



The Fourword

Volume 43 Number 6

June 2016

County Executive Kevin Kamenetz Do the right thing

Recently, the Baltimore County Executive decided to turn down the \$257,000 riot reimbursement [from Baltimore City Government] “as a gesture of neighborly good will.” He stated “The Baltimore County Police Department could absorb the costs associated with the response in its own overtime budget.” (Balto. Sun 1/4/16)

It would seem as though that “gesture of neighborly good will” only applies to local governments and not to Baltimore County Police Officers. On March 24, 2016, approximately 271 police officers were contacted by letter from the Office of Budget and Finance notifying them that “A corrected W2 was placed in their ESS account on March 21, 2016.” It went on to state “A new pay, stand-by was initiated on July 1, 2015. While you were taxed on this pay when it was received on your paycheck, it was not included on your taxable income on your original 2015 W2.”

This notification to officers was given approximately seven (7) weeks after they received their original Form W2. Several officers had already paid to file their taxes and some had even received refunds. Now, as a result of this error by the Baltimore County Office of Budget and Finance, many officers have to pay \$40 - \$150 to file an amended tax return.

An e-mail was sent to the Director of Budget and Finance, Keith Dorsey asking if the County Administration had plans to reimburse officers for the additional expense caused by the County Administration. To date Mr. Dorsey has not responded. A letter was sent to County Executive Kamenetz explaining the situation and requesting reimbursement for the expenses to file an amended tax return. To date Mr. Kamenetz has not responded.

A class action grievance was filed on behalf of the members who had their 2015 taxes filed with the incorrect W-2 provided by the county and who had to file and pay for an amended 2015 tax return. A hearing has been scheduled at the Office of Administrative Hearings for July 29, 2016.

The irony isIn 2009 the Employees' Retirement System (ERS) found through an audit that the ERS was not deducting the correct pension contribution rate from some members of the retirement system. The County was quick to notify those members of the County's error and after adjusting them to the correct rate, they required them to pay additional pension contributions of what was owed.

As recently as this spring the County notified an officer he had inadvertently been over- paid a supplemental salary by \$1,900 over a three- year period and is demanding repayment through a payroll deduction to recoup the funds.

When the County makes an error that causes employees to owe the County additional money, the County Administration seeks to collect and in some cases with interest. However, if the County makes an error that causes employees to incur an additional expense from their household, they only respond with “We regret any inconvenience this may cause for you.”

The grievance affects less than 40 people and is under \$3,000.00. Come on Kevin, do the right thing!

Representing the Professional Police Officers of Baltimore County





MEETING MINUTES May 2016

- The May General Business meeting was held on May 23, 2016 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

- Brother Scally was excused, all other Officers were in attendance as well as Legal Advisor Mike Marshall.

APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING

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

REPORTS OF OFFICERS

~ PRESIDENT WESTON ~

- April 26– Participated in a conference call with all of the stakeholders concerning the EEOC pension contribution case against Baltimore County.
- April 27– Addressed the In-Service Training class.
- May 3– Attended the Retired Officers Association meeting.
- May 4– Addressed the In-Service Training class.
- May 5– Attended the Diversity and Inclusion Workgroup meet-

ing.

- May 6– Attended the Fallen Heroes Memorial Service at Dulaney Valley Memorial Gardens.
- May 10– Met with a Workers Compensation Attorney in reference to member representation.
- May 11– Addressed the In-Service Training class.
- May 12– Attended the Fiscal Year 2017 Baltimore County Retirement and Insurance Budget explanations before the Baltimore County Council.
- May 13– Attended the Baltimore County Police Department Memorial Service.
- May 16– Attended Legal Advisory and Political Action Committee meetings and the Police Department Budget explanation before the Baltimore County Council.
- May 18– Addressed the In-Service Training class and met with former Delegate John Olszewski Jr.
- May 19– Attended the Diversity and Inclusion Workgroup meeting and the bi-monthly meeting with Chief Johnson, his Bureau Chiefs and members of the Executive Board of Directors.
- May 23– Chaired the FOP Lodge #4 General Membership meeting.

~ 1st V. P. COMEGNA ~

- April 26– Attended the FY 17 Budget Overview presentation, given to the County Council by the Baltimore County Auditor's Office.
- May 3– Attended the meeting of the Association of Baltimore County Retired Police, Inc.

LODGE 4 OFFICE

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ELECTED OFFICERS

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President
(443) 956-2679

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1st Vice President
F.O.P. Lodge 4
(410) 409-0293

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2nd Vice President
F.O.P. Lodge 4
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Lodge Secretary
PC-12
(410) 365-8481

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Treasurer
CID-Robbery
(443) 956-2615

W. Don Patterson
State Trustee
Retired

Ryan Massey
Sergeant at Arms
CID - 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
CID - Arson
David Sweren
PC-6
James P. Rommel, Jr.
PC-3
Joe Caskey
CID - Homicide

Kathy Kraemer
PC-6
Sekou Hinton
CID-Property
Ryan Franks
CID-Property
Patrick Zito
Retired

LODGE STAFF

Nancy Skinner—Administrative Assistant

LEGAL ADVISORS

Schlachman, Belsky & Weiner, P.A.
Phone (410) 685-2022
IAS Cases Michael Marshall

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

Fourword Editors

Donna Patterson
Don Patterson

The Fourword

- May 6– Attended the annual Fallen Heroes Day Service at Dulaney Valley Memorial Gardens.
- May 12– Attended the monthly meeting of the Police Assistance and Relief Fund (PAR).
- May 13– Attended the annual Baltimore County Police Memorial Day Service.
- May 16– Attended a meeting with our lobbyist, Mr. John Stierhoff, Esq., attended meetings of the Legal Advisory Committee and the Political Action Committee. Also attended Chief Johnson's budget presentation to the Baltimore County Council.
- May 19– Attended the bi-monthly meeting between Chief Johnson and the Executive Board of Directors.
- May 20– Attended a "pre-race" meeting for the PAR/MARC Tractor Trot.
- May 22– Attended the 2nd Annual PAR/MARC Tractor Trot.
- May 23– Attended the May 2016 General Business Meeting.

~2nd V. P. ROSE~

- April 26– Participated in a status conference call with the Federal District Court Judge in reference to the EEOC pension case.
- May 3– Met with a member to discuss pension options and attended a meeting of the Association of Baltimore County Retired Police, Inc.
- May 5– Assisted the Humane Society members with their free pet adoption for public safety at Lodge #4.
- May 6– Attended the Fallen Heroes Day Service at Dulaney Valley Memorial Gardens.
- May 9– Met with a member to review a promotion appraisal.

- May 10– Attended the Pension Board of Trustees meeting and met with attorney Mark Grasso.
- May 11– Met with Captain Davis to discuss a promotion evaluation of a member.
- May 12– Met with Captain Lilly and toured the new Precinct 12 and attended the County Council budget hearings for capital debt and retirement.
- May 13– Attended the Baltimore County Police Memorial Service and the FOP Lodge #4 reception.
- May 14– Responded to an officer involved shooting at Precinct 11.
- May 16– Met with our lobbyist, Mr. John Stierhoff, chaired a Legal Advisory Committee meeting, met with our financial advisor from RBC and attended the Executive Board of Directors meeting.
- May 18– Attended the promotional draft.
- May 19– Attended bi-monthly meeting between Chief Johnson and the Executive Board of Directors and attended the County Council budget deliberations.
- May 22– Attended the 2nd Annual PAR/MARC Tractor Trot.
- May 23– Attended Lodge #4 General Membership meeting.

~SECRETARY PATTERSON~

- May 13– Hosted the FOP Lodge #4 reception following the Baltimore County Police Memorial Service.
- May 16– Attended a meeting of the Legal Advisory Committee and the Lodge #4 Executive Board of Directors meeting.
- May 19– Attended the bi-monthly meeting between Chief Johnson and the Executive Board of Directors.
- May 23– Attended Lodge #4 General Business meeting.

~TRUSTEE PATTERSON~

- May 13– Hosted the Lodge #4 reception following the Baltimore County Police Memorial Service.
- May 16– Attended Lodge #4 Executive Board of Directors meeting.
- May 23– Attended Lodge #4 General Business meeting.

EXECUTIVE BOARD OF DIRECTORS REPORT

~ Ken Schubert~

- An Executive Board of Directors meeting was held on May 16, 2016. The meeting was called to order at 1:30 p.m. Brothers Massey, Rommel and Sweren were excused. President Weston and First VP Comegna were attending the Budget Hearing. All other 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

ATHLETIC COMMITTEE

~Don Patterson~

- The Annual Golf Tournament is scheduled for Friday August 26, 2016. The tournament will be held at Rocky Point Golf Course in Essex. Shotgun start at 0800 hrs. The cost is \$400 per foursome.

Do you have a story for the newsletter?

So many of our members participate in meaningful organizations and events that support neighborhoods and charities. Please consider sharing this information with us. We would like to collect photographs accompanied with a brief explanation to share with our membership. It is also important for the public to know what kind of people wear the uniform and work so diligently to protect them.

***Send the information to :
office@foplodge4.org***

DONATION REVIEW COMMITTEE

~Mike DiCara~

- The committee met on May 16 and made the following motions:
- Purchase up to 4 tickets to a fundraiser for State Delegate Susan Aumann (District 42B) to be held June 11, 2016.
- Donate \$500.00 to the First Annual Police Youth Baseball Camp to be held July 25-29, 2016. Sponsored by Brother Spike McElfish.
- Donate \$200.00 to the COPS/ Kids Silent Auction. This request came from Brother Dave Folderauer.
- Donate \$1,500.00 to Special

Olympics Maryland in support of the Law Enforcement Torch Run to be held on June 4, 2016.

- Purchase 10 tickets for a total cost of \$400.00 for FOP Lodge #70 Annual Bull Roast to benefit Fallen Officers to be held on June 4, 2016.

GRIEVANCE COMMITTEE

~Dave Rose~

- On or about March 26, 2016, 271 members who receive stand-by pay under the Memorandum of Understanding were notified by the County Administration that a corrected 2015 W-2 was posted on their ESS account. The letter explained they were taxed on this pay in their original pay checks but it was not included as taxable income on their original W-2. Several members contacted the lodge explaining they have incurred or will incur additional expense for filing an amended tax return because they have already filed their taxes with the IRS. Some have even received a refund and will have to pay the IRS for additional income taxes owed.
- On April 6, 2016, the FOP filed a class action grievance directly to Step #2 as identified in Article 8 of the Memorandum of Understanding. The grievance states that any employee who has incurred additional expense because of the County's actions should be reimbursed. The grievance was delivered to Colonel Burris that day. On April 14, 2016 Colonel Burris issued a disposition stating he cannot rule on the grievance at his level.
- On April 18, 2016, the Grievance Committee met and voted unanimously to appeal the decision to Step #3. That appeal was filed on April 20, 2016. It was

originally scheduled for early May but we requested a postponement so we could collect the refund information from our members.

LEGAL ADVISORY COMMITTEE

~Dave Rose~

- The Legal Advisory Committee met to discuss a request from the family of Officer James Larry Ward for assistance with legal fees. The request was made to the committee as per the by-laws requirements. The committee discussed the request and felt that, at this time, granting the request would not be in line with similar requests we have granted in the past. A motion was made to deny the request. There was a proper second and the motion passed unanimously.
- 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 Memorandum of Understanding. We are trying to arrange a meeting with the County Administration to try and resolve the issue outside of arbitration. A verbal request on April 12, 2016 and a written request on April 25, 2016 were made to Budget Director Keith Dorsey.
- The Retiree Health Care Subsidy case was presented at the Maryland Court of Appeals on November 9, 2015 in reference to the County's refusal to pay the damages owed. We are still waiting for a decision.
- The Heather Flanary case is filed with the EEOC. The EEOC claim may take another 90 days before they respond and issue a "right to sue" letter. Her appeal is filed with the Court of Special Appeals. No briefing schedule has been set.

PENSION COMMITTEE

~Dave Rose~

- At the May 10, 2016 Pension Board of Trustees meeting the Board approved thirty-seven (37) total retirements. Three (3) of those was from the police department.

Bereavements

**William "Bill" Collins,
Father of Sister Ann
Collins**

**Mary Jean Coard Walker,
Mother of Brother Todd
Walker**

**Duane W. Gamble, Fa-
ther of Brother Mike
Gamble**

POLICY REVIEW COMMITTEE

~Dave Rose~

- The committee members reviewed four (4) policies this month. There were no bargaining issues identified.
- The Body Worn Camera Policy and Access Management Committees have just concluded their work. The FOP has received a draft to review for any mandatory subjects of bargaining we need to discuss. It appears as though the July 1, 2016 implementation date for the pilot program phase will begin as scheduled.
- The committee met to discuss the social media violations on April 19, 2016. We were given a draft of the social media policy. At the conclusion of the meeting, no action was taken because the policy was not complete.

POLITICAL ACTION COMMITTEE

~ Steve Comegna ~

- The Political Action Committee met on Monday, May 16, 2016. There were two motions presented to the Executive Board of Directors. Those motions were as follows:
- To purchase up to four (4) tickets to a fundraiser for State Delegate Susan Aumann (District #42B) on Saturday June 11, 2016. The cost is \$50 per ticket for a total maximum expenditure of \$200.
- To purchase a \$500 Silver Sponsorship to a fundraiser being held by State Senator Jim Brochin (District #42) on Tuesday, June 21, 2016.
- These motions were approved by the Executive Board of Directors on May 16, 2016. They were approved by the General Membership on May 23, 2016.

NEW BUSINESS

- The By law change that was proposed in February by First VP Comegna was properly submitted, posted in the newsletter and read at a meeting as per the Constitution and By-laws. The change was voted on and needed a two thirds vote of the members present. There was one no vote, so the change passed.

GOOD OF THE ORDER

- During the month of May FOP Lodge #4 sent one (1) donation was made in lieu of flowers at the request of a bereaving member. Four (4) thank you cards were received.
- Brother John Cullum advised that the 6th Annual Police Reunion Bull Roast will be held on September 16, 2016 at Columbus Gardens. More details will follow.

Welcome

**Brantley Alan Laisure, Son
of Brother Hunter Laisure**

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	Retirement Office	410-887-8246 or 1-877-222-3741
Life Insurance	County Insurance	410-887-2568 or 1-800-274-4302
PBA	Police Personnel	410-887-2208
Deferred Comp.	Richard Dinardi/Kevin McQuarrie	1- 877-677-3678
Baltimore County Employee	Federal Credit Union	410-828-4730

The July

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
July 25, 2016
7:30 p.m.**

at
FOP Lodge 4
9304 Harford Road

The August

**FOP Lodge 4
GENERAL
BUSINESS
MEETING**

will be held on

**Monday,
August 22, 2016
7:30 p.m.**

at
FOP Lodge 4
9304 Harford Road