Walmart incident with Captain Chemelli.
 - June 23- Met with County Executive Olszewski, Deputy Administrative Officer Vetter and Chief of Staff Pat Murray to discuss the current state of the police department and watched the Police Reform Workgroup virtual meeting from Annapolis.
 - June 24 - Participated in a conference call in reference to COVID-19 and protest management.
 - June 25 - Attended a retirement celebration for Brother Matt Walsh.
 - June 26 - Participated in a conference call in reference to COVID-19 and protest management.
 - June 29 – Attended the Phase I training at the range and chaired the FOP Lodge #4 General Membership meeting.
 - June 30 - Addressed the 155th recruit class and signed up 40 new members to the FOP.
- June 5 – Attended the State FOP Legislative Committee meeting via zoom.
 - June 15 – Attended the Lodge #4 Executive Board of Directors meeting.
 - June 17 – Attended a meeting with ADEO.
 - June 23 – Attended a meeting with the County Executive via webex.
 - June 26 – Attended Candid Conversation meeting at the Public Safety Building.

2nd V. P. DICARA~

- June 15 – Completed the monthly PAC dues report and deposit and attended the Lodge #4 Executive Board of Directors meeting.
- June 17 – Participated in a virtual meeting with Councilman Patoka about issues pending before the County Council.
- June 23- Participated in a webex meeting with County Executive Olszewski and his staff.
- June 29 Attended the Lodge #4 General Membership meeting.

SECRETARY PATTERSON

- June 13– Attended a meeting of the State Fop Executive Board of Directors at Lodge #4.
- June 15– Attended a meeting of the Lodge #4 Executive Board of Directors.
- June 29– Attended the Lodge #4 General Membership meeting.

~TREASURER CASKEY~

- Treasurer Caskey was on vacation.

~TRUSTEE PATTERSON~

- June 15– Attended the Lodge #4 Executive Board of Directors meeting.
- June 29– Attended the Lodge #4 General Membership meeting.

EXECUTIVE BOARD OF DIRECTORS REPORT

~ Ken Schubert~

- An Executive Board of Directors meeting was held June 16, 2020. The meeting was called to order at 1:30 pm. Brother Franks and Mike Davey attended via zoom. All other board members were in attendance as was Legal Advisor Chaz Ball.
- 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

DONATION REVIEW COMMITTEE

~Ryan Franks~

- The Donation Review Committee met and brought forth the following motion which passed.
- To donate \$200.00 for the “Below the Belt Strive and Thrive 5K” in honor of Sister Kim Ward.
- This motion was passed by the Executive Board of Directors and there was no opposition from the general membership.

**EXPENDITURE REVIEW
COMMITTEE**

~Rob Graff~

- The committee met on June 11, 2020 to review all first quarter 2020 expenditures. All were to be found in proper order.

GRIEVANCE COMMITTEE

~Ryan Massey~

- The Grievance Committee had no report this month.

**HEALTH CARE
COMMITTEE**

~Mike DiCara~

- There was no Healthcare Review Committee meeting this month. Our last meeting with the committee was on May 20, 2020. The focus of the meeting was the pending change to prescription coverage for Medicare eligible retirees. This change, scheduled to take place on January 1, 2021, includes the mandatory use of the Labor First exchange for Medicare supplemental prescription coverage. Labor First is the benefits management company chosen by the County to coordinate an exchange of multiple Rx plan options.
- John Ripley, the Labor chair of the Committee sent a follow-up letter to County Administrative Officer Rogers on May 22, 2020 asking for additional data and clarification of certain points. Chairman Ripley has sent additional requests since that date, but no response has been received.

RETIREMENTS

**Jeffrey Barrick
Russ Shipley
Donald Ossmus**

**LEGAL ADVISORY
COMMITTEE**

~Dave Rose~

- The POFC. Wilkes trial board has been postponed.
- POFC. Taylor's trial board has not been scheduled. President Rose is currently working with the administration on a settlement.

LEGISLATIVE COMMITTEE

~Dave Rose~

- On April 30, 2020 we reached an agreement and signed a letter with the County Administration, changing the length of the probationary period for lateral officers who have completed 2 years of probation in another agency. The County did not agree with our position that the change was a mandatory subject of bargaining. We were in agreement the change was good for all involved. Therefore, our attorney drafted a letter stating that both sides agree to the change and do not forfeit their respective positions as to whether it is a bargaining issue. A bill to change the County Code was submitted in June. It was withdrawn in early July by the administration with no explanation.
- Councilman Julian Jones' "police Reform Bill" will be submitted in July. The draft has many problems. We will look at the final submission when it is submitted.
- There was a virtual meeting on June 23, 2020 with the Police Reform and Accountability work group in Annapolis. The members spoke with the Training Commission about use of force, de-escalation and other training.
- Lodge #4 is working on a strate-

gy to educate the legislators and the public on what we do and the training we receive. Right now there is a lot of misinformation out there that needs to be addressed.

- Delegate Carl Jackson from the 8th District visited the lodge on June 17, 2020 to speak with President Rose and 1st VP Massey about some educational material the lodge sent out to all 32 Baltimore County Delegates and Senators as well as 139 neighborhood associations and community groups. He was pleased to hear the information we shared and actually reached out to the Chair of the Baltimore County Delegation to request a meeting with FOP Lodge #4.

BEREAVEMENTS

**Retired Brother Charles E.
Ludwig**

**Retired Brother Charles J.
Cocnavitch**

FOP Attorney Mike Marshall

**Audrey Rose Rice, Mother of
Brother Jim Rice, Mother-in-
Law of Brother George
Blevins, Sister of Retired
Brother George Mullaney,
Aunt of Brothers Ray
Mullaney, John Horst and
Tom Rose**

**Brandon Scannell, Son of
Retired Brother David
Scannell**

**Marie Delores Miller, Wife of
Retired Brother Norman
Miller**

NEGOTIATION COMMITTEE

~Dave Rose~

- The amended tentative agreement between the Baltimore County Administration and the Baltimore County Fraternal Order of Police Lodge #4 was presented to the membership for ratification. The ratification process was done electronically via departmental email and a secured voting system through Election Buddy for 5 days in an effort to provide the opportunity for as many members as possible to vote. The ballots were tallied after voting closed at 8:00 a.m. on June 15, 2020.
- The totals were 712 for and 67 against ratification.
- The Memorandum of Understanding is for July 1, 2020 through June 30, 2021.

PENSION COMMITTEE

~Dave Rose~

- At the June 9, 2020 Pension Board of Trustees meeting, the trustees approved nine (9) total retirements, one (1) was from the Police Department.

POLICY REVIEW COMMITTEE

~Dave Rose~

- The committee members reviewed one (1) new/revised policy this month. No bargaining issues were identified. We are currently working with the department on the recruitment bonus policy.

POLITICAL ACTION COMMITTEE

~Mike DiCara~

- The Political Action Committee did not meet in June and no new fundraising requests were received.
- On June 15, 2020, the monthly PAC dues report was completed and uploaded to the State Board of Elections database.

SOCIAL MEDIA COMMITTEE

~Dave Rose~

- We used our social media platforms to put out educational information about our members and the professional job they do. We need information from the membership that shows our members doing a great job or any videos that show you deescalating a situation. The public needs to see this. We need to take charge and promote us better.

NEW BUSINESS

- Brother Caslin made a motion for up to \$2,150.00 to patch and repair the lodge parking lot. The motion was passed.
- President Rose put together a committee to study the lodge officer stipends. They will look at other lodges and see what duties and responsibilities they have and see if we need to adjust our compensation. The committee will consist of Past Presidents, Cole Weston, Tim Caslin and Marc Fiedler.
- President Rose spoke in length about Lodge #4's relationship with the Chief. Numerous members spoke out about how the Chief is handling certain situations as well as the press confer-

ence she held with the County Executive. President Rose advised he had a webex meeting with the Chief on May 21, 2020 and asked her 9 questions. At the time of our meeting, she had not responded to any.

- President Rose advised he was to meet with the Chief on Thursday after our meeting.
- Officer Marcus Price spoke about being skipped several times for promotion to Corporal. The Chief skipped him and she would not meet with him to give him reasons why. President Rose and Mike Davey met with the Chief to discuss the issue but she still refused to meet with Officer Price.

GOOD OF THE ORDER

- During the month of June, FOP Lodge #4 received five (5) thank you cards. Two (2) flower arrangements were sent to bereaving members. Five (5) fruit basket was sent to member recovering from an injury. Two (2) memorial donations were made in lieu of flowers.
- Lieutenant Mike Steinbrenner was introduced by President Rose. He was recently assigned to the Chief's office. The hope is Lieutenant Steinbrenner will be able to assist the lodge for better communication with the Chief.

The August

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

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

at
FOP Lodge 4
9304 Harford Road

The September

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
September 28, 2020
7:30 p.m.**

at
FOP Lodge 4
9304 Harford Road