



# The Fourword

Volume 49 Number 7

July 2021

## President's Message

### A Breaking Point in Baltimore County

The Baltimore County Police Department (BCoPD), like many departments across the country, is struggling to overcome significant increases in early retirements and resignations, in addition to large drops in qualified applicants. Unlike many similarly sized jurisdictions, however (BCPD is the 21<sup>st</sup> largest police department in the country), our challenges are compounded by decades of neglect and underinvestment that together have left us with more than 100 officer vacancies today.

Once a highly regarded agency that regularly recruited the top 10% of applicants to our ranks, we are now systematically losing officers to nearby jurisdictions like Montgomery County, Howard County and Anne Arundel County, all of which can offer more substantial benefits, updated technology and equipment and 21<sup>st</sup> Century facilities.

Since January of this year, the BCoPD has logged 99 retirements and 31 resignations compared to 47 and 32 in 2020. Since January 2020, 19 officers have left the agency for employment in other local, more modern police departments and we're losing senior officers to early retirement at numbers greater than ever before. At the same time, BCoPD is unable to recruit enough quality candidates to keep up with attrition or to hire enough candidates to fill a recruit class, resulting in approximately 118 sworn vacancies, 16 cadet vacancies and 60 civilian vacancies as of June.

Coupled with a surge in violent crime as residents continue to grapple with the impacts of the pandemic, our officers – and our infrastructure - have reached a breaking point that can no longer be ignored. And the communities we serve are suffering as a result.

### Non-competitive Benefits

While BCoPD offers competitive gross salaries, the benefits we can provide pale in comparison to comparable jurisdictions. Not only do our officers receive smaller pensions and fewer retirement options than their peers, but they are also asked to work with outdated and failing equipment that is unsuitable for policing today. For example, Baltimore County officers are not equipped with department-issued laptops, nor are they assigned radios, cell phones or cars, many of which are standard issued equipment in other agencies.

If we are to stop the hemorrhaging of talent to other departments, we must have the resources to provide affordable, competitive health care and retirement options and to offer equipment and other benefits that are in line with similarly sized departments.

(President's Message Continued on page 5)



Representing the Professional Police Officers of Baltimore County





## MEETING MINUTES June 2021

- The June General Business meeting was held on June 28, 2021 at Lodge #4. 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

- Past President Weston, First VP Massey, Secretary Patterson, Treasurer Caskey, Brothers Peach, Franks, Krauch and Sister Kraemer were excused, all other board members were present. Legal Advisor, Chaz Ball was present.

## APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING

- A motion was made by Brother Speed to accept the minutes of the May meeting. A second was made by Brother Cohan. There was no discussion. The motion passed.

## REPORTS OF OFFICERS

### ~ PRESIDENT ROSE ~

- May 25- Met with representatives from Nationwide Deferred Compensation; met with a member to discuss resignation options.
- May 26- Spoke with members

at in-service training and attended roll call at Precinct 4.

- May 27- Met with 2 members to discuss retirement options and attended roll call at Precinct 6.
- June 2- Spoke with members at in-service training and met with representatives conducting the efficiency study for Baltimore County.
- June 3- Met with a representative from Direct Mortgage.
- June 4- Attended the Equitable Policing Workgroup meeting.
- June 6- Attended a retirement celebration for 5 members from the Homicide Unit.
- June 8- Attended the Pension Board of Trustees meeting.
- June 9- Spoke with members at in-service training and met with leadership from the Baltimore County Association of Women Police.
- June 10- Met with several members about Military pension credit and met with Chief Hyatt and the Executive Board of Directors.
- June 11- Met with 2 members to discuss retirement options.
- June 15- Met with a member to discuss retirement options and attended the County Executive's virtual Essex Community meeting.
- June 16- Spoke with members at in-service training and met with members at Precinct 11 and attended roll call at Precinct 3.
- June 17- Attended the officer transfer draft and met with Captain Edwards and Director Anderson to discuss BWC audit policy.
- June 18- Met with Councilman Quirk and attended a retirement celebration for POFC Debbie Miller.
- June 19- Attended a PAC com-

## LODGE 4 OFFICE

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## ELECTED OFFICERS

David M. Rose  
**President**  
(443) 956-2643

Ryan Massey  
**1<sup>st</sup> Vice President**  
FOP Lodge#4  
(443) 865-0237

Mike DiCara  
**2<sup>nd</sup> 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  
Training  
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

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

**Fourword Editor**  
Don Patterson

mittee meeting and the Executive Board of Directors meeting.

- June 22- Attended the virtual County Council meeting.
- June 25- Attended a Maryland State FOP PAC meeting.
- June 28- Met with members of Anne Arundel County FOP Lodge #70 at Harbor of Grace in Havre de Grace and attended the general membership meeting

### **1st V. P. MASSEY**

- May 25- President Rose and I attended meeting with Nationwide Investment Advisors.
- May 26- Attended IST with President Rose.
- June 3- Went to lunch with Direct Mortgage (National FOP Sponsor).
- June 16- Attended IST with President Rose. Attend Roll Call at PC7.
- June 18- Lunch with Councilman Quirk.
- June 21- Attended monthly EBOARD meeting.
- June 28- Vacation

### **2nd V.P. DICARA**

- June 3- Participated in the Torch Run to benefit Special Olympics.
- June 7- Attended a meeting of the contract negotiations committee.
- June 10- Attended a meeting of the Executive Board of Directors with Chief Hyatt.
- June 21- Attended the June meeting of the Executive Board of Directors.
- June 25- Attended the virtual meeting of the State Lodge Political Action Committee.
- June 28- Attended the June General Membership meeting.

### **SECRETARY PATTERSON**

- June 6- Attended retirement celebration for Lt. Duty, Cpl. Clipper and Detectives Bollinger, Klimko, and Teal.
- June 15- Attended a meeting of the State Lodge Executive Board of Directors via zoom.
- June 21- Attended the Lodge #4 Executive Board of Directors meeting.
- June 28- Attended the Lodge #4 General Membership meeting.

### **TREASURER CASKEY**

- Treasurer Caskey was on vacation.

### **TRUSTEE PATTERSON**

- June 21- Attended the Lodge #4 Executive Board of Directors meeting.
- June 28- Attended the Lodge #4 General Membership meeting.

### **EXECUTIVE BOARD OF DIRECTORS REPORT**

**~ Ken Schubert~**

- An Executive Board of Directors meeting was held June 21, 2021. The meeting was called to order at 1:30 pm. Past President Weston, Chaplain DiCara, and Brother Hodnicki were excused, all other board members were in attendance either at the lodge or via zoom. Legal Advisor Chaz Ball was 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**

#### **ATHLETIC COMMITTEE**

**~Don Patterson~**

- The Lodge #4 Annual Golf Tournament will be held Friday, September 3, 2021 at Rocky Point Golf Course. Shotgun start at 8:00 a.m. The cost is \$100.00 per player. Call the lodge to reserve your foursome. Please get your money and team members names as soon as possible.

#### **DONATION REVIEW COMMITTEE**

**~Ryan Franks~**

- The Donation Review Committee met and brought forth the following motion.
- To make a \$250.00 sponsorship for the Hope and Peace Foundation's Patriot Day ride. The Hope and Peace Foundation is based locally in Baltimore County. These funds benefit the memorial ride and the purchase of over 3,000 flags that are distributed in the Parkville area.
- The motion was approved by the Executive Board and presented to the General Membership and was approved unanimously.

#### **HEALTHCARE REVIEW COMMITTEE**

**~Mike DiCara~**

- The Committee did not meet this month.

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### **LEGAL ADVISORY COMMITTEE** ~Ryan Massey~

- POFC Viscosa trial board is scheduled for August 4, 2021 & August 5, 2021.
- POFC K. Mallette trial board is scheduled for August 25, 2021 & August 26, 2021.
- POFC W. Johnson trial board is scheduled for September 22, 2021 & September 23, 2021 (GPS case).
- POFC Genco pending scheduling (October 2021).

### **LEGISLATIVE COMMITTEE** ~Dave Rose~

- The Olszewski Administration submitted bill #48-21 to County Council on May 3, 2021. This bill will make the legislative changes required to enact the provisions we negotiated in regard to military pension credit and the joint and survivor benefit. The vote was on June 7, 2021. It was passed unanimously and is effective July 1, 2021.

### **NEGOTIATION COMMITTEE** ~Dave Rose~

- We have submitted the necessary documents requested by our actuary to begin the process of developing DROP proposals to discuss with the administration.

### **PENSION COMMITTEE** ~Don Patterson~

- At the June 8, 2021 Pension Board of Trustees meeting, the trustees approved sixteen (16) total retirements, three (3) were from the Police Department.
- The Committee approved disability pensions for Sister Spivey and Brother Ruby.

### **POLICY REVIEW COMMITTEE** ~Dave Rose~

- The committee reviewed three new or revised policies this month. Second VP DiCara and I met with Captain Edwards and Director Anderson to discuss the BWC video inspections policy that Assistant Precinct Commanders would be responsible for completing and the various implication of the policy. I believe we were able to strike a balance between the agency's quality inspection needs and the time frame to complete those inspections.

### **POLITICAL ACTION COMMITTEE** ~Mike DiCara~

- The Political Action Committee met on June 21<sup>st</sup> and discussed the following contributions:
- Delegate Dana Stein (D) District 11. Virtual Fundraiser on June 23<sup>rd</sup> hosted by former Baltimore County Executive Ted Venetoulis with Special Guests Speaker Jones. No action taken.
- Delegate Lisa Belcastro (D) District 11. Virtual Fundraiser on June 29<sup>th</sup> with Special Guests

Councilman Patoka and Sen. Hettleman. No action taken.

- Delegate Jon Cardin (D) District 11. Virtual Luncheon on June 30<sup>th</sup> featuring Speaker Jones, Chair Clippinger, and Vice Chair Atterbeary. No action taken.

### **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 June, FOP Lodge #4 received six (6) thank you cards. Two (2) memorial donations were made in lieu of flowers. Two (2) flower arrangements were sent to grieving members.

### **BEREAVEMENTS**

**Retired Brother Barry  
Koch, Brother of Retired  
Brother Cary Koch**  
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**L. Wayne Meeks, Father  
of Retired Sister Kate  
Meeks**  
\*\*\*\*\*

**Robert Edward Mora,  
Grandfather of Brother  
Ryan Dickel**  
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***President's Message (Continued)***

**Deficient Training Facilities**

BCoPD does not have a comprehensive training facility. Instead, the department uses limited and inadequate space at the CCBC Dundalk Campus, where they are at the mercy of campus schedules for the use of certain areas. We use a volunteer fire department for classroom space and run tactical exercises and scenarios at flea markets, restaurants and movie theatres. There is no driver training track for emergency vehicle operations, leaving driver training to be conducted where and when we can borrow available track time at proximate non-department facilities.

The Baltimore County Firearms Training Range is fifty-five years old and has outlived its usefulness. For example, the outdoor range cannot be used at this time because of high lead levels and the indoor range has had problems with ventilation and high lead levels for years, often making it unsafe for use. Rifle qualifications have been moved off-site to a borrowed range facility because our current range cannot accommodate today's necessary qualifications. Inadequate attempts over the years to make temporary fixes have provided little relief.

Since the County shut down the department's K9 training facility 15 years ago after several dogs died, we have not been provided the resources to construct a new K9 training facility. Today, our K9 and tactical units work out of dilapidated government buildings and K9 officers are not provided take-home vehicles to transport their partners or staffed kennels on-site to properly and safely house our four-legged partners when necessary, which is standard in surrounding jurisdictions.

To accomplish both the level of training necessary to fully vet and prepare recruits and to overcome the competitive disadvantage we find ourselves at with other proximate departments under consideration by recruits, we must have a dedicated public safety training facility and Police Academy that includes a driver training track for police and fire, a professional shooting range, proper classroom settings, a K9 facility and buildings that allow for recreation of the real-life scenarios that officers encounter daily.

**Aging Precincts and Equipment**

Several of Baltimore County's precincts are not modernly equipped to meet today's policing needs and requirements. Precincts 1 (1962), 7 (1969) and 11 (1973) are all dilapidated and in disrepair – and lack the proper infrastructure and equipment that modern precincts require to deliver excellent police services to our citizens and attract high-quality officer candidates. For example, Precinct 1 is no longer suitable to hold prisoners because it is considered too much of an escape risk due to old and failing infrastructure.

While County Executive Olszewski has appropriated funding for a new Precinct 1, the amount is incommensurate with what is required to build a proper modern facility today – and development has been stalled for more than a year. It is important that we begin immediately to assess, understand and develop plans to modernize our infrastructure across the county so that we can meet the needs of today's modern police agency.

**Reform, Reimagine and Reinvest**

Reform and reinvestment are long overdue here. In these extremely difficult times, for both residents and officers alike, we must move past politics and rhetoric to find solutions that allow us to recruit, train and retain the best officers in the country to protect what we believe are the best communities in the country – here in the place we call home: Baltimore County.

While acknowledging the necessity of wholesale improvements to the systems and processes that can facilitate more just, fair and informed policing in departments across the country, we must also do more and do better - now - to ensure the good and proud officers of the Baltimore Police Department can carry out their sworn duties with the highest level of training and professionalism on behalf of the people they serve. As it stands now, without the resources needed to bring our department up-to-par with nearby jurisdictions, we will continue to lose qualified candidates and existing officers to other more modern and better-equipped agencies – and our communities will continue to bear the brunt of understaffed and undervalued precincts.

The August

**FOP Lodge 4  
GENERAL  
BUSINESS  
MEETING**

will be held on

**Monday,  
August 23, 2021  
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 27, 2021  
7:30 p.m.**

at  
FOP Lodge #4  
9304 Harford Road